

Advantech Co.,Ltd.

Sustainable Development Committee (SDC) 2025 Meeting Minutes and Resolution

2025	Meeting Minutes	Resolutions	Follow Up
The 6 th Meeting of the 15 th term on 2025/3/25	<ol style="list-style-type: none"> 1. Cross-strait war risk and Advantech’s financial/cash-flow hedging plans 2. Establishing a senior-level Growth PSOP to enhance future growth momentum 3. The role and functions of the Advantech Succession Committee (ASC) 4. Planning for management succession and talent development processes 	Approved by all committee members	The chairman of Corporate Sustainability Committee reports implementation plans and results to the board of directors.
The 7 th Meeting of the 15 th term on 2025/8/16	<ol style="list-style-type: none"> 1. Succession structure and implementation of the Advantech Succession Committee (ASC) 2. How mid-to-large global companies manage global Geo-Regions 3. Key management items of Geo-Regions Performance Priorities and the Region Dashboard 4. KA governance requirements under SFDC implementation 5. Implementation plan for Lean Organization within operations 6. Building a high-talent-effectiveness organization – establishing a headcount management system 7. Evolution of cross-functions collaboration mechanism design 8. Advantech’s strategic investment guidelines 	Approved by all committee members	The chairman of Corporate Sustainability Committee reports implementation plans and results to the board of directors.