



華經資訊企業股份有限公司

FORTUNE INFORMATION SYSTEMS CORP.

2024 Annual Report

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Notice to readers

This English-version annual report is a 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.

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Listing of Foreign Securities

None.

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I. Letter to Shareholders

1.1 Operating Performance in 2024

1.1.1 Implementation results of the business plan of the previous year:

The main business activities are information system integration, providing comprehensive integrated functions including planning and building enterprise public/private cloud infrastructure and cloud platform solutions, network information security planning, backup and disaster recovery solutions, IT integration services for financial institutions, cloud monitoring and management, application software development, document digitization services, logistics and warehousing management systems, IT consulting services for the insurance industry, and outsourced IT equipment maintenance and management. We possess complete after-sales service and diversified solutions.

2024 financial status, execution result of business plan, and profits :

Unit: NT\$ 1,000

Item	2024	2023	Change
OPERATING REVENUES	2,246,252	2,338,371	(3.94%)
OPERATING COSTS	2,001,170	2,067,618	(3.21%)
GROSS PROFIT FROM OPERATIONS	245,082	270,753	(9.48%)
GROSS PROFIT MARGIN	11%	12%	
OPERATING EXPENSES	172,871	180,955	(4.47%)
OPERATING INCOME	72,211	89,798	(19.59%)
NON-OPERATING INCOME AND EXPENSES	18,020	9,322	93.31%
INCOME BEFORE INCOME TAX	90,231	99,120	(8.97%)
NET INCOME	66,865	78,378	(14.69%)

1.1.2 Budget implementation

The Company has no public financial forecast for 2024.

1.1.3 Financial revenue and expenditure and profitability analysis

● Financial revenue and expenditure

Unit: NT\$ 1,000

OPERATING REVENUE	2,246,252
OPERATING INCOME	72,211
INCOME BEFORE INCOME TAX	90,231
NET INCOME	66,865

In 2024, the Company's operating revenue decreased by 3.94% compared to the previous year, and the gross profit margin was 11%. Benefiting from continued expansion of cloud investment in the digital transformation of the financial industry, increased demand for information security, and the waves of platform engineering and ESG IT applications, the Company's (CMP) cloud platform management system, IT infrastructure construction, backup and disaster recovery, information security services, and other operations saw growth. The main sales sectors, in addition to banking and finance, government, public utilities, and healthcare-related industries,

also saw significant growth in manufacturing. However, due to the termination of the EPSON projector agency business, both operating revenue and gross profit declined compared to the same period last year. Net non-operating income and expenses increased by 93.31% compared to the previous year, primarily due to decreased finance costs, gains from the sale of the Tainan office, and increased interest income.

●Profitability Analysis

ITEM		2024	2023
Financial structure analysis	Debt to asset ratio (%)	41.82	38.89
	Long-term capital to property, plant and equipment (%)	605.10	532.02
Debt structure	Current ratio (%)	184.53	195.19
	Quick Ratio(%)	158.88	161.67
Profitability analysis	Return on Assets (ROA)(%)	3.25	3.89
	Return on Equity(%)	5.37	6.45
	Net Profit Margin(%)	2.98	3.35
	Earnings per Share (EPS) after Tax(NT\$, before retrospective adjustment)	0.96	1.12

●Research and development Status : Please refer to pages 72-76.

1.2 Summary of Annual Business Plan:

1.2.1 The Company has years of professional experience in information services and adheres to the business philosophy of "Integrity, Innovation, and Service." It actively pursues diversified and high-value-added service business development. Based on industry trends and market demands, the business objectives for the coming year are as follows:

1. System Integration Services

- (1) Establish a multi-cloud infrastructure and container management system (Fortune CMP): Assist clients in adopting multi-cloud management systems and monitoring tools and integrate and support container architectures to help clients establish enterprise multi-clouds.
- (2) Intelligent Operations Management Platform (AIOP): An AI-integrated intelligent operations platform. Through an interactive interface and real-time responses, it helps enterprises quickly grasp system status and receive early warnings of potential issues, enhancing maintenance efficiency and enabling proactive management for stable system operation.
- (3) Enterprise Carbon Management Platform Implementation: Introduce systems for carbon inventory, energy, and carbon asset management to establish a solid data foundation. With professional consulting support, the platform covers carbon footprint calculation, carbon reduction strategies, and sustainability report automation. It also integrates government subsidy programs to assist enterprises in transitioning toward net-zero emissions.

- (4) Virtualization backup system implementation: Virtualize off-site backup servers and centralize management of storage devices, as well as establish mechanisms for remote disk data transmission.
- (5) Cloud Backup Mechanism Implementation: Integrate the infrastructure of Taiwan's four major public cloud providers (including AWS, Azure, GCP, and IBM Cloud), along with native backup systems and storage devices, to establish a comprehensive cloud backup architecture. Combined with multi-cloud monitoring and billing management, this setup helps reduce operational risks and overall costs.
- (6) Cross-platform NAS/SAN data storage planning and implementation: Including centralized backup, off-site backup, and disaster recovery to protect intangible assets and achieve sustainable business operations.
- (7) Comprehensive enterprise information security protection system: Ensuring enterprise data security from endpoints to the core, from data to content, from physical to human, from policies to regulations, to safeguard enterprise investments.
- (8) Enterprise information system integration planning and implementation: Provide enterprise network system planning and implementation, system monitoring and management, remote control planning, asset management, and data center relocation and renovation.
- (9) Completion of development and construction of dedicated network management system: Develop and build dedicated heterogeneous platform network management systems to integrate client network management platforms.
- (10) Enterprise Event Management and Cross-Platform Monitoring System Implementation: By collecting event logs and performance metrics from enterprise devices, this initiative establishes a centralized platform for financial institutions to monitor and manage enterprise events and performance data.
- (11) Provide development and integration services for financial information network applications: Solutions such as the next-generation bank branch terminal application system (eTABS) and electronic banking service application system (Internet banking).
- (12) Outsourced maintenance and management of enterprise information equipment: Outsourced data center maintenance, virtualization management, regular hardware and software equipment testing, information equipment repair, rental of backup equipment, on-site maintenance, and disaster drills.
- (13) Assist clients in building or migrating application services to containerized and microservices architectures.
- (14) Planning and implementation of High-Performance Computing (HPC) and render farm system architecture.
- (15) Utilize AI technology, integrating our IT operations team and automated monitoring systems to build an intelligent operations platform.
- (16) Outsourced information security operations services: Provide enterprise social engineering exercise services, network monitoring services, network vulnerability scanning services, network security

vulnerability troubleshooting, monthly network security monitoring reports, and network security incident response.

- (17) Construction and maintenance of nationwide iBox smart lockers to meet the mail needs and user experience in the era of e-commerce, increase customer loyalty, and provide high-quality, secure, reliable, convenient, and durable iBox locker devices for public use.
- (18) Data center environmental control system implementation service for detecting temperature, humidity, fire, and resources such as CPU, hard disk, and memory in the data center. It provides a single management interface to simultaneously display system management and data center environmental control management. When environmental indicators reach warning values, alarms will be triggered, and automatic protection mechanisms will be activated.

2. Software Service

- (1) Project Development: We provide customized system planning, process recommendations, and programming services using a project-based approach. With our team of system analysts, system designers, and programmers, we assist clients in meeting their information system needs, achieving operational efficiency and goals, and offering professional system maintenance and ongoing development services.
- (2) Business Software: We combine modular business software and customize integration based on client requirements, allowing for quick system scoping and shorter implementation timelines. Our modular services include membership management, life insurance agent administrative management, Insurance Agent License Management System, Dashboard value-added packages, DLP data leak prevention systems and eLearning online learning platform.
- (3) Quality and Security Management Software Agency:
Acting as an agent for the TIOBE TiCS software quality management system, we provide professional implementation consulting and technical support to help enterprises adopt a visualized and quantifiable source code quality monitoring mechanism, enhancing software development efficiency and quality.

3. Customer Maintenance (After-Sales) Services

- (1) Troubleshooting of Computer and Server Hardware/Software Issues: Dispatching engineers to assist on-site in resolving problems, providing emergency spare part replacements, reporting on the progress of issue resolution, categorizing and tracking unresolved issues, and providing regular service reports.
- (2) Outsourced MIS Service Process Management: Designing customized service processes based on the specific service requirements of clients, aligning with their actual operational models, providing frontline user support, and alleviating the information department's burden of addressing various user issues.

- (3) Troubleshooting of Credit Card, Micro-payment, and Related Equipment: Execution of equipment installation and removal operations; providing assistance for issue resolution via phone or on-site support based on customer cases.
- (4) Smart Service Equipment: Coordinating site surveys and equipment installation and performing maintenance and troubleshooting after equipment deployment.

4. Insurance Industry Information Service

We specialize in insurance core systems such as Capsil, Ingenium, and eBao. We provide the most valuable services and comprehensive information services to the insurance industry in the Asia-Pacific region. Our services include information system consulting, professional custom services, data conversion services, insurance system training courses, and manpower dispatch services.

5. Logistics Management Services

(1) Warehouse Management System (EZware Management System):

We employ rigorous project implementation and tailored management methods to gradually implement the system. Our services include inventory management, order management, e-commerce integration, PDA and mobile commerce applications. We integrate with ERP/e-commerce platforms, courier service providers, and transportation management systems (TMS) to strengthen our logistics solutions with warehousing operations as the core focus.

(2) Logistics Management System Software Consulting Services:

We provide extensive knowledge in supply chain management and implement best practices based on industry experience, including third-party logistics, retail/wholesale/distribution, and manufacturing sectors.

(3) We enhance the functionality of WMS products and integrate them with transportation planning systems, while introducing new technological platforms to expand our product line and service offerings.

(4) Integrate AI technology to enhance picking optimization, shipment inspection, and warehouse anomaly detection functions. This helps enterprises build a high-efficiency, high-accuracy smart warehouse, achieving both digital transformation and improved operational performance.

6. Image Product Service

(1) Document Imaging:

We provide office document imaging establishment, workflow management systems, and professional services to our clients. This includes high-speed scanning and index creation.

(2) Professional Products:

We have developed our own software, DOC.M, which is complemented by professional image capture. It also incorporates browser-based querying and retrieval applications, allowing for the extraction of key data from paper documents and integration into business processing workflows.

(3) Services for Various Industries:

We develop solutions for government and hospital administrative units, such as digitalization of health insurance claims, medical review processes, and scanning of medical records. We also offer document scanning services for insurance policy documents in the insurance industry, application form scanning services for the banking sector, and digitalization of engineering drawings, among others.

7. Business Management

In the information services industry, key success factors include market development and marketing, as well as human resources, research and development capabilities, and sound financial liquidity. The Company is committed to continuously cultivating talent and core technologies in all areas, establishing professional teams, and strengthening project management and product innovation capabilities. At the same time, we also focus on improving operational efficiency, accelerating inventory turnover and accounts receivable collection, ensuring sufficient funds to support business operations.

1.2.2 Expected sales quantity and basis:

The Company does not provide any public financial forecast.

1.2.3 Important production and sales policies:

1. Enhance the core values of the CMP, including flexible deployment, easy operation, efficient information security, and sustainable green energy.
2. Utilize RPA (Robotic Process Automation Integration) to develop an AI system architecture, integrate IT resources, storage, and network architecture with hyper-convergence virtualization technology.
3. Deeply cultivate AIOT (Internet of Things) and respond to the current society's demand for logistics intelligence with automated equipment services, continuously expanding the intelligent cabinet business, and moving towards a new milestone in intelligent logistics.
4. Deepen the WMS (Warehouse Management System), strengthen the integration of warehouse management and WMS functions, and develop the best dispatching mode to match the WMS wave planning for the shortest picking time and enhance investment efficiency. Additionally, develop TMS AI partitioning and AI routing to reduce mileage and time costs.
5. Extend the functionality of the DOCM image document management system and actively develop the feature of importing image scanning retention files for certification signatures to meet the needs of various medical institutions, thereby expanding the company's business opportunities in the medical industry.
6. Optimize application software quality through TIOBE/TiCS software quality inspection, manage outsourced software development quality, and strengthen software security.
7. Leverage AI technology to integrate existing IT operation experience and team structure, building an intelligent operations system aimed at achieving smart management.

1.3 The impact of the external competitive environment, regulatory environment and overall business environment

Our company has recently been officially integrated into the WPG Holdings Group, gaining full support from the group's extensive resources. This strategic alliance not only strengthens our core business but also opens up more opportunities for cross-domain collaboration. It will help us secure large-scale projects and drive strategic business development, further expanding our market influence and operational scale.

In 2025, the Information Technology (IT) market is experiencing diverse and rapid development. The following highlights the key areas of growth and analysis. Based on these five main areas, our company has formulated corresponding strategies to maintain a competitive edge in this dynamic market.

1.3.1 Hybrid and Multi-Cloud Strategies Becoming Mainstream:

The adoption of hybrid and multi-cloud architectures among Taiwanese enterprises continues to grow steadily. According to Mobility Foresights, Taiwan's hybrid cloud market is projected to achieve a compound annual growth rate (CAGR) of 17.5% from 2024 to 2034. This indicates that enterprise IT infrastructures are moving toward more flexible and integrated development, with hybrid cloud serving as a key foundation for digital transformation.

We will continue to focus on integrated services for CMP (Cloud Management Platform) solutions, helping enterprises optimize cloud resource utilization and management efficiency.

1.3.2 Steady Growth in Storage and Backup Demand:

In 2024, Taiwan's storage and backup market continues to grow steadily. According to IDC, Taiwan's total ICT spending is expected to grow at a compound annual growth rate (CAGR) of approximately 3.7% between 2024 and 2028, reaching a total value of USD 26.37 billion in 2024. As enterprises accelerate digital transformation and the implementation of AI applications, the demand for data storage and protection continues to rise.

Our company will continue to strengthen technical integration with strategic partners, introducing next-generation hyper-converged infrastructure, storage, and cloud backup solutions to help clients build resilient, scalable, and security-compliant backup systems. We offer integrated backup solutions ranging from on-premises to multi-cloud environments tailored to the needs of different industries, supporting enterprises in enhancing operational resilience and ensuring data security and compliance.

1.3.3 The Importance of Cybersecurity Risk Management is Increasing:

Taiwan's cybersecurity market continues its steady growth. According to a report by the U.S. International Trade Administration, the market reached USD 790 million in 2023 and is projected to grow at a compound annual growth rate (CAGR) of 10.77%

through 2028, indicating a sustained rise in overall cybersecurity demand.

At the same time, the government has designated cybersecurity as one of six core strategic industries and is actively promoting related regulations and standards. With both market demand and policy support driving momentum, enterprises are showing a significantly increased need for cybersecurity solutions.

Our company will further enhance the digital marketing and promotion of DLP (Data Loss Prevention) products and solutions, continuing to assist clients in building safer and more robust IT environments.

1.3.4 AI Continues to Deepen and Expand:

While AI maturity among Taiwanese enterprises is still in the early stages, the proportion of companies planning to adopt AI continues to grow. The widespread application of generative AI has driven increased investment in AI infrastructure. Between 2024 and 2026, AI investment is expected to grow at an average annual rate of 26%, with the manufacturing sector seeing the most significant growth. According to a study by MIC, 28% of manufacturers have already implemented AI, while another 46% are in the planning stages—indicating substantial market potential.

Our company will go beyond hardware sales by actively partnering with AI software service providers. We aim to integrate AI servers, professional consulting services, and intelligent operations management platforms to enhance project value and strengthen customer engagement.

1.3.5 Sustainability and Green IT Becoming a Key Focus:

With increasingly stringent government regulations (such as the Climate Change Response Act) and rising demands from international supply chains for carbon audits and sustainability reporting, enterprises are required to adopt more IT tools to meet their sustainability goals. The integration of ESG and IT (Green IT) has become a growing trend, with sustainable IT gradually being incorporated into corporate evaluation metrics. Demand is rapidly increasing for solutions such as carbon footprint tracking systems, energy monitoring for equipment, and energy-efficient data centers.

Our company will seize this wave of green transformation by assisting enterprises in conducting IT equipment carbon audits, offering Green IT assessments, and providing implementation recommendations to strengthen their competitiveness in ESG performance.

In response to the rapidly changing market environment and evolving technological trends, our company will continue to strengthen its core capabilities, proactively adapt to regulatory and customer demands, and provide reliable solutions to support our clients in achieving digital transformation and sustainable development.

Sincerely yours,

Chairman: LIN,SHIH-MEI

General Manager: TANG, YU-HUA and YANG,CHENG-NING

Principal accounting officer: CHEN, XIU-YUE

II. Corporate Governance Report

2.1 Board of Directors and Executive Management

2.1.1 Directors

April 20, 2025

Title	Nationality/ Place of Incorporation	Name	Gender Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Remark(s) (Note)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	R.O.C.	CECGP Electronics Corp.	N/A	June 19,2023	2	Jun 04,2007	21,177,954	30.27%	15,777,954	22.55%	0	0%	0	0%	N/A	Note 1	None	None	None	None
	R.O.C.	Representative: SU,MEI-CHUN	Male 71~80				0	0%	0	0%	0	0%	0	0%	National Hsinchu Commercial Vocational High School Chairman, CECGP Electronics Corp.	Note 2	None	None	None	None
Director	R.O.C.	CECGP Electronics Corp.	N/A	July 01,2023	2	July 01,2023	21,177,954	30.27%	15,777,954	22.55%	0	0%	0	0%	N/A	Note 1	None	None	None	None
	R.O.C.	Representative: WANG,MEI-JUAN	Female 51~60				455	0%	455	0%	0	0%	0	0%	B.A., Soochow University Manager, CECGP Electronics Corp.	Note 3	None	None	None	None
Director	R.O.C.	Standard Plastics LTD.	N/A	June 19,2023	2	June 17,2013	21,778,327	31.13%	17,562,327	25.23%	0	0%	0	0%	N/A	Note 4	None	None	None	None
	R.O.C.	Representative: TANG, YU-HUA	Female 61~70				69,788	0.10%	60,788	0.09%	0	0%	0	0%	M.B.A., National Taiwan University Executive Assistant to General Manager, FIS Corp. Deputy General Manager, FIS Corp. Associate, Asian Information Technology INC.	Note 5	None	None	None	None
Director	R.O.C.	Standard Plastics LTD.	N/A	June 19,2023	2	June 19,2023	21,778,327	31.13%	17,562,327	25.23%	0	0%	0	0%	N/A	Note 4	None	None	None	None
	R.O.C.	Representative: YANG, CHENG-NING	Male 41~50				6,356	0.01%	6,356	0.01%	0	0%	0	0%	Master's Degree in Business Administration, Shih Chien University Deputy General Manager, FIS Corp.	None6	None	None	None	None
Independent Director	R.O.C.	LIN,SHIH-MEI	Female 51~60	June 19,2023	2	Jane 17,2015	0	0%	0	0%	0	0%	0	0%	LL.B., National Taiwan University LL.M., University of London Kew & Lord Law Office J&J Attorneys at Law K & L Gates Island Taiwan Law Offices	Note 7	None	None	None	None
Independent Director	R.O.C.	LIN, QIAN-RU	Female 51~60	June 19,2023	2	Jane 23,2020	0	0%	0	0%	0	0%	0	0%	M.A., National Taiwan University KPMG Taiwan Yuanta Securities Corp. Lumens CO., LTD. Taiwan High Speed Rail Corp.	Note 8	None	None	None	None
Independent Director	R.O.C.	LIN,YING-SHAN	Male 51~60	June 18,2024	2	June 18,2024	0	0%	0	0%	0	0%	0	0%	M.S., Kaohsiung Polytechnic Institute M.B.A., National Sun Yat-sen University Director, Emerging Display Technologies Director, TAYIH KENMOS AUTO PARTS Independent Director, ShunSin Technology Director, TRIOTEK-M CO., LTD.	Note 9	None	None	None	None

Note 1: Director of LA SIERRA LTD. and Standard Plastics LTD., Chairman of Qing Shui Yuan Farm Corp.

Note 2: Legal person chairman representative of CECGP Electronics Corp., Legal person director representative of LA SIERRA LTD., Legal person chairman representative of Qing Shui Yuan Farm Corp. Director of FIS HK and SBAS (subsidiary).

Note 3: Representative of the Corporate Director of CECGP Electronics Corp., Representative of the Corporate Director of Standard Plastics LTD., Representative of the Corporate Director of LA SIERRA LTD., Representative of the Corporate Director of Qing Shui Yuan Farm Corp.

Note 4: Director of CECGP Electronics Corp., Supervisor of Qing Shui Yuan Farm Corp., Legal person chairman representative of SIERRA LTD.,

Note 5: General manager of the Company, Legal person chairman representative of FTSC(subsidiary), Director of FIS HK and SBAS(subsidiary)

Note 6: General manager of the Company, General Manager of the subsidiary FTSC.

Note 7: Managing Attorney of Dawning Law Office, Independent Director of Taimide Technology INC., Director of Shin Kong Financial Holding Co., Ltd., Representative of the Corporate Director of MasterLink Securities Corp.

Note 8: Independent Director of Taimide Technology INC.(took office on Jane 24, 2022), CPA of You Yuan Accounting Firm, Financial Manager , Ever Power IPP CO., LTD.

Note 9: General Manager, MILDEX OPTICAL INC. Director, MILDEX OPTICAL INC.

Note 10: The representatives appointed by the corporate director, CECGP Electronics Corp., namely Chairman Su Mei-Chun and Director Wang Mei-Juan, were automatically relieved of their duties on the settlement date of the public tender offer by WPG Holdings, April 29, 2025.

Note 11: The representatives appointed by the corporate director, Standard Plastics Ltd., namely Director Tang, Yu-Hua and Director Yang Cheng-Nine, were automatically relieved of their duties on the settlement date of the public tender offer by WPG Holdings, April 29, 2025.

1. Major shareholders of the institutional shareholders

April 20, 2025

Name of Institutional Shareholders	Major Shareholders
CECGP Electronics Corp.	40.71% City Port Limited ; 31.2% CECGP Electronics Social Welfare Charitable Trust Fund ; 24.82% Standard Plastics LTD. ; 3.27% CECGP Electronics Education Charitable Trust Fund
Standard Plastics LTD.	39.72% City Port Limited ; 35.85% CECGP Electronics Corp. ; 19.93% CECGP Electronics Social Welfare Charitable Trust Fund ; 4.50% CECGP Electronics Education Charitable Trust Fund

2. Major shareholders of the Company's major institutional shareholders

April 20, 2025

Name of Institutional Shareholders	Major Shareholders
Standard Plastics LTD.	39.72% City Port Limited ; 35.85% CECGP Electronics Corp. ; 19.93% CECGP Electronics Social Welfare Charitable Trust Fund ; 4.50% CECGP Electronics Education Charitable Trust Fund
CECGP Electronics Corp.	40.71% City Port Limited ; 31.2% CECGP Electronics Social Welfare Charitable Trust Fund ; 24.82% Standard Plastics LTD. ; 3.27% CECGP Electronics Education Charitable Trust Fund
City Port Limited	100% Good Idea Global Limited

3. Information disclosure on directors' professional qualifications and experience and independence of independent directors:

April 20, 2025

Name	Criteria	Professional qualifications and experience (Note 1)	Independence analysis (Note 2)	No. of other public companies at which the person concurrently serves as an independent director
Chairman CECGP Electronics Corp. Representative: SU,MEI-CHUN (Note 3)		Ms. Su graduated from National Hsinchu Commercial Vocational High School and has been working in finance, accounting, and management for many years. She is currently the representative person of the legal person director of the Company, the representative person of the chairman of CECGP Electronics Corp., IPAC (subsidiary), and Qing Shui Yuan Farm Corp., Legal person director representative of LA SIERRA LTD., Director of FIS HK and SBAS (subsidiary). Ms. Su possesses professional qualifications and experience in decision-making, management, finance, accounting, and auditing.	N/A	None
Director CECGP Electronics Corp. Representative: WANG,MEI-JUAN (Note 4)		Ms. Wang graduated from the Accounting Department of Soochow University. She used to be the General Manager of the General Administration Department of China Electronics Corporation. Currently, she is the representative director of the legal person director of Biaoshuo Corporation, a director of Standard Plastics LTD. and Qing Shui Yuan Farm Corp., and legal person chairman representative of LA SIERRA LTD. She has professional qualifications and experience in decision-making, management, finance, accounting, and auditing.	N/A	None
Director Standard Plastics LTD. Representative: TANG, YU-HUA (Note 5)		Ms. Tang holds a Master's degree in Business Administration from the College of Management, National Taiwan University. She has previously served as the Assistant Vice President of Asian Information Technology INC., Vice President and Special Assistant to the General Manager of the Company, and is currently the General Manager of the Company, Chairman of subsidiary FTSC(subsidiary), and Director of FIS HK and SBAS(subsidiary) She has professional qualifications and experience in decision-making, management, finance, accounting, and auditing.	N/A	None
Director Standard Plastics LTD. Representative: YANG, CHENG-NING (Note 6)		Mr. Yang Graduated with a master's degree in Business Administration from Shih Chien University. Previously served as Business Manager, Deputy General Manager, and Vice President at FIS. Currently holds the position of General Manager in our company and also serves as the General Manager of the subsidiary, FTSC. Possesses professional qualifications and experience in business and operational management.	N/A	None
Independent Director LIN,SHIH-MEI Member of Audit Committee Chair of Remuneration Committee		Ms. Lin holds a Master of Laws from the University of London and a Bachelor of Laws from National Taiwan University. She has worked at several law firms including Kew & Lord Law Office, J&J Attorneys at Law, K & L Gates, and Island Taiwan Law Offices. She is currently a lawyer at Dawning Law Office and an independent director of the Company, Taimide Technology INC. with professional qualifications and experience in the legal profession.	Managing Attorney of Dawning Law Office, Independent Director of Taimide Technology INC. For others, conformance to independence specified in article 3 of "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies," promulgated by the Financial Supervisory Commission.	1
Independent Director LIN, QIAN-RU Chairman of Audit Committee Member of Remuneration Committee		Ms. Lin graduated from the Graduate Institute of Accounting at National Taiwan University. She has worked at KPMG Taiwan, Yuanta Securities Co., Ltd., Lumens CO., LTD., and Taiwan High Speed Rail Corp. Currently, she serves as an independent director of the company, a practicing accountant at You Yuan Accounting Firm, a finance manager at Ever Power IPP CO., LTD., and an independent director at Taimide Technology INC. She possesses professional qualifications and experience in decision-making, management, and accounting.	Independent Director of Taimide Technology INC., For others, conformance to independence specified in article 3 of "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies," promulgated by the Financial Supervisory Commission.	1
Independent Director LIN, YING-SHAN (Note 7) Member of Audit Committee Member of Remuneration Committee		Mr. Lin graduated with a Master's degree from the Graduate Institute of Management Science, Kaohsiung Institute of Technology, and an Executive MBA from the College of Management, National Sun Yat-sen University. Former positions include Director of Emerging Display Technologies Corp., Independent Director of TAYIH KENMOS AUTO PARTS CO., LTD., Independent Director of ShunSin Technology Holdings Limited, and Director of TRIOTEK-M CO., LTD.	Serves as an Independent Director of the Company, General Manager and Director of Mildex Optical Inc. Legal Representative Director of Zimmite Taiwan Ltd. Other qualifications comply with the independence criteria stipulated in Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"	1

Note 1 : Directors and independent directors are not in contravention of Article 30 of the Company Act

Note 2 : In accordance with Article 3 of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.

Note 3 : Chairman SU,MEI-CHUN naturally vacated her position on April 29, 2025, the settlement date of the public tender offer by WPG Holdings LTD.

Note 4 : Director WANG,MEI-JUAN naturally vacated her position on April 29, 2025, the settlement date of the public tender offer by WPG Holdings LTD.

Note 5 : Director TANG, YU-HUA naturally vacated her position on April 29, 2025, the settlement date of the public tender offer by WPG Holdings LTD.

Note 6 : Director YANG, CHENG-NING naturally vacated her position on April 29, 2025, the settlement date of the public tender offer by WPG Holdings LTD.

Note 7 : Director LIN, YING-SHAN assumed office through a by-election at the shareholders' meeting on June 18, 2025.

4. Diversity and Independence of the Board of Directors

In accordance with Article 23 of the Company's Code of Corporate Governance Practices, the composition of the Board of Directors shall consider diversity and formulate appropriate diversity guidelines with respect to its operation, business model and development needs, including but not limited to the following two major criteria:

- (1) Basic qualifications and values: gender, age, nationality and culture, etc.
- (2) Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry Experience, etc.

In order to achieve the desired goals of corporate governance, the board of directors as a whole should possess the following competencies:

- (1) Operational judgment.
- (2) Accounting and financial analysis skills.
- (3) Management skills.
- (4) Crisis management ability.
- (5) Industry knowledge.
- (6) International market perspective.
- (7) Leadership skills.
- (8) Decision-making ability.

Implementation:

The Company's Board of Directors shall direct the Company's strategy, supervise the management, and be responsible to the Company and shareholders.

The specific diversity objectives of the Board of Directors of the Company are as follows:

- (1) At least one director of each gender.
- (2) One-third of the directors to be female.
- (3) Directors should not all have experience in the same industry.

Current status of achieving diversity objectives of the Board of Directors:

- (1) The board is composed of 7 directors according to Articles of Incorporation.
 - Directors with employee status account for 29%.
 - Female directors account for 71%.
 - 2 independent director serves for no more than three consecutive terms, while another serves for five consecutive terms.
 - One director is over the age of 70, one is between 60 and 69 years old, four are between 50 and 59 years old, and one is under the age of 50.

Currently, there is a lower proportion of male directors, primarily because nominations were based on professional abilities and industry experience, with gender not being the primary consideration. However, to maintain gender balance, increasing the number of male directors is now a target.

- (2) The current Board of Directors consists of 7 members, all of whom have practical experience in managing operations of listed companies, in addition to possessing leadership, decision-making, crisis management, and international market observation skills. Lin, Shi-Mei, an independent director, is a lawyer at Dawning Law Office. Lin, Qian-Ru, another independent director, is a accountant at You Yuan Certified Public Accountants. Their backgrounds are in legal practice and financial accounting, respectively. Independent Director Lin, Ying-Shan is currently the General Manager of MILDEX OPTICAL INC. He possesses professional expertise in business management, industry knowledge, and operational decision-making.

Chairman Su, Mei-Chun, Director Tang, Yu-Hua, and Director Wang, Mei-Juan have expertise in financial accounting and taxation. They have also held important management positions such as chairman or general manager in listed company. Their industry experience includes information services, technology, electronics manufacturing, transportation, and services, demonstrating proficiency in accounting and financial analysis, marketing, technology, business management, industry knowledge, and operational judgment.

Director Yang, Cheng-Ning, formerly the Vice President of the Company's Systems Integration Business Group, has experience in the information services industry and marketing. He possesses professional capabilities in marketing, technology, business management, industry knowledge, and operational judgment.

Independence of the Board of Directors:

- (1) The Company's Board of Directors is independent, with three of the six directors, representing 42.86% of the total number directors.
- (2) One of the independent directors will not serve more than three consecutive terms. Although Ms. Lin, Shih-Mei has served for more than three terms. Ms. Lin holds a master's degree in law from the University of London and is qualified as a lawyer in Taiwan, specializing in legal practice for many years. She is able to contribute her professional knowledge and ability, make independent judgment and express valuable opinions on the Company's business planning and decision making. Meet the independence requirements of the "Regulations Governing the Establishment and Compliance of Independent Directors of Public Companies". She is elected at the shareholder meeting held in 2023.
- (3) There are no spouses or relatives within the second degree among the directors.
- (4) The directors have a high degree of self-discipline and recuse themselves from the Board of Directors' meetings if they have an interest in any of the proposals listed in the Board of Directors' meetings or in the legal entities they represent. Refer to page 25.
- (5) On Dec. 30, 2020, the Board of Directors of the Company passed the Board of Directors' Performance Evaluation Measures, which includes annual internal self-assessment of the Board, self-assessment of Board members, and performance evaluation of functional committees. The evaluation of the Board of Directors includes ① participation in company

operations, ②quality of Board decisions, ③composition and structure of the Board, ④ appointment and ongoing education of directors, and ⑤internal controls. The self-assessment of Board members includes ①understanding of company goals and missions, ②awareness of Board responsibilities, ③participation in company operations, ④ internal relationship management and communication, ⑤professional expertise and ongoing education of directors, and ⑥internal controls. The performance evaluation of functional committees includes ① participation in company operations, ② understanding of committee responsibilities, ③improvement of committee decision-making quality, ④ composition and appointment of committee members, and ⑤internal controls. The results of these self-assessments are disclosed in the annual report and on the official website after submission to the Board of Directors.

2.1.2 The general manager, vice presidents, assistant vice president, and the chiefs of all the company's divisions and branches:

As of April 20, 2025

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark(s) (Note)
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
General Manager	R.O.C.	TANG, YU-HUA	Female	November 1, 2013	60,788	0.09%	0	0%	0	0%	M.B.A., National Taiwan University Executive Assistant to General Manager, FIS Corp. Deputy General Manager, FIS Corp. Associate, Asian Information Technology INC.	Chairman, FTSC Corp. (subsidiary) Director, FIS HK (subsidiary) Director, HK SBAS (subsidiary)	None	None	None	None
General Manager	R.O.C.	YANG, CHENG-NING	Male	July 1, 2023	6,356	0.01%	0	0%	0	0%	M.B.A, Shih Chien University Associate Vice President, FIS Corp.	General Manager, FTSC Corp. (subsidiary)	None	None	None	None
Vice President	R.O.C.	CHEN, XIU-YUE	Female	September 1, 2007	52,740	0.08%	0	0%	0	0%	B.B.A., Shih Chien University Assistant Vice President, FIS Corp.	None	None	None	None	None
Vice President	R.O.C.	CHEN, BAO-FU	Male	January 1, 2019	0	0%	0	0%	0	0%	M.I., National Chiao Tung University Director of IT, Taiwan Cement Corporation Assistant Vice President, FIS Corp.	None	None	None	None	None
Vice President	R.O.C.	XIE, BING-CHEN	Male	January 20, 2025	0	0%	0	0%	0	0%	M.M.S., Chang Gung University Manager, Microsoft Taiwan Manager, FIS Corp.	None	None	None	None	None
Vice President	R.O.C.	SHI, SHANG-YU	Male	January 20, 2025	3,050	0%	0	0%	0	0%	B.M., Lunghwa University Manager, FIS Corp.	None	None	None	None	None
Assistant Vice President	R.O.C.	QIU, JUN-YAO	Male	November 10, 2014	1,000	0%	0	0%	0	0%	B.Eng., TamKang University Manager, FIS Corp.	None	None	None	None	None
Assistant Vice President	R.O.C.	WU, JING-YI	Female	February 1, 2022	0	0%	0	0%	0	0%	M.A., Fu Jen Catholic University Deputy Manager, KPMG Taiwan Manager, FIS Corp.	None	None	None	None	None
Assistant Vice President	R.O.C.	LU, ZONG-KUN	Male	February 1, 2022	1,993	0%	0	0%	0	0%	B.B.A., International Technological University Manager, FIS Corp.	None	None	None	None	None
Assistant Vice President	R.O.C.	WANG, SHU-FEN	Female	December 1, 2023	0	0%	0	0%	0	0%	Accounting and Statistics Department, Mingchuan School of Management Manager of Shengli Technology Co., Ltd. Manager, FIS Corp.	None	None	None	None	None

Note : If the general manager or person of an equivalent post (the highest level manager) and the Chairman of the board of directors of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (e.g. increasing the number of independent directors and ensuring that a majority of directors do not concurrently serve as an employee or managerial officer).

2.2 Remuneration of Directors, Independent Directors, President, and Vice Presidents

2.2.1 Remuneration of Directors and Independent Directors

Unit NTS 1,000 December 31, 2024

Title	Name	Remuneration								Ratio of Total Remuneration (A+B+C+D) to Net Income (%)		Remuneration received by directors for concurrent service as an employee								Sum of A+B+C+D+E+F+G and ratio to net income		Remuneration received from Investee enterprises other than subsidiaries or from the parent company
		Base Compensation (A)		Severance Pay (B)		Directors Compensation(C)		Allowances (D)		The company	All companies in the consolidated financial statements	Salary, rewards, and special disbursements (E)		Retirement pay and pension (F)		Employee profit-sharing compensation (G)				The company	All companies in the consolidated financial statements	
		The company	All companies in the consolidated financial statements	The company	All companies in the consolidated financial statements	The company	All companies in the consolidated financial statements	The company	All companies in the consolidated financial statements			The company	All companies in the consolidated financial statements	Amount in cash	Amount in stock	Amount in cash	Amount in stock	Amount in cash	Amount in stock			
Chairman	CECGP Electronics Corp. Representative: SU, MEI-CHUN	3,469	3,469	-	-	-	-	480	480	3,949 5.91%	3,949 5.91%	15,841	15,841	216	216	-	-	-	-	20,005 29.92%	20,005 29.92%	None
Director	CECGP Electronics Corp. Representative: WANG, MEI-JUAN																					
Director	Standard Plastics LTD. Representative: TANG, YU-HUA																					
Director	Standard Plastics LTD. Representative: YANG, CENG-NING																					
Independent Director	LIN, SHIH-MEI	-	-	-	-	-	-	1,324	1,324	1,324 1.98%	1,324 1.98%	-	-	-	-	-	-	-	-	1,324 1.98%	1,324 1.98%	None
Independent Director	LIN, QIAN-RU	-	-	-	-	-	-	1,324	1,324	1,324 1.98%	1,324 1.98%	-	-	-	-	-	-	-	-	1,324 1.98%	1,324 1.98%	None
Independent Director	LIN, YING-SHAN	-	-	-	-	-	-	1,324	1,324	1,324 1.98%	1,324 1.98%	-	-	-	-	-	-	-	-	1,324 1.98%	1,324 1.98%	None

1. Please explain the remuneration policy, system, standards, and structure for independent directors, and describe the correlation between the remuneration amounts and factors such as duties, risks, and time commitment:
 (1) Independent directors are paid a fixed monthly transportation and attendance allowance in accordance with the Company's Articles of Incorporation and the "Regulations Governing the Compensation of Directors and Managerial Officers," for their participation in board meeting proposal reviews.
 (2) Independent directors who serve on the Company's functional committees also receive a fixed monthly transportation and attendance allowance under the aforementioned regulations for their participation in committee proposal reviews.
 (3) An additional fixed attendance fee is paid for each board meeting attended.
 (4) The remuneration paid to independent directors is fixed and not directly linked to performance.

2. Aside from the information disclosed above, the total remuneration received in the most recent fiscal year by any director of the Company for services provided to all entities included in the consolidated financial statements (e.g., as a non-employee consultant, etc.): None.

Range of Remuneration	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements
Less than NT\$ 1,000,000	TANG, YU-HUA YANG,CHENG-NING WANG,MEI-JUAN LIN,SHIH-MEI LIN, QIAN-RU LIN,YING-SHAN	TANG, YU-HUA YANG,CHENG-NING WANG,MEI-JUAN LIN,SHIH-MEI LIN, QIAN-RU LIN,YING-SHAN	WANG,MEI-JUAN LIN,SHIH-MEI LIN, QIAN-RU LIN,YING-SHAN	WANG,MEI-JUAN LIN,SHIH-MEI LIN, QIAN-RU LIN,YING-SHAN
NT\$1,000,000 ~ NT\$1,999,999	-	-	-	-
NT\$2,000,000 ~ NT\$3,499,999	-	-	-	-
NT\$3,500,000 ~ NT\$4,999,999	SU,MEI-CHUN	SU,MEI-CHUN	SU,MEI-CHUN	SU,MEI-CHUN
NT\$5,000,000 ~ NT\$9,999,999			TANG, YU-HUA	TANG, YU-HUA
NT\$10,000,000 ~ NT\$14,999,999	-	-	YANG,CHENG-NING	YANG,CHENG-NING
NT\$15,000,000 ~ NT\$29,999,999	-	-	-	-
NT\$30,000,000 ~ NT\$49,999,999	-	-	-	-
NT\$50,000,000 ~ NT\$99,999,999	-	-	-	-
Greater than or equal to NT\$100,000,000	-	-	-	-
Total	7	7	7	7

Note 1: As the 2024 employee compensation has not yet been distributed, the estimated amount is based on the payout ratio of employee bonuses in 2023.

Note 2: In 2024, the total compensation paid to the Company's driver amounted to NT\$725,000.

Note 3: Except for Independent Directors Ms. Lin, Shih-Mei, Ms. Lin, Qian-Ru, and Ms. Lin, Ying-Shan, whose terms will expire on June 18, 2025, all other directors naturally vacated their positions on April 29, 2025, due to the public tender offer by WPG Holdings LTD.

2.2.2 Remuneration of the General Manager and Vice Presidents

Unit: NT\$ 1,000 December 31, 2024

Title	Name	Salary(A)		Severance Pay (B)		Bonuses and Allowances (C)		Employee Compensation (D)			
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company (Note 1)		Companies in the consolidated financial statements (Note 1)	
								Cash	Stock	Cash	Stock
General Manager	TANG, YU-HUA	8,629	8,629	405	405	11,799	11,799	245	-	245	-
General Manager	YANG,CHENG-NING										
Vice President	CHEN, XIUYUE										
Vice President	CHEN,BAOFU										

Title	Name	Ratio of total compensation (A+B+C+D) to net income (%)		Remuneration from ventures other than subsidiaries or from the parent company (Note)
		The company	Companies in the consolidated financial statements	
General Manager	TANG, YU-HUA	21,079 31.52%	21,079 31.52%	None
General Manager	YANG, CHENG-NING			None
Vice President	CHEN, XIU-YUE			None
Vice President	CHEN, BAO-FU			None

Range of Remuneration	Name of President and Vice Presidents	
	The company	Companies in the consolidated financial statements E
Less than NT\$ 1,000,000	-	-
NT\$1,000,000 ~ NT\$1,999,999		
NT\$2,000,000 ~ NT\$3,499,999	CHEN, XIU-YUE CHEN, BAO-FU	CHEN, XIU-YUE CHEN, BAO-FU
NT\$3,500,000 ~ NT\$4,999,999	TANG, YU-HUA	TANG, YU-HUA
NT\$5,000,000 ~ NT\$9,999,999	-	-
NT\$10,000,000 ~ NT\$14,999,999	YANG, CHENG-NING	YANG, CHENG-NING
NT\$15,000,000 ~ NT\$29,999,999	-	-
NT\$30,000,000 ~ NT\$49,999,999	-	-
NT\$50,000,000 ~ NT\$99,999,999	-	-
Greater than or equal to NT\$100,000,000	-	-
Total	4	4

Note 1: The actual amount of employee remuneration for the year 2024 has not yet been distributed, and the distribution ratio is estimated based on the employee bonus distribution ratio for the year 2023.

Employee profit sharing paid to management executives

Unit: NT\$ 1,000 December 31, 2024

	Title	Name	Employee Compensation - in Stock	Employee Compensation - in Cash	Total	Ratio of Total Amount to Net Income (%)
Executive Officers	General Manager	TANG, YU-HUA	-	976	976	976
	General Manager	YANG, CHENG-NING				
	Vice President	CHEN, XIU-YUE				
	Vice President	CHEN,BAO-FU				
	Assistant Vice President	XIE,BING-CHEN				
	Assistant Vice President	SHI,SHANG-YU				
	Assistant Vice President	QIU,JUN-YAO				
	Assistant Vice President	WU,JING-YI				
	Assistant Vice President	LU,ZONG-KUN				
	Assistant Vice President	WANG,SHU-FEN				
			(Note 1)	(Note 1)	(Note 1)	976 1.46% (Note 1)

Note 1: The actual amount of employee remuneration for the year 2024 has not yet been distributed, and the distribution ratio is estimated based on the employee bonus distribution ratio for the year 2023

Note 2: Assistant Vice President XIE, BING-CHEN and SHI, SHANG-YU was promoted to Vice President as approved by the Board of Directors on January 20, 2025.

2.2.3 Total remuneration, as a percentage of net income stated in the parent company only financial reports or individual financial reports, as paid by this company and by each other company included in the consolidated financial statements during the past 2 fiscal years to directors, general managers, and assistant general managers, and analyze and describe remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure.

Title	2024	2023
Directors	39.41%	52.75%
General Manager and Vice Presidents		

Policy, Standards Combination, Procedures for Determining Remuneration, and Correlation with Business Performance and Future Risks:

1. According to the company's "Articles of Association," the transportation allowance for directors and the salary of the chairman are determined by the board of directors with reference to industry standards. The chairman is also provided with other benefits in accordance with the relevant regulations applicable to employees' salaries and benefits.
2. Directors' remuneration is additionally provided in accordance with the "Operating Procedures for Director and Manager Compensation." Fixed monthly transportation allowances are given, and attendance fees are provided for each attendance at board meetings where the directors participate in proposal deliberations. The remuneration provided is a fixed amount and is not directly related to performance.
3. The remuneration of the company's managers is based on the base salary range and annual bonuses stipulated in the "Operating Procedures for Director and Manager Compensation." Additionally, according to the "Employee Performance Evaluation, Bonus, and Compensation Procedures," a fixed proportion of performance bonuses is allocated annually based on the group's profit results. Performance evaluations are conducted and performance bonuses and employee compensation are fairly distributed based on individual and team performance. The results of the performance evaluation are used as the basis for decisions on promotions, job transfers, and salary adjustments. The remuneration system is reviewed in a timely manner based on actual business conditions and relevant laws and regulations.
4. The composition of remuneration, according to the "Operating Procedures for Director and Manager Compensation," "Employee Performance Evaluation, Bonus, and Compensation Procedures," "Sales Department Performance Bonus Management Procedures," and relevant labor laws and regulations, includes base salary, annual bonuses, performance bonuses, employee compensation, performance bonuses, retirement benefits or severance payments, various allowances,

and other substantial incentive measures. This scope is consistent with the relevant standards for disclosing directors' and managers' remuneration in the annual reports of publicly listed companies.

5. The company's remuneration committee may evaluate and approve the remuneration of the chairman of the company and its subsidiaries, directors holding other positions within the company, and managers based on the operational situation and past remuneration practices. This is done with reference to the "Operating Procedures for Director and Manager Compensation" and its appendices, as well as the "Employee Performance Evaluation, Bonus, and Compensation Procedures," and make recommendations to the board of directors.

2.3 Corporate Governance

2.3.1 Board of Directors attendance

A total of 6 meetings of the board of directors were held in 2024, director attendance was as follows:

Title	Name	Attendance in Person	By Proxy	Attendance rate (%)	Remarks
Chairman	CECGP Electronics Corp. Representative: SU,MEI-CHUN	6	0	100%	none
Director	CECGP Electronics Corp. Representative: WANG,MEI-JUAN	6	0	100%	none
Director	Standard Plastics LTD. Representative: TANG, YU-HUA	6	0	100%	none
Director	Standard Plastics LTD. Representative: YANG,CHENG-NING	6	0	100%	none
Independent Director	LIN,SHIH-MEI	6	0	100%	none
Independent Director	LIN, QIAN-RU	5	1	83%	none
Independent Director	LIN,YING-SHAN	3	0	100%	By-elected on June 18, 2024, at the Shareholders' Meeting. Expected to attend 3 Board meetings; actually attended 3 meetings.

Other mentionable items:

1.If any of the following situations occur in the operation of the board of directors, the date of the board meeting, the session, the agenda items, the opinions of all independent directors, and the company's handling of the independent directors' opinions should be specified:

1.1. Matters listed in Article 14-3 of the Securities and Exchange Act: Not applicable as the company has established an Audit Committee.

1.2 In addition to the aforementioned matters, other board resolutions where independent directors have objections or reserved opinions and there are records or written statements: Not applicable.

2.The execution of directors' recusal from proposals with conflicts of interest should specify the director's name, the content of the proposal, the reason for recusal due to conflict of interest, and the voting situation:

2.1 The first board meeting on January 23, 2024:

(1) Proposal for the 2024 salary adjustment and 2023 performance bonus of the President:

Director Tang, Yu-Hua and Director Yang, Cheng-Ning recused themselves due to conflicts of interest. The proposal was approved without objection by the remaining attending directors.

(2) Proposal for the 2023 performance bonus of Chairman Su, Mei-Chun:

Chairman Su, Mei-Chun recused herself due to a conflict of interest. Acting Chairman, Independent Director Lin, Shih-Mei, consulted the remaining attending directors, and the proposal was approved without objection.

2.2 The fourth board meeting on Aug 09, 2024:

(1) Proposal for the Chairman's performance bonus:

Chairman Su, Mei-Chun recused herself due to a conflict of interest. Acting Chairman, Independent Director Lin, Shih-Mei, consulted the remaining attending directors, and the proposal was approved

without objection.

(2) Proposal for the President’s performance bonus:

Director Tang, Yu-Hua and Director Yang, Cheng-Ning recused themselves due to conflicts of interest. The proposal was approved without objection by the remaining attending directors.

3. Implementation of Board Evaluation

To enhance corporate governance and improve the effectiveness of the Board of Directors and its functional committees, the Company’s Board adopted the “Regulations for Board Performance Evaluation” on December 30, 2020. The regulations were subsequently amended and approved by the Board on November 10, 2023.

In accordance with Article 3 of the regulations, the Company shall conduct an internal performance evaluation of the Board at least once per year. The scope of the Board performance evaluation includes the overall Board of Directors, individual Board members, and functional committees. The evaluation methods, content, and summarized results are described as follows:

Frequency	Period	Scope	Method	Content
Once per year	<p>The Board of Directors of the Company shall conduct an evaluation of its performance annually in accordance with the evaluation procedures and criteria prescribed.</p> <p>The evaluation results of the Board of Directors' performance shall be completed before the end of the first quarter of the following year.</p> <p>Evaluation period: JAN 1, 2024 to Dec 31, 2024</p>	<p>Overall evaluation of the Board of Directors, individual directors, and performance of functional committees.</p>	<p>Internal self-evaluation of the board of directors</p> <p>Director member self-assessment</p> <p>Functional committee performance evaluation self-assessment</p>	<ul style="list-style-type: none"> ● The measurement criteria for evaluating the performance of the Board of Directors include five dimensions: <ul style="list-style-type: none"> ■ Degree of participation in company operations. ■ Enhancement of decision-making quality of the Board of Directors. ■ Composition and structure of the Board of Directors. ■ Selection and continuous education of directors. ■ Internal controls. ● The measurement criteria for self-assessment of individual directors' performance include six dimensions: <ul style="list-style-type: none"> ■ Understanding of company goals and missions. ■ Awareness of director's responsibilities. ■ Degree of participation in company operations. ■ Management of internal relationships and communication. ■ Professionalism and continuous education of directors. ■ Internal controls.

				<ul style="list-style-type: none"> ● The measurement criteria for evaluating the performance of functional committees include five dimensions: <ul style="list-style-type: none"> ■ Degree of participation in company operations. ■ Awareness of functional committee responsibilities. ■ Enhancement of decision-making quality of functional committees. ■ Composition and selection of functional committee members. ● Internal controls.
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4. The Company has completed its 2024 Board performance evaluation. The results were reported to the Board of Directors on March 11, 2025.

The evaluation showed that the overall Board, individual Board members, and functional committees all maintained a high level of operational performance and corporate governance. According to the results, the Board and its members received an average score of 4.94, while both the Remuneration Committee and the Audit Committee received 4.96, demonstrating strong professionalism and responsibility in governance.

At the Board level, among the five evaluation dimensions, “Board Member Selection and Continuing Education” and “Internal Control” received perfect scores of 5.00, indicating the Board’s careful attention to member selection and ongoing training, which contributes to improved decision-making quality and risk management. Furthermore, the dimensions “Participation in Company Operations” and “Decision-Making Quality Improvement” both received 4.92, highlighting the Board’s active involvement in strategic development and decision-making.

At the individual Board member level, among the six dimensions assessed, “Awareness of Director Duties” and “Internal Control” also received perfect scores of 5.00, reflecting the members’ strong understanding of their roles and their ability to effectively oversee internal control mechanisms. The score for “Participation in Company Operations” was 4.88, still at a high level, though there remains room for greater involvement to enhance interaction with management.

As for the functional committees, both the Remuneration Committee and the Audit Committee performed exceptionally well, particularly in the dimensions of “Improvement of Decision-Making Quality” and “Internal Control”, ensuring the sound implementation of the Company’s compensation policies and financial oversight mechanisms.

In summary, the 2024 Board performance evaluation demonstrated the solid operation and governance performance of the Board and its committees, aligning with corporate governance best practice principles. Nonetheless, there is still room to further strengthen directors’ involvement in operations to enhance real-time decision-making and strategic execution, thereby ensuring the Company’s long-term and stable development.

5. Goals and Implementation Status for Strengthening Board Functions in the Current and Most Recent Years

The Company established its Audit Committee in 2021 to effectively build a governance system within the Board, enhance its supervisory function, and reinforce management capabilities. Going forward, the Company will continue to improve its corporate governance practices based on the results of the Board performance evaluations.

2.3.2 Audit Committee attendance

A total of 5 meetings of Audit Committee were held in 2024, and the Independent Director attendance was as follows:

Title	Name	Attendance in Person	By Proxy	Attendance rate (%)	Remark
Independent Director (Chairman)	LIN, QIAN-RU	5	0	100%	none
Independent Director	LIN, SHIH-MEI	5	0	100%	none
Independent Director	LIN, YING-SHAN	3	0	100%	By-elected at the Shareholders' Meeting on June 18, 2024. Expected to attend 3 Audit Committee meetings; actually attended 3 meetings.

Other mentionable items:

1. If there is the following situation referred to the operation of Audit Committee, the date of Audit Committee meeting, period, contents of the case, opinion of all members, and company's respond toward Audit Committee members should be narrated

(1) Items specified in article 14-5 of Securities and Exchange Act:

Date	Issue contents	Audit Committee Decision Results and Company's Handling of Audit Committee Opinions
Mar 14, 2024	<ul style="list-style-type: none"> 2023 Business Report, Standalone and Consolidated Financial Statements. Audit fee for CPA firm for 2024 and 2025. Evaluation of CPA's independence and competence for 2024. Pre-approval of non-assurance services provided by the CPA, its firm, and affiliates. Effectiveness assessment and Statement on Internal Control System for 2023. Proposed amendments to the Company's Articles of Incorporation. Proposed amendments to the Audit Committee Charter. 	Approved by all Audit Committee members.
May 9, 2024	<ul style="list-style-type: none"> Q1 2024 Consolidated Financial Statements. Dissolution and liquidation of subsidiaries: FIS (HK) and SBAS. 	
Aug 9, 2024	<ul style="list-style-type: none"> Q2 2024 Consolidated Financial Statements. Loan of funds to subsidiaries. Amendments to the "Procedures for Transactions with Related Parties, Specific Companies, and Group Enterprises." 	
Nov 8, 2024	<ul style="list-style-type: none"> Q3 2024 Consolidated Financial Statements. Amendments to the "Regulations for CPA Independence Evaluation." Proposed disclosure of key audit matter in 2024 audit report: "Revenue Recognition for Services Based on Percentage-of-Completion Method." 	
Dec 26, 2024	<ul style="list-style-type: none"> 2025 Annual Budget Proposal. 2025 Audit Plan. Establishment of "Procedures for Preparation and Assurance of Sustainability Reports." Amendments to the "Internal Control System" and "Implementation Rules of Internal Audit." Renewal of office lease with related parties. 	

Mar 11, 2025	<ul style="list-style-type: none"> • 2024 Business Report, Standalone and Consolidated Financial Statements. • Evaluation of CPA's independence and competence for 2025. • Pre-approval of non-assurance services provided by the CPA, its firm, and affiliates. • Effectiveness assessment and Statement on Internal Control System for 2024. • Proposed amendments to the Company's Articles of Incorporation. 	
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(2) Other items resolved by the audit committee member with support of two thirds of directors but without approval of the auditing committee.: None

2. The avoidance of Independent Director due to interest conflict: None.

3. Communication Between Independent Directors, Internal Audit Officer, and Certified Public Accountants:

- (1) The Internal Audit Officer conducts audit tasks in accordance with the audit plan and submits the reports to the Independent Directors for review. When necessary, communication with Independent Directors is conducted through meetings, phone calls, or emails.
- (2) The Company appoints certified public accountants (CPAs) to audit the financial statements and issue audit opinions for the reference of the Independent Directors.
- (3) The Internal Audit Officer holds regular meetings with Independent Directors at least once every quarter to report on the execution of internal audits and the operation of internal control systems.

Date	Communication with internal audit	Communication with CPA
Jan 23, 2024	Internal Audit Report for November 2023	-
Mar 14, 2024	Internal Audit Report for December 2023 to January 2024	<ul style="list-style-type: none"> • Discussion on the parent company and consolidated financial statements for FY2023 • Regulatory updates and other communications • Implementation status of self-prepared financial statements
May 9, 2024	Internal Audit Report for February 2024	
Aug 8, 2024	Internal Audit Report for March to May 2024	
Nov 8, 2024	Internal Audit Report for June to August 2024	
Dec 26, 2024	Internal Audit Report for September to October 2024	-
Jan 20, 2025	Internal Audit Report for November 2024	-
Mar 11, 2025	Internal Audit Report for December 2024 to January 2025	<ul style="list-style-type: none"> • Discussion on the parent company and consolidated financial statements for FY2024 • Internal control implementation review • Other communications

Result: The above-mentioned communication matters between independent directors, internal audit supervisor, and the accountant, all independent directors had no objections.

2.3.3 Implementation Status and Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance BestPractice Principles for TWSE/TPEX Listed Companies and the reasons.
	Yes	No		
1. Has the Company established and disclosed its Corporate Governance Best-Practice Principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	V		The Company's Board of Directors resolved to establish a "Code of Corporate Governance Practices" on Nov. 8, 2021, which has been revised over the years in accordance with laws and regulations and actual operations. The last revision made at the Board of Directors' meeting on Nov. 8, 2024. Disclosed on the Market Observation Post System and the Company's website.	None
2. Shareholding Structure and Shareholders' Rights (1) Does the Company have Internal Operation Procedures for handling shareholders' suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly? (2) Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders? (3) Has the Company built and implemented a risk management system and a firewall between the Company and its affiliates? (4) Has the Company established internal rules prohibiting insider trading of securities based on undisclosed information?	V V V V		(1) In addition to appointing a professional stock agent to handle shareholders' affairs, the Company also has a dedicated person in charge of stock affairs. We have an investor zone, a spokesperson and a proxy spokesperson mechanism. There are also legal advisors for consultation to handle shareholders' suggestions, doubts, disputes and litigation matters. (2)The Company reports and discloses the changes in shareholdings and pledges of its corporate directors and the basic information of its major shareholders on the Market Observation Post System in accordance with the regulations. (3)The assets, financial operations and accounting of the affiliated companies are operated independently. The Company has established the "Regulations Governing the Delegation of Duties" and "Procedures for Transactions with Affiliates, Specific Companies and Group Companies" to regulate the financial transactions between the Company and its affiliates and the matters that should be monitored. (4) The Company has established the "Code of Ethical Conduct for Directors, Supervisors and Managers", "Code of Business	None

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons.
	Yes	No		
			Conduct with Integrity", "Operating Procedures and Conduct Guidelines for Business Conduct with Integrity" and "Procedures for Handling Significant Internal Information and Regulations for Prevention of Insider Trading" to regulate the prohibition of insider trading of marketable securities using undisclosed information in the market and to prevent conflicts of interest and self-interest of insiders of the Company.	
3. Composition and responsibilities of the board of directors				
(1) Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?	V		(1) The Company's corporate governance practices establish a policy for board member diversity. In addition to considering diverse backgrounds, the nomination of board members requires expertise and experience in practical business operations, finance, accounting, law, and other fields. The Company also emphasizes personal ethical behavior and leadership reputation. Among the board members, five are women, accounting for five-sevenths of all board seats. The objectives and implementation status of the board's diversity policy are disclosed on the company's website and in the annual report.	None
(2) Has the Company voluntarily established other functional committees in addition to the remuneration committee and the audit committee?	V		(2) Apart from establishing the Compensation Committee and the Audit Committee, the company's governance operations are managed by various departments according to their responsibilities. In the future, other functional committees will be established as required by regulations or based on the company's actual needs. Additionally, a Sustainable Development Promotion Task Force is set up, with the General Manager as the convener. It comprises the	None

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons.
	Yes	No		
(3) Has the Company established rules and methodology for evaluating the performance of its Board of Directors, implemented the performance evaluations on an annual basis, and submitted the results of performance evaluations to the board of directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms?	V		<p>Corporate Governance Team, Environmental Sustainability Team, Social Responsibility Team, and Risk Management Team. These teams analyze and manage various aspects of operations and regularly report to the Audit Committee and the Board of Directors on response strategies and implementation plans.</p> <p>(3) The company has established a method and evaluation process for assessing the performance of the board of directors and individual directors. The performance evaluation results for 2024 have been submitted to the board of directors on March 11, 2025. They are utilized as references for the individual directors' compensation and re-nomination.</p>	None
(4) Does the Company regularly evaluate its external auditors' independence?	V		<p>(4) The Finance Department of the company annually assesses the independence and suitability of appointed accountants based on Audit Quality Indicators (AQIs). Key evaluation criteria include:</p> <ul style="list-style-type: none"> ● Not being an employee, director, supervisor, or shareholder holding 1% or more of shares in the company or its related enterprises. ● No spousal or close relative relationships with the company's directors, supervisors, or managers. ● Not providing audit services continuously for more than seven years. ● The accountant's independence statement. ● Audit Quality Indicator report (AQIs), covering five 	None

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons.
	Yes	No		
			dimensions: professionalism, quality control, independence, supervision, and innovation, with 13 indicators. After the evaluation in 2024, LogisTrust Accounting Firm was deemed to meet the independence and suitability criteria. The evaluation results were approved by the Audit Committee on Mar. 11, 2025, and subsequently approved by the Board of Directors on the same day.	
4. Does the TWSE/TPEX listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for directors and supervisors to perform their duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?	V		On Aug. 7, 2023, the Board of Directors of the Company appointed Ms. Tang Yuhua as Corporate Governance Officer, and organized a Corporate Governance Project Team responsible for corporate governance-related matters (including but not limited to providing the necessary information for the board to carry out its duties, assisting the board in complying with legal requirements, handling matters related to board and shareholder meetings in accordance with the law, and preparing minutes of board and shareholder meetings, etc.). The professional development status of the Director of Corporate Governance is explained in the table below.	None
5. Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a stakeholders section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate social responsibility issues?	V		The Company's website has a stakeholder area and a spokesperson and proxy spokesperson mechanism. Stakeholders can obtain financial and business information and other operational status via telephone, the Company's website, or e-mail (service@fis.com.tw), and communication channels are smooth. The Company will also provide appropriate handling according to the prevailing situation. The communication with stakeholders in 2024 was reported to the Board of Directors on Dec. 26, 2024.	None
6. Has the Company appointed a professional shareholder services agent to handle matters related to its shareholder meetings?	V		The Company has appointed KGI's share agent department to handle the shareholders' meeting.	None

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance BestPractice Principles for TWSE/TPEX Listed Companies and the reasons.
	Yes	No		
<p>7. Information Disclosure</p> <p>(1) Has the Company established a corporate website to disclose information regarding its financials, business, and corporate governance status?</p> <p>(2) Does the Company use other information disclosure channels (e.g., maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)?</p> <p>(3) Does the company publish and report its annual financial report within two months after the end of the fiscal year, and publish and report its financial reports for the first, second, and third quarters as well as its operating statements for each month before the specified deadlines?</p>	V		<p>(1)The Company has a website at www.fis.com.tw, which contains information on financial operations and corporate governance.</p> <p>(2)The Company has set up an English website and designated a person responsible for the collection and disclosure of corporate information and the implementation of a spokesperson system.</p> <p>(3)The Company announces and reports annual and quarterly financial reports and monthly operations by the prescribed deadlines in accordance with laws and regulations and the Company's overall planning.</p>	None
<p>8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' continuing education, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing liability insurance for directors and supervisors)?</p>	V		<p>(1) Employee Benefits and Employee Care: In addition to complying with the Labor Standards Act and relevant regulations, the company provides group insurance coverage for employees and has established an Employee Welfare Committee to safeguard employee benefits. Through a well-designed training system, employees are encouraged to participate in various domestic and international training programs and technical seminars. Regular labor-management meetings are held to facilitate communication between employees and the company, ensuring timely support and care for employees.</p> <p>(2) Investor Relations and Stakeholder Rights: The company discloses relevant information in accordance with legal</p>	None

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons.
	Yes	No		
			<p>requirements and designates specific personnel to handle investor-related matters and implement a spokesperson system. The company website also features an investor section, allowing investors to stay informed about the company's operational status and safeguard their rights.</p> <p>(3) Execution of Supplier Relations: The company has always maintained good relationships with its suppliers. A stakeholder communication section is set up on the company's website, where suppliers can contact the company via phone or email at any time for communication. Additionally, a Supplier Management Policy is established, requiring suppliers to adhere to international human rights policies, commit to environmental protection, and operate with integrity. Specific requirements include suppliers establishing human rights policies in accordance with internationally recognized standards and domestic labor laws, providing appropriate occupational safety and health training and preventive measures for employees, implementing measures related to environmental sustainability goals, and establishing integrity in business operations. In 2024, in accordance with the supplier management policy, the company distributed 20 self-assessment questionnaires to key suppliers, achieving a 100% response rate. Analysis of the results indicated that suppliers performed better in the social and corporate governance aspects of ESG, with a general emphasis on the protection of labor rights. All evaluated suppliers were in</p>	

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons.
	Yes	No		
			<p>full compliance with labor laws, with no violations or penalties recorded—an improvement over their performance in 2023.</p> <p>However, environmental performance was relatively weaker. Most suppliers have yet to respond proactively to environmental issues, likely due to the absence of regulatory pressure and a limited awareness of environmental concerns. Moving forward, the company will continue to conduct regular self-assessments to raise supplier awareness and engagement in environmental sustainability.</p> <p>The execution status of supplier management was reported to the Board of Directors on January 20, 2025, and has been disclosed on the company’s official website.</p> <p>(4) Implementation of Risk Management Policy and Risk Measurement Standards: On Nov. 10, 2023, the Company passed the Risk Management Policy and Procedures through the Board of Directors. The Board of Directors serves as the highest decision-making and supervisory body for risks, with the General Manager as the convener, organizing a Risk Management Team. Based on major principles, risks are analyzed and assessed from various aspects, and risk countermeasures are formulated. The evaluation results and implementation status were reported to the Audit Committee and the Board of Directors on Dec. 26, 2024, and were approved by the Board of Directors.</p> <p>(5) Implementation of Customer Policy: The company maintains</p>	

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons.
	Yes	No		
			<p>stable and good relationships with its customers. As an information service industry, the company has a customer service hotline and an online repair inquiry website to provide customer service and consultation.</p> <p>(6) Director Training: As follows.</p> <p>(7) Purchase of Directors' Liability Insurance by the Company: Directors and managers were insured for liability insurance in 2024, and the insurance situation was reported to the Board of Directors on March 14, 2024. The liability insurance expired on Feb. 1, 2025, and renewal has been completed. The report was made to the Board of Directors on March 11, 2025.</p>	

9. Please describe improvements that have already been made based on the Corporate Governance Evaluation results released for the most recent fiscal year by the Corporate Governance Center, Taiwan Stock Exchange, and specify the priority enhancement objectives and measures planned for any matters still awaiting improvement. (If the Company was not included among the companies evaluated for the given recent year, this item does not need to be completed.)

In the 2024 Corporate Governance Evaluation, the company was ranked in the 36%-50% among all listed companies, demonstrating significant improvement compared to the previous year's evaluation, which placed the company in the 51%-65% range.

Improvements made in corporate governance:

- a. The company has actively enhanced English information disclosure by publishing both interim and annual financial reports in English, reducing information gaps for domestic and international investors.
- b. A Sustainability Development Task Force has been established, and the company published its first sustainability report, also providing an English version.
- c. In practicing corporate social responsibility, the company identified community-related opportunities and risks by defining its operational community as all of Taiwan, and promoted relevant measures accordingly.
- d. The company implemented the ISO 50001 Energy Management System to improve energy efficiency and achieve energy conservation and carbon

Evaluation item	Implementation status		Summary description	Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons.
	Yes	No		
reduction goals.				
<p>Key priorities for the current year:</p> <p>a. In alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework, the company will disclose its governance, strategies, risk management, metrics, and targets related to climate-related risks and opportunities.</p> <p>b. To enhance corporate competitiveness, the company will develop a value enhancement plan and conduct annual progress reviews.</p>				

As requested by the directors and independent directors, the Company provides relevant courses covering corporate governance topics such as finance, business, legal affairs, accounting, and other related areas for their continuing education.

The Company has a total of 7 directors, and the continuing education status for directors and independent directors in 2024 is as follows:

Title	Name	Date	Organizer	Training Course	Time(hrs)
Legal person director representative/ Chairman	SU, MEI-CHUN	2024/11/16	Securities and Futures Institute	2030/2050 Green Industrial Revolution	3
		2024/11/17	Securities and Futures Institute	Trends in Corporate Governance and Corporate Sustainability	3
Legal person director representative	TANG, YU-HUA	2024/05/02~05/03	Securities and Futures Institute	Sustainability Disclosure Practice Workshop	9
		2024/12/17	Taiwan Corporation Governance Association	Executive Compensation and ESG Performance-Based Incentive Design	3
Legal person director representative	YANG, CHENG-NING	2024/10/04	Securities and Futures Institute	Preventing Insider Trading Advocacy Meeting	3
		2024/12/17	Taiwan Corporation Governance Association	Executive Compensation and ESG Performance-Based Incentive Design	3

Legal person director representative	WANG, MEI-JUAN	2024/08/06	BCSD Taiwan	Sustainability Knowledge Empowerment for the New Carbon Era Awareness Campaign	6
Independent Director	LIN, SHIH-MEI	2024/03/21	Taipei Bar Association	Family Offices: The New Blue Ocean? Case Studies on Wealth Succession	3
		2024/03/22	CDP Taiwan Disclosure Conference	Awareness Seminar: Building the New Carbon Era with Sustainability Knowledge	3
Independent Director	LIN, QIAN-RU	2024/03/28	Taiwan CPA	A Comprehensive View of Sustainability in Internal Controls	3
		2024/09/05	Taiwan CPA	How to Establish an Effective Anti-Money Laundering and Counter-Terrorism Financing System	3
Independent Director	LIN, YING-SHAN	2024/08/23	Taiwan Corporation Governance Association	Prevention of Labor Disputes and Corporate Governance	3
		2024/09/06	Taiwan Corporation Governance Association	Strategic Considerations for Group Corporate Restructuring	3
		2024/09/20	Securities and Futures Institute	Preventing Insider Trading Advocacy Meeting	3

Continuing education status for Corporate Governance Officer in 2024 is as follows:

Title	Name	Date	Organizer	Training Course	Time(hrs)
General Manager	TANG, YU-HUA	2024/05/02~05/03	Securities and Futures Institute	Sustainability Disclosure Practice Workshop	9
		2024/12/17	Taiwan Corporation Governance Association	Executive Compensation and ESG Performance-Based Incentive Design	3
Legal Manager	KUO, Wei-Chiang (Note 1)	2025/04/22	Securities and Futures Institute	Practical Training for New Directors, Supervisors (incl. Independent), and Corporate Governance Officers (12 Hours)	12

Note 1 : Appointed as Corporate Governance Officer by the Board of Directors on March 11, 2025.

2.3.4 Remuneration Committee

1. Information on Members of Remuneration Committee

Roles	Name	Criteria	Professional qualifications and experience	Independence analysis	No. of other public companies at which the person concurrently serves as an independent director
Independent Director (Chairman)	LIN,SHIH-MEI		Please refer to page 12.		1
Independent Director	LIN, QIAN-RU				1
Independent Director	LIN,YING-SHAN (Note 1)				0

Note 1 : Appointed as a member of the Remuneration Committee by the Board of Directors on December 28, 2023, and subsequently elected as an Independent Director in the by-election at the Shareholders' Meeting on June 18, 2024.

2. Information on Operation of Remuneration Committee

(1) There are 3 members in Remuneration Committee.

(2) The term of the current committee: June 28, 2023 to June 18, 2025. The committee has met 4 times in 2024. The attendance and qualifications of committee members is as following:

Title	Name	Attendance in Person	By Proxy	Attendance rate (%)	Remarks
Chairman	LIN,SHIH-MEI	4	0	100%	
Member	LIN, QIAN-RU	3	1	75%	
Member	LIN,YING-SHAN	4	0	100%	

Other mentionable items:

- In case the board of directors declines or modifies the suggestions of the Remuneration Committee, specify the date, number, contents, and resolutions of the meeting of the board and its handling of the opinions of the Remuneration Committee: None.
- If a member opposes or has reservation, on record or in written form, about the resolutions of the Remuneration Committee: None.

(3) Summary of main subjects of communication and results in 2024:

Date	Issue contents	Remuneration Committee Decision Results and Company's Handling of Remuneration Committee Opinions
2024/01/23	<ul style="list-style-type: none"> - Proposal for salary adjustment of managerial officers for 2024 - Distribution of performance bonuses for managerial officers for 2023 - Salary adjustment and performance bonus for the General Manager for 2024 and 2023 respectively - Performance bonus for the Chairman for 2023 - Revision to the “Sales Department Performance Bonus Management Guidelines” - Proposal for additional performance bonus distribution to managerial officers - Adjustment of position allowances for managerial officers 	Unanimously approved by all attending members.
2024/05/09	<ul style="list-style-type: none"> - Revision to the “Sales Department Performance Bonus Management Guidelines” - Establishment of the “Employee Performance Appraisal and Bonus Distribution Guidelines” - Revision to the “Remuneration Guidelines for Directors and Managerial Officers” - Proposal for additional performance bonus distribution to managerial officers 	
2024/08/09	<ul style="list-style-type: none"> - Distribution of employee compensation and performance bonuses to managerial officers - Performance bonus for the Chairman - Performance bonus for the General Manager - Distribution of service bonuses to managerial officers 	
2024/11/08	<ul style="list-style-type: none"> - Distribution of service bonuses to managerial officers - Proposal for additional performance bonus distribution to managerial officers 	
2025/01/20	<ul style="list-style-type: none"> - Proposal for salary adjustment of managerial officers for 2025 - Distribution of performance bonuses for managerial officers for 2024 - Salary adjustment and performance bonus for the General Manager for 2025 and 2024 respectively - Performance bonus for the Chairman for 2025 - Distribution of service bonuses to managerial officers - Proposal for additional performance bonus distribution to managerial officers - Proposal for personnel promotions 	
2025/03/11	<ul style="list-style-type: none"> - Reward proposal for the General Manager 	

2.3.5 Promotion of Sustainable Development – Implementation Status and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
1. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board? (The TWSE/TPEX listed company shall report the implementation status. This is not a comply-or-explain provision.)	V		<p>On Nov. 7, 2022, the Board of Directors passed the establishment of the "Sustainable Development Code of Practice" and disclosed it on the company's website. Under the leadership of the General Manager, a Sustainable Development Promotion Task Force was established as the unit responsible for promoting sustainable development. This task force is tasked with proposing and implementing sustainable development policies, systems, or related management guidelines, as well as specific promotion plans. It regularly reports to the Board of Directors on economic, environmental, and social issues arising from operational activities. The execution status of sustainable development initiatives in 2024 was reported to the Board of Directors on Dec. 26, 2024, and disclosed on the company's website.</p> <p>The Board of Directors evaluates the feasibility of the proposed policies and plans based on the report from the Sustainable Development Promotion Task Force, reviews the progress and implementation status of the plans, and, if necessary, urges the task force to make adjustments.</p>	None
2. Does the company conduct risk assessments of environmental, social and corporate governance (ESG) issues related to the company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies? (The TWSE/TPEX listed company shall report the implementation status. This is not a comply-or-explain provision.)	V		<p>On Nov. 10, 2023, the Board of Directors approved the Risk Management Policy and Procedures. The Board serves as the highest decision-making and supervisory body for risks, with the General Manager as the convener, organizing a Risk Management Team. Following major principles and considering factors such as the likelihood and impact of risks, the team conducts analysis and assessment of strategic risks, operational risks, financial risks, information risks,</p>	None

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			<p>compliance risks, integrity risks, climate change risks, social risks, and other risks related to company operations. It formulates risk mitigation strategies and regularly reports to the Audit Committee and the Board of Directors.</p> <p>The latest evaluation results and implementation status were reported to the Audit Committee and the Board of Directors on Dec. 26, 2024, and were approved by the Board. The analysis and mitigation strategies for risk management have been announced on the company's official website.</p>	
<p>3. Environmental Issues</p> <p>(1) Has the Company set an environmental management system designed to industry characteristics?</p> <p>(2) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?</p>	<p>V</p> <p>V</p>		<p>(1) The company's operations do not cause environmental pollution. We have established environmental maintenance personnel and management systems to regularly carry out environmental maintenance work. Currently, we have not applied for any international standard certification related to environmental issues.</p> <p>(2) The company implements environmental protection policies and has implemented waste sorting on each floor to facilitate resource recycling and environmental greening.</p> <ul style="list-style-type: none"> ● In the office, we promote document digitization and have implemented an electronic online approval management system to reduce paper usage. We have also replaced traditional carbon powder printers with inkjet printers to improve printing efficiency and avoid the disposal of old carbon powder cartridges. 	<p>None</p>

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
(3) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	V		<ul style="list-style-type: none"> ● We use electronic invoices and send electronic notifications for dividend payments to reduce paper usage and save electricity. ● The company has fully replaced T5 energy-saving fluorescent tubes and LED bulbs. Additionally, motion sensors and timers are installed in public areas' lighting fixtures to automatically cut off power when not in use, thus saving electricity. ● We have adopted variable frequency air conditioning systems throughout the company, with temperatures set between 26 to 28 degrees Celsius to conserve energy. ● We have replaced official vehicles to improve energy efficiency, expecting to reduce carbon dioxide emissions by 0.243 metric tons annually. ● When procuring goods, we prioritize products with environmental labels and energy-saving certifications. ● Implementing the ISO 50001 Energy Management System to Enhance Energy Efficiency <p>(3) In response to the characteristics of the industry, after assessing climate change risks based on major principles, no significant risks have been identified. Currently, the company implements energy-saving and carbon reduction measures in the office environment, including document digitization, reducing paper usage, controlling water and electricity consumption, and advocacy efforts. The ISO 50001 Energy Management System was implemented in 2024, actively improving energy efficiency and achieving energy conservation and carbon reduction outcomes.</p>	

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons																								
	Yes	No	Summary description																									
(4) Did the company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	V		<p>(4) The main sources of greenhouse gas emissions are indirect carbon dioxide emissions from the company's office electricity usage and data center electricity usage. We have planned a schedule for greenhouse gas inventory checks and verifications, with quarterly discussions submitted to the Board of Directors. Water usage consists of general daily consumption, not industrial use. As a non-manufacturing company, we do not generate hazardous waste.</p> <table border="1"> <thead> <tr> <th></th> <th>2024</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Carbon Emissions</td> <td></td> <td></td> </tr> <tr> <td> Scope 1 (metric ton CO2E)</td> <td>31.0340</td> <td>7.3200</td> </tr> <tr> <td> Scope 2 (metric ton CO2E)</td> <td>328.3998</td> <td>331.808</td> </tr> <tr> <td> Scope 3(metric ton CO2E)</td> <td>216.6425</td> <td>-</td> </tr> <tr> <td> Intensity (metric tons CO2e/ NT\$ million)</td> <td>0.1600</td> <td>0.1421</td> </tr> <tr> <td>water consumption (metric tons)</td> <td>1,567</td> <td>1,714</td> </tr> <tr> <td>waste weight (metric tons)</td> <td>5.734</td> <td>17.250</td> </tr> </tbody> </table> <p>※ The above statistics cover operational bases in Taiwan, including the Company, various branch offices and subsidiaries, FTSC. The Company's greenhouse gas emissions inventory has not yet been confirmed by a third party. ※ Emissions Intensity = (Scope 1 Emissions + Scope 2 Emissions) ÷ Consolidated Revenue</p> <p>The company has implemented the ISO 50001 Energy Management System to enhance efficiency and achieve energy-saving and carbon reduction goals. As a result, electricity consumption was reduced by 5,544 kWh, equivalent to a carbon emissions reduction of 4.0024</p>		2024	2023	Carbon Emissions			Scope 1 (metric ton CO2E)	31.0340	7.3200	Scope 2 (metric ton CO2E)	328.3998	331.808	Scope 3(metric ton CO2E)	216.6425	-	Intensity (metric tons CO2e/ NT\$ million)	0.1600	0.1421	water consumption (metric tons)	1,567	1,714	waste weight (metric tons)	5.734	17.250	
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Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			<p>metric tons.</p> <p>Carbon Emissions Reduction Targets:</p> <ul style="list-style-type: none"> ● Short-term Target (2025): <ol style="list-style-type: none"> 1. Reduce Scope 2 emissions (purchased electricity) by 1.5%. 2. Complete baseline assessment of Scope 3 emissions to gain an initial understanding of supply chain emissions data. ● Mid-term Target (2030): Reduce carbon emissions related to operations by 5%. ● Long-term Target (2050): Achieve full operational carbon neutrality. <p>Waste Reduction Targets:</p> <p>As an information service company operating in office environments, the company only generates general commercial waste, with no hazardous waste produced. To promote environmental protection, the Sustainability Task Force has established waste reduction KPIs to enhance recycling practices and achieve waste reduction goals.</p> <p>Reduction Targets:</p> <ol style="list-style-type: none"> 1. From 2024 onward, record the daily weight of generated waste and recyclable materials using scales. 2. By 2025, ensure that recyclable materials account for 35% of total waste output. 	

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
4. Social Issues				
(1) Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	V		(1) In accordance with relevant regulations and international human rights conventions, the Company has established human rights policies and management schemes, and implements them accordingly. We actively employ individuals with disabilities, indigenous peoples, and promote gender equality.	None
(2) Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?	V		(2) The Company has established employee codes of conduct and bonus schemes, and signs labor contracts with employees. We provide employee benefits in accordance with the Labor Standards Act and distribute bonuses to employees based on annual performance results and bonus schemes. Personnel selection and employment are based on the qualifications required for each position, and salaries are determined according to the company's salary scale. There is no gender-based salary difference, establishing a work environment of equal pay for equal work, and truly implementing the concept of gender workplace equality. As the Company has not established a labor union, there is no collective bargaining agreement signed.	
(3) Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?	V		(3) The safety of our office building is the top priority. We have security guards, surveillance systems, and access control in place. Fire drills and earthquake safety education are conducted annually as part of employee training programs. We have also signed medical service contracts with healthcare units. Medical staff provide regular services at the Company premises and conduct	

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
(4) Has the Company established effective career development training programs for employees?	V		health education campaigns. There were no fire incidents in 2024. (4) The Company has established "Employee Training and Development Regulations" to enhance professional awareness, promote our business philosophy, and foster a sense of belonging among employees. We actively implement our employee training and development plans, and have been awarded the Talent Quality Management System (TTQS) certificate by the Ministry of Labor for our efforts in talent development.	
(5) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	V		(5) We have a dedicated customer service center to handle customer-related issues. We conduct periodic telephone surveys to gauge customer satisfaction and identify areas for improvement. Our marketing and labeling of products and services comply with relevant laws and international standards.	
(6) Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?	V		(6) A Supplier Management Policy is established, requiring suppliers to adhere to international human rights policies, commit to environmental protection, and operate with integrity. Specific requirements include suppliers establishing human rights policies in accordance with internationally recognized standards and domestic labor laws, providing appropriate occupational safety and health training and preventive measures for employees, implementing measures related to environmental sustainability goals, and establishing integrity in business operations. In 2024, in line with the supplier management policy, the	

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			<p>company distributed 20 self-assessment questionnaires to key suppliers and achieved a 100% response rate. Analysis of the responses revealed that suppliers performed better in the social and corporate governance aspects of ESG, with a general emphasis on the protection of labor rights. None of the evaluated suppliers were found to have violated labor regulations or received penalties, marking an improvement over their 2023 performance.</p> <p>However, environmental performance remained relatively weak, as most suppliers have yet to respond proactively to environmental issues—likely due to a lack of regulatory pressure and limited awareness of environmental concerns. Moving forward, the company will continue regular self-assessment practices to raise suppliers’ awareness and engagement with environmental issues.</p> <p>The implementation status of supplier management was reported to the Board of Directors on January 20, 2025, and has been disclosed on the company’s official website.</p>	
5. Does the company refer to international reporting standards or guidelines when preparing its sustainability report and other reports disclosing non-financial information? Does the company obtain third party assurance or certification for the reports above?		V	The company’s 2024 Sustainability Report has been disclosed on the Market Observation Post System (MOPS) and the company’s official website. The report has not yet undergone third-party assurance.	Same as Summary
6. If the Company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe any deviation from the principles in the Company’s operations:				

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
The Company adopted the Sustainable Development Code of Practice in November, 2022 through a board resolution. We also established a Sustainable Development Promotion Team to regularly review the implementation status. Apart from not having compiled a ESG report yet, there have been no differences in the execution of other measures.				
7. Other important information to facilitate better understanding of the company's promotion of sustainable development: For information regarding the company's sustainability practices and performance, please refer to the annual Sustainability Report. Download link: https://esggenplus.twse.com.tw/inquiry/report				

2.3.5.1 Implementation of Climate-Related Information

Item	Implementation status
<ol style="list-style-type: none"> 1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities. 2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term). 3. Describe the financial impact of extreme weather events and transformative actions. 4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system. 5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described. 6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks. 	<ol style="list-style-type: none"> 1. The Company has established a Sustainability Development Task Force, chaired by the General Manager. The task force comprises four sub-groups: Corporate Governance, Environmental Sustainability, Social Responsibility, and Risk Management, which analyze and manage operations based on materiality principles. Response strategies and implementation plans are proposed to the Board of Directors, and the implementation status is reported regularly to the Audit Committee and the Board. The most recent report on climate-related risks and opportunities was presented to the Board on December 26, 2024. 2. In recent years, global warming has led to an increase in extreme weather events such as typhoons and floods. Although the Company's warehouse locations are not currently exposed to flood risks, preventive measures have been taken, including relocating storage to the second floor of the headquarters. In addition, risks associated with extreme weather impacts on inventory are mitigated through insurance coverage and third-party logistics

<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p> <p>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</p> <p>9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).</p>	<p>providers.</p> <p>3. In 2024, the Company implemented the ISO 50001 Energy Management System, aiming to reduce carbon emissions, improve energy efficiency, and lower energy costs. This initiative enhances overall performance and supports the Company's carbon reduction goals.</p> <p>4. Climate risk identification is conducted in accordance with the Company's Risk Management Policy and Procedures, using impact assessments and threat assessments to quantify the potential effects of climate risks on operations. Based on the materiality of risks, corresponding response measures are developed and submitted annually to the Audit Committee and the Board of Directors for review.</p> <p>5. The Company has not yet adopted an internal carbon pricing mechanism, but will evaluate its implementation based on future needs.</p> <p>6. Following risk assessment, no material impact of climate risks on the Company's operations has been identified to date. Therefore, no transition plan has been developed at this stage. However, to align with global net-zero carbon emission targets, the Company has planned to initiate greenhouse gas (GHG) inventory and third-party verification. The implementation progress is reported quarterly to the Board of Directors. In 2025, the Company plans to conduct GHG inventory with the assistance of third-party consultants and adopt verification based on ISO 14064-1 standards.</p>
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1-1. Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1 Greenhouse Gas Inventory Information Describe the emission volume (metric tons CO ₂ e), intensity (metric tons CO ₂ e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.			
	2024	2023	※The above statistics cover operational bases in Taiwan, including the Company, various branch offices and subsidiaries and FTSC.
Carbon Emissions			
Scope 1 (metric ton CO ₂ E)	31.0340	7.3200	
Scope 2 (metric ton CO ₂ E)	328.3998	331.8080	
Scope 3 (metric ton CO ₂ E)	216.6425	-	
Intensity (metric tons CO ₂ e/ NT\$ million)	0.1600	0.1421	

1-1-2 Greenhouse Gas Assurance Information

Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.
The Company's greenhouse gas emissions inventory has not yet been confirmed by a third party.

1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.
<p>Carbon Emission Reduction Targets and Progress</p> <p>Reduction Targets:</p> <ol style="list-style-type: none"> 1. Short-term Target (2025): <ul style="list-style-type: none"> • Reduce Scope 2 emissions (purchased electricity) by 1.5%. • Complete baseline inventory of Scope 3 emissions to preliminarily assess supply chain-related carbon emissions. 2. Mid-term Target (2030): <ul style="list-style-type: none"> • Achieve a 5% reduction in carbon emissions related to operations.

3. Long-term Target (2050):

- Achieve net-zero emissions across all operational activities.

Progress Toward Targets:

To support its emission reduction goals, the Company has implemented the ISO 50001 Energy Management System to enhance energy efficiency and achieve energy-saving and carbon-reduction outcomes. In practice, the Company has reduced electricity consumption by 5,544 kWh, which translates to a reduction of 4.0024 metric tons of carbon emissions.

2.3.6 Ethical Corporate Management – Implementation Status and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
<p>1. Establishment of ethical corporate management policies and programs</p> <p>(1) Does the company have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?</p> <p>(2) Whether the company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates, within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical</p>	V		<p>(1) The Company has established the "Code of Ethics for Directors and Managers," "Disciplinary Management Rules," "Integrity Operation Guidelines," "Code of Conduct for Integrity Operations and Procedures," and an employee code. Through education, training, advocacy, internal audits, and external reporting mechanisms, we regulate that directors, supervisors, managers, and employees may not obtain undue benefits in any form and publish these regulations on the company's official website.</p> <p>(2) Same as above.</p>	None

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
<p>conduct with a scope no less than the activities prescribed in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPE Listed Companies?</p> <p>(3) Does the company clearly set out the operating procedures, behavior guidelines, and punishment and appeal system for violations in the unethical conduct prevention program, implement it, and regularly review and revise the plan?</p>	V		<p>(3) The Company has set forth the "Integrity Operation Guidelines," "Code of Conduct for Integrity Operations and Procedures," and "Procedures for Handling Cases of Illegal, Unethical, or Unethical Behavior Reporting." All employees of the Company are required to sign a declaration committing to uphold the law, prevent unethical behavior, and adhere to moral standards, ensuring the principles of integrity are upheld in our corporate operations.</p>	
<p>2. Ethical Management Practice</p> <p>(1) Does the company assess the ethics records of those it has business relationships with and include ethical conduct related clauses in the business contracts?</p> <p>(2) Has the company set up a dedicated unit to promote ethical corporate management under the board of directors, and does it regularly (at least once a year) report to the board of directors on its ethical corporate management policy and program to prevent unethical conduct and monitor their implementation?</p> <p>(3) Has the company established policies to prevent conflict of interests, provided appropriate communication and</p>	V		<p>(1) The Company evaluates the integrity records of counterparties through the Legal and Compliance Office, and integrity clauses have been explicitly stipulated in contracts with significant trading partners.</p> <p>(2) The Company has designated the Sustainability Development Promotion Team as the dedicated unit for promoting corporate integrity operations. The progress and plans are regularly reported to the board of directors. The implementation of integrity operations in the fiscal year 2024 has been reported to the board of directors on Dec. 26, 2024.</p> <p>(3) Specific reporting mechanisms are established in the "Corporate Governance Practices," "Integrity Operation</p>	None

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
complaint channels, and properly implemented such policies?			Guidelines," and "Guidelines for Procedures and Behaviors of Integrity Operations." These are diligently implemented in accordance with the company's disciplinary management regulations and employee complaint procedures to actively prevent unethical behavior. Internal and external individuals are encouraged to report unethical or improper behavior. The management office is responsible for receiving reports, and if allegations involve directors or senior executives, they are reported to the independent directors. The company's website provides an effective means of communication for employees, shareholders, stakeholders, and external parties.	
(4) Does the company have effective accounting and internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside accountants to perform the audits?	V		(4) The Company has established accounting and internal control systems to ensure the achievement of operational efficiency, reliability of financial reporting, and compliance with relevant laws. The audit department and finance department are required to be rigorous and impartial in performing accounting work and internal control management. Financial statements are audited and reviewed by certified accountants to ensure fairness.	
(5) Does the company provide internal and external ethical corporate management training programs on a regular basis?	V		(5) The company offers online training programs and, in 2024, conducted a total of 9 training sessions, including "New Employee Orientation," "Personal Data Protection Training," "Sexual Harassment Prevention Awareness," "Legal Knowledge Awareness," "Ethical Business Conduct," and "Insider Trading Prevention Awareness."	

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
			A total of 1,074 participants attended these sessions. The training aims to instill correct values in employees, uphold the company's principle of integrity, and raise awareness of legal responsibilities and practical Q&A scenarios to ensure compliance across the organization.	
<p>3. Implementation of Complaint Procedures</p> <p>(1) Has the company established specific whistle-blowing and reward procedures, set up conveniently accessible whistle-blowing channels, and appointed appropriate personnel specifically responsible for handling complaints received from whistleblowers?</p> <p>(2) Has the company established standard operation procedures for investigating the complaints received, follow-up measures taken after investigation, and mechanisms ensuring such complaints are handled in a confidential manner?</p> <p>(3) Has the company adopted proper measures to protect whistleblowers from retaliation for filing complaints?</p>	V	V	<p>The Company has a specific system for reporting and protecting whistleblowers in the "Code of Corporate Governance Practices," "Code of Conduct on Integrity," "Procedures and Conduct Guidelines for Integrity Management," "Guidelines for Employee Grievances," and "Handling of Reports of Illegal, Unethical or Dishonest Conduct. The identity and content of whistleblowers are kept confidential, and we promise to protect whistleblowers from improper treatment or retaliation for their reports.</p> <p>Internal and external personnel are encouraged to report dishonesty or misconduct. The Management Office is the dedicated unit to receive reports of dishonest behavior from colleagues. The Stakeholder Zone on the official website provides an effective way for employees, shareholders, stakeholders and outsiders to communicate with each other. If a director or senior executive is involved, the matter will be reported to the independent director.</p>	None
<p>4. Strengthening Information Disclosure</p> <p>Does the company disclose its ethical corporate management policies and the results of their implementation on its website and the Market Observation Post System (MOPS)?</p>	V		The Company discloses relevant information on its corporate website and the Market Observation Post System.	None
5. If the company has adopted its own ethical corporate management best practice principles based on the Ethical Corporate Management Best Practice				

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons
	Yes	No	Summary description	
Principles for TWSE/TPEX Listed Companies, please describe any deviations between the principles and their implementation: None				
<p>6. Other important information to facilitate a better understanding of the status of operation of the company's ethical corporate management policies (e.g., the company's reviewing and amending of its ethical corporate management best practice principles): On Nov. 8, 2021, the Company established the "Code of Corporate Governance Practices," "Code of Conduct for Integrity," "Operating Procedures and Conduct Guidelines for Integrity," "Internal Material Information Handling Procedures and Regulations for Prevention of Insider Trading," and "Rules for Handling Cases of Reporting Illegal, Unethical or Dishonest Conduct.</p> <p>Corporate governance operations in 2024:</p> <p>(1) Education and Training: The company offers online training programs and, in 2024, conducted a total of 9 training sessions, including "New Employee Orientation," "Personal Data Protection Training," "Sexual Harassment Prevention Awareness," "Legal Knowledge Awareness," "Ethical Business Conduct," and "Insider Trading Prevention Awareness." A total of 1,074 participants attended these sessions. The training aims to instill correct values in employees, uphold the company's principle of integrity, and raise awareness of legal responsibilities and practical Q&A scenarios to ensure compliance across the organization.</p> <p>(2) Regular audits: In order to prevent employees from engaging in dishonest or unethical behavior and to consider the risk of fraud and other factors. In 2024, there was no dishonest behavior through internal audit.</p> <p>(3) Whistleblower system and protection of whistleblowers: In 2024, we received 0 cases of external whistleblowing and 0 cases of employee whistleblowing, totaling 0 cases. There were no major breaches of integrity management. It is reported that on Dec. 26, 2024, the operational and implementation status of the whistleblowing and whistleblower protection mechanisms was presented to the board of directors.</p>				

2.3.7 Corporate governance rules and procedures

The charters and rules are available on the Company's website: www.fis.com.tw.

2.3.8 Matters to Be Disclosed Regarding the Implementation of the Internal Control System:

(1) Internal control statement

FORTUNE INFORMATION SYSTEMS CORP.

Internal Control Statement

Date: March 11, 2025

Fortune Information Systems Corp. (FIS) states the following with regard to its internal control system for the year 2024:

1. FIS is fully aware that establishing, operating and maintaining an internal control system are the responsibilities of its Board of Directors and management. FIS has established such a system to provide reasonable assurance in achieving objectives related to the effectiveness and efficiency of operations (including profits, performance and safeguarding of assets), reliability of financial reporting, and compliance with applicable laws and regulations.

2. An internal control system has inherent limitations. An effective internal control system, no matter how perfectly designed, can provide only a reasonable assurance in the accomplishment of the three goals mentioned above. Furthermore, the effectiveness of an internal control system may change along with changes in the environment or circumstances. The internal control system of the Company contains self-monitoring mechanisms and the Company takes corrective actions as soon as a deficiency is identified.

3. FIS evaluates the design and operating effectiveness of its internal control system based on the criteria provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies promulgated by the Securities and Futures Bureau, the Financial Supervisory Commission and the Executive Yuan (herein referred to as the “Regulations”). The internal control system evaluation criteria stated in the Regulations classify internal control into five key elements based on the process of management control: (1) Control environment, (2) Risk assessment and response, (3) Control activities, (4) Information and communications, and (5) Monitoring. (Please refer to the Regulations for details on these five key elements.)

4. FIS has evaluated the design and operating effectiveness of its internal control system according to the aforesaid criteria.

5. Based on the findings of the evaluation mentioned in the third paragraph, FIS believes that as of December 31, 2024, its internal control system (including its supervision of subsidiaries), which encompasses internal controls to achieve effective and efficient operations, reliable financial reporting, and compliance with applicable laws and regulations, was effectively designed and operating, and is reasonably assured of achieving the above-stated objectives.

6. This statement will form a major 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 FIS Board of Directors' Meeting on March

11, 2025, where all of the seven attending directors did not express any dissenting opinion and affirmed the content of the same.

Fortune Information Systems Corp.

Chairman: SU,MEI-CHUN

General Manager: TANG, YU-HUA

General Manager: YANG,ZHENG-NING

If CPA was engaged to conduct a special audit of internal control system, provide its audit report: None.

(2) If CPA was engaged to conduct a special audit of internal control system, provide its audit report: None.

2.3.9 Major Resolutions of the Shareholders' Meeting and Board of Directors in the Most Recent Year and Up to the Date of the Annual Report:

1. Important Resolutions and Implementation Status of the Annual General Shareholders' Meeting on June 18, 2024

Resolutions	Result
Approved the 2023 Business Report, Standalone Financial Statements, and Consolidated Financial Statements.	-
Approved the 2023 Earnings Distribution Proposal.	September 6, 2024 was set as the ex-dividend date, and cash dividends of NT\$0.8 per share were distributed on September 25, 2024.
Approved the Amendments to the Articles of Incorporation.	The amendments to the Articles of Incorporation have been announced on the Company's website and implemented accordingly.
Approved the Amendments to the Rules of Procedure for Shareholders' Meetings.	The amendments to the Rules of Procedure for Shareholders' Meetings have been announced on the Company's website and implemented accordingly.

2. Important resolutions of Board meetings in 2024 and during the current fiscal year up to the date of publication of the annual report:

Meeting Date	Meeting Type	Major resolutions
Jan 23, 2024	Board Meeting	<ul style="list-style-type: none"> (1) Approval of 2024 salary adjustments for managerial officers (2) Distribution of 2023 managerial performance bonuses (3) 2024 salary adjustment and 2023 performance bonus for the General Manager (4) 2023 performance bonus for the Chairperson (5) Amendment to the "Sales Department Performance Bonus Management Guidelines" (6) Additional issuance of performance bonuses for managerial officers (7) Adjustment of managerial position allowances
Mar 14, 2024	Board Meeting	<ul style="list-style-type: none"> (1) Approval of 2023 Business Report and Individual & Consolidated Financial Statements (2) Approval of 2023 Earnings Distribution Plan (3) Approval of 2023 Employee Compensation Distribution (4) Approval of audit fees for 2024 and 2025 (5) Evaluation of CPA independence and competence for 2024 (6) Pre-approval of non-assurance services by CPA firms and affiliates (7) Evaluation and declaration on internal control system effectiveness for 2023 (8) Amendments to the Articles of Incorporation (9) Amendments to the Audit Committee Charter (10) Amendments to the Rules of Procedure for Shareholders' Meetings (11) Amendments to the Rules of Procedure for Board of Directors (12) By-election of one Independent Director (13) Approval of nomination list for Independent Director candidates (14) Release of non-competition restrictions for newly elected Independent Director (15) Resolution to convene the 2024 Annual General Shareholders' Meeting
May 09, 2024	Board Meeting	<ul style="list-style-type: none"> (1) Approval of Q1 2024 Consolidated Financial Statements (2) Resolution on dissolution and liquidation of subsidiaries: FIS (HK) and SBAS

Meeting Date	Meeting Type	Major resolutions
		<ul style="list-style-type: none"> (3) Amendment to the “Sales Department Performance Bonus Management Guidelines” (4) Establishment of “Employee Performance Evaluation and Bonus Distribution Guidelines” (5) Amendment to the “Compensation Guidelines for Directors and Managerial Officers” (6) Additional issuance of performance bonuses for managerial officers
Aug 09, 2024	Board Meeting	<ul style="list-style-type: none"> (1) Approval of Q2 2024 Consolidated Financial Statements (2) Loan of funds to subsidiaries (3) Resolution on dividend record date (4) Amendment to “Procedures for Transactions with Related Parties, Specific Companies, and Group Enterprises” (5) Approval of 2023 Sustainability Report (6) Distribution of employee compensation and performance bonuses to managerial officers (7) 2023 performance bonus for the Chairperson (8) 2023 performance bonus for the General Manager (9) Distribution of service bonuses to managerial officers
Nov 08, 2024	Board Meeting	<ul style="list-style-type: none"> (1) Approval of Q3 2024 Consolidated Financial Statements (2) Amendment to the “CPA Independence Evaluation Procedures” (3) Amendment to the “Corporate Governance Best Practice Principles” (4) Distribution of service bonuses to managerial officers (5) Additional issuance of performance bonuses for managerial officers
Dec 26, 2024	Board Meeting	<ul style="list-style-type: none"> (1) Approval of the 2025 Annual Budget (2) Approval of the 2025 Audit Plan (3) Establishment of the “Sustainability Report Preparation and Assurance Procedures” (4) Amendments to the “Internal Control System” and “Internal Audit Implementation Rules” (5) Office lease renewal with a related party (6) Application for credit lines and guarantees with financial institutions
Jan 20, 2025	Board Meeting	<ul style="list-style-type: none"> (1) Approval of 2025 managerial salary adjustments (2) Distribution of 2024 managerial performance bonuses (3) 2025 salary adjustment and 2024 performance bonus for the General Manager (4) 2024 performance bonus for the Chairperson (5) Distribution of service bonuses to managerial officers (6) Additional issuance of performance bonuses for managerial officers (7) Approval of personnel promotion proposals
Mar 05, 2025	Extraordinary Board Mtg	<ul style="list-style-type: none"> (1) Establishment of the Review Committee and appointment of committee members in accordance with applicable laws (2) Appointment of an independent expert to issue a fairness opinion on the public tender offer price
Mar 11, 2025	Board Meeting	<ul style="list-style-type: none"> (1) Approval of 2024 Business Report and Individual & Consolidated Financial Statements (2) Approval of 2024 Earnings Distribution Plan (3) Approval of 2024 Employee Compensation Distribution (4) Evaluation of CPA independence and competence for 2025 (5) Pre-approval of non-assurance services by CPA firms and affiliates (6) Evaluation and declaration on internal control system effectiveness for 2024 (7) Amendments to the Articles of Incorporation (8) Appointment of Corporate Governance Officer (9) Election of the 25th Term Board of Directors (10) Resolution to convene the 2025 Annual General Shareholders’ Meeting (11) Approval of General Manager’s incentive plan

Meeting Date	Meeting Type	Major resolutions
		(12) Resolution to verify and evaluate the public tender offer for the Company's common shares by WPG Holdings LTD.
Apr 29, 2025	Extraordinary Board Mtg	(1) Election of the Chairperson of the Board

2.3.10 Major issued of record or written statements made by any director or independent director dissenting to important resolutions passed by the board of directors: None.

2.4 Certified Public Accountant (CPA) Information

2.4.1 CPA service fees

Unit: NT\$1,000

Accounting firm	Name of CPA	Period covered by CPA's audit	Audit fee	Non-audit fee (Remarks)	Total	Remarks
Deloitte & Touche	Cai, You-Ling Lin, Wen-Qin	2024.01.01 ~ 2024.12.31	2,290	1,202	3,652	Non-audit service fees include the following: NT\$900,000 for cybersecurity consulting services NT\$160,000 for tax return preparation NT\$114,000 for miscellaneous expenses such as typing, photocopying, and binding performed by audit personnel NT\$28,000 for an accountant's opinion on business tax filing

2.4.2 The Company's non-audit service fees paid to the certifying CPA, the CPA's firm, and its affiliates exceeded one-quarter of the audit fees due to the addition of NT\$900,000 in consulting fees related to enterprise cybersecurity incidents during the year.

2.4.3 For CPA changes, if the audit fee in the first year is lower than that of the prior year, specify the audit fee before and after the change and the reasons: N/A.

2.4.4 If the audit fee dropped by more than 10%, specify the amount and percentage of decline and reasons: N/A.

2.5 Information on CPA changes

2.5.1 Former CPA

Date of change	January 1, 2021 / October 1, 2021		
Reason for change	Due to job rotations at Deloitte & Touche: The original CPA, LI,ZHEN-MING, was replaced by Lin,Wen-Qin on January 1, 2021. The original CPA, KUO,LI-WEN, was replaced by Cai,You-Ling on October 1, 2021.		
Specify whether services/engagement were terminated/refused	Party	CPA	Company
	Conditions		
	Termination	-	-
	Refusal of new mandate	-	-
Has any audit opinion, other than an unqualified opinion, been issued in the past two years? If yes, cite reasons.	None		
Disagreement with securities issuer	Yes	-	Accounting principles and practices
		-	Disclosure of financial statements
		-	Audit scope or procedures
		-	Others
		-	
	No	Explanation: None	
Other disclosure items	None		

2.5.2 Current CPA

Accounting firm	Deloitte & Touche
Name of CPA	Cai,You-Ling Lin,Wen-Qin
Date of engagement	May 10, 2021 December 30, 2021
Results of consultations with the CPA on accounting measures and principles that might influence his/her opinion prior to his/her engagement	None
Has the incumbent CPA issued any dissenting opinion on opinions issued by the previous CPA?	None

2.5.3 Reply Letter from the Former CPA: Not Applicable.

2.6 Company Chairman, General Manager or finance/accounting manager held positions in the Company's audit firm or its affiliates within the past year: None.

2.7 Any transfer of equity interests and/or pledge of or change in equity interests (during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report) by a director, supervisor, managerial officer, or shareholder with a stake of more than 10 percent during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report.

2.7.1 Changes in Shareholdings of Directors, Managers, and Shareholders with Over 10% Ownership

Path to Share Transfer Information:

Market Observation Post System > Single Company > Shareholding Changes / Securities Issuance > Share Transfer Data Query > Insider Shareholding Change Post-Event Declaration Form

Index URL: https://mops.twse.com.tw/mops/#/web/query6_1

2.7.2 Share Transfer Information :

The counterparties of the share transfers are not related parties.

2.7.3 Share Pledge Information : None.

2.8 Relationship between FIS's top 10 shareholders

As of May 02, 2025

Name	Current Shareholding		Spouse's/ minor's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relationship	
WPG Holdings Limited	33,348,481	47.67%	0	0%	0	0%	None	None	None
Citibank N.A. Nomura International Plc Account	1,417,000	2.03%	(Note 1)						
HSBC Bank (Taiwan) Ltd. Morgan Stanley & Co. International Plc Account	1,235,795	1.77%	(Note 1)						
HSBC Bank Plc Merrill Lynch International Account	1,114,000	1.59%	(Note 1)						
Citibank N.A. Barclays Capital SBL/PB Account	961,000	1.37%	(Note 1)						
HSIAO, YU-CHI	845,000	1.21%	(Note 1)						
HSBC Bank (Taiwan) Ltd. Goldman Sachs International Account	733,000	1.05%	(Note 1)						
Citibank N.A. BNP Paribas Arbitrage SNC Account	715,800	1.02%	(Note 1)						
Standard Chartered Bank (HK) Ltd. Equity Trading Account	696,000	0.99%	(Note 1)						
HSBC Bank Plc Societe Generale Options Europe Account	579,000	0.83%	(Note 1)						

Note 1: Not an insider or employee of the Company, therefore relevant information cannot be obtained.

2.9 Ownership of Shares in Affiliated Enterprises

As of December 31, 2024 Unit: shares/ %

Affiliated Enterprises (Note)	Ownership by the Company		Direct or Indirect Ownership by Directors/Supervisors/Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
SBAS(HK) Ltd.	20,000	100%	0	0%	20,000	100%
IPAC(Note 2)	-	-	-	-	-	-
FORTUNE INFORMATION SYSTEMS (INT'L) LTD	8,426,000	100%	0	0%	8,426,000	100%
FTSC	43,700,000	100%	0	0%	43,700,000	100%

Note 1: The Company uses the equity method to account for its investments in subsidiaries.

Note 2: SABS and FORTUNE INFORMATION SYSTEMS (INT'L) LTD (Hong Kong) were resolved to be dissolved and liquidated at the Board of Directors meeting held on May 9, 2024.

III. Capital Overview

3.1 Capital and shares

3.1.1 Source of capital

Unit: (Amounts in thousands of NTD/ shares, unless specified otherwise)

Date	Par value (NT\$)	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Source of capital	In a form other than cash	Cert. No. & effective date
1996/04	10	20,000	200,000	18,720	187,200	Capitalization of retained earnings 31,200	—	NO. 104073 April 5, 1996
1997/08	10	30,225	302,250	30,225	302,250	Capitalization of retained earnings 84,240 Seasoned equity offering 30,810	—	NO. 49932 June 26, 1997
1999/07	10	60,000	600,000	40,300	403,000	Capitalization of retained earnings 65,890 Seasoned equity offering 34,860	—	NO. 47742 May 20, 1999
2000/08	10	80,000	800,000	50,750	507,500	Authorized capital 200,000 Convertible bonds Capitalization of retained earnings 104,500	—	No. 089121509 June 27, 2000 No. 58481 July 6, 2000
2001/07	10	90,000	900,000	58,750	587,500	Capitalization of retained earnings 80,000 Authorized capital 100,000 employee stock option	—	No. 134499 June 1, 2001 No. 09001289240 July 25, 2001
2002/12	10	90,000	900,000	58,088	580,880	Treasury stock buy back and retired 6,620	—	No. 09101003440 January 11, 2002
2002/07	10	107,000	1,070,000	64,402	644,019	Capitalization of retained earnings 63,139 Authorized capital 170,000	—	No. 0910132447 June 14, 2002 No. 09101316020 August 5, 2002
2003/07	10	107,000	1,070,000	69,302	693,021	Capitalization of retained earnings 49,001	—	No. 09201246570 August 18, 2003
2004/06	10	107,000	1,070,000	68,723	687,231	Treasury stock buy back and retired 5,790	—	No. 09301107160 June 29, 2004
2004/08	10	107,000	1,070,000	72,489	724,895	Capitalization of retained earnings 37,664	—	No. 09301170480 September 16, 2004
2005/02	10	107,000	1,070,000	69,489	694,895	Treasury stock buy back and retired 30,000	—	No. 094 01031270 March 3, 2005
2005/07	10	107,000	1,070,000	67,689	676,895	Treasury stock buy back and retired 18,000	—	No. 09401140560 July 25, 2005
2005/08	10	107,000	1,070,000	69,870	698,696	capitalization of retained earnings and capitalization of capital reserves 21,801	—	No. 09401185970 September 20, 2005
2006/01	10	107,000	1,070,000	68,435	684,346	Treasury stock buy back and retired 14,350	—	No. 09501027170 February 16, 2006
2006/08	10	107,000	1,070,000	70,294	702,943	Capitalization of retained earnings 18,596	—	No. 09501218490 September 26, 2006
2006/11	10	107,000	1,070,000	69,294	692,943	Treasury stock buy back and retired 10,000	—	No. 09501268030 November 29, 2006
2007/08	10	107,000	1,070,000	73,230	732,302	Capitalization of retained earnings and employee stock option 39,360	—	No. 09601224740 September 12, 2007
2009/01	10	107,000	1,070,000	71,230	712,302	Treasury stock buy back and retired 20,000	—	No. 09801001550 January 8, 2009
2009/05	10	107,000	1,070,000	70,345	703,452	Treasury stock buy back and retired 8,850	—	No. 09801087000 May 1, 2009
2012/3	10	107,000	1,070,000	69,961	699,612	Treasury stock buy back and retired 3,840	—	No. 10101046160 March 16, 2012

Type of stock	Authorized capital			Employee stock option	Convertible bonds
	Listed shares	Unissued shares	Total		
Common stock	69,961,249	37,038,751	107,000,000	10,000,000	20,000,000

Note : The stocks of the Company are listed company stocks. °

Information related to shelf registration: None

3.1.2 Major shareholders: Shareholders holding 5% or 10 largest shareholders

AS of May 02, 2025

Name	Total shares owned	Holding percentage
WPG Holdings Limited	33,348,481	47.67
Citibank N.A. Nomura International Plc Account	1,417,000	2.03
HSBC Bank (Taiwan) Ltd. Morgan Stanley & Co. International Plc Account	1,235,795	1.77
HSBC Bank Plc Merrill Lynch International Account	1,114,000	1.59
Citibank N.A. Barclays Capital SBL/PB Account	961,000	1.37
HSIAO, YU-CHI	845,000	1.21
HSBC Bank (Taiwan) Ltd. Goldman Sachs International Account	733,000	1.05
Citibank N.A. BNP Paribas Arbitrage SNC Account	715,800	1.02
Standard Chartered Bank (HK) Ltd. Equity Trading Account	696,000	0.99
HSBC Bank Plc Societe Generale Options Europe Account	579,000	0.83

3.1.3 Dividend policy

1. Dividend policy:

The Company is currently in the growth stage of its industry life cycle. In consideration of future capital needs and shareholders' demand for cash inflows, the Company shall, after the annual financial closing, distribute no less than 60% of the annual after-tax net profit as dividends to shareholders if there are undistributed earnings. Of this, cash dividends shall not exceed 50% of the total dividends (cash and stock combined) distributed in that year. However, if earnings per share (EPS) for the year is less than NT\$3, the proportion of cash dividends may be increased, up to 100% of the total dividends.

2. Proposed Distribution of Dividend:

On March 11, 2025, the Board of Directors resolved to appropriate NT\$62,965,124 in cash dividends from the distributable earnings of 2024 (Year 113), and distribute NT\$0.9 per share in cash dividends. The Chairman is authorized to set the ex-dividend date, payment date, and handle other related matters.

3. Expected dividend policy will undergo significant changes: None.

3.1.4 Impact of stock dividend distribution on business performance and EPS: N/A

3.1.5 Employee and Directors' Compensation

1. Provisions in the Company's Articles of Incorporation Regarding Employee and Director Compensation:

According to Articles 27-1 and 27-3 of the Company's Articles of Incorporation, the policies for employee and director compensation are as follows:

- (1) Directors' transportation allowances and the Chairperson's salary are determined by the Board of Directors with reference to industry standards. The Chairperson is also entitled to other compensation in accordance with the Company's employee salary regulations.
- (2) If the Company has profits in a given fiscal year, 6% of the pre-tax net income (before the distribution of employee compensation) shall be appropriated as employee compensation. However, if there are accumulated losses, such losses must first be offset.

The recipients of employee compensation may include employees of the Company's parent or subsidiaries who meet certain criteria.

When employee compensation is distributed in the form of stock or cash, the distribution must be resolved by the Board of Directors and reported to the Shareholders' Meeting.

2. Basis for Estimating Employee and Director Compensation for the Year, Method of Calculating Share-based Compensation, and Accounting Treatment for Differences (if any):

- (1) For fiscal year 2024 (Year 113), an amount of NT\$5,310,474 was estimated for employee compensation, calculated as 6% of the pre-tax net income before employee compensation. No amount was estimated for director compensation.
- (2) If the actual amount resolved by the Board of Directors differs from the estimate, the difference will be adjusted in the original year's expenses.

3. Board Resolution on Compensation Distribution:

On March 11, 2025, the Board of Directors resolved the following:

- (1) Proposed employee compensation: NT\$5,310,474
- (2) Director compensation: None resolved by the Board at this time.
- (3) Proportion of stock-based employee compensation to the sum of the Company's after-tax profit and employee compensation for the year: Not Applicable

4. Actual Distribution of Employee and Director Compensation for the Previous Year (Including Share Quantity, Amount, and Share Price), and Explanation of Differences (if any):

In fiscal year 2023:

- (1) Employee compensation distributed was NT\$5,679,849, with no difference from the originally estimated amount.
- (2) Director compensation: The Chairperson's salary was determined based on the same compensation system applicable to Company employees.

3.1.6 Share buyback: None.

3.2 Corporate bond issuance: None.

3.3 Preferred shares issuance: None.

3.4 Overseas Depositary Receipts Issuance: None.

3.5 Employee stock options Issuance : None.

3.6 Restricted Stock Awards for Employees : None.

3.7 Issuance of New Shares for Mergers or Acquisition of Other Companies' Shares:
None.

3.8 Execution Status of Fund Utilization Plans: None.

IV. Operational Highlights

4.1 Business Content

4.1.1 Business Operations Overview:

1. The main business operations of the Company in accordance with Articles of Incorporation are as follows:
 - (1) Agency, import and export trade, rental, repair, maintenance services of office automation equipment, parts, accessories and supplies.
 - (2) Agency, import and export trade, rental, repair, maintenance, design, manufacture, processing and assembly services of computer and other information equipment and its peripherals, parts, accessories and supplies.
 - (3) System analysis and programming services of computer and other information software.
 - (4) Agency, import and export trade, rental, repair and maintenance, design and assembly services of educational equipment, design equipment, manufacturing equipment, machinery automation equipment, machinery computerization equipment, and robots and their parts, accessories, and supplies.
 - (5) Agency, import and export trade, rental, repair, and maintenance services of microfilm equipment and computer output microfilm equipment and their parts, accessories and supplies.
 - (6) Data processing services on behalf of customers using computer microfilm equipment or other information equipment.
 - (7) Computer information management consulting services.
 - (8) Operation of computer information data processing and telecommunications value-added network services.
 - (9) Import and export trade and agency services for the above products.
 - (10) I301030 electronic information supply services.
 - (11) IZ12010 human resource dispatch services.
 - (12) ZZ9999 In addition to the licensed business, it may engage in business not prohibited or restricted by law.

2. Report on the Company's Products and Business Ratios for 2024:

Unit: NT\$ 1,000

Product Name	Sales Figures	Ratio%
Computer equipment and system integration	1,689,289	75.20%
Professional Services and others	556,963	24.80%
Total	2,246,252	100.00%

3. The Company's current products and services:

(1) Sales of products

- (a) Personal computers, laptops, servers, and peripheral devices from Dell, HPI, Lenovo, and Acer, IBM midrange and mainframe systems. Storage equipment, and related software; storage and backup solutions from DELL, NetApp, HPE, and Nutanix, and financial terminal systems (e-TABS).

- (b) VMware cloud solution and hardware virtualization software, DLP information security systems, Tanzu/OCP container applications, and the full range of Fortinet and Cisco network security hardware and software products.
- (c) Microsoft application software and PC bundled software and IBM related software.
- (d) FORTUNE membership management and human resources system.
- (e) EasyWare logistics warehouse management system and PDA automation equipment.
- (f) DOC.M Document Image Scanning Hardware and Software (scanners, image capture software), obtaining key data from paper and incorporating it into commercial processing workflows and other applications, data storage system, data backup systems, data redundancy systems.
- (g) Application software and statistical analysis consulting services for the life insurance industry, as well as application software development.
- (h) TIOBE/TiCSs System for software quality measuring.
- (i) CMP, Cloud Management Plateform.
- (j) e-Learning plateform.
- (k) Cybersecurity enhancement projects, large-scale data center integration, and the design of backup and disaster recovery systems.

(2)Service Offerings

- (a) Enterprise Information System Integration Planning and Implementation: This includes network system planning and implementation, system monitoring and management, remote control planning, asset management, and data center relocation and construction.
- (b) Cloud solutions and hardware virtualization solutions, as well as planning and implementation services for virtualized computing environments.
- (c) NAS / SAN / S3 Storage Planning and Integration Solutions.
- (d) Outsourcing of Software Development and Maintenance Services: Professional software development and maintenance services for businesses.
- (e) Computer, Projector, and Peripheral Equipment Rental Services: Rental services for computer equipment, projectors, and related peripherals.
- (f) Network and information security system consulting and maintenance services.
- (g) Comprehensive Information System Planning, Implementation, Integration, and Consulting Services: A complete range of IT services that ensure smooth business operations.
- (h) Financial Information Network Application System Development and Integration Services: Solutions such as the new generation branch application system (eTABS) and electronic banking service application system (online banking).
- (i) Application security scanning consulting and implementation services.
- (j) Multi-Cloud Consulting and implementation services.
- (k) Microservices and Artificial Intelligence Hardware Integration and Implementation Services: Professional services for microservices and AI hardware integration.
- (l) Document Filing, Scanning, and Imaging Services: Professional services for document filing, scanning, and imaging.
- (m) Life and Property Insurance System Management, Sales, Training, Modification, and Consulting Services: Comprehensive solutions for life and property insurance systems.
- (n) Warehouse Management System Consulting and Implementation Services:

- Professional services for warehouse management system implementation.
- (o) TMS (Transportation Management System).
- (p) Warehouse Management System Custom Development: Custom development services for warehouse management systems.
- (q) Logistics Hardware Peripheral Equipment Information System Integration Services: Integration services for logistics hardware peripheral equipment such as PDAs and barcode devices.
- (r) Maintenance and Operation Services: Maintenance and operation services for IT systems.
- (s) Document Imaging Management System: Comprehensive solutions for document imaging management systems.
- (t) Professional Document Digitization Outsourcing Services: Outsourcing services for professional document digitization.
- (u) Professional consulting services for digital finance, demand analysis, and organizational design.
- (v) Architecture consulting of application automation deployment and installation services.
- (w) Other Digital Application Products and Systems: A wide range of other digital application products and systems to meet businesses' needs.

4. New products or plans currently under development by the company include:

- (1) Cross-cloud computing and management solutions.
- (2) A data security and protection DLP approval workflow system.
- (3) Enterprise network information security solutions.
- (4) Applications related to software automation deployment and agile development.
- (5) Management platform of storage capacity monitoring.
- (6) Applications related to privileged account management systems.
- (7) Data center monitoring system.
- (8) Big data backup and archive storage.
- (9) Container platform and microservice solutions.
- (10) AIoT solutions.
- (11) Planning and building of HPC related solutions.
- (12) Plan to improve the DOC.M document image management solution, in addition to providing customized services, also provide a streamlined version (document management system, DOC.S) according to different entry requirements. Compatible with various brands of scanner models to expand the market.
- (13) Establish a cloud image service, with the concept of document cloud and handheld devices, guide customers to make document image processes mobile, and establish information services beyond hardware sales.
- (14) For small and medium-sized self-made digital customers, develop a small package mass production operating system, which can be sold or leased to customers for their own execution of small-scale and diverse document digitization scanning, retrieval and other operations.
- (15) Research and development of warehouse distribution and billing management.
- (16) Logistics intelligent management module.
- (17) Intelligent parts cabinet module.
- (18) High-end medical information cloud system, designed to meet personalized high-end medical needs, developed and built with private cloud to better meet the needs of rapid implementation in multiple countries/multilingual/multi-

hospital areas.

(19) AI-Powered Intelligent Data Center Operations and Maintenance Solutions.

(20) Data protection solutions including cloud backup, automated backup, Fractal Backup, and Data PowerProtect Cyber Recovery.

4.1.2 Industry Overview

1. Industry Status and Development:

As global geopolitical risks rise, supply chains continue to decentralize, and regulations on cybersecurity and data privacy become increasingly stringent (such as GDPR, ISO/IEC 27001, Taiwan's Personal Data Protection Act, and the Cyber Security Management Act), enterprises are re-evaluating their information governance, data backup, and disaster recovery strategies. This trend is significantly driving demand for high-availability, scalable, and compliant cybersecurity and backup solutions, contributing to the continuous growth of overall IT spending.

On the other hand, the rise of Generative AI and ESG (Environmental, Social, and Governance) is propelling enterprises toward both “Digital Transformation” and “Sustainable Transformation.” From energy management and smart manufacturing to process automation and data privacy protection, enterprises are actively adopting technologies such as AI, cloud platforms, data lakes, big data analytics, and AIoT to enhance operational efficiency and comply with regulatory requirements. Looking ahead, businesses will increasingly depend on reliable digital infrastructure and trusted IT partners, as market demand continues to grow steadily.

2. Market strategies in response to industry development:

In response to the above industry trends, our company will continue to focus on enterprise cloud adoption, virtualization platform optimization, enhancement of AI and Big Data analytics applications, upgrades to resilient cybersecurity architectures, and ESG-oriented IT solution integration services. We aim to help clients build modern, resilient, and sustainable information infrastructures.

Our comprehensive IT integration services include:

- (1) Hybrid cloud, public and private cloud infrastructure setup and management
- (2) Data backup and off-site disaster recovery planning
- (3) Cloud platforms, system monitoring, container platforms, and DevOps automation
- (4) Network and cybersecurity protection architecture (including DLP, EDR, and SOC)
- (5) Software development and software quality inspection
- (6) Document imaging and digital document management
- (7) Warehouse Management Systems (WMS)
- (8) Professional IT solutions and outsourcing services for the insurance industry
- (9) Customized enterprise information systems and MIS outsourcing services

Through our proprietary modular software and vertical industry integration expertise, we empower enterprises to implement a dual transformation strategy of “Digital

Transformation × ESG Transformation,” positioning ourselves as a trusted partner in their transformation journey.

3. Industry Relations among Upstream and Downstream:

Our company plays the role of a system integrator in the information technology supply chain, combining upstream and downstream resources to provide one-stop integrated solutions:

Upstream: Includes domestic and international IT hardware and software vendors, professional distributors, and channel partners (such as IBM, VMware, Microsoft, Fortinet, HPE, etc.), offering servers, storage solutions, virtualization platforms, cybersecurity equipment, and business application software.

Downstream: Comprises enterprise clients, government agencies, healthcare institutions, and academic organizations. Through our consulting, implementation, development, and maintenance services, we help clients achieve IT system integration and operational optimization.

As most of our clients are mid-to-large enterprises, financial institutions, and government entities, our projects tend to be large-scale and long-term. In addition to our role as a system integrator, we also serve as a product distributor, solution provider, and equipment reseller—enhancing our market competitiveness and strengthening customer loyalty.

4. Product Development Trends:

With the rapid advancement of information technology, product update cycles are accelerating. The market is showing the following trends:

- (1) The widespread adoption of cloud, containerization, and microservices
- (2) architecture is accelerating the transformation of enterprise applications toward high-performance computing (HPC) and high-availability architectures.
- (3) AI, data lakes, big data analytics, and ESG data disclosure systems have become top-priority technologies for enterprise adoption.
- (4) Regulatory upgrades in vertical industries such as finance, insurance, and healthcare are driving a new wave of IT system modernization.
- (5) Standardization of cybersecurity technologies (e.g., NIST, ISO 27001) is accelerating the implementation and operational efficiency of information protection systems.
- (6) The integration of document imaging, data backup, and AI-powered recognition (OCR/NLP) is deepening the scope of paper-to-digital transformation and its applications.
- (7) Cloud-native services and SaaS subscription models have become mainstream.
- (8) The growing demand for smart logistics is driving the AI-powered upgrade of warehouse management systems (WMS) and transportation management systems (TMS).
- (9) Joint marketing of document management systems (such as our DOC.M) with scanning equipment is boosting the adoption rate of workflow automation.

5. Competitive situation:

Taiwan's information service industry is a highly competitive and fully open market, with both domestic and international players coexisting. The market includes large system integrators, software vendors, cloud service providers, and cybersecurity consulting firms—each specializing in different areas, resulting in a highly segmented and diversified landscape.

While our company does not have any direct competitors that overlap entirely across all business areas, we still face competition from industry peers in various segments. A consolidated overview is as follows:

Company Name	Main Products/Systems/Services
Tatung System Technologies Inc.	Cloud application and system integration services
SYSTEX Corporation	Information Integration and Services for the Finance, Securities, Futures, and Retail Industries
THE SYSCOM GROUP	Banking, securities, medical systems, and EDI
JETWELL COMPUTER CO.,	System integration services, data center construction, and digital government projects.
STARK TECHNOLOGY INC.	Cybersecurity solution integration, enterprise backup center construction, and system integration services.
DIMERCO DATA SYSTEM CORPORATION	Information integration and services for the finance, securities, futures, and retail distribution industries.

4.1.3 Technology and R&D Overview

1. The R&D Expense for the most recent fiscal year and up to the date of publication of the annual report is as follows:

The company does not have a dedicated research and development department, but the programmers and engineers under the various departments are able to provide software development and technical support required for system integration.

Unit: NT\$ 1,000

Year	2024	As of March 31, 2025
R&D Expense	4,081	648

2. The technologies or products that have been successfully developed in the most recent fiscal year and up to the date of publication of the annual report are as follows:

A. Technical Center

	R & D results	Description
2025	Cross-cloud Management Platform	Upgrade the existing CMP system to a containerized architecture and expand the scope of monitoring and management to include solutions such as VMware NSX, NSX-ALB, and HPE Zerto.

B. Software Center

Year	R & D results	Description
2025	1. DLP, Data Loss Prevention System	Enhance and expand the existing DLP system to better align with regulatory policies and offer more configurable solution packages, enabling greater modular flexibility. (1) Develop a more flexible justification and approval workflow (2) Design and develop various audit report templates (3) Implement an Endpoint DLP exception/release mechanism (4) Integrate with Forcepoint Web Filter module (5) Integrate with Forcepoint Web Security API (6) Integrate with Forcepoint Web Security data analytics
	2. EasyWare WMS, Warehouse and Logistics Management System	Enhance and expand existing system function modules to improve warehouse automation efficiency and accuracy: (1) Billing module (2) Work order dispatch module (3) Home delivery module (4) Integration with automated equipment (5) Integration with AI recognition processes (6) Support for decimal point functionality

	3. TMS, Transportation Management System	Successfully developed the TMS and successfully implemented it in customer operations.
	4. Insurance Agent Management System	Expanded the existing system to comply with regulatory requirements: (1) Completed the senior education training module (2) Completed the regulatory compliance training module (3) Enhanced the notification module functionality (4) Completed the integration module for communication with the Non-Life Insurance Association
	5. DOC.M, Document Digitization Management System	Optimized and expanded the existing DOC.M system to align with client workflows: (1) Packing module (2) Verification module (3) Destruction module (4) Electronic signature module (5) Request and retrieval module

4.1.4 Long-term and Short-term Business Development Plans

1. Long-Term Business Development Plan

- (1) Continuously cultivate IT talent with industry expertise and cross-technology integration capabilities, while deepening domain experience in finance, government, high-tech, logistics, insurance, healthcare, and wireless communication to enhance solution design and implementation efficiency.
- (2) Develop modular product platforms that integrate application software and cloud architecture, offering enterprises comprehensive and highly flexible IT outsourcing and system integration services to meet rapidly changing customer demands.
- (3) Introduce next-generation solutions such as FinTech, Smart Logistics, and Generative AI platforms to further penetrate the insurance sector and expand into new industries including manufacturing, healthcare, and education.
- (4) Strengthen partnerships with leading global technology companies to enhance R&D capabilities and develop high value-added products. Establish strategic alliances with vendors and consulting firms to jointly explore markets and integrate projects.
- (5) Invest actively in new technologies and proprietary product development to build differentiated core competencies and move toward a diversified professional business model, laying the foundation for long-term sustainability.
- (6) Focus on advanced technology areas such as information security, containerized applications, multi-cloud management, HPC, and big data storage, providing integrated solutions for data security, disaster recovery, performance monitoring, and resource optimization.

- (7) Transform into an information service-oriented business structure by integrating proprietary imaging software with cloud platform know-how, promoting end-to-end “Document Cloud Services” to drive hardware sales through service-led growth.
- (8) Develop cross-platform migration and application frameworks to enhance system availability and flexibility, reinforcing technical differentiation and profitability over competitors.
- (9) Foster cross-platform system integration and horizontal application connectivity capabilities. Deepen presence in key industries such as finance, insurance, and logistics while expanding into new markets and customer segments. Combine software, systems, and operations teams to enhance service value and raise market entry barriers.
- (10) Collaborate with domestic and international ERP software vendors to introduce advanced know-how into our target markets. This not only nurtures in-house talent but also delivers customers the latest management tools and experience, achieving a win-win-win outcome for the company, its talent, and clients.
- (11) Actively pursue public sector and large enterprise tenders, expanding revenue and market presence through either partnerships or independent bidding strategies.
- (12) Leverage project experience to develop proprietary products that provide agile deployment and scalable operations management platforms.
- (13) Train dedicated engineers as second-line support personnel for different client types to facilitate diversified customer development.
- (14) Build an efficient backend support system to optimize customer service (e.g., UHD platform) and repair workflows, enhancing customer satisfaction.
- (15) Co-develop market-potential applications with strategic software development partners to boost product innovation and technical competitiveness.
- (16) Offer consulting services in statistical analysis, technical training, and application software development. Continue investing in personalized statistical training services and software tailored for specific industries.
- (17) Focus on the three core areas of cybersecurity: security assessments, threat detection and management, and endpoint protection—enhancing proactive defense and incident response capabilities.
- (18) Utilize AI technologies to develop intelligent data center management systems that integrate monitoring, alerts, auditing, and unmanned management features, supporting new demands such as offsite backup, IDC hosting, and AI data centers.
- (19) Strengthen container and microservices management technologies to help clients improve the agility and scalability of application deployment, reduce system development complexity, and continuously enhance security architecture through ongoing R&D.

2. Short-Term Business Development Plan

- (1) Continue developing proprietary software modules and introducing new solution offerings, while enhancing technology transformation capabilities.
- (2) Adopt the latest software components and agile development practices to improve project execution efficiency and reduce total cost of ownership (TCO).
- (3) Promote integrated solutions for data integration, disaster recovery, and cybersecurity to establish the brand as a “System Integration Expert” for enterprises.
- (4) Deepen the quality of service for existing clients to improve customer satisfaction and contract renewal rates.
- (5) Expand brand visibility and market exposure, strengthen backend technical support and service coverage to uncover new business opportunities.
- (6) Continue investing in government outsourcing projects and non-official document

image processing services, expanding into areas such as social welfare, medical documentation, and cloud-based archiving services.

- (7) Capitalize on digitization opportunities in document-intensive industries such as healthcare, taxation, legal affairs, and consulting by expanding image conversion services.
- (8) Refine the functionality of in-house WMS modules and extend capabilities to include AI-based automated dispatching, storage optimization, and fleet coordination modules.
- (9) Strengthen marketing channels for logistics solutions by introducing cloud-based rapid deployment models tailored to the needs of small and medium-sized enterprises (SMEs).
- (10) Enhance IT manpower outsourcing and system integration capabilities to increase service breadth and renewal collaboration opportunities.
- (11) Improve professional training mechanisms for engineers, enabling cross-department collaboration and process optimization to deliver integrated client support.
- (12) Provide comprehensive cybersecurity assessment services, including vulnerability scans, penetration testing, social engineering drills, and security enhancement recommendations, to help clients implement robust cybersecurity frameworks.
- (13) Advance AIoT smart field applications by expanding automation models for smart lockers and logistics devices, building comprehensive smart logistics solutions.
- (14) Promote software quality governance by applying TiCS tools to implement TQI dashboards, integrating code quality standards and vulnerability detection mechanisms to improve software security and maintainability.

4.2 Market and Production Overview

4.2.1 Market Analysis

1. The main sales regions for the product

Unit: NT\$ 1,000

Region \ Year	2023		2024	
	Amount	%	Amount	%
Overseas	55,765	2%	39,573	2%
Domestic areas	22,282,606	98%	2,206,679	98%
Total	2,338,371	100.00%	2,246,252	100.00%

2. Market Share

Unit: NT\$ 1,000

Company Name	Operating income (Net)		Net income (loss) after tax		After-tax net income (loss) rate	
	Amount	Ranking	Amount	Ranking	%	Ranking
THE SYSCOM GROUP	6,383,820	1	276,638	2	4.33	4
Hwacom Systems Inc.	5,252,732	2	57,620	6	1.10	6
TATUNG SYSTEM TECHNOLOGIES INC.	4,179,561	3	188,136	4	4.50	3
Mercuries Data Systems Ltd.	2,766,374	5	624,280	1	22.57	1
FORTUNE INFORMATION SYSTEMS CORPORATION	2,338,371	6	78,378	5	3.35	5

Source of information: Financial reports of each company. Net profit margin = Net profit after tax / Net sales.

3. Future Market Supply and Demand Outlook

(1) IT Product Market:

With the breakthrough development of artificial intelligence technologies, demand for computing devices continues to rise across various industries. Emerging AI application scenarios—such as autonomous driving, smart manufacturing, AI-assisted medical diagnosis, and intelligent financial customer service—are driving enterprises to upgrade their hardware and software infrastructure. Over the next few years, high-performance servers, GPU acceleration cards, and edge devices are expected to face supply shortages.

On the software side, cloud-based and subscription models have become mainstream. To reduce hardware costs and enhance cybersecurity, businesses are accelerating the migration of applications from traditional setups to virtualized or containerized environments. The adoption of virtualization often includes the procurement of virtualization software licenses as well as new management tools, further boosting the software market. For our company, these trends present significant business opportunities in both hardware renewal and the growing cloud software ecosystem.

(2) System Integration Services Market:

From the supply side, system integrators must not only provide reliable hardware but

also demonstrate strong capabilities in software development and long-term maintenance. Participating in large-scale integration projects in Taiwan demands substantial technical know-how and experience, setting a high entry barrier for new players.

From the demand side, ongoing government initiatives promoting national ICT infrastructure, industry automation, financial liberalization, and digital public services continue to make government agencies the largest client base for domestic system integrators. Additionally, large enterprise groups are also investing heavily in digital transformation to remain competitive, driving demand for cross-platform and cross-system integration. The system integration market is expected to grow steadily, and our company, with its extensive project experience, is well-positioned to maintain and expand its competitive edge.

(3) Maintenance and Outsourcing Services Market:

The demand for outsourced IT system maintenance is on the rise. In the banking sector, industry consolidation has expanded the scale and complexity of system maintenance across regions, requiring dependable external support. Meanwhile, ensuring 24/7 uptime for servers and network equipment is vital for business operations, prompting many companies to outsource tasks like data center maintenance and user support to professional service providers.

Additionally, local labor laws (such as Taiwan's Labor Standards Act) have increased the cost of in-house IT personnel, making outsourced IT staffing an attractive alternative. Our company anticipates steady growth in the IT outsourcing market and is actively training specialized engineers across multiple domains to provide flexible outsourcing contracts that meet diverse client needs.

(4) Professional Imaging Services Market:

Government agencies were previously the primary clients for document digitization services. However, recent declines in public tenders and intensified price competition have driven imaging service providers to shift focus to the private sector. SMEs, in response to e-archiving needs, now demand customized document imaging solutions.

Due to regulatory requirements for paper document retention (e.g., insurance policies, medical records), demand for scanning and digital file management remains strong and is even growing annually. As long as paper remains a part of business transactions, the need for document digitization and system upgrades will persist. Our company expects to see new growth in the private sector and has developed a full-suite solution—from high-speed scanners to document management systems—with the added value of post-scan integration into enterprise content management (ECM) systems.

(5) Logistics and Warehouse System Market:

The rapid growth of e-commerce has driven continuous demand for third-party logistics and warehousing services. Recently, the logistics industry has seen trends toward specialization and logistics real estate development, leading to a surge in the construction of large-scale, modern warehousing centers. Many traditional warehouses—due to outdated facilities or land use legitimacy issues—are being upgraded in response to this

wave of industry transformation.

At the same time, various types of logistics providers (including retail e-commerce, cold chain logistics, and manufacturing storage) are showing increasing demand for Warehouse Management Systems (WMS) to enhance inventory control and distribution efficiency. In the coming years, smart logistics solutions are expected to grow rapidly, with significant opportunities in warehouse automation, logistics robotics, and related management software.

Our self-developed WMS and logistics management systems have already delivered multiple successful implementations. Moving forward, we will continue to upgrade their functionalities and expand market reach to capture emerging opportunities in logistics digitalization.

(6) Value-Added IT Services Market:

This segment includes IT consulting, staffing, and managed services. As enterprise IT environments become more complex, mid-to-large enterprises often outsource technical support to external professionals. At the same time, cost-saving strategies are driving companies to pursue virtualization and cloud solutions, increasing dependence on specialized IT personnel.

The demand for skilled IT professionals continues to grow, and providers offering a broad range of talent and service combinations will benefit from this trend. Our company possesses a comprehensive talent pool with both hardware and software expertise, along with a nationwide service network to deliver rapid, on-site support. This gives us a competitive edge in the value-added services sector. Moving forward, we will continue expanding our service portfolio—including data science consulting, cloud management services, and software quality services

—to meet diverse client needs and increase market share.

4. Future Growth Potential

Based on the above analysis, the industry is expected to benefit from several favorable growth drivers in the coming years:

(1) Government Policy Support for Industrial Development:

In response to global competition and evolving industrial structures, the government of Taiwan has introduced multiple innovation-driven development programs, such as the “Six Core Strategic Industries,” the Forward-looking Infrastructure Program, the “Asia Silicon Valley” project, the “Digital Nation and Innovative Economic Development Plan,” as well as the “Taiwan AI Action Plan” and “5G Action Plan.” These initiatives emphasize smart technologies, sustainable tech, advanced manufacturing, public welfare, and service innovation.

For our company, these policies bring substantial public and private investment opportunities. Government tenders in smart cities and intelligent transportation drive demand for IT infrastructure, while green energy and circular economy policies require the deployment of energy management and monitoring systems. The liberalization of the

financial sector also compels banks and insurers to increase IT investment to maintain competitiveness. As a solution provider, we will actively participate in these domains to expand business opportunities and enhance our market position.

(2) Modular Product Design Enhances Replicability:

Our company continues to invest in the development of core architecture modules and shared platforms to reduce project customization time and lower labor costs, while improving software quality and consistency.

For example, by modularizing our existing CMP (Cloud Management Platform), we can not only serve the financial sector but also expand into government, manufacturing, and other industries. This broadens our potential customer base and drives growth in business and market share.

(3) Strengthening Document Imaging and Data Applications:

In the foreseeable future, paper documents will not be completely replaced, making document imaging services a long-term growth opportunity. Our company has cultivated the document digitization market for over 20 years, earning extensive experience and a solid reputation.

We will continue to expand and enhance our document imaging products and services, as the demand for converting paper to digital remains a key driver of our growth. Moreover, we go beyond basic scanning services by offering extended applications—such as integration with enterprise databases and workflow systems—to maximize the value of digitized documents.

Through these post-scanning value-added services, we are creating new revenue streams within our existing areas of strength.

(4) Cost Reduction and Efficiency Improvement Trends Among Enterprises:

To maintain their competitive edge, Taiwanese enterprises are actively reassessing their overall operating models in response to external challenges such as intensified regional competition and global economic cycles. Reducing operational costs has become a widely adopted strategy, driving increased demand for IT outsourcing services. Companies are turning to external experts to handle non-core functions such as IT personnel and infrastructure maintenance, enhancing both flexibility and efficiency.

In addition, the financial industry has seen a growing trend of establishing financial holding companies, with banks, securities firms, and insurance companies forming integrated groups. This has led to a surge in demand for internal system unification and integration—creating significant project opportunities for IT service providers.

With years of system integration experience in the financial sector, our company is well-positioned to undertake these complex projects and is expected to benefit from the growing IT infrastructure needs resulting from financial industry consolidation.

(5) Regulatory Developments Driving New Service Demands:

Recent amendments to Taiwan's Labor Standards Act—such as reduced working hours and higher overtime compensation—have raised labor costs for enterprises, pushing

them to outsource IT functions or adopt automation tools like RPA (Robotic Process Automation).

Furthermore, tightening compliance requirements across industries—especially in anti-money laundering, personal data protection, and ESG—necessitate the adoption of IT systems to ensure regulatory compliance. Each new regulation can lead to demand for specific IT solutions, such as real-time risk control systems for AML or carbon management systems for ESG.

Our company keeps a close eye on evolving regulations and proactively develops related solutions. We have already implemented multiple AML and KYC (Know Your Customer) systems for banking clients and are currently developing data management modules in response to climate-related information disclosure requirements. By taking an early lead in RegTech and sustainable tech, we are positioned to meet emerging demands swiftly and seize new growth opportunities.

Conclusion:

Across these five strategic fronts, we believe that the IT services industry will continue to experience robust growth in the years ahead. With our extensive market experience, technical capabilities, and ability to adapt to global innovations, we are well-positioned to deliver high-efficiency, high-quality integrated solutions tailored to diverse industries—growing alongside our clients and creating a win-win future.

5. Competition niche

Since its establishment, our company has been committed to building a unique competitive advantage to ensure a leading position in a highly competitive market.

Our key advantages can be summarized as follows:

(1) Long-Standing Reputation and Diversified Client Base:

Guided by the principles of “Integrity, Innovation, and Service,” our company has built a strong reputation through decades of successful project execution. Unlike many software vendors that specialize in a single niche, we started from hardware sales and expanded into system integration early on, giving us a broad customer base and channel advantage. Our stable hardware revenue serves as a solid foundation, allowing us to gradually expand into software and services while reducing reliance on a single industry or product.

For example, while we began by serving the financial industry, we have since successfully expanded into retail, government, and other sectors, achieving diversified market coverage. This diverse customer base enhances our risk resilience and generates ongoing referrals, creating a virtuous cycle of growth.

(2) Technical Expertise and In-Depth Industry Knowledge:

Our company has accumulated extensive experience serving large clients across various industries, giving us deep familiarity with heterogeneous systems and operating environments. This allows us to design optimal IT solutions tailored to the specific needs

of each industry.

We continuously adopt cutting-edge global technologies and have established close partnerships with leading international vendors such as Dell, VMware, HP, NetApp, Microsoft, IBM, and Nutanix. Through a combination of internal training and external collaboration, our team possesses both strong IT expertise and deep industry knowledge, enabling us to deliver high value-added services.

Specifically, we have established a clear technological advantage in the following vertical markets:

(a) Financial Services

We are one of the few system integrators in Taiwan capable of providing comprehensive IT integration for the financial industry. Currently, most of the top 20 banks in the country are our clients, demonstrating our success in banking system integration.

Our company has long focused on building branch-end systems for banks, offering platform solutions such as AS/400 and RS/6000 to support integration between the head office's mainframe, branch servers, and client terminals. In recent years, we have actively partnered with leading storage provider Dell to deliver backup and disaster recovery solutions, while also introducing VMware virtualization and supporting multi-cloud service architectures to help banks adopt cloud-based infrastructures.

This extensive experience has given us a unique edge in projects such as core banking system upgrades and online banking development, solidifying our critical role in the financial sector.

(b) Insurance Industry

The majority of Taiwan's life and non-life insurance companies are also our clients. We have deeply engaged in the insurance core system market for years, offering end-to-end services including consulting, customized development, data migration, and training.

We have helped several insurance firms build next-generation core systems and localize international insurance software. Given the high entry barrier of domain knowledge in life and property insurance, our team of top-tier insurance IT professionals enables us to provide efficient, high-quality services. As a result, we maintain a leading position in the digital insurance market.

With the government promoting digitalization in the insurance sector, we are poised to play a key role and further increase our market share in this field.

(c) Retail and Logistics Industry

Taiwan's retail and logistics sectors have grown rapidly in recent years, with the rise of new business models such as pharmacy chains, luxury goods distribution, e-commerce warehousing, and precision logistics for manufacturing. These sectors have strong demand for warehouse and logistics management systems, making them ideal targets for

our solutions.

With Fortune WMS software, local customization advantages, and competitive pricing compared to international solutions, we have successfully entered diverse segments of the logistics IT market.

Our hands-on experience across various business types—including inventory control for e-commerce, order integration for third-party logistics, and raw material warehousing for manufacturers—enables us to offer highly relevant consulting services, creating more opportunities for system sales and implementation projects.

(3) Professional Imaging Services:

Our company is one of the few in the industry with three core competencies: proprietary software development, distribution of well-known scanning equipment brands, and a dedicated BPO outsourcing team.

With over 30 years of experience in document imaging hardware and software integration, we offer a comprehensive one-stop service—from paper document scanning and indexing to digital file management—through our self-developed DOC.M document management system combined with advanced scanners from major global brands.

Unlike many competitors who can only provide a single aspect of the service, our complete product lineup enables us to operate independently without relying on third parties, allowing us to stand out in a competitive market.

We have successfully delivered document digitization services to numerous government agencies, banks and insurance firms, healthcare institutions, and large enterprises across Taiwan, accumulating a strong track record and leading market share.

This unique combination of technology, equipment, and services has allowed us to maintain a competitive edge in the professional imaging services market for over 20 years.

(4) Comprehensive Service Network and Strong Customer Relationships:

Our company has established branch offices across major cities in Taiwan—including Taipei, Taoyuan, Hsinchu, Taichung, Tainan, and Kaohsiung—forming an extensive nationwide service network. This allows us to provide timely technical support and maintenance services to clients throughout the island, with service quality that far exceeds competitors who have presence in only a limited number of cities.

Over the years, we have maintained long-term and stable “partnership” relationships with our clients. Many rely on us to maintain their core systems, resulting in a high level of customer stickiness. We also leverage our broad client base to offer various value-added services, further deepening client engagement.

This mutually beneficial relationship, built on co-prosperity and collaboration, not only helps reduce clients' total cost of ownership but also enhances our service efficiency, creating a win-win outcome. Our strong client relationships and comprehensive service capabilities are the most solid foundation for our company's long-term sustainability.

These strengths have given our company a distinct and hard-to-replicate edge in the

competitive IT services market. Moving forward, we will continue to build on this foundation, adapt to market changes, and innovate continuously—advancing toward our goal of becoming a leading partner in digital transformation.

6. Favorable and unfavorable factors of development prospect

(1) Favorable factors :

(a) The government continues to promote digital nation initiatives, including the "Smart Nation Infrastructure," "Net Zero Transition Policy," and the "Cybersecurity Resilience Enhancement Program," demonstrating Taiwan's strong commitment and investment in building a technology-driven service economy.

(b) The Financial Supervisory Commission has revised regulations governing the outsourcing of internal operations by financial institutions, prompting the financial industry to adopt cloud-based disaster recovery, automated operations, and zero-trust cybersecurity frameworks—driving increased demand for IT infrastructure.

(c) The passage of the Climate Change Response Act, which legally enshrines Taiwan's 2050 net-zero emission target, is accelerating digital transformation and ESG integration across industries, creating new opportunities for the convergence of IT services and sustainability technologies.

(d) With the service sector's share of Taiwan's GDP steadily increasing, demand for digitalization and automation tools is rising, leading to sustained growth in IT outsourcing and system implementation.

(e) The rise of e-commerce is driving the expansion of online services, digital marketplaces, and cloud-based solutions.

(f) Digitalization is becoming widespread in education, healthcare, and both public and private sectors. In particular, the growth of AI and remote services has made network infrastructure and cybersecurity fundamental necessities.

(g) Document digitization is becoming increasingly prevalent, prompting large-scale adoption of image management and cloud-based document solutions in government agencies and the financial and insurance industries.

(h) As cybersecurity threats intensify—such as ransomware and APT attacks—services like endpoint detection, vulnerability scanning, and Security Operations Center (SOC) support have become standard enterprise requirements.

(i) The rise of generative AI and data visualization tools is driving demand for innovative applications such as multimedia processing, knowledge graphs, and semantic search.

(j) The expansion of the digital entertainment and multimedia industries is indirectly fueling the demand for infrastructure in storage, data transmission, and edge computing.

(2) Unfavorable factors :

- (a) The technical barriers for cloud and cybersecurity are gradually lowering, attracting a surge of domestic and international competitors. As a result, market competition is intensifying, with increasing pressure from price wars and demands for customized services.
- (b) Major global cloud service providers (such as AWS, Azure, and Google Cloud) are entering the market directly, squeezing the profit margins and value positioning of small and mid-sized system integrators.
- (c) Global inflationary pressures persist, leading enterprises to adopt a more cautious approach to IT investments. This results in longer project cycles and stricter payment terms.
- (d) Rapid technological advancements are widening the talent gap. Recruitment and retention are becoming increasingly difficult, especially in areas such as AI, cybersecurity, DevOps, and cloud-native architecture.

(3) Countermeasures

- (a) Focus on core technologies such as hybrid cloud deployment, cybersecurity assessments, and AI platform implementation. Actively cultivate engineering teams with multi-cloud experience to enhance overall service depth.
- (b) Establish a comprehensive employee training system, including technical certifications, industry trend briefings, and cross-department knowledge sharing, to strengthen professional expertise and readiness for real-world tasks.
- (c) Develop specialized engineers for different client segments to facilitate the expansion of similar customer types.
- (d) Expand the product portfolio by developing new service offerings such as AI-based IT operations platforms, ESG information disclosure systems, and compliance check modules to create new value-added revenue streams.
- (e) Implement lean budgeting and project risk management, enforce robust internal control systems, and adopt diversified financial strategies to strengthen financial health and operational stability.
- (f) Offer differentiated, high-value-added products, and build core competitiveness through integrated cross-departmental solutions and support. Form strategic alliances with upstream and downstream partners, secure more support from original vendors, and actively explore new partners and sales channels.
- (g) Leverage the company's deep expertise in vertical markets such as imaging, finance, insurance, and logistics to create replicable solutions, establish brand differentiation, and reduce the risk of price competition.

4.2.2 Main features and production process of major products

1. Usage of main products

Main Products	Usage	
Information Equipment	Computer hardware	Providing computer, computer peripherals and related integrated technical consulting services for office automation and computer local area network for companies and organizations.
	System software	Providing programming tools for computer users.
	Application software	<ol style="list-style-type: none"> 1. Providing cloud management platform implementation to enhance IT management and operational efficiency by integrating cross-platform system resources and application services for centralized control. 2. Providing a quick and professional system introduction to any customer who needs to use the information management system with warehousing operations as the core. 3. Tailor-made system modules and functions to meet the business needs of customers' specific industries. 4. Providing Data Loss Prevention (DLP) systems to address the need for protecting sensitive organizational data and to strengthen overall information security. 5. Providing software measuring tools for software quality control.
	Network software	Equipment and software for computer network connection.
	Printing devices	Equipment for computer data printing.
	Other peripherals	1. Providing computer peripherals required by computer users for various applications.
	Image processing products	Kodak Scanner, EPSON Scanner, EPSON Microjet Copier. It is a convenient solution to the problems of printing, saving, distributing, and reviewing computer reports, reducing the use of paper and saving space.
	Computer peripherals and consumables	Computer storage, printing and presentation of consumable materials.
Maintenance services	Assist in ensuring the proper operation of the customer's computer equipment.	
Professional image processing services	With our professional management team and mass production workflow design, we provide our customers with high volume, fast and high quality document imaging output services.	
Other	We provide data processing equipment for personal or business use.	

2. Main production process of major products:

Not applicable as the Company is not a manufacturer.

4.2.3 Supply situation for major products

Item	Suppliers	Supply situation
Computer hardware	Dell 、 IBM 、 HPE 、 NetApp 、 Nutaix 、 ASUS 、 ACER 、 BestCom 、 MetaAge 、 Palsys 、 Synnex 、 Unitech 、 Weblink	Adequate supply
System software	Microsoft 、 VMware 、 IBM 、 Veeam 、 Adobe 、 Red hat 、 Symantec 、 Cyberark 、 Forcepoint 、 Zero one 、 Palsy 、 Docutek WinMatrix 、 TIOBE	Adequate supply
Application software	Own brand	Adequate supply
Network software	CISCO 、 IBM 、 JUNIPER 、 Fortinet 、 Dell 、 HPE 、 Zero One 、 MetaAge 、 BestCom	Adequate supply
Printing devices	EPSON 、 HPI 、 Weblink 、 Synnex 、 Genuine 、 Top Information	Adequate supply
Display devices and projectors	EPSON 、 ASUS 、 Viewsonic 、 ACER 、 DellEMC 、 Lenovo 、 BestCom 、 Synnex 、 Unitech 、 Weblink	Adequate supply
Image processing products	Kodak Alaris 、 EPSON 、 KOTECH 、 Genuine	Adequate supply
Computer peripherals and consumables	Synnex 、 Genuine 、 Unitech 、 Weblink	Adequate supply

4.2.4 Customer names whose purchase or sales amounts accounted for more than 10% of the total purchase or sales in either of the last two years, along with their purchase or sales amounts and ratios, and explanations of the reasons for any increase or decrease.

Information on Major Suppliers for the Last Two Years

Unit: NT\$ 1,000

No.	2023				2024				As of March 31, 2025			
	Name	Amount	%	Relationship	Name	Amount	%	Relationship	Name	Amount	%	Relationship
1	MataAge	382,131	25.64	None	MetaAge	458,738	31.83	None	Zero One	243,330	39.27	None
2	Epson Taiwan	175,598	11.78	None	BestCom	210,748	14.62	None	MetaAge	189,320	30.56	None
3	Zero One	164,656	11.05	None	Zero One	81,005	5.62	None	BestCom	25,358	4.09	None
4	BestCom	161,864	10.86	None	Epson Taiwan	-	-	None	Epson Taiwan	-	-	None
	Others	606,321	40.67	None	Others	690,600	47.93	None	Others	161,546	26.08	None
	Net Purchases	1,490,570	100	-	Net Purchases	1,441,091	100	-	Net Purchases	619,554	100	-

Note 1: Reasons for Changes in Procurement

Our primary procurement items are computers and computer-related peripheral products. Aside from the termination of our EPSON projector agency business, there have been no significant overall changes. Our suppliers are all well-known domestic and international manufacturers. Fluctuations in procurement amounts from specific suppliers are mainly due to the nature of our industry; we select the most suitable suppliers based on the specific project, delivery terms, and negotiation outcomes.

Note 2: The financial statements of our company for the years 2023-2024 have been audited and certified by accountants, and the financial statements for the first quarter of 2025 have been reviewed and certified by accountants.

Information on Major Sales Customers for the Last Two Years

Unit: NT\$ 1,000

No.	2023				2024				As of March 31, 2025			
	Name	Amount	%	Relationship	Name	Amount	%	Relationship	Name	Amount	%	Relationship
1	A	254,966	10.90	None	A	269,292	11.99	None	B	87,762	11.24	None
2	B	80	-	-	B	80	-	None	A	82,314	10.54	None
	Others	2,083,325	89.10	None	Others	1,976,960	88.01	None	Others	610,807	78.22	None
	Net Sales	2,338,371	100	-	Net Sales	2,246,252	100	-	Net Sales	780,883	100	-

Note 1: Reasons for Revenue Fluctuations

Our company primarily undertakes client system integration projects. In recent years, we've benefited from the expanding cloud investment driven by digital transformation in the financial sector, increased cybersecurity demands, platform engineering, and the rising trend of ESG IT applications. These factors have spurred revenue growth in our Cloud Management Platform (CMP), IT infrastructure development, backup and disaster recovery solutions, and cybersecurity services. However, the termination of our Epson projector agency business led to a 3.5% decrease in revenue for 2024 compared to the same period last year.

Note 2: The financial statements of our company for the years 2023-2024 have been audited and certified by accountants, and the financial statements for the first quarter of 2025 have been reviewed and certified by accountants.

4.3 Human Resources

Year		2024	2025	As of May 02, 2025
Number of employees	Sales Rep.	31	32	32
	Technical Staff	259	256	258
	Administration Staff	59	55	54
	Total	349	343	344
Average Age		40.50	40.33	39.95
Average Years of Service		9.10	8.90	8.7
Education level (%)	Ph. D	0.29%	0.29%	0.29%
	Master	8.02%	8.75%	9.30%
	University	79.94%	80.47%	80.23%
	Senior High School	11.46%	10.2%	9.88%
	Other	0.29%	0.29%	0.29%

4.4 Information on Outlays for Environmental Protection

In the most recent year and up to the date of printing this annual report, our company has not incurred any losses due to environmental pollution (including compensation and violations of environmental protection regulations as a result of environmental inspections).

4.5 Labor Relations

4.5.1 The company's various welfare measures, training, enhancement, retirement systems and their implementation. Agreements between labor and management and measures to protect employees' rights and interests.

1. Employee welfare measures

- (1) In accordance with the Employee Benefit Act, the Company has established an Employee Benefit Committee to handle various employee benefit matters. In accordance with the regulations, the Company provides monthly operating income and employee salaries for welfare.
- (2) The Company provides labor insurance and health insurance for all employees in accordance with the Labor Insurance Law and the National Health Insurance Law. We are entitled to various labor and health insurance benefits.
- (3) The Company's welfare measures include
 - (a) Marriage, childbirth, and death benefits.
 - (b) Gifts or gratuities on New Year's Day.
 - (c) Travel, recreational activities and employee health checkups.
 - (d) Group insurance for all employees in addition to labor and health insurance. (including life insurance, accident insurance, medical insurance, occupational accident insurance)
 - (e) Education and training: In order to improve the quality of human resources and cultivate professional talents, we provide relevant professional training according to the needs of personnel and business.
 - (f) Loan Benefit Plan: To take care of employees' life and help them to solve their temporary needs. All employees who have been employed for 6 months or more are eligible to apply for the "Emergency Loan". Sales and engineers who need to purchase a motorcycle for business needs can apply for the "Motorcycle Advance Loan".

2. Employee Training and Development

The Company has established the "Staff Training Regulations". Any employee who needs business or on-the-job training may be sent out for training after approval. Internal training is conducted in accordance with the courses planned in the Company's annual budget and submitted for approval.

The total expenditure for employee training in FY2023 is \$2,566 thousand. The courses include corporate governance, finance and accounting, business marketing, engineer technical training and certification training, labor safety and health, human resources management, and other related courses.

3. Pension System

The Company's pension system adheres to the regulations set forth in the Labor Standards Act and the Labor Pension Act. For employees covered by the old pension system under the Labor Standards Act, we have legally completed the settlement of their old system seniority and disbursed their retirement pensions. For employees applicable to the Labor Pension Act, 6% of their monthly salary is contributed to their individual pension accounts with the Bureau of Labor Insurance.

4. Agreements between employees and employers: Up to now, the Company has no agreements between employees and employers.

5. Protection of employees' rights and benefits:

In accordance with the Labor Inspection Law, the Company has published the "Regulations for Employee Grievance Management" on its internal website. If any employee of the Company finds that the Company has violated the provisions of the Labor Standards Law, the Employee Benefits Law, the Labor Insurance Law, the Labor Inspection Law and the Employment Service Law, he/she may file a complaint with the senior management of the Company. They may file a complaint with the General Manager or chairman of the senior management of the Company, the head of each department or human resources department, the Bureau of Labor Affairs of the Taipei City Government, or the Labor Inspection Division of the Bureau of Labor Affairs of the Taipei City Government.

6. Code of Conduct or Ethics for Employees:

The Company has established the "Code of Corporate Governance Practices", the "Code of Conduct for Integrity Management", the "Operating Procedures and Conduct Guidelines for Integrity Management", the "Guidelines for Employee Grievance Operations", the "Rules for Handling Cases of Reporting Illegal and Unethical or Dishonest Conduct", and the "Disciplinary Management Rules". It is regulated that when the Company's employees violate the Company's discipline, such as the content of the violation, involving illegal or unit supervisory behavior, or is the reporting of corruption, misappropriation of public funds and other major cases, etc. The reporting officer can report according to the above-mentioned regulations, and the employee's behavior or ethics (such as misconduct, rude behavior and repeatedly precautionary, misbehavior that damages the company's reputation, poor service attitude that seriously affects the company's image, leakage of confidential information about the company's business, technology or intellectual property, unjustified defiance of proper management or reasonable guidance of business supervisors with arrogant attitude...etc.). There are various reward and punishment rules.

7. Work environment and employee safety protection measures:

(1) The company's office building was built to establish a safe working environment as the first consideration. In order to maintain the safety of employees and office areas, we have set up building guards and established the "Door Access Control Regulations". Each office area is

equipped with a card-reading management system, and employees are required to hold a card to enter each office area. There are also clear regulations regarding visitor traffic, delivery of express documents and goods, nighttime and holiday access control, and access to underground parking lots. To maintain the working environment and staff safety.

- (2) In addition to group insurance (including life insurance, accident insurance, medical insurance, and occupational accident insurance) for all employees to provide an additional protection. Regular inspection and updating of firefighting and escape equipment. Regularly implement various disaster emergency response drills and safety education and promotion, so as to efficiently control risks and protect employees' personal safety and prevent injuries from disasters.
- (3) In order to improve the health of employees, we also spare no effort in promoting the prevention and treatment of chronic diseases such as obesity and three highs (i.e. high blood sugar, high blood lipids, and high blood pressure), and the specific activities are as follows:
 - (a) Every year, we provide a fully subsidized health examination with full pay for public leave, and according to the actual examination results, the physician will provide improvement plans and actively track the improvement results.
 - (b) Hold a weight-loss activity competition, divided into individuals and groups, publicly praise and give bonus encouragement to employees who have achieved remarkable weight-loss results, and announce the weight-loss results on the company's intranet.
 - (c) Encourage 6,000 steps a day, provide incentives for employees who continue to complete, and announce the results of walking on the company's intranet.
 - (d) Every three months, nurses promote a balanced diet, and in addition to instructing employees on healthy eating, they also provide nursing consultation services to keep them informed about their health.
 - (e) Put up non-smoking slogans around the company to create a smoke-free workplace.

4.5.2 Losses suffered from labor disputes in the most recent year and as of the date of the annual report, as well as the estimated amount of current and potential future losses and measures to address them: None.

4.6 Cyber Security Management

4.6.1 Cyber Security Risk Management Framework

1. Cyber security management framework:

The company has established an Information Security Management System (ISMS) in accordance with the ISO 27001 international standard for information security management. Since obtaining ISO 27001:2013 certification in 2020, the company has consistently passed annual reviews and successfully transitioned to the ISO 27001:2022 standard in January 2025. This achievement reinforces the company's commitment to ensuring the confidentiality, integrity, and availability of its information, thereby enhancing the protection of both corporate and client-related data.

An internal Information Security Team has been formed to oversee the planning, execution, auditing, and continuous improvement of cybersecurity measures. The team has formulated relevant policies and guidelines to address risks such as abnormal disruptions, data corruption, and data theft. Multi-layered controls and protective mechanisms have been implemented across applications, operating systems, and network systems to effectively manage enterprise information system risks, ensure business continuity, and create a secure and reliable environment for information usage.

2. Enterprise Information Security Governance Structure

In 2020, the company established the Information Security Management Committee, chaired by the General Manager, with the Deputy General Manager serving as the Information Security Management Representative. The committee comprises representatives from various departments, including IT, planning, human resources, general affairs, auditing, and other key units. The Information Security Management Representative supervises the implementation and maintenance of cybersecurity standards, coordinating policies and resource allocation. The committee is briefed annually on cybersecurity issues, strategic directions, and management outcomes to ensure the effectiveness of security measures.

4.6.2 Cybersecurity Policy

The company's cybersecurity policy underscores that information security is a shared responsibility, with a focus on safeguarding the confidentiality, integrity, and availability of corporate information.

4.6.3 Specific Management Measures

1. **Defense-in-Depth Architecture:** The company employs a multi-layered defense strategy, including encryption of sensitive data, endpoint and network gateway protections, network access controls, and email security mechanisms to prevent external cyberattacks and internal data leaks.
2. **Access and Auditing Mechanisms:** Robust controls such as access management, identity verification for system logins, password management, authorization protocols, and vulnerability scanning are in place. Additionally, antivirus software, security patch updates, and backup systems are implemented to strengthen endpoint security.
3. **Cybersecurity Systems:** Protective systems are deployed to safeguard against computer viruses and malicious software that could disrupt services or compromise confidential data.
4. **Employee Training:** Regular cybersecurity education programs are conducted to enhance employees' awareness of security risks.
5. **Continuous Review:** The company periodically evaluates its cybersecurity measures to ensure their appropriateness and effectiveness.
6. **Multi-Layered Backup Systems:** Comprehensive backup mechanisms for information systems and data are established to ensure availability and integrity.

4.6.4 Investments in Cybersecurity Management

The company allocates an annual budget for cybersecurity to support the timely replacement, upgrading, and updating of hardware and software. Investments include acquiring antivirus software, vulnerability scanning tools, and source code testing solutions to strengthen enterprise cybersecurity capabilities. A dedicated team oversees the planning, execution, auditing, and improvement of cybersecurity operations, addressing threats from systemic, technical, and procedural perspectives to provide high-standard confidential data protection services that meet client expectations. External cybersecurity consultants and certification bodies are engaged for audits, guidance, and certifications to maintain a rigorous security framework.

III. In 2024, 19 employees participated in external cybersecurity training, totaling 556 hours, to enhance technical expertise.

IV. The company invested NT\$1.74 million in cybersecurity hardware and software in 2024.

V. Having previously held ISO 27001:2013 certification, the company, with consultant support and cross-departmental collaboration, successfully upgraded to the ISO 27001:2022 standard in January 2025.

VI. Information Security Meetings

To establish the ISO 27001:2022 standard and coordinate information security matters, a total of 21 or more information security meetings were held.

4.6.5 Significant Cybersecurity Incident

On July 30, 2024, the company’s antivirus software effectively mitigated an external malicious attack, isolating and eliminating suspicious activities and files, thereby minimizing impact. In response, the company implemented a multi-layered network architecture to enhance cybersecurity resilience and support ongoing improvements in security management practices.

4.7 Important Contracts

Nature	Counterpart	Contract period	Major contents	Restrictions
Distribution contract	TIOBE Software	July 16, 2023 ~ July 15, 2024	TIOBE Software has distribution rights in Taiwan.	None
Subcontracting Agreement	Red Hat Software	December 21, 2023 ~ Valid until termination of the contract.	Authorized to provide services to Red Hat customers.	None
Subcontracting Agreement	Lenovo	April 1, 2023~Note 1	MASTER AGREEMENT FOR SERVICES- To be Lenovo’s Service Partner	None

V. Review of Financial Status, Operating Results, and Risk Management

5.1 Analysis of Financial Status

Unit: NT\$ 1,000

Item \ Year	2024	2023	Difference		Remark(Note 1)
			Amount	%	
Current Assets	1,627,903	1,508,942	118,961	7.88	
Property, Plant and Equipment	210,720	234,120	(23,400)	(9.99)	
Other Intangible Assets	249	1,133	(884)	(78.02)	Amortization is based on the useful life of the asset.
Right-of-Use Assets	20,859	13,134	7,725	58.82	Lease agreements are renewed upon expiration.
Investment Property	60,253	60,917	(664)	(1.09)	
Other Assets	237,276	200,372	36,904	18.42	
Total Assets	2,157,260	2,018,618	138,642	6.87	
Current Liabilities	882,202	773,055	109,147	14.12	
Non-current Liabilities	19,962	11,942	8,020	67.16	Lease agreements are renewed upon expiration, resulting in an increase in lease liabilities
Total Liabilities	902,164	784,997	117,167	14.93	
Common Stock	699,612	699,612	0	0.00	
Capital Surplus	62,361	62,361	0	0.00	
Retained Earnings	491,769	475,128	16,641	3.50	
Other Equity	1,354	(3,480)	4,834	(138.91)	An appreciation of the Hong Kong Dollar (HKD) led to an increase in exchange differences arising from the translation of foreign operations' financial statements.
Total Stockholders' Equity	1,255,096	1,233,621	21,475	1.74	

Note 1: Analysis is not required if the increase or decrease is more than 20%

Note 2: Where the effect is of material significance, the annual report shall describe the measures to be taken in response: None.

5.2 Analysis of Operating Results

Unit: NT\$ 1,000

Year \ Item	2024	2023	Difference		Remark
			Amount	%	
Operating Revenue	2,246,252	2,338,371	(92,119)	(3.94)	
Operating Cost	(2,001,170)	(2,067,618)	66,448	(3.21)	
Gross Profit	245,082	270,753	(25,671)	(9.48)	
Operating Expenses	(172,871)	(180,955)	8,084	(4.47)	
Operating Income	72,211	89,798	(17,587)	(19.59)	
Non-operating Income and Expenses	18,020	9,322	8,698	93.31	Other income increased.
Profit Before Income Tax	90,231	99,120	(8,889)	(8.97)	
Income Tax Expenses	(23,366)	(20,742)	(2,624)	12.65	
Net Income	66,865	78,378	(11,513)	(14.69)	
Other Comprehensive Income (loss) for the period (Net of Income Tax)	10,579	(876)	11,455	(1,307.65)	Remeasurements of defined benefit plans and exchange differences from the translation of foreign operations' financial statements increased.
Total Comprehensive Income for the period	77,444	77,502	(58)	(0.07)	

5.3 Analysis of Cash Flow

5.3.1 Cash Flow Analysis for the Current Year

Unit: NT\$ 1,000

Cash and Cash Equivalents, Beginning of Year (1)	Net Cash Flow from Operating Activities (2)	Cash Outflow (Inflow) (3)	Effect from Foreign Exchange (4)	Cash Surplus (Deficit) (1)+(2)+(3)+(4)	Remedy for Cash Deficit	
					Investment Plans	Financing Plans
383,681	346,352	(142,429)	1,329	588,933	-	-

Analysis of Cash Flow Changes for the Current Year

(1) Operating Activities

The net cash inflow primarily resulted from a decrease in contract assets and an increase in accounts payable.

(2) Investing Activities

The net cash inflow primarily stemmed from the disposal of financial assets measured at amortized cost.

(3) Financing Activities

The net cash outflow primarily reflected a net decrease in short-term borrowings.

5.3.2 Improvement Plan for Insufficient Liquidity: Not Applicable.

5.3.3 Cash Flow Analysis for the Coming Year

Unit: NT\$ 1,000

Cash and Cash Equivalents, Beginning of Year (1)	Net Cash Flow from Operating Activities (2)	Cash Outflow (Inflow) (3)	Cash Surplus (Deficit) (1)+(2)+(3)	Remedy for Cash Deficit	
				Investment Plans	Financing Plans
588,933	(17,527)	(64,476)	506,930	-	-

Projected Cash Flow Changes for the Upcoming Year

(1) Operating Activities

We expect net cash flow from operating activities to primarily be driven by pre-ordering for anticipated future orders and the collection of accounts receivable.

(2) Investing Activities

Net cash flow from investing activities is projected to be mainly influenced by capital expenditures and an increase in security deposits.

(3) Financing Activities

Net cash flow from financing activities is primarily expected to result from cash dividend payouts and short-term financing to meet working capital needs..

5.4 Financial and Business Impact from Major Capital Expenditure Items: None.

5.5 Investment Policy in Last Year, Main Causes for Profits or Losses, Improvement Plans and the Investment Plans for the Coming Year

Unit: NT\$ 1,000

Investee	Amount	Main Businesses and Products	Net Income (Losses) of the Investee	Main Causes for Profits or Losses	Improvement Plans	Investment Plans for the Coming Year
FIS HK	38,484	Sales, maintenance, and professional image processing services for computer equipment in Hong Kong.	(1,804)	Business operations are being scaled back, and liquidation procedures are currently underway.	We will provide necessary assistance to FTSC in anticipation of its continued profitability.	Maintaining profitability
SBAS	1,452	Sales and maintenance services of information systems in Hong Kong.	2,008	Despite reduced business operations, non-operating interest income grew this year compared to last year.		
FTSC	437,000	Sales and maintenance of computer equipment, information software services, and system integration services.	27,941	Operating profit, costs, and expenses were well-controlled.		

Note: Our Board of Directors approved a proposal on May 9, 2024, to dissolve and liquidate two subsidiaries in Hong Kong. The Chairman has been authorized to handle all related matters.

5.6 Analysis of Risk Management

5.6.1 Effects of Changes in Interest Rates, Foreign Exchange Rates and Inflation on Corporate Finance, and Future Response Measures

1. Effects of Changes in Interest Rates and Foreign Exchange Rates on Corporate Finance, and Future Response Measures

The total annual interest expenses on loans of the Company in 2024 was NT\$1,229 thousand.

Unit: NT\$ 1,000/ %

Item \ Year	2024	Percentage of Operating Revenue	Percentage of Net Operating Income
Interest Income	4,806	0.21%	6.66%
Interest Expenses	1,229	0.05%	1.70%

The company primarily meets its working capital needs through self-funded capital and short-term borrowings from financial institutions.

Unit: NT\$ 1,000/ %

Item \ Year	2024	Percentage of Operating Revenue	Percentage of Net Operating Income
Exchange Benefits	346	0.02%	0.48%

The Company's main business is domestic sales, with a very low ratio of foreign currency purchases and sales. Its foreign currency positions mainly consist of foreign currency deposits and bond investments. The Company benefits from exchange gains due to the appreciation of the USD and HKD against NTD. In addition to regular

evaluation of its foreign currency positions, the Company also maintains contact with the foreign exchange departments of financial institutions to assess exchange rate trends and reduce investment risks.

2. Inflation on Corporate Finance, and Future Response Measures

The Company is a system integration provider in the information service industry. Therefore, inflation has no significant impact on our business operations and profitability.

5.6.2 Policies, Main Causes of Gain or Loss and Future Response Measures with Respect to High-risk, High-leveraged Investments, Lending or Endorsement Guarantees, and Derivatives Transactions

1. High-risk and High-leveraged Investments:

None.

2. Loans to Other:

(1)Policy: The Company and the individual legal entities included in the consolidated financial statements provide funds to others in accordance with the Company's "Operating Procedure for Loaning Funds to Others."

(2)Main reasons: On August 7, 2023, the board of directors approved the execution of the plan to provide a new credit limit of NT\$300 million to the subsidiary company, FTSC. However, in the fiscal year 2024, there were no actual fund loans provided to FTSC.

(3)Future measures: Necessary control measures will be taken in accordance with the operating procedure for loaning funds to others.

3. Endorsement Guarantees

(1)Policy: The endorsement or guarantee provided by the Company and individual entities within the consolidated financial statements shall be handled in accordance with the "Endorsement and Guarantee Operating Procedures" of the Company.

(2)Main reasons: On March 26, 2021, the Board of Directors approved a endorsement guarantee limit of NTD 300 million for FTSC. The remaining endorsement guarantee balance for FTSC in 2024 was NT\$0. In accordance with the Company's "Endorsement Guarantee Operation Regulations," the endorsement guarantee amount provided by the company to FTSC is within the prescribed limit and has been announced in accordance with the regulations.

(3)Future response measures: Necessary control measures will be taken in accordance with the lending operation procedures for endorsement and guarantee.

4. Derivatives Transactions:None.

5.6.3 Future Research & Development Projects and Corresponding Budget

The Company is in the information service industry and has developed expertise in system integration, outsourcing services, banking and financial terminal systems, logistics systems, and insurance systems in response to customer demands. We have accumulated strong market experience over the years and have a keen understanding of technological trends and strong integration capabilities. We continuously train our professionals and cultivate advanced technical talents while continuing to develop innovative and unique technologies and information products.

1. Research & Development Project: Please refer to page 72 to 76.

2. Estimated R&D expenditure in 2025 is NT\$ 5,000,000.

5.6.4 Effects of and Response to Changes in Policies and Regulations Relating to Corporate Finance and Sales:

None. If any such impact occurs, our finance and management team, or project contingency team, will prepare solutions for various situations.

5.6.5 Effects of and Response to Changes in Technology (including cyber security risk) and in Industry Relating to Corporate Finance and Sales:

1. Adapting to Technological and Industry Changes

To proactively address technological advancements and evolving industry landscapes, our company continuously monitors market changes through various channels. These include client visits, participation in exhibitions, online research, and engagement in relevant meetings organized by industry associations and trade unions. This vigilance allows us to adapt our operational strategies in response to shifts in market structure.

2. Cyber Security Risks and Countermeasures

Our company has established comprehensive cyber and computer-related security measures, adopting a defense-in-depth architecture. This involves several layers of protection, including:

- Encryption of critical sensitive data
- Endpoint protection
- Network gateway defense
- Network access control
- Email protection mechanisms

These measures are designed to prevent computer viruses or malicious programs from impacting our information system services or unauthorized access to confidential data. To mitigate the damage caused by such attacks, we have implemented multi-layered information systems and data backup mechanisms, thereby enhancing our cyber security resilience and continuously improving our security management practices.

5.6.6 The Impact of Changes in Corporate Image on Corporate Risk Management, and the Company's Response Measures: None.

5.6.7 Expected Benefits from Risks Relating to and Response to Merger and Acquisition Plans : None.

5.6.8 Expected Benefits from Risks Relating to and Response to Factory Expansion Plans : None.

5.6.9 Risks and Countermeasures Regarding Concentration of Purchases or Sales :

For the most recent year and up to Q1 2025, our largest sales client accounted for 11.99% and 11.24% of our total sales, respectively. This growth is driven by the expanded cloud investment from digital transformation in the financial sector, increased demand for cybersecurity, and growth in revenue from platform engineering, IT infrastructure development, and cybersecurity services.

Regarding purchases, for the most recent year and up to Q1 2025, our largest supplier accounted for 31.83% and 39.27% of our total purchases, respectively. Our primary procurement items are computers and computer-related peripheral products. We maintain our practice of purchasing from authorized distributors, and overall, there haven't been any significant changes. All our suppliers are well-known domestic and international manufacturers. Fluctuations in purchase amounts from specific suppliers are mainly due to the nature of our industry; we select the most suitable supplier based on the specific project, delivery terms, and negotiation outcomes. Therefore, we don't have a situation of concentrated sales or purchases.

5.6.10 Effects of Risks Relating to and Response to Large Share Transfers or Changes in Shareholdings by Directors, Supervisors, or Shareholders with Shareholdings of over 10%: WPG Holdings Limited (hereinafter referred to as "WPG," stock code 3702) announced on February 28, 2025, its public tender offer to acquire shares in our company. WPG successfully secured agreements to tender shares from two major shareholders, Biao Suo Co., Ltd. and China Electronics Co., Ltd., totaling 33,340,281 shares, which represents approximately 47.66% of our company's total issued common shares. The tender offer conditions were met after receiving approval from the Fair Trade Commission on April 14, 2025. Following the closing date of the tender offer, the share transfer was completed, making WPG our company's largest shareholder.

WPG Holdings has a long-standing presence in the semiconductor industry supply chain, committed to providing superior supply chain management services to its clients. This acquisition is primarily aimed at expanding strategic alliances and broadening the scope of services within the information and communications technology (ICT) supply chain. We anticipate this collaboration will generate significant synergies, delivering positive benefits to the financial performance, business operations, and shareholder value of both companies.

Post-acquisition, our company will maintain its listed status, and operations will continue to be managed by the existing team.

5.6.11 Effects of Risks Relating to and Response to Changes in Control over the Company:

WPG Holdings has committed to supporting FIS in deepening and expanding its core product lines, further developing strategic businesses like large-scale projects, and extending its external strategic alliance footprint to drive FIS's sustained growth.

Additionally, plans are underway to strengthen corporate governance and talent development strategies. There's also a proposal to implement employee incentive mechanisms to boost employee engagement and corporate cohesion. This aims to achieve talent retention and development goals, fostering a win-win development model for both employees and shareholders, and ultimately realizing long-term enhancement of enterprise value.

5.6.12 For litigation and non-litigation cases, specify the company and directors, supervisors, General Manager, chief executive, and major shareholders with over 10% of shareholding, as well as affiliates. For major litigation, non-litigation, or administrative disputes with major effects on the interests of shareholders or stock prices, disclose the facts, target value, starting dates for litigation, major parties involved, and the status of the cases up to the publication of the annual report: None

5.6.13 Other Major Risks and Countermeasures: None.

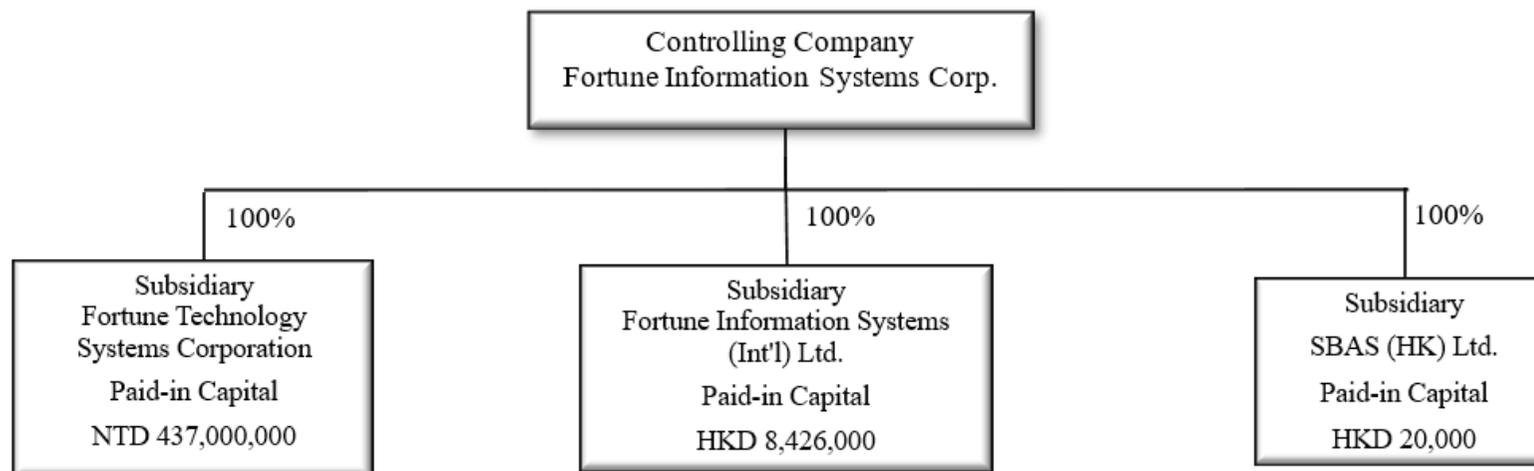
5.7 Other Important Items: None.

VI. Special Disclosure

6.1 Summary of Affiliated Companies

(1) Organizational Chart of Affiliated Enterprises

As of December 31, 2024



Note : All subsidiaries companies are not public companies.

(2) Information Regarding Affiliated Companies

Company	Date of Incorporation	Address	Pay-in Capital	Major Business
Fortune Information Systems (Int'l) Ltd.	1994/04/12	ROOM 1804, WESTLANDS CENTRE, 20 WESTLANDS ROAD, QUARRY BAY, HONG KONG	HKD 8,426 thousand Exchange rate on Dec. 31, 2024:4.222	Sales, maintenance, and professional image processing services for computer equipment
SBAS (HK) Ltd.	1998/12/01	ROOM 1804, WESTLANDS CENTRE, 20 WESTLANDS ROAD, QUARRY BAY, HONG KONG	HKD 20 thousand 1 Exchange rate on Dec. 31, 2024:4.222	Sales SPSS software
Fortune Technology Systems Corporation	2021/01/06	4F., No. 25, Ln. 78, Xing'ai Rd., Neihu Dist., Taipei	NTD 437,000 thousand	Sales and maintenance of computer equipment, information software services, and system integration services

(3) Presumed to have controlling and subsidiary relationships with the same shareholder information: None ◦

(4) The industries covered by the overall operations of affiliated enterprises. For affiliated enterprises whose business operations are interconnected, the division of labor and interactions between them should be explained:

Company	Positioning Strategy	Major Business	Business relationships between related companies	Customers
Fortune Information Systems Corp.	A provider of solutions in the information service industry that emphasizes on planning, analysis, and comprehensive services.	1.Sales and maintenance of computer software, hardware, and peripherals. 2.Integrated planning, integration, and office automation software services for Internet, Intranet, and application systems. 3.Professional image processing services. 4.Sales of EasyWare and Ascent logistics software systems, as well as logistics information technology consulting services.	Human resources support services for the deployment and maintenance operations for end customers in collaboration with Fortune Technology Systems Corp..	Government, financial industry, healthcare, education or enterprises
Fortune Information Systems (Int'l) Limited	Sales, maintenance, and professional image processing services for computer equipment.	1.Sales and maintenance of computer software, hardware, and peripherals. 2.Professional image processing services.	None	Enterprises or government in Hong Kong
SBAS (HK) Limited	Agency sales of SPSS statistical software.	SPSS software and training.	None	Schools in Hong Kong

Company	Positioning Strategy	Major Business	Business relationships between related companies	Customers
Fortune Technology Systems Corporation	Focus is on providing solutions for IT infrastructure, network equipment, storage, backup and disaster recovery, information security, virtualization, and more. We specialize in intelligent AIoT devices and cloud management platform (CMP) solutions to meet the constantly changing market environment.	1.IT infrastructure construction and services. 2.IoT smart logistics solution. 3.Backup and disaster recovery solution. 4.Cloud management platform (CMP). 5.Network management and information security solution.	Human resources support services for the deployment and maintenance operations for end customers in collaboration with Fortune Information Systems Corp..	Government, financial industry, healthcare, education or enterprises

(5) Affiliates' lists of directors, supervisors and General Managers

Unit: NT\$ 1,000 April 30, 2024

Company	Title	Name/ Representative	Holding	
			Shares	%
Fortune Information Systems (Int'l) Limited	DIRECTOR	PAN,ZI-XING	0	0.00%
	DIRECTOR	SU,MEI-CHUN	0	0.00%
	DIRECTOR	TANG, YU-HUA	0	0.00%
	General Manager	PAN,ZI-XING	0	0.00%
SBAS (Hong Kong) Limited	DIRECTOR	PAN,ZI-XING	0	0.00%
	DIRECTOR	SU,MEI-CHUN	0	0.00%
	DIRECTOR	TANG, YU-HUA	0	0.00%
	General Manager	PAN,ZI-XING	0	0.00%
Fortune Technology Systems Corporation	Chairman	TANG, YU-HUA Representative of FIS	43,700,000	100.00%
	General Manager	YANG,CHENG-NING	0	0.00%

(6) Affiliates' operating highlights

Unit: NT\$ 1,000

Code	Company	Pay-in Capital	Total Assets	Total Liabilities	Net Worth	Operating revenue	Operating income	Net Profit / Loss	EPS (NT\$)
2468	FIS	699,612	1,832,864	577,768	1,255,096	1,243,701	41,841	66,865	0.96
24680003	FIS HK	32,836	35,028	170	34,858	27,112	(5,203)	(1,804)	(0.21)
24680004	SBAS HK	85	30,147	12,116	18,031	18,414	1,349	2,008	100.38
2468012	FTSC	437,000	801,536	330,093	471,443	985,205	32,214	27,939	0.64

(7) Declaration of consolidated business reports and consolidated financial statements of affiliated enterprises :

This item is declared in accordance with the ' Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises '. The companies that are required to be included in the preparation of the consolidated financial statements of affiliated enterprises, as per regulations, are the same as those that should be included in the consolidated financial statements of the parent and subsidiary companies according to International Financial Reporting Standards (IFRS). Therefore, there is no need to separately prepare the consolidated financial statements of affiliated enterprises. For information regarding the consolidated financial reports of these companies, please refer to the 'Profiles', 'Electronic Books', 'Financial Statements' on the Market Observation Post System (MOPS). °

(8) Affiliated enterprises relationship report: Not applicable.

6.2 Private Placement Securities in the Most Recent Years: None.

6.3 Other necessary supplementary explanations: None.

VII. In the most recent year and up to the date of publication of the annual report, if any event that has a significant impact on shareholders' equity or securities prices as specified in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act: None.