msi

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2025 ANNUAL REPORT

40TH ANNIVERSARY

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MICRO-STAR INTERNATIONAL CO., LTD.

2025 ANNUAL REPORT

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https://www.msi.com
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Notice to readers
This English-version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

I. SPOKESPERSON & DEPUTY SPOKESPERSON

Spokesperson:Hung,Pao-Yu
Title:Chief Financial Officer
Tel.:+886 2 32345599
E-mail:080419861@msi.com

DEPUTY SPOKESPERSON:

Deputy Spokesperson:Chang,Ju-Ting
Title:Assistant Vice President of Finance Center Global Finance Division
Tel.:+886 2 32345599
E-mail:080419862@msi.com

II. HEADQUARTERS AND PLANTS

Address:No.69, Lide St., Zhonghe District, New Taipei City 235, Taiwan, R.O.C
Tel.:+886 2 32345599

Zhonghe No.3 Factory
Address:No. 488, Bannan Rd., Zhonghe District, New Taipei City 235, Taiwan, R.O.C.
Tel.:+886 2 32345599

Taoyuan Site
Address：5F, No. 23, Xinghua Road, Taoyuan District, Taoyuan City 330, Taiwan, R.O.C
Tel.:+886 2 32345599

Ⅲ.SECURITIES DEALING INSTITUTE

Name :Chinatrust Transfer Agent
Address :5F, No.83, Sec. 1, Chung-Chin S. Rd., Zhongzheng Dist., Taipei City
Tel. :+886 2 66365566
Website :https://www.ctbcbank.com

IV. AUDITORS

Name : CPA: Yu,Chih-Fan & YU,Cheng-Fu
CPA Firm :PricewaterhouseCoopers, Taiwan
Address :27F, No.333, Sec. 1, Keelung Rd., Xinyi Dist., Taipei City 110
Tel. :+886 2 27296666
website:https://www.pwc.com

V. NAME OF TRADING SITE FOR LISTED SECURITIES OVERSEAS:

None

VI. COMPANY WEBSITE

https://www.msi.com

CONTENTS

Ⅰ.Letter to Shareholders

Dear Shareholders:

In 2025, the global political and economic landscape gradually transitioned into a period of stable growth following the post-interest rate hike era. Despite ongoing challenges related to geopolitical uncertainties and regional trade policies, the expanding trend of AI applications from the cloud to the edge delivered significant structural growth momentum to the PC and server industries. Leveraging agile management strategies and a strong foundation in research and development, Beyond its established presence in the gaming market, the company has aggressively expanded into AI PC and AI server, driving annual revenue past the 230 billion mark and reaching a post-pandemic high

Responding to the evolving global supply chain landscape, we continued to implement diversified and localized production configurations. Through real-time information systems managing global inventory and turnover rates, we effectively mitigated risks associated with component price fluctuations and tariffs. In 2025, MSI not only maintained its leadership in the gaming market but also made substantial advancements in AI servers, automotive applications, and smart solutions, establishing a solid foundation for long-term value creation.

Looking ahead to 2026, while challenges remain regarding the shortage of key components and geopolitical instability, the anticipated easing of inflationary pressures in major economies and a shift towards more accommodative global monetary policies are expected to lower corporate financing costs, fostering a more robust economic expansion. Although demand may be affected by cost-driven price increases, a continued replacement demand is expected in the high-end consumer electronics segment. MSI will align with this positive trend, continuously evolving on its core strengths. Regarding technological R&D, we will continue to invest in the gaming market while allocating resources to AI applications, cloud computing, and eco-design. Focus will be on enhancing AI hardware-software integration and developing end devices with increased computing power and lower energy consumption. In terms of market expansion, we will deepen our presence in established European and American markets while simultaneously strengthening our distribution and service networks in emerging markets, improving brand loyalty and market share through localized operations. Regarding risk and sustainability management, we will continuously optimize our Business Continuity Plan (BCP) to address supply chain vulnerabilities arising from geopolitical factors. Moreover, we are actively pursuing net-zero transformation goals, integrating green energy and recycled materials into our production systems to enhance our performance in international ESG assessments, meeting investor expectations for sustainable corporate operations.

MSI remains committed to a stable yet flexible approach, continuously focusing on core products through ongoing technological innovation and superior quality management, enabling us to create maximum value for our shareholders amidst the AI revolution.

I. Operating Performance in 2025

1. Consolidated financial results

Unit: NT$ thousands

Item \ Year	2025	2024	Growth amount	Growth rate
Sales revenue	230,196,431	197,871,915	32,324,516	16.34%
Gross profit	25,212,606	24,195,185	1,017,421	4.21%
Profit after tax	5,747,814	6,792,772	(1,044,958)	(15.38%)
Basic earnings per share (After-tax) (in NT dollars)	6.80	8.04	(1.24)	(15.42%)
Diluted earnings per share (After-tax) (in NT dollars)	6.75	8.00	(1.25)	(15.63%)

According to the "Regulations Governing the Publication of Financial Forecasts of Public Companies," MSI is not required to prepare its financial forecasts for the year of 2025.

2. Profitability analysis

Item \ Year		Financial Analysis for the Last Two-Years	
		2025	2024
Financial structure (%)	Debt to asset ratio (%)	54.86	45.28
	Long-term capital to property, plant and equipment (%)	691.70	826.24
Solvency (%)	Current ratio (%)	184.46	204.45
	Quick ratio (%)	99.28	112.44
	Interest earned ratio (times) (%)	5,289.44	19,310.80
Profitability (%)	Return on assets (%)	5.38	7.30
	Return on shareholders' equity (%)	10.70	13.18
	Profit ratio (%)	2.50	3.43
	Basic after-tax EPS(NT$)	6.80	8.04

3. Research and Development Status

MSI is a leading global brand in the fields of AI PCs, eSports, creators, business, and AIoT. With advanced R&D as its foundation and customer satisfaction as its driving force, MSI markets its products in over 120 countries worldwide. The entire product line, including laptops, graphics cards, monitors, motherboards, desktops, peripherals, servers, industrial computers, automotive electronics, and charging station hardware and software solutions, has received unanimous love and praise from consumers and clients. MSI is committed to creating digital products that combine excellent quality, user-friendly design, and stylish aesthetics, continuously innovating user value to become a comprehensive technology leader.

II. Operating Plan for 2026

In facing the future environment, the company plans to adopt the following operational policies, expected goals, and important production and sales policies:

1. Operational Policies
   (1) Marketing Aspect: Actively explore new markets and new customers, and establish long-term trustful relationships with potential and financially

sound clients to create profits together.

(2) Product Development Aspect: Develop products that meet user needs and benefits.

(3) Regarding raw material lead times, quality, and cost: We are establishing long-term, stable cooperative relationships with upstream suppliers to achieve mutual benefit and shared success.

(4) Manufacturing, Quality, and Service Aspect: Continuously introduce automation and intelligent manufacturing to enhance quality and efficiency, using customer satisfaction as a benchmark to strengthen maintenance and service.

(5) Management Aspect: Continuously improve operational efficiency.

(6) Financial Aspect: Operate with a sound financial principle, controlling various financial risks.

2. Sales forecast and the analysis

The company's product range is extensive. In addition to continuing to cultivate the high-end product market for stable growth across various products, efforts will also be made in new product development and market marketing to increase shipment volumes. The market is expected to have growth potential, and the company aims to enhance overall profitability by actively increasing the market share of various products. However, due to the crowding-out effect of AI demand, certain critical components are facing shortages. We continue to work closely with our supply chain partners to ensure stable supply, while strategically planning our sales based on a comprehensive evaluation of overall profitability and market share.

3. Important production and sales Policies

(1) Production Policy: Continuously monitor global major political and economic trends, respond to potential market demands and changes in supplier capacity, plan material reserves to increase capacity utilization, adopt flexible production to reduce inventory, and meet customer order demand in a timely manner while managing supply chain dynamics and focusing on people, machines, materials, and methods to achieve effective output.

(2) Sales Policy: Provide products of good quality that meet customer needs, pursuing a win-win sales goal for both the company and customers.

III. Future Company Development Strategy

MSI has been deeply rooted in the ICT industry for many years. Facing the rapidly evolving landscape of the AI era, our development strategy is as follows:

Consolidate Global Leadership in Gaming： Continuously invest in high-end hardware R&D and collaborate with top-tier esports events and cross-industry brands to establish an unshakable brand loyalty

Accelerate AI and HPC Deployment： Extend AI technology from hardware acceleration to integrated hardware and software services. MSI will evolve beyond being a hardware manufacturer to become a provider of AI computing power, offering high-performance, low-power computing platforms tailored to vertical industries.

Expand Diversified Revenue Streams： Continue to invest in AIoT, smart manufacturing, and automotive applications. Through highly customized capabilities, we will penetrate high-margin niche markets, balancing the volatility of the PC market.

IV. Impact of External Competitive Environment, Regulatory Environment, and Overall Business Environment

Since its inception, MSI has consistently demonstrated high operational resilience in the face of evolving ICT technologies and global market dynamics.

External Competitive Environment: Confronted with intense competition in the PC industry and the rapid specification race driven by the AI wave, MSI adheres to a

"Technology Leadership" strategy. Beyond solidifying its leading position in the high-end gaming market, we are proactively transforming into a provider of AI solutions. For example, we were the first in the industry to launch AI PCs integrating NPU computing power and our self-developed MSI AI Engine. Furthermore, we've implemented advanced immersion cooling technology in our AI servers, utilizing a technological moat and product differentiation to counter price competition from peers.
Regulatory and Sustainability Environment: Responding to the global trend of net-zero emissions, MSI successfully achieved SBTi validation and received the EPEAT Climate+ Champion honor recognized by the Global Electronics Council (GEC). We implement "Eco-design" principles in product design and continuously increase the proportion of recycled materials used in our products. Additionally, concerning personal privacy regulations, we have strengthened our cybersecurity defense architecture on the hardware level, ensuring product compliance with international standards and regulatory requirements.
Overall Operating Environment: Addressing supply chain disruptions and trade barriers triggered by geopolitical factors, MSI implements "Regionalized Supply" and "Flexible Stockpiling" strategies. Through real-time information systems, we precisely manage global inventory and turnover rates, mitigating the impact of exchange rate fluctuations and tariff changes. Looking ahead, MSI Technology will maintain a sound financial position and leverage a flexible Business Continuity Plan (BCP) to transform external environmental risks into opportunities for corporate transformation, continuously creating maximum value for our shareholders.

On behalf of the MSI management team, I would like to thank all shareholders, customers, and partners for their support, as well as all employees and directors for their hard work over the past year. We hope that shareholders will continue to provide us with support and encouragement. All MSI colleagues will work even harder to create greater corporate value and share it with all shareholders.

Sincerely yours,

Chairman: Hsu,Hsiang

Ⅱ.Corporate governance report

(Ⅰ) Directors, Supervisors, President, Vice President, Assistant VP, and department heads

1. Directors

As of: April 13, 2026 Unit: Shares

Title	Nationality/ Country of Origin	Name	Gender Age	Date elected	Term (Years)	Date of first elected	Shareholding when elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Executives, Directors or Supervisors who are spouses or within two degrees			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%	Title	Name	Relation	
Chairman.	R.O.C	Hsu,Hsiang	Male 61-70	2024.06.14	3	1986.07.23	46,883,151	5.55%	46,883,151	5.55%	18,581,517	2.20%	9,376,328	1.11%	—	—	—	
Vice Chairman	R.O.C	Huang,Chin-Ching	Male 61-70	2024.06.14	3	1986.07.23	20,937,377	2.48%	20,937,377	2.48%	2,148,564	0.25%	7,521,761	0.89%	Director	Liao,Chun-Keng	2nd consanguinity	
Director	R.O.C	Lin,Wen-Tung	Male 61-70	2024.06.14	3	1986.07.23	25,672,499	3.04%	25,672,499	3.04%	62,895	0.01%	–	–	—	—	—	
Director	R.O.C	Kuo,Hsu-Kuang	Male 51-60	2024.06.14	3	2018.06.15	100,000	0.01%	100,000	0.01%	0	0.00%	–	–	—	—	—	
Director	R.O.C	Liao,Chun-Keng	Male 61-70	2024.06.14	3	2018.06.15	70,000	0.01%	80,000	0.01%	0	0.00%	–	–	Vice Chairman	Huang,Chin-Ching	2nd consanguinity	
Director	R.O.C	Hung,Yu-Sheng	Male 51-60	2024.06.14	3	2018.06.15	306,660	0.04%	306,660	0.04%	0	0.00%	–	–	—	—	—	
Director	R.O.C	Chen,Te-Ling	Female 41-50	2024.06.14	3	2021.07.16	10,000	0.00%	18,000	0.00%	0	0.00%	–	–	—	—	—	
Director	R.O.C	Li,Chao-Ming	Male 51-60	2024.06.14	3	2024.06.14	11,498	0.00%	11,498	0.00%	0	0.00%	–	–	—	—	—	
Independent Director (Note)	R.O.C	Hsu,Jun-Shyan	Male 61-70	2024.06.14	3	1997.04.19	490,415	0.06%	490,415	0.06%	476,000	0.06%	–	–	—	—	—	
Independent Director (Note)	R.O.C	Hsu,Kao-Shan	Male 61-70	2024.06.14	3	1998.02.28	418,686	0.05%	418,686	0.05%	220,924	0.03%	–	–	—	—	—	
Independent Director (Note)	R.O.C	Wang,Sung-Chou	Male 61-70	2024.06.14	3	2003.5.28	0	0.00%	0	0.00%	0	0.00%	–	–	—	—	—	

Note ：Mr. Hsu,Jun-Shyan served as a supervisor from April 19, 1997, to June 15, 2018, and as an independent director from July 16, 2021, to June 14, 2024, and on June 14, 2024;Mr. Hsu,Kao-Shan served as a supervisor from February 28, 1998, to May 28, 2003, as a director from May 28, 2003, to June 14, 2006, as a supervisor from June 14, 2006, to May 20, 2016, and as an independent director from June 15, 2018, to June 14, 2024, and on June 14, 2024;Mr. Wang,Sung-Chou served as a director from May 28, 2003, to June 14, 2006, and as an independent director from June 14, 2006, to June 16, 2009, from June 15, 2012, to July 16, 2021, and on June 14, 2024.

Title	Name	Education / Experience	Current Job: Title	Current Job: Representative
Chairman	Hsu,Hsiang	The electronic engineering from National Cheng Kung University. The engineer of Sony Industries Taiwan Co., Ltd.	The Chairman of MSI Director & President of MICRO-STAR NETHERLANDS HOLDING B. V.	 MICRO STAR INTERNATIONAL CO., LTD.
Vice Chairman	Huang,Chin-Ching	The electronics from Chung Yuan Christian University. The engineer of Sony Industries Taiwan Co., Ltd.	The Vice Chairman and president of MSI **Director & President of the following companies:** MSI COMPUTER CAYMAN CO., LTD. MSI COMPUTER (AUSTRALIA) PTY. LTD. **Director of the following company:** MSI COMPUTER CORP. MSI ELECTRONIC (KUNSHAN) CO., LTD.	 MICRO STAR INTERNATIONAL CO., LTD. MICRO STAR INTERNATIONAL CO., LTD. MICRO STAR INTERNATIONAL CO., LTD. MICRO ELECTRONICS
Director	Lin,Wen-Tung	The electronic engineering from the Lien Ho Industrial and Technological Junior College. The engineer of Sony Industries Taiwan Co., Ltd.	The Senior Vice President of MSI **Director & President of** MSI COMPUTER JAPAN CO., LTD. **Director of the following company:** MSI COMPUTER (AUSTRALIA) PTY. LTD.	 MICRO STAR INTERNATIONAL CO., LTD. MICRO STAR INTERNATIONAL CO., LTD.
Director	Kuo,Hsu-Kuang	The master of business administration from University of Southern Queensland The manager of Chun-Sheng Computer	The Executive Vice President & NB BU GM of MSI	
Director	Liao,Chun-Keng	The master of business administration from University of South Australia The sales manager of Magic Systech Inc	The Executive Vice President & GNP BU GM of MSI	
Director	Hung,Yu-Sheng	ITI International Business Administration Program Shih Chien College of Design and Management MA of Pou Chen Group	The Executive Vice President & CND BU GM of MSI	
Director	Chen,Te-Ling	Department of Foreign Languages and Literatures, National Taiwan University. D-Link Corporation Administrator	VicePresident of MSI Corp. Supply Chain	
Director	Li,Chao-Ming	The master of mechanical system from University of Liverpool ACER INCORPORATED Manager	**President of the following companies:** MSI COMPUTER (SHENZHEN) CO., LTD. MSI ELECTRONICS (KUNSHAN) CO., LTD. SHENZHEN MEGA INFORMATION CO., LTD. **Director & President of the following companies:** MSI TECH SOLUTIONS (KUNSHAN) CO, LTD.	 MSI ELECTRONICS (KUNSHAN) CO., LTD.
Independent Director	Hsu,Jun-Shyan	The master of accounting from National Taipei University. Supervisor of MSI Tung Shing & Co. C.P.A.	Accountnat of Chung Feng Accounting Firm	
Independent Director	Hsu,Kao-Shan	Criminal investigation of Central Police University Supervisor of Micro Star International Co., Ltd. Attorney of Yung Jan Attorneys-At-Law	Li Tsai Attorneys-At-Law	
Independent Director	Wang,Sung-Chou	The master of business administration from National Chengchi University. Director of Administration Division of Micro Star International Co., Ltd. Director of the KGI INVESTMENT ADVISORY CORPORATION China Securities Co., Ltd.(now KGI Securities Co., Ltd.) Supervisor of the GARND PACIFIC PETROCHEMICAL CORPORATION	Independent Director of MICRO STAR INTERNATIONAL CO., LTD. **Director of the following company:** Kae Lee Investment Co., Ltd. Hai Shen Investment Co., Ltd. Chen Ho Co., Ltd. **Supervisor of the following companies:** Chien Ta Investment Co., Ltd. KK Enterprise Co., Ltd. Taiwan Sports Lottery Co., Ltd.	

(1)Disclosure of Information about Professional Qualifications of Directors and Independence of Independent Directors:

A. Professional Qualifications of Directors

Qualification / Name	Professional Qualifications and Experiences	Professional Specializations of Board Members	Diversity of Board of Directors
Hsu,Hsiang	40 years of experience being Board director, one of the founders of the Company. Current chairman and former president. Familiar with the technological development of the ICT industrial chain. Having the management skills of research and development, corporate governance, financial accounting, commerce, and marketing, professionalism of industrial development and insights of technical application. Developing the operational guidelines and management strategies for the Company.	Operational judgement/operations management/risk handling/industrial knowledge/international market vision/leadership and decision-making/ finance/accounting/law	Policy of diversity, targets, and achievements: 1.The Company has the "Corporate Governance Principles" in place and diversified policies are established with regard to the composition of members of the Board of Directors. The directors (including independent directors) are nominated. The Board of Directors members are nominated according to law by shareholders and elected during a shareholders' meeting. 2.According to Article 20 of the Company's "Rules of Corporate Governance": Member diversification is considered by the Board members. Factors taken into account include, but are not limited to gender, age, cultures, educational background, race, professional experience, skills, knowledge and terms of service. 3.The members of board of directors possess a diveres range of expertise in the fields of Operational Decision Making, Operations Management, Crisis Management, Industy Knowledge, International Market Outlook, Leadership Decision Making, Finance& Accounting and law, can adequately fulfill the Company's future development needs. 4.The Company's Board members are specialists of technology industry, sales, commerce, finance and accounting, and law. The policy of diversity is complied with. 5.Currently, the board consists of 10 male members and 1 female member (representing 91% and 9% of the total board members, respectively); there are 8 seats held by employees and 3 by non-employees (representing 73% and 27% of the total board members, respectively). In terms of educational background, 55% of the board members hold an associate or bachelor's degree, while 45% hold a graduate degree. The ages of the board members range from 50 to 69 years, with an average age of 62 years. All independent directors have not served more than three consecutive terms. 6. On July 16, 2021, during the board re-election, we achieved the specific goals of increasing the number of female directors by one and promoting a younger board. The representation of either gender on the board has not reached one-third due to a lack of female professionals with relevant backgrounds. In the future, if suitable talent and opportunities arise, they will be included in the nomination for board members to enhance gender diversity on the board. 7. More diverse courses will be made available to Board members for building cross-disciplinary expertise and knowledge.
Huang,Chin-Ching	40 years of experience being Board director one of the founders of the Company. Current Former vice chairman and president. Former Senior Vice President of Management Committee, president of laptop business department, senior vice president of research and development headquarters. Having the professionalism of research and development, corporate governance, commerce, and marketing. Leading the management team to execute the operational plans.	Operational judgement/operations management/risk handling/industrial knowledge/international market vision/leadership and decision-making	
Lin,Wen-Tung	40years of experience being Board director, one of the founders of the Company. Current Senior Vice President of Management Committee, and former vice president of procurement headquarters. Specialized in research and development, procurement, and supply chain management.	Operational judgement/operations management/risk handling/industrial knowledge/international market vision/leadership and decision-making	
Kuo,Hsu-Kuang	8 years of experience being Board director. Former sales manager of sales headquarters, vice sales president of laptop business department. Current vice executive president and president of laptop business headquarters. Specialized in international marketing, and sales management.	Operational judgement/operations management/risk handling/industrial knowledge/international market vision/leadership and decision-making	
Liao,Chun-Keng	8 years of experience being Board director. Former sales manager of sales headquarters, vice sales president of multimedia business department. Current vice executive president and president of image processing and peripheral integration business headquarters. Specialized in international marketing, and sales management.	Operational judgement/operations management/risk handling/industrial knowledge/international market vision/leadership and decision-making	
Hung,Yu-Sheng	8 years of experience being Board director. Former Europe regional president of sales headquarters, vice president of sales headquarters. Current vice sales president and president of computer processing and display business headquarters. Specialized in international marketing, and sales management.	Operational judgement/operations management/risk handling/industrial knowledge/international market vision/leadership and decision-making	
Chen,Te-Ling	5 year of experience being Board director. Current vice president of procurement headquarters. Specialized in procurement, and supply chain management.	Operational judgement/operations management/risk handling/industrial knowledge/international market vision/leadership and decision-making	
Li,Chao-Ming	2 year of experience being Board director. Served as Vice President of Factory Operations and Quality Assurance, specializing in factory operations and quality management.	Operational judgement/operations management/risk handling/industrial knowledge/international market vision/leadership and decision-making	
Hsu,Jun-Shyan	26 years of experience being Board director and supervisor. A CPA with 34 years of experience. Strong experiences in tax, accounting, and audit.	Operations management/ industrial knowledge/international market vision/accounting	
Hsu,Kao-Shan	24 years of experience being Board director (supervisor), and 36 years of experience being attorney. Currently working as attorney, commissioner of the Taipei Bar Association Civil Law Committee. With lots of legal experiences.	Operations management/ industrial knowledge/international market vision/law	
Wang,Sung-Chou	27years of experience as a director (supervisor) and holds a CPA qualification for 31 years, with substantial experience in tax and accounting.	Operations management/ industrial knowledge/international market vision/accounting	

B. Independence of Independent Directors

Qualification / Name	Professional Qualifications and Experiences	Accounting or finance background, and work experience of Audit Committee member with accounting and finance background	Independence	Also an independent director of other public company
Hsu,Jun-Shyan	Chief coordinator of Audit Committee Commissioner of Renumeration Committee	34 years of experience working as CPA. Currently working as CPA. Has lots of tax, accounting, and audit experience.	All independent directors meet the qualifications set forth in Article 2, and paragraph 1, Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" 1.Not an employee of the company or its affiliate. 2.Not a director or supervisor of the company or its affiliate (except for independent directors appointed in accordance with the Act or the local laws by, and concurrently serving as such at, the company, its parent company, subsidiaries, or a subsidiary under the same parent company). 3.Not the person himself, spouse or minor child, or individual shareholder holding more than 1% of the company's outstanding shares in the name of a third party, or top 10 shareholder. 4.Not the spouse, relative within the second degree of consanguinity, or direct blood relative within the third degree of consanguinity of a manager, a person under (2) or (3). 5.Not directly holding more than 5% of the company's outstanding shares, top 5 shareholder, or a director, supervisor or employee of a corporate shareholder appointing its representative as the director or supervisor of the company pursuant to Article 27 paragraphs 1 or 2 of the Company Act (except for independent directors appointed in accordance with the Act or the local laws by, and concurrently serving as such at, the company, its parent company, subsidiaries, or a subsidiary under the same parent company). 6.Not a director, supervisor, or employee of a company controlled by the same person holding the majority of the Board or the voting shares of the company and the other company (except for independent directors appointed in accordance with the Act or the local laws by, and concurrently serving as such at, the company, its parent company, subsidiaries, or a subsidiary under the same parent company). 7.Not a director (governor), supervisor, or employee of a company or institution whose chairman, president, or a person holding an equivalent position is the same person or the spouse of the chairman, president, or a person holding an equivalent position at the company (except for independent directors appointed in accordance with the Act or the local laws by, and concurrently serving as such at, the company, its parent company, subsidiaries, or a subsidiary under the same parent company). 8.Not a director (governor), supervisor, manager, or shareholder with more than 5% shareholding of a specific company or institution having financial or business relationship with the company (except for independent directors appointed in accordance with the Act or the local laws by, and concurrently serving as such at, the company, its parent company, subsidiaries, or a subsidiary under the same parent company). 9.Not a professional individual, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution, or their spouses, who provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider has received cumulative compensation exceeding NT$500,000 in the past 2 years; provided however that this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act. 10.Not a spouse or relative within the second degree of consanguinity of any other director. 11.No circumstances as specified in Article 30 of the Company Act. 12.Not a government, corporate or its representative elected pursuant to Article 27 of the Company Act.	0
Hsu,Kao-Shan	Commissioner of Audit Committee Chief coordinator of Renumeration Committee			0
Wang,Sung-Chou	Commissioner of Audit Committee Commissioner of Renumeration Committee -	31 years experience as an accountant and has solid tax and accounting qualifications.		0

(2) Board Independence: The company's board of directors meets the independence standards.

A.The board consists of 11 seats, including 8 general directors (73%) and 3 independent directors (27%). There are 8 employee representatives (73%) and 3 non-employee representatives (27%). Except for Directors AA and BB, who are second-degree relatives (18%), the remaining 9 directors and independent directors (82%) have no familial relationships and do not violate the provisions of Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act.

B. All independent directors, their spouses, and relatives within the second degree hold a total of 2,678,434 shares in the company, accounting for 0.32%.

C. All independent directors, including themselves, their spouses, and relatives within the second degree, have not served as directors, supervisors, or employees of companies with specific relationships to the company (as per Article 3, Paragraphs 1-5 to 8 of the Guidelines for the Establishment and Compliance of Independent Directors in Publicly Listed Companies).

D. All independent directors, including themselves, their spouses, and relatives within the second degree, have not provided business, legal, financial, or accounting services to the company or its affiliates in the past two years and have not received any remuneration. (Note: Employee compensation amounts are calculated based on the actual distribution amount for the year 2024 and the proposed distribution amount for the year 2025.)

2. Information of the management

Base Date: April 13, 2026 Unit: Shares

Title	Nationality/ Origin	Name	Gender	Date Elected	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Shareholding Kinship			Remarks
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	R.O.C	Hsu,Hsiang	Male	1994.4	46,883,151	5.55%	18,581,517	2.20%	9,376,328	1.11%	The electronic engineering from National Cheng Kung University. The engineer of Sony Industries Taiwan Co., Ltd.	Refer to page **6**		—	—	
President		Huang,Chin-Ching (Note)	Male	2020.7	20,937,377	2.48%	2,148,564	0.25%	7,521,761	0.89%	The electronics from Chung Yuan Christian University. The engineer of Sony Industries Taiwan co., Ltd.	Refer to page **6**	EVP & GNP BU GM	Liao, Chun-Keng	Note	
Senior Vice President of Management Committee		Lin,Wen-Tung	Male	2001.7	25,672,499	3.04%	62,895	0.01%	—	—	The electronic engineering from the Lien Ho Industrial and Technological Junior College. The engineer of Sony Industries Taiwan co., Ltd.	Refer to page **6**				
Senior Vice President of Management Committee		Yu,Hsien-Neng	Male	2001.7	17,892,824	2.12%	184,922	0.02%	—	—	The electronics from Feng Chia University. The engineer of Sony Industries Taiwan co., Ltd.	**Director & President of the following companies:** MICRO-STAR INTERNATIONAL (B.V.I) HOLDING CO., LTD.(Representative:MSI PACIFIC) MSI POLSKA SP. Z O.O (Representative:MSI HOLDING) **Director of the following company** MSI COMPUTER CORP. (Representative:MICRO STAR INTERNATIONAL CO., LTD.) MSI COMPUTER (SHENZHEN) CO., LTD. (Representative:MSI(B.V.I.)) SHENZHEN MEGA INFORMATION CO., LTD. (Representative:MSI PACIFIC)				
Senior Vice President of Management Committee		Lu,Chi-Long	Male	2001.7	18,650,835	2.21%	975	0.00%	—	—	The electronics from National Taiwan University of Science and Technology. The engineer of Sony Industries Taiwan co., Ltd.	None				
Executive Vice President & NB BU GM		Kuo,Hsu-Kuang	Male	2013.4	100,000	0.01%	0	0.00%	—	—	The master of business administration from University of Southern Queensland The manager of Chun-Sheng Computer	None				
Executive Vice President & GNP BU GM		Liao,Chun-Keng (Note)	Male	2014.4	80,000	0.01%	0	0.00%	—	—	The master of business administration from University of South Australia The Sales Manager of Magic Systech Inc.	None	Presider	Huang, Chin-Ching	Note	
Executive Vice President & CND BU GM		Hung,Yu-Sheng	Male	2012.4	306,660	0.04%	0	0.00%	—	—	ITI International Business Administration Program Shih Chien College of Design and Management MA of Pou Chen Group	None				
Vice President of Corp. Supply Chain		Chen,Te-Ling	Female	2019.1	18,000	0.00%	0	0.00%	—	—	Department of Foreign Languages and Literatures,National Taiwan University . D-LINK CORPORATION Administrator	None				
Vice President of Corp. Manufacture & Quality Assurance		Li,Chao-Ming	Male	2010.2	11,498	0.00%	0	0.00%	—	—	The master of mechanical system from University of Liverpo ACER INCORPORATED Manager	**President of the following companies:** MSI COMPUTER (SHENZHEN) CO., LTD. MSI ELECTRONICS (KUNSHAN) CO., LTD. SHENZHEN MEGA INFORMATION CO., LTD. Director & President of the following companies: MSI TECH SOLUTIONS (KUNSHAN) CO, LTD.				

ACS BU GM		Huang,Wen-Shan	Male	2019.12	723	0.00%	0	0.00%	—	—	The electronics from National Taiwan University of Science and Technology. Twinhead International Corp. Assistant Manager	None				
CPS BU GM		Wu,Ta-Hsin	Male	2019.1	0	0.00%	0	0.00%	—	—	Communications, University of the Pacific. FIC Sales Director	None				
Vice President & CPS BU Vertical Platform Solution Division		Huang,Wen-Hui	Female	2021.4	200	0.00%	0	0.00%	—	—	The master of business administration from University of South Australia The Purchasing Manager of Fujitsu Technology	None				
EPS BU GM		Hsu,Yen-Wen	Male	2023.7	0	0.00%	0	0.00%	—	—	University of Kansas Computer Science Mitac Computing Gm/Vp	None				
Vice President of EPS BU		Kuo,Shang-Ti	Male	2026.4	0	0.00%	0	0.00%	—	—	The institute of Telecommunications Engineering from National Chiao Tung University. Flex Ltd. Director	None	—	—	—	
Vice President of Corp. R&D		Teng,Chi-Hung	Male	2010.2	543,183	0.06%	1,124	0.00%	—	—	The institute of electronics from National Chiao Tung University. Ali Corporation Technical Manager	None	—	—	—	
Vice President of NB BU R&D Division		Lin,Chin-Kuan	Male	2014.4	365,000	0.04%	0	0.00%	—	—	Institute of Electrical and Control Engineering from National Chiao Tung University Wistron Corporation Manager	None	—	—	—	
Vice President of NB BU R&D Division		Lu,Kuo-Huang	Male	2017.4	0	0.00%	0	0.00%	—	—	Hwa Hsia Institute of Technology	None	—	—	—	
Vice President of NB Product Mgt. Division	R.O.C	Peng,Jen-Fang	Male	2017.4	159,671	0.02%	0	0.00%	—	—	National Taiwan University of Science and Technology	None	—	—	—	
Vice President of NB Operations Mgt. Division		Pan,Tsai-Yu	Male	2019.4	0	0.00%	0	0.00%	—	—	National Taiwan Unversity Of Science and Technology Askey Computer Corporation. Manager	None	—	—	—	
Vice President of NB Sales Division		Chen,Li-Chun	Male	2023.4	0	0.00%	1,550	0.00%	—	—	The master of Business Administration from University of Illinois at Chicago MiTAC Holdings Corporation. Product manager	None	—	—	—	
Vice President of CND BU		Yeh,Chun-Te	Male	2020.4	10,000	0.00%	3,155	0.00%	—	—	Szehai Institute of Technology and Commerce First International Computer Supervisor	None	—	—	—	
Vice President of CND BU		Yang,Tzu-Ying	Female	2025.4	148,000	0.02%	0	0.00%	—	—	Providence University Microtek International Inc.. Manager	None	—	—	—	
Vice President of CND BU		Tsui,Ching-Hsien	Male	2025.4	0	0.00%	3,000	0.00%	—	—	University of languages DEPO AUTO PARTS IND. CO., LTD.Business Specialist	None	—	—	—	
Vice President of Corp. Sales & Marketing		Chiu,Chih-Keng	Male	2015.4	152,925	0.02%	0	0.00%	—	—	Institute of Technology and Industrial Engineering from St. John's & St. Mary's College DTK Computer M.D.	**Director on behalf of MSI HOLDING & President of the following companies:** MSI COMPUTER SARL MSI COMPUTER EUROPE B.V. MYSTAR COMPUTER B.V. MSI COMPUTER (UK) LTD. MSI ITLAY S.R.L. MSI IBERIA S.L. (MICRO-STAR NETHERLANDS HOLDING B.V. representative) MSI SEE TURKEY DOMESTIC AND FOREIGN TRADE LIMITED COMPANY (MSI COMPUTER EUROPE B.V. representative)	—	—	—	

Vice President of Corp. Sales & Marketing		Tung,Ti-Chun	Male	2019.4	31,000	0.00%	0	0.00%	—	—	University of Phoenix DFI-ITOX Inc. Tech Support & MIS	Director & President of MSI COMPUTER CORP. and MICRO-STAR CANADA LTD. (MICRO-STAR INTERNATIONAL CO., LTD. representative)	—	—	—	
Vice President of Corp. Sales & Marketing		Wang,Yu-Po	Male	2025.4	0	0.00%	0	0.00%	—	—	National Taiwan University of Science and Technology Xunqiang Communication Technology CO., LTD. Project Manager	Director & President of MSI (Shanghai) Co., Ltd. (MSI PACIFIC Representative)	—	—	—	
Vice President of Corp. Marketing Division		Cheng,Hui-Cheng	Male	2019.4	1,000	0.00%	0	0.00%	—	—	Fu Jen Catholic University Wistron Corporation. Product manager	None	—	—	—	
Vice President of Global Management Center		Tsai,Wei-Hsin	Male	2020.1	77	0.00%	0	0.00%	—	—	Chinese Culture University Department of International Business Administration LITE-ON TECHNOLOGY CORP. Communications Group Accounting Department Assistant Vice President	None	—	—	—	
Vice President of Information Technology (Chief Information Security Officer)	R.O.C	Lin,Hsi-Lung	Male	2024.4	1,000	0.00%	0	0.00%	—	—	Institute of Business Automation and Management ,National Taipei University of Technology MiTAC information Technology Corp. Director	None	—	—	—	
Vice President of Finance Center (Chief financial officer & Corporate Governance Officer)		Hung,Pao-Yu	Female	2016.4	343,218	0.04%	0	0.00%	—	—	Finance MBA, National Taiwan University President Securities Corp. Underwriting Department Manager	**Supervisor of the following companies:** MSI COMPUTER (SHENZHEN) CO., LTD. MSI(B.V.I.) Representative) SHENZHEN MEGA INFORMATION CO., LTD. (MSI PACIFIC Representative) MSI (Shanghai) Co., Ltd. (MSI PACIFIC Representative) **Director on behalf of MICRO STAR of the following company:** MSI PACIFIC INTERNATIONAL HOLDING CO., LTD. **Director on behalf of MSI PACIFIC of the following companies:** MICRO ELECTRONICS HOLDING CO., LTD. MEGA TECHNOLOGY HOLDING CO., LTD. MEGA COMPUTER CO., LTD. MHK INTERNATIONAL CO., LTD. RAIDEALS INC.	—	—	—	
Assistant Vice President of Internal Auditing Office		Liu,Chu-Hao	Male	2010.2	10,000	0.00%	14,609	0.00%	—	—	Department of Accounting, Tamkang University Mag Technology Co., Ltd. Audit Assistant Manager	Supervisor of MSI ELECTRONIC (KUNSHAN) CO., LTD (MICRO ELECTRONICS Representative) Supervisor of MSI KOREA CO., LTD.(MSI PACIFIC Representative) Supervisor of MSI COMPUTER JAPAN CO., LTD. (MICRO STAR Representative)	—	—	—	

Note：Mr. Huang,Chin-Ching and Mr. Liao,Chun-Keng are 2nd consanguinity

3.The Chairman, president, or equivalent officer (the most senior manager) is the same person, are spouses, or relatives within the first degree of consanguinity:None.

(Ⅱ)Remuneration paid during the most recent fiscal year to directors, supervisors, president and vice presidents

1. Remuneration of Directors and independent Directors

Unit：NT$

Title	Name	Remuneration of Directors								Ratio of Total Remuneration (A+B+C+D) to Net Income (%)		Remuneration received by Directors who are also employees								Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%)		Compensation Paid to Directors from an Invested Company Other than the Company's Subsidiary
		Base Compensation(A)		Severance Pay(B)		Remuneration to Directors (C)		Allowances(D)				Salary, Bonuses, and Allowances(E)		Severance Pay (F)		Remuneration to Employee(G)(Note)						
																MSI		Companies in the consolidated Financial statements				
		MSI	Companies in the consolidated financial statements	MSI	Companies in the consolidated financial statements	MSI	Companies in the consolidated financial statements	MSI	Companies in the consolidated financial statements	MSI	Companies in the consolidate financial statements	MSI	Companies in the consolidate financial statements	MSI	Companies in the consolidated financial statements	Cash amount	Stock amount	Cash amount	Stock amount	MSI	Companies in the consolidated financial statements	
Chairman	Hsu,Hsiang	0	0	0	0	36,800,000	36,800,000	0	0	36,800,000 0.64%	36,800,000 0.64%	94,072,000	94,072,000	0	0	40,600,000	0	40,600,000	0	171,472,000 2.98%	171,472,000 2.98%	None.
Vice Chairman	Huang,Chin-Ching																					
Director	Lin,Wen-Tung																					
Director	Kuo,Hsu-Kuang																					
Director	Liao,Chun-Keng																					
Director	Hung,Yu-Sheng																					
Director	Chen,Te-Ling																					
Director	Li,Chao-Ming																					
Independent Director	Hsu,Jun-Shyan	0	0	0	0	13,800,000	13,800,000	0	0	13,800,000 0.24%	13,800,0000 .24%	0	0	0	0		0	0	0	13,800,000 0.24%	13,800,000 0.24%	None
Independent Director	Hsu,Kao-Shan																					
Independent Director	Wang,Sung-Chou																					

1.Please describe the payment policy, system, standard and structure of the independent director remuneration, and the relevance between the amount of the remuneration and the responsibilities, risks, contributed time, and other factors: Pursuant to Article 16-4 of the company's bylaws, and based on the company's operational performance, director's performance, and payment standard of the same industry, the remuneration committee will propose the recommendations to the Board of Directors to decide the remuneration of the company's independent directors

2.Remuneration received in the most recent year by the director of the company for rendering services (If working as a consultant not employed with the parent Company/all companies listed in the financial reports/ affliated companies) to any company listed in the Financial Report：None.

Note:The amount of employee remuneration is an estimate of the proposed distribution amount in 2025 based on the actual distribution amount in 2024.

Remuneration Bracket

Range of Remuneration	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	MSI	Companies in the consolidated financial statements H	MSI	Companies in the consolidated financial statements (I)
Below 1,000,000				
1,000,000(included)～2,000,000(excluded)				
2,000,000(included)～3,500,000(excluded)				
3,500,000(included)～5,000,000(excluded)	Hsu,Hsiang、Huang,Chin-Ching、Lin,Wen-Tung、Kuo,Hsu-Kuang、Liao,Chun-Keng、Hung,Yu-Sheng、Chen,Te-Ling、Li,Chao-Ming Hsu,Jun-Shyan、Hsu,Kao-Shan、Wang,Sung-Chou	Hsu,Hsiang、Huang,Chin-Ching、Lin,Wen-Tung、Kuo,Hsu-Kuang、Liao,Chun-Keng、Hung,Yu-Sheng、Chen,Te-Ling、Li,Chao-Ming Hsu,Jun-Shyan、Hsu,Kao-Shan、Wang,Sung-Chou	Hsu,Jun-Shyan、Hsu,Kao-Shan、Wang,Sung-Chou	Hsu,Jun-Shyan、Hsu,Kao-Shan、Wang,Sung-Chou
5,000,000(included)～10,000,000(excluded)				
10,000,000(included)～15,000,000(excluded)				
15,000,000(included)～30,000,000(excluded)			Hsu,Hsiang、Huang,Chin-Ching、Lin,Wen-Tung、Kuo,Hsu-Kuang、Liao,Chun-Keng、Hung,Yu-Sheng、Chen,Te-Ling、Li,Chao-Ming	Hsu,Hsiang、Huang,Chin-Ching、Lin,Wen-Tung、Kuo,Hsu-Kuang、Liao,Chun-Keng、Hung,Yu-Sheng、Chen,Te-Ling、Li,Chao-Ming
30,000,000(included)～50,000,000(excluded)				
50,000,000(included)～100,000,000(excluded)				
Over $100,000,000				
Total	50,600,000	50,600,000	185,272,000	185,272,000

2. Remuneration of President and Vice Presidents

Unit：NT$

Title	Name	Salary(A)		Severance Pay(B)		Bonuses and Allowances (C)		Remuneration to Employee(D)(Note)				Ratio of total compensation (A+B+C+D) to net income (%)		**Compensation** paid to the President and Vice President from an Invested Company Other Than the Company's Subsidiary
		MSI	Companies in the consolidated financial statements	MSI	Companies in the consolidated financial statements	MSI	Companies in the consolidated financial statements	MSI		Companies in the consolidated financial statements		MSI	Companies in the consolidated financial statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
Chairman	Hsu,Hsiang													
President	Huang,Chin-Ching													
Senior Vice President of Management Committee	Lin,Wen-Tung													
Senior Vice President of Management Committee	Yu,Hsien-Neng													
Senior Vice President of Management Committee	Lu,Chi-Long													
Executive Vice President & NB BU GM	Kuo,Hsu-Kuang													
Executive Vice President & GNP BU GM	Liao,Chun-Keng													
Executive Vice President & CND BU GM	Hung,Yu-Sheng													
Vice President of Corp. Supply Chain	Chen,Te-Ling													
Vice President of Corp. Manufacture & Quality Assurance	Li,Chao-Ming													
ACS BU GM	Huang,Wen-Shan													
CPS BU GM	Wu,Ta-Hsin													
Vice President & CPS BU Vertical Platform Solution Division	Huang,Wen-Hui													
EPS BU GM	Hsu,Yen-Wen													
Vice President of EPS BU	Kuo,Shang-Ti													
Vice President of Corp. R&D	Teng,Chi-Hung	96,282,665	96,282,665	2,195,100	2,195,100	164,360,000	164,360,000	90,800,000	0	90,800,000	0	353,673,765 6.15%	353,673,765 6.15%	None.
Vice President of NB BU R&D Division	Lin,Chin-Kuan													
Vice President of NB BU R&D Division	Lu,Kuo-Huang													
Vice President of NB Product Mgt. Division	Peng,Jen-Fang													
Vice President of NB Operations Mgt. Division	Pan,Tsai-Yu													
Vice President of NB Sales Division	Chen,Li-Chun													
Vice President of CND BU	Yeh,Chun-Te													
Vice President of CND BU	Yang,Tzu-Ying													
Vice President of CND BU	Tsui,Ching-Hsien													
Vice President of Corp. Sales & Marketing	Chiu,Chih-Keng													
Vice President of Corp. Sales & Marketing	Tung,Ti-Chun													
Vice President of Corp. Sales & Marketing	Wang,Yu-Po													
Vice President of Corp. Marketing Division	Cheng,Hui-Cheng													
Vice President of Global Management Center	Tsai,Wei-Hsin													
Vice President of Information Technology (Chief Information Security Officer)	Lin,Hsi-Lung													
Vice President of Finance Center (Chief financial officer & Corporate Governance Officer)	Hung,Pao-Yu													

Remuneration Bracket

Range of Remuneration	Name of President and Vice President	
	MSI	Companies in the consolidated financial statements E
Below 1,000,000		
1,000,000(included)～2,000,000(excluded)	Kuo,Shang-Ti	Kuo,Shang-Ti
2,000,000(included)～3,500,000(excluded)		
3,500,000(included)～5,000,000(excluded)		
5,000,000(included)～10,000,000(excluded)	Lu,Kuo-Huang、Pan,Tsai-Yu、Chen,Li-Chun、Huang,Wen-Hui、Yang,Tzu-Ying、Tsui,Ching-Hsien、Wang,Yu-Po、Cheng,Hui-Cheng、Tsai,Wei-Hsin、Lin,Hsi-Lung、Hung,Pao-Yu	Lu,Kuo-Huang、Pan,Tsai-Yu、Chen,Li-Chun、Huang,Wen-Hui、Yang,Tzu-Ying、Tsui,Ching-Hsien、Wang,Yu-Po、Cheng,Hui-Cheng、Tsai,Wei-Hsin、Lin,Hsi-Lung、Hung,Pao-Yu
10,000,000(included)～15,000,000(excluded)	Yu,Hsien-Neng、Lu,Chi-Long、Chen,Te-Ling、Li,Chao-Ming、Huang,Wen-Shan、Wu,Ta-Hsin、Hsu,Yen-Wen、Teng,Chi-Hung、Lin,Chin-Kuan、Peng,Jen-Fang、Yeh,Chun-Te、Chiu,Chih-Keng、Tung,Ti-Chun	Yu,Hsien-Neng、Lu,Chi-Long、Chen,Te-Ling、Li,Chao-Ming、Huang,Wen-Shan、Wu,Ta-Hsin、Hsu,Yen-Wen、Teng,Chi-Hung、Lin,Chin-Kuan、Peng,Jen-Fang、Yeh,Chun-Te、Chiu,Chih-Keng、Tung,Ti-Chun
15,000,000(included)～30,000,000(excluded)	Hsu,Hsiang、Huang,Chin-Ching、Lin,Wen-Tung、Kuo,Hsu-Kuang、Liao,Chun-Keng、Hung,Yu-Shen	Hsu,Hsiang、Huang,Chin-Ching、Lin,Wen-Tung、Kuo,Hsu-Kuang、Liao,Chun-Keng、Hung,Yu-Shen
30,000,000(included)～50,000,000(excluded)		
50,000,000(included)～100,000,000(excluded)		
Over $100,000,000		
Total	353,673,765	353,673,765

Note ：The amount of employee remuneration is an estimate of the proposed distribution amount in 2025 based on the actual distribution amount in 2024.

Names of managers receiving remuneration to employees, and status of allocation thereof

April 30, 2026 Unit:NT$

	Title	Name	Stock Amount	Cash Amount	Total	Ratio of Total Amount to Net Income (%)
Managers	Chairman	Hsu,Hsiang	0	91,900,000	91,900,000	1.6%
	President	Huang,Chin-Ching				
	Senior Vice President of Management Committee	Lin,Wen-Tung				
	Senior Vice President of Management Committee	Yu,Hsien-Neng				
	Senior Vice President of Management Committee	Lu,Chi-Long				
	Executive Vice President & NB BU GM	Kuo,Hsu-Kuang				
	Executive Vice President & GNP BU GM	Liao,Chun-Keng				
	Executive Vice President & CND BU GM	Hung,Yu-Sheng				
	Vice President of Corp. Supply Chain	Chen,Te-Ling				
	Vice President of Corp.Manufacture & Quality Assurance	Li,Chao-Ming				
	ACS BU GM	Huang,Wen-Shan				
	CPS BU GM	Wu,Ta-Hsin				
	Vice President & CPS BU Vertical Platform Solution Division	Huang,Wen-Hui				
	EPS BU GM	Hsu,Yen-Wen				
	Vice President of EPS BU	Kuo,Shang-Ti				
	Vice President of Corp. R&D	Teng,Chi-Hung				
	Vice President of NB BU R&D Division	Lin,Chin-Kuan				
	Vice President of NB BU R&D Division	Lu,Kuo-Huang				
	Vice President of NB Product Mgt. Division	Peng,Jen-Fang				
	Vice President of NB Operations Mgt. Division	Pan,Tsai-Yu				
	Vice President of NB Sales Division	Chen,Li-Chun				
	Vice President of CND BU	Yeh,Chun-Te				
	Vice President of CND BU	Yang,Tzu-Ying				
	Vice President of CND BU	Tsui,Ching-Hsien				
	Vice President of Corp. Sales & Marketing	Chiu,Chih-Keng				
	Vice President of Corp. Sales & Marketing	Tung,Ti-Chun				
	Vice President of Corp. Sales & Marketing	Wang,Yu-Po				
	Vice President of Corp. Marketing Division	Cheng,Hui-Cheng				
	Vice President of Global Management Center	Tsai,Wei-Hsin				
	Vice President of Information Technology (Chief Information Security Officer)	Lin,Hsi-Lung				
	Vice President of Finance Center (Chief financial officer & Corporate Governance Officer)	Hung,Pao-Yu				
	Assistant Vice President of Internal Auditing Office	Liu,Chu-Hao				

3.The Company is in any situation under Article 10, paragraph 1, subparagraph 3, subsections 2-1 or 2-5 of the Regulations Governing Information to be Published in Annual Reports of Public Companies: No

4. Compare and state the ratio of total remuneration paid to the company's Directors, Supervisors, President, and V.P. by the company and the companies in the consolidated financial statements to net income in the last two years; also, describe the policy, standard, and combination of remuneration paid; moreover, the procedure of defining remuneration and its relation to business performance and future risks

(1)Analyze the ratio of the total remuneration paid to the company's Directors, Supervisors, President, and V.P. in the last two years to net income:

Year / Item	Directors & Supervisors		President and Vice President	
	Ratio of the total remuneration paid to the company's Directors, Supervisors in the last two years to net income		Ratio of the total remuneration paid to the President, and V.P. in the last two years to net income	
	2025	2024	2025	2024
	0.88%	0.91%	6.15%	6.03%
1.Policies of remuneration	Articles 19-1 of Incorporation of Micro-Star International Co., Ltd. The pre-tax income of the current fiscal year shall first offset the accumulated deficits. If the balance is positive, then the Company shall allocate the remuneration to be distributed to employees, directors and supervisors in accordance with the following ratio. Employee remuneration in the percentage of 6% to 10%(No less than 10% of the employee compensation amount shall be distributed to the company's entry-level staff.) Individuals eligible for employee remuneration include the Company's employees and the employees of the Company's subsidiaries meeting certain requirements. Such requirements are to be set by the Board of Directors. Remuneration to be distributed to directors and supervisors shall not exceed 1%. The decision of the percentage of remuneration to be distributed to employees, directors and supervisors set forth in the preceding Paragraph, the forms of distribution (cash or stock dividends) and the amounts and shares thereof shall be made through the special resolutions of the Board of Directors and reported to the shareholders' meeting. (The Company established an Audit Committee to replace supervisors on June 15, 2018)		Carried out in accordance with the "Company's Remuneration Management Regulations"," Performance Review Regulation","Employee Bonus Evaluation and Distribution Rules".	
2.Criteria and composition of remuneration	The directors' remunerations are distributed based on the number of directors, and taking into account each director's performance, contribution to the Company, and the self (or peer) evaluation of the Board of that year.		Includes base salary, Duty allowance and performance bonuses, bonus, and employee compensations	
3.Procedures to fix remuneration	Resolved by the board meeting, and approved by the general meeting of shareholders.		Based on their educational and professional backgrounds.	
4.Interrelationship with MSI business	The evaluation criteria of directors' remunerations include the Company's financial performance (such as revenue, contribution to the profits) and non-financial performance (such as corporate governance, regulatory compliance)		The evaluation criteria of managers' remunerations are achievement rate of performance, contribution to the profits, and operation managerial ability.	
5. Policies for linking senior managers' remunerations to ESG-related performance evaluations	Specific goals: For example, the ESG performance evaluation of the carbon reduction target ratio between 2022 and 2035 will be used as a link between a strategic indicator and the salaries and remunerations of senior management. This ESG performance evaluation is included in the results of the ESG performance indicators as a reference for approving the bonuses of the Company's seniormanagement. Adoption of ESG key indicators: such as the achievement of the Group's greenhouse gas target, labor rights, anti-corruption and anti-unfair competition, and sustainable supply chain management, as indicators for adding points to remuneration.			

(2) Except for the Company, all the other companies included in the Consolidated Statement did not pay remunerations for the directors, supervisors, president, and vice presidents of the Company.

(Ⅲ) Corporate governance

1.Board of Directors

The Board had 11 (A) meetings in 2025 and up to date till the Annual Report printed:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)	Remarks
Chairman	Hsu,Hsiang	11	0	100.00%	
Vice Chairman	Huang,Chin-Ching	8	3	72.73%	
Director	Lin,Wen-Tung	11	0	100.00%	
Director	Kuo,Hsu-Kuang	11	0	100.00%	
Director	Liao,Chun-Keng	9	2	81.82%	
Director	Hung,Yu-Sheng	11	0	100.00%	
Director	Chen,Te-Ling	10	1	90.91%	
Director	Li,Chao-Ming	10	1	90.91%	
Independent Director	Hsu,Jun-Shyan	11	0	100.00%	
Independent Director	Hsu,Kao-Shan	11	0	100.00%	
Independent Director	Wang,Sung-Chou	11	0	100.00%	

Note:Independent directors attended in person in 2025 and up to date till the Annual Report printed (with an attendance rate of 100%).

Other matters that require to be recorded:

1. Should any of the following take place in a board meeting, the date and number of the meeting, the content of the proposal, opinions of all Independent Directors and the Company's response to such opinions shall be recorded:
   (1) For details of the date and number of the board meeting, the content of the proposal, opinions of all Independent Directors and the Company's response to such opinions, please see pages **48 ~51.**
   (2) Items specified in Article 14-3 of the Securities and Exchange Act: No dissenting or qualified opinion.
   (3) Aside from the above matters, other resolutions adopted by the Board of Directors to which an Independent Director has a dissenting or qualified opinion that is on record or stated in a written statement: None.
2. For execution status of Directors' recusals from the resolutions due to conflicts of interests, the names of the Directors, content of the proposals and reasons for recusals as well as the participation in voting shall be recorded:

   Date: 2025/1/17、2025/3/12、2025/10/3、2026/1/30、2026/3/12

   Name of the Director: Hsu,Hsiang、Huang,Chin-Ching、Lin,Wen-Tung、Kuo,Hsu-Kuang、Liao,Chun-Keng、Hung,Yu-Sheng、Chen,Te-Ling、Li,Chao-Ming

   Date: 2025/8/8

   Name of the Director：Hsu,Hsiang、Huang,Chin-Ching、Lin,Wen-Tung、Kuo,Hsu-Kuang、Liao,Chun-Keng、Hung,Yu-Sheng、Chen,Te-Ling、Li,Chao-Ming、Hsu,Jun-Shyan、Hsu,Kao-Shan、Wang,Sung-Chou

   Agenda item: Proposal of the Remuneration committee.

   Reason for recusal and participation in voting: The Board of Directors reminded the Directors to pay attention to recusal due to conflict of interests and did not provide each Director's own remuneration details.

   Directors Hsu,Hsiang、Huang,Chin-Ching、Lin,Wen-Tung、Kuo,Hsu-Kuang、Liao,Chun-Keng、Hung,Yu-Sheng、Chen,Te-Ling、Li,Chao-Ming、Hsu,Jun-Shyan、Hsu,Kao-Shan、Wang,Sung-Chou recused themselves from discussing and voting on the part of the proposal involving their own remuneration.
3. Board of Director Self (Peer) Evaluation Cycle and Period, Scope, Method, and Topic are as below:

Implementation of Board of Director Evaluation

Cycle	Period	Scope	Method
Once per year	January 1, 2025 to December 31, 2025	Board of Directors, individual director and functional committees	Internal self-evaluation questionnaire for the Board (Audit Committee and Remuneration Committee) and each director
Topic			
The performance evaluation of the Board of Directors, directors, functional committees of 2024 was completed on January 30, 2026. The evaluation topics of each scope include the following: (1) Board of Directors performance evaluation: The performance evaluation of the Board of Directors includes the level of participation in the company’s operation, decision quality of the Board of Directors, body and structure of the Board of Directors, selection of directors and continuing study, internal control. (45 items) (2) Individual director performance evaluation: The performance evaluation of individual directors includes the knowledge of the company’s objectives and tasks, understanding of the responsibilities of directors, level of participation in the company’s operation, internal relationship cultivation and communication, continuing study of the director’s profession, internal control. (23 items) (3) Functional committee’s performance evaluation(Audit Committee(22 items)、Commissioner of Renumeration Committee(19 items): Including the level of participation in the company’s operation, understanding of the responsibilities of the functional committee, decision quality of the functional committee, body of the functional committee and selection of members, internal control. (4) The evaluation of 2025 is completed on January 30, 2026, and reported to the Board of Directors. In addition to the filing on the Market Observation Post System https://mops.twse.com.tw, and on the Company’s website https://tw.msi.com, the results will be used as references for each director’s remuneration and nomination of reelection.			

4、The goals of the year and the most recent year on the strengthening of the board of directors’ functions：

(1) Voluntarily to establish Independent directors in 2012.

(2) To accommodate electronic voting during shareholders’ meetings, the Articles of Incorporation were revised on June 17, 2014, and the nomination system is adopted for the election of Board members.

(3) Since 2014, the Company's shareholders' meetings have adopted voting by poll, and the result of shareholders' votes for and against and the number of abstentions of each proposal are recorded in the minutes.

(4) In compliance with the competent authority's promotion of corporate governance, a position adjustment was carried out on January 1, 2019, and the Chairman and President positions are not held by the same person.

(5) In alignment with the regulatory authorities' efforts to promote corporate governance, a comprehensive board re-election was conducted on July 16, 2021, resulting in the appointment of one female director..

(6) The average attendance rate of all Directors actually attending the Board meetings of the current Board of Directors (June 14, 2024 ~ as of the publication date of this Annual Report):95.15%.
The Board meeting attendance rate from all board members during 2025 as of the printing date of the annual report: 94.21%.

2.Audit Committee or Attendance of Supervisors at Board Meetings:

(1)Attendance of Supervisors at Board Meetings:The Company established an Audit Committee to replace supervisors on June 15, 2018 and the supervisors are relieved of the position starting on that day.

(2)Operation of the Audit Committee:
9 meetings (A) held by Audit Committee in 2025 and up to date till the Annual Report printed, the attendance of the independent directors is as follows:

Title	Name	Attendance in Person (B)		By Proxy		Attendance Rate (%)【B/A】		Remarks
		2026	2025	2026	2025	2026	2025	
Independent director a (Chief coordinator of Audit Committee)	Hsu,Jun-Shyan	1	8	0	0	100%	100%	
Independent director b	Hsu,Kao-Shan	1	8	0	0	100%	100%	
Independent director c	Wang,Sung-Chou	1	8	0	0	100%	100%	

Other items that shall be recorded:
1. If any of the following applies to the operations of the Audit Committee , the meeting date of the Audit committee and session of the Board of Directors' Meeting, as well as the resolutions, resolutions of the Audit Committee ,Objections, reserved opinions, or critical advices of independent directors and the corporation's actions in response to the opinions of the Audit Committee should be stated.
   (1)Items listed in Article 14(5) of the Securities and Exchange Act.
   (2)Except the items in the preceding issues, other resolutions approved by two-thirds of all directors but yet to be approved by the Audit Committee:None
2. Execution process where the independent director abstain from begin a stakeholder, the name of the director, the content of proposal, the reson of abstinence and the results of the voting should be stated: None

Audit Committee Meeting Date	Agenda	Audit Committee Resolution Results	Objections, reserved opinions, or critical advices of independent directors			Corporation's responses to the comments of the Audit Committee	Execution process where the independent director abstain from begin a stakeholder	
			Hsu, Jun-Shyan	Hsu, Kao-Shan	Wang, Sung-Chou		The reson of abstinence	The results of the voting should be stated
2025.01.17 (2025/1)	(1) Approval of the construction project for the company's plant building in the Taoyuan Guishan Industrial Zone.	Proposal approved	None	None	None	None	None	None
2025.03.12 (2025/2)	(1)2024 Financial Statement of this Company. (2)The Statement on Internal Control System of 2024 of this Company. (3)Approval of compliance with Article 14, Paragraph 6 of the Securities and Exchange Act. (4)Approved amendments to"Internal Control System" , "Implementation Rules for Internal Auditing". (5)Approved amendments to the "Operational Procedures for Acquisition or Disposal of Assets"、" Operational Procedures for Trading Derivatives". (6)CPA engagement and Evaluation of external auditor's independence and qualification.	Proposal approved	None	None	None	None	None	None
2025.04.15 (2025/3)	(1)Approval of the capital increase for the U.S. subsidiary MSI Computer Corp.	Proposal approved	None	None	None	None	None	None
2025.05.09 (2025/4)	(1) Approved amendment to the "Articles of Incorporation"	Proposal approved	None	None	-	None	None	None
2025.05.12 (2025/5)	(1) Approved the Financial Statement. First Quarter 2025. (2) Approved amendment to the electromechanical engineering project for the newly constructed factory in the Taoyuan Guishan Industrial Park.	Proposal approved	None	None	-	None	None	None
2025.08.08 (2025/6)	(1) Approved the Financial Statement of second quarter, 2025. (2) Approved the corporate value enhancement plan report.	Proposal approved	None	None	None	None	None	None

2025.10.03 (2025/7)	(1) Approved the company’s guarantee case.	Proposal approved	None	None	None	None	None	None
2025.11.12 (2025/8)	(1) Financial Report of third quarter, 2025 (2) Risk management report.	Proposal approved	None	None	None	None	None	None
2026.03.12 (2026/1)	(1)2025 Financial Statement of this Company. (2)The Statement on Internal Control System of 2025 of this Company. (3)Approval of compliance with Article 14, Paragraph 6 of the Securities and Exchange Act. (4)CPA engagement and Evaluation of external auditor’s independence and qualification.	Proposal approved	None	None	-	None	None	None

3.Communication between Independent Directors and Internal Audit Supervisors and Accountants (including significant matters of communication regarding th company’s financial and business conditions, methods, and results):

(1) The internal audit supervisor submits an audit summary report to the Audit Committee on a monthly basis in accordance with the annual audit plan.

(2) The Company convenes an audit committee, and invites the accounting and auditing supervisors attend and invites relevant supervisors as needed.

(3)The independent directors and the internal audit office, and the CPA have the direct channel to communicate with each other, by phone, written correspondence, or face-to-face meeting. The communication is smooth.

(4)Independent directors communicate with accountants at least once a year and hold communication meetings with internal audit supervisors at least once a quarter. Communication details are disclosed on the company's website: https://tw.msi.com/about/company/

3. Corporate Governance Implementation Status and Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies"

Evaluation Item	Implementation Status			Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Y	N	Abstract Illustration	
1. If the Company established and disclosed Corporate Governance Principles in accordance with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	V		The Company has established the Corporate Governance Best-Practice Principles based on "Corporate Governance Best-Practice Principles has been disclosed on the Company's website.	None
2. Shareholding Structure & Shareholders' Rights (1) If the Company established internal procedures to handle shareholder suggestions, proposals, complaints and litigation and execute accordingly?	V		In addition to the existing hotline and email channels, the Company has established an internal operating procedure, and has designated appropriate departments, such as Investor Relations, Public Relations, Legal Department, to handle shareholders' suggestions, doubts, disputes and litigation.	None
(2) If the Company maintained of a list of major shareholders and a list of ultimate owners of these major shareholders?	V		The Stock affairs office is responsible, ask Taiwan Depository and Clearing Corps to provide the list of major shareholders every quarter, for collecting the updated information of major shareholdersand the list of ultimate owners of those shares.	None
(3) If risk management mechanism and "firewall" between the Company and its affiliates are in place?	V		「Group business management regulations」 are made to strictly regulate the activities of trading, endorsement and loans between the Company and its affiliates. In addition, the "Criteria of Internal Control Mechanism for a Public Company", outlined by the Financial Supervisory Commission when drafting the guidelines for the "Supervision and Governance of Subsidiaries", was followed in order to implement total risk control with espect to subsidiaries.	None
(4) If the Company established internal policies that forbid insiders from trading based on non-disclosed information?	V		To protect shareholders' rights and fairly treat shareholders, the Company has established the internal rules to forbid insiders trading on undisclosed information. The Company has also strongly advocated these rules in order to prevent any violations, and hold promotion and lectures from time to time and has been disclosed on the Company's website. https://tw.msi.com/about/corporateGovernance	None
3.Structure of Board of Directors and its responsibility (1)Does the Board develop the diversity policy, substantive management goals, and implement the same?	V		The Company has the "Corporate Governance Principles" in place and diversified policies are established with regard to the composition of members of the Board of Directors. The directors (including independent directors) are nominated. The Board of Directors members are nominated according to law by shareholders and naturally elected during a shareholders' meeting. Member diversification is considered by the Board members. Factors taken into account include, but are not limited to gender, age, cultures, educational background, race, professional experience, skills, knowledge and terms of service. The members of board of directors possess a diveres range of expertise in the fields of Operational Decision Making, Operations Management, Crisis Management, Industy Knowledge, International Market Outlook, Leadership Decision Making, Finance& Accounting and law, can adequately fulfill the Company's future development needs.	None

Name	Gender	Age range	Operational Decision Making	Operation Management	Crisis Management	Industry Knowledge	International Market Outlook	Leadership Decision Making	Finance& Accounting	law	Term length of independent directors.
Hsu,Hsiang	Male	61~70	√	√	√	√	√	√	√	√	
Huang,Chin-Ching	Male	61~70	√	√	√	√	√	√			
Lin,Wen-Tung	Male	61~70	√	√	√	√	√	√			
Kuo,Hsu-Kuang	Male	51~60	√	√	√	√	√	√			

Name	Gender	Age range	Operational Decision Making	Operation Management	Crisis Management	Industry Knowledge	International Market Outlook	Leadership Decision Making	Finance& Accounting	law	Term length of independent directors
Liao,Chun-Keng	Male	61~70	√	√	√	√	√	√			
Hung,Yu-Sheng	Male	51~60	√	√	√	√	√	√			
Chen,Te-Ling	Female	41~50	√	√	√	√	√	√			
Li,Chao-Ming	Male	51~60	√	√	√	√	√	√			
Hsu,Jun-Shyan	Male	61~70		√		√	√		√		5
Hsu,Kao-Shan	Male	61~70		√		√	√			√	8
Wang,Sung-Chou	Male	61~70		√		√	√		√		2

The Company's Board members are specialists of technology industry, sales, commerce, finance and accounting, and law. The policy of diversity is complied with the company regulations.

There are 10 (91%) male members and 1(9%) female members on the Board 8 (73%) of them are employees and 3 (27%) are non-employees. The directors are between 50 and 69 years old and average age is 62, The continuous term of all independent directors has not exceeded three terms.

The reelection of directors of the current term of office 2021/7/16 is completed. The goals of adding one female director and lowering the age of directors are achieved. The future goal is to introduce courses of diversity learning to help the directors establish cross-field professional knowledge.

(2) If the Company established any other functional committee in addition to Compensation Committee, Audit Committee as required by law?

V

In order for the sound supervision and reinforcement of management, the Company established the Remuneration Committee and Audit Committee. The functional committees shall be responsibilities for the Board of Directors.

The company has not yet established other functional committee.Scheduled to radually establish according to the laws and regulations as well as the practical requirement of the company.

(3) Does the company specify the process and method of the performance evaluation of the Board of Directors, conduct the annual evaluation, and report the evaluation results to the Board of Directors and use such for considering the remuneration and re-appointment of each director?

V

According to the Company's policy of Board performance evaluation, the self-evaluation shall be conducted at least once a year.

Evaluation recipients	The Board	Individual board member	Functional committee	
Evaluation scope	Including but not limited to the level of participation in the Company's operation, increase of quality of the Board's decisions, composition and structure of the Board, election of the directors, and continuing education, a total of 45 items	Including but not limited to the understanding of the Company's goals and missions, the understanding of a director's duties, the level of participation in the Company's operation, internal relationship cultivation and communication, the director's professionalism and continuing education, internal control	Including but not limited to the level of participation in the Company's operation, the understanding of the functional committee's duties, the quality of the functional committee's decisions, the composition of the functional committee and the election of members, internal control	
Evaluation items	45 items	23 items	Audit Committee	Remuneration Committee
			22 items	19 items
Number of evaluators	11 people	11 people	3 people	3people

None

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<tr><td>Evaluation method</td><td>Collect the answers from each director’s self-evaluation for the Chairman, who will evaluate their performance</td><td>The directors will receive the questionnaire for self-evaluation</td><td>The commissioners will receive the questionnaire for self-evaluation</td></tr>
<tr><td>Evaluation results</td><td colspan="3">The evaluation of 2025 are completed on January 30, 2026, and reported to the Board of Directors. In addition to the filing on the Market Observation Post System https://mops.twse.com.tw, and on the Company’s website https://tw.msi.com, the results will be used as references for each director’s remuneration and nomination of reelection.</td></tr>
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<td>(4) If the Company assess the independence of CPA periodically?</td>
<td>V</td>
<td></td>
<td>The Audit Committee and the board members convene one meeting or more each year, using Audit Quality Indicators “AQIs,” including “firm level” and “audit case level,” separated into five aspects (professionalism, quality control, independency, supervision, and innovation capabilities) and 13 indicators (audit experience, training hours, turnover rate, professional support, accountant loading, review dedication, case quality control, verification, quality control support, non-audit service fee, client familiarity, flaw of external check and discipline, improvement letters from the authority, and innovation planning or suggestions) to assess the independency and qualifications of the external auditor. The latest assessment was approved by the Audit Committee on March 12, 2026, and later reported to the Board on the same day. The assessment found there was no violation of independence or qualification of the external auditors or other related personnel based on AOIs.
The Company and the external auditors are not related in any aspects to violate their independence as listed in the independence declaration below.
<table>
<tr><th>Assessment</th><th>assessment result(Y/N)</th><th>Independence (Y/N)</th></tr>
<tr><td>The designated accountant does not have direct or indirect financial interest relationship with the Company.</td><td>N</td><td>Y</td></tr>
<tr><td>The designated accountant does not have a financing or guarantee relationship with the Company or any director of the Company.</td><td>N</td><td>Y</td></tr>
<tr><td>The designated accountant does not have close business relationship or potential employment relationship with the Company.</td><td>N</td><td>Y</td></tr>
<tr><td>The designated accountant does/did not currently/ in the recent two years serve as a director, supervisor, or manager of the Company or play a role having significant influence on the audit case.</td><td>N</td><td>Y</td></tr>
<tr><td>The designated accountant does not promote or act as an intermediate for the shares or other securities issued by the Company.</td><td>N</td><td>Y</td></tr>
<tr><td>The designated accountant does not serve as the advocate of the Company nor as the representative of the Company to mediate the dispute between the Company and any third party.</td><td>N</td><td>Y</td></tr>
</table>
The designated accountant does not have a family relationship with the company’s directors, managers or persons who have significant influence on the audit case.</td>
<td>None</td>
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<td>4. Does the public (OTC) company appoint the adequate number of competent corporate governance staff, and a corporate governance manager to be responsible for handling corporate governance scheme (including but not limited to providing information to the directors and supervisors necessary to perform their duties, assisting the directors and supervisors in legal compliance, processing the Board meetings and shareholders meetings according to the laws, processing company registration and registration of changes, and producing minutes of the Board meetings and shareholders meetings)?</td>
<td>V</td>
<td></td>
<td>The Financial Center Department of the Company is set up with dedicated corporate governance personnel who have more than 3 years of experience in the managerial work such as corporate finance, stock affairs and meeting proceedings with the scope of duties as follows: providing the information required by the directors to conduct business, propagating the regulations related to the operation, assisting the directors with compliance with laws and regulations, arranging for directors for further study, handling matters related to the board of directors and shareholders' meeting, changing registration and corporate governance, etc. The board of directors pass the resolution on March 21, 2019 to have these personnel supervised by a corporate governance supervisor who is qualified as a manager and reports the implementation to the board of directors at least once a year. Business execution in the most recent year is as follows: (1) Corporate governance and securities-related acts promotion (2) Assistance with the convening of Board of Directors and Shareholders Meetings (3) Preparation of the Board's agenda, provision of meeting materials and delivery of notices, reminding of avoidance of conflict of interests, production and mailing of the proceedings (4) Publication of the Company’s major news (5) Arrangement of the annual training of the directors (6) Registration of the shareholders' meeting, and production of the meetings notice, the annual report, the handbooks within the statutory time limit (7) Change registration with the Ministry of Economic Affairs after amendment of the by-laws or re-election of directors. (8)Review whether the qualifications of independent directors during the nomination,</td>
<td>None</td>
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			selection, and tenure periods comply with relevant laws and regulations (9)The educational programs provided for the first-time corporate governance staff were completed as required. Please see Page 24.	
5. If the Company established communication channel with interested parties (Including but not limited to shareholders, employees, customers and suppliers, etc.) and disclosed key corporate social responsibility issues frequently enquired by stakeholders on the designated area of the corporate website?	V		The Company's website has a “Stakeholder Section” under Corporate Social Responsibility, which provides information including investors/shareholders, customers/consumers, suppliers/contractors, employees, government agencies and the media to the stakeholders who are responsible for verification. The information is compiled through public information observatories, the Company’s website, financial reports, corporate social responsibility reports and online questionnaires to confirm the issues concerned by the stakeholders on MSI and degree and importance of the concerns, and prioritize or incorporate the issues of concern into the Company’s annual goals. In addition, the company's website discloses the information of the "Stakeholders' Complaints Channel" and provides the information to the responsible units through the contact window as the communication channel for the stakeholders and the Company responds to the important issues of concern to stakeholders by meetings, phone calls and emails to protect the rights and interests of all stakeholders. Relevant chapters on stakeholder concerns, communication methods and frequency, and information on topics of concern are disclosed at https://tw.msi.com/Corporate Governance/Corporate Social Responsibility/Corporate Social Responsibility Report. The information is reported to the Board of Directors at least once a year. In addition, the “Stakeholders” section provides the contact windows for each stakeholder, the “stakeholder complaint submission” is disclosed on the company’s website. Stakeholders may contact through meeting, phone, or e-mail. The critical issues which the stakeholders are concerned about will be answered properly to maintain the interests of each stakeholder. The critical issues which the stakeholders are concerned about, communication method and frequency, and concerned issues are disclosed on https://tw.msi.com/corporate governance/CSR/CSR report. The Board of Directors receives the report at least once per year. The 2025 report has been presented to the Board on November 12, 2025.	None
6. If the Company engaged professional transfer agent to host annual general shareholders’ meeting?	V		The Company has delegated the share administrations agency of Chinatrust Commercial Bank to handle shareholder meetings and related services.	None
7. Information Disclosure (1) If the Company set up a corporate website to disclose information regarding the Company’s finance, business and corporate governance?	V		The Company has a section on its website to disclose related information of its finance, operation, and corporate governance. Investors may also obtain information about the Company through the Market Observation Post System https://mops.twse.com.tw.	None
(2) If the Company adopted any other information disclosure channels (e.g., maintaining an English-language website, appointing designated personnel to handle information collection and disclosure, appointing spokespersons, webcasting investors conference, etc)?	V		The Company has websites in 20 languages, including Chinese and English, such as https://tw.msi.com/(Chinese) and https://www.msi.com/about/investor (English) and dedicated employees to take charge of the Company’s information collection and disclosure. The spokesperson system isestablished and implemented.	None
(3) Does the company publish and file the annual financial report within two months after the end of the fiscal year, and make early publication and filing of the financial reports of the first, second, and third quarters, as well as the monthly operation reports?	V		The company publishes and files the annual financial report, and financial reports of the first, second, and third quarters, as well as the monthly operation reports, within the statutory period.	Early publication/filing is subject to evaluation based on actual need.
8. If the Company had other important information to facilitate better understanding of the Company’s corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ and supervisors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)? (1) Employee rights	V		1. Employees’ remuneration policy is regulated the distribution ratio in the Company’s Articles of Incorporation and is handled according to the “Remuneration Guidelines”, “the Employee Performance Regulations”, and “the Employee Remuneration Distribution and Stock Option Regulations”. Operation profits are shared with employees according to the fulfillment rate of business target, performance, and contribution. 2. The Company has an Employee Welfare Committee with steady funds coming from the Company holding events and providing benefit programs for employees. 3. Besides having employees covered by Labor Insurance and National Health Insurance as required by law so that they can be assured safety while at work, the Company also offers the group insurance for extra protection to employees and their family.	None

(2) Employee care employee wellness	V		1.The Company was certified by OHSAS18001 (Occupation Health and Safety Assessment Series Certification) in December 2003 and received the “health promotion symbol for spontaneous healthy workplace certification”. (ISO 45001:2018 renewed in 2018), In 2022, the company passed the "Health Workplace Self-Certification Health Promotion Mark," valid for three years. On December 6, 2024, the certification mark was renewed, valid from 2025 to 2027. 2. Besides periodical employee health examinations, the Company has a employee clinic, nursing room, various health-related tests, workshops, and training from time to time, there are also diversified society events and employees are provided with related consultation services and help solutions on issues such as career, workplace inter-person relationship, emotions at work, work management, physical and mental stress, communications between husband and wife, child care and education, gender relations, laws in life, wealth management, and tax reduction so that the health of employees in all aspects, physical, mental, and spiritual, is taken well care of.	None
(3) Investor relations	V		The Company discloses information from time to time through the Market Observation Post System and the Company’s website, and has the “Investor Relations Contact Window” available for the shareholders to contact by phone or through email in order to maintain the investor relationship.	No Deviation
(4) Supplier Relations	V		1. In order to protect the rights of suppliers, as long as not against regulatory requirements and damage to our shareholders’ rights, financial information required by the suppliers for the Company’s creditline evaluation will be provided. 2. In order to accomplish sustainable management for the Company and for all suppliers, suppliers continue to be asked to promise compliance with regulations concerning health and safety, the environment, labor, and ethics as well as guidelines for the management system and risk control and suppliers will receive Self-assessment survey, educational training and periodic audits, among other related auxiliary measures, to help them keep enforcing and improving the said regulations and guidelines.	None
(5) Stakeholder rights	V		1. The Company discloses on its website information on corporate governance, finance, sustainability, and products and also related information on the Market Observation Post System for the stakeholders’ reference. 2. The Company has a section “Contact MSI” on website. If stakeholders have issues about economy, environment, and society, they can communicate the issues with the Company through the said channel; this helps protect the rights of respective stakeholders.	None
(6) Further education status of directors and supervisors	V		The Company’s directors and high-ranking managers receive continuing education as required by “the Directions for the Implementation of Continuing Education for Directors and Supervisors” of TWSE Listed and TPEx Listed Companies on a yearly basis. The continuing education programs are listed below.	None
(7) Risk management policy and risk measurement measures	V		The Company’s policy towards risk management is to set various rules and regulations in order to weigh and evaluate possible impacts of the various risk matters on the profits and losses of the Company and to stipulate respective response policies accordingly. For the analysis and evaluation of risk matters, other important risks and response measures, please refer to Page **92~100** and Webside.	None
(8) Implementation of customer policy	V		Regulations to be followed are established in the Company’s internal control system to ensure fulfillment of customer service and product protection and the responsible unit is available for real-time communication during transaction with customers in order to ensure that customers’ rights are protected.	None
(9) Purchase of liability insurance for directors and supervisors	V		Directors are covered by the Company’s D&O insurance. (And disclosed in the Market Observation Post System https://mops.twse.com.tw)	None

9. Please describe the improvements of the corporate governance evaluation results released by the corporate governance center of the Taiwan Stock Exchange Corporation in the last year, and propose priority matters or measures to strengthen areas yet unimproved.

Reasons for failure to get scores during corporate governance rating:

(1)To enhance the disclosure of information in English, an English version of the meeting notice and agenda for the shareholders' annual meeting was prepared in 2017. Starting from 2018, the English version of the meeting notice, agenda, and annual report has been prepared for the shareholders' annual meetings and uploaded within the stipulated timeframe.

(2)The Company set up the Audit Committees to replace the responsibilities of the supervisors.

(3) In alignment with the regulatory authorities' efforts to promote corporate governance, our company implemented a position adjustment on January 1, 2019, to achieve the goal of having the roles of Chairman and General Manager held by different individuals.

(4) In accordance with the regulatory authorities' initiatives to promote corporate governance, a comprehensive board re-election was conducted on July 16, 2021, resulting in the addition of one female director.

(5)The company has established "Related Party Transaction Management Guidelines" (disclosed on the company’s website: https://tw.msi.com/about/investor), regulating transactions between the company and its subsidiaries, as well as transactions with other related parties. When transactions reach the stipulated standards, they must be reported to the board of directors. Significant transactions with related parties that have been approved by the board must be reported at the most recent shareholders' meeting at the end of the fiscal year.

Continuing Education/Training of Directors、Supervisors and Managements

Year	Training Course	Host by	Duration	Attendees
2023	2023 Forbid Insider Trading Promotion Meeting	Securities & Futures Institute	3 hours	Corporate Governance Officer
2023	Artificial intelligence accelerates and charging pile technology	Corporate Governance Professionals Association	3 hours	All Directors、Managements and Corporate Governance Officer
2023	GlobalEconomic Outlook and Future Trends	Corporate Governance Professionals Association	3 hours	All Directors、Managements and Corporate Governance Officer
2023	Civil liability and damages for false financial statements	GOVERNANCE PROFESSIONALS INSTITUTE OF TAIWAN	3 hours	Corporate Governance Officer
2024	Sustainable Knowledge Empowerment Advocacy Course	Business Council forSustainable Development OF TAIWAN	6 hours	Corporate Governance Officer
2024	Challenges and opportunities of generative AI	Corporate Governance Professionals Association	3 hours	All Directors、Managements and Corporate Governance Officer
2024	New thinking behind the semiconductor industry revolution behind artificial intelligence	Corporate Governance Professionals Association	3 hours	All Directors、Managements and Corporate Governance Officer
2024	2024 wiw Forum "Digital Finance and Sustainable Finance Concerto under the AI Boom" Special Lecture	Securities & Futures Institute	3 hours	Li, Chao-Ming、Wang, Sung-Chou
2024	2024 Forbid Insider Trading Promotion Meeting	Securities & Futures Institute	3 hours	Li, Chao-Ming、Wang, Sung-Chou
2025	Taiwan’s Robotics Opportunity	Corporate Governance Professionals Association	3 hours	All Directors、Managements and Corporate Governance Officer
2025	Global Economic Outlook	Corporate Governance Professionals Association	3 hours	All Directors、Managements and Corporate Governance Officer
2025	2025 Forbid Insider Trading Promotion Meeting	Securities & Futures Institute	3 hours	Corporate Governance Officer
2025	2025 Annual Session on the Promotion of Insider Trading and Insider Equity Trading Prevention	Securities & Futures Institute	3 hours	Corporate Governance Officer
2026	2026 Annual Session on the Promotion of Insider Trading and Insider Equity Trading Prevention	Securities & Futures Institute	3 hours	Corporate Governance Officer

(Note: The training status prior to the year 2022 is disclosed on the company's website and the Public Information Observatory.)

4.If the Company has set up the remuneration committee or nomination committee, the structure, responsibility, and operation of such committee(s):

(1)Established of Remuneration Committee：The Borad of directors of the company set up the Remuneration Committee on December 28, 2011.

A.Remuneration Committee members information：

2026.4.13

<table>
<tr><th colspan="3">Criteria
Title
Name</th><th>Professional Qualifications and Experiences</th><th colspan="2">Independence</th><th>Also an independent director of other public company</th></tr>
<tr><td>Independent Director</td><td>Chief coordinator of Renumeration Committee</td><td>Hsu, Kao-Shan</td><td>Refer to page 8</td><td rowspan="2">All members of the Remuneration Committee meet the qualifications set forth in subsections 1 to 9, paragraph 1, Article 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange.
1.Not an employee of the company or its affiliate.
2.Not a director or supervisor of the company or its affiliate (except for independent directors appointed in accordance with the Act or the local laws by, and concurrently serving as such at, the company, its parent company, subsidiaries, or a subsidiary under the same parent company).
3.Not the person himself, spouse or minor child, or individual shareholder holding more than 1% of the company's outstanding shares in the name of a third party, or top 10 shareholder.
4.Not the spouse, relative within the second degree of consanguinity, or direct blood relative within the third degree of consanguinity of a manager, a person under (2) or (3).
5.Not directly holding more than 5% of the company's outstanding shares, top 5 shareholder, or a director, supervisor or employee of a corporate shareholder appointing its representative as the director or supervisor of the company pursuant to Article 27 paragraphs 1 or 2 of the Company Act (except for independent directors appointed in accordance with the Act or the local laws by, and concurrently serving as such at, the company, its parent company, subsidiaries, or a subsidiary under the same parent company).
6.Not a director, supervisor, or employee of a company controlled by the same person holding the majority of the Board or the voting shares of the company and the other company (except for independent directors appointed in accordance with the Act or the local laws by, and concurrently serving as such at, the company, its parent company, subsidiaries, or a subsidiary under the same parent company).</td><td rowspan="2">All members of the Remuneration Committee, their spouses, and relatives within two degrees have met and meet the requirements of independence during the terms of office and two years before the election.
1.All members of the Remuneration Committee, their spouses, and relatives within two degrees owns 2,678,434 shares, or 0.32% of the Company's shares (by themselves or under others' names).
2.No members of the Remuneration Committee, their spouses, or relatives within two degrees are directors, supervisors or employees of any related companies of the Company (pursuant to subsections 5 to 8, subparagraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.
3.No members of the Remuneration Committee, their spouses, or relatives within two degrees have provided commercial, legal,</td><td>0</td></tr>
<tr><td>Independent Director</td><td>Commissioner of Renumeration Committee</td><td>Hsu, Jun-Shyan</td><td>Refer to page 8</td><td>0</td></tr>
</table>

Independent Director	Commissioner of Renumeration Committee	Wang, Sung-Chou	Refer to page **8**	7.Not a director (governor), supervisor, or employee of a company or institution whose chairman, president, or a person holding an equivalent position is the same person or the spouse of the chairman, president, or a person holding an equivalent position at the company (except for independent directors appointed in accordance with the Act or the local laws by, and concurrently serving as such at, the company, its parent company, subsidiaries, or a subsidiary under the same parent company). 8.Not a director (governor), supervisor, manager, or shareholder with more than 5% shareholding of a specific company or institution having financial or business relationship with the company (except for independent directors appointed in accordance with the Act or the local laws by, and concurrently serving as such at, the company, its parent company, subsidiaries, or a subsidiary under the same parent company). 9.Not a professional individual, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution, or their spouses, who provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider has received cumulative compensation exceeding NT$500,000 in the past 2 years; provided however that this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act.	financial, or accounting services to the Company or its affiliates within the last two years, and did not receive any remuneration.	0

B. Attendance of Members at Remuneration Committee Meetings

① There are 3 members in the Remuneration Committee.

② Tenure of the current of Remuneration committee is from June 14, 2024 to June 13, 2027. A total of 6 (A) meetings (4 times in 2025，2 times in 2026) and up to date till the Annual Report printed, The attendance record of the Remuneration Committee members was as follows:

Title	Name	Attendance in Person(B)		By Proxy		Attendance Rate (%)B/A		Remarks
		2026	2025	2026	2025	2026	2025	
Convener	Hsu,Kao-Shan	2	4	0	0	100%	100%	
Member	Hsu,Jun-Shyan	2	4	0	0	100%	100%	
Member	Wang,Sung-Chou	2	4	0	0	100%	100%	

Other mentionable items:

1. If the board of directors declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the remuneration committee's opinion (eg., the remuneration passed by the Board of Directors exceeds the recommendation of the remuneration committee, the circumstances and cause for the difference shall be specified): None.
2. Resolutions of the remuneration committee objected to by members or subject to a qualified opinion and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.

(2) Scope of duties and Excution in the most recent year:

A. Scope of duties

①Establishing and periodically reviewing the annual and long-term performance goals for the directors and managerial officers of this Corporation and the policies, systems, standards, and structure for their compensation.

②Periodically assessing the degree to which performance goals for the directors and managerial officers of this Corporation have been achieved, and setting the types and amounts of their individual compensation.

B. Execution in 2024 and up to date till the Annual Report printed

Remuneration Committee Meeting Date	Session	Agenda	Remuneration Committee Resolution Results	Opinions of the Compensation Committee			Corporation's responses to the comments of the Remuneration Committee
				Hsu, Kao-Shan	Hsu, Jun-Shyan	Wang, Sung-Chou	
2025.01.17	2025/1	(1)The ratification of managers' performance bonuses and distribution of year-end bonus.	Proposal approved	None	None	None	None
2025.03.12	2025/2	(1) Proposed distribution of 2024 compensation of employees and directors. (2)Adjustment of the salary of the Company's managers and distribution of their performance bonus.	Proposal approved Proposal approved	None	None	None	None
2025.08.08	2025/3	(1)Distribution of 2024 compensation for the Company's managers, directors.	Proposal approved	None	None	None	None
2025.10.03	2025/4	(1)The Company's managers and distribution of their performance bonus.	Proposal approved	None	None	None	None
2026.01.30	2026/1	(1)The ratification of managers' distribution of year-end bonus.	Proposal approved	None	None	None	None
2026.03.12	2026/2	(1) Proposed distribution of 2025 compensation of employees and direcotrs. (2) Proposed the adjustment of the managers' salary and distribution of their performance bonus.	Proposal approved Proposal approved	None	None	None	None

(3)Nomination committee：None.

5. Execution of sustainable development promotion, gaps between the execution result and the standards of Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies, and the reasons:

<table>
<tr><th>Promoted items</th><th>Y</th><th>N</th><th>Execution results</th><th>Gaps between the execution result and the standards of Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies, and the reasons</th></tr>
<tr><td>1.Does the Company establish the governance structure for promoting sustainable development, and set up the ad hoc (designated) commission for promoting sustainable development, and does the Board authorize high-level management to handle the project, and supervise the execution process?</td><td>V</td><td></td><td>The Company initiated an operation structure to advocate corporate social responsibility. Through the Board’s approval, the General Manager will dictate each responsible unit to stipulate and review the associated policies and execution result. In addition, the green center, created in 2008, was renamed the Sustainability Office in 2011 for the matters associated with sustainable development. Our ESG (Environmental, Social, and Governance) Committee, chaired by the General Manager, worked to establish various plans goals including long-term carbon reduction, supply chain management and environmental badges for our products. Several task squads covering environmental, social and corporate governance issues, have formed cross-department. Each quarter, the vice president will convene meetings to report the operation execution and results to the General Manager, including reviewing goals and progress based on the sustainability issues to make plans for the following year. A report will also be made to the Board each year. The 2025 reporting was made on November 12, 2025. Please refer to the Sustainability Report from https://tw.msi.com/about/company/.
For greenhouse gas (GHG) inventory and certification of our consolidated subsidiaries, the results are sent to Board meetings for discussion, starting from the first quarter in 2023. Other than supervising the progress, the Board also suggested make reference to the international trends and industrial practices to meet the requirements from Corporate Governance 3.0 and the related regulations.</td><td>None</td></tr>
<tr><td>2.If the Company set up a unit exclusively or concurrently to execute CSR policies and if the Board appointed member(s) of management team to supervise and report its implementation status to the Board?</td><td>V</td><td></td><td>Other than the “Risk Management Policy and Procedures” established, the Company continues paying attention to key operational risks based on the Business Continuity Plan, BCP, with the necessary investment for the related control and counteractions.
<table>
<tr><td colspan="3">To answer the Double materiality principle promoted by EU, in our sustainability report we adopted the impact materiality concerned by the stakeholders and as the main focus, supported by the financial materiality principle using GRI Standards. Actual practices for identifying the material issues are as follows：</td></tr>
<tr><td rowspan="4">Identification</td><td>Economy and Governance</td><td>Operation Performance, Ethical Corporate Management and Good Governance, Legal Compliance, Supplier Management and Customer Management</td></tr>
<tr><td>Environmental Issues</td><td>Product liabilities, energy management, climate change, pollution prevention and water resource management</td></tr>
<tr><td>Social Issues</td><td>Human resources development, occupational health and safety, human right management and labor–management relation, employee right and friendly workplace and social engagement</td></tr>
<tr><td>Stakeholders</td><td>We have adopted the principles from AA1000 Stakeholder Engagement Standard (AA1000 SES), including influence, tension, responsibility, dependence, diverse perspective as the judgement standards, while factoring into the global trend of sustainability and operation needs and defining seven stakeholders, covering investors/shareholders, customers, suppliers, employees, media, governments and none-profit organization.</td></tr>
<tr><td>Assessment Standard</td><td colspan="2">According to the GRI Standards (2021) and the GRI Perspective, the assessment of sustainability issues requires an assessment of the significance of the impact, meaning applying risk management to identify the severity and likelihood of negative impacts, as well as the scale, scope and likelihood of positive impacts.</td></tr>
<tr><td>Procedures</td><td colspan="2">Through our internal discussion with the consideration of information from the stakeholders communication over the year and the managers approvals from the governance and sustainability development units, our reporting issues by the order of importance are as follows:
1. Economy and Governance: Operation performance and supply chain management.
2. Environment: Product liability and climate change.
3. Society: Human resources development and human right management and labor–management relation.</td></tr>
</table></td><td>None</td></tr>
</table>

			Results | All management approaches and results have been disclosed in the sustainability reports with details. There were still many topics of concern deserving the attention of MSI in the course of sustainable development. To satisfy the specific stakeholders or the material topics of their indirect impacts, MSI appropriately disclosed the impacts with SDGs in the report. MSI reviews the effort they made in sustainable development through the publication of the Sustainability Report, and establishes a diversity of channels for communication with the stakeholders and responds to topics of their concern to fulfill the expectation and concern of the stakeholders from MSI. MSI will review the topics covered under the sustainable development in each reporting period depending on the design of the topic content and stakeholder communication to ensure the needs of adjustment of the topics. The risk boundary covers factories in Taiwan and China, The scope of risk management covers the major risks in the operational processes, which are financial risk, regulatory risk, strategy and operational risk, information security risk, climate risk. Please read pages 79~88 & 96~100 of this annual report, and visit the Company's sustainable development report https://tw.msi.com for related management policies and strategies.	
3. Environmental Topics (1)If the Company established proper environment management system based on the characteristics of the industry where the Company belongs to?	V		The Company establishes the environmental management system and policies under the PDCA cycle according to the characteristics of the operation and production. Since the Company is not in the petrochemical industry, semiconductor industry or other more polluting industries, industries related to fossil fuel or high carbon emission, the Company is not subject to regulatory requirements. However, the Company observes the philosophy of sustainability, and applies for third-party certifications every year (ISO 14001 Environmental management system certification, QC 080000 Hazardous Substance Process Management (HSPM) system) to ensure the validity of the certificates, Furthermore, we continuously conduct organizational greenhouse gas inventories based on the Greenhouse Gas Protocol (GHG Protocol) standards, declare adherence to ISO 14006 guidelines for integrating eco-design, and implement ISO 14072 organizational life cycle assessment statements. For relevant certification criteria and the scope, please visit the Company's website: https://csr.msi.com/tw/Management-System-Certificate	None
(2)Is the Company committed to increase the efficiency of energy utilization, and use reclaimed materials which cause less environmental impact?	V		With reference to international guidelines, and in compliance with environmental regulations, the Company is committed to increase the efficiency of energy utilization of every resource during its operating activities, We will continue our efforts in energy conservation transformation and facility replacement.The original goal was to reduce greenhouse gas emissions by 60% (Scope 1 + Scope 2) with 2%. In addition to the goal of energy-saving during business operations, the designs of products and packaging are also based on environmental friendliness. With technology and cost feasibility, we establish rigorous requirements for design management and implement them on product life cycle by considering resource conservation, recycling and reuse, energy saving, pollution prevention and other environmental impacts. 1. The packaging materials are designed in a way that they can be decomposed by hand without using tools for reduced consumption of composite materials. 2. The instruction manuals are electronized to realize paperless product publications for reduced use of pulp. 3. Modular design is adopted for products to improve recycling efficiency. 4.Soy ink is used for packaging and printing pigments to improve the recycling rate of packaging materials when discarded. 5. When planning a marketing campaign, quality services and environmental strategies are considered at the same time. The high percentage of online internet virtual community reduces costs, increases effectiveness, and reduces papers and materials any offline physical campaign would need. Also, close and immediate interaction with the consumers help us understand the consumers' needs and provide the most heartwarming services. Achievements and goals: 1.MSI products come in designs that allows users to disassemble the plastic parts with common tools. For metal parts, they are easy to be separated without special tools. 2. Paper packaging materials are 100% recyclable and can be repurposed, of which 90% is made from recycled materials, to ensure the requirements from various international environmental badges. 3.Power consumption of the system products during the lowest consumption is <0.50W. 4. MSI Kunshan and MSI Shenzhen Achieved Over 100% Use of Renewable Energy. 5. Motherboards, graphics cards, and some desktop and laptop products use packaging certified by the Forest Stewardship Council (FSC).	None

<table>
<tr>
<td>(3) Does the company evaluate the current and future potential risks and opportunities due to climate change, and take measures in response to climate change topics?</td>
<td>V</td>
<td></td>
<td>Our company refers to the recommendations for climate-related financial disclosures published by the Financial Stability Board (FSB) and the Task Force on Climate-Related Financial Disclosures (TCFD). We identify risks and opportunities related to climate and environmental changes using the disclosure framework of "Governance," "Strategy," "Risk Management," and "Metrics and Targets." This assessment facilitates risk management and helps us seek potential development opportunities.
In addition to actively declaring our commitment to controlling greenhouse gas emissions and formulating and signing relevant commitments, we are also developing strategies to reduce greenhouse gas emissions. We evaluate the environmental impacts, operational impacts, and the likelihood and severity of natural disasters caused by climate change. We manage risks that may affect the company's production and operations, including capacity constraints, operational challenges, rising equipment and investment costs, and inefficiencies, by establishing management policies and actions
MSI Group is committed to achieving net-zero carbon emissions by 2050, with a short-term goal of reducing Scope 1+2 emissions by 80% from the 2022 baseline by 2035 and Scope 3 emissions by 37.5% from the 2024 baseline by 2035(Scope 3 covers categories including: purchased goods and services, indirect fuel and energy activities, use of sold products, and downstream leased assets)，. In addition to including climate change as the issue of risk management for corporate sustainable operation, MSI keeps paying attention to the evolution of local and foreign regulations after the Paris Agreement to evaluate the responsive measures in the Company. For example (1) Periodically check and update the organization’s carbon emission investigation to achieve the goal of reducing the greenhouse gas.(2)Evaluate feasible technologies and materials for product design and reduce energy loss of products.
(3)Save water, improve the reuse rate of rainwater and wastewater, and establish emergency measures for water resources.</td>
<td>None</td>
</tr>
<tr>
<td>(4) Does the company calculate the emissions of greenhouse gas, water usage, and total weight of wastes in the past two years, and specify the policies for energy saving, carbon reduction, greenhouse gas emission reduction, water-saving, or other waste management?</td>
<td>V</td>
<td></td>
<td>MSI’s use, emission and reduction of energy and resources are based on environmental management systems. MSI sets the management goals for executing the environmental policies and management, and keeps implementing audit and improvements. Please refer to the MSI sustainability report https://csr.msi.com/tw/form.
1. There are three major categories of emission based on the sources of greenhouse gas. The data covers our factories in Taiwan and China.
(1)-1 Greenhouse gas emission (Uni:tCO2e)
<table>
<tr><th>Item/Year</th><th>2025</th><th>2024</th></tr>
<tr><td>Scope 1 emission</td><td>1,308</td><td>2,009</td></tr>
<tr><td>Scope 2 emission</td><td>9,385</td><td>13,611</td></tr>
<tr><td>Scope 3* emission</td><td>1,321,931</td><td>1,528,915</td></tr>
</table>
Notes:

The Scope 2 emissions for Fiscal Year 2024 have been adjusted to 13,611 metric tons of CO2e, with an intensity of 0.069, following third-party verification.
Starting in 2024, we will comprehensively inventory the emissions from 15 categories within Scope 3 greenhouse gases, in accordance with the Greenhouse Gas Protocol (GHG Protocol).
The greenhouse gas inventory for Fiscal Year 2025 is expected to be completed in May 2026. The final data will be available on the MSI Sustainability website.

(1)-2 Greenhouse gas intensity (Unit: tCO2e/per million revenue)
<table>
<tr><th>Item/Year</th><th>2025</th><th>2024</th></tr>
<tr><td>Scope 1 emission intensity</td><td>0.006</td><td>0.010</td></tr>
<tr><td>Scope 2 emission intensity</td><td>0.041</td><td>0.069</td></tr>
</table>
(2) Water consumption
<table>
<tr><th>Item/Year</th><th>2025</th><th>2024</th></tr>
<tr><td>Total water consumption (Unit: million liter)</td><td>563.99</td><td>593.24</td></tr>
<tr><td>Water intensity (Unit: thousands liter/million revenue)</td><td>2.45</td><td>3.00</td></tr>
</table>
</td>
<td>None</td>
</tr>
</table>

(3) Wastes (Unit: kg)

Item/Year		2025	2024
Regular industrial wastes	Recyclable wastes	4,581,631.1	4,341,971.0
	Nonrecyclable wastes	4,157,821.4	3,030,400.0
Hazardous industrial wastes	Recyclable wastes	78,826.0	0.0
	Nonrecyclable wastes	92,786.0	182,543.2

2. Environmental policy

Based on the responsibilities of environmental protection, pollution prevention, green production, and other good practice of corporates, MSI complies with the environmental and energy regulations, introduced the international environmental management system and occupational safety and health management system, and actively implements environmentally friendly measures. From 2020, MSI establishes the Environmental Protection and Corporate Social Responsibility Committee, which reviews the regulatory compliance and execution results, to effectively promote and maintain the environmental management system. Furthermore, MSI conducts internal and external audit certification to ensure that our environmental management is consistent with the planning, execution, audit and action and the goal of sustainable improvement will be achieved.

(1)Greenhouse gas management:

MSI committed to the Science Based Targets initiative (SBTi) 1.5°C pathway in August 2023 and passed the initiative's validation in November 2025, extending its short- and medium-term Scope 1+2 and Scope 3 targets to 2035 to ensure coverage of a more comprehensive global emissions boundary for the organization. Scope 1+2 emissions are targeted to decrease by 80% by 2035, using 2022 as the base year. Scope 3 emissions are targeted to decrease by 37.5% by the end of 2035, using 2024 as the base year, covering purchased goods and services, indirect fuel and energy activities, use of sold products, and downstream leased assets. Simultaneously, MSI also committed to achieving net-zero carbon emissions by 2050 in 2025.

(2)Waste management:

While developing high-quality gaming products, the Company works hard in reducing the pollution from the operating activities and raising environmental quality. Our measures of pollution prevention are improving production technology, optimizing processing steps, reducing processing costs, and complying with environmental regulations. Based on the reduction of pollution, manufacturer’s responsibility, and satisfaction with international environmental requirements, MSI has considered the usage, disassembly, recycle, low toxicity when designing the products to reduce the amount of wastes, reduce the difficulty of recycling, and improve the environmental performance. When the disposal of wastes is subcontracted, MSI selects qualified subcontractors at the factories’ locations to handle regular and hazardous industrial wastes generated from the operation, and properly manage and document the generation, categorization and collection, recycling and transportation of wastes according to the environmental management systems.

(3)Water resource policy:

For clean production and environmental protection, every factory adopts a non-rinsing process for the products. Water is mostly used for employees’ daily use, which only generates domestic sewage. Domestic water comes 100% from the city government’s supply (tap water) and is not obtained from any river, lake or groundwater. There is no significant impact to the water source and community water supply. The Company promises to keep monitoring the use of water resources, and improve the quality of sewage disposal, Increase the usage of recycled water to cut down the reliance on raw water, avoid waste in water and impact to water resources. Meanwhile, the Company pursues the optimization of water consumption efficiency, optimizes the measures of water resource management, considers the water saving equipment first when changing any equipment, and educates the employees to reduce wastes in water resources

(4)The goals of each environmental performance are:

① Greenhouse gas emissions: Based on 2022 (46,724 metric tons of CO_2e), we will reduce our emissions by 80% by 2035.

②Water consumption and wastes are respectively reduced by 1% compared to the previous reporting year.

<table>
<tr>
<td></td>
<td>V</td>
<td></td>
<td>3. Below are the environmental certifications:
<table>
<tr><th rowspan="2">Accreditation, certification or audit</th><th colspan="4">Effective term of certificates at each factory during the reporting term</th></tr>
<tr><th>Taipei</th><th>Taoyuan</th><th>MSI Shenzhen</th><th>MSI Kunshan</th></tr>
<tr><td>Environmental management ISO 14001</td><td>2028/10/27</td><td>2028/10/27</td><td>2028/11/01</td><td>2028/11/03</td></tr>
<tr><td>Energy management ISO 50001</td><td>2027/03/28</td><td>-</td><td>2028/12/07</td><td>2028/02/13</td></tr>
<tr><td>Reporting of greenhouse gas at the organization level (GHG Protocol)</td><td colspan="4">Conducted annually.
Declaration of conformity is issued every April.</td></tr>
</table>
</td>
<td></td>
</tr>
<tr>
<td>4. Social Topics
(1)If the Company followed relevant labor laws, and internationally recognized human rights principal, and established appropriate management policies and procedures?</td>
<td>V</td>
<td></td>
<td>Created “MSI Declaration of Human Rights” and “MSI Modern Slavery Act Transparency Statement.” The measures include no discrimination, no forced or compulsory labor, no child labor, and the complaint procedures. MSI holds training and educational propaganda about anti-discrimination, ethics (anti-corruption), employee welfare (including human rights), force labor and sexual harassment for its management team, employee, and new hires (7,056 hours in 2025). Furthermore, Therefore, we treat employees in the same way without distinction of any kind, such as race, color, sex, age, religion, political or other opinions, national or social origins, or other status. All the employees are treated equally with regard to their opportunities in employment, appraisal, promotion, salary, benefits and training to ensure equality of their rights.
We ensure to respect labor rights and the implementation of equal treatment.</td>
<td>None</td>
</tr>
<tr>
<td>(2) Does the company specify and implement reasonable employee welfare measures (including compensation, leave, and other benefits), and properly reflect the management performance or achievements in the employee compensation?</td>
<td>V</td>
<td></td>
<td>The Company’s “Work Rules” set up the basis of employee conducts and welfares, including salary, leave, and other benefits. Employee salary and bonus will be paid reasonably through the performance evaluation based on the employee’s job duties and contribution pursuant to the Articles of Incorporation, Compensation Management Policy, Employee Performance Evaluation Policy, and Employee Compensation Distribution and Stock Option Policy. The operational achievements or success will be properly reflected in the employees’ salary.
Please refer to pages 82-87 of this annual report for employee welfare measures. Information of Employee benefit expense、.workplace diversity and equal employment is as below:
1. Employee benefit expense
Expressed in thousands of NTD
<table>
<tr><th>Employee benefit expense</th><th>2025</th><th>2024</th></tr>
<tr><td>Wages and salaries</td><td>10,102,000</td><td>9,403,273</td></tr>
<tr><td>Labor and health insurance fees</td><td>710,264</td><td>642,036</td></tr>
<tr><td>Pension costs</td><td>542,551</td><td>482,244</td></tr>
<tr><td>Other personnel expenses</td><td>493,472</td><td>425,484</td></tr>
<tr><td>Total</td><td>11,848,287</td><td>10,953,037</td></tr>
</table>
(1) In accordance with the Articles of Incorporation of the Company, a ratio of distributable profit of the current year, after covering accumulated losses, shall be distributed as employees’compensation and directors’remuneration. The ratio shall be 6%~10% for employees compensation(A percentage of at least ten percent of the amount allocated for employee bonuses will be distributed to the company’s rank-and-file employees) and shall not be higher than 1% for directors’remuneration.
(2) For the years ended December 31, 2025 and 2024, employees’ remuneration were accrued at NT$518,900 thousand and NT$639,500 thousand, respectively; while directors’ remuneration were accrued at NT$50,600 thousand and NT$61,600 thousand, respectively. The aforementioned amounts were recognised in salary expenses.
The employees’ compensation and directors’ remuneration were estimated and accrued based on the historical distribution ratio and the profit of the current year for the year ended December 31, 2025.
Employees’ compensation and directors’ remuneration of 2025 as resolved at the meeting of Board of Directors were in agreement with those amounts recognised in the 2025 financial statements.
Information about employees’ compensation and directors’ remuneration of the Company as resolved by the Board of Directors will be posted in the “Market Observation Post System” at the website of the Taiwan Stock Exchange.</td>
<td>None</td>
</tr>
</table>

2.Our company has established a comprehensive retirement system in accordance with the relevant provisions of the Labor Standards Act and the Labor Retirement Pension Act, and established a “Labor Retirement Reserve Supervision Committee” to oversee the remittance of retirement reserves and the acceptance and review of retirement applications.
Legal Basis: Based on the relevant provisions of the Labor Standards Act and the Labor Retirement Pension Act.
Internal Management: The "Retirement Management Regulations" have been formulated, and the "Labor Retirement Reserve Supervision Committee" has been established.Supervisory Committee Responsibilities: Oversee the remittance of retirement reserves and process and review retirement applications.
Pension Information:Individual Financial Report: Please refer to pages 36-39 of our company's 2025 Individual Financial Report.
Consolidated Financial Report: Please refer to pages 42-45 of our company's 2025 Consolidated Financial Report.
Public Information: Public Information Observation Station：https://mopsov.twse.com.tw or Company Website:https://tw.msi.com/about/investor
3.Workplace diversity and promoting gender equality.
(1)Workplace diversity and equal employment

Item/ Gender	Percentage of number of people	Education level			Title			Age			Employee salary percentage	Minority group employee	Foreign employee
		Master’s degree and above	Bachelor’s degree/ associate degree	Others	High level manager	Mid-level manager	General employee	Below 30 years old	30 – 50 years old	Above 50 years old			
Female	39.11	3.64	20.37	15.10	0.14	5.88	33.09	11.17	25.94	2.00	35.70	0.31	1.85
Male	60.89	7.69	28.09	25.11	0.81	11.91	48.17	18.75	37.23	4.91	64.30	1.00	1.14
Total	100.00	11.33	48.46	40.21	0.95	17.79	81.26	29.92	63.17	6.91	100.00	1.31	2.99

(2)Providing a family-friendly workplace environment. In addition to consultations on employee assistance programs related to romantic relationships, marital communication, and parenting, we offer flexible work hours, maternity and wedding gifts, priority meal service for pregnant mothers, lactation rooms, parental leave, and family care leave.In the year 2025, our company had a total of 211 employees eligible for maternity/paternity leave and parental leave, with 135 actually applying for it. The re-employment rate after parental leave (including leave of absence) for that year was 90.7%.
Note: Re-employment rate = Number of employees who returned to work after taking parental leave (including leave of absence) in 2025 / Total number of employees who were supposed to return to work in 2025.

(3)If the Company provided safe and healthy working environment to employees and conducted relevant training on safety and health management to employees periodicall?

V

The company has set up the Occupational Safety and Health management entities, Occupational Safety and Health committee, Meal Committee and medical care office, conducted regular safety and health training for employees and contractors to provide a safe workplace and ensure employee’s physical and mental health (139,180.5 hours in 2025).

2025 training program	
Subcontractor safety and health educational training	1,512.5 hours
Health promotion workshop/campaign, health information session	117,384 hours
Disaster prevention education and training	13,365 hours
Environmental education	2,254hours
On-site subcontractor training/central kitchen self-training/meal and food safety environmental training (including audit method)/employee diet and health & pandemic prevention campaign	4,665hours

The company has received the ISO 45001 Occupational Safety and Health Management System Certification.(On August 29, 2025, the certification mark was renewed, valid from 2025 to 2028). The company received the 13th New Taipei City Occupational Safety Award and obtained the Sustainable Health and Safety Award and the Excellent Personnel Award. In order to promote the safety of the working environment and physical protection of employees, the company continues to carry out related equipment maintenance and safety testing.

Item	Equipment Maintenance (Safety Test)
Firefighting (fire extinguisher, smoke detector、Evacuation equipment)	Once/Monthly, quarterly,yearly
Air conditioning (heat dissipation, blower, ice water host)	Once/Monthly, quarterly,yearly
Electricity (generator, power outage maintenance、power supply equipment)	Once/Monthly, quarterly,yearly
Carbon dioxide	Once/Biannually (Test)
Noise	Once/Biannually (Test)
Illuminance	Once/Annually (Test)
Wind speed control (laboratory local exhaust)	Once/ Annually (Test)
Organic solvent (isopropyl alcohol, methanol, n-hexane)	Once/Biannually (Test)
Lead, tin	Once/Biannually (Test)
Drinking water	Once/Monthly(Test)
Employee cafeteria food ingredients and tableware	Once/Monthly (Sampling test)

None

	V		To provide employees with a safer and healthier working environment, the company continues to strengthen and improve various facilities and benefits, including increasing meal subsidies, replacing old water dispensers and pipes, repairing air conditioning pipes, toiletredecoration, constructing anti-slip parking lot floors and ramps, and installing weatherproof corridor curtain walls, wall surfaces, elevators, maintaining the employee health center, providing disaster prevention education and training, and conducting two emergency drills each year to familiarize employees with firefighting notifications, rescue operations, emergency evacuations, evacuation procedures, and equipment operations (fire extinguishers, hydrants) to improve personnel response capabilities and reduce disasters. Total occupational accidentcases, percentage of total employee number in 2025, and the relatedimprovement actions: None.	
(4)If the Company provided career planning, relevant training and skill development for employees?	V		The Company highly values training and career developments for its employees. In order to continue promoting quality talent cultivation and key skills management, there are the Regulations Governing Educational Training that address continuing education and training for employees. Meanwhile, budget is appropriated on a yearly basis to facilitate organization of various types of educational training. Lecturers are hired periodically or from time to time to hold workshops. Reflective of the different rankings and levels of professionalism, internal or external educational training is provided to help employees form complete professional skills and inspire them to seek self-growth.(page 82~84) The 2024 training roadmap is based on the senior manager's development direction for the company, and diversified talent management. The ultimate goal is to increase the overall organizational performance, enhance managers' leadership, and develop the key talent needed for the company's future development, raise the company's competitiveness. In 2025, 1,593 physical courses or online internal training courses were held. The total length of employee training, internally and externally, reached 99,837 hours. The total cost of employee training is NT$6.33 million.	None
(5)Regarding the health and safety of customers of products and services, customer privacy, marketing and labeling, does the Company comply with the regulations and international guidelines, and establish the policies of consumer or client protection, and the complaint procedures	V		We ask the suppliers and vendors to strictly comply with the MSI "Green Product Regulations," which specifies that any product or service provided by the suppliers should meet the environmental requirements; implement the hazardous substance management, urge the supply chain to comply with the regulations together, reduce the impact to the environmental ecology, and provide safe, healthy, environmentally friendly products to the consumers. MSI product marketing and labeling are compliant with the regulations and industrial standards. Designated departments enforce such compliance based on internal processing documentation. We ensure that product marketing and labeling meet the standards through product certification, quality control, and third-party testing. The Company has purchased proper product liability insurance to protect clients and consumers' rights. We also set up a global service system in Taiwan, Europe, the U.S., Japan, Korea, China and other countries, including company-run or subcontracted repair locations and customer service centers to provide maintenance and after-sale services. The website provides different language versions for the consumers to download technical support and update. MSI establishes the "Privacy Policy" https://www.msi.com/page/privacy-policy to prevent unauthorized disclosure of client privacy or personal data and protect clients' interests. Consumers can file complaint and dispute to the stakeholder email address 080419864@msi.com for resolution, or through the Company's reporting system: audit@msi.com. Please refer to MSI sustainability report https://tw.msi.com/about/Company/ for more information.	None

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<tr>
<td>(6) Does the company specify any supplier management policy to request the suppliers to comply with the regulations regarding environmental protection, occupational health and safety, or worker' rights, and how is the enforcement status?</td>
<td>V</td>
<td></td>
<td>1. MSI continues to maintain close communication with its supply chain partners, committed to ensuring workplace safety, employee equality and fair treatment, and adherence to principles of integrity and good corporate governance throughout its operations. To this end, MSI Group has established a "Supplier Code of Conduct," which stipulates that suppliers must not only comply with this code during transactions and operations but also adhere to relevant laws and regulations in the operational location. At the same time, through ongoing communication, risk assessment, and audit mechanisms, the company promotes continuous improvement in the supply chain, preventing and eliminating various improper business practices, and incorporates suppliers' compliance with this code as an important basis for procurement decisions and cooperation evaluations. To ensure that the supply chain aligns with the group's management standards and sustainable development vision, MSI has established an evaluation and selection mechanism for new suppliers and conducts annual surveys for existing suppliers. Based on risk classification results, high-risk suppliers will undergo audit procedures to continuously enhance the effectiveness of supply chain management and sustainable governance performance.
2. Supplier Evaluation and Investigation: In the selection process for new suppliers, our company conducts a comprehensive evaluation based on the "New Supplier Evaluation Management Method," which includes topics such as occupational safety, environmental protection, labor rights conditions, and social responsibility. If the evaluation results meet the standards, the supplier is included in the qualified supplier list; if not, they are required to improve and undergo re-evaluation, or the evaluation process may be terminated depending on the situation. MSI conducts annual supplier risk assessments according to the "Supply Chain ESG Risk Management Procedures" to ensure suppliers comply with the "MSI Group Supplier Code of Conduct." Based on the risk assessment results, suppliers are categorized by risk level, and on-site audits are initiated for those with significant deficiencies. Any deficiencies identified after the audit will be followed up to confirm correction progress and ensure that deficiencies are properly closed. The audit results for the year 2025 are as follows:
<table>
<tr><td>Topic</td><td>Major Deficiency Rate</td><td>Other Deficiency Rate</td><td>Major Deficiency Improvement Rate</td><td>Other Deficiency Improvement Rate</td></tr>
<tr><td>Labor</td><td>0.94%</td><td>12.70%</td><td>100%</td><td>100%</td></tr>
<tr><td>Occupational Health and Safety</td><td>0.32%</td><td>11.47%</td><td>100%</td><td>100%</td></tr>
<tr><td>Environment</td><td>-</td><td>4.54%</td><td>-</td><td>100%</td></tr>
<tr><td>Ethical Standards</td><td>-</td><td>1.88%</td><td>-</td><td>100%</td></tr>
<tr><td>System Management</td><td>0.45%</td><td>7.71%</td><td>100%</td><td>100%</td></tr>
</table>
Note: "-" indicates no deficiency cases.
3. Our company distinguishes suppliers based on their industry category, performance capabilities, market performance, and demand, and conducts comprehensive evaluations for key suppliers regarding environmental protection, quality management, service levels, willingness to cooperate, and supply stability. To ensure the sustainable development of the supply chain, our company clearly states a "Supplier Code of Conduct Compliance Commitment" in supplier procurement contracts and requires suppliers to sign it, urging them to actively undertake corporate social responsibility and comply with relevant regulations and environmental requirements. In 2025, our company conducted sustainability surveys on environmental and social aspects for all suppliers, covering key indicators such as greenhouse gas inventory, verification of greenhouse gas emissions, carbon reduction commitments, renewable energy usage, and occupational health and safety management systems.
Our company will continue to maintain close communication with key suppliers, and for partners with higher carbon reduction risks, we will develop guidance plans to assist them in completing greenhouse gas emissions inventories and provide recommendations for energy equipment improvements. At the same time, we will jointly set short-term and medium-term carbon reduction targets with suppliers to work together to mitigate climate change.
4. Supplier Audits: According to the "Supplier Management Procedures," "Supplier Evaluation Management Regulations," "Supplier Risk Management Procedures," and various operational procedures and regulations for suppliers by subsidiaries, suppliers are categorized into four levels (A, B, C, D) based on monthly, quarterly, and annual audit scores. High-risk suppliers are subject to regular and irregular audits or reviews, with records of deficiency locations, items, and reasons provided, along with corrective and preventive measures, to continuously guide and track improvements to reduce supplier management risks.</td>
<td>None</td>
</tr>
</table>

			5.Supplier Training: On November 21, 2025, a supplier ESG conference was held with a total of 349 participants. During the conference, suppliers were introduced to "MSI ESG Management," "Responsible Minerals Concept," and "Labor Rights in the Supply Chain," with a focus on energy-saving and carbon reduction management, water resource management, chemical management in processes, anti-bribery and anti-corruption policies, and requirements related to labor overtime and working conditions. 6. The conference also conveyed MSI's sustainability philosophy and vision, MSI's climate commitments and actions, promoted the net-zero carbon emission goal, and revealed the ESG management and targets for suppliers, including conducting conflict minerals CMRT and EMRT surveys for suppliers, requiring RBA and ISO certifications to be included in supplier evaluations (for instance, completing ISO 14064-1 verification for suppliers in scopes 1+2 by mid-2025, and key suppliers must disclose scope 3 and obtain ISO 50001), serving as reference indicators for future collaboration, with the expectation of working with supplier partners to create a low-carbon value chain 7. Supplier Recognition: An annual evaluation of excellent suppliers is conducted at the end of each year, and publicly recognizing those rated A for outstanding performance.	
5. Does the company prepare the corporate social responsibility reports according to the internationally accepted guidelines or instructions to disclose the company’s non-financial information? Has any third-party verification agency provided affirmed or certified opinion for such report?	V		The structure of the content disclosed in MSI’s Sustainability Report follows the Global Reporting Initiative (GRI) Standards and is prepared in accordance with the ‘Procedures for the Preparation and Reporting of Sustainability Reports by Listed Companies.’ The report underwent verification by BSI Group Singapore Pte. Ltd. Taiwan Branch, in accordance with the AA1000 AP (AA1000 AccountAbility Principles) assurance standard, and obtained a GRI Standard Assurance Statement. MSI publishes its Sustainability Report annually (the 2025 Sustainability Report will be completed before June 30, 2026, and is expected to be published after submission to the most recent Board of Directors meeting). Once completed, it will be uploaded to the Market Observation Post System (MOPS) within the statutory timeframe.	None

6. If the Company established any guideline of corporate social responsibility in accordance with “Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX-Listed Companies” and please state the implementation status of the guideline and any reasons for non-implementation: None.
Pursuant to the "Listed Company Corporate Governance Best Practice Principles" and passed by the Board of Directors, the Company has established the "MSI Corporate Governance Best Practice Principles", of which the Board of Directors.

7. Other important information that helps to understand the execution of sustainable development: The Company has set up a page on its website to disclose all information related to corporate social responsibility (https://tw.msi.com/Corporate Social Responsibility)

MSI continues to engage the community and participate in education, charity auction and environmental protection activities through sponsorship and employee volunteers. In Taiwan, we not only get involved in public services through investment of our internal resources, but also joined in the activities of charity groups. Through the process of service to and in the communities, we expand our love and care into the world and unify our employees' values and commitment towards MSI's corporate social responsibilities. MSI will continue to make its presence in services for the rural areas and disadvantaged groups.

(1) Education and care

A. School Lunch Program: In 2025, MSI donated funds to support school lunch programs in remote schools in New Taipei City, benefiting a total of 70 schools and approximately 15,483 students. This initiative responded to the New Taipei City Social Affairs Bureau’s New Taipei Good Days Charity Platform’s meal assistance program.

B. After-School Tutoring – “MSI Cares, Students Thrive”: This program entered its 14th year, with MSI partnering with the New Taipei City Department of Education to provide tutoring and extracurricular activities for students from disadvantaged families. This aims to cultivate students’ basic learning abilities, build confidence, develop their potential, and foster a caring and supportive community. A total of 65 high schools and middle schools in New Taipei City participated, offering 206 after-school clubs with 12,596 sessions, benefiting 3,427 disadvantaged students. The program also responded to the New Taipei City Department of Education’s centralized special education class after-school program and the New Taipei City Government’s “FUN Learning and Play” plan, providing students with additional learning and activity options. Through the “MSI Rejects School Dropout, Illuminates the Future” plan, the program supported the eighth-period curriculum subsidy plan for disadvantaged students in junior high schools in Taoyuan City, benefiting a total of 2 schools and 197 students.

C. Technology Creation: In collaboration with National Taiwan Normal University, MSI implemented the “MSI 2025 New Taipei City School PowerTech Youth Technology Creation Competition Promotion Plan.” This supported the New Taipei City Department of Education’s subsidy for 8 elementary schools, 14 junior high schools, and 1,665 students, for a total of 22 schools, to offer PowerTech maker technology courses, promoting care for rural areas, hands-on learning, and science education.

D. Special Education Family Fun Day: Responding to the New Taipei City Department of Education’s “Animal Forest Life, Family Happiness” event, MSI sponsored students from centralized special education classes in New Taipei City elementary schools to visit Green World Eco Farm, where they learned self-management and emotional regulation through observing animals and plants and engaging in hands-on experiences. The interactive activities fostered interpersonal skills, and the outdoor learning and family time allowed children to practice sustainable living. A total of 80 families and 500 students benefited from this event.

E. Sistema Taiwan sponsorship: We sponsored Sistema Taiwan, a charitable program for music education, and supported the music education for disadvantaged kids to expand the possibility of life by learning music. A total of 2,520 courses were held, benefiting about 6,750 children from 60 schools in New Taipei City, Taoyuan, Hsinchu and Miaoli.

(2) Support for the Disadvantaged

A. Placement and Care Program for Vulnerable Individuals: Responding to the New Taipei City “Good Days Love Platform,” MSI supported a placement program for disadvantaged individuals lacking formal welfare status, benefiting a total of 50 individuals. Additionally, MSI supported initiatives providing access to technology education and online learning resources for students in remote areas and children from low-income families, benefiting 840 individuals. This support also aligned with the New Taipei City Social Affairs Bureau’s “Unlimited Love – Support Services for Children and Youth in Foster Care Adjustment Plan.” Furthermore, MSI collaborated with the Taoyuan City Government Social Affairs Bureau on programs like “Safe Points,” “Emergency Assistance,” and “Homeless Guidance,” providing meals, emergency financial aid, and pathways for individuals experiencing homelessness to rebuild their lives and reintegrate into the community.

B. Dream Fulfillment Scholarship: MSI provided the “Warm Assistance Dream Fulfillment Fund Implementation Plan” for students in New Taipei City facing financial hardship or sudden family crises, who demonstrate resilience and dedication to their studies. This scholarship aims to help students overcome adversity and successfully complete their education by alleviating financial burdens and providing peace of mind. A total of 218 outstanding students from low-income backgrounds benefited from the scholarship this year.

C. Support for Vulnerable Seniors: MSI sponsored the Hongdao Elderly Foundation’s “MSI Cares” program, providing local services to seniors, effectively supporting the elderly and those from socioeconomically disadvantaged backgrounds. A total of 2,122 individuals were served. MSI also sponsored the Chinese Little Rabbit New Life Association, providing community-based senior care centers and implementing a program to develop professional coffee-making skills, empowering individuals with disabilities to rebuild their lives.

D. Rakusei Creative Benefit Association: In collaboration with the Taiwan Rakusei Creative Benefit Association, MSI provided nutritious lunches and diverse therapy courses to assist 50 disabled children in learning independent living skills while also caring for 15 elderly individuals living alone.

E. Green Energy Public Welfare Project: MSI sponsored the Angel Heart Family Social Welfare Foundation to construct a solar power generation system. This will not only provide the foundation with a stable income but also create environmental sustainability and win-win value. The system is expected to generate approximately NT$160,000 in revenue for the institution annually.

(3)Medical Support

Blood donation: MSI invites the blood donation center to hold the blood donation event “Spread the Love Blood Donation Event” at the company every year. Department managers and colleagues join the blood donation, show care, and help patients to survive. This is a kind behavior with mutual benefits. 396 people donated 596 bags in 2025.

(4) Community Contribution

In 2025, MSI donated a total of 297 refurbished computers, bringing technology education, digital literacy, and diverse entertainment resources to remote areas. This initiative aimed to create a digital gateway to the world for students lacking resources. We not only provide hardware but also focus on cultivating students' critical thinking skills in the face of artificial intelligence and technological trends, helping them stand out in future academic and career competitions. This is not just an upgrade of hardware; it's MSI's dual commitment to environmental sustainability and social equity. In the future, we will continue to implement the spirit of technological inclusivity, ensuring that every refurbished computer becomes an opportunity for disadvantaged students to transform their lives.

A. New Taipei City Police Department: Donations for welfare funds for officers injured or killed in the line of duty
B. Zhonghe Police Precinct: Funds for purchasing officer equipment and providing emergency relief
C. Taoyuan Police Precinct: Funds for purchasing officer equipment and providing emergency relief
D. Gui Shan Police Precinct: Funds for purchasing officer equipment and providing emergency relief
E. Zhonghe 7th Fire Brigade: Donations for purchasing rescue equipment and gear
F. Taoyuan Fire Prevention Division: Donations for purchasing fire and rescue equipment and gear
G. Taoyuan 1st Fire Brigade: Donations for purchasing fire and rescue equipment and gear

(5) Computer Donations

MSI donated hardware equipment to the following organizations to assist disadvantaged groups, students in remote areas, vulnerable children, and to support their education, advancement, distance learning, digital literacy, and after-school tutoring

A. Nan Shan Junior High School, New Taipei City
B. New Taipei City Social Affairs Bureau
C. Green Miracle Public Service Association
D. Taiwan Mirai Valley Public Welfare Association
E. Ai Lin Orphanage, Taipei City
F. Second Spring Cultural and Educational Foundation
G. New Hope Foundation, New Taipei City
H. Yonghe District Office
I. Guishan District Office
J. New Taipei City Autism Service Advancement Association
K. Down Syndrome Foundation of the Republic of China
L. Shuangxi Intellectual and Cultural Foundation
M. Taoyuan City Beautiful Society Welfare Foundation

(6) Environmental Activities

A.Tree Planting for Earth: In collaboration with Cixin Organic Agriculture Development, MSI participated in reforestation efforts in PitziKou, Hsinchu, and Guanshan, Taitung, to reduce coastal erosion and mitigate the impact of sea winds on residents' quality of life. The initiative also involved employee participation, with 56 employees planting a total of 1,000 trees, expected to reduce carbon emissions by 10,000 kg annually.

B. Organic Agriculture

(a) Adopted and donated organically grown Taoyuan Yuxiang rice to vulnerable groups through the Taoyuan Social Affairs Bureau, and adopted 2,000 kg of organic rice in Su'ao to be distributed to elderly individuals living alone through the Love Platform.

(b) Driven by a commitment to environmental sustainability and ecological conservation, protecting water resources in the Pinglin area and maintaining the Feicui Reservoir while caring for the health and livelihoods of tea farmers in Pinglin, MSI adopted the organic tea cultivation and promotion plan of the New Taipei City Organic Marketing Cooperative in Pinglin. The harvested tea (expected to yield 10,000 tea bags) will be donated to the New Taipei City Social Affairs Bureau's Good Days Platform for the enjoyment of vulnerable seniors.

(c) Collaborated with the Taoyuan City Social Affairs Bureau to adopt an organic dragon fruit cultivation plan, with subsequent donations to vulnerable groups through the Taoyuan Social Affairs Bureau.

C. Taiwan Toy Library Association: Supported the recycling of secondhand toys, promoting environmental responsibility, sharing, positive parenting, and intergenerational play, contributing to the achievement of SDGs 4 (Quality Education), SDGs 11 (Sustainable Cities and Communities), and SDGs 12 (Responsible Consumption and Production). This collaboration recycled 60 kg of plush toys, resulting in a carbon reduction of over 138 kg CO_2e.

8. If a company's sustainability report undergoes verification to a recognized standard by a verification body, this should be stated. The "2025 MSI Sustainability Report (prepared in 2026)" references the GRI Standards published by the Global Reporting Initiative (GRI) and has been verified by BSI Group Singapore Pte. Ltd. Taiwan Branch, according to the AccountAbility 1000 (AA1000) Assurance Standard. It has obtained a GRI Standard/Core option level Assurance Statement.

9. Climate-related information for TWSE/TPEx-listed companies：

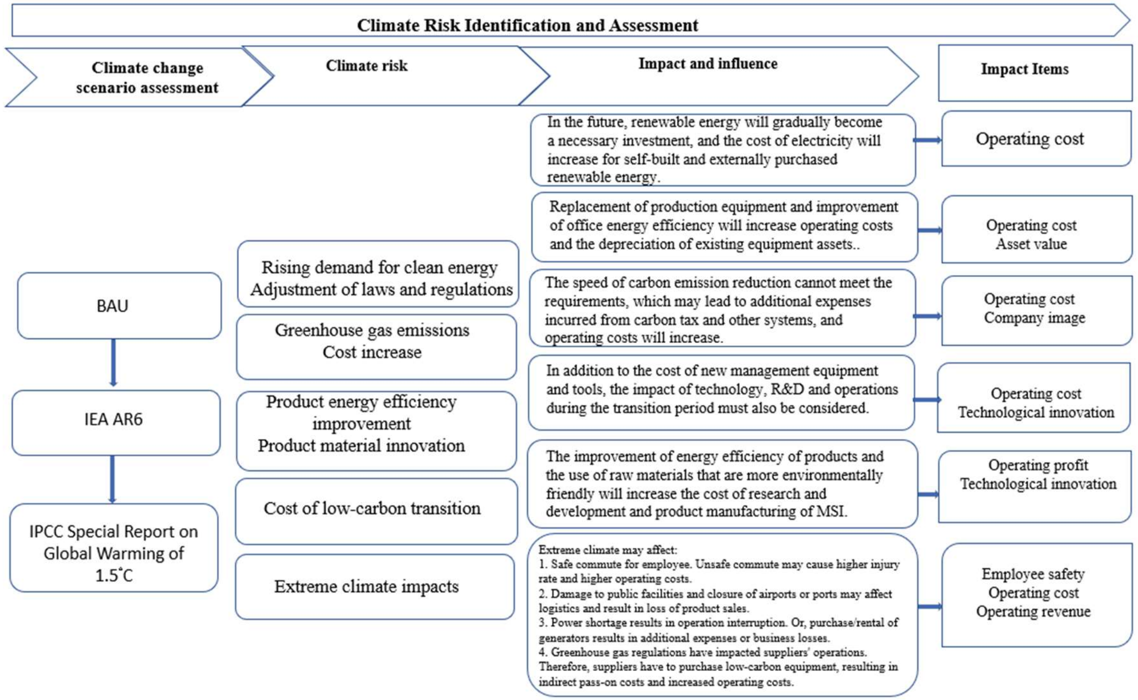
(1) Implementation of climate-related information

Item	Status of implementation
A. Describe the monitoring and governance of climate-related risks and opportunities executed by the board of directors and the management.	The possible risks caused by climate change have been included in the scope of corporate risk management. The organizational structure of the Company's risk management is under the overall direction of the President, who directs the promotion and operation of risk management plans. The subordinate businesses and management units are responsible for risk control evaluation such as operational risks, production risks, environmental, safety, and health risks, information security risks, and climate change, and implement daily risk management. The Audit Committee is authorized to supervise the operation and implementation of the Company's risk management, and report to the Board of Directors at least once a year. In addition, the Company has established the ESG Committee (Environmental Protection and Corporate Social Responsibility Committee) as the highest management unit for the management of climate change. The President serves as the chairman and directs all the full-time (and part-time) units to communicate on issues, and supervise and review the goals and progress of all aspects of ESG, including the current condition of promotion of climate change topics. The Vice President of the Operation and Management Center will convene quarterly meetings and report the implementation status and results of related issues to the President during the regular meetings. The outcomes of the implementation of climate change-related issues are disclosed in the Sustainability Report and reported to the Board of Directors at least once a year.
B. Describe how the identified climate risks and opportunities affect the Company's business, strategy and finance (short-, medium-, and long-term).	Considering that it may take longer for the organization to be affected by climate-related risks, when MSI determines the schedule for climate change management goal, it defines the short-term goal as within five years, medium-term between 5 and 10 years, and long-term as over 10 years.
C. Describe the financial impact of extreme climate events and transformation actions.	At present, the financial impacts of extreme climate events and transition actions are divided into physical risks and transition risks: (1) Physical risk: The impact of natural disasters on plant and business operations may result in property damage, loss and compensation incurred from operational interruption, employee workplace safety, or expenses derived from commuting and industrial accidents. Corporations raise requirements for indoor air-conditioning and factory temperature control due to long-term temperature rise. Therefore, it is important to introduce intelligent energy management in each factory. (2) Transition risk: It mainly comes from the requirements of the market and laws and regulations on enterprises. The most common requirements are the use of renewable energy and the introduction of green labels, which in turn increases the manufacturing cost.

Risk considerations	Risk		Opportunity	
	Impact description	Schedule	Explanation of impacts	Schedule
Total carbon emissions	Limited production capacity	Mid-term	Slow down industrial expansion and improve industry nature	Short-term
Carbon economy (carbon tax/carbon fee, etc.)	Rising operating costs	Mid-term	Reduce the carbon footprint of products, promote the development of the green energy industry, and upgrade corporate energy-saving technologies	Long-term
Voluntary reduction agreement	Rising equipment investment costs	Mid-term	Accelerate enterprises to reduce carbon emissions and strive for carbon credits	Short-term
Product performance standard	Inability to meet corporate commitments and requirements	Short-term	Satisfy customers' demand for energy-saving products and increase revenue	Short-term
Drought	The probability and severity of natural disasters that affect production and operations	Mid-term	Can increase the production demand of highly adaptive factories.	Mid-term
Haze hazard		Short-term		Short-term
Snow disaster		Long-term		Long-term
High temperatures/heat waves		Short-term		Short-term
Typhoon/Heavy rainfall		Short-term	Improve the protection of production sites to reduce the probability of operation interruption and possible losses.	Short-term

Earthquake/Tsunami		Short-term		Short-term
Energy price increase	The use of energy and resources will be affected by the pressure from energy prices and equipment performance improvement.	Mid-term	Improve equipment production efficiency and reduce operating cost pressure	Mid-term
Supply chain management	Poor mitigation and adaptation capabilities lead to increase of operating costs	Short-term	Slow down industrial expansion, improve industry nature, promote the growth of the value chain, and enhance the corporate image.	Short-term
Political and economic attention	Political and economic changes affect corporate profitability	Long-term	Pay attention to the development of climate change and climate justice in the operating regions, and make early operational responses and adjustments to reduce the impact on corporate operations.	Long-term

D.Describe how identification, assessment, and management processes of climate risk are integrated into the overall risk management system.



E. If a scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions and analysis factors used, and main financial impacts, shall be described.	MSI uses various climate-related risk indicators to assess the overall electricity intensity of product development and major production sites, direct and indirect energy consumption intensity, water usage intensity, and waste generation. Currently, it also references the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) published in August 2021 to assess various physical risks under a 1.5°C scenario. At the same time, we continue to monitor global government or regional reduction targets, policies, and regulations to assess their impact on MSI's operations
F. If there is a transition plan in place to manage climate-related risks, specify the content of the plan, and the indicators and targets used to identify and manage physical and transition risks.	MSI is progressively developing management plans to address climate-related risks and initiated an energy transition at the end of 2024. We are installing solar power generation at our main locations and also invested NT$173,710,231 in purchasing renewable energy in 2025 to reduce Scope 2 emissions. We achieved 100% renewable energy usage at the Kunshan and Shenzhen factories in 2025, and will continue to maintain this energy transition plan, sustaining 100% renewable energy usage at these two facilities.

G. If internal carbon pricing is used as a planning tool, the basis for setting the price shall be explained.	At this stage, MSI has no immediate plans to implement internal carbon pricing tools. We will monitor the trends of this management tool and continue to evaluate the methods and feasibility of implementing carbon pricing in accordance with the future IFRS adoption process.
H. If climate-related goals are set, the activities covered, the scope of greenhouse gas emissions, the planning period, and the progress of each year should be explained. If using carbon offsets or renewable energy certificates (RECs) to achieve the goals, the source and quantity of carbon reduction credits or quantity of Renewable Energy Certificates (RECs) shall be explained.	MSI committed to the Science Based Targets initiative (SBTi) 1.5°C pathway in August 2023 and passed the initiative's validation in November 2025, extending its short- and medium-term Scope 1+2 and Scope 3 targets to 2035 to ensure coverage of a more comprehensive global emissions boundary for the organization. Scope 1+2 emissions are targeted to decrease by 80% by 2035, using 2022 as the base year. Scope 3 emissions are targeted to decrease by 37.5% by the end of 2035, using 2024 as the base year, covering purchased goods and services, indirect fuel and energy activities, use of sold products, and downstream leased assets. Simultaneously, MSI also committed to achieving net-zero carbon emissions by 2050 in 2025. Currently, MSI's carbon reduction targets encompass four major manufacturing sites in Taiwan and mainland China. The plan is to include the entire global group in setting carbon reduction targets by 2026.
I. Greenhouse gas inventory and assurance, and reduction goals, strategies, and concrete action plans.	See Table 1-1 and 1-2.

1-1 The Company's Greenhouse Gas Inventory and Assurance in the Recent Two Years

1-1-1 Greenhouse Gas Inventory Information

State the greenhouse gas emission volume (metric ton CO_2e), intensity (metric ton CO_2e/NTD million) and data coverage for the most recent two years.

The emission scope of greenhouse gas inventory covers the plants areas in Taiwan and Mainland China. The greenhouse gas emission volume and intensity of Scope 1 and Scope 2 in the last two years are as follows:
Unit: Emission: Ton CO_2e; Intensity: Ton CO_2e/Revenue in NTD million

Item/Year	Emissions in 2024	Intensity in 2024	Emissions in 2023	Intensity in 2023
Scope 1 emissions (ton CO_2e)	1,308	0.006	2,009	0.010
Scope 2 emissions (ton CO_2e)	9,385	0.041	13,611(Note)	0.069

Notes:

- Scope 2 emissions for FY2024 have been adjusted to 13,611 metric tons CO_2e, and the intensity adjusted to 0.069, verified by third-party.
- FY2025 greenhouse gas inventory is expected to be completed in May 2026, with final data available on the MSI Sustainability website.

1-1-2 Greenhouse Gas Assurance Information

The description of the assurance situation in the last two years, including the scope of assurance, body of assurance, criteria of assurance, and opinions of assurance as of the date of publication of the annual report

Year/Item	Verification scope	Verification institution	Assurance criteria	Verification opinion
2025	Plants in Taiwan and Mainland China	BV/CQC	GHG Protocol	According to the verification agreement, Taiwan Veritas International Verification Corporation has verified the greenhouse gas statement of MSI Corporation and its Taoyuan plant. The results are as follows: MSI Corporation's Scope 1 and 2 greenhouse gas statement has been found to be materially accurate and fairly presented with sufficient evidence, prepared in accordance with the GHG Protocol, and meets the requirements for reasonable assurance. The Scope 1 and 2 greenhouse gas statements of MSI Corporation's Taoyuan plant, MSI ELETRONICS (KUNSHAN) CO., LTD., and MSI COMPUTER (Shenzhen) CO., LTD. have been found to be materially accurate and fairly presented with sufficient evidence, prepared in accordance with the GHG Protocol, and meet the requirements for reasonable assurance. Regarding Scope 3 emissions, there is no evidence to suggest the statement is untrue or unfairly presented, and it meets the requirements for limited assurance.
2024	Plants in Taiwan and Mainland China	BV/CQC	ISO 14064-1	According to the verification agreement, Taiwan Veritas International Verification Corporation has verified the greenhouse gas statement of MSI Technology Corporation and its Taoyuan plant. The results are as follows: MSI Corporation's Scope 1 and 2 greenhouse gas statement has been found to be materially accurate and fairly presented with sufficient evidence, prepared in accordance with ISO 14064-1:2018, and meets the requirements for reasonable assurance. Scopes 3 to 6 also meet the requirements for limited assurance. The Scope 1 and 2 greenhouse gas statements of MSI Corporation's Taoyuan plant, MSI ELETRONICS (KUNSHAN) CO., LTD ., and MSI COMPUTER (Shenzhen) CO., LTD. have been found to be materially accurate and fairly presented with sufficient evidence, prepared in accordance with the GHG Protocol, and meet the requirements for reasonable assurance. Regarding Scope 3 emissions, there is no evidence to suggest the statement is untrue or unfairly presented, and it meets the requirements for limited assurance.

1-2 Greenhouse gas reduction goals, strategies, and concrete action plans

Greenhouse gas reduction base year and data, reduction targets, strategies and concrete action plans, and achievement of reduction targets

MSI committed to the Science Based Targets initiative (SBTi) 1.5°C pathway in August 2023 and passed the SBTi validation in November 2025. Simultaneously, we extended our short- and medium-term Scope 1+2 and Scope 3 targets to 2035 to ensure coverage of a more comprehensive global emissions boundary for the organization. We have set a goal to reduce Scope 1+2 emissions by 80% by 2035, using 2022 as the base year, and to achieve a 37.5% reduction in Scope 3 emissions by the end of 2035, using 2024 as the base year, covering purchased goods and services, indirect fuel and energy activities, use of sold products, and downstream leased assets.

6. Difference between implementation of ethical corporate management and Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, and the reasons:

Implementation of ethical corporate management

Indicator	Operation			Variation from Corporate Governance Best Practice Principles and Reason
	Yes	No	Summary	
1. Codify Ethical Management Policies and Plans (1)Does the company specify the ethical management policy, which has been passed by the Board of Directors, and specify the policy and measures of ethical management in its regulations and external documents? Do the Board of Directors and Senior Management proactively perform the commitment to ethical management?	V		The Board of Directors and senior management diligently perform their commitment to ethical management. Since we introduced the "Electronic Industry Citizenship Coalition (EICC) in 2008, we and our suppliers follow the highest moral and ethical standards. The requirements of honest business and prohibition of illegal profit are specified in the supplier agreements. In order to prevent unethical conduct during the business activities, our "Procedures of Board of Directors Meetings" and "Responsibilities of Independent Directors" ask directors to recuse from any motion in the Board meeting with which they have conflict of interest without being asked to. The Board of Directors also passed the "Corporate Governance Guidelines," "Ethical Management Guidelines," "Code of Ethics" and "Work Rules" to specify and implement the ethical conduct of directors, managers, employees and suppliers, punishment of perpetrators, and complaint system.	None
(2)Does the company establish the evaluation mechanism of risk of unethical management, periodically analyze and evaluate the business activities with higher risk of unethical management in its course of business, and specify the plans of preventing unethical conduct accordingly, which at least cover the preventions of conduct set forth in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies?	V		The company's "Ethical Management Guidelines" specified the measures of preventing unethical conducts set forth in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, including prohibition on giving and receiving bribes, offering illegal political contribution, and engaging in improper charitable donation or sponsorship, providing or accepting unreasonable gifts, treatments, or other improper profits.	None
(3)Does the company specify and implement the procedures, behavioral guidelines, punishment of perpetrators, and complaint system in the plans of preventing unethical conduct, and periodically review and modify such plans?	V		The company complies with the rule of conflict of interest and anti-corruption. In addition to asking all employees and suppliers to sign the moral ethics statements, providing internal and external training to new employees and suppliers, we also prohibit improper profits, or treatment from interested parties and other unethical conduct in the course of business activities. We specify the anti-corruption policy, reward and punishment procedures. The internal audit office develops the periodic audit scheme, accepts report of violation, and reports to the Board to prevent corruption incidents.	None
2.Implementing ethical management (1)Does the Company evaluate the ethical record of its transaction parties and explicitly include clauses on ethical behavior in contracts？	V		The Company has articles about honest behavior in its business contract and avoids doing business with people with records of dishonest behavior.	None
(2)Does the company set up a dedicated division of promoting ethical management under the Board of Directors, and periodically (at least annually) report the ethical management policy and plans of preventing unethical conduct to the Board, and supervise the enforcement?	V		In order to prevent against conflicts of interest and to offer channels for proper statements, independent directors form the part-time unit in charge of ethical management at the Company in order to promote and consolidate honest operations and the unit reports to the Board of Directors periodically.	None
(3)Does the Company have a conflict-of-interest prevention policy with suitable channels for reporting such conflicts, and enforces such a policy？	V		In case of any illegal condition in violation of honest operation, complaints may be filed with or the condition may be reported to the Company's supervisors or the Internal Audit Office.	None
(4)Does the company have an effective accounting system and internal control system in place in order to implement ethical management, and request the internal audit division to prepare the audit plans based on the risk evaluation of unethical conduct in order to inspect non-compliance with the unethical conduct prevention plan, or hire an accounting firm to do so?	V		The Internal Audit Office audits the Company's accounting system, internal control system, and fulfillment of honest operations on a yearly basis according to the Regulations Governing Establishment of Internal Control Systems by Public Companies and the Ethical Management Principles Prepare relevant audit plans and conduct the inspection accordingly	None

(5)Does the Company regularly host internal and external training on ethical management?	V		The company advertises the concept of ethical management on its website, and provides internal and external training to the employees. Substantive measures for implementing ethical management policy in 2025 include the new employee consensus training program. The program covers the introduction to internal control and audit, prevention of unethical conduct, and how to report a violation. There were 318 people who participated in the 113.3-hours training session.	None
3.Operation of the corporate whistleblower system (1)Does the Company have an explicit whistleblower and incentive scheme in place that protects whistleblowers and assigns appropriate personnel for investigating the target of the whistleblower complaint？	V		In the event that stakeholders discover that the Company’s directors and Independent directors, managers, and employees are engaged in illegal behavior in violation of ethical management (including corruption and immoral behavior), they may file a complaint with or report to the Company’s supervisors or Internal Audit Office. Internal Audit Office will assign dedicated employees to investigate the filing complaint. If it is found to be true, punishment will be imposed according to the internal rules and applicable laws and regulations. https://tw.msi.com/about/corporategovernance	None
(2)Does the company specify the standard investigation process for reported violation, subsequent measures upon the completion of investigation, and relevant confidentiality mechanism?	V		The "Regulations Governing the Handling of Whistleblowing Cases" of the Company stipulates the standard operating procedures for the investigation of reported matters , the follow-up measures to be taken after the completion of the investigation, and the related confidentiality mechanism.	None
(3)Does the Company have measures to protect whistleblowers against retaliation？	V		The reporter and the receiving head shall assist the audit unit in conducting an investigation. No unilateral investigation, comments, transcribing the case and the reporter is allowed. No inquiry about or release of the true identity of the reporter or disciplining the reporter and the reported party is allowed, either.	None
4.Greater disclosure (1)Does the Company disclose is ethical management principles and progress on its promotion through its website or the Market Observation Post System website？	V		Besides in the Market Observation Post System, the contents of the Company’s Ethical Management Principles and the promotion efficacy are disclosed on the Company's website https://tw.msi.com/.	None
5.If the Company has drafted an ethical management principle according to “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies,” the operation of the principle and the deviation from the principle should be clearly stated: The Company has established “Code of Ethical” based on TWSE/TPEX’s “Ethical Corporate Management Principles”.				
6.Other material information that helps to understand the operation of the Company’s ethical management (such as the Company’s declaration of its resolve and policies to its business partners; the Company’s invitation of training to its partners; and the Company’s revision of its ethical management principles)：None				

7. How to search for the Corporate Governance Principles and applicable rules:

In order to create a corporate culture of ethical management and normalize its development, the Company has established the Ethical Management Principles, Code of Moral Conduct, and also the Board of Directors Rules of Procedure, Scope of Responsibilities of Independent Directors, and Corporate Governance Principles in compliance with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies (all are disclosed on the Market Observation Post System website https://mops.twse.com.tw) in order to promote the operating efficiency, decision-making ability of the Board of Directors and the moral standards.

Other Information:

(1)Continuing education for directors: The Company holds seminars on topics relating corporate governance from time to time for directors to attend. The status of continuing education is disclosed on the Market Observation Post System website as required.

For detailed continuing education received by directors and high-ranking managers of the Company over the past few years, refer to Page **24.**

(2)In accordance with the Company's "Articles of Incorporation," the Board of Directors is authorized to resolve to purchase D&O liability insurance for all directors during their tenure, covering their legal liabilities arising from the performance of their duties. The Company purchases appropriate D&O liability insurance annually and discloses this information on the Market Observation Post System (MOPS). This practice aligns with Taiwan's corporate governance standards and legal requirements for transparency in D&O insurance coverage. Such insurance is essential for attracting and retaining qualified directors and officers while mitigating potential legal risks.

(3)Presence of absence of an operating procedure for handling significant information: The Company has stipulated "Procedures for Handling Material Insider Information" and procedures for handling information under its internal control system, with regular audits.

(4)The selection and remuneration of the company's senior executives were approved by the board of directors and the remuneration committee. In order to implement the succession plan of key management and cooperate with the competent authorities to promote corporate governance. The succession plan was drafted several years ago, including assessment of current high-ranking managers based on their professionalism, performance, and personality traits, Continuous cultivation of successors at all levels within the organization and recruitment of excellent talents when needed to achieve internal benign competition and succession through the Leadership College, Sales and Marketing College, R&D College, Technical Skills College, E-School of the MSI University and other comprehensive training courses.continuous cultivation of successors at all levels within the organization (including Director and senior management) and recruitment of excellent talents when needed to achieve internal benign competition and succession.

In 2009, the company recruited outstanding managers to join the board of directors, and on January 1, 2019, an internal organizational adjustment was made to officially launch a succession plan, fulfilling the corporate governance goal of having the chairman and CEO not be the same person. On June 15, 2018, the shareholders' meeting re-nominated young and outstanding managers Mr. Kuo, Hsu-Kuang, Mr. Liao, Chun-Keng and Mr. Hung, Yu-Sheng to be elected as directors, and on January 1, 2019, the three were promoted to executive vice presidents and general managers of various business units. Additionally, on July 16, 2021, female director Ms. Chen, Te-Ling was elected to the board of directors, On June 14, 2024, Mr. Li, Chao-Ming was nominated for election to the Board of Directors，In the future, the board of directors and the management committee will continue to promote succession plans for directors and senior managers and will consider director performance evaluations as a reference for selection, implementing corporate governance and practicing sustainable business operations.

(5)Annual work focuses and operational situation of the Audit Committee:

Annual work focuses		Operational situation	
1.	Main items reviewed by the audit committee:	Frequency	The first audit committee of the Company was established on June 15, 2018. It consists of three independent directors This session elected independent director Mr. Hsu, Jun-Shyan as the chief coordinator. As of the print date of the annual report, the committee held 9 meetings. The operation is smooth.
	(1)Adoption or amendment of an internal control system pursuant to Article 14-1 of the Securities and Exchange Act.	Depends on actual needs	
	(2)Assessment of the effectiveness of the internal control system.	Once per year	
	(3)Adoption or amendment, pursuant to Article 36-1 of the Securities and Exchange Act., of handling procedures for financial or operational actions of material significance, such as acquisition or disposal of assets, derivatives trading, extension of monetary loans to others, or endorsements or guarantees for others.	Depends on actual needs	
	(4)A matter bearing on the personal interest of a director.	Depends on actual needs	
	(5)A material asset or derivatives transaction.	Depends on actual needs	
	(6)A material monetary loan, endorsement, or provision of guarantee.	Depends on actual needs	
	(7)The offering, issuance, or private placement of any equity-type securities.	Depends on actual needs	
	(8)The hiring or dismissal of an attesting CPA, or the compensation given thereto.	Once per year	
	(9)The appointment or discharge of a financial, accounting, or internal auditing officer.	Personnel change	
	(10)Annual and semi-annual financial reports.	Once per quarter	
	(11)Supervising risk management issues	At least once per year	
	(12)Any other material matter so required by the company or the Competent Authority.	Depends on the situation	
2.	Independent Directors with internal audit supervisors	Once per quarter	Communicate with the audit supervisor on the following matters: the annual audit plan, the implementation of the audit plan for the previous year, internal control deficiencies and the improvement of anomalies, the audit report and the follow-up report, etc.
	Independent Directors with CPA	At least once per year	We communicate with our CPAs in writing or face-to-face about the following topics: Fair presentation of the financial statements, annual financial statement audit plan, individual entity of group audit, and Key Audit Matters.

8. Internal Control System

(1)Statement of Internal Control System

Micro Star International Co., Ltd.
Statement of Internal Control System

March. 12, 2026

Based on the findings of self-assessment, the company states the following with regard to its internal control system in 2025:

1. The company is fully aware that establishing, operating and maintaining an internal control system are the responsibilities of its Board of Directors and management. The aim of the internal control system is to provide reasonable assurance to effectiveness and efficiency of operations (including profitability, performance and safeguarding of assets), reliability, timeliness, transparency, and regulatory compliance of reporting and compliance with applicable laws, regulations, and bylaws.
2. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can only provide reasonable assurance of accomplishing the aforementioned three objectives. Moreover, the effectiveness of an internal control system may be subject to changes of environmental or circumstances. Nevertheless, the internal control system of the company contains self-monitoring mechanism and the company takes corrective actions whenever a deficiency is identified.
3. The company evaluates the design and operating effectiveness of its internal control system based on the criteria provided in the Regulations Governing Establishment of Internal Control Systems by Public Companies (herein below, the "Regulations"). The criteria adopted by the Regulations identify five components of internal control based on the process of management control: (A) control environment, (2) risk assessment, (3) control activities, (4) information and communication, and (5) monitoring activities. Each component further contains several items. Please refer to the Regulations for details.
4. The company has evaluated the design and operating effectiveness of its internal control system according to the aforesaid criteria.
5. Based on the findings of the assessment mentioned in the preceding paragraph, the company believes that, as of December 31, 2025, its internal control system (including its supervision and management of subsidiaries), as well as its internal controls to monitor the achievement of its objectives concerning effectiveness and efficiency of operations, reliability, timeliness, transparency, and regulatory compliance of reporting, and compliance with applicable laws, regulations, and bylaws, were effective in design and operation, and reasonably assured the achievement of the above-stated objectives.
6. This Statement will be integral part of the company's Annual Report and Prospectus, and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171 and 174 of the Securities and Exchange Act.
7. This Statement has been passed by the Board of Directors in their meeting held on March. 12, 2026 with neither one of Ten attending directors expressing dissenting opinions, and the remainder all affirming the content of this Statement.

Micro Star International Co., Ltd.

Chairman：Hsu,Hsiang

President：Huang,Chin-Ching

(2)If the Company is requested by the SEC to retain CPA'S service for examining internal control system, the Independent Auditor's Report must be disclosed:None

9. The Major Resolutions of Shareholders' Meeting and Board Meetings in the most recent year and up to the date of the annual report:

(1)Major Resolutions of Shareholders' Meeting

Meeting date	Abstract of important proposals	Execution situation
2025.06.10	1. Report Item： (1)Business report of 2024. (2)The Audit Committee's Review Report of 2024 (3)Report of Employees' Compensation and Directors' Compensation for 2024. (4)The 2024 Earnings Distribution of cash dividends. 2. Adoption Items： (1)To adopt 2024 Business Report and Financial Statements. (2)To adopt the proposal for distribution of 2024 profits. 3. Discussion Items： (1)Amendment to the "Articles of Incorporation". (2)Amendment to the "Operational procedures for Acquisition and Disposal of Assets". (3)Amendment to the〝Operational Procedures for Trading Derivatives" 4.Extempore motions：None.	1. The 2025 shareholders' meeting minutes were disclosed on the Market Observation Post System website on June 18, 2025. 2. Remunerations for employees and directors were issued on August 15, 2025 3. Distribution of 2024 earnings: Shareholders' bonus - dividend in the value of $5 per share; August 31, 2025 was set to be the record date and the dividends were issued on September 18, 2025. 4. To amend the Articles of the Incorportion：The Ministry of Economic Affairs approved the amendment on August 5, 2025. 5.To amend the "Operational procedures for Acquisition and Disposal of Assets" and〝Operational Procedures for Trading Derivatives"，and the information was disclosed on the Market Observation Post System website on June 10, 2025.

(2)Major Resolutions of Board Meetings

Board of Directors Meeting	Session	Contents proposed	Opinion of independent director			The company's handling of independent director's opinion
			Independent Director			
			Hsu, Jun-Shyan	Hsu, Kao-Shan	Wang, Sung-Chou	
2025.01.17	2025/1	1.Report Items: (1)Derivative financial transactions report. (2)Reporting the greenhouse gas check plan for the consolidated subsidiaries. (3)2024 Self-evaluation by the board members of themselves (or peers). 2.Adoption and Discussion Items： (1)Approved Salary Compensation Committee's proposal. (2) Approved the Business Plan of 2025. (3) Approval of the construction project for the company's plant building in Taoyuan Guishan Industrial Zone. (4) Approval of the establishment of "Related Party Transaction Management Guidelines." (5) Approval of the capital increase for the subsidiary in India.	None	None	None	None
2025.03.12	2025/2	1.Report Items: (1)Internal Audit reports. (2)Derivative financial transactions report. (3)Reporting the greenhouse gas check plan for the consolidated subsidiaries. 2.Adoption and Discussion Items:				

		(1)Approved Salary Compensation Committee's proposal. (2)Approved the 2024 Financial Statement. (3)2024 Earnings Distribution and cash dividends plan. (4)Approved the Statement on Internal Control System of 2024. (5)Approval of compliance with Article 14, Paragraph 6 of the Securities and Exchange Act. (6)Approved amendments to"Internal Control System" , "Implementation Rules for Internal Auditing". (7) Amendment to the "Operational Procedures for Acquisition or Disposal of Assets"and" Operational Procedures for Trading Derivatives". (8) Approved amendments to Procedure for the Rules of Procedure for Board of Directors Meetings. (9) Amendment to the "Company Articles of Incorporation." (10)Approved matters related to the convening of the 2025 shareholders' meeting. (11) Approved matters related to the shareholders' general meeting acceptance of shareholders' proposals. (12)Approved current Bank credit line and incremental credit line application. (13)Approved CPA engagement and Evaluation of external auditor's independence and qualification.	None	None	None	None
2025.04.15	2025/3	1.Report Items:None. 2.Adoption and Discussion Items (1)Approval of the capital increase for the U.S. subsidiary MSI Computer Corp.	None	None	None	None
2025.05.09	2025/4	1.Report Items:None. 2.Adoption and Discussion Items (1) Approved of the amendment to the "Articles of Incorporation".	None	None	None	None
2025.05.12	2025/5	1.Report Items: (1)Internal Audit reports. (2)Derivative financial transactions report. 2.Adoption and Discussion Items: (1)Approved the Financial Statement. first quarter, 2025. (2)Approved the electromechanical engineering project for the newly constructed factory in Taoyuan Guishan Industrial Park.	None	None	None	None
2025.06.10	2025/6	1.Report Items:None. 2.Adoption and Discussion Items (1) Approved the establishment of an Indonesian subsidiary. (2) Approved the application for an increase in the company's bank credit limit.	None	None	None	None
2025.08.08	2025/7	1.Report Items: (1)Internal Audit reports. (2)Derivative financial transactions report. (3)Reporting the greenhouse gas check plan for the consolidated subsidiaries. (4)Liability insurance for Directors. (5)Enterprise Value Enhancement Plan Report. 2.Adoption and Discussion Items: (1)Approved the Financial Statement. second	None	None	None	None

		quarter, 2025. (2)Approved Salary Compensation Committee's proposal. (3)Approved the proposition to determine the base date for the distribution of cash dividend. (4)Approved the Company's 2025 Sustainability Report. (5)Approved the establishment of the "MSI Group Anti-Corruption and Anti-Bribery Policy" and the "MSI Group Supplier Code of Conduct."				
2025.10.03	2025/8	1. Report Items: (1)Derivative financial transactions report 2.Adoption and Discussion Items: (1)Approved Salary Compensation Committee's proposal. (2) Approved the company's guarantee case.	None	None	None	None
2025.11.12	2025/9	1.Report Items: (1)Internal Audit reports (2)Derivative financial transactions report. (3)Reporting the greenhouse gas check plan for the consolidated subsidiaries. (4)IFRS Sustainability Disclosure Standards (S1 S2) Implementation Plan Report. (5)Corporate governance report. (6)Corporate ethical management report. (7)Report on the enforcement of intellectual property rights. (8)Sustainable Development report. (9)Communication with each stakeholder report. (10)Risk management report. 2.Adoption and Discussion Items: (1)Approved the Financial Statement. third quarter, 2025. (2)Approved the 2026 audit plan.	None	None	None	None
2026.01.30	2026/1	1.Report Items: (1)Derivative financial transactions report. (2)2025 Self-evaluation by the board members of themselves (or peers). 2.Adoption and Discussion Items: (1)Approved Salary Compensation Committee's proposal. (2)Approved the Business Plan of 2026.	None	None	None	None
2026.03.12	2026/2	1.Report Items: (1)Internal Audit reports (2)Derivative financial transactions report. (3)Reporting the greenhouse gas check plan for the consolidated subsidiaries. (4 IFRS Sustainability Disclosure Standards (S1 S2) Implementation Plan Report. 2.Adoption and Discussion Items: (1)Approved Salary Compensation Committee's proposal (2)Approved the 2025 Financial Statement. (3)2025 Earnings Distribution and cash dividends plan. (4)Approved the Statement on Internal Control System of 2025. (5)Approval of compliance with Article 14, Paragraph 6 of the Securities and Exchange Act. (6)Approved the amendment to the company's "Board of Directors Election Procedures.	None	None	None	None

		(7)Approved matters related to the convening of the 2026 shareholders' meeting. (8) Approved matters related to the shareholders' general meeting acceptance of shareholders' proposals. (9) Approved current Bank credit line and incremental credit line application. (10)Approved CPA engagement and Evaluation of external auditor's independence and qualification.				

10.Major Issues of Record or Written Statement Made by Any Director Dissenting to Important Resolutions Passed by the Board of Directors in most recent year and up to date of the annual report: None.

(Ⅳ)CPAs Fees

Unit: NT$ thousands

Accounting Firm	Name of CPA	Period Covered by CPAs' Audit	Auditing Fees	Non-Auditing Fees	Amount	Remarks
PricewaterhouseCoopers, Taiwan	Yu,Chih-Fan Yu,Cheng-Fu	2025	4,939	3,492	8,431	Non-Auditing Fees: Transfer pricing study consultant fee, tax compliance services, assurance of online shopping packaging restrictions, tax consultant fee, correction of deduction of undistributed surplus earnings for substantial investment, amendment to the Articles of Association by the shareholders' meeting and license fee.

(Ⅴ) Change of CPA's Information: None.

(Ⅵ)MSI's chairman, president, and managers in charge of its finance and accounting operations did not hold any positions within MSI's independent audit firm or its affiliates in the most recent year.

(VII)Information on Net Change in Shareholding and Net Change in Shares Pledged by Directors, Supervisors, Department Heads, and Shareholders of 10% shareholding or more

1.Changes in Shareholding of Directors, Supervisors, Managers and Major Shareholders:

Unit: shares

Title	Name	2025		2026/1/1~2026/04/13)	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
Chairman	Hsu,Hsiang	0	0	0	0
Vice Chairman & President	Huang,Chin-Ching	0	0	0	0
Director & Senior Vice President of Management Committee	Lin,Wen-Tung	0	0	0	0
Senior Vice President of Management Committee (Note1)	Yu, Hsien-Neng	0	0	0	0
Senior Vice President of Management Committee	Lu,Chi-Long	0	0	0	0
Director & Executive Vice President & NB BU GM	Kuo,Hsu-Kuang	0	0	0	0
Director & Executive Vice President & GNP BU GM	Liao,Chun-Keng	5,000	0	0	0
Director & Executive Vice President & CND BU GM	Hung,Yu-Sheng	0	0	0	0
Director &Vice President of Corp. Supply Chain	Chen,Te-Ling	3,000	0	0	0
Director &Vice President of Corp.Manufacture & Quality Assurance	Li,Chao-Ming	0	0	0	0
Independent Director	Hsu,Jun-Shyan	0	0	0	0
Independent Director	Hsu,Kao-Shan	0	0	0	0
Independent Director	Wang,Sung-Chou	0	0	0	0
ACS BU GM	Huang,Wen-Shan	0	0	0	0
CPS BU GM	Wu,Ta-Hsin	0	0	0	0
Vice President & CPS BU Vertical Platform Solution Division	Huang,Wen-Hui	0	0	0	0
EPS BU GM	Hsu,Yen-Wen	0	0	0	0
Vice President of EPS BU (Note1)	Kuo,Shang-Ti	0	0	0	0
Vice President of Corp. R&D	Teng,Chi-Hung	0	0	0	0
Vice President of NB BU R&D Division	Lin,Chin-Kuan	1,625	0	0	0
Vice President of NB BU R&D Division	Lu,Kuo-Huang	0	0	0	0
Vice President of NB Product Mgt. Division	Peng,Jen-Fang	0	0	0	0
Vice President of NB Operations Mgt. Division	Pan,Tsai-Yu	0	0	0	0
Vice President of NB sales Division	Chen,Li-Chun	0	0	0	0
Vice President of CND BU	Yeh,Chun-Te	0	0	0	0
Vice President of CND BU (Note2)	Yang,Tzu-Ying	11,000	0	7,000	0
Vice President of CND BU (Note2)	Tsui,Ching-Hsien	0	0	0	0
Vice President of Corp. Sales & Marketing	Chiu,Chih-Keng	0	0	0	0
Vice President of Corp. Sales & Marketing	Tung,Ti-Chun	7,000	0	2,000	0
Vice President of Corp. Sales & Marketing (Note2)	Wang,Yu-Po	0	0	0	0
Vice President of Corp. Marketing Division	Cheng,Hui-Cheng	0	0	0	0
Vice President of Global Management Center	Tsai,Wei-Hsin	0	0	0	0
Vice President of Information Technology (Chief Information Security Officer)	Lin,Hsi-Lung	0	0	0	0
Vice President of Finance Center (Chief financial officer & Corporate Governance Officer)	Hung,Pao-Yu	0	0	0	0
Assistant Vice President of Internal Auditing Office	Liu,Chu-Hao	0	0	0	0

Note 1: Newly appointed on April 1, 2026.

Note2: Newly appointed on April 1, 2025.

2.Stock Trade with Related Party: None.

3.Stock Pledge with Related Party: None.

(Ⅷ)Relationship among the Top Ten Shareholders

As of APR 13,2026 Unit：Share；%

Name	Shareholding		Spouse and Minor		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remark
	Shares	%	Shares	%	Shares	%	Name	Relations	
Hsu,Hsiang	46,883,151	5.55%	18,581,517	2.20%	9,376,328	1.11%	Hsu,Fen-Lan	Spouse	
Yuanta/P-shares Taiwan Dividend Plus ETF	40,436,271	4.79%	-	-	-	-	-	-	
Lin,Wen-Tung	25,672,499	3.04%	62,895	0.01%	-	-	-	-	
Nan Shan Life Insurance Co., Ltd.	23,149,000	2.74%	-	-	-	-	-	-	
Huang,Chin-Ching	20,937,377	2.48%	2,148,564	0.25%	7,521,761	0.89%	-	-	
Lu,Chi-Lung	18,650,835	2.21%	975	-	-	-	-	-	
Hsu,Fen-Lan	18,581,517	2.20%	46,883,151	5.55%	-	-	Hsu,Hsiang	Spouse	
Yu,Hsien-Neng	17,892,824	2.12%	184,922	0.02%	-	-	-	-	
Chunghwa Post Co., Ltd.	16,412,000	1.94%	-	-	-	-	-	-	
New Labor Pension Fund	15,001,910	1.78%	-	-	-	-	-	-	

(Ⅸ)Ownership of Shares in Affiliated Enterprises：

As of Dec. 31, 2025 Unit：Share；%

Long-Term Investment（Note）	Ownership by MSI		Ownership by Directors, Management or Direct/Indirect affiliates		Total	
	Shares	%	Shares	%	Shares	%
MICRO-STAR INTERNATIONAL (B.V.I.) HOLDING CO., LTD.	0	0%	47,465,071	100%	47,465,071	100%
MSI COMPUTER CORP.	41,825,458	100%	0	0%	41,825,458	100%
MYSTAR COMPUTER B.V.	0	0%	0	100%	0	100%
MSI COMPUTER (AUSTRALIA) PTY. LTD.	221,836	100%	0	0%	221,836	100%
MICRO-STAR NETHERLANDS HOLDING B.V.	424,000	100%	0	0%	424,000	100%
MSI COMPUTER JAPAN CO., LTD.	1,400	100%	0	0%	1,400	100%
MSI COMPUTER SARL	0	0%	0	100%	0	100%
MSI COMPUTER (SHENZHEN) CO., LTD.	0	0%	0	100%	0	100%
MSI COMPUTER (CAYMAN) CO., LTD.	50,000	100%	0	0%	50,000	100%
MSI COMPUTER (UK) LTD.	0	0%	0	100%	0	100%
MSI ELECTRONICS (KUNGSHAN) CO., LTD.	0	0%	0	100%	0	100%
MSI COMPUTER EUROPE B.V.	0	0%	0	100%	0	100%
MICRO ELECTRONICS HOLDING CO., LTD.	0	0%	33,315,472	100%	33,315,472	100%
MSI PACIFIC INTERNATIONAL HOLDING CO., LTD.	30,204,118	100%	0	0%	30,204,118	100%
MSI KOREA CO., LTD.	0	0%	80,000	100%	80,000	100%
SHENZHEN MEGA INFORMATION CO., LTD.	0	0%	0	100%	0	100%
MSI POLSKA SP. Z O.O.	0	0%	0	100%	0	100%
MEGA COMPUTER CO., LTD.	0	0%	1	100%	1	100%
LLC“ MSI COMPUTER”	0	0%	0	100%	0	100%
MSI COMPUTER TECHNOLOGIES LIMITED. COMPANY	0	0%	0	100%	0	100%
MSI ITALY S.R.L.	0	0%	0	100%	0	100%
MHK INTERNATIONAL CO., LTD.	0	0%	1	100%	1	100%
MSI (SHANGHAI)CO., LTD.	0	0%	0	100%	0	100%
RAIDEALS INC.	0	0%	0	100%	0	100%
MSI IBERIA S.L.	0	0%	0	100%	0	100%
MICRO-STAR CANADA LTD.	100,000	100%	0	0%	100,000	100%
INDOMSI COMPUTERS PRIVATE LIMITED	16,737,013	100%	10	0%	16,737,023	100%
MSI SEE TURKEY DOMESTIC AND FOREIGN TRADE LIMITED COMPANY	0	0%	0	100%	0	100%
MSI TECH SOLUTIONS (KUNSHAN) CO., LTD.	0	0%	0	100%	0	100%
PT MSI COMPUTER INDONESIA	164,835	99.9%	165	0.1%	165,000	100%

Note: Long-term investment accounted for using equity method.

Ⅲ. Capital Overview

(Ⅰ)Capital and Shares

1.Capital and Shares

Unit:1,000 Shares；NT$ thousands

Month /Year	Par Value (NT$)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount (NT$1,000)	Shares	Amount (NT$1,000)	Sources of Capital	Capital Increased by Assets Other than Cash	Other
1986.08	—	500	5,000	500	5,000	Incorporation	None	—
1990.06	10	3,000	30,000	3,000	30,000	Issuance of Shares for cash 25,000	None	—
1991.08	10	6,000	60,000	6,000	60,000	Issuance of Shares for cash 30,000	None	—
1994.05	10	10,000	100,000	10,000	100,000	Issuance of Shares for cash 40,000	None	—
1995.07	10	18,000	180,000	18,000	180,000	Issuance of Shares for cash 80,000	None	—
1996.10	16	60,000	600,000	40,750	407,500	Issuance of Shares for cash137,500 and Capitalization of retained earnings 90,000	None	JUL 10,1996 Taiwan-Finance-Securities-I-NO.41320
1997.06	30	100,000	1,000,000	70,800	708,000	Issuance of Shares for cash 48,280 and Capitalization of retained earnings 244,500 and Capitalization of employees' bonuses 7,720	None	APR 28,1997 Taiwan-Finance-Securities-I-No.32301
1998.04	—	126,000	1,260,000	109,200	1,092,000	Capitalization of retained earnings 283,200, Capitalization of reserves 70,800 and Capitalization of employees' bonuses 30,000	None	MAR 9, 1998 Taiwan-Finance-Securities-I- No.23751
1999.03	108	126,000	1,260,000	136,800	1,368,000	Issuance of Shares for cash 276,000	None	DEC 17,1998 Taiwan-Finance-Securities-I-No.98986
1999.07	—	320,000	3,200,000	196,376	1,963,760	Capitalization of retained earnings 547,200 and Capitalization of employees' bonuses 48,560	None	JUN 10,1999 Taiwan-Finance-Securities-I-No. 54332
2000.07	—	320,000	3,200,000	291,000	2,910,000	Capitalization of retained earnings 883,692 and Capitalization of employees' bonuses 62,548	None	MAY 26,2000 Taiwan-Finance-Securities-I-No.45969
2001.01	—	320,000	3,200,000	291,914	2,919,136	Conversion of bonds 9,136	None	—
2001.05	—	680,000	6,800,000	376,582	3,765,818	Capitalization of retained earnings 729,784 and Capitalization of employees' bonuses 116,898	None	MAY 23,2001 Taiwan-Finance-Securities-I-No.132149
2002.01	—	680,000	6,800,000	386,027	3,860,270	Conversion of bonds 94,451	None	—
2002.03	—	680,000	6,800,000	395,283	3,952,834	Conversion of bonds 92,564	None	—
2002.07	—	680,000	6,800,000	555,632	5,556,326	Capitalization of retained earnings 1,383,492 and Capitalization of employees' bonuses 220,000	None	MAY 28,2002 Taiwan-Finance-Securities-I-No.129029
2003.09	—	960,000	9,600,000	660,477	6,604,775	Capitalization of retained earnings 833,448 and Capitalization of employees' bonuses 215,000	None	JUL 17,2003 Taiwan-Finance-Securities-I-No.0920132258
2003.11	—	960,000	9,600,000	670,395	6,703,956	Conversion of bonds 99,181	None	—
2004.09	—	960,000	9,600,000	756,435	7,564,351	Capitalization of retained earnings 670,395 and Capitalization of employees' bonuses 190,000	None	JUN 28 ,2004 Taiwan-Finance-Securities-I-No.0930128388
2005.07	—	1,020,000	10,200,000	782,128	7,821,282	Capitalization of retained earnings 226,931 and Capitalization of employees' bonuses 30,000	None	JUL 11,2005 Taiwan-Finance-Securities-I-No.0940127923
2006.07	—	1,500,000	15,000,000	880,562	8,805,624	Capitalization of retained earnings 860,341 and Capitalization of employees' bonuses 124,000	None	JUL 21,2006 Financial-Supervisory-Securities-I No.0950132069
2007.07	—	1,500,000	15,000,000	882,447	8,824,474	Employee stock option exercise 18,850	None	—

2007.09	—	1,500,000	15,000,000	947,781	9,477,811	Capitalization of retained earnings 528,337 and Capitalization of employees' bonuses 125,000	None	JUL 9,2007 Financial-Supervisory-Securities-I No.0960035165
2007.10	—	1,500,000	15,000,000	950,277	9,502,770	Employee stock option exercise 24,960	None	—
2008.02	—	1,500,000	15,000,000	950,754	9,507,540	Employee stock option exercise 4,770	None	—
2008.05	—	1,500,000	15,000,000	950,937	9,509,372	Employee stock option exercise 1,831	None	—
2008.08	—	1,500,000	15,000,000	951,304	9,513,040	Employee stock option exercise 3,669	None	—
2008.09	—	1,500,000	15,000,000	951,459	9,514,590	Employee stock option exercise 1,550	None	—
2008.10	—	1,500,000	15,000,000	1,007,696	10,076,965	Capitalization of retained earnings 380,374 and Capitalization of employees' bonuses 182,000	None	JUL 1,2008 Financial-Supervisory-Securities-I No.0970032658
2008.10	—	1,500,000	15,000,000	1,008,028	10,080,285	Employee stock option exercise 3,320	None	—
2009.02	—	1,500,000	15,000,000	1,008,074	10,080,745	Employee stock option exercise 460	None	—
2009.04	—	1,500,000	15,000,000	1,008,246	10,082,455	Employee stock option exercise 1,710	None	—
2009.07	—	1,500,000	15,000,000	1,008,742	10,087,416	Employee stock option exercise 4,961	None	—
2009.09	—	1,500,000	15,000,000	1,067,626	10,676,262	Capitalization of retained earnings 504,123 and Capitalization of employees' bonuses 79,533 Employee stock option exercise 5,190	None	JUL 1,2009 Financial-Supervisory-Securities-I No. 0980032766
2009.10	—	1,500,000	15,000,000	1,068,132	10,681,322	Employee stock option exercise 5,060	None	—
2010.01	—	1,500,000	15,000,000	1,068,667	10,686,672	Employee stock option exercise 5,350	None	—
2010.05	—	1,500,000	15,000,000	1,069,191	10,691,912	Employee stock option exercise 5,240	None	—
2010.07	—	1,500,000	15,000,000	1,069,249	10,692,492	Employee stock option exercise 580	None	—
2010.11	—	1,500,000	15,000,000	1,069,347	10,693,472	Employee stock option exercise 980	None	—
2011.01	—	1,500,000	15,000,000	1,070,225	10,702,252	Employee stock option exercise 8,780	None	—
2011.04	—	1,500,000	15,000,000	1,071,223	10,712,232	Employee stock option exercise 9,980	None	—
2011.09	—	1,500,000	15,000,000	996,157	9,961,572	Treasury stock cancellation 750,660	None	JUL 4,2011 Financial-Supervisory-Securities-I No.1000031682 AUG 26,2011 Financial-Supervisory-Securities-I No. 1000040409
2011.11	—	1,500,000	15,000,000	964,157	9,641,572	Treasury stock cancellation 320,000	None	OCT 28,2011 Financial-Supervisory-Securities-I No.1000052520
2012.02	—	1,500,000	15,000,000	924,856	9,248,562	Treasury stock cancellation 393,010	None	FEB 13,2012 Financial-Supervisory-Securities-I No. 1010004861
2012.04	—	1,500,000	15,000,000	884,856	8,848,562	Treasury stock cancellation 400,000	None	APR 18,2012 Financial-Supervisory-Securities-I No.1010016081
2012.07	—	1,500,000	15,000,000	844,856	8,448,562	Treasury stock cancellation 400,000	None	JUL 18,2012 Financial-Supervisory-Securities-I No.1010033145

(1)Type of shares

As of APR 13,2026 Unit：Shares

Type of shares	Authorized Capital			Remarks
	Issued Shares (Note)	Un-issued Shares	Total Shares	
Common stock	844,856,199	655,143,801	1,500,000,000	Authorized capital stock, of which, 150,000 thousand shares are reserved for exercising Conversion of bonds and 80,000 thousand shares are reserved for employee stock options.

Note：Listed stock.

(2)Information for Shelf Registration: None.

2.List of Major Shareholders

As of APR 13,2026 Unit：Shares

Share holding / Holder's Name	Shares	%
Hsu,Hsiang	46,883,151	5.55%
Yuanta/P-shares Taiwan Dividend Plus ETF	40,436,271	4.79%
Lin,Wen-Tung	25,672,499	3.04%
Nan Shan Life Insurance Co., Ltd.	23,149,000	2.74%
Huang,Chin-Ching	20,937,377	2.48%
Lu,Chi-Lung	18,650,835	2.21%
Hsu,Fen-Lan	18,581,517	2.20%
Yu,Hsien-Neng	17,892,824	2.12%
Chunghwa Post Co., Ltd.	16,412,000	1.94%
New Labor Pension Fund	15,001,910	1.78%

3.Dividend policy of the company and its implementation

(1)Dividend Policy

The Company is in a highly changeable industry. Many high-end lucrative products are in growth. The distribution of dividends shall be made taking into consideration the needs of Company future development and operation, and the interests of shareholders. If the annual results shall have profit, such profits should first pay all taxes and reimburse accumulative loss, then take 10% legal reserve and special reserve according to the Company Act. After previous deductions and reserves, the Company can take 10% to 90% of the distributable earnings plus undistributed retained earnings as bonus. The Board of Directors shall propose profit distribution plan to be approved by the shareholders' meeting.

Shareholders' bonus shall be distributed in accordance with the percentage of the shares owned among the total outstanding shares of the Company. Shareholders' bonus will be distributed through the forms of both cash and stock dividends. In such distribution combination, cash dividends shall take no less than 30% of the total distributed bonus.

In the event there are deductions under the account of shareholders' equity which cannot be allocated from after-tax profits of the current fiscal year, whether accumulated from previous year or occurred in the current year, the Company shall allocate sufficient special reserves from the beginning aggregate balance of undistributed earnings and subtract such shareholders' equity deductions before profits distribution.

(2)Proposed Distribution of Dividend：

The appropriation of 2025 earnings had been resolved at the Board of Directors on March 12, 2026 ,cash dividend of NT$4.2 per share and will be reported at the annual stockholders'meeting.

(3)Any expected major changes in the dividend policy: None

4.Impact to the company's business performance and earnings per share (EPS) for free shares allotment proposed by this shareholders' meeting: Not applicable.

5.Compensation for employees and directors

(1)Quantity or scope of compensation for employees, directors as prescribed by the articles of association (Article 19-1)

The pre-tax income of the current fiscal year shall first offset the accumulated deficits. If the balance is positive, then the Company shall allocate the remuneration to be distributed to employees and directors in accordance with the following ratio.

A. Employee remuneration in the percentage of 6% to 10%.(Allocated to the company's frontline employees at no less than 10% of the amount allocated for employee compensation.) Individuals eligible for employee remuneration include the Company's employees and the employees of the Company's subsidiaries meeting certain requirements. Such requirements are to be set by the Board of Directors.

B. Remuneration to be distributed to directors shall not exceed 1%.

The decision of the percentage of remuneration to be distributed to employees, directors set forth in the preceding Paragraph, the forms of distribution (cash or stock dividends) and the amounts and shares thereof shall be made through the special resolutions of the Board of Directors and reported to the shareholders' meeting.

(2) Accouting methods for the differences between the remunerations' provision amount and actual distribution amount:

The remunerations provision for employees, directors in 2025 is according to contemporary profits and with reference to the distribution ratio from the year before and the percentage specified in the Articles of Incorporation. In case of any difference between the actual distributed value decided by the Board of Directors, it will be handled as changes in accounting estimates.

(3)Situation of the Board of Directors' passing remuneration distribution：

A. The amount of employee, director remuneration in cash or stock distribution. If it differs from the estimated amount in the recognized expense year, the balance, reason, and handling situation shall be disclosed:
The Board of Directirs passed a resolution, determining that the remuneration of employees in 2025 is NTD518,900,000, and the remuneration of directors in 2025 is NTD50,600,000, which are the same as the recognized expense amount in 2025.

B. The proportion of employee remuneration amount in stock distribution based on the net profit after tax from stand alone financial statements of this period and the total employee remuneration: None

(4)For the actual distribution situation of employees, directors and supervisors remuneration last year (including distributed shares, amount, and stock price), if it differs from the recognized employees, directors and supervisors remuneration, the balance, reason, and handling situation shall be specified:

In 2024, the relevant information on the employees, directors and supervisors remuneration is summarized below: Employees bonus distribution:NTD639,500,000; directors remuneration distribution:NTD61,600,000. It is the same as the recognized expense amount in 2024.

6.Repurchase by the company of its own shares: None.

(Ⅱ)Corporate bond: None.

(Ⅲ)Preferred shares: None.

(Ⅳ)Overseas depositary receipt: None.

(Ⅴ)Employee stock warrant、Restricted Employee Shares: None.

(Ⅵ) The section on issuance of new shares in connection with mergers or acquisitions or with acquisitions of shares of other companies shall specify the following matters:

1.If, during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, the company has completed any issuance of new shares in connection with a merger or acquisition or with acquisition of shares of any other company：None.

2. Where the board of directors has, during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, adopted a resolution approving any issuance of shares in connection with a merger or acquisition or with acquisition of shares of any other company：None.

(Ⅶ)The status of implementation of capital allocation plans：

1. A description of the plan
Where various issuance or private placement of securities have yet to be completed, or have been completed in the most recent 3 years but where the benefits of the plan have yet to be realized：
All securities of the Company have been issued and no unrealized benefits.

2.Status of implementation: Not Applicable

Ⅳ. Operation summary

(Ⅰ)Business content

1.Scope of business

(1)The purpose for which the Company is formed shall be as follows:

1. CC01030Electrical Appliances and Audiovisual Electronic Products Manufacturing
2. CC01060Wired Communication Mechanical Equipment Manufacturing
3. CC01070Wireless Communication Mechanical Equipment Manufacturing
4. CC01080Electronics Components Manufacturing
5. CC01100Controlled Telecommunications Radio-Frequency Devices and Materials Manufacturing
6. CC01110Computer and Peripheral Equipment Manufacturing
7. CE01021Weights and Measuring Instruments Manufacturing
8. CE01030Optical Instruments Manufacturing
9. CF01011Medical Devices Manufacturing
10. E605010Computer Equipment Installation
11. F108031Wholesale of Medical Devices
12. F113020Wholesale of Electrical Appliances
13. F113050Wholesale of Computers and Clerical Machinery Equipment
14. F113070Wholesale of Telecommunication Apparatus
15. F118010Wholesale of Computer Software
16. F119010Wholesale of Electronic Materials
17. F208031Retail Sale of Medical Apparatus
18. F213010Retail Sale of Electrical Appliances
19. F213030Retail Sale of Computers and Clerical Machinery Equipment
20. F213060Retail Sale of Telecommunication Apparatus
21. F218010Retail Sale of Computer Software
22. F219010Retail Sale of Electronic Materials
23. F401010International Trade
24. F401181Measuring Instruments Import
25. I301030Electronic Information Supply Services
26. JA02051Weights and Measuring Instruments Repair
27. ZZ99999All business activities that are not prohibited or restricted by law, except those that are subject to special approval.

(2)Proportion of each business

2025

Unit: NT$ thousands

Major product	Sales revenue	%
Computer and peripherals	230,196,431	100%

(3) Current products and services of the Company

A. Motherboard: Intel® and AMD® platform for AI, Gaming, Overclocking, Creator and Business Motherboards.

B. Professional Graphics Card: NVIDIA® platform Graphics Card.
Professional Gaming Gears: Network equipment, SSD, Keyboard, Mouse, Headset, Microphone and Control Devices.

C. Server: Computing in AI GPU, HPC, Cloud, Hyperscale, Workstation, Storage systems, and Appliance in Edge, Embedded, Networking, Intrusion Prevention System (IPS), Unified Threat Management (UTM) and Telecom Next Generation Firewall (NGFW).

D. Desktop computer: AI High-End Gaming Desktop, AI Professional Gaming Desktop, AI Commercial Compact Desktop, AI Commercial Mini Desktop, and AI All-in-One (AIO) PC.

E. Telematics and Automotive Electronics: Rugged vehicle communication gateway and smart display system, Drone ground control station, Cloud based fleet management solutions, Smart advertising management solutions for public transportation and Media on demand entertainment system for bus and train.

F. Laptop: Flagship high-performance gaming laptops; ultra-thin premium gaming laptops; high-performance multimedia and entry-level gaming laptops; thin-and-light business mobile laptops; notebook-related peripheral hardware (such as stylus pens and port expansion docks) and gaming handheld devices.

G. Monitors: QD-OLED Monitors, Curved Gaming Monitors, Esports Gaming Monitors, Mini-LED Dual Mode and Dual Mode Monitors, 5K High Resolution Monitors, PRO Monitors for Mac, Console Gaming Monitors, Portable Monitors, Business & Productivity Monitors.

H. Smart Electric Vehicle (EV) Charger

I. EV OBC (On Board Charger / In Vehicle PC)

J. Others : Case, Liquid Cooler, Air Cooler, Power Supply.

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

A. Motherboard:

- **Develop the latest Intel® 900 series motherboards** tailored for diverse market segments, including AI, gaming, extreme overclocking, commercial, and small form factor (SFF) platforms.
- **Develop next-generation AMD® AM5 mainstream platform**, focusing on solutions that integrate AI deep learning with gaming to rapidly address AMD® Ryzen market demands and align with emerging trends.
- **Revamp DDR4 platform designs** in response to market dynamics, providing the consumer market with competitive alternatives to the DDR5 landscape.
- **Continuously integrate state-of-the-art specifications**, such as Thunderbolt 5, PD fast charging, and support for higher-speed, larger-capacity memory modules.
- **Synergize product lines**—including chassis, cooling, power supplies, and graphics cards—to develop DIY-friendly features, such as back-connect designs, EZ Conn-Design integrated headers, and unified multi-monitor control software.
- **Continuously optimize existing DIY-friendly features** to elevate the overall product experience.

B. Professional Graphics Cards and Professional Gaming Gears:

- Development of high-performance and energy-efficient graphics card to respond to the growing market demand for computing performance and energy saving.
- Development of graphics cards that combine “AI deep learning” and “Real-Time Ray Tracing” technologies to enhance graphics computing and intelligent computing application capabilities.
- Development of graphics cards that support next-generation display technologies and interfaces to meet the application needs of high resolution and multiple display outputs.
- Development of integrated hardware and software graphics card solutions for creative and professional applications to improve content creation and multimedia computing efficiency.
- Continue to develop graphics cards using high-tech manufacturing processes and high-quality materials to enhance the stability, reliability and lifespan.
- Continue to develop graphics card cooling modules and fan designs with high heat dissipation efficiency and low noise to improve the overall user experience.
- Invest in the research and development of graphics card energy-saving and power management technologies to optimize energy efficiency.
- Optimize the lighting effects and overall design quality of graphics cards to enhance product recognition and visual consistency.
- Continue to integrate and optimize graphics card support software to improve system compatibility,

stability and ease of use.

- Development of graphics cards related performance monitoring, management and calibration application to provide more comprehensive product usage support.
- Expand graphics card solutions for professional applications, covering workstations, creative and AI computing applications.

- Development of professional networking equipment and peripheral products, such as "MESH routers", "high-end routers" and "wireless network cards", to meet diverse networking needs.
- Development of solid-state drive (SSD) products that combine high performance and high stability to improve data storage and access efficiency.
- Continue to listen to gamers and users feedback to develop innovative products in the fields of multimedia esports and creation, such as esports keyboards, mice, headsets, and wireless connectivity peripherals.
- Development of professional esports peripheral products, such as esports controllers and esports mouse pads.
- Development of creator series peripheral products, such as wireless Bluetooth slim keyboards, silent wireless mice, wireless in-ear headphones and professional streaming microphones.

C. Server:

- We will design and offer the wide range of server platforms that are targeting computing usage and AI appliances. These products and solutions are designed to serve datacenters, cloud computing, enterprise, AI and 5G/edge computing.
- Enhance multi-node products of EIA 19” and ORv3 21” with air-cooling and liquid-cooling solutions to meet the rack architecture requirements of high performance computing and hyperscale data center applications.
- Enhance GPU servers scope for AI training and inference appliances, and import related software applications.
- Develop a variety of general-purpose server products for enterprise and mainstream requirements.
- Continue developing the network appliance servers for NFV, SD-WAN and uCPE appliances.
- Develop MSI OpenBMC firmware based on the Linux® Foundation OpenBMC codebase.

D. Desktop computer:

- Continuously developing high-end AI gaming desktops (Vision Series).
- Continuously developing compact AI gaming desktops (Trident Series).
- Continuously developing professional AI gaming desktops (Infinite Series).
- Continuously developing gaming desktops integrating AI with HMI technologies.
- Continuously developing AI gaming desktops integrated with the MSI Gaming Ecosystem.
- Continuously developing the exclusive thermal design – Silent Storm Cooling.
- Continuously developing DIY-friendly designs for users.
- Integrating the latest WiFi 7 wireless transmission technology.
- Developing AI PC series for business and consumer market (PRO MAX series).
- Continuously developing AI PC series for business and project-based products (PRO DP series).
- Continuously developing the AI Mini PC for business and consumer market (Cubi series).
- Continuously developing the latest MSI Copilot+ PC (Cubi NUC AI+ series).
- Continuously developing the AI Eye-Care All-in-One Desktop product line.
- Continuously developing application software tailored to customer needs – MSI Center.
- Continuously Developing energy monitoring and saving system software – MSI Power Meter.
- Developing AI software – MSI AI Robot Lite.
- Developing AI software – MSI AI Mesa.
- Developing AI software – MSI Edge AI App.

E. Telematics and Automotive Electronics:

- **Continuous development of next-generation wireless intelligent conference video systems:**
  Develop a comprehensive next-generation intelligent video conferencing system featuring high resolution, multi-camera support, and AI-based audio and video processing. The system can automatically detect lighting conditions and other environmental factors, identify participant positions and sound sources, and dynamically optimize system settings to deliver the best possible user experience.
- **Unmanned Aerial Vehicle (UAV) ground control station:**
  Develop UAV ground control stations suitable for industrial applications, incorporating highly reliable

industrial-grade processors, wireless communication protocols, and ruggedized enclosures with IP65 or higher protection, making them suitable for operation in harsh environments.

- **Advanced luxury bus Wi-Fi 7 / Qi2 / Auracast audio-visual service solution:**
  An advanced in-vehicle entertainment solution for long-distance buses, tour buses, and trains. It leverages the latest Wi-Fi 7 wireless streaming technology to provide high-quality, low-latency, on-demand multi-channel audio and video entertainment, while integrating new features such as Qi2 wireless charging and Auracast.
- **Continuous development of next-generation in-vehicle intelligent display systems:**
  Develop new in-vehicle intelligent display systems designed to withstand harsh operating environments. These systems adopt the latest high-performance SoC with integrated NPU AI computing capabilities, supporting high-resolution multi-display output, multi-camera inputs, object recognition, hazard warnings, and AI-assisted vehicle control functions. Also features high brightness, weather resistance and vibration tolerance.
- **Continuous development of intelligent digital rearview mirror systems:**
  Design intelligent digital rearview mirror systems for large vehicles such as trucks and buses. These systems deliver clear images in complex environments and incorporate AI functions for hazard warnings and dashcam recording.

F. Laptop:

- MSI has taken the lead in completing a next-generation platform upgrade across its entire gaming laptop portfolio, comprehensively adopting the latest Intel® Core™ Ultra 200HX and Intel® Core™ Ultra 300H processors, combined with NVIDIA® GeForce RTX™ 50 Series graphics. In close collaboration with key ecosystem partners, next-generation AI technologies are fully implemented across the new platform. From flagship models to mainstream offerings, the product lineup has transitioned to an AI PC architecture, delivering best-in-class performance and establishing the industry’s most comprehensive and broadly covered AI PC portfolio, further reinforcing the Company’s leadership in the high-performance and AI PC era.
- In flagship product strategy, MSI continues to focus on system-level innovative thermal architectures to overcome performance integration constraints under high-load computing scenarios, redefining the upper limits of mobile platforms when processor and graphics workloads operate concurrently. Through coordinated optimization of thermal management and structural design, products maintain stable output even under extreme computational demands, further advancing industry benchmarks and technological boundaries for high-performance mobile platforms.
- MSI plans to introduce the latest Intel® Core™ Ultra AI processors into its 8-inch gaming handheld product line, while concurrently developing a new user interface and operating environment tailored to handheld gaming scenarios. By upgrading both hardware performance and software experience, the Company aims to further enhance product differentiation and drive growth momentum in the high-performance mobile gaming market.
- Beyond continuous breakthroughs in performance and hardware specifications, the entire product lineup has achieved notable progress in weight reduction and portability. Through holistic design and structural optimization, products are comprehensively slimmed down while maintaining outstanding performance, successfully striking an optimal balance between high performance and mobility, and further expanding product appeal and market coverage.
- In display technologies, MSI will complete the adoption of OLED panels across its full product lineup by 2026. Combined with proprietary True Color technology, products will offer more refined and differentiated color calibration profiles tailored to diverse usage scenarios. The integration of OLED Care mechanisms further enhances image quality, user experience, and long-term reliability, strengthening overall product value and market competitiveness.
- Continues to integrate AI-assisted mechanisms in thermal management and system maintenance, developing intelligent airflow management architectures with self-monitoring and dynamic adjustment capabilities. By leveraging predictive algorithms to mitigate performance degradation risks, devices can maintain stable performance under prolonged high-load usage, enhancing overall reliability and durability.
- MSI is further advancing intelligent power management R&D through algorithm-driven power scheduling and charging control mechanisms. These technologies optimize battery behavior across different usage scenarios, balancing endurance performance with long-term battery health, reducing the impact of frequent charge-discharge cycles on battery lifespan, and enhancing stability and

reliability throughout the product lifecycle. This remains a key direction for future product experience and system differentiation.

- Building on its ongoing collaboration with leading gaming brand SteelSeries®, and leveraging MSI's proprietary Mystic Light lighting technology, the Company continues to explore visual innovation that integrates system performance with perceptual experience in gaming laptops. Through hardware-software integration, immersive user experiences and contextual visual feedback are enhanced, making visual elements an integral part of the overall gaming experience and further strengthening brand identity and premium product differentiation.
- MSI Design Center conducts big-data research on craftsmanship techniques and color trends to support development direction setting. Beyond tracking macro trends, the team closely observes industries closely connected to everyday life, selecting the most representative and popular colors from evolving trend dynamics and incorporating them into MSI notebook designs to create a proprietary MSI color strategy.
- Pursue new initiatives in environmental sustainability, introducing eco-friendly materials in selected models. Across the full product lineup, efforts are also underway to obtain global EPEAT environmental certifications, demonstrating the Company's active commitment to social responsibility and environmental stewardship through concrete actions.

G. Monitors:

- Developed the world's first AI-powered gaming monitor with human–machine interaction, the MEG X. Built on true AI technology, it requires no pre-training for specific games. The system directly analyzes on-screen content to deliver real-time, intelligent assistance. With ten AI-assisted features, it pushes beyond traditional gaming limitations and delivers a genuinely extended AI-enhanced gaming experience.
- MSI's exclusive AI Robot Lite allows players to activate AI assist features and adjust monitor settings, such as brightness, using voice commands—without interrupting gameplay or taking their hands off the controls. In everyday use, AI Robot Lite also helps users quickly access hard-to-find Windows features, such as HDR settings, removing common usability frustrations.
- Developed high-end curved gaming monitors and expanded the large-format ultrawide (21:9) gaming lineup with QD-OLED panel technology. Featuring the latest QD-OLED DarkArmor technology and upgraded to TB 500 with peak brightness reaching 1,300 nits, these curved gaming monitors appeal to a broader high-end user base.
- Continued to develop gaming monitors tailored to player needs while expanding into the flat-panel segment. Successfully introduced the high-spec MPG 322UR QD-OLED X24, a 4K 240Hz gaming monitor featuring the latest QD-OLED DarkArmor technology and upgraded to TB 500 high brightness.
- Be a QD-OLED pioneer by launching the latest QD-OLED panel: a 27" 4K/240Hz model and a 27" QHD/500Hz QD-LED, enhancing MSI's monitor technology, earning recognition with the 2025 CES awards.
- Based on the latest NV 50 series graphics card technology, MSI's QD-OLED equipped with DisplayPort 2.1a (UHBR20) improves stability, quality, and compatibility with future hardware, boosting single-channel bandwidth from 8.1Gbps to 20Gbps and achieving a total of 80Gbps — 2.5 times that of DisplayPort 1.4a.
- Development of a technology - Gaming Intelligence APP that can deeply integrate Gaming monitors with Gaming desktops and achieve the best gaming experience. This technology was implemented and upgraded on all supported models in 2026.
- Continuing the development of Gaming monitors that can show game-related status and information on the monitor panel, successfully developed the SpectrumBar – Glow Sync function which allows the RGB lighting effect of the screen to link with the real-time image color displayed.
- Optimized the gamer experience, using the RGB light of SpectrumBar to inform consumers of the progress of OLED monitor maintenance status, reducing consumers' sense of uncertainty when waiting.
- Applying AI technology to Gaming monitors. With the information captured in big data, Gaming monitors now offers more personalized and user-friendly applications, and successfully applied the active noise reduction microphone and optical sensor to the new generation of QD-OLED monitors.
- Entered the field of large-size gaming screens, and successfully developed the world's first 49"240Hz Super Ultra-wide QD-OLED Curved Gaming monitor.
- MSI's AI Navigator introduces the groundbreaking AI Menu feature, designed to streamline your experience. It automatically detects running software and applies your preset configurations, so you no longer need to manually adjust settings for different scenarios.

- MSI AI Navigator allows users to switch modes on Dual Mode monitors using a mouse through the software. Additionally, the monitor can automatically detect the refresh rate and maintain a high refresh rate during resolution changes.
- Innovating monitors that are suitable for professionals within the Multimedia and Content Creation industry. Fine tuning the wide color gamut element that all the artists and creators care about.
- Continuing the development of Professional monitors that can help enhance the productivity for users with MSI eye-care technology & ergonomic design, both in the hardware and software aspect.
- Development of application software with intuitive UI and enhanced workflow for improving working performance – Productivity Intelligence.
- Considered up-to-date user scenarios, developed AI lighting sensor and built-in anti-noise canceling microphone on Commercial monitors for enhanced eye care and optimized WFH experience.
- Utilizing the latest Mini-LED backlight technology combined with Dual Mode screens, this innovation enhances image contrast and localized brightness. Through advanced local dimming technology, areas requiring heightened contrast are more prominently displayed, delivering image quality that is sharper and clearer than traditional LCDs.
- Utilizes circular polarization technology to transform display light into a more natural, comfortable viewing experience. This allows users to spend extended hours in front of the screen with reduced eye fatigue and dryness—similar to reading a book.

H. Smart EV Charger:

- High-power DC charging station.
- Decentralized AC charging station.
- Integrated cloud-based energy management system.

I. EV OBC (On Board Charger / In Vehicle PC):

- 6.6KW Bidirectional OBC.

J. Others (Case, Liquid Cooler, Air Cooler, Power Supply):

- Develop AI-driven intelligent control devices to provide a superior and optimized AI environment setup experience.
- Strengthen cross-product integration within MSI Center to achieve a simpler, more convenient and user-friendly operational experience.
- Synergize motherboard and graphics card product lines to develop DIY-friendly features, such as back-connect designs, EZ Conn-Design integrated headers and unified multi-monitor control software.
- Continuously enhance designs for assembly convenience with a focus on user experience, developing solutions that simplify installation and support future liquid cooling and chassis innovations.
- Develop flagship liquid cooling and chassis products to meet the high-end DIY market's demands for performance, aesthetics, compatibility and customization.
- Optimize thermal design and performance for next-generation Intel® and AMD® processors, ensuring simultaneous market launches with motherboards to maximize promotional synergies.
- Enhance Zero RPM technology across cooling, chassis, and power supply units to reduce energy consumption and provide a quieter experience during low-load scenarios.
- Continuously release high-end power supply units compatible with the latest dual 12V-2x6 (16-pin) GPU specifications to address the high wattage requirements of future advanced graphics computing.
- Develop advanced panoramic view chassis products, upgrading personalized features beyond aesthetics to reinforce design differentiation against competitors.
- Adopt a multi-chamber water block design to separate hot and cold currents, while enlarging the copper base and dissipation area to enhance thermal efficiency.

2.Industry Overview

(1) Current Status and Development of the Industry:

In 2025, the global ICT (Information and Communication Technology) industry experienced a structural growth opportunity driven by the large-scale migration of AI technology from the cloud to the edge (Edge AI). Despite the global economy being constrained by regional inflation and exchange rate fluctuations, the rigid demand for computing power offset the cyclical slowdown in consumer electronics.

The current development status of our company's relevant business markets is summarized below：

A. Component Products:

Affected by the prioritization of AI and server demand, memory supply has become tight. The market expects memory prices to rise in 2026, further pushing up the overall DIY assembly cost. This cost pressure is expected to impact the willingness of some end consumers to upgrade, and may encourage them to downgrade specifications or postpone purchases.

Conversely, demand related to AI PCs and business applications remains sustainable, helping to support the shipment momentum of mid-to-high-end systems. In this context, by continuously promoting the "Powered by MSI" (PBM) concept, integrating the sales of core and peripheral products such as motherboards, graphics cards, liquid cooling systems, and power supplies, we can not only reduce the impact of single component price fluctuations but also help to increase overall product unit prices and profit structures.

B. Systematic products:

AI PCs officially transitioned from the "concept stage" to the "mass production stage" in 2025. Leveraging its accumulated high-performance development experience in gaming laptops, MSI successfully entered the AI PC business laptop market. With Windows 10 officially ending support in October 2025, this triggered the largest-scale replacement wave in the commercial market since 2019. It is expected that in 2026, AI applications will be more deeply integrated with personalized services, driving continued growth in demand for mid-to-high-end system products. Due to the continued tightness of memory and graphics card supply, the overall supply capacity of branded desktop computers is relatively limited, and short-term shipment growth momentum is somewhat restrained. However, in a relatively controlled supply environment, terminal demand remains concentrated on mid-to-high-end and high-performance models, helping to support average selling prices and specification combinations, maintaining the overall gross profit margin of the branded business at a relatively stable level.

Regarding monitor products, the company focuses on entering the market with high-priced products such as QD-OLED, and market acceptance is expected to gradually increase over time. At the same time, influenced by rising memory prices, there has also been an observation of some consumer demand shifting towards monitor products, providing a certain degree of demand support for related product lines.

C. Server, Industrial Computers, Automotive Electronics, and Other Products:

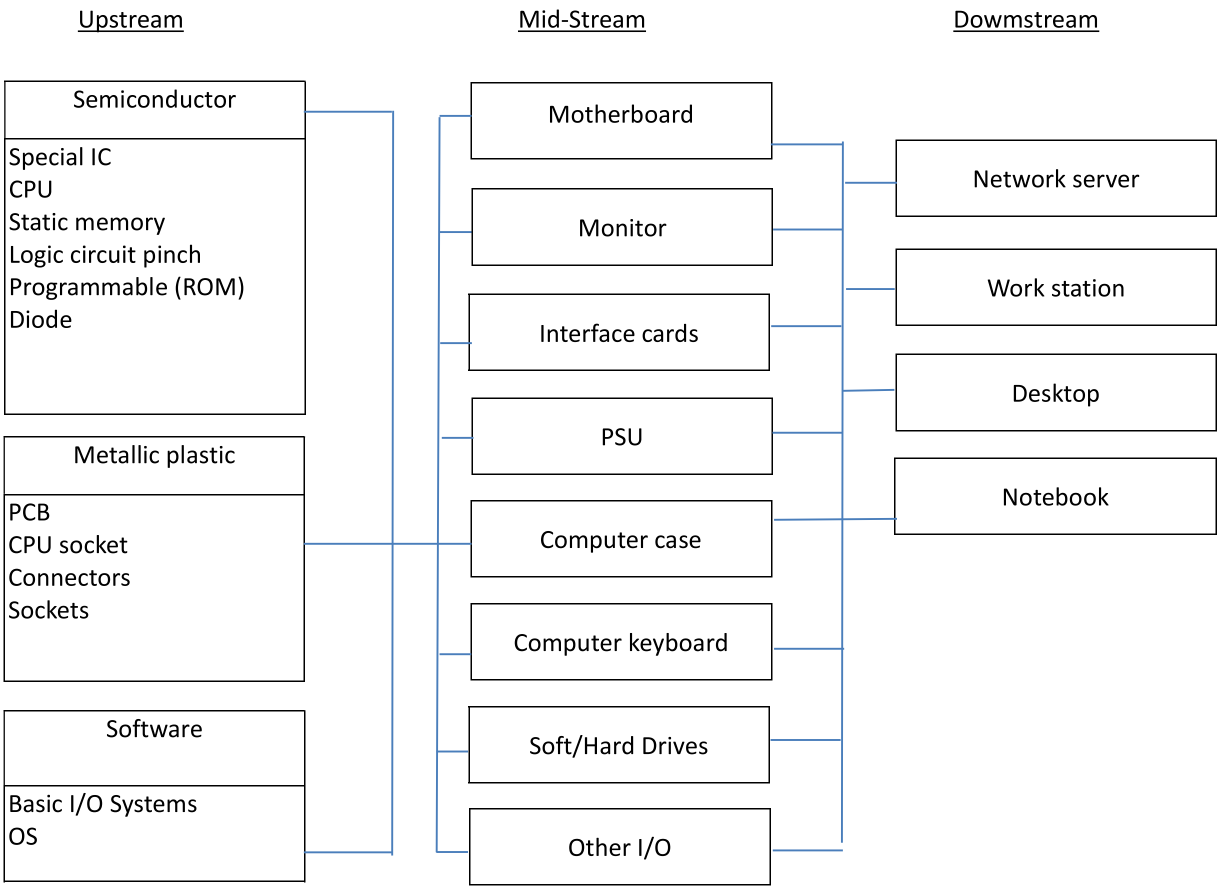
The design and functionality of industrial computers and other products are customized to meet the specific needs of different industries and various scenarios for different customers, representing a business model of small-volume, multi-variety production. This customization and specialization also bring higher gross margins; the average gross profit margin of global industrial computer manufacturers can reach 30-40%.

Digitimes data statistics show that global server shipments in 2025 increased slightly by 3.9% compared to the previous year, totaling 15.26 million units. Shipments are forecast to grow by 5.2% in 2026, reaching 16.06 million units.

According to DIGITIMES research data, global electric vehicle (EV) sales reached approximately 20.985 million units in 2025, with a year-on-year growth rate of 21.8%.

Looking ahead to 2026, DIGITIMES predicts that global EV sales will reach 24.17 million units, with a year-on-year growth rate of 15.2%. Under the trends of AI, 5G, and electrification, the integration of in-vehicle ICT systems into automobiles continues to be a future industry trend.

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



(3) Product Development Trends and Competitive Landscape:

A. Component Products:

In 2025, MSI's component business benefited from the full launch of the NVIDIA RTX 50 series graphics cards. With its excellent cooling solutions and robust digital power design, MSI successfully targeted the high-end gaming and professional creator markets. With the launch of new-generation platforms from Intel and AMD at the end of 2026, the motherboard business will continue to maintain its leading market share in the DIY and gaming sectors through enhanced stability and overclocking potential.

B.System Products:

In 2025, the laptop industry shifted towards practical AI applications. MSI leveraged its leading position in gaming to transform its exclusive cooling technology into a core competency for AI PCs. Facing the Windows 10 replacement wave, the company focused on user needs, integrating hardware and software experiences through MSI AI Engine to establish a differentiated brand moat and solidify its global leadership in high-end laptops.

Targeting edge AI computing needs, MSI also launched the EdgeXpert desktop supercomputer. Equipped with the NVIDIA superchip GB10 and MSI's superior cooling performance design, this product not only won recognition at the CES Innovation Awards but also met the high-performance demands of professional users while strictly guarding data privacy boundaries, strengthening MSI's leading advantage in the edge computing field.

Regarding monitor products, the market has formed stable support groups for both QD-OLED and WOLED technologies. As next-generation high-performance graphics cards become increasingly popular, market demand for large-screen monitors continues to grow. Future product portfolio strategies will focus on product line completeness and specification level deployment, while further strengthening expansion and penetration in the Asia-Pacific region.

C. Server, Industrial Computers, Automotive Electronics, and Other Products:

The era of AIoT has arrived, and industrial computers have always been the core operating platforms for various industries. In recent years, the industry has continued to face digital transformation, making industrial computers increasingly important. Industrial computers are moving towards comprehensive solutions encompassing hardware to software, front-end to back-end, vertical integration of service applications, requiring firmware development capabilities and vertically integrated technical capabilities to apply high-performance, integrated, scalable and compatible system platforms to various industries. Therefore, manufacturers are moving towards developing vertical application markets and accelerating the enhancement of highly integrated technical capabilities, with flexible operation models and cost leadership being the new challenges.

The server industry has been transforming in recent years. With the widespread construction of data centers in various countries and the growing demand for cloud services from internet companies, the business opportunities for large internet companies to independently build cloud services and data centers are soaring. As for traditional brand manufacturers, based on their long-term commitments to telecom service providers, most have pursued high-priced and system-integrated services, leading to gradual market differentiation. At the same time, another growth engine for the server industry is the rise and widespread application of computing power from AI servers. MSI's server business, in addition to maintaining its original ODM manufacturing, has significantly increased its investment in server product and business development, focusing on SI business layout. Application areas include Network Security Servers, AI Servers, Data Center Servers, HPC Servers, and other businesses, strengthening its server capabilities in various application areas.

MSI has been deeply involved in automotive ICT systems for many years, possessing the ability to provide highly customized overall solutions. Its service scope covers hardware system design, embedded software development, and cloud fleet management and data platform construction. Leveraging its long-term accumulated experience in system integration and cross-platform development in the automotive field, the company is further extending its related technologies and solutions to marine, commercial vehicle, and various AIoT application areas. Furthermore, under the global supply chain migration trend, the company is also actively deploying unmanned aerial vehicle (UAV) ground control station (GCS) related products to expand its product line and strengthen future growth momentum. Additionally, in the trend towards green energy, the company has also entered the electric vehicle charging pile market, and will promote products to the global market through industry channels

3. Overview of Technology and Research and Development

Research and development expenses and technologies or products successfully developed in the most recent year and up to the date the annual report was printed

Unit: NT$thousands

Annual research and development expenditure	Research and development outcome
2025.1.1~ 12.31 $5,219,959 2025.1.1~ 2025.3.31 $1,407,384	A. Motherboard ● Develop Z890 and B860 series motherboards specifically for the new generation Intel® Core Ultra processors. Designed for multi-core processing and AI deep learning, these platforms provide a professional assembly foundation to unleash exceptional performance. ● Develop gaming and commercial motherboards featuring AMD® AM5 series X870E/X870/B850/B840 chipsets, supporting the latest AMD® Ryzen™ 9000/8000/7000 series processors with peak performance. We continue to provide immediate BIOS updates, ensuring seamless processor upgrades and unrestricted compatibility. ● Collaborate with Intel and ADATA to develop the first consumer-grade Z890 motherboard supporting 4-Rank DDR5 CUDIMM. With a single module capacity of up to 128GB, this opens up high-capacity solutions for dual-slot motherboards. Simultaneously, we achieved extreme speeds exceeding 10,000 MT/s in 1-Rank configurations, creating products that satisfy both high-frequency performance and high-capacity demands. ● Continuously strengthen hardware support for AI computing and applications. At Computex 2025, we showcased an X870E chipset motherboard paired with an RTX™ 5090 graphics card and 256GB of memory, demonstrating the capability to support large-scale on-premises language model computing, providing general consumers with a superior entry-level choice for AI PCs. ● Develop the "PinSafe" design to address the common user pain point of injury from sharp pins during assembly. We comprehensively optimized the often-overlooked PCB back, receiving widespread media coverage and acclaim during Computex 2025, and securing a new utility patent. ● Celebrate the 10th anniversary of the flagship GODLIKE series in 2025 with the launch of the limited-edition MEG X870E GODLIKE X EDITION. Featuring a unique serialized heatsink and lighting designs that surpass previous iterations, this edition elevates brand prestige and strengthens loyalty among GODLIKE enthusiasts, sparking immediate market discussion upon release. ● Introduce the new "BCLK Booster" BIOS function paired with the exclusive "OC Engine" hardware chip to enhance overclocking capabilities for Ryzen 9000 series processors. The intuitive tuning method allows even entry-level users to quickly master the system. ● Implement the all-new ESA architecture design, significantly optimizing factory BIOS update speeds and the user interface experience. Furthermore, distinct visual designs are tailored for different series, surpassing award-winning predecessors in both functionality and aesthetics, earning media praise and amazement during the initial launch. ● Adopt server-grade PCBs with thickened copper foil and multi-layer optimized circuitry for the latest PCIe 5.0 high-speed interface. This ensures doubled transmission speeds for high-speed PCIe and M.2 slots while maintaining long-term system stability. ● Incorporate various "DIY-Friendly" designs to simplify computer assembly. From heavy graphics cards to thin M.2 SSDs, or the often-troublesome Wi-Fi antennas, MSI motherboards feature screwless designs that allow for installation and removal with just one finger, enabling effortless assembly and upgrades for gamers. ● Implement integrated designs synergized with other MSI product lines, such as optimized graphics card clearance, aligned chassis cutouts and slot positions, and simplified cabling for exclusive liquid coolers, achieving a synergistic effect where 1+1>2. ● Consolidate all exclusive software functions into the all-new MSI Center. Whether for system monitoring, parameter tuning, or exclusive AI optimization features, everything is integrated into the latest generation of MSI Center, offering gamers more convenient control via a unified software platform. B. Professional Graphics Cards and Professional Gaming Gears ● Developed a new generation of graphics cards that integrate AI, Real-time Ray tracing and GPU accelerated hardware rendering technology, comprehensively improving performance and user

experience.

- Developed a new generation of ultra-high-performance graphics cards, continuing MSI's exclusive patented Hyper Frozr advanced cooling architecture. It adopts an optimized three-fan design, combining the latest generation Stormforce fans, cooling fins, multiple heat pipes, and an advanced vapor chamber to effectively improve overall heat dissipation efficiency.
- Developed a new generation of water-cooling heat dissipation architecture, combining water-cooling and air-cooling dual-power heat dissipation system, enhancing the core heat dissipation capability of high-end graphics cards, providing more stable and reliable long-term operation performance.
- Developed a total hardware and software platform solution, using next-generation display chips and professional visualization software to accelerate computing performance and achieve high-quality image processing, meeting the needs of professional creation and multimedia applications.
- Continuously using and evolving the exclusive square heat pipe design, combined with optimized high-efficiency square heat pipes and advanced heat spreaders, significantly enhancing heat conduction efficiency and heat dissipation performance.
- Continue to develop our exclusive patented Zero Frozr energy-saving and quiet technology, which combines low temperature, low noise and high efficiency through real-time temperature monitoring and intelligent control mechanisms.
- Introduced the next generation of exclusive MSI Stormforce patented fan design, achieving superior heat dissipation, minimal noise, and outstanding performance.
- Continue to optimize the software platform “MSI Center”, which integrates the tuning functions of MSI products and introducing an AI intelligent engine to automatically optimize system resource allocation based on the user's frequently used games or creative applications, thereby improving overall efficiency and experience.
- Continue to improve the graphics card calibration software MSI Afterburner, providing precise clock, voltage and performance monitoring and calibration functions to help users manage performance and optimize settings.
- Developed a new generation of mesh routers that use advanced Wi-Fi 7 technology to provide high-speed connectivity, whole-house coverage, easy management, and enhanced cybersecurity, meeting the networking needs of modern homes and multi-device environments.
- Developed a new generation of PCIe 5.0 solid-state drive (SSD) products that combine high-speed read and write performance with high stability, with a maximum transfer rate of up to 14GB/s and an exclusive cooling module, providing professionals, content creators and gamers with an exceptional storage performance experience.
- Developed several new wireless gaming mice, equipped with high-end optical sensors and durable gaming microswitches, combining lightweight design with an ergonomic shape to provide precise control and a comfortable experience for extended use.
- Introduced new gaming keyboards, offering a variety of mechanical switch options including silent tactile switches and linear mechanical switches. These switches offer low noise, fast response, stable feel, and high durability, and feature a multi-layered silent structure to reduce keystroke noise and resonance. They also feature a hot-swappable design, allowing for easy switch replacement to meet individual feel preferences. Features include intelligent dual-touch volume control, multimedia shortcuts, multiple connectivity options (2.4GHz wireless, Bluetooth, and USB Type-C wired), long battery life, an ergonomic memory foam wrist rest, full-key RGB lighting, and a comprehensive improved user experience, enhancing ease of use, comfort, and overall visual appeal.
- Developed a new generation of wireless gaming mice that support multi-platform and multi-device connectivity. Equipped with a high-precision optical sensor and a high-durability gaming microswitch, these mice combine low-latency wireless transmission, stable connection performance, and an ergonomic design to provide gamers with a precise, comfortable, and reliable control experience in various gaming scenarios.
- Developed a new generation of wireless game controllers that support multi-platform and multi-device connectivity, featuring high-precision control elements, replaceable joysticks, and customizable button designs. Combined with low-latency wireless transmission, stable connection performance, and an ergonomic grip structure, they provide players with a sensitive, stable, and comfortable gaming control experience in various gaming scenarios.

C. Servers

- Launched MGX GPU servers based on NVIDIA® RTX™ Pro 6000 BSE.
- Launched Intel® Birch Stream and AMD® Turin based multi-node systems based on EIA 19” and ORv3 21”

for datacenter and cloud computing.

- Launched Intel® Birch Stream and AMD® Turin based dual-socket and single-socket general purpose systems for enterprise and mainstream products.
- Launched Intel® Panther Lake embedded product.
- Launched the next generation firewall (NGFW) product based on Intel® Birch Stream and AMD® Turin platform and integrate ethernet switch chip.
- Launched SD-WAN & uCPE network applicance product based on Intel® EddyLake-D platform.

D. Desktop computers

- Launched gaming desktops featuring the latest AMD® Ryzen™ 9000X3D series platform and NVIDIA® RTX™ 50 series graphics cards.
- Launched the Vision Series with a core focus on flagship positioning, continuously integrating high-performance computing with on-device AI inference capabilities to target high-end gamers, content creators and advanced AI users. Powered by the latest RTX™ 50 series GPUs, Intel® Core Ultra (Series 2) processors, and DDR5 memory, it utilizes AI-accelerated and intelligently tuned thermal technologies to deliver stable, sustained high performance, serving as the benchmark for MSI's AI gaming desktop technology.
- Introduced the AI HMI App, which integrates system monitoring, AI feature management, and a centralized user control hub. With its visualized interface and intuitive operation, users can monitor hardware status, performance, and AI activity in real time. The app offers two distinct modes to cater to different user needs: EZ Mode, focusing on concise information display and one-click operation for quick access by general gamers; and Advanced Mode, providing comprehensive settings and deep system control for power users. Furthermore, the AI HMI App serves as a foundational platform for future AI integration, supporting modular design and continuous software updates to introduce new AI experiences and extend the product.
- Launched the MPG Trident AS AI Gaming Desktop to expand the mini AI gaming market. Powered by Intel® Core Ultra (Series 2) processors and RTX™ 50 series graphics, it demonstrates that a compact chassis can deliver powerful performance.
- Launched the Infinite Series with a focus on professional esports and high-load scenarios, emphasizing sustained high performance, system stability, and expandability. It ensures consistent and reliable performance during high-FPS gaming, extended workloads, or heavy computing tasks, catering to the real-world demands of professional gamers and power users.
- Introduced AI into Silent Storm Cooling technology, integrating thermal architecture and system control to dynamically adjust cooling strategies based on real-time load, temperature, and usage scenarios. Unlike traditional fixed-curve designs, this AI solution achieves a superior balance between performance and noise, ensuring stable operation under heavy workloads while maintaining a quiet and comfortable user experience.
- Introduced the Intel® Killer™ Network AI solution to provide gamers with a smarter connectivity experience.
- Developed the "MSI Edge AI App," on-device AI software centered on edge AI inference. It supports common AI scenarios such as text and image processing, emphasizing on-device data processing to ensure performance, real-time responsiveness, and user privacy.
- Strengthened product identity by incorporating distinct design styles and unique features across the MEG (MSI Enthusiast Gaming), MPG (MSI Performance Gaming), and MAG (MSI Arsenal Gaming) product tiers.
- Launched two new AI desktop series: the PRO DP80 AI mini-tower and the PRO DP180 AI tower desktop. Both models are equipped with a built-in Neural Processing Unit (NPU), offering more options for business users. This expansion enhances our product line in the business market.
- Introduced the Cubi NUC AI+ series, a mini AI desktop line that features the Copilot+ PC. With powerful AI computing capabilities, it enhances user productivity through AI-driven applications.
- Introduced vPRO business models for mini PC and All-in-One PC, which brought new capabilities to the commercial and project-based markets.
- Enhanced adherence to EPEAT environmental regulations by using PCR recycled plastics and FSC-certified eco-friendly packaging to support environmental sustainability.

E. Telematics and Automotive Electronics

- New in-vehicle intelligent display system:
  A new in-vehicle intelligent display system designed to operate in harsh environments. It adopts a high-performance SoC with NPU-based AI computing capabilities, supporting high-resolution multi-display output, multi-camera inputs, and AI functions such as object recognition, hazard warnings, and vehicle

motion control. The system also features high brightness, weather resistance, and vibration tolerance.

- Intelligent digital rearview mirror system:
  An intelligent digital rearview mirror system designed for large vehicles such as trucks and buses. It delivers clear images in complex environments and provides hazard warnings and dashcam recording functions.
- Next-generation rugged intelligent tablet:
  A rugged intelligent tablet powered by a high-efficiency SoC built on an advanced process node with integrated NPU AI computing capabilities. It offers long operating time, high durability, drop resistance and weather resistance, improving efficiency and reliability in environments such as outdoor construction sites, logistics and warehousing.
- Wireless intelligent conference video system:
  Develop a next-generation intelligent video conferencing system featuring high resolution, multi-camera support and AI-based audio and video processing. The system can automatically detect lighting conditions, assess the on-site environment, identify participant positions and sound sources and dynamically optimize system settings to deliver the best possible user experience.
- Wireless multimedia entertainment system:
  Leverage wireless streaming technologies to develop an on-demand, multi-channel audio and video entertainment system for long-distance buses, tour buses and trains, incorporating AI technologies to deliver targeted advertising and multimedia content.

F. Laptops

- Over 20 years of leadership in gaming laptops. MSI has been engaged in the gaming laptop segment for more than two decades and currently offers the world’s most comprehensive gaming laptop portfolio. The lineup spans large-format flagship models, ultra-thin premium gaming laptops, and mid-range mainstream gaming laptops, enabling consumers to select the most suitable device based on their individual usage scenarios and performance expectations.
- Across multiple product series, MSI offers 18-inch gaming laptops ranging from the industry’s highest-spec flagship models to mid-range 18-inch gaming laptops, as well as the lightest 18-inch gaming laptop available on the market, providing diverse options tailored to different player preferences.
- Exclusive Overboost Technology. MSI’s proprietary high-power boosting architecture delivers ultra-high TGP performance, ensuring that under extreme combined CPU and GPU workloads, CPU performance is not compromised. This enables a full-load combined power output of up to 270W. With Intel® Core™ Ultra (Series 2) processors, performance further reaches desktop-class levels, achieving up to 220W under CPU-only workloads to meet a wide range of performance demands.
- MSI exclusively equips PCIe Gen 5 SSDs with independent heat pipes, allowing next-generation storage performance to be fully unleashed.
- The 18-inch flagship gaming laptops are the only high-performance devices in the industry to support up to four SSDs, delivering unprecedented upgrade flexibility and expansion potential.
- The new Dragon Edition flagship features a hand-drawn dragon motif realized through an extensive artisanal process involving repeated engraving, immersion, re-engraving, polishing, and multi-layer coloring. Utilizing complex metal-etching techniques, it represents the culmination of MSI’s craftsmanship excellence, paired with outstanding performance and specifications.
- The latest SuperRaid 5 technology achieves industry-leading read speeds of up to 18,000 MB/s on PCIe Gen 5 / Gen 4 configurations.
- The 18-inch flagship gaming laptops lead the industry with a borderless RGB gaming touchpad, enhanced with haptic feedback technology to deliver a premium and highly responsive touchpad experience.
- In partnership with audio software leader Nahimic®, MSI introduces the Virtual Headset feature, enabling immersive multi-channel surround sound experiences even without wearing headphones.
- The Claw handheld lineup is among the few in the industry to offer both Intel® and AMD® platforms, delivering class-leading battery life while maintaining high-performance output. With multiple color design options, it caters to gamers with diverse style preferences.
- MSI introduces the Prestige 13 Ukiyo-e Edition in collaboration with Okadaya Lacquerware, crafted through traditional artisanal techniques such as hand-applied maki-e, spraying, and finishing. Combining high mobility with refined aesthetics, it transforms everyday use and creative work into a “Technology × Art” expression.
- The thin-and-light, high-performance Stealth and Prestige series introduce Mercedes-AMG® Motorsport Limited Edition., incorporating AMG’s signature design language of speed and performance aesthetics

while maintaining premium refinement and efficiency.

- The Prestige business lineup adopts a new design language featuring smooth curves and a slim form factor, complemented by the MSI Nano Pen stored discreetly in the bottom chassis. This design enables users to remain highly productive without sacrificing portability.
- The redesigned MSI Nano Pen charges directly within a dedicated slot on the Prestige chassis, delivering up to 45 minutes of use with just 13 seconds of charging. In collaboration with Microsoft®, a simple dual-button press allows users to summon Copilot via the built-in microphone.
- The new Venture series business laptops combine slim design with high performance, seamlessly integrating work and entertainment. They efficiently handle everyday office tasks while also supporting light content creation and gaming, delivering a truly versatile computing solution.
- MSI introduces its new AI software, AI Robot, which enables users to complete system settings through natural language commands while providing relevant system information, creating a more intuitive and user-friendly AI experience.
- The newly developed Battery Boost feature reduces power consumption when battery levels are critically low, significantly extending usable time.
- By integrating spatial audio with a triple-array microphone system and AI noise cancellation technology, MSI delivers precise directional audio capture for video conferencing, as well as a 360-degree omnidirectional mode resembling a hands-free speakerphone. AI-driven audio processing further enables studio-grade sound staging, delivering an unprecedented listening experience for virtual meetings.

G. Monitors

- Developed the world's first AI-interactive gaming monitor, allowing players to train custom in-game targets and detection based on their own needs, achieving high accuracy and personalized AI interaction scenarios.
- MSI's exclusive AI Robot Lite enables users to adjust monitor settings directly through voice commands.
- MSI's proprietary AI Care Sensor accurately detects human presence—unlike competing solutions that only recognize objects—to automatically power the display on or off. This helps extend the lifespan of QD-OLED panels while aligning with real-world usage scenarios, improving energy efficiency and protecting user privacy.
- Leveraging NV 50 series tech, developed MSI's QD-OLED with DisplayPort 2.1a which boosts stability, quality, and bandwidth to 80Gbps—2.5x DisplayPort 1.4a.
- Continued development of the world's fastest gaming curved monitors, featuring ultra-high refresh rates and curvature below 1000R.
- Strengthened support for HDMI 2.1 to provide lossless images and Variable Refresh Rate (VRR) support.
- MSI's AI Navigator features the AI Menu, which automatically detects software and applies preset configurations, removing the need for manual adjustments.
- MSI AI Navigator lets users switch modes on Dual Mode monitors with a mouse. It also automatically detects and maintains a high refresh rate during resolution changes.
- Continued development of gaming monitors tailored to high-end professional PC users.
- Continued development of top-tier 4K gaming monitors with 240Hz refresh rates.
- Continued development of gaming monitors with ultra-high refresh rates above 500Hz.
- Continued development of QD-OLED and large Super Ultra-wide gaming monitors.
- Continued development of bezel-less panoramic displays on all four sides.
- Continued development of technologies optimized for deep integration with gaming PCs via the Gaming Intelligence App.
- Continued development of gaming monitors that dynamically respond to in-game states.
- Continued development of next-generation Quantum Dot OLED (QD-OLED) technology.
- Continued development of KVM multi-tasking technology for gaming monitor applications.
- Continued development of MSI-exclusive Spectrum Bar lighting features for gaming monitors.
- Combined Mini-LED backlighting with Dual Mode and 5K high-resolution panels to enhance contrast and localized brightness, delivering sharper, clearer visuals through advanced local dimming technology.
- Developed monitors for professional multimedia designers and content creators.
- Continued development of eye-care and ergonomic monitors for business users, offering high-refresh-rate (100Hz+) eye-friendly displays.
- Continued development of curved commercial monitors for business applications.
- Developed commercial monitors featuring circular polarization technology to enhance eye comfort and reduce visual strain.

	H. Smart EV Charger ● High-power DC charging station. ● Decentralized AC charging station ● Integrated cloud-based energy management system I. EV OBC (On Board Charger / In Vehicle PC) ● 6.6KW Bidirectional OBC. J. Others (Case, Liquid Cooler, Air Cooler, Power Supply) ● Introduce the MEG MAESTRO 900R flagship chassis, a unique market offering featuring a three-sided glass design that serves as a premium showcase for internal components like motherboards, graphics cards, and coolers. Its robust customization capabilities support four distinct motherboard installation orientations, while adjustable fan brackets turn RGB lighting into a spotlight. Equipped with dual 60W USB-C fast-charging ports, it meets the demands of high-end enthusiasts. Following extensive media coverage and acclaim upon its debut in early 2025, the product is scheduled for launch in Q2 2026. ● Develop mid-to-high-end gaming chassis compatible with the latest Intel®, AMD® and NVIDIA® products. These designs prioritize enhanced thermal management to effectively dissipate heat generated by high-performance processors and graphics cards, ensuring stable system performance. ● Optimize the internal structure of mid-tower chassis to accommodate dual 360mm radiators within a compact footprint, maximizing thermal efficiency. ● Launch "GPU SafeGuard+," the industry's first embedded power protection feature designed to prevent graphics card damage caused by voltage instability. It offers a comprehensive protection mechanism ranging from real-time current and voltage monitoring, audio warnings and software alerts to automatic power cutoff, ensuring round-the-clock protection for critical hardware. This feature received widespread acclaim and recommendations during its showcase at CES 2026. ● Address the high-wattage demands of new graphics cards by introducing power supplies equipped with dual 12V-2x6 connectors, providing users with a future-proof solution for system expansion. ● Release a full range of power supply units featuring 80 PLUS, Cybenetics, and PPLP certification. These certifications cover global mainstream standards, significantly enhancing consumer confidence and trust. ● Evolve customization from traditional lighting effects to screen customization. Utilizing an intuitive software interface that allows users to easily display static images or dynamic videos on the cooler's screen, marking the entry into the next generation of cooler design. ● Continuously strengthen cooling capabilities specifically for next-generation Intel and AMD processors, delivering products with superior thermal performance to boost overall computing efficiency. ● Adopt the exclusive EZ Conn-Design in collaboration with motherboard engineering, consolidating power supply and lighting control interfaces for cooling products into a single connection, thereby minimizing installation complexity for users.

4.Short-term and long-term development plan

(1)Short-term development plan：

- Brand marketing:
  Focusing on replacement demand, strengthen the marketing depth and breadth of high-performance gaming laptops and assembled computers (PBM). Launch practical application scenario marketing for AI PCs to enhance brand influence in the business and creator markets. Pursuing stable overall growth in various products, including laptops, desktop computers, motherboards, graphics cards, industrial computers, servers, and automotive electronics, will be the main focus of current business marketing.
- OEM Business:
  Collaborate closely with international manufacturers and other clients to identify profitable business models, pursue both economies of scale and niche products, continuously reduce production costs, and improve overall profits for clients and the company.
- R&D and Technology:
  Accelerate the introduction of AI-powered products across the entire product line, optimize the self-developed AI software MSI AI Engine to increase product added value, and continue to develop industry-leading cooling module solutions to ensure performance and stability.
- Manufacturing and Service:
  Strengthen supply chain resilience, implement flexible inventory and lean production to respond to geopolitical fluctuations and supply/demand for critical components. Optimize real-time information systems, maintain healthy inventory levels and fund turnover rates. Expand global digital service platforms, integrating online diagnostics and automated repair/reporting processes to enhance customer satisfaction and brand loyalty.

(2)Long-term development plan：

- Software and Hardware Ecosystem Integration: Transform from a hardware manufacturer into a solution provider, developing cross-platform AI application software and cloud management tools, creating an exclusive ecosystem for MSI users, and increasing customer stickiness.
- Revenue Diversification: Deepen operations in emerging businesses such as servers, automotive electronics, and AIoT. Transform the high-performance computing technology accumulated in gaming into enterprise-level solutions, constructing a cross-domain profit engine.
- Global Strategy Layout: Continuously evaluate and implement a global regional production configuration to strengthen operational resilience and reduce trade barrier risks. Simultaneously, through strategic investment or collaboration, secure key AI technologies and upstream semiconductor resources.

(Ⅱ) Market Analysis and The Conditions of Sales and Production:

1. Market Analysis

(1)Sales Regions:

Unit: NT$ thousands

Sales Region \ Year		2025		2024	
		Net Sales	%	Net Sales	%
Export sales	Europe	60,251,724	26.18%	51,127,868	25.84%
	Asia	93,859,715	40.77%	80,534,783	40.70%
	America	63,163,035	27.44%	55,081,320	27.84%
	Others	6,447,544	2.80%	6,075,517	3.07%
Subtotal		223,722,018	97.19%	192,819,488	97.45%
Domestic sales		6,474,413	2.81%	5,052,427	2.55%
Total		230,196,431	100.00%	197,871,915	100.00%

(2)Market share and market demand and supply and market growth

A. Market Share

The Company is one of the heavyweight PC manufacturers in the world, with product lines including motherboards, display cards, desktop computers, laptops, AIoT and other commercial products. Because of its continuous devotion to increasing investment in research and development and brand management and focus on high-end markets with high gross profits such as that for Gaming, the Company is able to secure a steady leading position in terms of the sales and market shares of laptops and display cards. The motherboards, on the other hand, remain steady as one of the Top 3 on the market.

B. Supply Side

While global supply chains are gradually regionalizing to mitigate geopolitical risks, the supply of high-end and critical components – such as GPUs, high-performance memory, and advanced cooling solutions – remains constrained, resulting in a supply-demand imbalance. A structural trend of tight supply and potential price increases is anticipated throughout the first half of 2026. MSI benefits from strategic alliances with leading upstream semiconductor manufacturers, securing preferential supply allocation and enabling stable product availability during peak demand periods.

C. Demand Side

Continued AI Upgrade Cycle: With the end of support for Windows 10 driving upgrades in the enterprise sector, and the maturation of the AI software ecosystem, market demand for PCs with local computing capabilities (NPUs) will expand from “early adopters” to the “mainstream public.” The increasing hardware requirements of next-generation 3A game titles and AI-generated image technology will drive continued growth in high-margin flagship models.

D. Competitive niche and advantageous and disadvantageous factors for future developments as well as response measures

① Competitive niche and advantageous factors for future developments

a. Outstanding product development capabilities

The Company has a management team with more than 20 years of experiences in research and development and technical experiences. The members are heads of respective business groups and supervisors at the main office. As such, they have a deep understanding of promising technologies and are efficient in making decisions. Meanwhile, they can combine numerous technical trends to make the best of teamwork. Research and development staff, on the other hand, are highly experienced professionals; they contribute to the outstanding R&D accomplishments of the Company and the award-winning stream of its products over the past years. The excellent rating with regard to its performance by professional media and user referral on respective major markets are the best proof.

b. Productivity featuring high quality and flexibility

From design, development, to mass production, the Company is known for its quality mass production technology and highly efficient productivity. Meanwhile, the Company constantly introduces and updates automatic and smart equipment in order to improve production quality and to bring down the cost, We also have the flexibility to produce in line with customer's demand for small quantity and variety, In addition, the Company has a systematic management process and complete educational training programs for operators so that the product yield rate exceeds 99%, which contributes significantly to both improved quality and product image.

c. Outstanding management capability

Information technology products are known for their short life cycle and fast changing prices. Potential competitors do not necessarily come from the same sector. In response to the quick changes in competition on the market, the Company pays attention to market dynamics at all times in order to respond quickly and to reduce the inventory stress. Risk management is concerned, the Company adheres to its credit policy for the security of outstanding accounts recevibable to keep the actual bad debt amount low. Therefore, its management capability demonstrated through both its management of the inventory and accounts receivable is highly recognized.

d. Excellent management system and Good product quality

Each step of production, starting from order processing, material preparation, production control and management, shipment handling, to environment protection and safety and health, risk management, and quality assurance, is under standardized management. In addition, our R&D and production personnel are continually pushing for production improvement and material replacement from reasonable and automation aspects for better yield and lower environmental impacts.

e. Pursuit of satisfying services for customers

Customers have increased demand for technical support and after-sales service. In order to increase customer satisfaction, the Company has after-sales service centers and online customer service available on major markets so that real-time assistance can be provided to customers and customers are entitled to convenient and quick services and technical support. The Company can also quickly keep track of market and user dynamics and investigate customer satisfaction to be the basis for quality advancement.

f. Solid Financial Structure and Supply Chain Management

The company possesses a sound financial structure and strong risk resilience. Through long-term strategic partnerships with global key component manufacturers, we ensure stable supply during times of critical component shortages, maintaining shipment momentum.

② Disadvantageous factors for future developments

a. Short life span of information technology products. Spearheaded by main suppliers that have an effect on product development, downstream manufacturers can only follow market trends or the footsteps of international heavyweights in producing homogeneous products, which tends to result in price cut competition on the market and the difficulty to maintain reasonable profits. Many manufacturers in the industry try to secure their market share by reducing their prices, which, however, also squeezes the room for profitability.

b. Sectors accounting for a higher ratio in exportation is more easily affected by the volatility of exchange rate. Drastic changes in the exchange rate will affect their profitability.

C.The information and communication applications continue to innovate, and the demand for semiconductors is increasing. If the global wafer production capacity cannot be expanded immediately, it will affect product production.

③ Countermeasures

a. Reinforced collaboration with key part suppliers in the upstream to develop competitive new products early on; devotion to R&D to help improve product efficacy and create high value-added and touching products for strengthened brand value and for creating reasonable profits for the Company; maintaining sufficient throughput to be capable of accepting ODM/OEM orders from international heavyweight clients and to improve income; and introduction of automatic and smart manufacturing to deal with diversification of products in small quantities and to more flexibly meet customers' demand by adjusting the production lines.

b. Increased ratio of paying in foreign currencies to bring up the natural hedging ratio to counterbalance assets and liabilities in foreign currencies and continued adoption of hedging measures such as foreign exchange hedging transactions to reduce risks associated with the volatility in exchange rate along with close attention paid to impacts of various policies of major countries, We will respond cautiously to the impact of regional political and economic uncertainties on the capital flows, global exchange rates and financial credit of countries around the world.

c. We are adept at understanding customer needs, strengthening long-term agreements with strategic suppliers, and utilizing real-time information systems to dynamically monitor inventory levels. This allows us to proactively adjust production capacity to respond to fluctuations in supply and demand, fulfill orders on time, and maintain healthy gross margins even during periods of cost volatility.

2. Important purposes and production/preparation processes of primary products

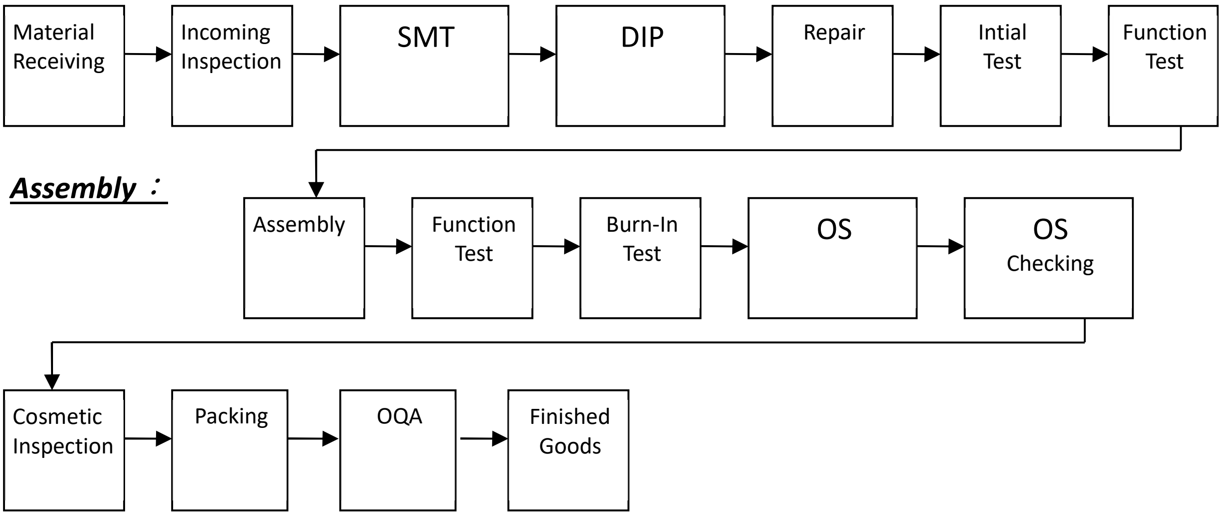
(1) Purposes of main products

The Company mainly manufactures and sells computers, motherboards, and interface cards. Motherboards are important components of computers that are responsible for output and input features, including sending images, controlling the network, sound effects, and other multi-media features; they are indispensable for computers.

Name of product	Purpose
Motherboard	Important component of personal computers, taking care of internal computing, output, and input features of a computer system, the backbone of a computer
Laptop	A mobile PC with high-performance calculation.
Interface card	One of the important components of a PC, which converts the display information required by the computer system, drives and controls the display to present correct information, and an important component for human-machine dialogue.

2、Production processes

PCBA：



3. Supply of Major Raw Materials:

Major Products	Major Raw Materials	Suppliers	Supply Status
Computer and peripherals	Integrated Circuit	B	Stable
		C	Stable
	Printed Circuit Board	Global Brands Manufacture Ltd.	Stable
		Chin Wang Technology Co., Ltd.	Stable

Note: Due to confidential business information and nondisclosure agreement concerns, some real vendors' names are substituted with codes.

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4. Major Customers with over 10% Net Sales and Suppliers with over 10% total Purchases of the Last Two Fiscal Years:

(1) Purchases

Major Suppliers of the Last Two Fiscal Years

Unit: NT$ thousands

Year	2025				2024				2026Q1 (Note 3)			
Item	Name	Amount	Percentage of net annual purchase 〔%〕	Relation with issuer	Name	Amount	Percentage of net annual purchase 〔%〕	Relation with issuer	Name	Amount	Percentage of net purchase of Q1〔%〕	Relation with issuer
1	B	76,836,745	36.33	None	B	49,721,522	27.18	None	B	N/A	N/A	N/A
	Others	134,637,228	63.67		Others	133,180,052	72.82		Others	N/A	N/A	N/A
	Net purchase amount	211,473,973	100.00		Net purchase amount	182,901,574	100.00		Net purchase amount	N/A	N/A	N/A

Note1: Due to confidential business information and nondisclosure agreement, some real vendors' names are substituted with codes.
Note2: Causes of increase and decrease：N/A.
Note3: The 2026Q1 financial statements have not yet been audited by CPA up to the date of the report printed on April 30, 2026.

(2) Sales: Not Applicable.

(Ⅲ)Employees

Status of employees over the past two years and up to the date of the report printed

Item \ Year		2025	2024	As of April 30,2026
Employee	Sales & Management	1,126	1,115	1,118
	Technician	2,408	2,097	2,260
	Total	3,534	3,212	3,378
Average age(years)		39.87	39.96	40.31
Average years of service(years)		9.63	10.01	10.16
Education (%)	Ph.D	0.23	0.22	0.24
	Masters	23.77	24.60	24.66
	College/University	68.05	68.95	67.14
	Senior High School	7.19	5.45	7.22
	Junior High School and below	0.76	0.78	0.74
	Total	100.00	100.00	100.00

(Ⅳ)Environmental expenditures information

The company's operating activities are mainly about the production, assembly, research and development, sales of electronic products and related administrative operations as it belongs to the non-high pollution and high energy consumption industry, but the MSI is still committed to improving environmental protection and green product management. The relevant performance is as follows:

1. In the most recent year and as of the print and publication date of the annual report, is there any loss due to environmental contamination? Disclose the estimated amount now and possibly occurring in the future and responsive measures: None.
2. The management performance of the green products:
   (1) The total amount of fines or derivative losses incurred in the most recent year due to product violations of international environmental laws or clients' requirements on hazardous substances: None.
   (2) Issued "Green Product Control Regulations" and regularly revises them according to the latest international environmental protection laws and clients' requirements as the basis for the management of hazardous substances in the supply chain, as well as the internal green product design and selection criteria.
   (3)More than 230,000 components have been certified by Green Products since 2010.
3. Environmental Management Performance:
   The company's operations are based on compliance with environmental laws and related requirements, continuously improving processes, working environments, and equipment to reduce pollutant emissions, resource consumption, and safety and health risks. Each aspect of environmental performance is managed and monitored by dedicated units. The following outlines the status of environmental performance during the reporting period.
   (1) Passed ISO 14001 Environmental Management System certification.
   (2) Passed ISO 14064-1 ,GHG Protocolorganizational greenhouse gas inventory, continuously improving greenhouse gas reduction.
   (3) Passed ISO 50001 Energy Management System, reducing energy consumption and expenses while continuously enhancing energy efficiency.
   (4) The waste disposal and management of the company's facilities and products comply with environmental protection requirements.
   (5) Air, noise, and wastewater testing results comply with the requirements of the local management authorities.
4. Greenhouse Gas Management:
   (1)The Company has carried out verification of greenhouse gas emission data since 2008 and has continually and actively implemented energy conservation practices.
   (2)In 2010, the Company began to be surveyed for the Carbon Disclosure Project (CDP).
   (3)In recent years, with the rapid growth of the overall industry, pressure to reduce carbon emissions has steadily increased. In addition to building our own solar power generation facilities, we also purchase renewable energy to achieve Scope 2 emissions reduction, and have achieved 100% renewable energy usage at Kunshan and Shenzhen factories. MSI committed to the Science Based Targets initiative (SBTi)'s 1.5°C pathway in August 2023 and passed the SBTi validation in November 2025. Simultaneously, we extended our Scope 1+2 and Scope 3 short- and medium-term targets to 2035 to ensure a more comprehensive coverage of organizational global emission boundaries. We have set a target to reduce Scope 1+2 emissions by 80% by 2035, based on 2022 emissions levels, and to reduce greenhouse gas emissions from upstream purchased goods, indirect fuel and energy activities, use of sold products, and downstream leased assets by 37.5% by the end of 2035, based on 2024 Scope 3 emissions levels.

(4)Environmental related emissions data for the past two years are as follows:
(Complete assurance information will be disclosed in the Sustainability Report (MOPS https://mops.twse.com.tw/)

Item / Year	2025	2024	Change +/(-)	Third-party verification status
Amount of greenhouse gas emissions (Metric Tons CO2e)	10,693	15,620	(31.54%)	Verification has been conducted by Bureau Veritas Certification (Taiwan) Co., Ltd. (BVC) in accordance with GHG Protocol by BSI Group Singapore Pte. Ltd. Taiwan Branch, is expected, with the verification statement granted in May 2026.
Total water consumption (Megalitre)	563.99	593.24	(4.93%)	Disclosed in the Corporate Social Responsibility Report, and verified by the British Standards Institution (BSI) Taiwan branch Expected to obtain Corporate Social Responsibility Report verification statement in 2026 June.
Waste Generation (kg)	8,911,064.5	7,554,914.2	17.95%	Disclosed in MSI's Sustainability Report, and verified by BSI Group Singapore Pte. Ltd. Taiwan Branch, The sustainability report assurance statement is expected to be obtained in June 2026.

Notes：

1.The greenhouse gas emissions for 2024 have been adjusted based on verification by a third party; the data in this report is the final version.
2.The reason for the annual increase in waste generation in 2025 is due to the company's improved product repair/replacement/recycling strategies, which resulted in a higher volume of waste compared to previous years.

5. The electricity saving measures management:

MSI assumes its corporate responsibility in environmental protection, pollution prevention, and green production and introduces an international environmental management system and occupational safety and health management system with environmentally friendly policies. Each year, we establish a management plan and action plan for the continued improvement of implementation performance, mitigation of the influence of operation on the environment and the local communities. We fulfill our commitments to being environmentally friendly with the application of the environment management policy and supervision measures to identify potential risks, cut down operational and product impacts, and exercise regular checks for legal compliance to ensure the efficacy of the environment management operation. Also, we conduct internal and external audits to ensure our management for environmental protection follows the planning, execution, audit and action plans to reach the goal of sustainable improvement. For management systems for ISO 14001, ISO 50001 and IECQ/QC 080000 and certification for GHG Protocol, please check the website: https://csr.msi.com/tw/management-system-certificate.
Our operation mainly includes assembly production and R&D which require mostly water and electricity and are not high energy-consuming operations. Therefore, we uphold water and power conservation and power efficiency with the related measures as follows：

Power Usage Adjustment	Lighting Management
● For hot water usage, some employee dorms use solar water heaters with an extra heat pump and recycled air compressor ● Temperature adjustment of out-going cold water and reduce the machine time for cold water machines to reduce power usage ● Regular patrol to check the temperature of air conditioning (26 degrees Celsius)	● Regular patrol to turn off unnecessary lighting facilities ● Light off during lunch break ● Lighting control in the office area after office hour (except emergency lighting)
Public Facility Management	**Concept Reinforcement Advocacy**
● Copiers: power-saving mode in office hours and power-off after office hours and on weekends ● Water Dispenser: power-saving mode and power-off after office hours and on weekends ● AC: management by areas and power-on when needed ● Replace energy conservation facilities according to useful life	● Incentive rewards offered to employees who practice energy conservation ● Advocacy to employees (such as posters and emails) ● Various environmental events, such as Earth Day to help employees increase the awareness

2025 Results from environmental management measures:

Management item	Short and Mid term goals	Compared to the results in the previous year (2025)	
		Increase (decrease) compared to the previous year	Increase (decrease) compared to the base year
Category 1+2 greenhouse gas reduction by volume	By using the 2022 emission level of 46,724 tons CO2e as a baseline, emissions will be reduced 80% by 2035 (9,345 tons CO2e).	(31.54%)	(77.11%)
Category 3 greenhouse gas reduction by volume	37.5% reduction in emissions by 2035 (based on 2024 emissions levels) for [Category 1: Purchased Goods & Services], [Category 3: Indirect Fuel & Energy Activities], [Category 11: Use of Sold Products], and [Category 13: Downstream Leased Assets].	(14.24%)	(14.24%)
Reduction of fossil fuel energy	Over 75% Renewable Energy Usage for Group Electricity Consumption by 2030	Renewable Energy Usage – 81.52% in 2025	-
Reduction of water resources	Total water usage is expected to decrease 1% compared to the previous reporting year.	(4.93%)	-
Reduction of wastes	Total waste volume is expected to decrease 1% compared to the previous reporting year.	17.95%	-
Wastewater	Wastewater discharge tests meet regulatory requirements at all sites.	Regular testing will continue to comply with regulations or standards	
Air quality inspection and testing	Indoor CO2 and PM2.5quality will be tested quarterly and meet standards.		
Testing of air pollution and noise in the perimeter	Routine inspection and testing.		

Acquired energy conservation facilities	The company's Taoyuan, Shenzhen, and Kunshan factories have successively purchased energy-saving machinery and equipment, such as CEM's new line (introducing variable frequency air compressors), automatic screw locking machines, automatic packaging machines, automatic barcode laser engraving machines, X-ray counting machines, packaging AOI, AGV unmanned vehicle automatic feeding machines, emergency lighting intelligent centralized control systems, large tin furnace replacements, energy-saving automatic control of workshop air conditioning, self-service visitor machines, printers, automatic plug-in machines, and chillers, among others. The Zhonghe headquarters has also replaced air conditioning units.	Energy Saving Achievements	The Kunshan and Shenzhen factories have implemented smart energy management systems, conducting a comprehensive energy audit of the entire facility. This not only analyzes energy usage but also establishes standard consumption levels for each electricity and water meter through experimental methods. As a result, the Kunshan and Shenzhen factories reduced their annual electricity consumption by 10.64% and 0.22% respectively, while the overall group's proportion of renewable energy usage reached 81.52%.

6. Waste Electrical and Electronic Equipment Management:
   (1)EU zone: entered into recycling system or undertaken waste product recycling plans according to EU's Waste Electrical and Electronic Equipment (WEEE) Directive and legal requirements in various EU nations. Products sold in EU zones should be entered into local recycling systems, and products need to be labeled with WEEE recycle bin to clearly ensure that we are in full compliance with WEEE Directive's regulations.
   (2)Taiwan: recycling process of waste IT products is primarily handled by the Environmental Protection Administration (EPA) in Taiwan. The Company pays fees pertaining to recycle processing according to regulations for imported products, and these fees will be used toward recycling, issuing subsidies, audit approval for quantities processed, management of recycling firms, and administration duties by the EPA.
   (3)Other zones: the Company undertakes relevant procedures and registers at qualified recycling systems according to local governmental requirements at different regions.

7. The information of corporate governance, environmental sustainability, supply chain management, friendly product and service, ISO certifications can be found at Sustainable MSI:https://storage-asset.msi.com/html/popup/csr_tw/about_management.html

(V) Employee-employee relations

1. The various employee benefits, continuing education, training, retirement system available at the Company and their implementation and the agreement between the employer and employees as well as protection of the various rights of employees
   (1)Employee benefits:
   The Company believes in sharing its operational accomplishments with its employees. We have the Employee Welfare Committee in place and we plan benefits for employees according to the Employee Welfare Guidelines so that our employees have a steady life and their rights are protected. The various benefits we offer to employees include group insurance, birthday giftfund, child birth and wedding giftfund, funeral and illness consolationfund, gifts (vouchers) on Labor Day and Mid-autumn Festival, arts and cultural events, society activities, periodic health examinations, travel subsidies, employee restaurants, cafeteria, dormitory, subsidies for gatherings, library, medical assistance room, nursery room, outstanding performance reward, year-end bonus, employee rewards, and other preferred solutions from time to time.
   (2) Employee health management:
   The Company cares about the health of its employees. There are professional medical assistance rooms available on respective premises and health examinations are organized periodically in order to keep track of and care about employees with abnormal health conditions. During flue seasons, there are reminders for employees so that they reduce visiting public areas and pay closer attention to personal hygiene. The Company also reinforce cleaning and disinfection of office areas and pay for the Sanofi Pasteur vaccine that it arranges for staff to receive.

(3)Employee Assistance Program (EAP)：

The Employee Assistance Project (EAP) was initiated on 1 November, 2011. By dialing 8585 (help me, help me in Taiwanese), employees can get help for the following issues: work stress, emotional problems, tax, legal affairs, medical care, and others. By combing internal and external services, EAP helps employees to solve related problems and release work stress and emotions to regain mental health, so that their family will not need to worry about their physical and mental condition.

(4)Employee Development:

Employee development is our focus. Given employees are indispensable from the future development of MSI; therefore, we begin with the selection, education, and retention of employees. As for employee education, we start from plan and implement internal and external training for employees. We have also established the Training and Education Management Regulations as the reference of continuing education and internal training of employees. Employees at MSI can receive continuing education and seek self-development through comprehensive learning channels and resources, such as internal training, external training, and expatriation. In 2025, the primary focus will be on developing R&D project management talent, fostering individuals skilled in product architecture initiation and integration, and promoting management and collaborative learning in the AI era. This will also involve strengthening managers' ability to lead multi-generational workforces and build awareness of legal regulations, expanding digital courses and learning platforms, developing diverse learning channels, and gradually internalizing outsourced courses to cultivate internal seed instructors. Training needs will be implemented across the Corporate University’s Leadership Academy, Sales & Marketing Academy, R&D Academy, and Technology Academy, supplemented with both project-based and general knowledge courses.

A.Newcomer general education

Regularly held newcomer consensus trainings with contents including work rules, employees' rights and related channels, the introduction to the MSI management system, green product concept, and corporate laws, general education of hazardous substance, business continuity management, first-aid knowledge, introduction of infirmary, fire safety, labor safety and health education, IT Center, and other trainings with basic concepts and case studies of current events. The training ratio for newcomers is 100%.

B.MSI University

We began planning the MSI University (MSIU) in 2009 to cope with the highly competitive business environment in the electronics industry with talent cultivation. By improving the R&D and innovation capacity in key technology and with the improvement of managerial competency and efficiency, we aim to enhance MSI employees' competitiveness in the electronics industry.

① Leadership College

The focus will be on strengthening managers' understanding of their roles, familiarizing them with the company's internal systems and operating procedures, and providing leadership/management skills/employee care training. A comprehensive and fast-paced mandatory management course will be designed, along with a digital learning platform allowing managers to improve specific skills, refresh their knowledge, and enabling new managers to quickly get up to speed.

②Sales and Marketing College

Strengthen the business management capabilities of overseas managers and leverage AI and machine learning to collect data, analyze insights, predict trends, generate strategies, and automate execution. Practical applications include personalized recommendations (predicting potential customers), content generation, optimizing advertising spend, and helping the company understand how to leverage AI to improve marketing efficiency in the digital age.

③R&D Academy

The R&D unit’s key focus this year is cultivating talent in product architecture initiation and integration, establishing a series of specialized online training programs for R&D professionals, and maintaining and expanding industry-academia collaborations. Additionally, an R&D innovation incentive mechanism has been established to encourage employees to contribute product ideas, research and apply new technologies, and preserve and share R&D knowledge documentation, ultimately enhancing overall R&D innovation.

④Technical Academy

The focus will be on improving the service mindset and emotional management skills of customer service personnel. Training will be provided to help them understand different customer communication styles and the underlying reasons for complaints, as well as to enhance empathy and improve the quality of complaint resolution. All factory sites will also continue to plan and develop factory technical development strategies and blueprints, establishing and implementing technical courses at all levels.

In addition to the college courses, a series of common training programs and seminars have been planned to enhance the self-management and development skills of all colleagues.

Main education and training courses for employees in 2025.

2025	Educational training	Expenditures (NT$)	Headcounts	Total hours
External training	Professional technical training	479,660	88	1,316.5
Internal training	Management skills training, professional training, general education	3,595,783	8,276	13,619

(5)Pension plan

Company retirement system and implementation status: The company has established a "Retirement Management Regulation" in accordance with the Labor Standards Act and the Labor Pension Act, and has formed a "Labor Retirement Reserve Supervision Committee" to supervise the contribution status of retirement reserves and to handle retirement applications and reviews. (Retirement information: Please refer to the company's 2024 individual financial report, pages 36 to 39, and the consolidated financial report, pages 42 to 45. https://mops.twse.com.tw https://www.msi.com

The retirement disclosures of the company and its subsidiaries are as follows:

(Expressed in thousands of New Taiwan dollars)

A. Defined benefit pension plans

(a) The Company has a defined benefit pension plan in accordance with the Labor Standards Act, covering all regular employees' service years prior to the enforcement of the Labor Pension Act on July 1, 2005 and service years thereafter of employees who chose to continue to be subject to the pension mechanism under the Labor Standards Act. Under the defined benefit pension plan, two units are accrued for each year of service for the first 15 years and one unit for each additional year thereafter, subject to a maximum of 45 units. Pension benefits are based on the number of units accrued and the average monthly salaries and wages of the last 6 months prior to retirement. The Company contributes monthly an amount equal to 2% of the employees' monthly salaries and wages to the retirement fund deposited with Bank of Taiwan, the trustee, under the name of the independent retirement fund committee. Also, the Company would assess the balance in the aforementioned labor pension reserve account by December 31, every year. If the account balance is insufficient to pay the pension calculated by the aforementioned method to the employees expected to qualify for retirement in the following year, the Company will make contributions for the deficit by next March.

(b) The amounts recognised in the balance sheet are as follows:

	December 31, 2025	December 31, 2024
Present value of defined benefit obligations	$ 529,645	$ 501,747
Fair value of plan assets	(453,106)	(413,142)
Net defined benefit liability	$ 76,539	$ 88,605

(c) Movements in net defined benefit liabilities are as follows:

	Present value of defined benefit obligations	Fair value of plan assets	Net defined benefit liability
2025			
Balance at January 1	$ 501,747	($413,142)	$ 88,605
Current service cost	2,492	-	2,492
Interest expense (income)	8,028	(6,610)	1,418
	512,267	(419,752)	92,515
Remeasurements:			
Return on plan assets (excluding amounts included in interest income or expense)	-	(28,132)	(28,132)
Change in financial assumptions	9,837	-	9,837
Experience adjustments	15,054	-	15,054
	24,891	(28,132)	(3,241)
Pension fund contribution	-	(12,735)	(12,735)
Paid pension	(7,513)	7,513	-

Balance at December 31	$ 529,645	($453,106)	$ 76,539

	Present value of defined benefit obligations	Fair value of plan assets	Net defined benefit liability
2024			
Balance at January 1	$ 533,307	($ 368,856)	$ 164,451
Current service cost	2,710	-	2,710
Interest expense (income)	6,400	(4,426)	1,974
	542,417	(373,282)	169,135
Remeasurements:			
Return on plan assets (excluding amounts included in interest income or expense)	-	(32,695)	(32,695)
Change in financial assumptions	(14,059)	-	(14,059)
Experience adjustments	(21,420)	-	(21,420)
	(35,479)	(32,695)	(68,174)
Pension fund contribution	-	(12,356)	(12,356)
Paid pension	(5,191)	5,191	-
Balance at December 31	$ 501,747	($ 413,142)	$ 88,605

(d) The Bank of Taiwan was commissioned to manage the Fund of the Company's defined benefit pension plan in accordance with the Fund's annual investment and utilisation plan and the "Regulations for Revenues, Expenditures, Safeguard and Utilisation of the Labor Retirement Fund" (Article 6: The scope of utilisation for the Fund includes deposit in domestic or foreign financial institutions, investment in domestic or foreign listed, over-the-counter, or private placement equity securities, investment in domestic or foreign real estate securitisation products, etc.). With regard to the utilisation of the Fund, its minimum earnings in the annual distributions on the final financial statements shall be no less than the earnings attainable from the amounts accrued from two-year time deposits with the interest rates offered by local banks. If the earnings is less than aforementioned rates, government shall make payment for the deficit after being authorised by the Regulator. The Company has no right to participate in managing and operating that fund and hence the Company is unable to disclose the classification of plan assets fair value in accordance with IAS 19 paragraph 142. The composition of fair value of plan assets as of December 31, 2025 and 2024 is given in the Annual Labor Retirement Fund Utilisation Report announced by the government.

(e) The principal actuarial assumptions used were as follows:

	2025	2024
Discount rate	1.30%	1.60%
Future salary increases	2.75%	2.75%

Assumptions regarding future mortality experience are set based on the sixth round of empirical life tables of the Taiwan life insurance industry.

Because the main actuarial assumption changed, the present value of defined benefit obligation is affected. The analysis was as follows:

	Discount rate		Future salary increases	
	Increase 0.25%	Decrease 0.25%	Increase 0.25%	Decrease 0.25%
December 31, 2025				
Effect on present value of defined benefit obligation	($ 8,219)	$ 8,446	$ 7,171	($ 7,025)

December 31, 2024

Effect on present value of defined benefit obligation	($ 8,461)	$ 8,710	$ 7,524	($ 7,358)

The sensitivity analysis above is based on one assumption which changed while the other conditions remain unchanged. In practice, more than one assumption may change all at once. The method of analysing sensitivity and the method of calculating net pension liability in the balance sheet are the same. The methods and types of assumptions used in preparing the sensitivity analysis did not change compared to the previous period.

(f) Expected contributions to the defined benefit pension plans of the Group for the year ending December 31, 2026 amount to $12,615.

(g) As of December 31, 2025, the weighted average duration of the retirement plan is 7 years. The analysis of timing of the future pension payment was as follows:

Within 1 year	$	105,565
1-2 year(s)		47,707
2-3 years		32,668
3-4 years		39,828
4-5 years		29,528
6-10 years		174,764
Over 10 years		146,160
	$	576,220

B. Defined contribution pension plans

(a) Effective July 1, 2005, the Company has established a defined contribution pension plan (the “New Plan”) under the Labor Pension Act (the “Act”), covering all regular employees with R.O.C. nationality. Under the New Plan, the Company contributes monthly an amount based on 6% of the employees’ monthly salaries and wages to the employees’ individual pension accounts at the Bureau of Labor Insurance. The benefits accrued are paid monthly or in lump sum upon termination of employment.

(b) The Company’s mainland China subsidiaries have a defined contribution plan. Monthly contributions to an independent fund administered by the government in accordance with the pension regulations in the People’s Republic of China (PRC) are based on certain percentage of employees’ monthly salaries and wages. Other than the monthly contributions, the Group has no further obligations.

(c) Other overseas subsidiaries of the Group contributed pension under local regulations.

(d) The pension costs under defined contribution pension plans of the Group for the years ended December 31, 2025 and 2024 were $538,641 and $477,560, respectively.

(6)Labor – management agreements

Since MSI was first established, in addition to constructing a positive, fair work environment and planning comprehensive employee benefits, we have also established the "Work Protocols" as the basic set of behavioral guide for employees to comply with. This is to clearly state the rights and obligations of both that the employees and the management, as well as employee behavior and ethics. The content of which is as follows:

A. Employees should abide by the law and the Articles of Association and to abide by the supervision of their supervisors.

B. Employees should not harm the good name and reputation of the Company, nor should employees use their positions to receive gifts.

C. Employees shall not disclose the company's business, technical, and other confidential information.

D. Establish the standards of employee salaries, cash rewards, bonuses, retirement, leaves, and standards of incentives and disincentives.

E. Sexual harassment prevention.

(7)The company's Welfare Committee and Administrative Services Department conduct an employee satisfaction survey at least once a year, and develop related improvement plans based on the survey results (disclosed on the company website).

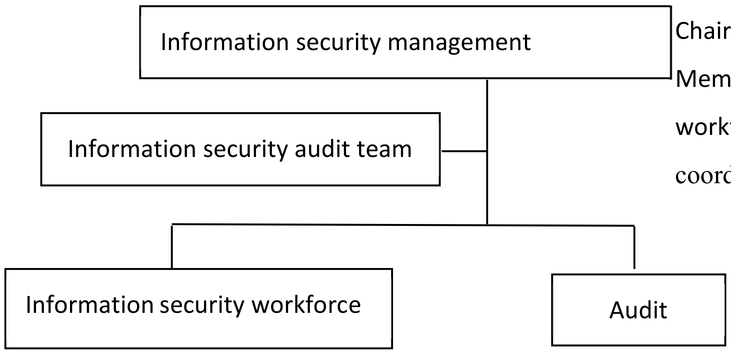
(8)Disclosure of collective agreement information: The company has not established a labor union; therefore, it is not applicable.

2.Losses borne due to employer-employee conflicts in the most recent year and up to the date the annual report was printed, possible estimated values at present and in the future, and countermeasures: There were no major employer-employee conflicts in the most recent year and up to the date the annual report was printed.

(Ⅵ)Information security management

1. Information security management

(1) Information security management structure



Chairman: President

Members: Information security workforce and audit team coordinators

(2)Information security policy

The Company has prepared the information security statement of applicability, and developed the information security policy with reference to the provisions of ISO 27001, including one brochure, 17 rocedures, a total of 18 documents of information security management.

(3)Substantive management policies, and resources invested in information security management

In order to enhance information security management, prevent information misappropriation, alternation, loss or omission, ensure the confidentiality, integrity, and availability, the Company established the Information Security Management Committee in 2020, and appointed the Chief Information Security Officer, information security management, and information security staff to review the information security management and monitor such operation at MSI. It is expected that the information security management, monitoring and promotion will effectively increase the Company’s ability of information security safeguards, and the employees’ awareness of information security. In addition, the Company introduced ISO 27001:2013 information security systems in 2020, The Company has completed the ISO 27001:2022 version update in 2023 and obtain third-party certification (certificate obtained on February 1, 2024); In addition, we have joined Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) to make necessary adjustments and protection through reference to the latest updates on information security, protecting the Company’s information security by reviewing the confidentiality, integrity, and availability of the Company’s information and technology from top down.

2.As of the print date of the annual report, if there is any critical information security incident in the last year, please specify the loss, possible impact and responsive measures; if reasonable estimation is impossible, please describe the facts that cannot be reasonably estimated:None.

(Ⅶ)**Material Contracts**

Important contracts that remained effective as of the date the annual report was printed and expired in the most recent year on supply and distribution, technical collaboration, engineering projects, long-term loans and that are sufficient to impact shareholders' equities:

Nature of contract	Contracting Party	Term of Agreement	Main contents	Restrictions
Large authorization contract	Microsoft Corporation	From Aug.1, 2018 till termination by either party	GLOBAL PARTNER AGREEMENT Windows, Office, Apps & DSB software licensing	No transfer
Construction Contract	Liming Construction Co., Ltd.	From January 17, 2025, until the completion of the entire project (1060 calendar days)	MSI's construction contract for the new factory building in Taoyuan Guishan Industrial Zone (civil engineering work).	None.
MEP Contract (Mechanical, Electrical, and Plumbing)	Acter Group Corporation Limited.	In coordination with the construction company until the completion of all contract obligations upon project completion	Undertaking the MEP (Mechanical, Electrical, and Plumbing) Engineering for the MSI Taoyuan Guishan Industrial Park New Factory Construction Project	None.

Ⅴ. Review of Financial Conditions, Financial Performance, and Risk Management

(Ⅰ) Analysis of Financial Status

Comparison and Analysis of Financial Status

Unit: NT$ thousands

Item \ Year	2025	2024	Difference	
			Amount	%
Current Assets	108,601,380	87,201,812	21,399,568	24.54%
Property, plant, and equipment	8,974,900	6,531,860	2,443,040	37.40%
Intangible assets	-	-	-	-
Other Assets	3,378,326	2,886,810	491,516	17.03%
Total Assets	120,954,606	96,620,482	24,334,124	25.19%
Current Liabilities	58,874,927	42,651,817	16,223,110	38.04%
Non-current liabilities	7,477,290	1,094,611	6,382,679	583.10%
Total Liabilities	66,352,217	43,746,428	22,605,789	51.67%
Equity attributable to shareholders of the parent	54,602,389	52,874,054	1,728,335	3.27%
Share capital	8,448,562	8,448,562	0	0.00%
Capital surplus	806,619	806,029	590	0.07%
Retained Earnings	45,614,913	44,088,787	1,526,126	3.46%
Other equity interest	(267,705)	(469,324)	201,619	42.96%
Treasury shares	-	-	-	-
Non-controlling interests	-	-	-	-
Total Equity	54,602,389	52,874,054	1,728,335	3.27%

(1) Analysis of significant changes in assets, liabilities and equity for the last two years:

Current assets: The increase was mainly due to increase in inventories and cash and cash equivalents.

Property, plant, and equipment: The increase was mainly due to increase in land, buildings and construction in progress and equipment to be inspected.

Total assets: The increase was mainly due to increase in current assets and non- current assets.

Current liabilities: The increase was mainly due to increase in accounts payable and short-term borrowings.

Non-current liabilities: The increase was mainly due to increase in long-term borrowings.

Total liabilities: The increase was mainly due to increase in current liabilities and non- current liabilities.

Other equity interest: The increase was mainly due to the recognition of gains on financial statements translation differences from foreign entities.

(2) Future plans for the major impact on financial position: The above deviations were caused by general business operations, having no major impact on MSI’s financial position.

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(Ⅱ) Analysis of Financial Performance

Comparison and Analysis of Financial Performance

Unit: NT$ thousands

Item \ Year	2025	2024	Amount	%
Sales revenue	230,196,431	197,871,915	32,324,516	16.34%
Net operating margin	25,212,606	24,195,185	1,017,421	4.21%
Operating profit	6,388,155	7,117,443	(729,288)	(10.25%)
Non-operating income and expenses	636,070	1,390,828	(754,758)	(54.27%)
Profit before income tax	7,024,225	8,508,271	(1,484,046)	(17.44%)
Income (Losses) from continuting operations	5,747,814	6,792,772	(1,044,958)	(15.38%)
Losses from discontinued operations	-	-	-	-
Profit for the year	5,747,814	6,792,772	(1,044,958)	(15.38%)
Other comprehensive income for the year (Net of income tax)	204,212	462,620	(258,408)	(55.86%)
Total comprehensive income for the year	5,952,026	7,255,392	(1,303,366)	(17.96%)
Profit attributable to sharholders of the parent	5,747,814	6,792,772	(1,044,958)	(15.38%)
Profit attributable to non-controlling interests	-	-	-	-
Total comprehensive income attributable to shareholders of the parent	5,952,026	7,255,392	(1,303,366)	(17.96%)
Total comprehensive income attributable to Non-controlling interests	-	-	-	-
Earnings per share	6.80	8.04	(1.24)	(15.42%)

1. Analysis of significant changes in sales revenue, operating profit, and profit before income tax for the last two years:
   Non-operating income and expenses: The decrease was mainly due to decrease in net currency exchange gains
   Other comprehensive income for the year: The decrease was mainly due to decrease in gains on financial statements translation differences from foreign entities.

2. Possible impact on financial performance and future plans:
   There is no disadvantage on future finance and business..

(Ⅲ)Analysis of Cash Flow

Unit：NT$ thousands

Beginning cash balance (A)	Net cash flow from operating activities (B)	Cash inflow(outflow) (C)	Cash surplus (deficit) (A)+(B)+(C)	Remedial measures for the expected insufficient cash	
				Investment plan	Financing plan
23,043,395	3,971,438	4,071,453	31,086,286	-	-

1. Analysis of Cash flow change:
   (1) Operating activities: cash inflow 3,971,438
   (2) Investing activities: cash outflow 2,411,421
   (3) Financing activities: cash inflow 6,270,012
   (4) Exchange rate changes: cash inflow 212,862

2. Remedial actions for liquidity shortfall: Not Applicable.

Year / Item	2025	2024	Variance
Cash flow ratio	6.75%	11.73%	(42.46%)
Cash flow adequacy ratio	63.75%	86.06%	(25.92%)
Cash reinvestment ratio	(0.35%)	0.69%	(150.72%)
Analysis of financial ratio change: The decrease in cash flow ratio was mainly due to increase in current liabilities. The decrease in cash flow adequacy ratio was mainly due to decrease in net cash flow from operating activities and increase in inventories. The decrease in cash reinvestment ratio was mainly due to decrease in net cash flow from operating activities.			

3. Cash flow analysis for the coming year:

Unit：NT$ thousands

Beginning cash balance	Estimated net cash flow from operating activities	Estimated cash inflow(outflow)	Estimated Cash surplus (deficit)	Remedial measures for the expected insufficient cash	
				Investment plan	Financing plan
31,086,286	6,700,000	(7,440,000)	30,346,286	-	-
(1) Analysis of cash flow change in current period: A. Operating activities: Cash inflow this year is expected to be due to profit and working capital changes. B. Investing and financing activities：Cash outflow this year is expected to be due to the issuance of cash dividend, property acquisitions, real estate acquirement and equipments replacement. (2) Remedial actions for liquidity shortfall: Not Applicable.					

(Ⅳ) Recent years major capital expenditures and impact on financial and business:

Due to the good operational status of the company, cash inflows from operating activities are stable. In recent years, the funding sources for major capital expenditures have mainly relied on self-operated funds, thus having no significant impact on the company's financial operations.

(Ⅴ)Reinvestment in recent years:

1.The company's reinvestment policy for the most recent fiscal year:
The re-investment policy of the Company is meant mainly to explore overseas markets and provide in-depth services in major countries so that the revenue and worldwide market shares can be increased.

2.The main reasons for the profits/losses generated thereby, the plan for improving re-investment profitability: The income from our associated investments in 2025 was NT$1,570,645,000. This was primarily affected by US tariff policies, which led to supply chain restructuring, increased production costs, and heightened global economic uncertainty, subsequently impacting consumer market demand. As a result, the profitability of our overseas subsidiaries decreased compared to 2024.

3.Investment plans for the coming year: The Company's investment policy is based on the principle of long-term strategic investment, aiming to expand into overseas markets and strengthen presence in key countries. We are committed to enhancing overall competitiveness and global operational deployment, while adjusting investment plans in response to market dynamics and international developments.

(VI)Risk analysis and evaluation in recent years and up to the date of the annual report printed

1.The impact of interest rate, exchange rate, and inflation on the Company’s income and expense and the responsive measures:

(1) Interest rate

The changing interest rate can impact the Company in two parts. As far as assets are concerned, income for the Company from cash and cash equivalents increases or decreases as the interest rate changes. For liabilities, expenditure on interest charged for short-term loans also increases or decreases as the interest rate changes. The impacts on the assets and liabilities from the changing interest rate as described above can be counterbalancing. If it is expected that the interest rate will significantly change, the Company can reduce its impact on the Company’s profits and losses by adjusting durations of deposits and borrowings or through interest rate swap.

(2) Exchange rate

Sales of the Company are mainly export-oriented. Among them, more than 70% are priced in USD. Among the materials purchased, also more than 90% are paid in USD. The natural hedging ratio is high. Plus the current exchange rate hedging that is adopted to reduce risks associated with the changing exchange rate, the impacts of changing exchange rate on the Company are not too huge. The Company will continue to reduce the impacts that the changing exchange rate has on profits and losses by undertaking hedging transactions.

(3) Inflation

Generally speaking, inflation affects the purchasing power and willingness of consumers and reduces the demand for consumer products; it will have a negative influence on the overall revenue and profits and losses of the Company. Impacts of inflation, however, are comprehensive; that is, not only individual companies are affected. In other words, the government financial departments shall stipulate related measures with macroeconomics in mind. Nevertheless, the Company will devoted to bringing down its production cost in order to keep its revenue by introducing products at a price that can better inspire consumers to buy and to accordingly reduce the negative impacts that inflation has on the Company's profits and losses.

2.Conducting high-risk and high-leverage investment, granting loans to others, endorsement & guarantee and directives policy, root cause of profit and loss, and the responsive measures:

The company has a policy of not providing loans to others, only offering endorsements and guarantees to meet the operational needs of its subsidiaries. We do not undertake high-risk, high-leverage investments. Our policy regarding derivative transactions is to only engage in hedging transactions. In the most recent fiscal year, engaging in currency hedging transactions reduced the impact of exchange rate fluctuations on the company's profitability. We will continue to engage in hedging activities to mitigate the impact of exchange rate volatility on the company's earnings.

3.R&D plans and budgeted R&D expense：

Products development planned in 2026

(1) Products development

A. Motherboards

- Develop specialized motherboards for next-generation Intel® and AMD® platforms, targeting diverse market segments including AI, gaming, extreme overclocking, commercial and small form factor (SFF) sectors.
- Innovate new product categories aligned with market trends to disrupt existing markets, such as integrated controllers for multi-monitor and RGB systems, thereby enhancing user experience and ecosystem coherence.
- Deepen the development and integration of AI deep learning applications directly within motherboard solutions.
- Continuously optimize BIOS functionality, user interfaces and integrated software/hardware features, including key platforms like Click BIOS X and MSI Center.

B. Professional Graphics Card and Professional Gaming Gears

- Develop graphics cards with higher performance and better energy efficiency to respond to the growing computing and display needs of the new generation.
- Continue to invest in the research and development of graphics cards that combine AI deep learning computing capabilities to enhance graphics processing, intelligent computing and related application.
- Develop graphics cards using high-tech manufacturing processes and high-quality materials to improve overall stability, reliability, and product lifespan.
- Continue to develop cooling modules and fan designs with better heat dissipation performance and lower noise, improving the thermal management performance of graphics cards under high load operation.
- Develop graphics cards that combine high-quality design with practical functions to enhance product recognition and overall user experience.
- Continue to optimize graphics card support software and management tools to enhance system compatibility, stability, and ease of use.
- Develop solid-state drives (SSDs) with higher transfer performance and larger capacity options to meet the needs of high-performance computing and data storage.
- Continue to develop a variety of esports professional peripheral products to improve esports ecosystem and enhance the overall gaming experience.
- Expand the R&D layout of networking products and related peripherals to meet the usage needs of multiple devices, high speed and stable connection.
- Develop and integrate products and solutions related to the creative field to support content creation, multimedia applications, and professional workflows.

C. Servers

- Develop the air-cooled and liquid-cooled rack solutions for data centers and high-performance computing.
- Develop the new generation AI systems with NVIDIA® GPU solutions.
- Develop the next-generation multi-node systems with AMD® and Intel® processors based on EIA 19” and ORv3 21” architectures for cloud, datacenter and high-performance computing.
- Develop the new generation general purpose products for enterprise and mainstream with Intel® and AMD® processors.
- Develop the next generation AI Edge, workstation and embedded systems with Intel® and AMD® processors
- Develop the Next Generation Firewall (NGFW) product with Intel® and AMD® processors and integrated ethernet switch chip.
- Develop SD-WAN & uCPE network appliance products with Intel® Xeon-D processor.
- Develop MSI OpenBMC firmware based on the Linux® Foundation OpenBMC codebase.

D. Desktop Computers

- Developing desktops and all-in-one (AIO) PCs based on the latest Intel® platform.
- Developing desktops based on the latest NVIDIA® platform.
- Developing desktops based on the latest AMD® platform.
- Developing the on-device AI software "MSI AI Mesa," which generates persona-specific video and audio. By integrating RAG and real-time multi-language translation, it creates a unified entry point for multi-modal models.
- Developing gaming desktops equipped with Mobile CPUs and RTX™ 50 series graphics cards.
- Enhancing HMI customization capabilities on high-end gaming desktops, allowing gamers to enjoy unique personalized experiences.

- Strengthening the integration of AI gaming desktops within the MSI gaming hardware ecosystem.
- Continuously optimizing the exclusive AI thermal design “Silent Storm Cooling AI” to improve temperature control for individual components.
- Continuously strengthening the Product Identity of the MEG, MPG, and MAG series across gaming desktop products to enhance distinctiveness.
- Continuously advancing AI applications in Gaming desktops and business scenarios to provide users with a more convenient product experience.
- Ongoing development of AI software to optimize AI performance and dynamically adjust system resources, enhancing gaming and productivity efficiency.
- Developing the latest AI Edge mini PC to enhance user information security through powerful edge AI computing capabilities.
- Develop the PRO MAX series of AI PCs for both business and consumer markets, with a primary focus on enhancing user experience. Additionally, ensure the design aligns with the other product lines, such as monitors and All-in-One PCs, to create a more streamlined, sleeker, and modern appearance.
- Continuously developing commercial desktops and AIO PCs with enhanced data security, including business PCs that support vPro Enterprise.
- Continuing the development and certification of commercial desktops and AIO PCs that meet international environmental standards, including Energy Star, EPEAT, and TCO certifications.
- Developing new AI software that incorporates edge AI computing capabilities.

E. Telematics and Automotive Electronics
- Continuous development of next-generation wireless intelligent conference video systems.
- Unmanned Aerial Vehicle (UAV) ground control station.
- Advanced luxury bus Wi-Fi 7 / Qi2 / Auracast audio-visual service solution.
- Development of new in-vehicle intelligent display systems.
- Development of next-generation intelligent digital rearview mirror systems.

F. Laptops
- High-performance, highly immersive gaming laptops.
- AI-powered intelligent laptops.
- Brand-exclusive or co-branded special edition laptops.
- Business laptops with advanced security features.
- Ultra-light and ultra-thin laptops.
- Cloud and edge hybrid AI solutions for notebook.

G. Monitors
- Enhanced display computing technology for AI human–machine interaction.
- Introduced MSI’s latest AI Navigator, leveraging AI to improve convenience and intelligence, simplifying workflows and increasing user engagement.
- Supported DP 2.1 to accommodate future graphics card designs and enable uncompressed high-resolution video.
- Strengthened HDMI 2.1 support to provide lossless video and VRR functionality.
- Optimized display color performance and preset color calibration.
- Integrated features across all product lines to establish a new MSI ECO System.
- Enhanced console connectivity and CEC control functions to expand demand in the console market.
- Developed optimized PD (Power Delivery) charging solutions to support higher wattage charging.
- Introduced high-refresh-rate (100Hz+) business monitors to improve eye comfort and user experience, while meeting light gaming requirements.
- Developed hardware blue-light filtering solutions to enhance eye protection while minimizing color loss.
- Developed next-generation OLED panel technology for esports-specific monitors.
- Developed next-generation Mini-LED monitors with G-SYNC Pulsar Tech solutions for gaming applications.
- Developed next-generation QD-OLED displays combining quantum dot and OLED technology to enhance consumer entertainment experiences.
- Strengthened QD-OLED burn-in protection to extend panel lifespan and improve user experience.
- Combined Mini-LED backlighting with Dual Mode screen designs, using advanced local dimming technology to enhance contrast and localized brightness, delivering sharper and clearer visuals compared to traditional LCDs.
- Introduced business monitors with Smart Sensors and active noise cancellation (ANC) to optimize user experience and improve productivity.

- Developed curved business monitors to increase eye comfort during prolonged use.
- Developed lightweight, portable business monitors to enhance connectivity with handheld devices.
- Developed commercial monitors using circular polarization technology to improve eye comfort and reduce visual fatigue.

H. Others (Case, Liquid Cooler, Air Cooler, Power Supply)

- Elevate the performance and compatibility of chassis, cooling and power supply products to meet the hardware expansion requirements of AI computing workloads.
- Uphold the EZ DIY philosophy by continuously developing chassis and peripherals designed to lower assembly barriers for gamers.
- Deliver enthusiast-grade power supply units capable of supporting extensive multi-device expansion.
- Produce power solutions featuring higher wattage, superior efficiency and quieter operation, without compromising on stability and reliability.
- Expand the lineup of coolers featuring LCD screens paired with intuitive software interfaces, empowering gamers with diverse customization options.
- Streamline cable management to offer liquid cooling solutions with faster and simpler installation processes.

I. Smart EV Charger

- High-power DC charging station.
- Decentralized AC charging station.
- Integrated cloud-based energy management system.

J. EV OBC (On Board Charger / In Vehicle PC)

- 6.6KW Bidirectional OBC.

(2) Progress of unaccomplished R&D plans: Product design and development stage.

(3) Current progress of R&D projects yet to be completed: The overall progress is about 20% to 80% at present, depending on respective products involved.

(4) Major factors that affect the future success of R&D：A. Market factor B. Delayed key parts and components C. Shortage of parts and components.

(5)R&D budget in 2026：NT$5.78 billion

(6)Projection on mass production:2026～2027。

4.The impact of domestic and international policies and law change on the Company’s finance and the responsive measures：None

5.The impact of technology change and industrial change on the Company’s finance and the responsive measures：The Company always pays attention to the technological changes in its industry, and sets up the Information Security Committee to assign a member or form an ad hoc taskforce to evaluate the impact on the Company’s future development, finance and business, and study the responsive measures. There is no significant technological changes that will have serious impact on the Company’s finance and business.

6.The impact of industrial image change on business risk management and the responsive measures：None

7.The expected effect, potential risk, and responsive measures of merger：None

8.The expected effect, potential risk. and responsive measures of plant expansion：None

9.The risk relating to excessive concentration on procurement and customer：None

10.The impact of massive stock transfer or change by directors, supervisors, and shareholders with over 10% shareholding, the risk, and the responsive measures：None

11.The impact of right to operate change on the Company. The risk, and the responsive measures：None

12.Legal and non-legal events：

(1)As of the publication date of annual report, whether the directors, supervisors, President, and shareholders with shareholding ratio over ten percent of the Company are involved in any significant litigation, non-litigation or administrative litigation cases, such cases have been sentenced or are currently pending, and the results there of have a significant impact on shareholders’ equity or securities price：None

(2) Significant litigation, non-litigation or administrative litigation cases of the Company in the most recent years and up to the date, such cases that have been sentenced or are currently pending, and the results thereof that have a significant impact on shareholders’ equity or securities price：None

13.Other significant risks and responsive measure：

(1) Risk management policy: The Company's policy towards risk management is to evaluate possible impacts of the various risk matters on the profits and losses of the Company and to stipulate respective response policies accordingly.

Risk assessment	Impacts on profits and losses	Countermeasure
1. Financial risk	The Company has an optimal financial structure; its debt ratio is 55% and net worth reaches 54.6 billion. Financial risk is hence not high.	Continue with the optimal financial structure in order to reduce financial risk
(1) Market risk (including exchange rate and interest rate)	Major products of the Company are sold to Europe, Asia, and America; they are not overly focused on a specific single market. Therefore, market risk is not high.	Continue to diversify areas of distribution in order to reduce market risk
(2) Credit risk	The primary credit risk of the Company comes from accounts receivable from its customers. Insurance has been purchased for the accounts receivable as safety measure to reduce such risk. Therefore, credit risk is not high.	Continue to have accounts receivable covered by insurance as safety measure to reduce credit risk
(3) Liquidity risk	The current ratio of the Company is up to 184%; the liquidity risk is not high.	Continue with the optimal current ratio in order to reduce liquidity risk
(4) For the nature and extent of significant financial risks, refer to MSI Parent Company Only Financial Statements and Independent Auditors' Report Pages **52**～**57** , and MSI and Subsidiaries Consolidated Financial Statements and Independent Auditors' Report Pages **55**～**61** for details. https://mops.twse.com.tw https://www.msi.com/about/invertor		
2. Legal risk	MSI management closely monitors all domestic and foreign governmental policies and regulations that might impact MSI's business and financial operations. In 2025 and as of the date of this Annual Report, there were no governmental policies or regulatory changes would materially impact MSI's operations or financial condition.	
3. Evaluation of strategic and operational risks	The Company has successfully extended its business to displays, PC peripherals, servers, and auto-electronics from its core business of computer motherboards, display cards and laptops., among other diversified fields. As far as operation is concerned, as the management complexity increases, daily response mechanisms need to be developed for the evaluation of strategic and operational risks. In terms of management, the strategy is to extend core specialties and combine the many technologies researched and developed over the years and to keep track of demand on the market for the industry. The hope is to create another wave of growths for the Company and to bring about maximum benefits for the Company's shareholders. In order for strategic goals to be precisely fulfilled, the Company operates by connecting the value chain through its business departments and the functional main part when it comes to organization and operation. Annual goals are set according to the competition in the industry facing product business	(1) Periodically review the growths in core sectors Set goals for growth, market share, and profitability that are higher than industrial averages (2) Set reasonable return on investment based on the careful evaluation in advance and the management plan for a new business and demand that profits and losses reach a balance within a given period of time. Set phased strategic goals reflective of the nature of the sector involved, such as obtaining purchase orders from prospective customers, timely mass production, and securing a certain market share on the strategic target market. (3) Related departments meet on a monthly basis to review the operational efficacy and examine and adjust the strategies on a quarterly basis; related organizational adjustment is made right away for unachievable ones in order to control risk. (4) Keep timely track of daily operations around the world through the real-time information system, including shipment, stock and Inventory turnover, purchase order, operating fund, among others, and set the alert criteria. (5) Gather managers around the world periodically to discuss management strategies

	departments and managerial meetings are called for periodically to discuss the strategy and operational efficacy in order to adopt immediate countermeasures that help bring down operational risk.	that concern where the Company will go next. High-raking management is to adjust strategies taking into consideration resources available throughout the Company and the operational status. (6) We aim to improve information security protection and response capabilities to lower information security risks, through the Business Continuity Plan (BCP), regular testing, network management monitoring, external consulting services, and internal and external audits to ensure the system implementation, and employee education and training.

4. Information security risk

The Company introduced ISO27001 in 2020 to establish relevant systems and documents in accordance with the specification content for compliance, after verification by a third party, the Company obtained the certificate on February 1, 2024.

Item	Policy Document Name	Content
1	Handbook for information security	Guidelines for information security, covering information security policy, review and evaluation
2	Management procedures for information security	Structure and responsibilities of the information security organization, including: 1. Basic information security structure 2. Stakeholder group
3	Statement of suitability of information security	Implementation status of security control measures meeting ISO/IEC 27001 to strengthen the information security of the Company
4	Procedures for managing personal information security	Explanations about safety management processes before, during, and after the employment, or change of employment, including: 1. Word descriptions and safety of resource allocation 2. User training 3. Safety and failure event reactions
5	Management procedures for system access, development and maintenance	1. Access control for the information system. 2. Access control for program source code. 3. Data input/output controls. 4. System development, change and maintenance. 5. Maintenance for system management. 6. System capacity planning and monitoring. 7. Management of privileged tool programs. 8. Duty segregation.
6	Procedures of communication security	1. Network usage policy. 2. Network security management. 3. Network routing management. 4. Monitoring network facilities and the connection. 5. Regulations for security management of remote diagnosis. 6. Management for basic services of network facilities. 7. Email management. 8. Management of network firewall. 9. Management of network security audit. 10. Document control on network.
7	Measures for access control	1. Operational requirements of access control 2. User access management 3. User responsibility 4. Internet access control 5. Operating system access control measures 6. Application system access control 7. Monitoring system access and use 8. Mobile computer process, and remote work access control 9. Third party access security

8	Physical and environmental safety management	1. Security management for facility security. 2. Management of computer room security. 3. Maintenance of computer room. 4. Security management for storage media. 5. Security management for purchase order, procurement and maintenance of information software and hardware facilities. 6. Transfer and disposition of assets of information system (including scrapping, sale and loss). 7. Usage of portable storage media. 8. Protection of intellectual property rights, personal identification and privacy
9	Management procedures for continuous operation	1. BCM planning and framework 2. Business impact analysis 3. Business Continuity Plans (BCP) preparation and implementation 4. BCP testing, maintenance, and revaluation
10	Procedures for managing information security incidents	1. Information security breach management procedures 2. Information security breach handling and follow-up 3. Information security breach analysis and statistics
11	Procedures for internal audit	1. Annual audit planning and schedule making 2. Security policy and technical conformity review 3. System and operation management audit considerations
12	Management procedures for public key certificate	1. Management principles of public key certificate. 2. Principles of certificate agency selection. 3. Operation policy of the certificate agency.
13	Management procedures for evaluation of IT assets and risks	1. Asset authentication 2. Risk analysis 3. Risk handling 4. Legal compliance
14	Management procedures for outsourced IT operation	1. Security policy for outsourced IT operation. 2. Requirements and confidentiality agreement for outsourced IT operation.
15	Measure for IT operation management	1. Principles of information hierarchy. 2. Principles of handling records of confidential information. 3. Methods for destroying information.
16	Procedures for managing operation security	1. Change of management. 2. Capacity management. 3. Management of system environment (development, testing and operation). 4. Management for anti-virus software usage. 5. Backup management. 6. Log management. 7. Time sync management. 8. Management of technology vulnerability. 9. Management of software installation.
17	Procedures for auditing management system	Procedures and guidance for management review

5. Climate and Natural Risks	The probability and severity of disasters resulting from extreme climate events and the loss of natural capital – including drought, smog, snowstorms, high temperatures/heatwaves, typhoons/heavy rainfall, as well as land, water resources, and air pollution – all represent risk factors for the company's production and operations. These risks include limited production capacity, increased operating, equipment, and investment costs, and reduced efficiency. However, based on current assessments, there is no significant impact on the company's operations at this time.	The impact of climate change and natural capital loss on the electronics industry, from a disaster perspective, makes risk analysis and the impact of extreme events key considerations. We reference the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) released by the Financial Stability Board (FSB), and the Taskforce on Nature-related Financial Disclosures (TNFD) disclosure frameworks, to identify climate and nature-related risks and opportunities. Following the "Governance," "Strategy," "Risk Management," "Metrics and Targets" framework, we identify related opportunities and risks associated with climate and nature to review existing resilience measures, control risk profiles, and subsequently seek potential development opportunities. Relevant information is disclosed in the company's Sustainability Report and Climate & Nature Report: https://tw.msi.com/about/company/ Despite the fact that MSI is not an energy-intensive manufacturer,In addition to actively announcing its controls of greenhouse gas emission and signing covenants, MSI also develops the strategies of reducing greenhouse gas during production and operation. (1) Management Strategy ● Resilience to climate change: Implement risk identification, response and prevention measures in relation to climate change and avoid impact to operations. ● Promote low-carbon production: Adopt optimized technologies to reduce greenhouse gas emission, and set reduction goals. ● Incorporate green energy equipment: Acquire and utilize renewable energy equipment such as solar-powered heaters to reduce dependency on power grid. ● Improve energy efficiency: Devise energy and carbon reduction measures and enforce action plans for improved energy efficiency. (2)Control Measures ● Identification、evaluation and analysis of impacts and risks associated with future climate. ● Adaptation planning and review. ● Energy/resource coordination. ● New protection facilities or improved disaster prevention equipment. ● Regular examination of asset and commercial insurance coverage to determine whether they are adequate for compensating losses caused by climate change.

2、Organizational Structure of Risk Management The company's risk management policy assesses various risks faced during operational activities that may impact company operations and formulates corresponding countermeasures. To ensure the risk management operation is followed, the company passed the "Risk Management Policy and Procedures" on November 11, 2022, and the board amended it on August 10, 2023. The company's risk management is overseen by the Audit Committee, which has established a risk team divided into four groups: operational risk, financial risk, compliance risk, and cybersecurity risk. The Audit Committee is authorized to supervise the operation and execution of the company's risk management and report to the board at least once a year (the report for 2025 was made on November 12, 2025).

(1) Operations and Implementation of the Financial Risk Group: Commercial Fraud Email Awareness
To ensure transaction security and information accuracy, the Audit Committee has instructed a comprehensive strengthening of commercial fraud prevention, with fraud awareness campaigns conducted for all managers. If a request to change bank account details is received from a client or vendor, it is necessary to reconfirm with the client or vendor. A "human double verification" mechanism must be established for "significant information changes" and "account modifications."

(2)Operations and Execution of the Compliance Risk Group: As of 2025, there have been no policy or legal changes that significantly impact financial operations

(3)Operations and Execution of the Cybersecurity Risk Group: Strengthening spam email handling mechanisms and endpoint device management.

①Reducing spam emails at the source to lower cybersecurity risks caused by employees infecting Trojan programs. (Irregular training and awareness sessions for employees are conducted, with a total of 29,994 social engineering exercises held in 2025.)

②Strengthening endpoint device management to avoid unpatched security updates and unprotected devices entering the company's network environment.

(4) Operations and Implementation of the Business Risk Group:

①Responding to Potential Tariff Increases and Regional Trade Protection Policies in Key Markets in 2025: The company's Business Risk Group is taking the following concrete actions:

- Diversified Core Supply Chain Configuration: Accelerate the implementation of a "regional supply" strategy, optimize production capacity allocation at overseas assembly bases to flexibly respond to trade restrictions and tariff burdens in different regions.
- Dynamic Tariff Rate Assessment: Establish a real-time tariff monitoring mechanism, conduct stress tests on policy changes in high-proportion markets, and adjust product pricing and logistics strategies accordingly to ensure overall profit structure stability.

②Mitigating Operating Risks Due to Explosive Growth in AI PCs and Servers: Benefiting from the explosive growth of AI PCs and servers, demand for high-end critical components (such as GPUs, high-performance memory, and advanced cooling components) is tight in 2025. The company is employing the following mechanisms to reduce operating risks.

- Strategic Cooperation and Stable Supply: Strengthen strategic partnerships with upstream semiconductor leaders (such as NVIDIA, Intel, AMD), sign long-term supply agreements to ensure stable supply of next-generation platform products (such as the RTX 50 series) during peak market demand.
- Intelligent Inventory Management: Utilize real-time IT systems to promptly control global inventory and turnover rates, set safety warning indicators, effectively avoid order losses due to component shortages, and prevent inventory depreciation due to significant price fluctuations.

③Operational Continuity and Risk Early Warning:
The company regularly convenes cross-departmental operational management meetings to review the achievement of indicators for various operating risks. In 2025, we continue to strengthen the Business Continuity Plan (BCP) to ensure that R&D, manufacturing, and service operations can be maintained even in extreme geopolitical or supply chain disruption scenarios, safeguarding the long-term interests of shareholders and customers.

(Ⅶ)Other material events：None.

Ⅵ. Special disclosures

(Ⅰ)Related Party Information

According to the Financial Supervisory Commission's order No. 1130382569 issued on June 26, 2024, and the "Guidelines for the Disclosure of Information in Annual Reports of Publicly Listed Companies," our company has prepared the related party consolidated operating report, related party consolidated financial statements, and related party report (collectively referred to as the "Related Party Documents") in accordance with the "Standards for the Preparation of Related Party Consolidated Operating Reports, Related Party Consolidated Financial Statements, and Related Party Reports." These documents have been included in the financial report for the year 2025 and disclosed in the related party document section of the Public Information Observatory, accessible at: https://mops.twse.com.tw

(Ⅱ)Subscription of marketable securities privately in the most recent years and up to the date of the report printed：None

(Ⅲ)Other Necessary Supplement: None.

(Ⅳ)Occurrence of events defined in Securities Transaction Law Article 36.2.2 that has great impact on shareholders’ equity or security price in the most recent years and up to the date of the repost printed：None.

Micro Star International Co., Ltd.

Chairman: Hsu,Hsiang

微星科技股份有限公司
Micro-Star International Company Limited

新北市235中和區立德街69號　No.69, Lide St., Zhonghe Dist., New Taipei City 235
Tel: 886-2-3234-5599　Fax:886-2-3234-5488　http://www.msi.com