Stock Code: 2468

FORTUNE INFORMATION SYSTEMS CORP.

2025 ANNUAL REPORT

Published: March 29, 2026

Annual Report Inquiry Website: http://mops.twse.com.tw

Company Website: http://www.fis.com.tw

Company Basic Information

I. Spokesperson and Deputy Spokesperson

Role	Name	Title	Phone	Email
Spokesperson	CHEN, XIU-YUE (Carrie Chen)	Vice President, Finance Department	(02)2793-5566 ext. 2226	carrie.chen@fis.com.tw
Deputy Spokesperson	WU, JING-YI (Joy Wu)	Assistant Vice President	(02)2793-5566 ext. 3352	joy.wu@fis.com.tw

II. Company Headquarters and Branch Offices

Office	Address	Phone
Headquarters	6F, No.25, Lane 78, Xingyai Road, Neihu District, Taipei City	(02)2793-5566
Taoyuan Branch	11F-6, No.398, Huanbei Road, Zhongli District, Taoyuan City	(03)426-8050
Hsinchu Branch	5F-1, No.38, Beida Road, East District, Hsinchu City	(03)532-8827
Taichung Branch	28F, No.285, Section 2, Taiwan Boulevard, West District, Taichung City	(04)2326-8828
Kaohsiung Branch	Room A, 16F, No.366, Boai 1st Road, Sanmin District, Kaohsiung City	(07)323-6886

III. Stock Transfer Agent

Item	Information
Agent Name	KGI Securities Co., Ltd.
Address	5F, No.2, Section 1, Chongqing South Road, Taipei City
Website	https://www.kgi.com.tw
Phone	(02)2389-2999

IV. Certified Public Accountants for the Most Recent Financial Report

Item	Information
CPA Names	Tsai, You-Ling; Liu, Wen-Ling (effective May 14, 2025)
Firm	Deloitte & Touche
Address	20F, No.100, Songren Road, Xinyi District, Taipei City
Website	http://www.deloitte.com.tw
Phone	(02)2725-9988

V. Overseas Securities Listing

The Company has not issued any overseas securities.

VI. Company Website

http://www.fis.com.tw

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Chapter I: Letter to Shareholders

I. Results of the Previous Year's Operations

(I) Implementation Results of the Prior Year Business Plan

The Company's principal business activities are information systems integration, providing services including enterprise public/private cloud infrastructure and cloud platform solution planning and construction, network and information security planning, backup and recovery solutions, financial institution information integration services, cloud monitoring and management, application software development, document digitization services, logistics and warehouse management systems, insurance industry information system consulting services, and outsourced IT equipment maintenance and management — a comprehensive and multi-faceted suite of solutions backed by quality after-sales service.

A summary of the Company's FY2025 operations and profitability is presented below:

Unit: NT$ Thousands

Item	FY2025 (ROC Year 114)	FY2024 (ROC Year 113)	Change (%)
Revenue	2,694,203	2,246,252	19.94%
Cost of Revenue	2,428,195	2,001,170	21.34%
Gross Profit	266,008	245,082	8.54%
Gross Margin	10%	11%	-
Operating Expenses	179,843	172,871	4.03%
Operating Income	86,165	72,211	19.32%
Non-Operating Income (Expense), net	21,672	18,020	20.27%
Pre-Tax Net Income	107,837	90,231	19.51%
Net Income After Tax	87,509	66,865	30.87%

(II) Budget Implementation

The Company did not publish any public financial forecasts for FY2025.

(III) Financial Performance Analysis

1. Financial Revenue and Expenditures

FY2025 revenue grew substantially, primarily driven by: (1) the financial sector's digital transformation and cloud migration demand; (2) expansion of cloud infrastructure investment; (3) large-scale licensed software procurement; and (4) AI application deployments. Additionally, the Windows 11 upgrade wave triggered by the end-of-support for Windows 10 drove stable growth in basic infrastructure including personal computers.

The gross margin declined from 11% to 10%, mainly due to changes in manufacturer sales policies and intense competition in large projects. Although gross margin slightly declined, operating income still grew 19.32% year-over-year, as the revenue base expanded and operating expenses were well controlled.

Net income after tax for FY2025 was NT$87,509 thousand, significantly outperforming FY2023's NT$78,378 thousand and FY2024's NT$66,865 thousand. This demonstrates that the Company has overcome the 2024 decline caused by the termination of agency services and has returned to a growth trajectory. The Company's competitive position in the information services industry is expected to strengthen further.

2. Profitability Analysi

Category	Item	FY2025	FY2024
Financial Structure	Debt-to-Asset Ratio (%)	46.67	41.82
	Long-term Funds to PP&E Ratio (%)	627.77	605.10
Debt Coverage	Current Ratio (%)	159.93	184.53
	Quick Ratio (%)	129.06	158.88
Profitability	Return on Assets (%)	4.10	3.25
	Return on Equity (%)	6.92	5.37
	Net Profit Margin (%)	3.25	2.98
	Basic EPS (NT$, before retroactive adjustment)	1.25	0.96

(IV) Research and Development

For details, please refer to pages 30-31.

II. FY2026 Business Plan Summary

In 2026, we face global trends in digitalization and sustainable development, driving enterprises to rapidly respond to market demand and technological changes. Therefore, building an enterprise-grade governance platform integrating AI, multi-cloud management, cybersecurity protection, and ESG sustainability capabilities, high-margin zero-trust security solutions, and subscription-based self-developed software products will become the three major growth engines for the future.

In terms of product, technology, and supply chain development, we have formulated three strategic directions: product and technology enhancement, business diversification, and supply chain optimization. Leveraging our technical and resource advantages, we will drive nine business development directions to enhance innovation capability and market competitiveness:

1. Promote CMP Cloud Management Platform: Provide customers with a one-stop management solution for hybrid cloud and multi-cloud environments to improve IT operations efficiency, and further expand into application scenarios such as energy management.
2. Strengthen Software Quality Governance (TiCS): Introduce automated testing tools and software development best practices to improve software development and operations quality, reduce error costs, and ensure large project delivery quality.
3. Extend Smart Locker and AIoT Applications: Combining IoT sensing with AI analysis technology, launch innovative applications such as smart storage lockers and smart venue management to create new revenue sources.
4. Deepen Zero Trust Security: Expand security product and service portfolio to provide zero-trust security architecture solutions covering endpoints, firewalls through to the cloud, meeting enterprises' increasingly elevated information security needs.
5. Develop Smart Official Document Assistance Platform: Utilize AI to automatically generate official document drafts and integrate with customized RAG technology to significantly improve government agency operational efficiency.
6. Continuously develop Composite AI, large-scale Agentic AI deployment, and machine identity management security applications.
7. Intelligent Operations Management Platform (AIOP): Combining generative AI with RAG (Retrieval-Augmented Generation) technology, interfacing with cloud and on-premise LLMs to help enterprises quickly grasp system status, pre-warn anomalies, improve maintenance efficiency, and achieve proactive management through interactive interfaces and real-time responses.
8. Smart Logistics Integration: Introduce AI picking optimization, shipment inspection, and anomaly detection in WMS systems; R&D AI zone division and AI route planning in TMS systems to reduce logistics mileage and time costs.

9. Enter Carbon Inventory and Energy Governance (ESG Solutions): Apply AI and big data technologies to enterprise carbon footprint inventory and energy management, providing ESG digital solutions compliant with regulations and international standards to help enterprises achieve sustainability goals.

Furthermore, the Company has been invited to join the "AI Trust Accelerator Alliance," forming strategic alliances with international giants such as Dell, Microsoft, and Red Hat, targeting 100 AI application deployment cases within two years, deepening the Company's ability to assist customers in implementing AI.

III. Impact of External Competition, Regulatory Environment, and Macroeconomic Environment on Future Company Development Strategy

(I) Impact of External Competition, Regulatory, and Macroeconomic Environment

Based on reports from MIC, DIGITIMES, Gartner, and others, the 2026 ICT industry trends are as follows:

1. ESG sustainable development is becoming the primary driver of network technology transformation; it is projected that more than 65% of enterprises will incorporate ESG into IT procurement decisions in 2026.
2. AI is being widely adopted in broadband network construction and operations; AI PCs are expected to account for 55% of the PC market in 2026, with shipments of 143 million units.
3. "Once-in-a-decade" global mega-investment by system integrators: major manufacturers such as Compal, Quanta, Inventec, and Wistron have invested over NT$20 billion to expand capacity.
4. LEO satellite communication service expenditure will reach USD 14.8 billion in 2026, with year-on-year growth of 24.5%, becoming new communications infrastructure.
5. Generative AI will significantly impact enterprises in 2026-2027, with 44% of Taiwanese enterprises expecting to reshape business processes and business models.
6. Taiwan's 2026 GDP growth forecast has been raised to 2.8%, with AI contributing 0.7 percentage points, driving IT infrastructure investment.

The system integration industry is at the intersection of digital transformation and national security. The regulatory environment has directly become a core variable for order eligibility, technical costs, and market territory. Key impacts include:

1. Cybersecurity Management Act: From "Bonus Item" to "Entry Threshold"

As the Cybersecurity Management Act is implemented and revised, requirements for system vendors from government agencies and critical infrastructure (such as power, water, and healthcare) have significantly increased.

- Operational Impact: System integrators seeking to handle public sector projects must meet strict cybersecurity maintenance standards, causing significant increases in operational costs for internal audits, employee cybersecurity training, and security equipment procurement.
- Supply Chain Responsibility: Regulations require outsourced services to be included in cybersecurity management; system integrators bear heavier joint liability. In the event of a security breach, they may face large fines and be blacklisted from procurement.

2. Data Protection and Personal Data Act: Reshaping Technical Architecture

In response to stricter enforcement of the Personal Data Protection Act, system integrators must incorporate "Privacy by Design" as a core consideration when planning systems.

- Operational Impact: System development processes must include complex techniques such as data de-identification, encryption, and access control. Legal Compliance has become a necessary element in project delivery for system integrators responsible for operations.
- Risk Costs: Higher collective litigation settlements for personal data breaches force system integrators to increase liability insurance and strengthen data backup and recovery resilience.

3. Ministry of Digital Affairs Policy Guidance: AI and Cloud Transformation

Since the establishment of the Ministry of Digital Affairs, it has actively promoted "cloud-first" and "AI industrialization" policies.

- Software Transformation: Encourages system integrators to shift from simple hardware integration toward "Software Subscription (SaaS)" and cloud services, changing the enterprise revenue structure from one-time project income to recurring income.
- Technology Subsidies: Companies can apply for AI R&D subsidies from the Ministry of Digital Affairs or Ministry of Economic Affairs to reduce financial risks of new technology development, but must comply with the government's "Digital Resilience" standards.

4. 2050 Net-Zero Emissions and ESG Regulations: Green Integration Opportunities

With the implementation of the Climate Change Response Act and carbon fee system, the demand from enterprise customers (especially semiconductor and manufacturing industries) for Energy Management Systems (EMS) has surged.

- Operational Impact: Companies must possess technical capabilities for carbon inventory, energy-saving monitoring, and green electricity integration. System integrators with ESG solutions have strong bargaining power and competitive advantages in the market.

5. Geopolitics and Procurement Restrictions: Banning Specific Brands

In response to national security and international trade restrictions, the government strictly limits procurement lists, particularly prohibiting the use of ICT products with specific backgrounds (such as mainland China) in the public sector and critical infrastructure.

- Operational Impact: System integrators must be more careful in materials management and supplier selection. This may lead to higher procurement costs (need to find alternatives) but simultaneously prompts integrators to shift toward cooperation with US, European, or domestic cybersecurity equipment manufacturers.

(II) Future Development Strategy

Based on the above, the current information services and system integration industry is showing the following development trends:

1. Enterprise-Level AI Deployment: Enterprise adoption of AI has moved from simple tool applications to the enterprise platform era, with the focus shifting to model governance, monitoring, compliance, and security integration, ensuring AI operates safely and reliably within enterprises.
2. Multi-Cloud Management as Core: As hybrid cloud and multi-cloud deployments become the norm, enterprises urgently need cross-cloud management capabilities. Cloud Management Platforms (CMP) are becoming the central hub for enterprise IT operations to coordinate different cloud environments and meet local data compliance requirements.
3. Cybersecurity Trend — Zero Trust Architecture: Governments, financial institutions, and large enterprises place high importance on security upgrades, comprehensively strengthening data governance and implementing advanced threat detection and protection (such as XDR, DLP, DSPM). Zero Trust security architecture is gradually becoming standard to address increasingly complex cybersecurity threats.
4. ESG Digital Governance: Sustainable development topics drive enterprises to strengthen carbon inventory, energy management, document governance, and information transparency. To comply with environmental regulations and sustainability standards, enterprise demand for ESG-related digital solutions is increasing, such as carbon footprint tracking, energy consumption management, and sustainability performance data disclosure.

The above industry trends show the market is moving toward intelligence, multi-cloud, security, and sustainability. The Company has a deep foundation in AI applications, cloud, cybersecurity, and enterprise management software. How to respond to and capitalize on these trend opportunities will be key to enhancing enterprise value.

We wish all shareholders:

Good Health and All the Best!

Chairman: YUAN, HSING-WEN

Presidents: TANG, YU-HUA & YANG, CHENG-NING

Chief Accounting Officer: CHEN, XIU-YUE

I. Information on Directors, President, Vice Presidents, Assistant Vice Presidents, and Department/Branch Heads

(I) Directors

The following table shows the director information as of March 29, 2026:

Title	Name	Gender/ Age	Term (years)	Elected Date	First Elected	Shares Held at Election	Current Shares Held	Spouses/ Minor Children Shares	Via Nominee	Education & Experience	Other Concurrent Positions	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship
Chairman	WPG Holdings Co., Ltd.	-	3	Jun.30 ,2025	Jun 30, 2025	33,348,481 / 47.67%	33,348,481 / 47.67%	0 / 0%	895,000 / 1.28%			None
Chairman (Representative of WPG Holdings Co., Ltd.)	YUAN, HSING-WEN	Male / Age 51-60	3	Jun.30, 2025	Jun 30, 2025	0 / 0%	0 / 0%	0 / 0%	0 / 0%	Double degree in Law and Accounting, Soochow University; CFO of WPG Holdings and its subsidiaries.	CFO of WPG Holdings; Director/Supervisor of WPG subsidiaries; Director of Yuliang Technology; Director of Zero One Technology; Director of Dachuan Co.	None
Director (Representative of WPG Holdings Co., Ltd.)	TANG, YU-HUA	Female / Age 61-70	3	Jun.30, 2025	Jun 17, 2013	42,788 / 0.06%	42,788 / 0.06%	0 / 0%	0 / 0%	MBA, College of Management, National Taiwan University; former Deputy GM, Management Division, Fortune Information Systems; former GM Special Assistant.	President of the Company; Director of Fortune Technologies (FFIS); Director of HK FFIS; Director of HK SBAS	None
Director (Representative of WPG Holdings Co., Ltd.)	YANG, CHENG-NING	Male / Age 51-60	3	Jun.30 , 2025	Jun 19, 2023	6,356 / 0.01%	6,356 / 0.01%	0 / 0%	0 / 0%	MBA, Shih Chien University; former Deputy GM and AVP, Systems Integration Business Group,	President of the Company; GM of Fortune Technologies (FFIS)	None

Title	Name	Gender/ Age	Term (years)	Elected Date	First Elected	Shares Held at Election	Current Shares Held	Spouses/ Minor Children Shares	Via Nominee	Education & Experience	Other Concurrent Positions	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship
										Fortune Information Systems.		
Director (Representative of WPG Holdings Co., Ltd.)	CHUANG, SHIH-HSIUNG	Male / Age 51-60	3	Jun.30, 2025	Jun 30, 2025	0 / 0%	0 / 0%	0 / 0%	0 / 0%	MBA (MIS), College of Management, National Taiwan University; former CIO of WPG Holdings; former VP of WPG subsidiary; Director, ROC CIO Advancement Association.	Advisor, Digital Innovation Center, WPG Holdings	None
Independent Director (Audit Committee Convener; Remuneration Committee Member)	TSANG, KWOK-WAH	Male / Age 61-70	3	Jun.30, 2025	Jun 30, 2025	0 / 0%	0 / 0%	0 / 0%	0 / 0%	EMBA, National Yang Ming Chiao Tung University; BS in Accounting, National Chengchi University; former Audit Partner, PricewaterhouseCoopers; Lecturer, NTHU Economics Dept.	Partner, Ruijie CPA Firm; Independent Director of Silergon Co., Ltd.; Independent Director of Unitech Printed Circuit Board Corp.; Independent Director of Arctic Star Pharmacy Group	None
Independent Director (Remuneration Committee Convener; Audit Committee Member)	LIN, SHIH-MEI	Female / Age 51-60	3	Jun.30, 2025	Jun 17, 2015	0 / 0%	0 / 0%	0 / 0%	0 / 0%	LLM, University of London; LLB, National Taiwan University; Former partner at Rose-Thomas, Wenlishen, Hogan Lovells, Nanguochunqiu law firms.	Principal Attorney, Cheng Li Law Office; Independent Director of Transmate Technology; Responsible Person, Harvest of Abundant Culture; Standing Supervisor, National Bar Association; Part-time Commissioner, Ill-gotten Party Assets Settlement Committee; Supervisor, Taiwan	None

Title	Name	Gender/ Age	Term (years)	Elected Date	First Elected	Shares Held at Election	Current Shares Held	Spouses/ Minor Children Shares	Via Nominee	Education & Experience	Other Concurrent Positions	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship
											Creative Content Agency	
Independent Director (Audit Committee Member; Remuneration Committee Member)	WANG, CHIEN-CHUAN (Note 1)	Male / Age 61-70	3	Jun.30, 2025	Jun 30, 2025	0 / 0%	0 / 0%	0 / 0%	0 / 0%	PhD in Economics, Purdue University, USA; MS in Economics, Purdue University, USA; BS in Economics, National Taiwan University; former Director, 3rd Institute of CIER; Economic Advisor, MOEA; Member, MOEA Industrial Advisory Committee; Adjunct Professor, National Taiwan University of Science and Technology.	Vice President, Chung-Hua Institution for Economic Research (CIER)	None

Note 1: Independent Director WANG, CHIEN-CHUAN was discharged from office on January 8, 2026 due to his passing. One independent director will be by-elected at the 2026 Annual Shareholders' Meeting.

1. Major Shareholders of Corporate Director

As of March 30, 2025

Corporate Director	Major Shareholders of the Corporate Director
WPG Holdings Co., Ltd.	Taishin International Bank (custodian for Cathay Taiwan High-Dividend ETF) (8.86%); China Trust Bank (custodian for Yuanta Taiwan High-Dividend ETF) (5.19%); Taipei Fubon Bank (custodian for Fuhwa Taiwan Tech Dividend ETF) (3.65%); Hua Nan Bank (custodian for Yuanta Taiwan Value High-Yield ETF)(2.57%); Nan Shan Life Insurance (2.45%); Taiwan Business Bank (custodian for Ta Hua Bank High-Yield 30 ETF) (2.32%); Taiwan Life Insurance (2.07%); Chunghwa Post(1.83%); Forete Technology (1.78%)

2. Major Shareholders of Corporate Major Shareholders

As of March 30, 2025

Corporate Name	Major Shareholders
Taiwan Life Insurance Co., Ltd.	CTBC Financial Holding Co., Ltd. (100%)
Nan Shan Life Insurance Co., Ltd.	Ruentex Investment Holding Co., Ltd. (89.55%), Ruen Hwa Textile Co., Ltd. (1.34%), Tu Ying-Tsung (1.16%), Ruentex Industries Ltd. (0.97%), Ruentex Development Co., Ltd. (0.23%), Ruentex Worldwide Co., Ltd. (0.21%), Yuan Xin Investment Co., Ltd. (0.16%), Ruentex Leasing Co., Ltd. (0.12%), Jipin Investment Co., Ltd. (0.11%), Peng Cheng Co., Ltd. (0.09%)
Chunghwa Post Co., Ltd.	Ministry of Transportation and Communications (100%)
Forete Technology Co., Ltd.	Feng Hsin Investment Co., Ltd. (3.92%), Huayang International Development Investment Co., Ltd. (3.37%), Liao Mei-Chi (3.28%), Wu Chang-Ching (3.22%), Lai Ju-Kai (3.12%), Cheng Chin-Hung (2.80%), Ou Shu-Ching (1.93%), CTBC Bank Co., Ltd. (Trust Account for Wu Chang-Ching) (1.73%), Liu Yen-Hung (1.67%), Liu Yen-Pei (1.67%)

Note: For institutional shareholders that are publicly listed companies, please refer to their respective annual reports for the most up-to-date information on their major shareholders.

3. Directors' Professional Qualifications and Independent Directors' Independence Information

As of March 29, 2026

Title / Name	Professional Qualifications and Experience	Independence Status	Number of Concurrent Independent Directorships at Other Public Companies
Chairman (WPG Representative) YUAN, HSING-WEN	Double degree in Law and Accounting, Soochow University; current CFO of WPG Holdings and subsidiaries, Director/Supervisor of WPG subsidiary companies, Director of Yuliang Technology, Director of Zero One Technology, Director of Dachuan Co. Possesses expertise in decision-making, management, law, finance, accounting and auditing.	N/A	None
Director (WPG Representative) TANG, YU-HUA	MBA, College of Management, National Taiwan University; former Deputy GM, Management Division, Fortune Information Systems; current President of the Company, Director of Fortune Technologies, Director of HK Fortune and HK SBAS. Possesses expertise in decision-making, management, finance, accounting and auditing.	N/A	None
Director (WPG Representative) YANG, CHENG-NING	MBA, Shih Chien University; former Business Manager, AVP, Deputy GM, Fortune Information Systems; current President of the Company and GM of Fortune Technologies. Possesses expertise in sales and management.	N/A	None
Director (WPG Representative) CHUANG, SHIH-HSIUNG	MBA (MIS), National Taiwan University; former CIO of WPG Holdings; former VP of WPG subsidiary; Director of ROC CIO Advancement Association; current Advisor, Digital Innovation Center, WPG Holdings. Possesses expertise in decision-making, management and information technology.	N/A	None

Independent Director (Audit Committee Convener; Remuneration Committee Member) TSANG,KWOK-WAH	EMBA, National Yang Ming Chiao Tung University; BS in Accounting, National Chengchi University; former Audit Partner, PricewaterhouseCoopers; former Director, Chinese Association of Certified Valuers; Lecturer, NTHU Economics. Current Partner at Ruijie CPA Firm and Independent Director of three listed companies. Possesses expertise in decision-making, management, and accounting.	Meets independence requirements under Article 14-2 of the Securities Exchange Act and relevant regulations. No spouse or relatives within 2nd degree serve as the Company's directors, supervisors, or employees; shareholding: 0; no service relationships with the Company or its affiliates in the past 2 years; remuneration: 0.	3
Independent Director (Remuneration Committee Convener; Audit Committee Member) LIN, SHIH-MEI	LLM, University of London; LLB, National Taiwan University; formerly practiced at Rose-Thomas, Wenlishen, Hogan Lovells, and Nanguochunqiu law firms. Currently Principal Attorney at Cheng Li Law Office, Independent Director of Transmate Technology and a director representative at Yuanta Securities. Possesses legal expertise and extensive international legal experience.		1
Independent Director (Audit Committee Member; Remuneration Committee Member) WANG, CHIEN-CHUAN (Note)	PhD & MS in Economics, Purdue University; BS in Economics, National Taiwan University; former Director, 3rd Institute of CIER; Economic Advisor and Advisory Committee Member, MOEA; Adjunct Professor, NTUST. Current Vice President, CIER. Possesses expertise in economics and research.		None

Note 1: All directors and independent directors have no disqualifying conditions under Article 30 of the Company Act.

Note 2: Independent Director WANG, CHIEN-CHUAN passed away on January 8, 2026 (ROC 115). One independent director seat to be elected at the 2026 AGM.

4. Board Diversity and Independence

Pursuant to Article 23 of the Company's Corporate Governance Best Practice Principles, the composition of the Board shall consider diversity. The Company has adopted a Board diversity policy covering: (1) Basic conditions and values: gender, age, nationality, and culture; (2) Professional knowledge and skills: professional background (law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

The overall competencies the Board should possess include: (1) Business judgment; (2) Accounting and financial analysis; (3) Management; (4) Crisis management; (5) Industry knowledge; (6) International market perspective; (7) Leadership; (8) Decision-making.

Board diversity implementation: The Board consists of 7 directors (including 3 independent directors) per the Company's Articles of Incorporation. Independent directors comprise 43% of the Board; directors holding employee status (concurrently serving as President) comprise 29%; female directors comprise 29%. Three directors are aged 61-70, four are under 60.

The Board covers diverse professional fields including Law, Accounting, Information Technology, Marketing, Management, and Economics. Independent directors complement each other effectively—one specializing in legal affairs, one in economics research, and one as a senior CPA with practical auditing experience.

Board Diversity Skills Matrix:

Director	Nationality	Gender	Age 51-60	Age 61-70	Law	Accounting & Finance	Manage ment	Crisis Manage ment	Industry Knowledge	International Perspective	Leadership	Decision-Making
YUAN, HSING-WEN	ROC	Male	✓		✓	✓	✓	✓		✓	✓	✓
TANG, YU-HUA	ROC	Female		✓			✓	✓	✓	✓	✓	✓
YANG, CHENG-NING	ROC	Male	✓				✓	✓	✓	✓	✓	✓
CHUANG, SHIH-HSIUNG	ROC	Male	✓					✓	✓	✓	✓	
TSANG,KWOK-WAH	ROC	Male		✓		✓		✓		✓		✓
LIN, SHIH-MEI	ROC	Female	✓		✓		✓	✓	✓	✓		✓
WANG, CHIEN-CHUAN	ROC	Male		✓				✓		✓		✓

(II) President, Vice Presidents, Assistant Vice Presidents, and Department/Branch Heads

As of March 29, 2026

Title	Name	Gender	Appointment Date	Shares Held	Spouse s/ Minor Children Shares	Via Nominee	Education & Experience	Concurrent Positions
President	TANG, YU-HUA	Female	Nov 1, 2013	42,788 / 0.06%	0	0	MBA, College of Management, NTU; Former AVP, Mgmt. Division, Fortune Information Systems.	Director, HK Fortune; Director, HK SBAS; Chairperson (rep.) of Fortune Technologies
President	YANG, CHENG-NING	Male	Jul 1, 2023	6,356 / 0.01%	0	0	MBA, Shih Chien University; Former VP, Systems Integration Business Group, Fortune Information Systems.	Director, HK Fortune; Director, HK SBAS; GM, Fortune Technologies
Vice President	CHEN, XIU-YUE	Female	Sep 1, 2007	52,740 / 0.08%	0	0	Dept. of Business Administration, Shih Chien University; Former AVP, Finance Dept., Fortune Information Systems.	None
Vice President	CHEN, BAO-FU	Male	Jan 1, 2019	0 / 0%	0	0	MS, Institute of Information Management, National Chiao Tung	None

							University; Former Director, IT Dept., Taiwan Cement Corp.; Former AVP, IT Dept., Fortune Information Systems.	
Vice President	HSIEH, PING-CHEN	Male	Jan 20, 2025	0 / 0%	0	0	MS, Institute of Basic Medical Sciences, Chang Gung University; Former Technical Support Manager (MS Dispatch), Fortune Information Systems; Former AVP, Technical Center.	None
Vice President	SHI, SHANG-YU	Male	Jan 20, 2025	3,050 / 0%	0	0	Dept. of Business Administration, Lung Hwa University of Science and Technology; Former AVP, Sales Division I, Fortune Information Systems.	None
Assistant Vice President	CHIU, CHUN-YAO	Male	Nov 10, 2014	1,000 / 0%	0	0	Dept. of Electronic Engineering, Tamkang University; Former Manager, Systems Integration Dept., Fortune Information Systems.	None
Assistant Vice President	WU, CHING-YI	Female	Feb 1, 2022	0 / 0%	0	0	MS, Dept. of Accounting, Fu Jen Catholic University; Former Deputy Manager, KPMG; Former Manager, Finance Dept., Fortune Information Systems.	None
Assistant Vice President	LU, ZONG-KUN	Male	Feb 1, 2022	1,993 / 0%	0	0	BS, International Technological University (USA); Former Manager, Systems Integration Dept., Fortune Information Systems.	None
Assistant Vice President	WANG, SHU-FEN	Female	Dec 1, 2023	0 / 0%	0	0	Dept. of Accounting and Statistics, Ming Chuan University; Former Manager, Shenglee Technology Co.; Former Manager, Software Center, Fortune Information Systems.	None
Corporate Governance Officer / Legal Manager	KUO, WEI-CHIANG	Male	Mar 11, 2025	0 / 0%	0	0	Dept. of Law, Shih Hsin University; Former Legal Manager, Fortune Information Systems.	None

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

(I) Remuneration of Directors (Including Independent Directors)

Director Remuneration Summary:

Unit: NT$ Thousands; as of December 31, 2025

Category	Title / Names	Compensation (A) (The Company)	Business Execution Expenses (D) (The Company)	Total A+B+C+D (The Company)	Total A+B+C+D (All Consolidated Companies)	% of After-Tax Income
General Directors	WPG Representatives: YUAN, HSING-WEN TANG, YU-HUA YANG, CHENG-NING CHUANG, SHIH-HSIUNG Former CECGP Representatives: SU, MEI-CHUN (served until Apr 29, 2025) WANG, MEI-CHUAN (served until Apr 29, 2025) Former Standard Plastics LTD.s: TANG, YU-HUA (served until Apr 29, 2025) YANG, CHENG-NING (served until Apr 29, 2025)	NT$1,967K	NT$400K	NT$2,367K	NT$2,367K	2.70%
Independent Directors	TSANG,KWOK-WAH LIN, SHIH-MEI WANG, CHIEN-CHUAN (served until Jan 8, 2026) Former Independent Directors (served until Jun 30, 2025): LIN, CHIEN-JU LIN, YING-SHAN	-	NT$1,502K	NT$1,502K	NT$1,502K	1.72%

Note: The remuneration paid by the Company to driver services in FY2025 was NT$740 thousand.

Independent Director Remuneration Policy: (1) A fixed monthly transportation allowance per the Company's Articles of Incorporation and "Director and Manager Compensation Procedures" for participation in Board proposal reviews; (2) Independent directors serving on functional committees also receive a fixed monthly allowance; (3) A fixed attendance fee is paid for each Board meeting attended; (4) Remuneration is a fixed amount and not directly linked to performance.

(II) Remuneration of President and Vice Presidents

Unit: NT$ Thousands; as of December 31, 2025

Title	Name	Salary (A) (The Company)	Retirement/ Severance (B) (The Company)	Bonus & Special Allowances (C) (The Company)	Employee Profit Sharing (D) (Cash, The Company)	Total A-D (The Company)	% of After-Tax Income (Company)	Remuneration from Subsidiaries or Parent
President	TANG, YU-HUA	NT$12,342K	NT$622K	NT$13,728K	NT$474K	NT$27,166K	31.04%	None
President	YANG, CHENG-NING							None
VP	CHEN, XIU-YUE							None
VP	CHEN, BAO-FU							None
VP	HSIEH, PING-CHEN							None
VP	SHI, SHANG-YU							None

Remuneration Range Table for Presidents and Vice Presidents:

Remuneration Range	Names (This Company)
Less than NT$2,000,000	-
NT$2,000,000 – NT$3,500,000	CHEN, XIU-YUE; CHEN, BAO-FU;
NT$3,500,000 – NT$5,000,000	TANG, YU-HUA; HSIEH, PING-CHEN; SHI, SHANG-YU
NT$5,000,000 – NT$10,000,000	YANG, CHENG-NING
NT$10,000,000 and above	-

Employee Profit Sharing Distribution to Managers (FY2025 estimate): NT$914 thousand in cash (total for all eligible managers), representing approximately 1.04% of after-tax net income.

(III) Analysis of Remuneration Policy, Standards, Composition, and Relationship with Performance and Risk

FY2025 remuneration (directors, presidents, and vice presidents) as a percentage of the Company's individual after-tax net income:

<table>
<tr><th>Year</th><th>FY2025</th><th>FY2024</th></tr>
<tr><td>Directors</td><td rowspan="2">35.46%</td><td rowspan="2">39.41%</td></tr>
<tr><td>President & Vice Presidents</td></tr>
</table>

Remuneration policy: (1) Director transportation allowances and Chairman's salary are determined by the Board in accordance with industry benchmarks; (2) Director remuneration is fixed and not directly linked to performance; (3) Manager compensation is determined by the "Director and Manager Compensation Procedures" and "Employee Performance Appraisal, Bonus, and Employee Profit Sharing Distribution Procedures," encompassing base salary, year-end bonus, performance bonuses, employee profit sharing, retirement benefits, and other allowances; (4) The Remuneration Committee reviews and recommends appropriate compensation to the Board based on performance results.

III. Corporate Governance Operations

(I) Board of Directors Operations

In the most recent fiscal year (FY2025), the Board of Directors held 11 meetings. Directors' attendance is shown below:

Title	Name	Actual Attendance	Proxy Attendance	Attendance Rate (%)	Notes
Chairman	CECGP Representative: SU, MEI-CHUN	3	0	100%	Removed Apr 29, 2025; required to attend 3 meetings
Director	CECGP Representative: WANG, MEI-CHUAN	3	0	100%	Removed Apr 29, 2025; required to attend 3 meetings
Director	Standard Plastics LTD.: TANG, YU-HUA	3	0	100%	Removed Apr 29, 2025; required to attend 3 meetings
Director	Standard Plastics LTD.: YANG, CHENG-NING	3	0	100%	Removed Apr 29, 2025; required to attend 3 meetings

Title	Name	Actual Attendance	Proxy Attendance	Attendance Rate (%)	Notes
Independent Director	LIN, SHIH-MEI	11	0	100%	None
Independent Director	LIN, CHIEN-JU	7	0	100%	Served until Jun 30, 2025; required to attend 7 meetings
Independent Director	LIN, YING-SHAN	7	0	100%	Served until Jun 30, 2025; required to attend 7 meetings
Chairman	WPG Representative: YUAN, HSING-WEN	4	0	100%	Appointed Jun 30, 2025; required to attend 4 meetings
Director	WPG Representative: TANG, YU-HUA	4	0	100%	Appointed Jun 30, 2025; required to attend 4 meetings
Director	WPG Representative: YANG, CHENG-NING	4	0	100%	Appointed Jun 30, 2025; required to attend 4 meetings
Director	WPG Representative: CHUANG, SHIH-HSIUNG	4	0	100%	Appointed Jun 30, 2025; required to attend 4 meetings
Independent Director	TSANG,KWOK-WAH	4	0	100%	Appointed Jun 30, 2025; required to attend 4 meetings
Independent Director	WANG, CHIEN-CHUAN	3	0	75%	Appointed Jun 30, 2025; required to attend 4 meetings; passed away Jan 8, 2026

Other Required Disclosures:

I. Conflict of Interest Recusals During Board Meetings:

(1) January 20, 2025 Board Meeting: (a) Manager salary adjustment and FY2024 performance bonus — Directors TANG, YU-HUA and YANG, CHENG-NING recused due to personal interest; passed unanimously by remaining directors. (b) FY2024 Chairman performance bonus — Chairman SU, MEI-CHUN recused; acting chair Independent Director LIN, SHIH-MEI led vote; passed unanimously.

(2) March 5, 2025 Special Board Meeting: (a) Establishment of review committee and selection of members — Chairman SU and Directors TANG, YANG, and WANG, MEI-CHUAN recused; remaining independent directors voted unanimously to approve. (b) Appointment of independent expert for tender offer price opinion — same recusals; approved unanimously.

(3) March 11, 2025 Board Meeting: (a) Manager incentive case — Directors TANG, YU-HUA and YANG, CHENG-NING recused; approved unanimously. (b) Review of WPG Holdings' public tender offer for the Company's shares — same recusals as above; approved unanimously by remaining directors.

(4) May 14, 2025 Board Meeting: Chairman salary case — Independent Director LIN (acting as interim Chairman) recused; passed unanimously by remaining directors.

(5) August 8, 2025 Board Meeting: President performance bonus case — Directors TANG, YU-HUA and YANG, CHENG-NING recused; approved unanimously.

II. Board Performance Evaluation: The Company conducts annual Board performance self-evaluations covering the entire Board, individual directors, and functional committees. The FY2025 evaluation results were reported to the Board at the March 6, 2026 meeting. Overall performance maintained high standards (scores above 4.8/5.0). The Remuneration and Audit Committees maintained scores above 4.9/5.0 for three consecutive years.

(II) Audit Committee Operations

In the most recent fiscal year (FY2025), the Audit Committee held 5 meetings. Independent Directors' attendance is shown below:

Title	Name	Actual Attendance	Proxy Attendance	Attendance Rate (%)	Notes
Convener (Independent Director)	LIN, CHIEN-JU	2	0	100%	Served until Jun 30, 2025; required to attend 2 meetings
Independent Director	LIN, YING-SHAN	2	0	100%	Served until Jun 30, 2025; required to attend 2 meetings
Convener (Independent Director)	TSANG,KWOK-WAH	3	0	100%	Appointed Jun 30, 2025; required to attend 3 meetings
Independent Director	LIN, SHIH-MEI	5	0	100%	None
Independent Director	WANG, CHIEN-CHUAN	2	0	67%	Appointed Jun 30, 2025; required to attend 3 meetings

Audit Committee Meeting Agendas (FY2025 and FY2026 through publication date):

Meeting Date (Session)	Agenda Items	Resolution / Committee Action
Mar 11, 2025 (2025 1st Meeting)	1. FY2024 Business Report, individual and consolidated financial statements 2. Assessment of FY2025 CPA independence and qualifications 3. Pre-approval of non-assurance services by CPA and its firm/affiliates 4. FY2024 internal control system effectiveness evaluation and declaration 5. Articles of Incorporation amendment	All approved unanimously
May 14, 2025 (2025 2nd Meeting)	1. Q1 2025 consolidated financial statements 2. CPA change — appointment of new CPA and independence/qualifications assessment	All approved unanimously
Aug 8, 2025 (2025 3rd Meeting)	1. Q2 2025 consolidated financial statements 2. Loan from parent company WPG Holdings up to NT$200M 3. Fund loan to subsidiary 4. Amendments to "Internal Control System" and "Internal Audit Implementation Guidelines" 5. Definition of entry-level employees	All approved unanimously
Nov 10, 2025 (2025 4th Meeting)	1. Q3 2025 consolidated financial report	All approved unanimously
Dec 22, 2025 (2025 5th Meeting)	1. FY2026 budget plan 2. FY2026 audit plan	All approved unanimously
Mar 6, 2026 (2026 1st Meeting)	1. FY2025 Business Report, individual and consolidated financial statements 2. FY2026 CPA independence and qualifications assessment 3. FY2025 & FY2026 CPA fee approval 4. Pre-approval of non-assurance services 5. FY2025 internal control system effectiveness evaluation and declaration 6. FY2026 entry-level employee scope evaluation and monthly average regular salary recommendation	All approved unanimously

The Audit Committee maintains regular communication with the internal audit chief and CPAs at least once per quarter. There were no objections from independent directors to any matters communicated.

(III) Corporate Governance Implementation and Deviations from the Listed Company Corporate Governance Best Practice Principles

The Company adopted its "Corporate Governance Best Practice Principles" at the November 8, 2021 Board meeting, with the most recent amendment on November 8, 2024. The Company has no major deviations from the listed company governance principles in the following areas:

I. Establishment and disclosure of Corporate Governance Best Practice Principles — The Company adopted and regularly updates its governance principles, disclosed on the MOPS and official website. No major deviations.

II. Shareholding structure and shareholder rights — The Company has designated personnel for shareholder affairs, an investor relations section on its website, a spokesperson mechanism, and legal counsel. Shareholding changes and pledges by legal-entity directors are disclosed as required. Affiliate companies operate independently with firewalls in place. Policies preventing insider trading are established. No major deviations.

III. Board composition and responsibilities — The Company has a diversity policy, adopted board performance evaluation procedures (annually since 2020), evaluates CPA independence annually, and has appointed a Corporate Governance Officer (KUO, WEI-CHIANG, effective March 11, 2025). No major deviations.

IV. Functional committees — The Company has established a Remuneration Committee and Audit Committee. A Sustainability Promotion Task Force has also been set up with the President as convener, covering corporate governance, environmental sustainability, social responsibility, and risk management. No major deviations.

V. Stakeholder communication — The Company has established stakeholder communication channels and an investor relations section on its website. No major deviations.

VI. Information disclosure — The Company maintains an English-language website (www.fis.com.tw), discloses financial and governance information, and files annual and quarterly reports within statutory deadlines. No major deviations.

VII. Corporate Governance Evaluation Results: The Company's FY2024 governance evaluation ranked in the top 36%–50% of listed companies, an improvement from the 51%–65% range in FY2023. The FY2025 evaluation results had not been published as of the print date of this Annual Report.

Improvement measures for this year: (a) Introduce ISO 14064-1 GHG inventory third-party verification; (b) Promote biodiversity activities focused on water conservation, eco-friendly cleaning products, and ecological tours.

(IV) Remuneration Committee Composition and Operations

1. Remuneration Committee Members:

Capacity	Name	Professional Qualifications and Experience	Independence	Concurrent Remuneration Committee Memberships at Other Listed Companies
Independent Director (Convener)	LIN, SHIH-MEI	See page 8-9	Meets independence requirements	1
Independent Director	TSANG,KWOK-WAH (Note 1)		Meets independence requirements	2
Independent Director	WANG, CHIEN-CHUAN (Note 2)		Meets independence requirements	0

Note 1: Appointed June 30, 2025.
Note 2: Appointed June 30, 2025; passed away January 8, 2026.

2. Remuneration Committee Operations: The current term runs June 30, 2025 to June 29, 2028. In FY2025, the Remuneration Committee held 5 meetings. All members achieved 100% attendance.

Meeting Date (Session)	Agenda Items	Action
Jan 20, 2025 (2025 1st Meeting)	1. Manager salary adjustments for FY2025 2. FY2024 manager performance bonus distribution 3. President FY2025 salary adjustment and FY2024 performance bonus 4. FY2024 Chairman performance bonus 5. Manager service bonus distribution 6. Manager performance bonus additional payment 7. Personnel promotions	All members approved unanimously
Mar 11, 2025 (2025 2nd Meeting)	1. President incentive case	
May 14, 2025 (2025 3rd Meeting)	1. Chairman salary case	
Aug 8, 2025 (2025 4th Meeting)	1. President performance bonus 2. Manager employee profit sharing and performance bonus 3. Manager service bonus 4. Manager performance bonus additional payment	
Nov 10, 2025 (2025 5th Meeting)	1. Manager service bonus	
Jan 21, 2026 (2026 1st Meeting)	1. Manager salary adjustments for FY2026 2. FY2025 manager performance bonus distribution 3. FY2026 co-president salary adjustment 4. Co-president incentive and performance bonus 5. Manager service bonus 6. Manager performance bonus additional payment	
Mar 6, 2026 (2026 2nd Meeting)	1. Personnel promotion at subsidiary Fortune Technologies Co., Ltd.	

(V) Sustainability Implementation and Deviations from Listed Company Sustainability Best Practice Principles

I. Governance Structure: The Company established its "Sustainability Best Practice Principles" at the November 7, 2022 Board meeting and disclosed them on the official website. The President serves as convener of the Sustainability Promotion Task Force, with sub-teams covering Corporate Governance, Environmental Sustainability, Social Responsibility, and Risk Management. The Task Force reports regularly to the Board. FY2025 sustainability implementation was reported to the Board on December 22, 2025. No major deviations.

II. Risk Assessment: A risk management policy was adopted November 10, 2023. The Board is the highest risk decision-making and oversight body. The President convenes a risk management working group covering: strategic risk, operational risk, financial risk, information risk, compliance risk, integrity risk, climate change risk, and social risk. The most recent report was presented to the Audit Committee and Board on December 22, 2025. No major deviations.

III. Environmental Issues:

(1) Environmental Management: The Company's operations do not cause environmental pollution. Environmental maintenance staff and management systems are in place. No international environmental certifications have been

applied for.

(2) Energy Efficiency: The Company has implemented: document digitization and electronic approval processes; electronic invoices and e-dividend notifications; full upgrade to T5 energy-saving fluorescent tubes and LED bulbs with motion-sensor lighting in common areas; variable-frequency air conditioning systems set at 26-28°C; fleet vehicle renewal; priority procurement of products with eco and energy-saving labels; and implementation of ISO 50001 Energy Management System.

(3) Climate Change Risk Assessment: No significant climate risks have been identified. The Company has stored inventory on the 2nd floor of headquarters to mitigate flood risk. ISO 50001 was implemented in FY2024 to reduce carbon emissions and energy consumption.

(4) Greenhouse Gas Emissions and Environmental Data:

Indicator	FY2025 (ROC 114)	FY2024 (ROC 113)
Scope 1 Emissions (tonnes CO_2e)	28.2849	31.0340
Scope 2 Emissions (tonnes CO_2e)	328.9372	328.3998
Scope 3 Emissions (tonnes CO_2e)	279.2896	216.6425
Emission Intensity (tonnes/NT$M revenue)	0.1326	0.1600
Water Consumption (tonnes)	1,513	1,567
Waste (tonnes)	4.757	5.734

Note: The above data covers the Company headquarters, branch offices, and subsidiary Fortune Technologies. Third-party verification has not yet been completed.

The Company achieved energy savings of 97,036 kWh through ISO 50001, equivalent to a reduction of 45.9950 tonnes of CO_2 emissions in FY2025.

GHG Reduction Targets: Short-term (FY2025): Reduce Scope 2 purchased electricity emissions by 1.5%; complete baseline inventory for Scope 3. Medium-term (FY2030/ROC 119): Reduce operational carbon emissions by 5%. Long-term (FY2050/ROC 139): Achieve full operational carbon neutrality.

Waste Reduction Targets: FY2025: resource recycling to account for 35% of total waste; FY2026: waste reduction of 5%.

IV. Social Issues: The Company complies with relevant regulations and international human rights conventions. Employee welfare measures include labor/health insurance, group insurance (life, accident, medical, occupational injury), wedding/birth/death allowances, seasonal gifts, recreational activities, health check-ups, parental and major illness leave, and ongoing professional training. Training expenditure in FY2025 was NT$2,323 thousand, covering corporate governance, financial accounting, sales, engineering certifications, occupational safety, and human resources. The retirement system complies with the Labor Standards Act and the Labor Pension Act.

V. Sustainability Report: The Company published its first sustainability report in FY2025. It is available at the MOPS and the Company's official website. The report has not yet undergone third-party assurance.

(VI) Implementation of Ethical Corporate Management

I. Ethical Corporate Management Policies: The Company has established the "Director and Manager Code of Ethics," "Ethical Corporate Management Principles," "Ethical Corporate Management Procedures and Code of Conduct," and "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Behavior." All employees have signed a compliance declaration. No major deviations from the Ethical Corporate Management Best Practice Principles.

II. Ethics Implementation (FY2025):

(a) Education and Training: Courses conducted in FY2025 included "New Employee Orientation," "Personal Data Protection," "Sexual Harassment Prevention," "Legal Knowledge," "Ethical Corporate Management," and "Insider Trading Prevention." A total of 9 sessions with 1,074 participants.

(b) Regular Audits: Internal audits ensure the integrity management system operates effectively. No dishonest behavior was found in FY2025 internal audits.

(c) Whistleblower System: 0 external reports and 0 internal reports received in FY2025. No major violations of ethical corporate management principles occurred.

(VII) Important Corporate Governance Documents and Information

Please visit the Corporate Governance section of the Company's website for the Company's Corporate Governance Best Practice Principles and related regulations.

(VIII) Internal Control System Implementation

1. Internal Control Declaration: Available on the MOPS under Company Governance > Company Regulations / Internal Control > Internal Control Declaration Announcement (URL: https://mops.twse.com.tw/mops/#/web/t06sg20).

2. Special CPA Project Review of Internal Control: Not applicable.

(IX) Material Resolutions of Shareholders' Meetings and Board Meetings in the Most Recent Fiscal Year and through the Print Date

1. June 30, 2025 Annual General Meeting Resolutions:

Resolution	Implementation Status
Approval of FY2024 Business Report, individual and consolidated financial statements	-
Approval of FY2024 Earnings Distribution	Record date set as September 5, 2025; cash dividend of NT$0.9 per share distributed on September 25, 2025
Approval of Articles of Incorporation amendment	Announced on Company website; all matters carried out under the amended Articles
Removal of non-compete restrictions for the newly elected 25th Board of Directors	Resolved

2. Board of Directors' Material Resolutions in FY2025 and through the Print Date of this Annual Report:

Meeting Date	Meeting Type	Major Resolutions
Jan 20, 2025	Regular	Manager salary adjustments for FY2025; FY2024 manager performance bonus; President FY2025 salary and FY2024 performance bonus; FY2024 Chairman performance bonus; manager service bonus; manager additional performance bonus; personnel promotions
Mar 5, 2025	Special	Establishment of review committee and member selection; appointment of independent expert for tender offer price opinion
Mar 11, 2025	Regular	FY2024 Business Report and financial statements; FY2024 earnings distribution; FY2024 employee profit sharing distribution; FY2025 CPA independence/qualifications evaluation; pre-approval of non-assurance services; FY2024 internal control declaration; Articles of Incorporation amendment; appointment of Corporate Governance Officer; election of 25th Board of Directors; convening 2025 AGM; manager incentive; review of WPG Holdings' public tender offer for Company shares

Apr 29, 2025	Special	Election of Chairman
May 14, 2025	Regular	Q1 2025 consolidated financial statements; CPA appointment and independence/qualifications evaluation; Chairman's salary
May 20, 2025	Regular	AGM venue change; review of 25th Board director/independent director candidate qualifications; removal of non-compete restrictions for 25th Board
Jun 5, 2025	Special	Zero One Technology related-party transaction evaluation report; appointment of Independent Director LIN, SHIH-MEI as acting Chairman
Jun 30, 2025	Special	Election of Chairman; appointment of 8th Remuneration Committee; director appointments at subsidiary Fortune Technologies
Aug 8, 2025	Regular	Q2 2025 consolidated financial statements; dividend record date; fund loan to subsidiary; internal control amendments; insider trading procedures amendment; FY2024 sustainability report; President performance bonus; manager profit sharing/performance bonus; manager service bonus; manager additional bonus; entry-level employee definition; FY2024 entry-level employee profit-sharing ratio
Nov 10, 2025	Regular	Q3 2025 consolidated financial statements; sustainability best practice principles amendment; manager service bonus
Dec 22, 2025	Regular	FY2026 budget; FY2026 audit plan; credit facility application; personal data security policy; personal data security implementation guidelines amendment; cancellation of personal data protection management procedures
Jan 21, 2026	Regular	Manager salary adjustments for FY2026; FY2025 manager performance bonus; co-president salary adjustment; co-president incentive and performance bonus; manager service bonus; manager additional performance bonus
Mar 6, 2026	Regular	FY2025 Business Report and financial statements; FY2025 earnings distribution; FY2025 employee profit sharing; FY2026 CPA evaluation; non-assurance service pre-approval; FY2025 & FY2026 CPA fees; Zero One Technology related-party transaction report; FY2025 internal control declaration; 25th Board independent director election; convening 2026 AGM; FY2026 entry-level employee salary adjustment; Fortune Technologies personnel promotion

(X) Directors' Dissenting or Reserved Opinions on Material Board Resolutions

None in the most recent fiscal year through the print date of this Annual Report.

IV. CPA Fee Information

(I) CPA Audit Fees

Unit: NT$ Thousands

Accounting Firm	CPAs	Audit Period	Audit Fees	Non-Audit Fees	Total	Notes
Deloitte & Touche	TSAI, YU-LING LIU, WEN-LING	Jan–Dec 2025	NT$2,340K	NT$270K	NT$2,610K	Non-audit fees: tax reporting NT$160K; photocopying/binding NT$82K; business tax declaration CPA opinion NT$28K

(II) Non-audit fees are less than one-quarter of audit fees: No such situation.

(III) CPA firm change with audit fee reduction: No such situation.

(IV) Audit fees reduced by 10% or more from the prior year: No such situation.

V. CPA Change Information

(I) Regarding the Former CPA:

Item	Details
Date of Change	May 14, 2025
Reason for Change	The Company's CPA audit partners were previously LIN, WEN-CHIN and TSAI, YU-LING from Deloitte & Touche. Due to an internal firm adjustment, effective Q2 2025, the signing CPAs were changed to TSAI, YU-LING and LIU, WEN-LING.
Unqualified Audit Opinions in Most Recent Two Years	None outside of clean opinions
Disagreements on Accounting Principles, Financial Disclosure, Audit Scope, etc.	None
Other Disclosure Items	None

(II) Regarding the Successor CPA:

Item	Details
Firm Name	Deloitte & Touche
CPA Names	TSAI, YU-LING; LIU, WEN-LING
Date of Appointment	May 14, 2025
Pre-engagement consultations on accounting treatment or audit opinions	None
Successor CPA written opinion on former CPA disagreements	None

(III) Former CPA Response: Not applicable.

VI. Corporate Chairman, President, or Finance/Accounting Manager Previously Employed at the CPA Firm

None in the most recent year.

VII. Share Transfers and Pledge Changes by Directors, Managers, and Shareholders Holding More Than 10%

(I) Share transfer information: Available on the MOPS under Share Changes/Securities Issuance > Insider Shareholding Change Report.

(II) Share transfer counterparties are not related parties.

(III) Share pledges: None.

VIII. Top 10 Shareholders' Interrelationships

As of March 29, 2026

Name	Personal Shares	Personal Holding %	Spouses/Minor Children Shares	Via Nominee	Via Nominee Holding %	Related Parties Among Top 10	Notes
WPG Holdings Co., Ltd. (Rep: HUANG, WEI-HSIANG)	33,348,481	47.67%	0	895,000	1.28%	Szyou Investment Co., Ltd. (parent-subsidiary)	Note 2
Szyou Investment Co., Ltd. (Rep: HUANG, WEI-HSIANG)	895,000	1.28%	0	0	0%	WPG Holdings Co., Ltd. (parent-subsidiary)	Note 2
Citibank (custodian for UBS Europe SE)	480,782	0.69%	Note 1				
HO, HSIAO-CHIEN	365,000	0.52%	Note 1				
Citibank (custodian for Barclays Capital SBL/PB)	341,000	0.49%	Note 1				
CHO, HSIN-YI	168,000	0.24%	Note 1				
LI, CHUNG-YI	165,000	0.24%	Note 1				
CHIU, KUAN-LIN	150,000	0.21%	Note 1				
CHEN, YIN-KUO	150,000	0.21%	Note 1				
WANG, KUO-TUNG	150,000	0.21%	Note 1				

Note 1: Not an insider or employee of the Company; related information unavailable.

Note 2: Szyou Investment Co., Ltd. is a 100%-owned subsidiary of WPG Holdings Co., Ltd.

IX. Combined Shareholding Table

As of December 31, 2025

Investee Company	Company's Investment (Shares)	Ownership %	Directors, Managers, and Direct/Indirect Controlling Entity Investment (Shares)	Ownership %	Combined Total Shares	Combined Ownership %
SBAS (HK) Ltd.	20,000	100%	0	0%	20,000	100%
Fortune Information Systems (Int'l) Ltd. (HK FFIS)	8,426,000	100%	0	0%	8,426,000	100%
Fortune Technologies Co., Ltd.	46,000,000	100%	0	0%	46,000,000	100%

Note: SBAS (HK) Ltd. and Fortune Information Systems (Int'l) Ltd. (HK FFIS) were resolved for dissolution and liquidation at the May 9, 2024 Board meeting.

Directors' Training Records (FY2025)

Title / Name	Training Period	Organizer	Course Name	Hours
Director / Chairman YUAN, HSING-WEN	Aug 26–27, 2025	SFIIA	12-Hour Practical Training for Newly Appointed Directors, Supervisors, and Corporate Governance Officers	12
	Aug 6, 2025	SFIIA	Practical Advanced Seminar for Directors — M&A Practice and Case Analysis	3
	Aug 29, 2025	BCSD Taiwan	CDP Questionnaire Corresponding to IFRS S2 Analysis Report Release	3
Director TANG, YU-HUA	Oct 16, 2025	SFIIA	15th Taipei Corporate Governance Forum	6
	Oct 31, 2025	SFIIA	2025 Listed Company Insider Share Transaction Legal Compliance Seminar	3
Director YANG, CHENG-NING	Oct 22, 2025	China Financial Development Association	Generative AI: Industry Development and Future Opportunities	3
	Oct 31, 2025	SFIIA	2025 Listed Company Insider Share Transaction Legal Compliance Seminar	3
	Nov 4, 2025	TABF	Corporate Governance Lecture (240th Session) — Important Judicial Precedent Analysis	3
Director CHUANG, SHIH-HSIUNG	Aug 26–27, 2025	SFIIA	12-Hour Practical Training for Newly Appointed Directors and Corporate Governance Officers	12
	Sep 30, 2025	CCGA	Enterprise Innovation, Growth and AI	3
	Oct 29, 2025	CCGA	Net-Zero Pathways and Carbon Rights Management Strategy	3
Independent Director TSANG,KWOK-WAH	Oct 29, 2025	CCGA	The Revolutionary AI Development and Commercial Applications	3
	Oct 31, 2025	SFIIA	2025 Listed Company Insider Share Transaction Legal Compliance Seminar	3
Independent Director LIN, SHIH-MEI	May 16, 2025	SFIIA	2025 Insider Trading Prevention Seminar	3
	May 27, 2025	TABF	Board Operations Practice and Corporate Governance Training — Sustainable Corporate Management	3
	Aug 12, 2025	SFIIA	Practical Advanced Seminar for Directors — AI Development and Cybersecurity Risk	3
	Nov 14, 2025	CCGA	Digital Finance Revolution: Stablecoins and Blockchain Virtual Asset Development Trends	3
Independent Director WANG, CHIEN-CHUAN	Jun 4, 2025	TABF	Corporate Governance Forum — US Tariff Policy and Supply Chain Restructuring	3
	Aug 26–28, 2025	ARDF	2025 ESG Summit	6
	Oct 1, 2025	TABF	Corporate Governance Forum — Corporate AI Transformation	3

SFIIA = Securities and Futures Institute; BCSD Taiwan = Business Council for Sustainable Development Taiwan; CCGA = Chinese Corporate Governance Association; TABF = Taiwan Academy of Banking and Finance; ARDF = Accounting Research and Development Foundation

Chapter III Capital Raising Activities

I. Capital and Share Management

(I) Share Capital History and Shelf Registration System Information

Unit: NT$ Thousands

Year / Month	Issue Price	Authorized Shares	Authorized Capital	Issued Shares	Paid-in Capital	Source of Capital	In a form other than cash	Notes / Approval Reference
1996/04	10	20,000	200,000	18,720	187,200	Capitalization of retained earnings 31,200	-	NO.104073 Apr 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 Jan 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 Jan 27, 2000 No.58481 Jul 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 Jan 1, 2001 No.09001289240 Jul 25, 2001
2002/12	10	90,000	900,000	58,088	580,880	Treasury stock buy back and retired 6,620	-	No.09101003440 Jan 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 Jan 14, 2002 No.09101316020 Aug 5, 2002
2003/07	10	107,000	1,070,000	69,302	693,021	Capitalization of retained earnings 49,001	-	No.09201246570 Aug 18,2003
2004/06	10	107,000	1,070,000	68,723	687,231	Treasury stock buy back and retired 5,790	-	No. 09301107160 Jan 29, 2004
2004/08	10	107,000	1,070,000	72,489	724,895	Capitalization of retained earnings 37,664	-	No. 09301170480 Sep 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 Mar 3, 2005
2005/07	10	107,000	1,070,000	67,689	676,895	Treasury stock buy back and retired 18,000	-	No. 09401140560 Jul 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 Sep 20, 2005
2006/01	10	107,000	1,070,000	68,435	684,346	Treasury stock buy back and retired 14,350	-	No. 09501027170 Feb 16, 2006
2006/08	10	107,000	1,070,000	70,294	702,943	Capitalization of retained earnings 18,596	-	No. 09501218490 Sep 26, 2006

2006/11	10	107,000	1,070,000	69,294	692,943	Treasury share repurchase and cancellation: 10,000		No. 09501268030 Nov 29, 2006
2007/08	10	107,000	1,070,000	73,230	732,302	Retained earnings capitalization + employee stock option new shares: 39,360		No. 09601224740 Sep 12, 2007
2009/01	10	107,000	1,070,000	71,230	712,302	Treasury share repurchase and cancellation: 20,000		No. 09801001550 Jan 8, 2009
2009/05	10	107,000	1,070,000	70,345	703,452	Treasury share repurchase and cancellation: 8,850		No. 09801087000 May 1, 2009
2012/03	10	107,000	1,070,000	69,961	699,612	Treasury share repurchase and cancellation: 3,840		No. 10101046160 Mar 16, 2012

Current Capital Status:

Share Type	Shares Outstanding	Unissued Shares	Authorized Total	Employee Stock Options	Convertible Bond Shares
Registered Common Shares	69,961,249	37,038,751	107,000,000	10,000,000	20,000,000

Note: The Company's shares are listed on the Taiwan Stock Exchange (TWSE).
Shelf registration: None.

(II) Major Shareholders (Ownership ≥ 5% or Top 10 by Ownership Ratio)

As of March 29, 2026

Major Shareholder Name	Shares Held	Ownership Ratio (%)
WPG Holdings Co., Ltd.	33,348,481	47.67%
Szyou Investment Co., Ltd.	895,000	1.28%
Citibank (custodian for UBS Europe SE)	480,782	0.69%
HO, HSIAO-CHIEN	365,000	0.52%
Citibank (custodian for Barclays Capital SBL/PB)	341,000	0.49%
CHO, HSIN-YI	168,000	0.24%
LI, CHUNG-YI	165,000	0.24%
CHIU, KUAN-LIN	150,000	0.21%
CHEN, YIN-KUO	150,000	0.21%
WANG, KUO-TUNG	150,000	0.21%

Note: The above table discloses the top 10 shareholders by ordinary share ownership.

(III) Dividend Policy and Implementation

1. Dividend Policy: The Company's industry life cycle is in the growth phase. Considering the Company's future capital requirements and shareholder cash flow needs, if there are undistributed earnings in any fiscal year, the Company shall distribute shareholder dividends of not less than 60% of the year's after-tax net income, with cash dividends not exceeding 50% of the total cash and stock dividends distributed. When EPS is below NT$3, the cash dividend ratio may be increased up to 100%.

2. Dividend Distribution: At the March 6, 2026 Board of Directors meeting, the Company resolved to distribute a cash dividend of NT$69,961,249 from FY2025 distributable earnings, equivalent to NT$1.00 per share. The Board Chairman was authorized to set the record date, payment date, and other relevant matters.

3. Material Changes in Expected Dividend Policy: None.

(IV) Impact of Proposed Bonus Shares on Company Operations and EPS: Not applicable.

(V) Employee and Director Remuneration

1. Provisions in the Articles of Incorporation regarding employee and director remuneration:

(1) Director transportation allowances and Chairman's salary shall be determined by the Board in accordance with industry benchmarks. The Chairman receives additional compensation comparable to employee salary standards.

(2) When the Company is profitable, 6% of pre-tax net income (before employee profit sharing deduction) shall be set aside as employee profit sharing. Not less than 40% of such employee profit sharing must be distributed to entry-level employees. However, if there is accumulated deficit, the deficit must first be covered. Employee profit sharing recipients may include employees of controlling or subsidiary companies meeting certain conditions. Employee profit sharing in stock or cash shall be resolved by the Board and reported to the General Meeting.

2. Basis for recognizing employee and director remuneration in the current period: FY2025 employee profit sharing is estimated at NT$6,355,824, based on 6% of pre-tax net income before employee profit sharing deduction. No director remuneration was recognized.

3. Board-approved distribution: Resolved at the March 6, 2026 Board meeting: (1) Employee profit sharing of NT$6,355,824; (2) No director remuneration for this year; (3) Stock employee profit sharing as a percentage of combined after-tax income: Not applicable.

4. Prior year (FY2024) actual employee and director profit sharing distribution: (1) Employee profit sharing NT$5,310,474 distributed (no variance from estimated amount); (2) Chairman's salary follows employee compensation standards.

(VI) Share Buyback: None.

II. Corporate Bonds: None.

III. Preferred Shares: None.

IV. Overseas Depositary Receipts: None.

V. Employee Stock Options: None.

VI. Restricted Employee Shares: None.

VII. Merger/Acquisition Share Issuance: None.

VIII. Capital Utilization Plan Progress: None.

Chapter IV Business Overview

I. Business Content

(I) Business Scope

1. Principal Business Activities

The Company's registered business items include:

(1) Agency, import/export trading, leasing, repair, and maintenance of business machines, equipment, office automation devices, and related parts and accessories.

(2) Agency, import/export trading, leasing, repair, maintenance, design, manufacturing, processing, and assembly of computers, information peripherals, components, and accessories.

(3) Systems analysis and programming for computers and other information software.

(4) Agency, import/export trading, leasing, repair, maintenance, design, and assembly of computer-aided educational equipment, design and manufacturing equipment, automation equipment, and related parts.

(5) Agency, import/export trading, leasing, repair, and maintenance of microfilm equipment and computer output microfilm systems.

(6) Data processing services using computers, microfilm equipment, or other information equipment.

(7) Computer information management consulting.

(8) Computer information data processing and telecommunications value-added network operations.

(9) Import/export trading and agency business for the above products.

(10) Electronic information supply services.

(11) Staffing and personnel dispatch services.

(12) Any other business not prohibited or restricted by law.

2. Product Revenue Mix (FY2025)

Product Category	Sales Amount (NT$K)	Percentage (%)
Computer Equipment and Systems Integration	2,106,454	78.18%
Professional Services and Labor Revenue	587,749	21.82%
Total	2,694,203	100.00%

3. Current Products and Services

(1) Products Sold:

(a) Dell, HP Inc., Lenovo, Acer personal computers, notebooks, servers, peripherals; IBM midrange/mainframe systems and storage; Dell, NetApp, HPE, Nutanix storage and backup/recovery solutions; financial terminal systems (e-TABS).

(b) VMware cloud solutions and hardware virtualization software; DLP information security systems; Tanzu/OCP container applications; Fortinet and Cisco full-line network security hardware and software.

(c) Microsoft application software, PC suite software, and IBM-related software.

(d) Fortune's proprietary software: member management system, life/property insurance agent administration system, insurance salesperson management system, DLP data loss prevention system, ISMS information security management system.

(e) EasyWare WMS warehouse management system with PDA and automation equipment.

(f) DOC.M document image scanning hardware and software (scanners, image capture software) for digitizing paper documents into business workflows; data storage, backup, and disaster recovery systems.

(g) Life insurance industry application software, statistical analysis consulting, and software development.

(h) TIOBE/TiCS software quality inspection platform.

(i) CMP multi-cloud management platform.

(j) e-Learning online learning platform.

(k) Cybersecurity enhancement projects, large-scale data center integration, backup and recovery system design.

(2) Services Provided:

(a) Enterprise information systems integration, including network planning, system monitoring, remote management, asset management, and data center relocation.

(b) Cloud solutions and hardware virtualization; virtual computing environment planning and implementation.

(c) NAS/SAN/S3 storage integration solutions.

(d) Software development outsourcing and maintenance contract services.

(e) Computer and related peripheral product leasing.

(f) Network and information security system consulting and maintenance services.

(g) Comprehensive enterprise information system planning, deployment, integration, and consulting to ensure smooth enterprise operations.

(h) Financial information network application system development and integration (e.g., next-generation branch application system eTABS, e-banking solutions).

(i) Application security scanning consulting and deployment.

(j) Multi-cloud architecture consulting and implementation.

(k) Container, microservice, and AI system platform implementation and integration.

(l) Document filing, document and image data scanning services.

(m) Life and property insurance system management, sales, training, modification, and consulting.

(n) WMS warehouse management system consulting and deployment.

(o) TMS transportation management system.

(p) Custom WMS software development.

(q) Logistics hardware peripherals (PDA, barcode equipment) information systems integration.

(r) Maintenance and operations services.

(s) Document image management systems.

(t) Professional document digitization outsourcing services.

(u) Digital finance professional consulting, requirements analysis, and operational architecture design.

(v) Application automated deployment architecture consulting and implementation.

(w) Other digital application products and systems.

4. New Products or Projects Under Development

The Company is currently developing: (1) Cross-cloud computing and management solutions; (2) DLP data loss prevention approval workflow system; (3) Enterprise network information security solutions; (4) Automated application deployment and agile development applications; (5) Storage capacity monitoring and management platform; (6) Privileged account management system; (7) Data center systems and environment monitoring and control system; (8)

Big data backup and archival storage; (9) Container platform and microservices solutions; (10) AIoT solutions; (11) HPC-related solution planning and implementation; (12) DOC.M document image management system enhancements, including a simplified version (DOC.S) for entry-level needs and expanded scanner compatibility; (13) Cloud-based image services for mobile document workflows; (14) Small-scale packaged production systems for small-volume, multi-variety digitization; (15) Logistics dispatch and billing management R&D; (16) Intelligent logistics management modules; (17) Smart parts cabinet modules; (18) High-end medical information cloud systems for multi-country/multi-language/multi-campus rapid deployment; (19) AI intelligent data center operations solutions; (20) Cloud backup, automated backup, distributed backup, and data haven solutions; (21) Generative AI platform: enterprise-grade generative AI deployment covering knowledge base retrieval and automated workflows; (22) AI intelligent data center management system: integrating monitoring, alerts, and unmanned management for enterprise disaster recovery and AI data center needs; (23) Smart logistics management modules including parts intelligent cabinet and cloud rapid deployment functions.

(II) Industry Overview

1. Current Industry Status and Development

As global geopolitical risks increase, supply chains continue to diversify, and information security and privacy regulations become increasingly stringent (e.g., GDPR, ISO/IEC 27001, Personal Data Protection Act, Cybersecurity Management Act), enterprises are re-examining their IT governance, data backup, and disaster recovery strategies. This trend significantly drives demand for high-availability, highly scalable, and compliant cybersecurity and backup solutions, fueling sustained IT spending growth.

The waves of Generative AI and ESG (Environmental, Social, and Governance) continue to drive enterprises to initiate "digital transformation" and "sustainability transformation." From energy management and smart manufacturing to process automation and data privacy protection, enterprises are actively deploying AI, cloud platforms, data lakes, big data analytics, and AIoT technologies. The market is expected to continue positive growth as enterprises increasingly rely on stable digital infrastructure and IT service providers.

2. Market Strategy in Response to Industry Trends

In response to the above trends, the Company focuses on: enterprise cloud application deployment, virtualization platform optimization, AI and big data analytics enhancement, cybersecurity resilience architecture upgrades, and ESG-oriented IT solution integration. The Company's comprehensive IT integration services cover: (1) hybrid, public, and private cloud infrastructure deployment and management; (2) data backup and remote disaster recovery planning; (3) cloud platform/system monitoring, container platforms, DevOps automated operations; (4) network and cybersecurity architecture (DLP, EDR, SOC); (5) software development and quality testing; (6) document image processing and electronic document management; (7) logistics warehouse management systems (WMS); (8) insurance industry professional IT solutions and outsourcing; (9) customized enterprise information systems and MIS outsourcing. Through proprietary software modularization and vertical industry integration expertise, the Company helps enterprises achieve "digital transformation × ESG transformation," becoming a trusted transformation partner.

3. Industry Upstream, Midstream, and Downstream Relationships

The Company occupies the role of a systems integrator in the IT industry supply chain, connecting upstream and downstream resources to provide one-stop integrated solutions.

Upstream: Domestic and international IT hardware/software vendors, professional distributors, and channel partners (e.g., IBM, VMware, Microsoft, Fortinet, HPE), providing servers, storage, virtualization platforms, cybersecurity equipment, and business application software.

Downstream: Corporate users, government agencies, medical institutions, and academic institutions, who leverage the Company's consulting, deployment, development, and maintenance services to achieve IT integration and operational optimization.

4. Product Development Trends

Key industry trends: (1) Cloud, containerization, and microservice architectures are widely adopted, accelerating enterprise application migration to HPC and high-availability architecture; (2) AI, data lakes, big data analytics, and ESG data disclosure systems are becoming priority enterprise deployments; (3) Vertical industries (finance, insurance, healthcare) are driving new IT system upgrade cycles due to regulatory changes; (4) Cybersecurity standardization (NIST, ISO 27001) accelerates security system deployment and operational efficiency; (5) Document image, data backup, and AI recognition (OCR/NLP) combined applications are expanding; (6) Cloud-native services and SaaS subscription models are becoming mainstream; (7) Smart logistics is driving WMS and TMS integration with AI upgrades; (8) Document management systems combined with scanning equipment are increasing process automation adoption rates.

5. Competition

Taiwan's information services industry is highly competitive and fully open, with domestic and international players including large systems integrators, software vendors, cloud service providers, and cybersecurity consultants. The Company's key competitors in different business areas are listed below:

Company	Main Products/Systems/Services
Systex Corp. (SYSTEX / 精誠公司)	Information integration and services for finance, securities, futures, and retail distribution
Stark Technology, Inc. (STI / 敦陽科技)	Cybersecurity solution integration, enterprise backup center construction, systems integration
SYSCOM Computer Engineering Co., Ltd. (SYSCOM / 凌群電腦)	Financial and healthcare systems integration and EDI electronic application development
Tatung System Technologies Inc (TSTI / 大同世界科技)	Cloud applications and systems integration services
Dimerco Data System Corporation (DDSC / 中菲電腦)	Information integration and services for finance, securities, futures, and retail distribution

In FY2024 industry rankings, Fortune Information Systems ranked 5th by revenue and achieved an after-tax net income margin of 2.98%. With after-tax net income growing 30.87% in FY2025 to NT$87,509 thousand, the Company's competitive ranking and profitability indicators are expected to improve in the next year's industry comparison.

(III) Technology and R&D Overview

1. Product R&D Costs:

The Company does not have a dedicated R&D department, but programmers and engineers within each business unit provide software development and technical support for systems integration.

Year	Product R&D Cost (NT$K)
2025	1,424

2. Successfully Developed Technologies and Products (FY2025):

Technical Center:

Year	R&D Outcome	Description
2025	Multi-cloud management platform (CMP upgrade)	Upgraded existing CMP system to containerized architecture and expanded monitoring management items, including VMware NSX, NSX-ALB, HPE Zerto
2025	Containerization and AI applications	Using LLM and RAG technology to provide automated document drafting and IT intelligent operations platform (AIOPS)

Software Center:

Year	R&D Outcome	Description
2025	1. DLP Data Loss Prevention System	Enhanced existing DLP system: (1) Flexible reason-setting approval processes; (2) Various audit reports; (3) Endpoint DLP release mechanism; (4) Forcepoint Web Filter module integration; (5) Forcepoint Web Security API integration; (6) Forcepoint Web Security data analysis integration
2025	2. EasyWare WMS Warehouse and Logistics Management System	Enhanced modules: (1) Billing module; (2) Work order module; (3) Home delivery module; (4) Automation equipment integration; (5) AI recognition process integration; (6) Decimal point functionality support
2025	3. TMS Transportation Management System	Completed TMS development and successfully deployed at client operations
2025	4. Insurance Salesperson Management System	Enhancements: (1) Senior education training module; (2) Legal compliance course training module; (3) Expanded notification module; (4) Property insurance association integration module
2025	5. DOC.M Document Digitization Management System	Optimized and expanded system: (1) Packing module; (2) Verification module; (3) Destruction module; (4) Electronic signature module; (5) Document retrieval request module

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

1. Long-term Business Development Plans:

(1) Continue cultivating IT professionals with industry knowledge and cross-technology integration capabilities; deepen experience in finance, government, high-tech, logistics, insurance, healthcare, and wireless communication sectors.

(2) Develop modular product platforms integrating application software with cloud architecture, providing comprehensive and flexible IT outsourcing and systems integration services.

(3) Introduce next-generation solutions such as FinTech, Smart Logistics, and Generative AI platforms; expand in existing insurance markets and enter manufacturing, healthcare, and education sectors.

(4) Strengthen partnerships with international technology companies; develop high-value-added products through R&D collaboration.

(5) Invest in new technology and proprietary product development; build differentiated core capabilities toward diversified professional operations.

(6) Focus on high-end technical areas including cybersecurity, containerized applications, multi-cloud management, HPC, and big data storage.

(7) Transform toward an IT service-centric business architecture integrating proprietary image software and cloud platform expertise.

(8) Develop heterogeneous platform migration and cross-platform application frameworks.

(9) Build cross-platform integration and horizontal application connectivity capabilities, deepening finance, insurance,

and logistics sectors.

(10) Collaborate with domestic and international ERP software vendors to deliver advanced knowledge and management tools.

(11) Aggressively pursue government agency and large enterprise project bids.

(12) Develop proprietary products based on project experience.

(13) Train specialized engineers as second-line support for different client types.

(14) Build a high-efficiency backend support system, optimizing customer service and repair support processes.

(15) Co-develop market-potential application products with strategic software development partners.

(16) Statistical analysis consulting services, technical training, and application software development across specialized industries.

(17) Focus on three core cybersecurity technologies: health check services, threat detection management, and endpoint detection and protection.

(18) Develop intelligent data center management systems using AI technology.

(19) Strengthen container and microservice management technologies.

(20) Launch comprehensive HR enhancement programs and long-term incentive measures to improve employee retention.

2. Short-term Business Development Plans:

(1) Continuously develop proprietary software modules and introduce new solutions.

(2) Introduce advanced software components and agile development techniques to improve project efficiency.

(3) Promote integrated data backup, disaster recovery, and cybersecurity protection solutions.

(4) Deepen existing client service quality to improve customer satisfaction and contract renewal rates.

(5) Expand brand visibility and market presence; strengthen backend technical support.

(6) Continue investing in government outsourcing projects and non-document image services; expand to social welfare, medical documents, and archival cloud services.

(7) Seize digitization opportunities in high-document-density industries such as health insurance, taxation, legal affairs, and professional consulting.

(8) Enhance proprietary WMS module capabilities including AI auto-dispatch, slot optimization, and fleet coordination modules.

(9) Strengthen logistics solution marketing channels; deploy cloud rapid deployment models for SMEs.

(10) Strengthen IT staffing and systems integration capabilities.

(11) Deepen engineer professional training through cross-department collaboration and process optimization.

(12) Provide comprehensive cybersecurity testing services including vulnerability scanning, penetration testing, social engineering exercises, and protective feedback.

(13) Deepen AIoT smart field applications; expand smart cabinet and logistics device automation.

(14) Promote software quality quantitative governance using TiCS tools to establish TQI dashboards and code quality standards.

II. Market Analysis and Sales Overview

(I) Market Analysis

1. Primary Sales Regions:

Region	FY2024 Amount (NT$K)	FY2024 %	FY2025 Amount (NT$K)	FY2025 %
Overseas	39,573	2%	11,511	0%
Domestic (Taiwan)	2,206,679	98%	2,682,692	100%
Total	2,246,252	100%	2,694,203	100%

2. Market Share:

Company	FY2025 Revenue (NT$K)	Rank	After-Tax Income (NT$K)	Rank	After-Tax Net Income Margin (%)	Rank
SYSTEX (精誠公司)	43,969,455	1	2,327,570	1	5.29%	3
STI (敦陽科技)	8,394,371	2	851,292	2	10.14%	2
SYSCOM (凌群電腦)	7,432,840	3	310,275	4	4.17%	5
TSTI (大同世界科技)	5,010,638	4	252,803	5	5.05%	4
DDSC (中菲電腦)	3,405,089	5	632,248	3	18.57%	1
FIS(華經資訊)	2,694,203	6	87,509	6	3.25%	6

Source: Each company's financial report. After-tax net income margin = After-tax income / Net revenue.

3. Future Supply and Demand Outlook:

(1) IT Products Market: AI breakthroughs continue to drive computing hardware demand. New AI applications (autonomous driving, smart manufacturing, medical AI, financial AI customer service) are driving hardware/software upgrades. High-performance servers, GPU accelerators, and edge devices are expected to be in high demand. Cloud and subscription models have become mainstream, accelerating migration from traditional to virtualized/containerized environments.

(2) Systems Integration Services Market: High barriers to entry for large integrated projects provide stable competitive advantage for experienced integrators. Government IT infrastructure, industrial automation, financial liberalization, and digital public services continue to drive systems integration demand. Market expected to grow steadily.

(3) Maintenance and Outsourcing Services Market: Enterprise demand for outsourced IT operations continues to grow. Banking consolidation increases cross-system maintenance needs. 7×24 server and network operations are critical for enterprises, driving outsourcing. Labor law compliance is pushing enterprises to outsource IT functions.

(4) Professional Image Services Market: Document digitization services remain in demand. The Company has built end-to-end solutions from high-speed scanning to image management software. Opportunities exist in expanding to private enterprises.

(5) Logistics and Warehouse Systems Market: E-commerce drives third-party logistics demand. The Company's self-developed WMS has accumulated multiple successful deployments. Intelligent logistics solutions are expected to grow rapidly.

(6) IT Value-Added Services Market: Complex IT environments drive demand for technical consulting, staffing, and hosted services. The Company's diverse talent team and nationwide service network provide competitive advantages.

4. Future Growth Factors: (1) Government policy support for digital transformation, AI, and ESG; (2) Product modularization enables scale and replication; (3) Deepening document image and data applications; (4) Enterprise cost reduction drives IT outsourcing; (5) Regulatory changes create new service demands.

5. Competitive Advantages: (1) Long-term reputation and diversified customer base; (2) Professional technical capabilities and rich industry knowledge; (3) Professional image services combining self-developed software, scanner distribution, and document BPO; (4) Comprehensive service network and quality customer relationships; (5) AIoT and smart logistics optimization through i-Box smart cabinet implementations nationwide.

6. Favorable and Unfavorable Factors:

Favorable: Government digital policy; financial sector cloud and AI adoption; Climate Change Response Act and ESG;

stable service sector IT demand; AI, IoT, cloud proliferation; document digitization growth; cybersecurity demand.

Unfavorable: Lowering technology barriers increasing competition; large cloud providers (AWS, Azure, Google) entering the market directly; economic pressure on IT budgets; technology talent shortage, especially in AI, cybersecurity, DevOps, and cloud-native domains.

Countermeasures: Focus on hybrid cloud, cybersecurity, and AI platform expertise; build comprehensive training programs; expand product line with AI operations, ESG disclosure, and compliance solutions; strengthen financial planning and risk management.

(II) Key Products: Uses and Production Process

Product/Service	Primary Use or Function
Computer Hardware	Office automation and computer LAN equipment, peripherals, and integration consulting for companies and institutions
System Software	Application and programming tools for computer users
Application Software	Cloud management platform, WMS, DLP data loss prevention, software quality testing tools, and industry-specific customized systems
Network Software	Network connectivity equipment and software
Print Devices	Equipment for printing computer data
Other Peripherals	Computer peripheral equipment and technical support services
Document Image Processing Products	Kodak Scanner, EPSON Scanner; storage and media conversion for large volumes of important documents; database integration for easy retrieval; reducing paper use and saving space
Computer Peripheral Consumables	Consumables for computer storage, printing, and presentations
Maintenance Services	Ensuring client computer equipment operates normally; post-sale repair services
Professional Image Processing Services	Large-volume, fast, high-quality document imaging services

Note: The Company is an IT services industry systems integrator; traditional production processes are not applicable.

(III) Supply Conditions for Major Purchased Goods

Product	Suppliers	Supply Status
Computer Hardware	Dell EMC, IBM, HPE, NetApp, Nutanix, Lenovo, ASUS, Acer, Chuan Huan, Meideta, Penchang, Lianhsin, Jingji, Zhangqi	Adequate supply
System Software	Microsoft, VMware, IBM, Veeam, Adobe, Red Hat, Symantec, CyberArk, Forcepoint, Zero One, Penchang, Dayou, WinMatrix, TIOBE	Adequate supply
Application Software	Fortune proprietary brands	Adequate supply
Network Equipment	Cisco, IBM, Juniper, Fortinet, Dell, HPE, Zero One, Meideta, Chuan Huan	Adequate supply
Print Devices	EPSON, HP Inc., Zhangqi, Lianhsin, Jieyan, TOP Dingsheng	Adequate supply
Display Devices &	EPSON, ASUS, ViewSonic, Acer, Dell, Lenovo, Chuan Huan, Lianhsin, Jingji, Zhangqi	Adequate

Projectors		supply
Image Processing Products	Kodak Alaris, EPSON, Keyda, Jieyan	Adequate supply
Computer Peripheral Consumables	Lianhsin, Jieyan, Jingji, Zhangqi	Adequate supply

(IV) Major Suppliers and Customers (≥10% of Annual Purchase/Sales Total)

Major Suppliers (FY2024 and FY2025):

Rank	FY2024 Supplier	FY2024 Amount (NT$K)	FY2024 %	FY2025 Supplier	FY2025 Amount (NT$K)	FY2025 %	Relationship
1	Supplier A	458,738	31.83%	Supplier A	599,633	30.65%	None
2	Supplier C	210,748	14.62%	Supplier B	381,864	19.52%	Other related party
3	Supplier B	81,005	5.62%	Supplier C	282,275	14.43%	None
-	Others	690,600	47.93%	-	692,710	35.40%	-
-	Net Purchases Total	1,441,091	100%	-	1,956,482	100%	-

Note: Changes in supplier amounts are primarily due to industry characteristics — project nature, delivery conditions, and negotiation results determine supplier selection. No major structural changes occurred.

Major Customers (FY2024 and FY2025):

Rank	FY2024 Customer	FY2024 Amount (NT$K)	FY2024 %	FY2025 Customer	FY2025 Amount (NT$K)	FY2025 %	Relationship
1	Customer A	269,293	11.99%	Customer A	328,229	12.18%	None
-	Others	1,976,959	88.01%	-	2,365,974	87.82%	-
-	Net Sales Total	2,246,252	100%	-	2,694,203	100%	-

Note: Sales growth was driven by financial industry digital transformation and cloud migration investments, growing cybersecurity needs, platform engineering and IT infrastructure construction, and the Microsoft Windows 10 end-of-support (EOS) wave driving large-scale PC refresh to Windows 11.

III. Employee Headcount in the Most Recent Two Fiscal Years and through the Print Date

Category	FY2024	FY2025	As of Print Date
Sales Personnel	32	29	32
Technical Personnel	256	267	272
Administrative Personnel	55	60	61
Total Employees	343	356	356
Average Age	40.92	41.01	41.12
Average Years of Service	9.24	9.07	9.05

Employee Education Level Distribution :

Education Level	FY2024 Percentage / Number		FY2025 Percentage / Number		As of Print Date Percentage / Number	
Doctorate	0.29%	1	0.29%	1	0.27%	1
Master's Degree	8.75%	30	9.83%	35	10.41%	38
Bachelor's / Junior College Degree	80.47%	276	81.18%	289	80.82%	295
High School	10.20%	35	8.43%	30	8.22%	30
Below High School	0.29%	1	0.28%	1	0.27%	1
Total	100%	343	100%	356	100%	365

IV. Environmental Expenditure Information

No losses from environmental pollution (including compensation and environmental protection audit violations) were incurred in the most recent fiscal year through the print date of this Annual Report.

V. Labor Relations

(I) Employee Benefits, Training, Education, Retirement System, and Labor-Management Relations

1. Employee Benefits:

(1) The Company has established an Employee Welfare Committee pursuant to the Employee Welfare Fund Act.

(2) All employees are enrolled in labor insurance and national health insurance as required.

(3) Benefits include: wedding/birth/death allowances; seasonal gifts; recreational activities, employee health check-ups; additional group insurance (life, accident, medical, occupational injury); parental leave, major illness/accident leave (paid leave pending); education and training; emergency loan program for employees with ≥6 months tenure; motorcycle loan program for sales representatives and engineers.

2. Employee Training and Education: The Company has adopted "Employee Training and Development Procedures."

In FY2025, total training expenditure was NT$2,323 thousand, covering corporate governance, financial accounting, sales/marketing, engineering certifications, occupational safety, and human resources management.

3. Retirement System: Retirement benefits comply with the Labor Standards Act and the Labor Pension Act. Employees under the new system have 6% of their monthly salary contributed to their individual pension account at the Bureau of Labor Insurance.

4. Labor-Management Agreement: The Company has not yet established a labor union; no collective bargaining agreement.

5. Employee Rights Protection: The Company publishes an "Employee Complaint Management Procedure" on its intranet. Employees may report violations of labor laws to Company senior management, department heads, or the Taipei City Government Labor Bureau.

6. Employee Code of Conduct: The Company has established "Corporate Governance Best Practice Principles," "Ethical Corporate Management Principles," "Ethical Corporate Management Procedures and Code of Conduct," and related regulations. Disciplinary policies cover misconduct, ethical violations, and confidentiality breaches.

7. Workplace Diversity and Equality: The Company practices equal pay for equal work and provides equal promotion opportunities. Women managers averaged 22% of total management positions in FY2025, and female employees averaged 28% of total staff. The Company maintains a target of over 20% female management positions.

8. Work Environment Safety: The office building was designed with safety as the first consideration. Access control systems, security guards, and visitor management procedures protect employee safety. Annual fire and evacuation equipment inspections, emergency response drills, and safety education are conducted. Health promotion programs include full-pay health check-ups, weight management competitions, daily walking challenges, quarterly nutritional guidance, and smoking ban zones.

(II) Labor Disputes in the Most Recent Fiscal Year and through the Print Date: None.

VI. Cybersecurity Management

(I) Cybersecurity Risk Management Architecture

1. Cybersecurity Management Architecture: The Company established its Information Security Management System (ISMS) in accordance with ISO 27001 international standards, obtaining ISO 27001:2013 certification in 2020 and passing annual re-certification. The Company successfully transitioned to ISO 27001:2022 certification in January 2025 (certificate valid February 14, 2025 to April 6, 2027).

2. Enterprise Information Security Governance Organization: The Company established the "Information Security Management Committee" in 2020, with the President serving as Chairman. The committee includes an Information Security Management Representative (VP level) and 18 committee members from various departments. The committee meets annually to review security issues and performance, and reports to the Board annually.

(II) Cybersecurity Policy

Cybersecurity is everyone's responsibility. The Company is committed to ensuring the confidentiality, integrity, and availability of company information.

(III) Specific Management Programs

1. Defense-in-depth architecture: critical data encryption, endpoint protection, network gateway protection, network access control, and email security against external cyberattacks and internal data leaks.
2. Access control systems: authentication, password management, access authorization, vulnerability scanning, antivirus software, security patch updates, and backup mechanisms.
3. Security protection systems against viruses and malware.
4. Regular employee information security education and training.
5. Regular review of security protection measures.
6. Multi-layer information system and data backup mechanisms.

(IV) Cybersecurity Resources Invested in FY2025

1. Personnel training: 20 employees (48 person-times) participated in external training, totaling 848 hours, at an investment of approximately NT$796 thousand.
2. Hardware and software: Total investment in cybersecurity hardware and software reached NT$1.57 million.
3. ISO 27001:2022 upgrade: The Company invested resources in transitioning from ISO 27001:2013 to ISO 27001:2022, completing certification in January 2025 (valid through April 6, 2027).

(V) Material Cybersecurity Incidents

No material cybersecurity incidents occurred in FY2025. Antivirus systems effectively blocked external malicious attacks and intrusions. Multi-layer network architecture enhanced cybersecurity resilience.

VII. Important Contracts

Contract Type	Parties	Contract Duration	Main Content	Restrictions
Distribution Agreement	TIOBE Software	Jul 16, 2024 – until termination	Exclusive distribution rights for TIOBE software in Taiwan	None
Subcontracting Agreement	Red Hat Software	Dec 21, 2023 – until termination	Authorization to provide labor services to Red Hat clients	None
Subcontracting Agreement	Lenovo	Apr 1, 2023 – until termination	Master Agreement for Services — qualification as Lenovo Service Partner	None

VIII. Intellectual Property Management Plan

To effectively manage and maintain intellectual property, and to ensure that the Company and its subsidiaries acquire, maintain, and use intellectual property in compliance with applicable IP laws and regulations — thereby protecting proprietary interests, avoiding infringement of others' rights, and ensuring all personnel have a correct understanding of IP management and value R&D innovation.

(I) Current System

Patent Management:

1. A dedicated unit is responsible for maintaining and registering patent-related documents.

2. Professional patent attorneys are retained to assist with patent searches and IP application filings.
3. Patent applications, enforcement, and abandonment processes are managed through the Legal Department.

Trademark Management:
1. A dedicated unit is responsible for maintaining and registering trademark-related documents.
2. Local IP registration and protection regulations in overseas markets are monitored.
3. Local IP applications are filed promptly in line with business development strategy.
4. Trademark-using units must use trademarks as approved and retain evidence of use.
5. Trademark applications, enforcement, and abandonment processes are managed through the Legal Department.

Trade Secret Management:
1. A dedicated unit is responsible for maintaining and registering trade secret-related documents.
2. ISO 27001 Information Security Management System has been implemented.
3. All employees must comply with regulations governing electronic and physical document controls.
4. Employment agreements explicitly prohibit disclosure of confidential company information during and after employment.
5. Employees must not disclose or use trade secrets belonging to prior employers.

Copyright Management:
1. A dedicated unit is responsible for maintaining and registering copyright-related documents.
2. ISO 27001 Information Security Management System has been implemented.
3. Proprietary software copyrights are reviewed and inventoried on a regular basis.
4. Access permissions are controlled; all outsourced developers sign agreements defining copyright ownership and confidentiality obligations.
5. Copyright ownership agreements are signed with all employees, prohibiting unauthorized disclosure of the Company's works without prior written consent.

(II) FY2025 IP Management Specific Measures

1. Self-developed application system development management passed ISO 27001 re-certification.
2. Trademark No. 01751857 (EASYWARE WMS) expired on January 15, 2026 (ROC Year 115); renewal was completed in FY2025, extending the exclusive period to January 15, 2036 (ROC Year 125).
3. No IP infringement incidents or violations of third-party intellectual property rights occurred in FY2025.
4. FY2025 IP management specific measures were reported to the Board of Directors on December 22, 2025.
5. Current inventory of managed intellectual property assets:

Category	Company	Quantity
Trademark	Fortune Information Systems Co., Ltd.	4
Trademark	Fortune Technology Co., Ltd.	1
Proprietary Application Software	Fortune Information Systems Co., Ltd.	10

Chapter V Financial Status, Financial Performance, and Risk Assessment

I. Comparative Financial Position Analysis

Unit: NT$ Thousands

Item	FY2025 (ROC 114)	FY2024 (ROC 113)	Change Amount	Change %	Analysis
Current Assets	1,741,531	1,627,903	113,628	6.98%	-
Property, Plant & Equipment	207,459	210,720	(3,261)	(1.55%)	-
Other Intangible Assets	400	249	151	60.64%	Primarily due to purchase of intangible assets
Right-of-Use Assets	14,647	20,859	(6,212)	(29.78%)	Primarily due to depreciation and amortization of right-of-use assets
Investment Property	59,629	60,253	(624)	(1.04%)	-
Other Assets	367,657	237,276	130,381	54.95%	Primarily because some FY2025 projects adopted installment payment mode, leading to increases in long-term receivables and long-term payables
Total Assets	2,391,323	2,157,260	234,063	10.85%	-
Current Liabilities	1,088,958	882,202	206,756	23.44%	Primarily due to increased borrowings for operating capital needs
Non-current Liabilities	27,107	19,962	7,145	35.79%	Primarily because some FY2025 projects adopted installment payment mode, leading to increases in long-term receivables and long-term payables
Total Liabilities	1,116,065	902,164	213,901	23.71%	-
Share Capital	699,612	699,612	0	0.00%	-
Capital Surplus	62,361	62,361	0	0.00%	-
Retained Earnings	514,262	491,769	22,493	4.57%	-
Other Equity	(977)	1,354	(2,331)	(172.16%)	Primarily due to NTD appreciation reducing translation differences of foreign operation financial statements
Total Equity	1,275,258	1,255,096	20,162	1.61%	-

Note 1: Analysis for items with change ratio exceeding 20% is provided above.

Note 2: Future response plans for material items: None.

II. Comparative Financial Performance Analysis

Unit: NT$ Thousands

Item	FY2025 (ROC 114)	FY2024 (ROC 113)	Change Amount	Change %	Analysis
Operating Revenue	2,694,203	2,246,252	447,951	19.94%	-
Operating Cost	(2,428,195)	(2,001,170)	(427,025)	21.34%	Primarily market competition adjusting prices, causing operating cost growth rate to exceed revenue growth
Gross Profit	266,008	245,082	20,926	8.54%	-
Operating Expenses	(179,843)	(172,871)	(6,972)	4.03%	-
Operating Income	86,165	72,211	13,954	19.32%	-
Non-operating Income and Expenses	21,672	18,020	3,652	20.27%	Primarily due to increase in other income
Pre-tax Net Income	107,837	90,231	17,606	19.51%	Growth driven by enterprise digital transformation and IT equipment demand increases
Income Tax Expense	(20,328)	(23,366)	3,038	(13.00%)	-
Net Income for the Year	87,509	66,865	20,644	30.87%	Net income grew 30.87% driven by revenue and operating income growth
Other Comprehensive Income (After-tax)	(4,381)	10,579	(14,960)	(141.41%)	Primarily due to NTD appreciation reducing translation differences from foreign operations, and reduced remeasurement of defined benefit plans
Total Comprehensive Income for the Year	83,128	77,444	5,684	7.34%	-

III. Cash Flow

(I) Analysis of Cash Flow Changes in the Most Recent Fiscal Year

Unit: NT$ Thousands

Beginning Cash Balance (1)	Net Cash from Operating Activities (2)	Net Cash from Investing & Financing Activities (3)	FX Effect (4)	Ending Cash Balance (1)+(2)+(3)+(4)
588,933	(293,351)	(12,828)	(803)	281,951

Analysis of cash flow changes:

(1) Operating activities: Net cash outflow primarily due to increases in contract assets, accounts receivable, and inventory.

(2) Investing activities: Net cash outflow primarily due to increase in security deposits.

(3) Financing activities: Net cash inflow primarily due to increase in short-term borrowings.

(II) Improvement Plan for Insufficient Liquidity: Not applicable.

(III) Next Year Cash Liquidity Analysis:

Beginning Cash Balance (1)	Projected Operating Cash Flow (2)	Projected Investing & Financing Cash Flow (3)	Projected Ending Balance (1)+(2)+(3)
281,951	72,243	(35,422)	318,772

Next year cash flow analysis: (1) Operating activities: projected to recover accounts receivable while pre-purchasing for upcoming orders; (2) Investing activities: primarily capital expenditures and security deposit increases; (3) Financing activities: primarily cash dividends and short-term financing for working capital.

IV. Material Capital Expenditures and Impact on Financial Operations in the Most Recent Fiscal Year

None.

V. Investment Policy, Profitability/Losses, Improvement Plans, and Next Year Investment Plans in the Most Recent Fiscal Year

Unit: NT$ Thousands

Investee Company	Investment Amount	Policy	FY2025 Equity Income (Loss)	Reason for Gain/Loss	Improvement Plan	Next Year Plan
Fortune Information Systems (Int'l) Ltd. (HK FFIS)	38,484	Computer equipment sales, maintenance, and professional image processing services in Hong Kong	(3,159)	Business contracted; liquidation in progress	Liquidation in progress as authorized at May 9, 2024 Board meeting	Support Fortune Technologies as needed; maintain profitability target
SBAS (HK) Ltd.	1,452	IT systems sales and maintenance services in Hong Kong	473	Business contracted; liquidation in progress	Liquidation in progress	Maintain profitability target
Fortune Technologies Co., Ltd.	460,000	Computer equipment sales and maintenance, IT software services, and systems integration	33,145	Operating profit with good cost control	Continue to support profitability	Maintain profitability target

Note: The Board of Directors at its May 9, 2024 meeting resolved to dissolve and liquidate the two Hong Kong subsidiaries, with the Board Chairman authorized to handle all related matters.

VI. Risk Assessment for the Most Recent Fiscal Year and through the Print Date

(I) Impact of Interest Rate, Exchange Rate, and Inflation Changes on Company Profit/Loss and Response Measures

1. Interest and Exchange Rate Impact:

Item	FY2025 Amount (NT$K)	% of Revenue	% of Operating Income
Interest Income	9,253	0.34%	10.74%
Interest Expense	7,039	0.26%	8.17%
Foreign Exchange Gains	57	0.00%	0.07%

The Company primarily relies on self-owned funds and short-term bank borrowings for working capital. Foreign currency transactions are minimal; foreign currency positions are primarily foreign currency deposits. The Company regularly evaluates FX positions and consults with bank treasury departments to assess exchange rate trends and minimize risk.

2. Inflation Impact: As an IT services industry systems integrator, inflation does not have a material impact on the Company's operations or profitability.

(II) High-Risk, High-Leverage Investments; Loans to Third Parties; Endorsements/Guarantees; Derivative Transactions

1. High-risk, high-leverage investments: None.
2. Loans to third parties: Pursuant to the Board's August 8, 2025 resolution, the Company approved a credit facility of NT$300 million to subsidiary Fortune Technologies Co., Ltd. Actual loan amount in FY2025: NT$0.
3. Endorsements/Guarantees: As of December 31, 2025, total endorsement/guarantee balance was NT$500 million; actual drawn amount was NT$50,380 thousand. All conducted in accordance with the Company's "Endorsement and Guarantee Procedures."
4. Derivative transactions: None in FY2025.

(III) Future R&D Plans and Expected R&D Expenditures

The Company is an IT services industry systems integrator, developing professional technologies including systems integration, outsourcing services, banking financial terminal systems, logistics systems, and insurance systems. Planned FY2026 professional services R&D expenditure: NT$5,000 thousand.

(IV) Impact of Domestic and International Policy and Legal Changes

No material impact from domestic or international policy and legal changes in the most recent fiscal year. If any such impact occurs, the Company's Risk Management Working Group or Project Response Team will prepare solution plans.

(V) Impact of Technological Changes (Including Cybersecurity Risk) and Industry Changes

1. The Company monitors market changes through client visits, trade shows, internet resources, and industry association meetings, adjusting business strategies accordingly.
2. Cybersecurity risk and response: The Company has established comprehensive network and computer cybersecurity protection using defense-in-depth architecture, critical data encryption, endpoint protection, network gateway protection, access control, and email security. Multi-layer information systems and data backup mechanisms have been established to strengthen cybersecurity resilience.

(VI) Corporate Image Changes: None.

(VII) M&A Plans: None.

(VIII) Plant Expansion Plans: Not applicable (IT services company).

(IX) Risks from Purchase or Sales Concentration

In FY2025, the highest percentage of any single customer was 12.18% of total sales, driven by financial industry digital transformation, cloud investments, cybersecurity upgrades, and the Windows 10 EOS PC refresh cycle. The highest percentage of any single supplier was 30.65% of total purchases. The Company maintains relationships with multiple suppliers and no material concentration risks exist.

(X) Impact of Large-Scale Share Transfer or Change of Control by Directors or Major Shareholders

WPG Holdings Co., Ltd. (TWSE: 3702) announced a public tender offer for the Company's shares on February 28, 2025, and entered into tender agreements with the two major shareholders, Biaoshuo Co., Ltd. and CECGP Co., Ltd., acquiring a combined total of 33,340,281 shares (approximately 47.66% of issued ordinary shares). Following completion of the public tender offer, WPG became the Company's largest shareholder, holding 47.67% as of December 31, 2025.

WPG has been deeply rooted in the semiconductor supply chain, committed to providing the best supply chain management services to clients. The acquisition is primarily aimed at expanding strategic alliances and the ICT supply chain service scope, creating synergies that positively benefit both companies' finances, operations, and shareholders. Following the acquisition, the Company remains listed on the TWSE and continues to be operated by the existing management team.

(XI) Impact of Management Changes

WPG has committed to supporting Fortune's core product lines and expanding strategic business, including large project bids and strategic alliances, driving Fortune's continued growth. WPG also plans to strengthen corporate governance, talent development strategies, and employee incentive mechanisms to improve employee engagement and corporate cohesion, achieving both employee and shareholder benefits and long-term enterprise value enhancement.

(XII) Material Litigation and Non-Litigation Events: None.

(XIII) Other Important Risk Factors: None.

VII. Other Material Matters: None.

Chapter VI Special Notes

I. Affiliated Enterprise Information

Please refer to the Market Observation Post System (MOPS) for affiliated enterprise information.
MOPS path: Single Company > Electronic Document Download > Affiliated Enterprise Financial Statements
URL: https://mopsov.twse.com.tw/mops/web/t57sb01_q10

II. Private Placement of Securities in the Most Recent Fiscal Year and through the Print Date

None.

III. Other Necessary Supplementary Disclosures

None.

Chapter VII Material Events Affecting Shareholder Interests or Securities Prices

In the most recent fiscal year and through the print date of this Annual Report, no events have occurred as defined in Article 36, Paragraph 3, Subparagraph 2 of the Securities Exchange Act that have had a material impact on shareholders' equity or securities prices.

Please refer to pages 19–20 for major resolutions of the shareholders' meetings and the Board of Directors for the most recent fiscal year and up to the date of publication of this annual report.