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SYSCOM COMPUTER ENGINEERING CO.

2025

Annual Report

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2. The Company's website: <https://www.syscom.com.tw>

This is a translation of the 2025 annual report (The "annual report") of Syscom Computer Engineering Co.(The "Company"). This translation is intended for reference only and nothing else, The Company hereby disclaims any and all liabilities whatsoever for the translation. The Chinese text of the annual report shall govern any and all matters related to the interpretation of the subject matter stated herein.

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Stock transfer agency: CAPITAL SECURITIES CORP.
Address: Basement 2, No. 97, Section 2, Dunhua South Road, Daan District, Taipei City 106
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VI. Name of any exchanges where the Company's securities are listed offshore, and the method by which to access information on the offshore securities: Not applicable.

VII. The Company's website: <https://www.syscom.com.tw>

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One. Letter to Shareholders

Dear shareholders:

In 2025, Taiwan's economy benefited from strong AI hardware exports, which spurred domestic companies to increase investment in software and services. As companies accelerated the adoption of AI and cloud technologies, the overall IT infrastructure became more complex, and information security shifted from traditional defensive approaches to core issues of operational resilience and brand trust. Information service providers now play a more critical role in technology integration, cybersecurity, and operations management.

SYSCOM not only continued to develop its expertise in system integration and professional services, but has also successfully transformed into a high value-added enterprise focused on products and smart services. SYSCOM has been recognized for its innovation in smart city applications and system integration exports, and has achieved significant results in areas such as generative AI, smart government, cybersecurity, healthcare, transportation, and retail. Even as the Company celebrated its 50th anniversary, SYSCOM has once again won the "2026 Taiwan Excellence Award" with its independently developed DBMaker relational database, NETCenterIT monitoring platform, and Ayuda intelligent service robot/ The awards demonstrated SYSCOM's innovative achievements in the three major fields of AI, data platforms, and IT system integration.

In 2025, SYSCOM continued to consolidate its existing core products while also strengthening its professional value-added service capabilities to provide customers with high-quality solutions for diverse needs. As a result, the company saw steady growth in overall revenue and profit throughout the whole of 2025.

An overview of our operations for 2025 and the outlook for 2026 are hereby reported:

I. 2025 Business Report

1. Business plan implementation results:

The Company's consolidated net operating revenues for 2025 were NT\$ 7,432,840 thousand, up 7.21% over 2024, and consolidated net profit after tax was NT\$ 310,275 thousand, up 1.84% over 2024.

2. 2025 budget implementation status:

The Company did not prepare and announce the financial forecast for 2025, and the consolidated profit or loss for 2025 is hereby presented as follows:

Unit: Thousands of NTD

Item	Actual amount
Net operating revenue	7,432,840
Operating costs	5,562,634
Gross profit	1,870,206
Operating expenses	1,517,439
Operating profit	352,767
Non-operating income and expenses	28,669
Net profit before tax	381,436
Net profit for the year (after tax)	310,275

3. Analysis of financial receipts and expenditures and profitability for 2025:

Unit: Thousands of NTD

Item	2025	2024
Net operating revenue	7,432,840	6,932,729
Profit or loss after tax	310,275	304,683
Return on assets (%)	6.88	6.56
Return on shareholders' equity (%)	14.00	14.17
Net profit before tax as a percentage of paid-in capital (%)	38.14	37.04
Net profit margin (after tax)	4.17	4.39
Earnings per share (NTD)	3.12	3.06

Note: The above financial data was calculated based on the consolidated financial statements.

4. Research and development status:

(1) Technologies and products successfully developed:

- DBMaster DataBase
- DBMaker CloudDB
- DBMaker BigData DB
- DBMaker database management system
- DBMaker Docker Image
- RFID Intelligent Traffic and Transportation Platform
- Health Examination Management System
- Mobile Point of Sale
- Azure CSP Intelligent Cloud Management System
- CMMI Software Development Process Solution – SDPM
- Software Productivity Recursive Performance Prediction Model
- Next Generation Healthcare Information Syscom
- Futures Risk Control Rapid Mid-End System
- Securities Risk Control Rapid Mid-End System
- NCBS
- New Generation Securities and Futures Trading System
- NTD deposit, foreign exchange and trust account opening and e-form system
- Mobile Payment System
- Advanced IT Monitoring and Management Center (NETCenter Advanced)
- GreenMaker
- Cloud-Based Cross-Border Project Management Service
- Security Information Service Platform/Diamond Guard
- SASP Service Platform (SYSCOM Applications Service Portal) and My Note 3.2
- Intelligent Analysis and Decision Support System
- Real-time satellite image reception and processing
- Patrol box electronic
- VIAMaster
- SERVICE Online
- Technical Service Management (TSM)
- OMFLOW
- Hyper Automation Log Archiving Management System
- SECURITY USER INTERFACE PROGRAM
- Visa Direct, Mastercard Cross-border, Cross-border Payment Transaction management system
- Big data database multi-level dynamic column R&D project
- Java Database Connectivity Native Protocol Driver Interface R&D Project
- Hyper Automation Scanning Task Framework(Hyper Automation Scanning Task Framework)
- Use of AI to promote highly automated management of contract security provisions
- Intelligent Long-term Care Management System
- Using AI and RPA (Robotic Process Automation) for more efficient product problem-solving
- Cloud-Based Customer Service Multi-Dimensional Integrated Management Platform

(2) Future research and development directions (including ongoing projects).

- Secure Terminal Emulator – DRSE
- Intelligent service robot - AYUDA
- DBMaker Database Management System

- Intelligent inspection robots, intelligent chain restaurant robots
- OMFLOW Intelligent Automation, IA
- Opus One IP Continuous Configuration Management Platform (Version 1.5.7 and 1.5.8)
- Nursing AI Helper
- Establishment and promotion plan for the SYSCOM Service Cloud SaaS platform

II. Outline of 2026 Business Plan

1. Management Policy:

- (1) Leveraging the power of AI systems to drive industrial upgrading and transformation.
- (2) Expansion of products and professional service sales to increase profits.
- (3) Pursuit of advanced technology with expand applications capable of driving the digital economy.
- (4) Embrace AI applications to drive the Company's digital and sustainability transformation.
- (5) Cooperate with the government's Big Software initiative to expand domestic and international markets.

2. Important production and marketing policies:

- (1) Promote AI equity and empower all employees to accelerate enterprise transformation.
- (2) Implementation of comprehensive quality management and green sustainable business commitments.
- (3) Expansion of core products and professional services in diverse fields and applications.
- (4) Promotion of the applications of generative AI, 5G, cloud service, and information security.
- (5) Alliance with outstanding manufacturers in Taiwan to expand domestic and overseas markets.

III. Impacts by the external competitive environment, regulatory environment and general economic environment

IDC reported that the information service market in Taiwan continued to show growth potential in 2025, and the software market was expected to reach US\$3.915 billion with an annual growth rate of about 9.5%, driven mainly by AI platforms and information security software. In 2026, an environment of slowing overall growth and accelerating industrial transformation means close attention must be paid to uncertainties such as US monetary policy, the strength of China's economic recovery, geopolitical and supply chain issues, AI development, and whether labor and capital allocation can respond to industrial differentiation.

2026 is the critical year for Taiwan's information service industry to shift its focus from "hardware-oriented" to "application value-added." A MIC survey found that Taiwan's four major industries – finance, wholesale retail, construction, and traditional manufacturing – have continued to increase their IT spending, with a significant shift in structure from equipment installation to application refinement. This trend will generate long-term benefits for information service and software providers. Furthermore, as companies expanded their use of AI applications, they also increased their budgets for information security protection and monitoring, boosting demand for information security and IT services.

Due to the combined effects of generative AI's growing popularity, tightening environmental regulations, and changes in the global economic and trade situation, the industry as a whole is characterized by strong momentum for AI transformation, but rising profitability costs and regulatory pressures. Geopolitical effects mean that multinational companies are requiring security software and supply chain management systems to be "non-red" or "resilient," creating opportunities for Taiwanese information service providers to export to the Southeast Asian, European and American markets by emphasizing security compliance.

IV. The Company's future development strategy

1. Short-term development plan

- (1) Combine AI technology and system integration capabilities to help enterprises transform and grow.
- (2) Expand core products and professional services to improve overall profitability.

- (3) Develop a digital-based economy that includes AI, and information security, communication and cloud services.
- (4) Developing Transportation, Security, Healthcare, and Business Applications on an AI Operations Platform.
- (5) Form alliances with outstanding domestic and foreign vendors to enter the overseas emerging application market.

2. Long-term development plan

- (1) Strengthen commitment to outstanding quality and put ESG sustainable governance values into practice.
- (2) Construct a high-performance system architecture to drive AI-powered innovation and lead digital transformation.
- (3) Connect forward-looking technology applications and integrate the industrial ecosystem for joint global expansion.

Looking ahead to 2026, AI will continue to be a key player in the investment market. Whether application R&D can keep pace with the speed of AI infrastructure development and capital expenditure will be critical to sustaining AI's growth. Amidst the digital transformation, global AI applications are accelerating from a "chat" paradigm toward the new stage of AI agents capable of "autonomous action. In response to the government's promotion of the "Taiwan AI New Ten Major Constructions" and the need for corporate globalization, SYSCOM will continue to enhance its core competitiveness by integrating AI technology with its system integration expertise to help more companies build efficient, reliable, and scalable digital resilience organizations. We look forward to sustained growth with our customers and partners. Finally, I wish all shareholders good health and all the best to you.

Chairman: Jui-Fu Liu

Two. Corporate Governance Report

I. Information on directors, president, vice president, assistant VP, heads of departments and branches

(I) Information on directors

As of April 13, 2026

Job title	Nationality or place of registration	Name	Gender and age	Date elected	Terms of office	Date first elected	Shareholding when elected		Shareholding now		Shareholding of spouse and minor children now		Shareholding in the name of others		Major experience (education)	Concurrent positions in the Company and other companies now	Spouse or relatives within second degree of kinship who are officers, directors or supervisors of the Company			Remark
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Chairman	R.O.C.	Jui-Fu Liu	Male 71~80 years old	2024.06.12	3 years	1980.10.25	18,346,787	18.35	18,346,787	18.35	0	0	0	0	Department of Electrical Engineering, National Cheng Kung University Honorary Doctorate, National Dong Hwa University Chairman of the Taipei Computer Association	Note 1	Director Director	Jui-Long Liu Chih-Chun Liu	Bothers Father and daughter	-
Director	R.O.C.	Jui-Long Liu	Male 61~70 years old	2024.06.12	3 years	1986.12.08	402,562	0.40	402,562	0.40	0	0	0	0	Institute of Management Science, National Chiao Tung University Lecturer of Tamkang University President of Information Service Industry Association of R.O.C.	Note 2	Chairman	Jui-Fu Liu	Bothers	-
Director	R.O.C.	Po-Wen Wang	Male 71~80 years old	2024.06.12	3 years	2008.06.13	0	0	0	0	0	0	0	0	Department of Science and Management, Graduate Institute of Business Administration, National Chengchi University Deputy Director of Engineering Development Office, National Chung-Shan Institute of Science & Technology	None	None	None	None	-
Director	R.O.C.	Chih-Chun Liu	Female 51~60 years old	2024.06.12	3 years	2021.07.29	4,375,567	4.38	9,615,240	9.62	0	0	0	0	Computer Animation Department, San Francisco University of the Arts	Note 3	Chairman	Jui-Fu Liu	Father and daughter	-
Independent Director	R.O.C.	Chung-Lieh Kuo	Male 61~70 years old	2024.06.12	3 years	2021.07.29	0	0	0	0	0	0	0	0	Department of Business Administration, Chung Hua University	Note 4	None	None	None	-
Independent Director	R.O.C.	So-Yun Cheng	Female 61~70 years old	2024.06.12	3 years	2003.05.27	1,254	0	1,254	0	108	0	0	0	Department of Business Paperwork, Ming Chuan University	Note 4	None	None	None	Note 5
Independent Director	R.O.C.	Feng-Chiu Yu	Female 51~60 years old	2024.06.12	3 years	2003.05.27	1,273	0	1,273	0	0	0	0	0	Department of Accounting, Tunghai University	Note 4	None	None	None	Note 5

Note 1: Chief Strategy Officer of the Company, director of CASEMaker Inc. and director of ACTISYS INTERNATIONAL CORPORATION

Note 2: President of the Company, president of CASEMaker Inc.

Note 3: Supervisor of Welida Investment Co., Ltd.

Note 4: Member of the Remuneration and Nomination Committee of the Company.

Note 5: Did not serve as a director of the Company from July 29, 2021 to June 11, 2024.

Note 6: If the chairman and the president or equivalents (the top managerial officers) of the Company are the same person, each other's spouse or relative within first degree of kinship, the reason, rationality, necessity, countermeasures (such as increasing the number of independent directors and having a majority of directors who are not concurrently serving as employees or managerial officers, etc.) and related information should be described: No such situation.

(II) Major shareholders of corporate shareholders: None

(III) The major shareholders of corporate shareholders that are corporations: None

(IV) Disclosure of professional qualifications of directors and independence of independent directors:

Criteria Name	Professional qualifications and experience	Status of independence	Number of other public companies in which the individual is concurrently serving as an independent director
Chairman Jui-Fu Liu	Major education: Department of Electrical Engineering, National Cheng Kung University and Honorary Doctorate, National Dong Hwa University Major experience: Chairman and Chief Strategy Officer of SYSCOM COMPUTER ENGINEERING CO., director of CASEMaker Inc., director of ACTISYS INTERNATIONAL CORPORATION, chairman of the Taipei Computer Association and chairman of Information Month Campaign Committee	1. Concurrently Chief Strategy Officer of the Company, a managerial officer. 2. Concurrently a director of an affiliate of the Company (100% subsidiary). 3. Natural-person shareholder holding more than 1% of the total number of issued shares or among the top 10 shareholders in the name of itself and its spouse. 4. A relative within the second degree of kinship of directors Jui-Long Liu and Chih-Chun Liu. 5. A shareholder holding more than 5% of the stake of a company with which the Company has business dealings. 6. The independence requirements set forth in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission (FSC) has been met.	0
Director Jui-Long Liu	Major education: Institute of Management Science, National Chiao Tung University Major experience: President of SYSCOM COMPUTER ENGINEERING CO., President of CASEMaker Inc., Lecturer of Tamkang University, President of Information Service Industry Association of R.O.C., Vice Chairperson of Cloud Computing & IoT Association in Taiwan, Vice Chairperson and Executive Director of Digital Transformation Association.	1. Concurrently President of the Company, a managerial officer. 2. Concurrently a director of an affiliate of the Company (100% subsidiary). 3. A relative within the second degree of kinship of director Jui-Fu Liu. 4. The independence requirements set forth in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission has been met.	0
Director Po-Wen Wang	Major education: Department of Science and Management, Graduate Institute of Business Administration, National Chengchi University Major experience: Deputy Director of Engineering Development Office, National Chung-Shan Institute of Science & Technology	The independence requirements set forth in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission has been met.	0
Director Chih-Chun Liu	Major education: Computer Animation Department, San Francisco University of the Arts Major experience: Supervisor of SYSCOM COMPUTER ENGINEERING CO., supervisor of Welida Investment Co., Ltd.	1. Concurrently supervisor of affiliates of the Company. 2. Natural-person shareholder holding more than 1% of the total number of issued shares or among the top 10 shareholders in the name of itself. 3. A relative within the second degree of kinship of director Jui-Fu Liu. 4. A supervisor of a company with which the Company has business dealings. 5. The independence requirements set forth in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission has been met.	0
Independent Director Chung-Lieh Kuo	Major education: Department of Business Administration, Chung Hua University Major experience: Member of the Remuneration Committee of the Company and Manager of Orient Semiconductor Electronics, Ltd. With work experience in related areas required for the Company's business		0
Independent Director So-Yun Cheng	Major education: Department of Business Paperwork, Ming Chuan University Major experience: Chief Accountant of Chang Tai Construction Co., Ltd. With more than 5 years of work experience in commerce, financial, accounting or related areas required for the Company's business	The three independent directors of the Company have met the qualifications set forth in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act promulgated by the Financial Supervisory Commission during the two years prior to their election and during their terms of office, and all of the independent directors have been granted the right to participate in decision-making and express their opinions in accordance with Article 14-3 of the Securities and Exchange Act, so that they can independently perform the relevant duties and responsibilities.	0
Independent Director Feng-Chiu Yu	Major education: Department of Accounting, Tunghai University Major experience: Passed the CPA Examination of the Republic of China, Manager of Department of WIN Semiconductors Corp. With more than 5 years of work experience in commerce, financial, accounting or related areas required for the Company's business		0

(V) Diversity and independence of the Board of Directors:

1. Diversity of the Board of Directors:

(1) The Company has established the "Corporate Governance Best Practice Principles" and the composition of the Board of Directors is determined by taking into consideration the diversity of the Board of Directors, the members of which not only possess the knowledge, skills and qualities necessary to perform their duties, but also have diverse backgrounds in industry, academia and knowledge. Please refer to (IV) Disclosure of professional qualifications of directors and independence of independent directors for their educations and experiences. At present, individual directors of the Company carry through the policy of diversity of board members as follows, mainly including:

- A. Basic criteria and values of directors, including gender, age, nationality, and culture, etc.
- B. Directors' professional knowledge and skills, including professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience, etc.
- C. Directors' abilities include operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market perspective, leadership, and decision-making ability.

(2) Implementation status of the diversity of board members:

Core items of diversity Director Name	Basic composition								Professional ability								
	Nationality	Gender	Concurrently serving the Company as an employee	Age				Tenure as an independent director		The ability to make judgments about operations.	Accounting and financial analysis ability.	Business management ability.	Crisis management ability.	Industry knowledge	International market perspective.	Leadership	Decision-making ability
				41 to 50	51 to 60	61 to 70	71 to 80	Less than 3 years	3 to 9 years								
Jui-Fu Liu	R.O.C.	Male	V				V			V	V	V	V	V	V	V	V
Jui-Long Liu	R.O.C.	Male	V			V				V	V	V	V	V	V	V	V
Po-Wen Wang	R.O.C.	Male				V				V	*	V	V	V	V	V	V
Chih-Chun Liu	R.O.C.	Female		V						V	*	V	V	V	V	V	V
Chung-Lieh Kuo	R.O.C.	Male			V			V		V	*	V	V	V	V	V	V
So-Yun Cheng	R.O.C.	Female			V		V			V	V	V	V	V	V	V	V
Feng-Chiu Yu	R.O.C.	Female		V			V			V	V	V	V	V	V	V	V

Note: * means with partial ability

(3) The Company's Board of Directors has seven seats, of which three are independent directors and two are concurrently managerial officers of the Company, representing 29% of the total number of directors. No more than one-third of the directors are concurrently managerial officers of the Company. Nor more than half of the directors are spouses or relatives within second degree of kinship of each other. The percentage of independent directors is 43%. One independent directors have a tenure of 3 to 9 years, and two independent director has a tenure of less than 3 years. Two of the Company's directors are aged 71 or older, three are aged 61 to 70, and two are aged 51 to 60. The Company has three female directors, and the proportion of female directors is 43%. At least one-third of the board seats of either gender have been achieved.

2. Independence of the Board of Directors:

- (1) The Board of Directors of the Company exercises its authorities and responsibilities under the corporate governance system in accordance with laws and regulations, the Articles of Incorporation or resolutions of the shareholders' meeting. Directors and the three independent directors are independent in exercising their authorities and responsibilities in accordance with the relevant laws and regulations and leverage the Audit Committee's authorities and responsibilities to oversee the effective implementation of the Company's internal controls, the appointment and independence of attesting certified public accountants and the proper preparation of financial statements.
- (2) The procedures for the election of all directors of the Company are open and fair, and comply with the Company's "Articles of Incorporation", the "Procedures for Election of Directors", the "Corporate Governance Best Practice Principles", the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies", and Article 14-2 of the "Securities and Exchange Act". The current Board of Directors has seven seats. No more than one-third of the directors are concurrently managerial officers of the Company. Nor more than half of the directors are spouses or relatives within second degree of kinship of each other, which is in accordance with the provisions of Item 3 of Article 26-3 of the "Securities and Exchange Act".
- (3) The Company has three independent directors, accounting for 43% of all directors. None of the three independent directors has served for more than nine consecutive years. The requirements for independent directors set forth in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission has been met by the independent directors of the Company.

(VI) President, vice president, assistant VP, heads of departments and branches

As of April 13, 2026

Job title	Nationality	Name	Gender	Date elected	Number of shares held		Shareholding of spouse and minor children		Shareholding in the name of others		Major experience (education)	Concurrent positions in other companies now	Spouse or relatives within second degree of kinship who are officers of the Company			Remark (Note 15)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Chief Strategy Officer	R.O.C.	Jui-Fu Liu	Male	2005.08.01	18,346,787	18.35	0	0	0	0	Department of Electrical Engineering, National Cheng Kung University Honorary Doctorate, National Dong Hwa University Chairman of the Taipei Computer Association	Note 1	President	Jui-Long Liu	Bothers	-
President	R.O.C.	Jui-Long Liu	Male	1993.11.08	402,562	0.40	0	0	0	0	Institute of Management Science, National Chiao Tung University Lecturer of Tamkang University President of Information Service Industry Association of R.O.C.	Note 2	Chief Strategy Officer	Jui-Fu Liu	Bothers	-
Vice President	R.O.C.	Chao-Lai Wu	Male	2002.01.18	0	0	0	0	0	0	Department of Electronic Engineering, Minghsin College of Science and Technology Engineer of AN PEI ENTERPRISE CO., LTD.	None	None	None	None	-
Vice President	R.O.C.	Anthony Tseng	Male	2007.06.01	0	0	0	0	0	0	Department of Electricity and Information Technology, National Taipei College of Business	Note 3	None	None	None	-
Vice President	R.O.C.	Chen-Huan Li	Male	2007.06.01	6,689	0.01	0	0	0	0	Department of Electronic Engineering Technology, National Taiwan University of Science and Technology	None	None	None	None	-
Vice President	R.O.C.	Chun-Cheng Li	Male	2011.01.01	11,805	0.01	0	0	0	0	Department of Electronic Engineering Technology, National Taiwan Institute of Science and Technology	None	None	None	None	-
Vice President	R.O.C.	Kuei-Sheng Yuan	Male	2016.06.01	4,000	0	0	0	0	0	Defense Management Information Course, National Defense Management College President of Dreammap Technologies Co., Ltd.	None	None	None	None	-
Vice President	R.O.C.	Shun-Liang Hsieh	Male	2013.03.22	0	0	0	0	0	0	Department of Civil Engineering, Tamkang University	None	None	None	None	-
Vice President	R.O.C.	Bing-Sen Su	Male	2013.03.22	66,851	0.07	487	0	0	0	Department of Business Mathematics, Soochow University	Note 4	None	None	None	-
Vice President	R.O.C.	Chin-Fen Yu	Female	2015.03.26	1,552	0	0	0	0	0	Bellevue University MBA	None	None	None	None	-
Vice President	R.O.C.	Nai-Cheng Cheng	Male	2017.06.26	0	0	0	0	0	0	Institute of Management Science, Tamkang University President of Business Group I, RING LINE CORP.	None	None	None	None	-

Job title	Nationality	Name	Gender	Date elected	Number of shares held		Shareholding of spouse and minor children		Shareholding in the name of others		Major experience (education)	Concurrent positions in other companies now	Spouse or relatives within second degree of kinship who are officers of the Company			Remark (Note 15)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Vice President	R.O.C.	Tsan-Chang Li	Male	2020.07.01	0	0	0	0	0	0	Department of Electronics, Tungnan College of Technology Product Manager of Taiwan Branch, Diebold corp, Sales Division Chief of SYSTEX Corporation	Note 5	None	None	None	-
Sales Vice President	R.O.C.	Li-Chang Wu	Male	2010.11.19	7,543	0.01	0	0	0	0	Department of Computer Science, Feng Chia University	None	None	None	None	-
Project Vice President	R.O.C.	Yen-Nien Hu	Male	2018.08.15	0	0	0	0	0	0	Graduate School of Business Administration, Da-Yeh University Division Chief of Veterans Affairs Council	None	None	None	None	-
Sales Vice President	R.O.C.	Yu-Lung Hsueh	Male	2019.05.10	0	0	0	0	0	0	Master of Business Administration, National Sun Yat-sen University	None	None	None	None	-
Sales Vice President	R.O.C.	Cheng-Tung Ko	Male	2020.03.01	1,027	0	937	0	0	0	Department of Business Administration, Tunghai University	None	None	None	None	-
Sales Vice President	R.O.C.	Hsu-Hung Chen	Male	2022.01.01	0	0	0	0	0	0	Master of Business Administration, National Chengchi University, Master of Business Administration, Tatung University Senior Division Chief of RING LINE CORP.	None	None	None	None	-
Sales Vice President	R.O.C.	Kuang-Keng Liang	Male	2022.01.17	0	0	0	0	0	0	Department of Electrical Engineering, National Taipei University of Technology	None	None	None	None	-
Sales Vice President	R.O.C.	Shu-Ching Lin	Female	2022.07.01	941	0	0	0	0	0	Department of Business Administration, National Taipei College of Business,	None	None	None	None	-
Sales Vice President	R.O.C.	Ming-Feng Li	Male	2024.05.20	0	0	0	0	0	0	Department of Computer Engineering, Tamkang University Manager of Alcatel-Lucent Enterprise Taiwan	None	None	None	None	-
Chief Technology Officer	R.O.C.	Ching-Tzu Shih	Male	2005.06.01	2,552	0	0	0	0	0	Department of Electrical Engineering, Chung Yuan Christian University Engineer of TAI TIEN ELECTRIC CO., LTD.	Note 6	None	None	None	-
Principal Division Chief	R.O.C.	Jia-Chang Chang	Male	2005.06.01	0	0	0	0	0	0	Department of Shipbuilding, National Taiwan Ocean University Completed the third programming session of programming class of the Youth Development Administration	Note 7	None	None	None	-
Chief R&D Officer	R.O.C.	Tsai-Cheng Chen	Male	2005.06.01	0	0	0	0	0	0	Department of Information Science, National Chiao Tung University	None	None	None	None	-
Principal Division Chief	R.O.C.	Tsai-Chi Sung	Male	2005.06.01	17,360	0.02	0	0	0	0	Department of Electronics, Minghsin College of Science and Technology	Note 8	None	None	None	-

Job title	Nationality	Name	Gender	Date elected	Number of shares held		Shareholding of spouse and minor children		Shareholding in the name of others		Major experience (education)	Concurrent positions in other companies now	Spouse or relatives within second degree of kinship who are officers of the Company			Remark (Note 15)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Principal Division Chief	R.O.C.	Chih-Wei Wen	Male	2005.06.01	0	0	0	0	0	0	Department of Electrical Engineering, National Tsing Hua University	Note 9	None	None	None	-
Chief Finance Officer	R.O.C.	Li-Chueh Du	Female	2000.06.19	6,793	0.01	0	0	0	0	Department of Statistics and Accounting, National Taipei College of Business,	None	None	None	None	-
Principal Division Chief	R.O.C.	Ming-Kun Lin	Male	2005.06.01	0	0	0	0	0	0	Institute of Information Engineering, Tamkang University	None	None	None	None	-
Principal Division Chief	R.O.C.	Chien-Yi Li	Male	2005.06.01	0	0	0	0	0	0	Department of Information Engineering, National Chiao Tung University	None	None	None	None	-
Principal Division Chief	R.O.C.	Chih-Chung Chen	Male	2005.06.01	4,750	0	0	0	0	0	Department of Mathematics, Tamkang University	Note 10	None	None	None	-
Principal Division Chief	R.O.C.	Feng-Lin Yen	Male	2005.06.01	500	0	0	0	0	0	Department of Information Management, Providence University	None	None	None	None	-
Senior Assistant VP	R.O.C.	Mao-Ming Wang	Male	2006.04.17	0	0	0	0	0	0	Department of Mechanics, Army Academy R.O.C.	None	None	None	None	-
Principal Division Chief	R.O.C.	Ta-Yu Deng	Male	2007.02.01	21,842	0.02	0	0	0	0	Department of Electronical Engineering, Tamkang University	None	None	None	None	-
Principal Division Chief	R.O.C.	Po-Shu Hsueh	Male	2007.03.01	0	0	0	0	0	0	Department of Electronical Engineering, National Chiao Tung University	None	None	None	None	-
Assistant VP	R.O.C.	Kai-Tsung Wang	Male	2007.10.01	470	0	0	0	0	0	MS in Information Management, New York Institute of Technology	None	None	None	None	-
Principal Division Chief	R.O.C.	Cheng-Wu Shao	Male	2007.10.01	0	0	0	0	0	0	Institute of Information Engineering, National Chiao Tung University	Note 11	None	None	None	-
Senior Assistant VP	R.O.C.	Mei-Ling Yang	Female	2009.04.01	6,601	0.01	0	0	0	0	Department of Electronic Data Management, Ming Chuan University	None	None	None	None	-
Senior Division Chief	R.O.C.	Wen-Hsiung Yeh	Male	2009.06.01	0	0	0	0	0	0	Department of Mechanical Engineering, Chung Yuan Christian University	None	None	None	None	-
Principal Division Chief	R.O.C.	Kun-Ting Chiu	Male	2010.01.07	6,421	0.01	0	0	0	0	Department of Information Management, National Central University	Note 12	None	None	None	-

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					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Division Chief	R.O.C.	Yen-Mei Lin	Female	2010.02.01	0	0	0	0	0	0	Department of International Trade, Tamkang University	None	None	None	None	-
Principal Division Chief	R.O.C.	Yung-Chen Yang	Female	2010.04.01	25,340	0.03	0	0	0	0	Department of Business Administration, Providence University	None	None	None	None	-
Division Chief	R.O.C.	Shu-Hua Liu	Female	2010.10.01	2,962	0	0	0	0	0	Department of Statistics and Accounting, Takming College of Business,	None	None	None	None	-
Principal Division Chief	R.O.C.	Chao-Yi Wu	Male	2011.01.17	0	0	0	0	0	0	Department of Electronic Engineering, National Taipei Institute of Technology	Note 13	None	None	None	-
Senior Assistant VP	R.O.C.	Hung-Chun Chao	Male	2011.06.07	500	0	1,000	0	0	0	Department of Psychology, Chung Yuan Christian University	None	None	None	None	-
Senior Assistant VP	R.O.C.	Chun-Yi Chao	Female	2011.07.04	0	0	0	0	0	0	Kao Yuan Technical College Project Manager of SYSTEX Corporation	None	None	None	None	-
Senior Division Chief	R.O.C.	Chia-Yuan Yeh	Male	2011.07.05	4,362	0	0	0	0	0	Institute of Information Management, National Central University	None	None	None	None	-
Division Chief	R.O.C.	Chia-Ru Liu	Male	2012.03.21	0	0	0	0	0	0	Institute of Traffic and Transportation Studies, National Chiao Tung University	None	None	None	None	-
Principal Division Chief	R.O.C.	Te-Li Chen	Male	2012.03.21	221	0	0	0	0	0	Department of Electric Engineering, National Taipei University of Technology	None	None	None	None	-
Principal Division Chief	R.O.C.	Yi-Lun Wang	Male	2012.03.21	1,000	0	1,108	0	0	0	Institute of Business Administration, National Taipei University of Technology	None	None	None	None	-
Division Chief	R.O.C.	Chi-An Hsueh	Male	2012.03.21	3,409	0	1,199	0	0	0	Institute of Information Management, National Sun Yat-sen University	None	None	None	None	-
Division Chief	R.O.C.	Chi-Hsiang Tang	Male	2012.08.27	0	0	0	0	0	0	Institute of Electrical Engineering, National Taiwan University of Science and Technology	None	None	None	None	-
Division Chief	R.O.C.	Nai-Fang Cheng	Female	2012.08.27	0	0	0	0	0	0	Department of Foreign Languages, National Taiwan University	None	None	None	None	-
Senior Assistant VP	R.O.C.	Yao-Chang Chen	Male	2012.08.27	0	0	0	0	0	0	Department of Information Science, Chinese Culture University	None	None	None	None	-
Principal Division Chief	R.O.C.	Yi-Ming Chang	Male	2012.08.27	3,000	0	0	0	0	0	Department of Information Engineering, Tamkang University	None	None	None	None	-

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					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Division Chief	R.O.C.	Cheng-Yu Li	Male	2013.03.22	0	0	0	0	0	0	Master Program of Information Engineering, National Taipei University of Technology	None	None	None	None	-
Senior Assistant VP	R.O.C.	Chia-Ching Li	Female	2013.03.22	1,000	0	0	0	0	0	Department of Business Management Technology, National Taiwan University of Science and Technology	None	None	None	None	-
Senior Assistant VP	R.O.C.	Tsang-Sung He	Male	2013.03.22	0	0	0	0	0	0	Institute of Management Studies, I-SHOU University	None	None	None	None	-
Principal Division Chief	R.O.C.	Huang-Hsiang Yang	Male	2013.05.09	0	0	0	0	0	0	University of San Francisco MBA	None	None	None	None	-
Senior Division Chief	R.O.C.	Wen-Po Hsu	Female	2013.08.12	0	0	0	0	0	0	Department of Industrial Management, Huaan University	None	None	None	None	-
Senior Division Chief	R.O.C.	Erh-Wei Dai	Male	2013.08.12	0	0	0	0	0	0	Department of Mathematics, Fu Jen Catholic University	None	None	None	None	-
Principal Division Chief	R.O.C.	Hui-Yi Lin	Male	2013.08.12	10,000	0.01	0	0	0	0	Institute of Information Engineering, Feng Chia University	None	None	None	None	-
Senior Assistant VP	R.O.C.	Tien-Chih Yen	Male	2014.03.28	0	0	0	0	0	0	Department of Information Management, Southern Taiwan University of Science and Technology	None	None	None	None	-
Assistant VP	R.O.C.	Hao-Cheng Yang	Male	2014.03.28	0	0	0	0	0	0	Department of Mechanical Engineering, National Taipei Institute of Technology	None	None	None	None	-
Principal Division Chief	R.O.C.	Wan-Tan Lin	Male	2014.03.28	0	0	0	0	0	0	Department of Information Management, Fu Jen Catholic University	Note 14	None	None	None	-
Principal Division Chief	R.O.C.	Fu-Chien Cheng	Male	2014.03.28	0	0	0	0	0	0	Institute of Information Management, National Sun Yat-sen University	None	None	None	None	-
Senior Division Chief	R.O.C.	Hung-Yi Lin	Male	2014.03.28	3,545	0	0	0	0	0	Department of Electronic Engineering Technology, National Taiwan Institute of Science and Technology	None	Senior Division Chief	Mei-Feng Chang	Man and wife	-
Division Chief	R.O.C.	Chiung-We Hsu	Female	2014.03.28	0	0	0	0	0	0	Department of Electricity and Information Technology, National Taipei College of Business	None	None	None	None	-
Principal Division Chief	R.O.C.	Chiu-Jung Chiang	Female	2014.05.09	3,937	0	0	0	0	0	Department of Cooperative Economics, Tamkang University, Leader of Information Office, Guo Bao Securities	None	None	None	None	-
Senior Assistant VP	R.O.C.	You-Yu Chang	Female	2015.02.06	0	0	0	0	0	0	Department of International Trade, Chihlee College of Technology, Project Manager of DIMERCO DATA SYSTEM CORPORATION	None	None	None	None	-

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					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Senior Assistant VP	R.O.C.	Chia-Hsu Hsiao	Male	2015.02.13	0	0	0	0	0	0	Department of Electrical Engineering, Chung Yuan Christian University Division Chief of Enterprise Business Group, Dimension Data	None	None	None	None	-
Assistant VP	R.O.C.	Li-Chun Lin	Male	2015.03.26	0	0	0	0	0	0	MS in Information Management, National Taiwan University of Science and Technology	None	None	None	None	-
Principal Division Chief	R.O.C.	Rui-Ching Lin	Male	2015.03.26	0	0	0	0	0	0	Institute of Business Administration, Tunghai University	None	None	None	None	-
Senior Division Chief	R.O.C.	Mei-Feng Chang	Female	2015.04.01	0	0	3,545	0	0	0	National Chin-Yi College of Technology	None	Senior Division Chief	Hung-Yi Lin	Man and wife	-
Principal Division Chief	R.O.C.	Chih-Cheng Lin	Male	2015.05.08	0	0	0	0	0	0	Department of Information Management, National Central University	None	None	None	None	-
Project Division Chief	R.O.C.	Kang-Yuan Fan	Male	2015.10.26	500	0	0	0	0	0	Department of Mathematics, Tamkang University	None	None	None	None	-
Division Chief	R.O.C.	Wei-Jen Cheng	Male	2016.05.09	0	0	0	0	0	0	Department of Applied Mathematics, National Sun Yat-sen University Assistant VP, HWACOM SYSTEMS INC.	None	None	None	None	-
Acting Assistant VP	R.O.C.	Chin-Yu Chen	Female	2016.08.08	0	0	0	0	0	0	Department of Economics, Chinese Culture University Sales Manager of Howard Hotels	None	None	None	None	-
Principal Division Chief	R.O.C.	Yu-Ting Tseng	Female	2016.11.08	0	0	0	0	0	0	Institute of Telecommunications, National Taiwan University Leader of Network Maintenance Division, Taiwan Fixed Network Co., Ltd.	None	None	None	None	-
Senior Assistant VP	R.O.C.	Yi-Chun Liu	Male	2017.02.15	165	0	0	0	0	0	Department of Industrial Design, Ming Chi College of Technology Angroup Technology Co., Ltd.	None	None	None	None	-
Division Chief	R.O.C.	Chun-Feng Lin	Male	2017.04.01	0	0	0	0	0	0	In-service Program, Institute of Health Management, Asia University Department of Information Management, Chung Yuan Christian University	None	None	None	None	-
Project Assistant VP	R.O.C.	Chun-Hua Liu	Male	2017.05.10	437	0	0	0	0	0	Institute of Electrical Engineering, National Chung Hsing University	None	None	None	None	-

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					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Project Assistant VP	R.O.C.	Chung-Chieh Wu	Male	2017.07.11	0	0	0	0	0	0	Department of Information Science, Chinese Culture University Vice President of INPRO TECHNOLOGIES CORP.	None	None	None	None	-
Assistant VP	R.O.C.	Hung-Yu Hsu	Male	2017.07.20	0	0	0	0	0	0	MS of Institute of National Defense Information, National Defense Management College Deputy Researcher of Cybersecurity Office, National Security Council.	None	None	None	None	-
Principal Division Chief	R.O.C.	Min-Chung Huang	Male	2017.08.01	0	0	10,000	0.01	0	0	MBA of Institute of Management, National Taipei University of Business	None	None	None	None	-
Assistant VP	R.O.C.	Po-Yi Chen	Male	2017.08.11	0	0	0	0	0	0	Department of Applied Mathematics, National Chung Hsing University	None	Project Assistant VP	Jo-Han Hsieh	Man and wife	-
Division Chief	R.O.C.	Kuan-Chih Chen	Male	2017.08.11	0	0	0	0	0	0	Department of Business Administration, Chung Hua University	None	None	None	None	-
Division Chief	R.O.C.	Ta-Jen Hsu	Male	2017.08.11	0	0	0	0	0	0	MS in Electric Engineering, National Kaohsiung University of Science and Technology	None	None	None	None	-
Division Chief	R.O.C.	Chung-Chun Lin	Male	2017.08.11	2,663	0	0	0	0	0	Department of Electronic Engineering, Asia Eastern College of Science and Technology	None	None	None	None	-
Senior Division Chief	R.O.C.	Tai-Yuan Hu	Male	2017.11.01	0	0	0	0	0	0	Institute of Information Engineering, Tamkang University Manager of Development Department, Modern Times Financial Information Co., Ltd.	None	None	None	None	-
Division Chief	R.O.C.	Shu-Chuan Chiu	Female	2017.11.10	0	0	0	0	0	0	Department of Chinese, National Sun Yat-sen University	None	None	None	None	-
Division Chief	R.O.C.	Meng-Hung Pan	Male	2018.07.01	0	0	0	0	0	0	Department of Information Management, Chaoyang University of Technology	None	None	None	None	-
Division Chief	R.O.C.	Yu-Chung Huang	Male	2018.08.09	0	0	0	0	0	0	Department of Electronics, Asia Eastern College of Science and Technology	None	None	None	None	-
Project Assistant VP	R.O.C.	Yu-Kang Tseng	Male	2018.08.09	0	0	0	0	0	0	Department of Mechanical Engineering, Lee-Ming Institute of Technology Sales Manager of CHUNG HWA EXCHANGE NETWORK INC.	None	None	None	None	-

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					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Project Division Chief	R.O.C.	Tsang-Wei Chang	Male	2018.10.09	0	0	0	0	0	0	EMBA of Information Management Group, National Chengchi University Chief of Electrical and Mechanical Engineering Division, Chungwa System Integration Co., Ltd.	None	None	None	None	-
Principal Division Chief	R.O.C.	Wei-Pi Chou	Male	2019.01.31	1,500	0	0	0	0	0	Institute of Information Management, National Taiwan Institute of Science and Technology	None	None	None	None	-
Assistant VP	R.O.C.	Cheng-We Hung	Male	2019.04.01	0	0	0	0	0	0	Institute of Electric Commerce, National Chung Hsing University	None	None	None	None	-
Project Division Chief	R.O.C.	Chun-Tzu Chen	Female	2019.05.10	0	0	0	0	0	0	Department of International Trade, Feng Chia University Sales Manager of BESTCOM Infotech Corp.	None	None	None	None	-
Assistant VP	R.O.C.	Chiu-Hua Lin	Female	2019.05.10	0	0	0	0	0	0	Department of Industrial Engineering, Chung Yuan Christian University	None	None	None	None	-
Division Chief	R.O.C.	Yi-Hsuan Lai	Female	2019.05.10	3,437	0	0	0	0	0	Department of Electronic Data Management, Overseas Chinese University	None	None	None	None	-
Project Assistant VP	R.O.C.	Hsin-Jung Lu	Female	2019.05.10	0	0	0	0	0	0	Department of German, Tamkang University Sales Manager of Tatung Medical & Healthcare Technologies Co., Ltd.	None	None	None	None	-
Project Assistant VP	R.O.C.	Jo-Han Hsieh	Female	2019.05.10	0	0	0	0	0	0	Department of Information Management, Shih Hsin University	None	Assistant VP	Po-Yi Chen	Man and wife	-
Assistant VP	R.O.C.	Chia-Yu Chen	Male	2019.05.24	500	0	0	0	0	0	Department of Business Administration, Soochow University Engineer of Otus Imaging, Inc.	None	None	None	None	-
Project Division Chief	R.O.C.	Yu-Hsiang Lin	Male	2019.07.01	0	0	0	0	0	0	MS in Information Engineering, National Taipei University of Technology	None	None	None	None	-
Division Chief	R.O.C.	Chih-Shan Chen	Male	2020.02.01	0	0	0	0	0	0	Institute of Information Management, Tatung University Project Manager of Tatung Infocomm Co., Ltd.	None	None	None	None	-
Division Chief	R.O.C.	Yuan-Chuan Yeh	Male	2020.03.23	0	0	1,000	0	0	0	Department of Electrical Engineering, St. John's University	None	None	None	None	-
Senior Division Chief	R.O.C.	Che-Zhe Liu	Male	2020.03.23	0	0	0	0	0	0	Department of Medical Administration, Chang Gung University	None	None	None	None	-

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					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Project Assistant VP	R.O.C.	Yung-Pin Du	Male	2020.05.04	527	0	0	0	0	0	Department of Molecular Science and Engineering, National Taipei University of Technology Radware Ltd.	None	None	None	None	-
Division Chief	R.O.C.	Ching-Hsun Hou	Male	2021.02.01	0	0	0	0	0	0	Department of English, Fu Jen Catholic University	None	None	None	None	-
Division Chief	R.O.C.	Yu-Na Chiu	Female	2021.03.18	0	0	0	0	0	0	MS in Health Management, Asia University Specialist of Medical Information Management Division, Benq Hospital, China	None	None	None	None	-
Senior Division Chief	R.O.C.	Chih-Kai Hsu	Male	2021.03.18	0	0	0	0	0	0	Department of Medical Technology, National Taiwan University Chief Technology Officer of Comm Verge Solutions (Taiwan)	None	None	None	None	-
Corporate Governance Officer	R.O.C.	Chun-Yen Chen	Female	2021.03.18	486	0	0	0	0	0	Department of Accounting, National Cheng Kung University Senior Auditor of Deloitte & Touche	None	None	None	None	-
Division Chief	R.O.C.	Shan-Mao Cheng	Female	2021.05.12	1,928	0	680	0	0	0	Department of Public Finance and Taxation, National Chung Hsing University Chief Accountant of Ying-Lu Enterprise Co., Ltd.	None	None	None	None	-
Assistant VP	R.O.C.	Ying-Ya Wang	Female	2021.05.12	0	0	0	0	0	0	Department of Philosophy, National Chengchi University	None	None	None	None	-
Assistant VP	R.O.C.	Chen-Kai Hua	Male	2021.05.12	0	0	0	0	0	0	Department of Business Administration, Ming Chuan University Sales of BESTCOM Infotech Corp.	None	None	None	None	-
Assistant VP	R.O.C.	Yu-Hsuan Kuo	Male	2021.05.12	0	0	0	0	0	0	MSFE of West Texas A&M University	None	None	None	None	-
Project Assistant VP	R.O.C.	Hsuan-Fa Huang	Male	2021.05.12	0	0	0	0	0	0	Department of Information Management, China College of Commerce and Industry Manager of Marketing and Sales Department, Great Taipei Broadband Co., Ltd.	None	None	None	None	-
Project Assistant VP	R.O.C.	Kuo-Shu Hsu	Male	2021.05.12	0	0	0	0	0	0	Department of Social Psychology, Shih Hsin University, Sales Manager of RING LINE CORP.	None	None	None	None	-
Division Chief	R.O.C.	Yung-Ching Chen	Male	2021.05.12	0	0	0	0	0	0	Department of Chemical Engineering, Tamkang University, Vice President of HAUMAI INDUSTRIAL CO., LTD	None	None	None	None	-

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					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Senior Division Chief	R.O.C.	Chung-Yi Lin	Male	2021.05.12	3,316	0	0	0	0	0	Department of Applied Chemistry, Hsiuping University of Science and Technology Senior System Engineer of K WAY INFORMATION CORPORATION	None	None	None	None	-
Division Chief	R.O.C.	Hsin-Yi Li	Female	2021.07.08	20,734	0.02	0	0	0	0	Department of Information Management, Fu Jen Catholic University	None	None	None	None	-
Division Chief	R.O.C.	Yu-Chia Hsiao	Male	2021.07.08	0	0	0	0	0	0	Institute of Medical Information, Taipei Medical University	None	None	None	None	-
Division Chief	R.O.C.	Ting-Jung Chang	Male	2021.08.02	0	0	0	0	0	0	Institute of Information Management, Providence University Vice President of Information Technology Service Department, Financial Esolution Co., Ltd.	None	None	None	None	-
Division Chief	R.O.C.	Chia-Yi Tsao	Male	2021.12.01	3,000	0	0	0	0	0	Department of Mechanical Engineering, Tamkang University	None	None	None	None	-
Division Chief	R.O.C.	Yi-Feng Lai	Female	2022.05.11	0	0	0	0	0	0	Institute of Information Management, National Central University	None	None	None	None	-
Acting Assistant VP	R.O.C.	Hung-Jen Hsiao	Male	2022.06.01	0	0	0	0	0	0	Department of Economics, Fu Jen Catholic University	None	None	None	None	-
Project Assistant VP	R.O.C.	Sheng-Yu Chen	Male	2022.06.01	500	0	0	0	0	0	Department of Electronic Engineering, Southern Taiwan University of Science and Technology	None	None	None	None	-
Division Chief	R.O.C.	Ling-Hao Chen	Male	2022.06.20	0	0	0	0	0	0	Department of Electrical Engineering, Feng Chia University Chief Engineer of Taiwan Mobile Co., Ltd.	None	None	None	None	-
Project Division Chief	R.O.C.	Chun-Wen Yu	Male	2022.07.01	0	0	0	0	0	0	Department of Information Communication, Shih Hsin University Engineer of Tuo Wang Co., Ltd.	None	None	None	None	-
Senior Division Chief	R.O.C.	Cheng-Heng Deng	Male	2022.08.10	0	0	40,000	0.04	0	0	Department of Electronic Data Management, Tamsui Institute of Business Administration	None	None	None	None	-
Project Division Chief	R.O.C.	Chi-Cheng Chih	Female	2022.09.01	0	0	0	0	0	0	Curtin University W.A. Master of Information System	None	None	None	None	-
Principal Division Chief	R.O.C.	Te-Kuei Chiu	Male	2022.11.01	0	0	0	0	0	0	Department of Aviation, Tamkang University Chief of Technology Division, SYSTEX Corporation	None	None	None	None	-

Job title	Nationality	Name	Gender	Date elected	Number of shares held		Shareholding of spouse and minor children		Shareholding in the name of others		Major experience (education)	Concurrent positions in other companies now	Spouse or relatives within second degree of kinship who are officers of the Company			Remark (Note 15)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Division Chief	R.O.C.	Hung-Jui Hsieh	Male	2023.03.17	0	0	0	0	0	0	Department of Information Management, National Kaohsiung University of Science and Technology Deputy Manager, Information Technology Department, Entie Commercial Bank	None	None	None	None	-
Principal Division Chief	R.O.C.	Hao-Fan Liu	Male	2023.03.17	0	0	0	0	0	0	Department of Computer Science & Information Engineering, Ming Chuan University	None	None	None	None	-
Division Chief	R.O.C.	Chiung-Ying Tai	Female	2023.03.22	1,000	0	0	0	0	0	Department of Information Management, Fu Jen Catholic University	None	None	None	None	-
Division Chief	R.O.C.	Yao-Jen Yeh	Male	2023.03.27	0	0	0	0	0	0	EMBA, Royal Roads University Architect, IBM; CTO/Vice President, Infoarchi Information Co., Ltd.	None	None	None	None	-
Assistant VP	R.O.C.	Yu-Chiang Huang	Male	2023.06.01	0	0	0	0	0	0	Department of Biomechatronics Engineering, National Taiwan University	None	None	None	None	-
Senior Assistant VP	R.O.C.	Hsiao-Shu Ma	Male	2023.09.01	0	0	0	0	0	0	Department of Electronic Engineering, Southern Taiwan University	None	None	None	None	-
Project Division Chief	R.O.C.	Pei-Ru Huang	Female	2024.05.02	0	0	0	0	0	0	Department of International Business, Tamkang University	None	None	None	None	-
Project Division Chief	R.O.C.	Yi-Chin Ji	Female	2024.05.02	0	0	0	0	0	0	Department of Chinese Literature, National Central University	None	None	None	None	-
Acting Division Chief	R.O.C.	Bo-Lun Xia	Male	2024.05.09	0	0	0	0	0	0	Chung Cheng Institute of Technology, National Defense University	None	None	None	None	-
Division Chief	R.O.C.	Hsiang-Chi Wu	Male	2024.06.24	0	0	0	0	0	0	Institute of Computer Science and Engineering, National Chiao Tung University; IT Director of UKC Electronics (H.K.) Co., Ltd. Hsinchu Branch	None	None	None	None	-
Project Assistant VP	R.O.C.	Ya-Chi Chou	Female	2024.07.22	0	0	0	0	0	0	Master of Science Degree Program in Industrial Design, Chang Gung University	None	None	None	None	-
Division Chief	R.O.C.	Chi-Hong Tai	Male	2024.08.12	0	0	0	0	0	0	Master's Degree in Information Management, National Sun Yat-sen University	None	None	None	None	-
Division Chief	R.O.C.	Wen-Ching Tsai	Male	2024.11.01	0	0	0	0	0	0	Institute of Information Engineering, National Taiwan University	None	None	None	None	-
Division Chief	R.O.C.	Ching-He Chang	Male	2024.11.12	0	0	0	0	0	0	Department of Shipping and Transportation Management, National Taiwan Ocean University Technical Manager of SYSTEX Corporation	None	None	None	None	-
Division Chief	R.O.C.	Yi-Cheng Chen	Male	2024.11.12	0	0	0	0	0	0	Department of Transportation and Logistics, Feng Chia University	None	None	None	None	-
Acting Assistant VP	R.O.C.	Yu-Jen Fang	Male	2024.12.12	0	0	0	0	0	0	Department of Logistics Management, National Kaohsiung University of Science and Technology	None	None	None	None	-

Job title	Nationality	Name	Gender	Date elected	Number of shares held		Shareholding of spouse and minor children		Shareholding in the name of others		Major experience (education)	Concurrent positions in other companies now	Spouse or relatives within second degree of kinship who are officers of the Company			Remark (Note 15)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Assistant VP	R.O.C.	Wei-Min Chen	Male	2025.03.03	0	0	371	0	0	0	Department of Information Engineering, Feng Chia University	None	None	None	None	-
Project Division Chief	R.O.C.	Yi-Wen Ko	Female	2025.04.01	0	0	0	0	0	0	Department of Business Administration, Chinese Culture University	None	None	None	None	-
Division Chief	R.O.C.	Wei-Che Hung	Male	2025.08.11	0	0	0	0	0	0	Department of Information Management, Shih Hsin University	None	None	None	None	-
Division Chief	R.O.C.	Shu-Hui Chang	Female	2025.08.11	0	0	0	0	0	0	Department of Information Management, Providence University	None	None	None	None	-
Division Chief	R.O.C.	Chih-He Hsu	Male	2025.08.11	0	0	0	0	0	0	Department of Information Management, Fu Jen Catholic University	None	None	None	None	-
Division Chief	R.O.C.	Te-Cheng Chen	Male	2025.08.11	0	0	0	0	0	0	Institute of Information Management, National Pingtung University	None	None	None	None	-
Division Chief	R.O.C.	Sheng-Chin Yang	Male	2026.03.13	0	0	0	0	0	0	Department of Information Management, National Taipei University of Nursing and Health Sciences	None	None	None	None	-
Division Chief	R.O.C.	Chen-Yuan Jhong	Male	2026.03.13	0	0	0	0	0	0	Department of Electronic Engineering, Hwa Hsia Technical College	None	None	None	None	-

Note 1: Director of CASEMaker, Inc., director of Actisys International Corporation

Note 2: President of CASEMaker Inc.

Note 3: Legal representative of the director of Cloudmaster Co., Ltd.

Note 4: Chairman of Furlly Investment Co., Ltd.

Note 5: Legal representative of the director of Syscom Computer(Shenzhen)Co., Ltd., legal representative of the director of Xian Linan Computer Co., Ltd.

Note 6: Legal representative of the director of Netmaker Technology Co., Ltd.

Note 7: Supervisor of Syscom Information Engineering Co.

Note 8: Legal representative of the director of Netmaker Technology Co., Ltd.

Note 9: Director of Syscom Computer(Thailand)Co., Ltd.

Note 10: Legal representative of the director of Coach Technology Management Inc.

Note 11: Legal representative of the director of Syscom Information Engineering Co.

Note 12: Legal representative of the director of SYSCOM INTERNATIONAL INC., supervisor of Cloudmaster Co., Ltd., supervisor of CloudMaster Japan Co., Ltd.

Note 13: Supervisor of Netmaker Technology Co., Ltd.

Note 14: Legal representative of the director of Syscom Information Engineering Co., director of Coach Technology Management Inc., vice chairman of Cloudmaster Co., Ltd.

Note 15: If the president or equivalents (the top managerial officer) and the chairman of the Company are the same person, each other's spouse or relative within first degree of kinship, the reason, rationality, necessity, countermeasures (such as increasing the number of independent directors and having a majority of directors who are not concurrently serving as employees or managerial officers, etc.) and related information should be described: No such situation.

Remuneration range table

Remuneration range paid to each director of the Company	Name of director			
	Sum of the preceding four types of remunerations (A+B+C+D)		Sum of the preceding seven types of remunerations (A+B+C+D+E+F+G)	
	The Company	All companies in the financial statements	The Company	All companies in the financial statements
Less than \$1,000,000	Jui-Fu Liu, Jui-Long Liu, Po-Wen Wang, Chih-Chun Liu, Chung-Lieh Kuo, So-Yun Cheng, Feng-Chiu Yu	Jui-Fu Liu, Jui-Long Liu, Po-Wen Wang, Chih-Chun Liu, Chung-Lieh Kuo, So-Yun Cheng, Feng-Chiu Yu	Po-Wen Wang, Chih-Chun Liu, Chung-Lieh Kuo, So-Yun Cheng, Feng-Chiu Yu	Po-Wen Wang, Chih-Chun Liu, Chung-Lieh Kuo, So-Yun Cheng, Feng-Chiu Yu
\$1,000,000 (inclusive)~\$2,000,000 (exclusive)	None	None	None	None
\$2,000,000 (inclusive)~3,500,000 (exclusive)	None	None	Jui-Fu Liu	Jui-Fu Liu
\$3,500,000 (inclusive)~\$5,000,000 (exclusive)	None	None	Jui-Long Liu	Jui-Long Liu
\$5,000,000 (inclusive)~\$10,000,000 (exclusive)	None	None	None	None
\$10,000,000 (inclusive)~\$15,000,000 (exclusive)	None	None	None	None
\$15,000,000 (inclusive)~\$30,000,000 (exclusive)	None	None	None	None
\$30,000,000 (inclusive)~\$50,000,000 (exclusive)	None	None	None	None
\$50,000,000 (inclusive)~\$100,000,000 (exclusive)	None	None	None	None
More than \$100,000,000	None	None	None	None
Total	7 people	7 people	7 people	7 people

(II) Remuneration for president and vice president

Unit: Thousands of NTD

Job title	Name	Salary (A)		Severance and pension (B)		Bonus and allowance, etc. (C)		Profit-sharing remuneration for employees (D)				Total remuneration (A+B+C+ D) and as a % of the net profit after tax (%)		Remuneration from investees outside subsidiaries or from the parent company
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company		All companies in the financial statements		The Company	All companies in the financial statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
Chief Strategy Officer	Jui-Fu Liu	65,411	66,496	1,808	1,808	349	349	415	0	415	0	67,983	69,068	None
President	Jui-Long Liu													
Vice President	Chao-Lai Wu													
Vice President	Anthony Tseng													
Vice President	Chen-Huan Li													
Vice President	Chun-Cheng Li													
Vice President	Kuei-Sheng Yuan													
Vice President	Shun-Liang Hsieh													
Vice President	Bing-Sen Su													
Vice President	Chin-Fen Yu													
Vice President	Nai-Cheng Cheng													
Vice President	Tsan-Chang Li													
Sales Vice President	Li-Chang Wu													
Project Vice President	Yen-Nien Hu													
Sales Vice President	Yu-Lung Hsueh													
Sales Vice President	Cheng-Tung Ko													
Sales Vice President	Hsu-Hung Chen													
Sales Vice President	Kuang-Keng Liang													
Sales Vice President	Shu-Ching Lin													
Sales Vice President	Ming-Feng Li													

Remuneration range table

Remuneration range paid to president and vice president	Name of president and vice president	
	The Company	All companies in the financial statements
Less than \$1,000,000	None	None
\$1,000,000 (inclusive)~\$2,000,000 (exclusive)	None	None
\$2,000,000 (inclusive)~\$3,500,000 (exclusive)	Jui-Fu Liu, Anthony Tseng, Li-Chang Wu, Bing-Sen Su, Kuei-Sheng Yuan, Nai-Cheng Cheng, Tsan-Chang Li, Yen-Nien Hu, Yu-Lung Hsueh, Cheng-Tung Ko, Hsu-Hung Chen, Kuang-Keng Liang, Shu-Ching Lin, Ming-Feng Li	Jui-Fu Liu, Anthony Tseng, Li-Chang Wu, Bing-Sen Su, Kuei-Sheng Yuan, Nai-Cheng Cheng, Tsan-Chang Li, Yen-Nien Hu, Yu-Lung Hsueh, Cheng-Tung Ko, Hsu-Hung Chen, Kuang-Keng Liang, Shu-Ching Lin, Ming-Feng Li
\$3,500,000 (inclusive)~\$5,000,000 (exclusive)	Jui-Long Liu, Chao-Lai Wu, Chen-Huan Li, Chun-Cheng Li, Shun-Liang Hsieh, Chin-Fen Yu	Jui-Long Liu, Chao-Lai Wu, Chen-Huan Li, Chun-Cheng Li, Shun-Liang Hsieh, Chin-Fen Yu
\$5,000,000 (inclusive)~\$10,000,000 (exclusive)	None	None
\$10,000,000 (inclusive)~\$15,000,000 (exclusive)	None	None
\$15,000,000 (inclusive)~\$30,000,000 (exclusive)	None	None
\$30,000,000 (inclusive)~\$50,000,000 (exclusive)	None	None
\$50,000,000 (inclusive)~\$100,000,000 (exclusive)	None	None
More than \$100,000,000	None	None
Total	20 people	20 people

(III) Names and distributions of employee profit-sharing remuneration to managerial officers

December 31, 2025
Unit: Thousands of NTD

	Job title	Name	Stock amount	Cash amount	Total	The total as a percentage of net profit after tax (%)
Managerial Officer	Chief Strategy Officer	Jui-Fu Liu	0	2,555	2,555	0.82%
	President	Jui-Long Liu				
	Vice President	Chao-Lai Wu				
	Vice President	Anthony Tseng				
	Vice President	Chen-Huan Li				
	Vice President	Chun-Cheng Li				
	Vice President	Kuei-Sheng Yuan				
	Vice President	Shun-Liang Hsieh				
	Vice President	Bing-Sen Su				
	Vice President	Chin-Fen Yu				
	Vice President	Nai-Cheng Cheng				
	Vice President	Tsan-Chang Li				
	Sales Vice President	Li-Chang Wu				
	Project Vice President	Yen-Nien Hu				
	Sales Vice President	Yu-Lung Hsueh				
	Sales Vice President	Cheng-Tung Ko				
	Sales Vice President	Hsu-Hung Chen				
	Sales Vice President	Kuang-Keng Liang				
	Sales Vice President	Shu-Ching Lin				
	Sales Vice President	Ming-Feng Li				
	Chief Technology Officer	Ching-Tzu Shih				
	Principal Division Chief	Jia-Chang Chang				
	Chief R&D Officer	Tsai-Cheng Chen				
	Principal Division Chief	Tsai-Chi Sung				
	Principal Division Chief	Chih-Wei Wen				
	Chief Finance Officer	Li-Chueh Du				
	Principal Division Chief	Ming-Kun Lin				
	Principal Division Chief	Chien-Yi Li				
	Principal Division Chief	Chih-Chung Chen				
	Principal Division Chief	Feng-Lin Yen				
	Senior Assistant VP	Mao-Ming Wang				
	Principal Division Chief	Ta-Yu Deng				
Principal Division Chief	Po-Shu Hsueh					
Assistant VP	Kai-Tsung Wang					
Principal Division Chief	Cheng-Wu Shao					

Managerial Officer	Senior Assistant VP	Mei-Ling Yang			
	Senior Division Chief	Wen-Hsiung Yeh			
	Principal Division Chief	Kun-Ting Chiu			
	Division Chief	Yen-Mei Lin			
	Principal Division Chief	Yung-Chen Yang			
	Division Chief	Shu-Hua Liu			
	Principal Division Chief	Chao-Yi Wu			
	Senior Assistant VP	Hung-Chun Chao			
	Division Chief	Wen-Ching Tsai			
	Senior Assistant VP	Chun-Yi Chao			
	Senior Division Chief	Chia-Yuan Yeh			
	Division Chief	Chia-Ru Liu			
	Senior Assistant VP	Xueshu Ma			
	Principal Division Chief	Te-Li Chen			
	Principal Division Chief	Yi-Lun Wang			
	Division Chief	Chi-An Hsueh			
	Division Chief	Chi-Hsiang Tang			
	Division Chief	Nai-Fang Cheng			
	Senior Assistant VP	Yao-Chang Chen			
	Principal Division Chief	Yi-Ming Chang			
	Division Chief	Cheng-Yu Li			
	Senior Assistant VP	Chia-Ching Li			
	Senior Assistant VP	Tsang-Sung He			
	Principal Division Chief	Huang-Hsiang Yang			
	Senior Division Chief	Wen-Po Hsu			
	Senior Division Chief	Erh-Wei Dai			
	Principal Division Chief	Hui-Yi Lin			
	Senior Assistant VP	Tien-Chih Yen			
	Assistant VP	Hao-Cheng Yang			
	Principal Division Chief	Wan-Tan Lin			
	Principal Division Chief	Fu-Chien Cheng			
	Senior Division Chief	Hung-Yi Lin			
	Division Chief	Chiung-We Hsu			
	Principal Division Chief	Chiu-Jung Chiang			
	Senior Assistant VP	You-Yu Chang			
	Senior Assistant VP	Chia-Hsu Hsiao			
	Assistant VP	Li-Chun Lin			
	Acting Assistant VP	Chin-Yu Chen			
	Principal Division Chief	Rui-Ching Lin			
	Senior Division Chief	Mei-Feng Chang			
Principal Division Chief	Chih-Cheng Lin				
Project Division Chief	Kang-Yuan Fan				
Division Chief	Wei-Jen Cheng				

Managerial Officer	Principal Division Chief	Yu-Ting Tseng			
	Senior Assistant VP	Yi-Chun Liu			
	Division Chief	Chun-Feng Lin			
	Project Assistant VP	Chun-Hua Liu			
	Project Assistant VP	Chung-Chieh Wu			
	Assistant VP	Hung-Yu Hsu			
	Principal Division Chief	Min-Chung Huang			
	Assistant VP	Po-Yi Chen			
	Division Chief	Kuan-Chih Chen			
	Division Chief	Ta-Jen Hsu			
	Division Chief	Chung-Chun Lin			
	Senior Division Chief	Tai-Yuan Hu			
	Division Chief	Shu-Chuan Chiu			
	Division Chief	Meng-Hung Pan			
	Division Chief	Yu-Chung Huang			
	Project Assistant VP	Yu-Kang Tseng			
	Project Division Chief	Tsang-Wei Chang			
	Principal Division Chief	Wei-Pi Chou			
	Assistant VP	Cheng-We Hung			
	Principal Division Chief	Chun-Tzu Chen			
	Assistant VP	Chiu-Hua Lin			
	Division Chief	Yi-Hsuan Lai			
	Project Assistant VP	Hsin-Jung Lu			
	Project Assistant VP	Jo-Han Hsieh			
	Assistant VP	Chia-Yu Chen			
	Project Division Chief	Yu-Hsiang Lin			
	Division Chief	Chih-Shan Chen			
	Division Chief	Yuan-Chuan Yeh			
	Senior Division Chief	Che-Zhe Liu			
	Project Assistant VP	Yung-Pin Du			
	Division Chief	Ching-Hsun Hou			
	Division Chief	Yu-Na Chiu			
	Senior Division Chief	Chih-Kai Hsu			
	Corporate Governance Officer	Chun-Yen Chen			
	Division Chief	Shan-Mao Cheng			
	Assistant VP	Ying-Ya Wang			
	Assistant VP	Chen-Kai Hua			
	Assistant VP	Yu-Hsuan Kuo			
	Project Assistant VP	Hsuan-Fa Huang			
	Project Assistant VP	Kuo-Shu Hsu			
	Division Chief	Yung-Ching Chen			
Senior Division Chief	Chung-Yi Lin				
Division Chief	Hsin-Yi Li				
Division Chief	Yu-Chia Hsiao				

Managerial Officer	Division Chief	Ting-Jung Chang				
	Division Chief	Chia-Yi Tsao				
	Division Chief	Yi-Feng Lai				
	Project Assistant VP	Yi-Ling Hsu				
	Acting Assistant VP	Hung-Jen Hsiao				
	Project Assistant VP	Sheng-Yu Chen				
	Division Chief	Ling-Hao Chen				
	Project Division Chief	Chun-Wen Yu				
	Senior Division Chief	Cheng-Heng Deng				
	Project Division Chief	Chi-Cheng Chih				
	Principal Division Chief	Te-Kuei Chiu				
	Division Chief	Hung-Jui Hsieh				
	Principal Division Chief	Hao-Fan Liu				
	Division Chief	Chiung-Ying Tai				
	Acting Division Chief	Yao-Jen Yeh				
	Assistant VP	Yu-Chiang Huang				
	Project Division Chief	Pei-Ru Huang				
	Project Division Chief	Yi-Chin Ji				
	Acting Division Chief	Bo-Lun Xia				
	Division Chief	Hsiang-Chi Wu				
	Project Assistant VP	Ya-Chi Chou				
	Division Chief	Chi-Hong Tai				
	Division Chief	Ching-He Chang				
	Division Chief	Yi-Cheng Chen				
	Acting Assistant VP	Yu-Jen Fang				
	Assistant VP	Wei-Min Chen				
	Project Division Chief	Yi-Wen Ko				
	Division Chief	Wei-Che Hung				
Division Chief	Shu-Hui Chang					
Division Chief	Chih-He Hsu					
Division Chief	Te-Cheng Chen					

(IV) Compare and describe the total remuneration paid to directors, presidents, and vice presidents in the most recent 2 years by the Company and all companies in the consolidated financial statements as a % of the net profit after tax on the parent company only or standalone financial statements, and explain the policies, criteria, combination, the procedures for determining remuneration and the correlation to operating performances and future risks:

1. The ratio of total remuneration paid by the Company and by all companies included in the consolidated financial statements for the two most recent fiscal years to directors, presidents and vice presidents of the Company, to the net income.

Unit: Thousands of NTD,%

Item	The Company				All companies in the consolidated financial statement			
	2025		2024		2025		2024	
	total	to net profit after tax %	total	to net profit after tax %	total	to net profit after tax %	total	to net profit after tax %
Directors	8,621	2.76%	8,535	2.79%	9,332	2.99%	9,267	3.02%
President and vice president	67,983	21.80%	65,669	21.43%	69,068	22.15%	66,788	21.80%
Net profit after tax	311,824	-	306,397	-	311,824	-	306,397	-

2. The policies, standards, and portfolios for the payment of remuneration, the procedures for determining remuneration, and the correlation with business performance:

The remuneration for the above-mentioned personnel is based on the Company's Articles of Incorporation, the "Rules for Performance Evaluation of the Board of Directors"、the "Remuneration System for Directors, Functional Committees and Managerial Officers" and the Company's measures for determining salaries, and is subject to the Remuneration and Nomination Committee's review and approval.

- (1) On June 11, 2025, an amendment to Article 21 of the Company's Articles of Incorporation was approved by the Shareholders' Meeting: If the Company makes a profit in a fiscal year, no less than 3% should be allocated as employee remuneration. In the aforementioned remuneration of employees, no less than 20% of such remuneration shall be distributed to the entry-level employees. Employee remuneration shall be distributed in stock or cash as per the resolution by the Board of Directors. The recipients shall include employees of the controlling company or subsidiaries that meet certain criteria. The distribution of employee remuneration shall be reported to the shareholders' meeting. If the Company still has a cumulative deficit, it shall reserve an amount to compensate it first and then allocate an amount for employee remuneration according to the percentage set out in the preceding paragraph.
- (2) Article 18 of the Company's Articles of Incorporation: The Board of Directors is authorized to determine the remuneration to the Chairperson and directors based on their involvement in the Company's operations, the values of their contributions, and the general standard in the industry. All directors may be paid with honoraria depending on the actual situation.
- (3) The Company's directors are currently paid only with the fixed monthly salary, travel expenses or attendance fees, and no variable remuneration.
- (4) The performance evaluation and remuneration for directors and managerial officers shall be handled with reference to the usual level of remuneration in the industry, taking into account the individual's time invested, responsibilities taken, achievement of personal goals, performance in other positions, the remuneration offered by the Company in recent years for the same position, and the achievement of the Company's short-term and long-term business goals and the Company's financial position and the reasonableness of the correlation between personal performance and the Company's operating performance and future risks.
- (5) Regarding the salary and remuneration of the Company's managerial officers, fixed compensation is determined based on educational background, work experience, professional expertise, and job responsibilities. The calculation of non-fixed compensation, such as bonuses, mainly refers to departmental/business group KPI performance indicators. It takes into account the individual's performance achievement rate, departmental KPI achievements, and the Company's overall operational performance, financial condition, and business operations. External competitive environments, future industry development trends, and associated future risks are also considered, and the compensation system is reviewed as needed in response to actual business conditions and applicable regulations.
- (6) The performance targets for managerial officers are integrated with "risk control." In addition to holistic planning based on the Company's current financial condition, business performance, and future capital needs, assessments of sustainability and risk management are also incorporated to ensure that potential risks within each officer's scope of responsibility are properly managed and mitigated.
- (7) The Remuneration and Nomination Committee has reviewed and approved the performance evaluation of the directors and functional committees and the salary and remuneration for managerial officers for 2025, and has submitted the results to the Board of Directors for discussion and approval.

III. Operations of corporate governance

(I) Operations of the Board of Directors:

The Board of Directors met 6 times during 2025 and the attendance of the directors was as follows:

The average percentage of attendance in person of all directors was 100%, and all independent directors attended all meetings in person.

Job title	Name	Number of attendance in person	Number of attendance by proxy	Percentage of attendance in person (%)	Remark
Chairman	Jui-Fu Liu	6	0	100%	None
Director	Jui-Long Liu	6	0	100%	None
Director	Po-Wen Wang	6	0	100%	None
Director	Chih-Chun Liu	6	0	100%	None
Independent Director	Chung-Lieh Kuo	6	0	100%	None
Independent Director	So-Yun Cheng	6	0	100%	None
Independent Director	Feng-Chiu Yu	6	0	100%	None

Other matters required to be recorded:

- I. If the operations of the Board of Directors is under any of the following circumstances, the date, period, motion content, all independent directors' opinions and the Company's handling of their opinions should be describe:
 1. Matters listed in Article 14-3 of the Securities and Exchange Act: The company's Audit Committee was set up. The provisions of Article 14-3 of the Securities and Exchange Act are not applicable since then. Please refer to page 30 of the Annual Report for information on the operations of the Audit Committee.
 2. In addition to the previous matters, other board meeting resolutions that have been opposed or reserved by independent directors with records or written statements: None.
- II. In the implementation of a director's recusal for being an interested party in a motion, the director's name, the motion content, the recusal reasons and his or her participation in voting should be stated:
 On November 11, 2025, the Board met to discuss the renewal of the lease for company offices on Ermei St. in Wanhua District, Taipei City. The offices were leased from Chuan Gao Investment Co., Ltd. and Furlly Investment Co., Ltd.. Chairman Raff Liu is a major shareholder of Chuan Gao Investment Co., Ltd.; Director Chih-Chun Liu is a major shareholder of Furlly Investment Co., Ltd. Director James Liu is a second-degree relative of Chairman Raff Liu. Therefore, the three directors abstained from the discussion and voting on this proposal, with Director Po-Wen Wang presiding over the proposal in their stead. Director Po-Wen Wang sought the consent of the participating directors and the proposal was approved as presented.
- III. The Company should disclose information on the periodicity and duration, scope, method and content of the self-evaluation (or peer evaluation) by the board of director, and fill out Exhibit 1 on the implementation of the board evaluation.
- IV. Evaluation of the current and most recent year's objectives for enhancing the functions of the Board of Directors (e.g., establishing an audit committee, enhancing information transparency, etc.) and their implementation:
 1. The Company has formulated the Rules of Procedure for Board of Directors Meetings to make the operation of the Board of Directors more institutionalized.
 2. The Company has established the "Rules Governing the Scope of Powers of Independent Directors".
 3. On March 18, 2021, the Company's Board of Directors approved the appointment of a Corporate Governance Officer and formulated the "Standard Operating Procedures for Handling Directors' Requests" to enhance corporate governance operations
 4. On December 19, 2024, the Company arranged all continuing courses for all new directors, and voluntarily provided information on various continuing courses and encouraged directors to actively participate in various corporate governance courses.
 5. On May 9, 2025, the Board approved the renaming of the Company "Remuneration Committee" as the "Remuneration and Nomination Committee." The "Charter of the Remuneration Committee" was also amended to become the "Charter of the Remuneration and Nomination Committee."

6. The Company’s Audit Committee as well as the Remuneration and Nomination Committee are composed of the independent directors. The "Charter of the Audit Committee" and the "Charter of the Remuneration and Nomination Committee" were also established so that the committees can exercise their supervisory duties and achieve the goal of strengthening the functions of the Board of Directors.
7. On June 11, 2025, the Board of Directors of the Company approved the establishment of the "Sustainability Committee" to replace the "Sustainable Development Promotion Group." The "Charter of the Sustainability Committee" was also established and Sustainability Committee members appointed. The Chief Sustainability Officer now presides over the three working groups for Corporate Governance, Environmental Sustainability and Social Co-prosperity. Responsibilities include formulation of policies, systems or management policies related to sustainable development, the formulation and implementation of specific promotion plans, as well as the review and improvement of implementation performance.
8. The Company has established the “Rules for Performance Evaluation of the Board of Directors” and has completed the performance evaluation of the Board of Directors for 2025 and submitted it to the first Board of Directors meeting in 2026.

Exhibit 1: Implementation of the board evaluation.

Evaluation frequency	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Once a year	January 1, 2025 to December 31, 2025	Board of Directors	Internal self-evaluation by the Board of Directors	(1) The extent of participation in the Company's operations. (2) Improvement in the quality of the board's decision-making. (3) Composition and structure of the board. (4) Election and continuing education of directors. (5) Internal control.
		Individual board member	Board member self-evaluation	(1) Alignment of the Company's objectives and tasks. (2) Perception of directors’ responsibilities. (3) The extent of participation in the Company's operations. (4) Internal relationship management and communication. (5) Professionalism and continuing education of directors. (6) Internal control.
		Functional Committee	Audit Committee, Remuneration and Nomination Committee, Sustainability Committee members’ self-evaluation	(1) The extent of participation in the Company's operations. (2) Perception of functional committee’s responsibilities. (3) Improvement in the quality of the functional committee's decision-making. (4) Composition and appointment of functional committee members. (5) Internal control.

(II) Operations of the Audit Committee :

1. The Audit Committee of the Company was established on July 29, 2021 in accordance with the law, and consists of all independent directors, with a total of three members, and operates in accordance with the "Audit Committee Charter", and meets at least once a quarter for the primary purpose of overseeing the following matters:
 - a. Fair presentation of the Company's financial statements
 - b. Appointment (dismissal), independence and performance of attesting CPAs
 - c. Effective implementation of internal control.
 - d. Compliance with the relevant laws and regulations.
 - e. Management and control of the Company's existing or potential risks.

2. The tasks and responsibilities of the Audit Committee are as follows:
 - a. Establishment of or amendment to internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
 - b. Evaluation of the effectiveness of the internal control system.
 - c. Adoption or amendment, pursuant to Article 36-1 of the Securities and Exchange Act, of handling procedures for financial or operational actions of material significance, such as acquisition or disposal of assets, derivatives trading, extension of monetary loans to others, or endorsements or guarantees for others.
 - d. Matters that involve the self interests of the directors.
 - e. Material assets or derivative transactions
 - f. The lending of funds, endorsement, or guarantee in huge sum.
 - g. The offering, issuance, or private placement of any equity-type securities.
 - h. The appointment, dismissal, or remuneration of attesting CPAs.
 - i. The appointment or discharge of the finance, accounting, or internal audit officer.
 - j. The annual financial statements signed or sealed by the chairman, managerial officer and accounting officer, and the second quarter financial statements subject to audit and attestation by CPAs.
 - k. Other significant matters required by the Company or the competent authorities.
3. The Company's Audit Committee met 5 times in 2025 and the attendance of the independent directors was as follows:

Job title	Name	Number of attendance in person	Number of attendance by proxy	Percentage of attendance in person (%)	Remark
Independent Director	So-Yun Cheng	5	0	100%	None
Independent Director	Chung-Lieh Kuo	5	0	100%	None
Independent Director	Feng-Chiu Yu	5	0	100%	None

4. Other matters required to be recorded:
 - (1) If the operation of the Audit Committee is under any of the following circumstances, the date, period, motion content, the content of the objections, reservations or major recommendations of the independent directors, resolution of the Audit Committee and the Company's handling of the Audit Committee's opinions should be described:

i. Matters listed in Article 14-5 of the Securities and Exchange Act:

Date of the Audit Committee meeting	Motion content	Matters listed in Article 14-5 of the Securities and Exchange Act	Objections, reservations or major recommendations of the independent directors
3rd meeting of the 2nd Committee 2025.03.12	Review of the financial statements and business report for 2024	V	None
	2024 earnings distribution proposal		None
	Amendments to the "Internal Control System" and "Enforcement Rules for Internal Audit"	V	None
	Evaluation of the independence and competency and appointment of attesting CPAs	V	None
	Pre-approval list of non-assurance services	V	None
	2024"Assessment of the Effectiveness of Internal Control System" and "Internal Control System Statement"	V	None
	Plan to serve as the guarantor for bank financing of subsidiaries	V	None

4th meeting of the 2nd Committee 2025.05.09	Review of the financial statements for 1Q 2025		None
	Amendments to the Pre-approval list of non-assurance services	V	None
	Plan to serve as the guarantor for bank financing of subsidiaries	V	None
5th meeting of the 2nd Committee 2025.08.11	Review of the financial statements for 2Q 2025		None
	Cash Capital Increase of Syscom Computer (Shenzhen) Co., Ltd.		None
	Plan to serve as the guarantor for bank financing of subsidiaries	V	None
6th meeting of the 2nd Committee 2025.11.11	Review of the financial statements for 3Q 2025		None
	Renewal of office lease upon expiration	V	None
	Formulation of the audit plan for 2026		None
	Plan to serve as the guarantor for bank financing of subsidiaries	V	None
7th meeting of the 2nd Committee 2025.12.18	Removal of bank financing guarantor Syscom Computer (Shenzhen) Co., Ltd.	V	None
	Plan to serve as the guarantor for bank financing of subsidiaries	V	None
8th meeting of the 2nd Committee 2026.03.13	Review of the financial statements and business report for 2025	V	None
	2025 earnings distribution proposal		None
	Evaluation of the independence and competency and appointment of attesting CPAs	V	None
	Pre-approval list of non-assurance services	V	None
	2025"Assessment of the Effectiveness of Internal Control System" and "Internal Control System Statement"	V	None
	Plan to serve as the guarantor for bank financing of subsidiaries	V	None
Resolutions: The motions listed above by the Audit Committee were approved by all members present. The Company's handling of the Audit Committee's opinions: The resolutions were submitted to the Board of Directors and approved by all directors present.			

i i. Other than the matters in the preceding paragraphs, resolutions not approved by the Audit Committee but approved by two-thirds or more of all directors: None.

- (2) In the implementation of an independent director's recusal for being an interested party in a motion, the independent director's name, the motion content, the recusal reasons and his or her participation in voting should be stated: None.
- (3) Communications among independent directors, internal audit officer and CPAs:
- The Company's independent directors communicate with the internal audit officer and CPAs mainly through communication meetings or e-mails.
 - At least once a year, a separate meeting is held between the independent directors and the internal audit officer and the CPAs, without the presence of the regular directors and the management. If there is a major issue or if the independent directors, the internal audit officer and CPAs deem it necessary to communicate independently, they may convene a meeting from time to time to communicate.
 - The internal audit officer of the Company shall submit audit reports and follow-up reports to the independent directors in the month following the completion of the audit work, and shall attend the Board of Directors' meeting to report the implementation of the annual audit plan and internal control operations.
 - The internal audit officer reports individually to the independent directors at the Audit Committee meetings held quarterly on the implementation of the audit plan, significant findings and recommendations for improvement.
 - The Company's internal audit officer holds communication meetings with the independent directors and CPAs at least twice a year to discuss matters including the CPAs' audit matters and results of the financial statements, financial position reports, the implementation of internal controls, other communication matters required by laws and regulations, and the impact of changes in laws and regulations on the Company's

accounting practices.

f. Communications among independent directors, internal audit officer and CPAs are as follows:

(a) Private sessions

Date	Personnel in Attendance	Communication matters	Communication results
November 11, 2025 Pre-board meeting discussion	Independent Director Chung-Lieh Kuo Independent Director So-Yun Cheng Independent Director Feng-Chiu Yu Deloitte & Touche Accountant Liu Wen-Ling Deloitte & Touche Senior Manager Cheng-Kai Chang Internal Audit Officer Shu-Hua Liu	Audit findings of the 2025 Q3 financial statements, as well as the preview scope, time, and key audit matters of the audit plan for the 2025 annual financial statements.	All independent directors present had no other opinions on the relevant communication matters.

(b) Routine communications

Meeting date	Communication method	Communication matters	Communication results
March 12, 2025	Pre-board meeting discussion	1. CPAs communicated the results of the 2024 financial statement audit with the governance unit (includes key audit matters and others). 2. Others: Renewal of laws and regulations.	All independent directors present had no other opinions on the relevant communication matters.
March 12, 2025	Audit Committee	1. Report on the implementation of audit operations. 2. Amendments to the “Internal Control System” and “Enforcement Rules for Internal Audit”. 3. Discussion of 2024 “Internal Control System Effectiveness Review” and “Internal Control System Statement”.	All independent directors present had no other opinions.
May 9, 2025	Audit Committee	Report on the implementation of audit operations.	All independent directors present had no other opinions.
August 11, 2025	Audit Committee	Report on the implementation of audit operations.	All independent directors present had no other opinions.
November 11, 2025	Audit Committee	1. Report on the implementation of audit operations. 2. Discussion about the formulation of 2026 audit plan.	All independent directors present had no other opinions.
March 13, 2026	Pre-board meeting discussion	1. CPAs communicated the results of the 2025 financial statement audit with the governance unit (includes key audit matters and others). 2. Others: Renewal of laws and regulations.	All independent directors present had no other opinions on the relevant communication matters.
March 13, 2026	Audit Committee	1. Report on the implementation of audit operations. 2. Discussion of 2025 “Internal Control System Effectiveness Review” and “Internal Control System Statement”.	All independent directors present had no other opinions.

Evaluation Item	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>Board of Directors, the members of which not only possess the knowledge, skills and qualities necessary to perform their duties, but also have diverse backgrounds in industry, academia and knowledge. Please refer to the Annual Report on page 6” (IV) Disclosure of professional qualifications of directors and independence of independent directors” for their educations and experiences. The implementation status of the Company's policy on diversity of the board members by individual directors is as follows, mainly comprising:</p> <p>A. Basic criteria and values of directors, including gender, age, nationality, and culture, etc.</p> <p>B. Directors' professional knowledge and skills, including professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience, etc.</p> <p>C. Directors' abilities include operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market perspective, leadership, and decision-making ability.</p> <p>2. The Company's achievement of the diversity of the board members is detailed on page 7 of the Annual Report.</p> <p>3. The Company's Board of Directors has seven seats, of which three are independent directors and two are concurrently managerial officers of the Company, representing 29% of the total number of directors. No more than one-third of the directors are concurrently managerial officers of the Company. Nor more than half of the directors are spouses or relatives within second degree of kinship of each other. The percentage of independent directors is 43%. One independent directors have a tenure of 3 to 9 years, and two independent director has a tenure of less than 3 years. Two of the Company's directors are over the age of 71, three are between 61 and 70, and two are between 51 and 60. The Company has three female directors, and the proportion of female directors is 43%. At</p>	

Evaluation Item	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
(II) Other than the Compensation Committee and the Audit Committee which are required by law, does the Company plan to set up other Board committees?	V		<p>least one-third of the board seats of either gender have been achieved.</p> <p>(II) The Company has established the Remuneration Committee and the Audit Committee in accordance with the law. The committees have three members and are made up of all the independent directors. On May 9, 2025, the Board approved the renaming of the Company "Remuneration Committee" as the "Remuneration and Nomination Committee." On June 11, 2025, the Board of Directors resolved to establish the "Sustainability Committee" to replace the existing "Sustainable Development Promotion Group." In the future, other functional committees will be established as needed based on actual operational requirements.</p>	
(III) Has the Company established methodology for evaluating the performance of its Board of Directors, on an annual basis, reported the results of performance to the Board of Directors, and use the results as reference for directors' remuneration and renewal?	V		<p>(III) The Company has established the "Rules for Performance Evaluation of the Board of Directors" as approved by the Board of Directors, which requires a review of the Board of Directors, individual members of the Board of Directors, and members of functional committees (including the Audit Committee, Remuneration and Nomination Committee, Sustainability Committee) at least once a year. The evaluation results will be used as reference for the nomination of directors.</p> <p>1.The evaluation method includes internal self-evaluation by the Board of Directors, self-evaluation by the Board members, self-evaluation by the members of the functional committees or other appropriate methods for performance evaluation.</p> <p>2.The performance evaluation of the Board of Directors of the Company shall include at least the following five major aspects:</p> <p>(1) The extent of participation in the Company's operations.</p> <p>(2) Improvement in the quality of the board's decision-making.</p> <p>(3) Composition and structure of the board.</p> <p>(4) Election and continuing education of directors.</p> <p>(5) Internal control.</p> <p>The performance evaluation of board members should include at least the following six major aspects:</p> <p>(1) Alignment of the Company's objectives and tasks.</p>	

Evaluation Item	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>(2) Perception of directors' responsibilities. (3) The extent of participation in the Company's operations. (4) Internal relationship management and communication. (5) Professionalism and continuing education of directors. (6) Internal control.</p> <p>The performance evaluation of the functional committees (including the Audit Committee, Remuneration and Nomination Committee, Sustainability Committee) should include at least the following five major aspects: (1) The extent of participation in the Company's operations. (2) Perception of functional committee's responsibilities. (3) Improvement in the quality of the functional committee's decision-making. (4) Composition and appointment of functional committee members. (5) Internal control.</p> <p>The Board of Directors' performance evaluation indicators shall be determined in accordance with the Company's operations and needs, and shall be appropriate for the Company's performance evaluation. The evaluation criteria shall be revised and adjusted according to the needs of the Company, and the scores may be weighted according to each evaluation aspect.</p> <p>3. The Company performs the internal performance evaluation of the Board of Directors once a year in accordance with the evaluation procedures and evaluation indicators of "Rules for Performance Evaluation of the Board of Directors". The results of the internal performance evaluation shall be completed and provided to the Board of Directors by the end of the first quarter of the following year. The evaluation scope shall include the performance evaluation of the Board of Directors as a whole, individual board members and functional committees. The evaluation method includes internal self-evaluation by the Board of Directors, self-evaluation by the Board members, self-evaluation by the members of the functional committees or other appropriate methods</p>	

Evaluation Item	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
(IV) Does the Company regularly evaluate its attesting CPAs' independence?	V		<p>for performance evaluation. The results of the performance evaluation shall be used as a reference in the selection or nomination of directors.</p> <p>4. The performance evaluation of the Board of Directors for the year 2025 was completed in February 2026 and the evaluation results were submitted to the Board of Directors on March 13, 2026. According to the self-evaluation results of the Board of Directors, board members, the Audit Committee, Remuneration and Nomination Committee, Sustainability Committee, the performance evaluation of the Board of Directors, board members, the Audit Committee, Remuneration and Nomination Committee, Sustainability Committee are all above the standard, which indicates that the overall operations of the Board of Directors and functional committees of the Company are good.</p> <p>(IV) The Audit Committee and the Board of Directors of the Company evaluate the independence and competency of the attesting CPAs in accordance with the regulations every year. In addition to requesting the attesting CPAs to issue the "Statement of Independence" and "Audit Quality Indicator (AQI) Report", the Company also examines whether the attesting CPAs meet the independence and competency according to the thirteen indicators of the five major scopes of AQI and a number of evaluation criteria. The evaluation results will also be used as the basis for the Audit Committee and the Board of Directors to approve the appointment of the CPAs. Based on the results of the most recent evaluation of the independence and competency of the Company's attesting CPAs (please refer to Note 1), the Company's attesting CPAs meet the independence and competency requirements. On March 13, 2026, the Audit Committee and the Board of Directors resolved to approve the "evaluation of independence and competency as well as appointment of the attesting CPAs".</p>	
IV. Does the Company appoint competent and appropriate corporate governance personnel and corporate governance officer to be in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by directors,	V		<p>1. The Company's Corporate Governance Group is responsible for corporate governance-related matters, and the Board of Directors resolved on March 18, 2021 that Chun-Yen Chen, Manager of the Accounting Office of the Finance Division, be appointed as the Corporate Governance Officer. She has at least three years of experience in the management of finance, stock</p>	None

Evaluation Item	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
assisting directors' compliance of law, handling matters related to board meetings and shareholders' meetings according to law, handling company registration and change registration, and recording minutes of board meetings and shareholders' meetings)?			<p>affairs and meeting administration of a public company and has completed continuing professional education as required by law.</p> <p>2. Corporate governance related matters and scope of authority mainly include the following</p> <ol style="list-style-type: none"> (1) Provide information necessary for directors to carry out their business. (2) Administer meetings of the Board of Directors and shareholders' meetings in accordance with the law. (3) Handle business registration and change registration for the Company. (4) Prepare minutes of meetings of the Board of Directors and shareholders. (5) Assist directors to take office and pursue continuing education. (6) Assist directors in complying with the law. (7) Assist the Board of Directors in strengthening its performance. (8) Report to the Board of Directors the results of its review of the qualifications of independent directors at the time of their nomination, election and during their term of office in compliance with the relevant laws and regulations. (9) Handle matters related to the change of directors. (10) Protect the interests of stakeholders and uphold equal treatment of shareholders. <p>3. Implementation status of the above matters in 2025:</p> <ol style="list-style-type: none"> (1) Handled matters related to the change of directors in accordance with the law: Formulated the meeting agenda for Board of Directors' and Audit Committee's meetings, sent out meeting notices, meeting materials and minutes. In 2025, the Board of Directors had 6 meetings and the Audit Committee had 5 meetings. (2) Administered the annual regular shareholders' meetings in accordance with the law: Registered for the shareholders' meeting, prepared the meeting notice, handbook and minutes, and administered the regular shareholders' meeting on June 11, 2025 to amend the Articles of Incorporation and completed the change registration for the Company in accordance 	

Evaluation Item	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX Listed Companies and reasons														
	Yes	No	Description															
			<p>with the regulations.</p> <p>(3) Assisted in the communications among independent directors, internal audit officer and attesting CPAs.</p> <p>(4) Published material information in accordance with the law and ensured the legality and accuracy of the contents of material information published.</p> <p>(5) Assist directors in complying with various laws and best practice principles and to assisted in arranging continuing educations for directors.</p> <p>(6) Handled the purchase of liability insurance for directors and managerial officers.</p> <p>(7) Administered the performance evaluation of the Board of Directors for the year 2025, which was reported to the Board of Directors in its first meeting in 2026 (March 13, 2026).</p> <p>(8) Completed the qualification review of independent directors (term of office), and reported to the Board of Directors on December 18, 2025.</p> <p>(9) Continued to implement and strengthen corporate governance.</p> <p>4. Continuing educations of the Corporate Governance Officer:</p> <table border="1"> <thead> <tr> <th>Training date</th> <th>Organizer</th> <th>Course name</th> <th>Training hours</th> <th>Total training hours in the year</th> </tr> </thead> <tbody> <tr> <td>2024.09.03 2024.09.04</td> <td>Taiwan Corporate Governance Association</td> <td>Climate Risk Identification Workshop and Net Zero Emission Promotion Conference</td> <td>9.0</td> <td rowspan="2">12.0</td> </tr> <tr> <td>2024.12.19</td> <td>The Business Development Foundation of the Chinese Straits</td> <td>Corporate Environmental Governance and Social Disclosure</td> <td>3.0</td> </tr> </tbody> </table>	Training date	Organizer	Course name	Training hours	Total training hours in the year	2024.09.03 2024.09.04	Taiwan Corporate Governance Association	Climate Risk Identification Workshop and Net Zero Emission Promotion Conference	9.0	12.0	2024.12.19	The Business Development Foundation of the Chinese Straits	Corporate Environmental Governance and Social Disclosure	3.0	
Training date	Organizer	Course name	Training hours	Total training hours in the year														
2024.09.03 2024.09.04	Taiwan Corporate Governance Association	Climate Risk Identification Workshop and Net Zero Emission Promotion Conference	9.0	12.0														
2024.12.19	The Business Development Foundation of the Chinese Straits	Corporate Environmental Governance and Social Disclosure	3.0															

Evaluation Item	Implementation Status					Difference from Corporate Governance Practice Principles for TWSE/TPEX Listed Companies and reasons		
	Yes	No	Description					
			Training date	Organizer	Course name	Training hours	Total training hours in the year	
			2025.09.08	BCSD Taiwan	CDP-IFRS S2 Correspondence and Key Questions Analysis Training Course	6.0	12.0	
			2025.10.23	Accounting Research and Development Foundation	Common Deficiencies of "Financial Statements Review" and Analysis of Important Internal Control Regulations	6.0		
V. Has the Company established a means of communicating with its Stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) or created a Stakeholders Section on its Company website? Does the Company respond to stakeholders' questions on corporate responsibilities?	V		The Company has a spokesperson and an acting spokesperson, and provides a communication channel for investors and stakeholders to ask questions through the Company's website. The Company has set up a stakeholder area on the Company's website, where stakeholders can communicate with each other by telephone or email disclosed on the website as needed on issues of concern.				None	
VI. Has the Company appointed a professional registrar for its Shareholders' Meetings?	V		The Company has appointed a professional stock affairs agency, CAPITAL SECURITIES CORP., to administer shareholders' meetings and shareholder services.				None	
VII. Information Disclosure							None	
(I) Has the Company established a corporate website to disclose information regarding its financials, business and corporate governance status?	V		(I) The Company has set up a website with "Investor Relations" and "Sustainable Development ESG" areas to disclose information on financial and business matters and sustainable development.					
(II) Does the Company use other information disclosure channels (e.g. maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)?	V		(II) The Company has dedicated personnel to be responsible for the collection and disclosure of material information of the Company, and inputting the information into the Market Observation Post System and the Company's website on a regular basis, has implemented a spokesperson system in accordance with the regulations and, and has placed information related to the Company's past earnings calls on the Company's website.					
(III) Does the Company announce and report the annual financial statements within two months after the end		V	(III) The annual financial reports, the first, second, and third quarter financial reports, and the monthly operating results of the Company are announced					

Evaluation Item	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
of the fiscal year, and announce and report the first, second, and third quarter financial statements as well as the operating status of each month before the prescribed deadline?			and reported before the prescribed deadline.	
VIII. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (e.g. including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing liability insurance for directors)?	V		<ol style="list-style-type: none"> 1. Employees' rights and interests: The Company protects employees' rights and interests in accordance with the Labor Standards Act, the Gender Equality Act, the Sexual Harassment Prevention Act, and other relevant laws and regulations. 2. Employee care: The Company provides relevant welfare system, complete education and training, and good communication channels to establish a trusting relationship with employees. 3. Investor relations: The Company has dedicated personnel to provide services and a stock affairs unit to handle shareholders' suggestions. 4. Supplier relations: The Company selects suitable suppliers based on their delivery quality, timeliness, and after-sales service, and signs distribution contracts for the products of the partners we represent. We review the cooperation relationship between the two parties according to the contract period, and quote and compare multiple vendors for products in the market channel simultaneously to establish a stable procurement network, and require suppliers to comply with corporate social responsibility policies. 5. Stakeholders' rights: Stakeholders may communicate with the Company and make suggestions to protect their legitimate rights and interests. 6. Continuing educations of directors: Please refer to the description (Note 2) of Continuing education of directors in this Annual Report. 7. Implementation status of risk management policy and risk measurement standards: The Company has established the risk management policy, which together with the risk measurement standards have been implemented by dedicated personnel and the implementation status is good. 8. Implementation of customer policy: The Company maintains stable and good relationships with its customers to generate profits for the Company. 9. The Company's purchase of liability insurance for directors and 	None

Evaluation Item	Implementation Status			Difference from Corporate Governance Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			managerial officers: The Company purchases liability insurance for directors and managerial officers every year to strengthen corporate governance and reduce the risks borne by directors, managerial officers and the Company, which are reported on the Market Observation Post System.	
IX. The improvement status for the result of Corporate Governance Evaluation announced by Taiwan Stock Exchange for the 2025 Corporate Governance Evaluation :				
Improved status for the 2025:				
Evaluation Index		Improved status		
Has the Company established a Nomination Committee with at least 3 members, and at least half of which are independent directors. An independent director shall serve as the convener and chair of the meeting, and its composition, responsibilities and operations are disclosed?		On May 9, 2025, the Board approved the renaming of the Company "Remuneration Committee" as the "Remuneration and Nomination Committee" composed of all independent directors. The "Charter of the Remuneration Committee" was also amended to become the "Charter of the Remuneration and Nomination Committee."		
<p>Prioritized enhancements and measures:</p> <p>Based on the first ESG evaluation indicators, the Company plans to prioritize newly added indicators as the key areas for improvement.</p>				

Note 1:

(1) Evaluation form of the independence and competency of attesting CPAs

Evaluation item	Evaluation results	Compliance with Independence
1. If the CPA has a direct or material indirect financial interest in the Company?	No	Yes
2. If the CPA has any financing or guarantee dealings with the Company or its directors and supervisors?	No	Yes
3. If the CPA has significant close business relationships with the Company?	No	Yes
4. If the CPA Group has a potential employment relationship with the Company?	No	Yes
5. If the CPA and the Company agreed on contingent professional fees related to audit cases?	No	Yes
6. If the CPA and any audit team member currently or within the most recent two years has served as a director, supervisor, managerial officer or position that has a significant influence on audit cases?	No	Yes
7. If the CPA had provided any non-audit services to the Company that will directly affect the important matters of audit cases?	No	Yes
8. If the CPA has advertised or brokered any shares or other securities issued by the Company?	No	Yes
9. If the CPA has acted as a defender for the Company or coordinated conflicts with other third parties on behalf of the Company?	No	Yes
10. If the CPA is related to the directors, supervisors, managerial officers or persons who have significant influence on the audit cases of the Company?	No	Yes
11. If any other practicing CPA who left the CPA firm in the last year has served as a director, supervisor, managerial officer or position that has a significant influence on audit cases?	No	Yes
12. If the CPA ever received any gifts or presents of significant value from the Company or its directors, supervisors or managerial officers?	No	Yes
13. If the CPA is requested to accept improper choices by management in accounting policies or improper disclosures in the financial statements?	No	Yes
14. If the CPA is pressed to improperly reduce the amount of audit work to be performed in order to reduce the professional fees?	No	Yes
15. Has the Company not changed its attesting CPAs for seven consecutive years or have its attesting CPAs been disciplined or compromised their professionalism or independence?	No	Yes

(2) AQI Independence and Competency Assessment Form for Attesting CPAs

AQI		Key measurement points and level		Compliance with Audit Quality Indicators
Scope 1 Professionalism	(1-1) Audit experience	Do the senior auditors have sufficient audit experience to perform the audit work?	CPA firm level Audit engagement level	Yes
	(1-2) training hours	Do the CPAs and senior auditors receive sufficient annual education and training to continue to acquire professional knowledge and skills?	CPA firm level	Yes
	(1-3) Turnover rate	Does the CPA firm maintain sufficient experienced human resources?	CPA firm level	Yes
	(1-4) Professional supports	Does the CPA firm have sufficient professional personnel (such as appraisers) to support the audit team?	CPA firm level	Yes
Scope 2 Quality control	(2-1) CPAs' workload	Are the CPAs overloaded with audit engagements?	CPA firm level Audit engagement level	Yes
	(2-2) Audit involvement	Is the involvement of the audit team at each stage of the audit engagement appropriate?	CPA firm level Audit engagement level	Yes
	(2-3) Engagement quality control review (EQCR)	Do CPAs devote sufficient hours to perform reviews of the audit engagement (EQCR)?	CPA firm level Audit engagement level	Yes
	(2-4) Quality control support capability	Does the CPA firm have sufficient quality control manpower to support the audit team?	CPA firm level	Yes
Scope 3 Independence	(3-1) Non-audit service fees	Effect of the proportion of non-audit service fees on Independence	Audit engagement level	Yes
	(3-2) Client familiarity	Effect of the cumulative number of years of attestations to annual financial statements provided by the CPA firm on independence	Audit engagement level	Yes
Scope 4 Supervision	(4-1) External inspection deficiencies and disciplines	Are the quality control and audit engagements of the CPA firm performed in accordance with the relevant laws and regulations?	CPA firm level Audit engagement level	Yes
	(4-2) Improvements required by competent authorities in letters	Are the quality control and audit engagements of the CPA firm performed in accordance with the relevant laws and regulations?	CPA firm level Audit engagement level	Yes
Scope 5 Innovation capabilities	(5-1) Innovation planning or initiatives	The CPA firm's commitment to improving audit quality, including the CPA firm's innovation capabilities and planning.	CPA firm level	Yes

Note 2: Continuing education of directors

Job title	Name	Date	Course name	Organizer	Hours
Director	Po-Wen Wang	2024.07.03	2024 Cathay Sustainable Finance & Climate Change Summit	Taiwan Stock Exchange	6
Independent Director	Feng-Chiu Yu	2024.09.04	Net Zero Carbon Emissions Promotion Conference	Taiwan Corporate Governance Association	3
Independent Director	Feng-Chiu Yu	2024.09.06	2024 Annual Briefing on Insider Trading Prevention	Securities and Futures Institute	3
Independent Director	So-Yun Cheng	2024.10.04	Net Zero Carbon Emissions Promotion Conference	Taiwan Corporate Governance Association	3
Independent Director	Feng-Chiu Yu	2024.10.08	2024 WIW Forum Lecture on "Concerto for Digital Banking and Perpetual Finance under the AI Bash"	Taiwan Stock Exchange	3
Independent Director	Chung-Lieh Kuo	2024.10.18	2024 Annual Briefing on Insider Trading Prevention	Securities and Futures Institute	3
Independent Director	So-Yun Cheng	2024.10.18	2024 Annual Briefing on Insider Trading Prevention	Securities and Futures Institute	3
Independent Director	So-Yun Cheng	2024.11.15	2024 Annual Legal Compliance Briefing on Insider Stock Transactions	Securities and Futures Institute	3
Director	Chih-Chun Liu	2024.11.29	2024 Annual Legal Compliance Briefing on Insider Stock Transactions	Securities and Futures Institute	3
Director	Jui-Fu Liu	2024.12.19	Corporate Environmental Governance and Social Disclosure	The Business Development Foundation of the Chinese Straits	3
Director	Jui-Long Liu	2024.12.19	Corporate Environmental Governance and Social Disclosure	The Business Development Foundation of the Chinese Straits	3
Director	Po-Wen Wang	2024.12.19	Corporate Environmental Governance and Social Disclosure	The Business Development Foundation of the Chinese Straits	3
Director	Chih-Chun Liu	2024.12.19	Corporate Environmental Governance and Social Disclosure	The Business Development Foundation of the Chinese Straits	3
Independent Director	Chung-Lieh Kuo	2024.12.19	Corporate Environmental Governance and Social Disclosure	The Business Development Foundation of the Chinese Straits	3
Independent Director	So-Yun Cheng	2024.12.19	Corporate Environmental Governance and Social Disclosure	The Business Development Foundation of the Chinese Straits	3
Independent Director	Feng-Chiu Yu	2024.12.19	Corporate Environmental Governance and Social Disclosure	The Business Development Foundation of the Chinese Straits	3
Director	Po-Wen Wang	2025.05.16	2025 Annual Briefing on Insider Trading Prevention	Securities and Futures Institute	3
Independent Director	Feng-Chiu Yu	2025.05.16	2025 Annual Briefing on Insider Trading Prevention	Securities and Futures Institute	3
Independent Director	Chung-Lieh Kuo	2025.05.23	2025 Annual Briefing on Insider Trading Prevention	Securities and Futures Institute	3
Director	Po-Wen Wang	2025.07.09	2025 Cathay Sustainable Finance & Climate Change Summit	Taiwan Stock Exchange	6
Independent Director	Feng-Chiu Yu	2025.07.16	Sustainable Development Promotion Conference	Taiwan Corporate Governance Association	3
Independent Director	So-Yun Cheng	2025.07.22	Sustainable Development Promotion Conference	Taiwan Corporate Governance Association	3
Director	Chih-Chun Liu	2025.07.25	2025 Annual Legal Compliance Briefing on Insider Stock Transactions	Securities and Futures Institute	3
Director	Po-Wen Wang	2025.07.25	2025 Annual Legal Compliance Briefing on Insider Stock Transactions	Securities and Futures Institute	3
Independent Director	Chung-Lieh Kuo	2025.08.15	2025 Annual Legal Compliance Briefing on Insider Stock Transactions	Securities and Futures Institute	3
Independent Director	So-Yun Cheng	2025.08.22	2025 Annual Legal Compliance Briefing on Insider Stock Transactions	Securities and Futures Institute	3
Director	Chih-Chun Liu	2025.09.26	2025 Annual Briefing on Insider Trading Prevention	Securities and Futures Institute	3

(IV) Composition, duties and operations of the Remuneration and Nomination Committee of the Company:

1. On May 9, 2025, the Board approved the renaming of the Company "Remuneration Committee" as the "Remuneration and Nomination Committee" composed of all independent directors. The composition of the Remuneration and Nomination Committee is detailed below:

Position	Criteria		Professional qualifications and experience	Status of independence	Number of other public companies in which the individual is concurrently serving as a remuneration committee member
	Name				
Independent Director (Convener)	Chung-Lieh Kuo		Please refer to page 6 of the Annual Report for the "Disclosure of professional qualifications of directors and independence of independent directors"		0
Independent Director	So-Yun Cheng				0
Independent Director	Feng-Chiu Yu				0

2. Information on the operations of the Remuneration and Nomination Committee

- (1) The Remuneration and Nomination Committee of the Company has 3 members.
 (2) The term of office of the current committee members is from June 12, 2024 to June 11, 2027. The Remuneration and Nomination Committee met two times in 2025, and the attendance of the members was as follows:

Job title	Name	Number of attendance in person	Number of attendance by proxy	Percentage of attendance in person (%)	Remark
Convener	Chung-Lieh Kuo	2	0	100%	None
Committee member	So-Yun Cheng	2	0	100%	None
Committee member	Feng-Chiu Yu	2	0	100%	None

- (3) The matters for discussions and resolutions of the Remuneration and Nomination Committee and the Company's handling of the opinions of the members:

Remuneration and Nomination Committee	Motion content	Resolution	The Company's handling of the opinions of the members of the Remuneration and Nomination Committee
2nd meeting of the 6th Committee 2025.03.12	1. Review of the payment of year-end bonus to managerial officers for 2024. 2. Review of the remuneration and performance evaluation of directors and managerial officers for 2024. 3. Review of the employee profit-sharing remuneration for directors and managerial officers for 2024.	All members present agreed to approve the motions as proposed with no objection	Submitted to the Board of Directors for resolution and approved by all directors present
3rd meeting of the 6th Committee 2025.11.11	1. Report on distribution of 2024 employees' remuneration. 2. Review of the remuneration and performance evaluation of directors and managerial officers for 2025. 3. Discussion about the remuneration	All members present agreed to approve the motions as proposed with no objection	Submitted to the Board of Directors for resolution and approved by all directors present

	<p>policy, system, standard and structure for directors and managerial officers.</p> <p>4. Review of the payment of year-end bonus to managerial officers for 2025.</p> <p>5. Evaluation of independence and other criteria for independent directors.</p> <p>6. Discussion of the 2026 work plan for the Remuneration and Nomination Committee.</p>		
4th meeting of the 6th Committee 2026.03.13	<p>1. Review of the payment of year-end bonus to managerial officers for 2025.</p> <p>2. Review of the remuneration and performance evaluation of directors and managerial officers for 2025.</p> <p>3. Review of the employee profit-sharing remuneration for directors and managerial officers for 2025.</p>	All members present agreed to approve the motions as proposed with no objection	Submitted to the Board of Directors for resolution and approved by all directors present

(4) Other matters required to be recorded:

A. The tasks and responsibilities of the Remuneration and Nomination Committee:

- a. Regularly review the Committee Charter and propose amendments.
- b. Establish and periodically review the policies, systems, standards and structures for annual and long-term performance goals and remuneration for directors and managerial officers of the Company.
- c. Regularly evaluate the achievement of the performance goals of the Company's directors and managerial officers and determine the content and amount of their individual remuneration.
- d. Recommendations for director candidates.
- e. Construct and develop the organizational structure of the Board of directors and its committees, conduct performance evaluations of the Board, committees, and directors, and evaluate the independence of independent directors.
- f. Establish and regularly review the continuing education plans for directors, as well as the succession plans for directors and senior managers.

B. If the Board of Directors does not adopt or amend the recommendations of the Remuneration and Nomination Committee, it should state the date, period, proposal content, resolution of the board, and its handling of the committee's opinions: None.

C. If any of the members of the Remuneration and Nomination Committee hold adverse opinion or qualified opinions with record or in written declaration against the resolutions of the committee, specify the date and the session of the committee meeting, the content of the motion, the opinions of all members and the response to the opinions of the members: None.

(V) Composition, duties and operations of the Company's Sustainability Committee:

1. One June 11, 2025, the Board of Directors of the Company approved the establishment of the "Sustainability Committee" to replace the "Sustainable Development Promotion Group." The "Charter of the Sustainability Committee" was also established. The 1st Sustainability Committee members were appointed.
2. The Sustainability Committee, as authorized by the Board of Directors, shall exercise due diligence, act in good faith when carrying out the following duties, and report to the Board of Directors:
 - (1) Formulate, promote, and strengthen the Company's sustainable development policies, annual plan, and strategy.
 - (2) Review, track, and revise the implementation and effectiveness of sustainable development initiatives.
 - (3) Supervise the disclosure of sustainability information and review the Sustainability Report.
 - (4) Review material issues of concern to stakeholders and oversee the establishment of an effective stakeholder communication and response mechanism.
 - (5) Review risk identification, manage material risk issues, and oversee the improvement process.
 - (6) Supervise the implementation of the Company's Sustainable Development Principles and other sustainable development-related work as resolved by the Board of Directors.
3. The current Committee consists of three members appointed to from June 11, 2025, to June 11, 2027. The Sustainability Committee met once in 2025. The professional qualifications, experience, and operation of the committee members are as follows:

Job title	Name	Sustainability expertise Knowledge and skills	Number of attendance in person	Number of attendance by proxy	Actual attendance (%)	Remark
Convener	Anthony Tseng	Corporate governance, risk management, sustainable development, industry knowledge, human rights protection, employee rights protection	1	0	100%	Chief Sustainability Officer
Committee member	Jui-Long Liu	Leadership and decision-making, risk management, sustainable development, industry knowledge, corporate governance	1	0	100%	Director
Committee member	Ta-Yu Teng	Corporate governance, risk management, sustainable development, industry knowledge, energy conservation, carbon reduction and energy management practice	1	0	100%	None

4. Matters Discussed and Resolutions Made by the Sustainability Committee, Company's Response to Committee Feedback:

Meeting date	Motion content	Outcome of Resolution
1st meeting of the 1st Committee 2025.11.20	1. Review issues important to stakeholders and climate risk implementation. 2. Review the implementation of the annual employee satisfaction survey. 3. Review of 2026 sustainable development matters and planning on the 2025 Sustainability Report.	The proposal was approved as is, following consultation with all members present.
2nd meeting of the 1st Committee 2026.01.23	1. Review issues important to stakeholders and results of climate risk analysis. 2. Review of the framework and other matters for the 2025 Sustainability Report.	The proposal was approved as is, following consultation with all members present.

The Company's response to the Sustainability Committee: The resolutions were submitted to the Board of Directors and approved by all directors present.

5. Other matters required to be recorded:

- (1) If the Board of Directors amends or does not adopt the recommendations of the Sustainability Committee, it should state the date, period, proposal content, resolution of the Board, and its handling of the committee's opinions: None.
- (2) If any of the members of the Sustainability Committee hold adverse opinion or qualified opinions with record or in written declaration against the resolutions of the committee, specify the date and the session of the committee meeting, the content of the motion, the opinions of all members and the response to the opinions of the members: None.

(VI) Implementation status of the promotion of sustainable development, the differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor:

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
I. Does the company have established a governance structure to promote sustainable development and set up a dedicated department to promote sustainable development, which is authorized and supervised by the board of directors?	V		<p>1. The Company's Board of Directors is the highest decision-making body for sustainable development-related issues. In 2022, the Board of Directors approved a resolution to rename the original Corporate Governance and CSR Promotion Group to the Sustainable Development Promotion Group. In May 2024, the positions of Chief Sustainability Officer and Executive Secretary were established. In June 2025, the Board of Directors of the Company approved the establishment of the "Sustainability Committee" to replace the "Sustainable Development Promotion Group." The "Charter of the Sustainability Committee" was also established. Sustainability Committee members were appointed and the Chief Sustainability Officer elected as the Convener of the Sustainability Committee. Responsibilities include the formulation of policies, systems or management policies related to sustainable development, the formulation and implementation of specific promotion plans, the review and improvement of implementation performance, as well as expanding the sustainability participation of all departments to jointly devise the Company's sustainability policy, medium- and long-term sustainability targets/direction, as well as the development of a sustainable development blueprint with core advantages. The implementation plan and accomplishments must be reported to the Board on an annual basis. The main tasks are divided into the following three groups for promotion and implementation by the relevant departments.</p> <p>(1) Corporate Governance Subgroup: Responsible for compliance with laws and regulations, Board of Directors' governance practices, implementation of internal control system, information security, information disclosure, risk management, shareholders' rights and interests, and other related work.</p> <p>(2) Environmental Sustainability Subgroup:</p>	None

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>Responsible for environmental protection, green environment, energy saving and carbon reduction, ecological sustainability, greenhouse gas inventory, and safety and health related work.</p> <p>(3) Social Co-prosperity Subgroup: Responsible for employee care, customer relations, supplier management, workplace safety, education and training, integrity management, human rights protection, and social benefit.</p> <p>2. The implementation results for 2025 and planning for 2026 were reported by the Sustainability Committee to the Board of Directors on December 18, 2025.</p> <p>3. The Company has formulated the “Procedures for the Preparation and Assurance of Sustainability Reports” in accordance with the “Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies”, and approved by the Board of Directors on March 12, 2024. It is the basis for the implementation of relevant operating procedures by the Sustainability Committee.</p> <p>4. The Company established the "Regulations Governing the Sustainability Information Management" on November 12, 2024 and amended the relevant internal control system to improve the quality of sustainability information disclosure.</p> <p>5. The 2024 Sustainability Report has been approved by the Board of Directors of the Company on August 11, 2025.</p> <p>6. Based on the report on the implementation status, the Board of Directors reviews the promotion of strategies and plans and urges the promotion team to make adjustments when necessary.</p>	
II. Does the Company conduct risk assessments on environmental, social, and corporate governance issues related to its operations in accordance with the materiality principle, and implement relevant risk management policies or strategies?	V		<p>1. To strengthen corporate governance and improve risk management operations, the Company has established the “Risk Management Policy”, which was approved by the Board of Directors on November 10, 2020, to effectuate a check and balance mechanism of the risk management. The Company's risk management policy is mainly oriented to risk management. The Company defines various types of risks in accordance with the Company's overall operating policies and establishes a risk</p>	None

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons						
	Yes	No	Description							
			<p>management mechanism for early assessment and measurement, effective supervision and strict control, with the aim of controlling risks within acceptable or controlled limits, and strengthening the awareness of risk control among all employees in order to reasonably ensure the achievement of the Company's strategic objectives.</p> <p>2. The scope of the Company's risk management includes market risk, operational risk, strategic risk, financial risk, legal risk, information security risk, and other risks that may cause the Company to incur material losses. The risk management is carried out by each risk working subgroup according to the issues they are responsible for.</p> <p>3. The Board of Directors of the Company is the highest unit of risk management and shall approve the risk management policy and structure, and is responsible for approving, reviewing, and monitoring the Company's risk management policy to ensure the effectiveness of risk management. The Risk Management Group is directly under the President and is responsible for the monitoring, measurement and evaluation of the company's risk at the execution level. The risk management of each operation is assigned to each relevant unit according to the nature of its business.</p> <p>4. The Company's Sustainable Development Promotion Group conducts risk assessments on environmental, social and corporate governance issues related to the Company's operations in accordance with the materiality principle for the Sustainable Development Policy, and establishes relevant risk management policies as follows:</p> <table border="1"> <thead> <tr> <th>Material issues</th> <th>Risk assessment Item</th> <th>Risk management policy or strategy</th> </tr> </thead> <tbody> <tr> <td>Environment</td> <td>Environmental protection</td> <td>A. In response to the potential risks of climate change, the Company has established "Environmental Management Regulations" in accordance with the characteristics of the industry to implement the energy conservation policy, and the Company's environmental policy is to "comply with environmental regulations, conserve global resources, and fulfill social responsibility.</td> </tr> </tbody> </table>	Material issues	Risk assessment Item	Risk management policy or strategy	Environment	Environmental protection	A. In response to the potential risks of climate change, the Company has established "Environmental Management Regulations" in accordance with the characteristics of the industry to implement the energy conservation policy, and the Company's environmental policy is to "comply with environmental regulations, conserve global resources, and fulfill social responsibility.	
Material issues	Risk assessment Item	Risk management policy or strategy								
Environment	Environmental protection	A. In response to the potential risks of climate change, the Company has established "Environmental Management Regulations" in accordance with the characteristics of the industry to implement the energy conservation policy, and the Company's environmental policy is to "comply with environmental regulations, conserve global resources, and fulfill social responsibility.								

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
				B.In line with the schedule for greenhouse gas inventory and verification, the company's initial verification on the ISO 14064-1: 2018 standard was completed by a third-party organization in March 2025. The Company will conduct regular GHG inventories in accordance with "ISO 14064-1", review the impacts faced by the Company's operations, and continue to implement carbon reduction measures based on the carbon inventory results.
			Society	1. Product safety The Company's products comply with the government regulations and laws, without any hazardous materials, and to ensure the quality of customer service and enhance customer satisfaction, we have a dedicated unit to provide diversified services to customers.
				2. Occupational safety The Company has established "Environmental Management Regulations", "Code of Practice for Occupational Safety and Health" and "Safety Inspection Regulations" to enforce safety and health protection measures, and holds regular fire drills and exercises every year.
			Corporate governance	1.Socio-economic and legal compliance The Company has established a governance organization and implemented internal control mechanisms to ensure that all employees and operations comply with relevant laws and regulations.
				2. Strengthen the functions of directors A.Planning to relevant continuing education topics for directors, and provide directors with the latest regulations every year. B. Purchase liability insurance for directors and managers to reduce the risks borne by directors, managers and the Company.
				3. Stakeholder communication The Company has a spokesperson and an acting spokesperson, and provides a communication channel for investors and stakeholders to ask questions through the Company's website. The Company has set up a stakeholder area on the Company's website, where stakeholders can

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons			
	Yes	No	Description				
			<table border="1"> <tr> <td></td> <td></td> <td>communicate with each other by telephone or email disclosed on the website as needed on issues of concern.</td> </tr> </table>			communicate with each other by telephone or email disclosed on the website as needed on issues of concern.	
		communicate with each other by telephone or email disclosed on the website as needed on issues of concern.					
III. Environmental issues (I) Does the Company establish proper environmental management systems based on the characteristics of their industries?	V		(I) The Company has established an environmental management system in accordance with the characteristics of the industry: <ol style="list-style-type: none"> 1. The Company's environmental policy objective is to "comply with environmental regulations, conserve global resources and fulfill social responsibilities". 2. The Company actively promotes various management measures such as energy saving and carbon reduction, waste reduction, etc., and collects information on relevant environmental laws and regulations in a timely manner to ensure that the Company's business activities comply with the requirements of laws and regulations. 3. The Company tests the concentration of carbon dioxide in the working environment, lighting and noise every six months to monitor the safety of the working environment. 	None			
(II) Does the Company endeavor to utilize all resources more efficiently and use renewable materials which have low impact on the environment?	V		(II) <ol style="list-style-type: none"> 1. In response to climate change mitigation and adaptation and sustainable resource use issues, net-zero carbon emission has become a global trend. The Company responds to the government's policy of "low-carbon sustainable homes", implements energy saving and carbon reduction and promotes resource use, and strives to develop related products to reduce office greenhouse gas emissions in order to enhance carbon reduction benefits and reduce the impact on the environment. We also implement electronic documents, reuse recycled paper, avoid unnecessary waste of resources, and prioritize the use of green and energy-saving products. 2. As the Company provides professional services in the information service business, and its impact on the environment 	None			

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			and energy consumption are mainly the power consumption of the office premises. The Company will continue to strengthen the implementation of various energy-saving measures, with the goal of reducing electricity consumption by 1%, and will regularly inventory greenhouse gas emissions in accordance with "ISO 14064-1" to examine the impact of the Company's operations. Based on the results of carbon inventory, we will continue to implement carbon reduction measures.	
(III) Does the Company assess the potential risks and opportunities of climate change for its current and future operations and undertake response measures with respect to climate change?	V		<p>(III) Climate change has become an important issue for investors and companies alike. The Company conducts risk assessments and develops countermeasures for climate change and reports them to the Board of Directors on a regular basis. The Company understands that by saving energy and reducing carbon, it can achieve the reduction of greenhouse gases, thus reducing the occurrence of environmental impact climate change, and the implementation measures include:</p> <ol style="list-style-type: none"> 1. We use our self-developed "Building Power Saving Management System" to develop a power saving service platform with intelligent management mechanism to provide optimal power usage in buildings to help manage building power consumption. In addition, the planned electricity system has been developed to actively manage the electricity consumption and load reduction of equipment to achieve the purpose of saving electricity. 2. The use of LED lights in the office area will result in significant electricity savings. The Company will continue to improve electricity consumption and aim to save 1% of electricity per year. 3. Public area lighting is managed on a regular basis by sensors. 4. The priority of purchasing equipment is environmental protection and energy saving. 5. The air conditioning is managed on a regular basis and the 	None

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons																	
	Yes	No	Description																		
			<p>temperature is limited (set at 26 degrees Celsius or less) to reduce electricity consumption and avoid gas emissions.</p> <p>6. We implement electronic document use, use old envelopes as briefcases for internal document delivery, recycle waste toner cartridges and waste paper, and recycle and reuse paper.</p> <p>7. The office area is inspected from time to time.</p> <p>8. The environmental committee and the office bearers on the floor are responsible for energy saving and safety control (including access control, emergency handling, and crisis management that may cause interruption of the company's operation) on the floor.</p> <p>9. We strive to develop energy-saving products to reduce the impact on the environment.</p> <p>10. We implement waste management policies and water conservation measures.</p>																		
(IV) Does the Company calculate the amount of greenhouse gas emission, water consumption, and waste production in the past two years and implement policies to cut down energy and water consumptions, carbon and greenhouse gas emissions, and waste production?	V		<p>(IV) The Company's energy saving and carbon reduction benefits and policy for the past two years based on statistics are as follows:</p> <p>1. The Company conducts ISO 14064-1 Scope 1, 2, and 3 inventories and third-party verification annually. ISO 14064-1 third-party verification (assurance provider: TUV NORD Taiwan) has been completed for 2024 and 2025. Greenhouse gas emissions over the past two years were as follow:</p> <p style="text-align: right;">Unit: TCO₂e</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Year</th> <th>Scope 1</th> <th>Scope 2</th> <th>Scope 3</th> <th>Total</th> <th>Scope of data</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>45</td> <td>1,438</td> <td>514</td> <td>1,997</td> <td rowspan="2">All offices of the Taipei Headquarters, Taoyuan Office, Hsinchu Office, Taichung Branch, Tainan Branch and Kaohsiung Branch</td> </tr> <tr> <td>2025</td> <td>39</td> <td>1,414</td> <td>504</td> <td>1,957</td> </tr> </tbody> </table> <p>2. Greenhouse gas emissions for 2025 and the base year of 2024 (Scope 1, Scope 2, and Scope 3 combined) totaled 1,957 tonnes CO₂e and 1,997 tonnes CO₂e, respectively. Greenhouse gas</p>	Year	Scope 1	Scope 2	Scope 3	Total	Scope of data	2024	45	1,438	514	1,997	All offices of the Taipei Headquarters, Taoyuan Office, Hsinchu Office, Taichung Branch, Tainan Branch and Kaohsiung Branch	2025	39	1,414	504	1,957	None
Year	Scope 1	Scope 2	Scope 3	Total	Scope of data																
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2025	39	1,414	504	1,957																	

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>categories are based on ISO 14064-1:2018 released by the International Organization for Standardization (ISO). Emission included direct emissions (Scope 1) at 2.01% and 2.26% respectively, energy indirect emissions (Scope 2) at 72.22% and 72.04% respectively, and other indirect emissions (Scope 3) at 25.77% and 25.70% respectively.</p> <p>3. In response to the low-carbon policy and greenhouse gas reduction, the Company continues to promote low-carbon education and the concept of energy saving and carbon reduction, finds power-saving solutions for IT rooms, replaces equipment with high-energy-efficiency, and formulates relevant power-saving measures to reduce the use of purchased electricity consumption, and set a reduction target of 1%.</p> <p>4. In addition to general water consumption, no additional wastewater is generated during the Company's operations. The water source comes from the water company, and sewage is discharged in accordance with regulations. There is no concern of water pollution. The total water consumption in 2025 and 2024 was 9,894 tons and 10,511 tons, respectively. Although there was a decrease of 5.87% from 2024, the Company's operations grew in 2025, and the number of employees increased from 2024, but the goal of reducing water use by nearly 1% was still achieved. In 2026, the Company will continue to implement water conservation in daily life, with the goal of reducing water consumption by 1%</p> <p>5. The Company is a non-manufacturing company and does not generate hazardous wastes: The Company's general recycling materials are centrally placed in the recycling area and are classified according to paper, glass, plastic, iron and aluminum, and PET bottles, etc. Non-recyclable waste such as polystyrene, wood pallets, foam, and bubble bags, which are required to be separated from general waste disposal according to government requirements, are collected and</p>	

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>transported to different recycling sites by professional and qualified waste disposal companies. The domestic garbage is collected and transported to the incineration plant.</p> <p>The total weight of the Company's general recyclables in 2025 and 2024 was both 8 tons, and the total output of non-recyclable waste and domestic garbage in 2025 and 2024 was 27.71 tons and 26.91 tons, respectively. In 2025, the volume of garbage increased by approximately 3% from 2024, mainly due to the increase in packaging materials for large-scale project equipment, resulting in an increase in garbage volume. The Company will continue to reduce waste through various waste reduction programs to protect the earth and cherish resources, to reduce waste generation, and to implement waste management to reduce the damage to the earth, with the annual target of reducing waste generation by 1%.</p>	
<p>IV. Social Issues</p> <p>(I) Does the Company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?</p>	V		<p>(I) The Company's Board of Directors serves as the highest governing body for human rights governance. The Social Prosperity Group under the "Sustainability Committee" coordinates with relevant departments to oversee and advance human rights policies. To uphold human rights protection, the Company commits to and supports various international human rights instruments, including the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Global Compact, the International Covenant on Economic, Social and Cultural Rights (ICESCR), and International Labour Organization Conventions. The Company strictly complies with local laws and regulations, including Taiwan's Labor Standards Act, Act of Gender Equality in Employment, and Occupational Safety and Health Act, treating and respecting all personnel equally. The Company's human rights policy applies to the Company itself, affiliated enterprises, associated enterprises, and business partners including suppliers.</p>	None

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>contractors, and customers. The Company is committed to enhancing human rights protections. The key policies and management programs are as follows:</p> <ol style="list-style-type: none"> 1. Labor Rights: The Company commits to prohibiting all forms of human trafficking, child labor, and forced labor. It strictly adheres to labor-related laws and regulations, implements and strengthens the promotion of reasonable working hours and overtime regulations, provides all employees with fair and reasonable compensation and statutory benefits, and respects and supports employees in maintaining work-life balance. 2. Occupational Health and Safety: The Company is committed to providing employees with a safe and healthy work environment. It strictly complies with relevant regulations and establishes safety and health management systems to reduce the risk of occupational accidents, ensuring employees work in a healthy and safe environment. Through occupational health and safety training, employee health examinations, and various health promotion activities, the Company supports and maintains employees' physical and mental well-being. 3. Diversity and Inclusion: The Company is committed to fostering a diverse, inclusive, and equitable work environment, ensuring that no employee faces discrimination, harassment, or unequal treatment on the basis of gender, age, race, religion, nationality, sexual orientation, political affiliation, marital status, or physical and mental characteristics. 4. Anti-Discrimination and Anti-Harassment: The Company fully complies with the Act of Gender Equality in Employment, the Sexual Harassment Prevention Act, and other relevant regulations, and actively works to prevent and eliminate any forms of discrimination, bullying, and sexual harassment. 	

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>Policies in place include the Whistleblowing and Complaint Procedures, the Sexual Harassment Prevention, Complaint, and Disciplinary Measures, and the Workplace Sexual Harassment Prevention Statement, ensuring that any related incidents are promptly investigated and properly handled.</p> <p>5. Freedom of Association and Expression: The Company ensures employees' freedom to form and join associations. Labor-management meetings are held regularly, where employee and management representatives jointly discuss and work to improve matters relating to labor rights, employee welfare, and occupational health and safety. Employee satisfaction surveys are conducted and complaint channels are provided to establish open lines of communication between labor and management, fostering harmonious labor relations.</p> <p>6. Information Security and Privacy Protection: The Company collects, processes, and uses customer data in compliance with the Personal Data Protection Act and relevant laws and regulations. It implements controls for information security and personal data protection, guided by the Information Security Committee, which directs and oversees the implementation of the Company's information security policies. The Company has adopted the ISO 27001 Information Security Management System, established comprehensive systems for the protection of personal privacy data and sensitive data, and regularly conducts related training to strengthen employees' awareness of information security.</p> <p>In 2025, the Company has implemented ethical corporate management policy promotion, "Partner Business Code of Ethics and Anti-Corruption Training", "Personal Information Management System (PIMS)", "Information Security", "Human Rights Protection", and internal control related courses and plans amounted to 5,656 person-times, for a total of 7,597 person-hours.</p>	

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
(II) Does the Company establish and deliver reasonable employee welfare programs (including salary, compensated absences, and other benefits) and adjust employee compensation in relation to business performance?	V		<p>(II) 1. Implement reasonable employee welfare measures:</p> <p>(1) The Company has established the Employee Welfare Committee, which is responsible for the welfare of all employees, and the welfare measures are supervised and executed by the Welfare Committee every year.</p> <p>(2) The Company's welfare measures mainly include labor, health, group insurance, employee travel, birthday gifts, beer parties, year-end parties, welfare products, wedding and funeral subsidies, child birth subsidies, club activity subsidies, and health checkups. These measures are effective in boosting employees' morale.</p> <p>(3) Various club activities are organized to provide employees with a balance between work and leisure.</p> <p>(4) The Company provides group insurance for employees, their spouses and children. The coverage includes term life insurance, accidental injury insurance, hospitalization medical insurance, and cancer insurance.</p> <p>2. The Company enforces diversity and equality in the workplace and provides equal promotion opportunities for male and female employees. In 2025, the percentage of female employees was 31.48% and the percentage of female managerial officers was 23.87%.</p> <p>3. Reflect business performance or results in employee compensation as appropriate:</p> <p>(1) The Company has established reasonable salary and remuneration measures, a complete performance management system, and a clear and effective reward and disciplinary system.</p> <p>(2) On June 11, 2025, an amendment to Article 21 of the Company's Articles of Incorporation was approved by the Shareholders' Meeting: If the Company makes a profit in a fiscal year, no less than 3% should be allocated as employee remuneration. In the aforementioned remuneration of employees, no less than 20% of such remuneration shall be distributed to the entry-level employees. Employee remuneration shall be distributed in stock</p>	None

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			or cash as per the resolution by the Board of Directors. The recipients shall include employees of the controlling company or subsidiaries that meet certain criteria. The distribution of employee remuneration shall be reported to the shareholders' meeting. However, when the Company still has a cumulative deficit, it shall reserve an amount to compensate it first and then allocate an amount for employee remuneration according to the percentage set out in the preceding paragraph.	
(III) Does the Company provide a healthy and safe work environment and organize training on health and safety for its employees on a regular basis?	V		<p>(III) The Company believes that employees who are physically and mentally healthy can create efficient and high quality work performance, and therefore is committed to providing a safe and healthy work environment for employees, including:</p> <ol style="list-style-type: none"> 1. The Company has established "Environmental Management Regulations", and, in accordance with occupational safety and health related regulations, has formulated the "Code of Practice for Occupational Safety and Health" and "Safety Inspection Regulations" to enforce safety and health protection measures. 2. In order to protect and maintain the safety of the office area, the Company has set up a facial recognition access control system. All employees are required to wear identification cards when entering and leaving the building, and a surveillance system is in place to monitor and record 24 hours a day. Visitors are not allowed to enter the office area and must be received in the reception area. The main entrances and exits are guarded by security guards 24 hours a day to protect the personal safety of our employees. 3. Employees will be briefed on the safety regulations by person in charge of each unit at the time of reporting for work. 4. In order to effectuate the prevention and control of tobacco hazards, maintain the hygiene of the office environment and purify the air quality, and reject the health hazards caused by second-hand smoke. The Company's offices (areas), meeting rooms, stairwells, restrooms, dormitories and other indoor areas are all smoke-free 	None

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>except for the open balcony space and the legal smoking area.</p> <p>5. The office area is nice and in good condition, and an environmental officer is assigned to each office area and each floor to supervise the environmental cleanliness of the area.</p> <p>6. A complete fire safety system, including alarms, fire extinguishers, emergency lights, escape lights, escape doors, etc., is in place, and all equipment is inspected and replaced at least once a year.</p> <p>7. We cooperate with the fire department twice a year to conduct fire drills and escape route drills in the building.</p> <p>8. We conduct office carbon dioxide concentration monitoring and drinking water testing of water dispensers every six months.</p> <p>9. The building is disinfected every six months and the floor cleaning and waxing operations are carried out every month; in line with the post-pandemic prevention measures, the Company continues to strengthen the promotion of the concept of public health and cleaning and disinfection. Every day, colleagues and visitors to the Company are still recommended to wear masks and continue to have their body temperature measured and hands are disinfected. Alcohol and antibacterial hand sanitizer is placed at the entrance of each floor. Antibacterial hand sanitizer is also placed in the pantry. Alcohol/antibacterial hand sanitizer is also placed in each meeting room for colleagues and visitors to use.</p> <p>10. A medical doctor is appointed to visit the company every two months to provide clinical services and professional nurses are employed to provide health services for workers, and we immediately share occupational safety and health related information in the "Occupational Safety and Health" page, which includes "Occupational Safety Bulletin" and "Registered Nurse Bulletin".</p> <p>11. General safety and health in-service education and training courses are held every three years by law. In the past three years, in 2023, a total of 1,266 participants and a total of 3,798 person-hours were held.</p>	

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>12.By organizing various club activities, employees can not only enhance their physical fitness and relieve physical fatigue, but also achieve a balance between work and leisure.</p> <p>13.Through regular annual employee health checkups and a variety of health seminars and health education information, employees can better grasp their health status and have the knowledge and methods of self-health management.</p> <p>14.We provide employees with term life insurance and accident insurance to increase their job protection.</p> <p>15.We provide a family-friendly workplace environment for employees by setting up a breastfeeding room.</p> <p>16.The Company has completed fire safety facilities, and conducts routine employee fire escape drills and related education and training courses every year to reduce the probability of fire, and there was no fire incident in 2025.</p>	
(IV) Does the Company provide its employees with career development and training sessions?	V		<p>(IV)In order to cultivate outstanding talents, the Company plans comprehensive competency training for managers and employees at all levels each year, based on business operations, business direction, and future development prospects. This includes new employee training, professional training, and management training, to assist employees in continuously learning and growing through diverse learning approaches. In 2025, the Company established an effective career development training plan for employees and has also held various education and training courses on an ad hoc basis. The implementation of education and training in 2025 is as follows:</p> <p>1. New employees: To enable new employees to understand the company's culture and rules and regulations as well as labor safety and health knowledge, we regularly hold two "New Employee Education and Training" courses every month, including "Basic Training Course (including business ethics awareness)", "Safety and Health Education Training Course", and "Information Security Management Regime".</p>	None

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>2. Internal training: Various functional training courses are offered from time to time.</p> <p>(1) Sales staff: In addition to the courses on related agency products, two SYSCOM product certification courses are held from time to time, and one major business training is held every quarter. Note: Each salesperson is required to pass at least 2 product certifications each year.</p> <p>(2) Technical staff: In addition to the technical courses offered from time to time, there are 13 SYSCOM technical certification courses. Note: Technical staff who write programs must hold three valid certifications, and technical staff who do not write programs must hold two valid certifications.</p> <p>(3) Leadership training: Senior/middle-level/junior leader training, in-person and digital teaching methods, 10 courses.</p> <p>3. In addition to internal functional training courses, employees may also apply for external training (including professional technical certification examinations) according to their needs.</p> <p>4. In 2025, the Company had 7,937 attendance in internal training and external training, and the cost of education and training was approximately NT\$7.63 million.</p>	
(V) Does the Company comply with relevant regulations and international standards regarding customer health and safety, right to privacy, marketing and labeling of its products and services and set up relevant consumer or client protection policies and complaint procedures?	V		(V) The Company complies with relevant laws and regulations and international standards for its products and services to protect the rights and interests of its customers. The Company reinforces the concept of rule of law for the protection of customers' confidential information on its employees and suppliers at all times, and has set up a dedicated e-mail address to handle issues related to customer complaints.	None
(VI) Does the Company formulate supplier management policies that require suppliers to comply with relevant regulations on environmental protection, occupational safety and health, and labor rights and request their reporting on the implementation of such issues?	V		(VI) The Company has established supplier management policies, which are mainly as follows: 1. Suppliers are required to comply with requirements related to environmental protection, occupational safety and health, and labor rights. When evaluating suppliers, we assess not only quality,	None

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>technology, finance, price, delivery times, and service to ensure they meet our standards, but also their environmental and social record to avoid transactions with companies that conflict with our corporate social responsibility policy.</p> <p>2. Suppliers shall sign the "Supplier Commitment" in accordance with the Company's regulations, strictly abide by ethical corporate management, sustainable environmental development and protection of basic human rights, and jointly comply with CSR-related regulations.</p> <p>3. The Company's supplier evaluation project has included the sustainable development evaluation aspect, to promote the cooperative suppliers to comply with the relevant corporate social responsibility regulations, exert the corporate social influence, and promote the economic, social and environmental ecological balance and sustainable development.</p> <p>4. Once a cooperative relationship is established between the Company and its suppliers, both parties shall maintain a stable cooperative relationship in a mutually trustworthy manner. material projects shall stipulate the rights and obligations of both parties by contract, and require suppliers to comply with CSR policy-related laws and regulations including environmental protection, occupational health and safety, and labor rights issues, etc., and shall abide by relevant codes of conduct of integrity. If necessary, suppliers shall be required to provide a declaration or relevant certification. The Company may terminate or cancel the contract at any time if any supplier is involved in a violation of the CSR policy or has a significant impact on the environment and society.</p> <p>5. The Company has established "Contractor Environmental Safety and Health Management Guidelines" in accordance with the Occupational Safety and Health Act and relevant environmental protection laws and regulations, to clarify the rights and obligations of contractors concerning environmental protection and workplace safety. When contracting with vendors to work in Company facilities due to</p>	

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			<p>business needs, each unit must ensure that the contractors' operations comply with occupational safety and health regulations.</p> <p>6.The Company mainly distributes and represents products from international brands. In addition to ensuring that the Company's products comply with international standards and regulations such as the European Union, the Company will include in the evaluation of suppliers whether they provide relevant certifications, including ISO 9001 quality management system certification, ISO 27001 information security management system, ISO 14001 environmental certification, occupational safety and health management system certification, and energy efficiency certification.</p> <p>7.The Company attaches great importance to the labor rights of contract workers. To reduce legal risks stemming from supply chain violations, the Company has established the "Subcontractor Labor Law Compliance Evaluation Procedures" and the "Outsourced Personnel Management Procedures." New partners must pass the subcontractor labor law compliance evaluation and other qualification reviews before being deemed qualified suppliers. The manpower agencies (seconded personnel) and contractors working with the Company are required to sign a "Declaration of Compliance with Labor Laws". At the same time, the Company conducts regular audits of partner vendors. Management personnel conduct audits and maintain records in accordance with the "Contractor Labor Compliance and Information Security Audit Item List." Vendors receiving lower ratings will be required to rectify issues within a specified timeframe or collaboration will be terminated. The Company has conducted labor law compliance audits on its current suppliers. The results show they are all in compliance, with no major irregularities have been found to date.</p> <p>8.The Company cooperates with suppliers to fulfill corporate social responsibility.</p> <p>9.The Company conducts annual supplier evaluations. Please refer to the Company's website: Supplier Management for information on</p>	

Promotional Implementation Item	Implementation Status			Difference from Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Description	
			supplier sustainability management measures and implementation.	
V. Did the company, following internationally recognized standards or guidelines, prepare and publish reports such as its Corporate Sustainable Development report to disclose non- financial information of the company? Has the company received assurance or certification of the aforesaid reports from a third party accreditation institution?	V		<p>1. The Company regularly prepares a sustainability report each year based on the general, industry, and material topic guidelines released by the Global Reporting Initiative (GRI), and also refers to industry indicator information disclosed in the Sustainability Accounting Standards Board (SASB) guidelines and the index of report content corresponding to SASB indicators.</p> <p>2. The "2024 Sustainability Report" was assured by SGS Taiwan Ltd. at a moderate level according to AA1000 Assurance Standard v3 Type 1, and also in accordance with the GRI Standards (2021) to ensure the report's accuracy, reliability, and clarity.</p>	None
VI. If the Company has established the corporate social responsibility best practice principles based on the " Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies ", please describe any discrepancy between the Principles and their implementation: None disparity.				
<p>VII. Other important information to facilitate better understanding of the company's Corporate Sustainable Development practices:</p> <ol style="list-style-type: none"> The issue of energy saving and carbon reduction has been the focus of international attention for years, and the technology-based service of energy saving has become an important development direction in the coming years. In response to this trend, we have developed a "Building Power Saving Management System" for domestic commercial/factory/residential buildings to establish a power saving service platform with an intelligent management mechanism to provide optimal power usage in buildings and assist owners in managing building power consumption to achieve the goal of doing our part for the earth. To cultivate outstanding talents and increase industry-academia cooperation opportunities between enterprises and academia, the Company actively participates in sponsoring scholarships and various activities for academic groups. The Company donated NTD 40,000 for each scholarship in 2025 to the "Cheng Electrical Engineering Cultural and Educational Foundation" and "National Dong Hwa University", and donated NTD 50,000 scholarship to the "Fu Jen Catholic University". In 2025, 28 interns were recruited, including 10 from Chinese Culture University, 4 from Feng Chia University, 5 from Yuan Ze University, 1 from National Taipei University of Business, 1 from Tamkang University, 3 from National Chung Hsing University, 2 from National Taipei University, 1 from National Taichung University of Science, and 1 from Shih Chien University students were provided professional internship opportunities. The main plans for 2026 are as follows: <ol style="list-style-type: none"> In terms of corporate governance, we plan to continue the performance evaluation of the Board of Directors and continue to improve the transparency of website information, and more. Continue to provide training courses for leaders, sales and technical staff. Continuously participate in industry-academic cooperation, sponsorship of scholarships and application for research and development alternative military services. Conduct awareness training courses on Ethical Corporate Management Best Practice Principles, Code of Ethical Conduct, and Trade Secrets for employees. 				

- (5) Continue to promote energy conservation policies and conduct occasional environmental inspections in accordance with the “Environmental Management Regulations” and “Safety Inspection Regulations”.
- (6) Encourage suppliers to obtain labels or certifications related to environmental protection, quality, and occupational safety and health, and continue to evaluate and manage suppliers.

Implementation of climate-related information

Item	Implementation status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Company's Board of Directors has approved the establishment of a Sustainability Committee responsible for the formulation and implementation of sustainability-related policies and systems, and for the review and improvement of implementation performance. At least once a year, the team will report the implementation plan and results to the board of directors, including the risks assessment of climate change, mitigation measures and other topics. The Board of Directors reviews the strategy and promotion of the plan based on the implementation status, and provide guidance on any adjustments to direction where necessary to ensure the efficacy of sustainability governance operations.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	To strengthen climate governance and environmental management, the Company established an "Environmental Sustainability Group" under the Sustainability Committee to coordinate the planning and promotion of climate change-related issues. The Environmental Sustainability Group identifies climate-related risks and opportunities every two years, and develops corresponding strategies and management objectives based on the assessment results. It also plans and implements relevant action plans to reduce potential impacts from climate change and capitalize on potential transformation opportunities. Based on the TCFD (Task Force on Climate-Related Financial Disclosures) framework, the Company classifies climate-related risks and opportunities into transition risks, physical risks, and climate opportunities. These risks and opportunities are divided into short-, mid-, and long-term management horizons based on their expected timeframes, serving as a reference for strategic planning and resource allocation. Please refer to the climate-related financial disclosure chapter of the 2025 Sustainability Report for details.
3. Describe the financial impact of extreme weather events and transformative actions.	The "Environmental Sustainability Group" under the Sustainability Committee compiled 12 climate risk topics and 8 climate opportunity topics, encompassing transition risks, physical risks, and opportunities. The impact and likelihood of each topic were assessed using a two-dimensional matrix. The Company's key climate risks and their financial impacts are detailed in the Climate-related Financial Disclosures chapter of the 2025 Sustainability Report.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	<p>1. Risk assessment methodology: Climate-related risk and opportunity identification and assessment were conducted in accordance with the TCFD framework. The "Environmental Sustainability Group" under the Sustainability Committee initially compiled 12 climate risk topics and 8 climate opportunity topics, encompassing different aspects such as transition risks, physical risks, policies and regulations, technology, market, and reputation. The impact and likelihood of each topic were assessed using a two-dimensional matrix financial impacts are detailed in the Climate-related Financial Disclosures chapter of the 2025 Sustainability Report.</p> <p>2. Response measures: The Company's short-term strategy is to continuously strengthen internal emergency response capabilities and reduce possible property losses through insurance. The medium-term strategy is to continuously improve supplier management. The long-term strategy is to address the supply chain issues caused by climate change in production and sales strategies..</p>

Item	Implementation status
	<p>3. The Company has established “Environmental Management Regulations” in accordance with the characteristics of the industry to implement the energy conservation policy. The Company’s environmental policy focuses mainly on “comply with environmental regulations, conserve global resources, and fulfill social responsibility”. In addition to establishing an Environmental Sustainability Group within the Sustainability Committee responsible for environmental protection, green conservation, energy saving, and carbon reduction, the Company identifies climate-related risks and opportunities on a regular basis. Corresponding strategies and goals are formulated, and the relevant response and action plans implemented to address the potential financial impacts of climate-related risks and opportunities.</p>
<p>5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.</p>	<p>The physical risks of "average temperature increase" in the IPCC's sixth assessment report (AR6) was used as a reference for financial impact assessments with the "SSP2-4.5 and SSP5-8.5" climate scenarios.</p>
<p>6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>The "Environmental Sustainability Group" under the Sustainability Committee coordinates risk identification, assessment, and management related to climate change issues. The group also invites internal stakeholders to complete questionnaires based on the Task Force on Climate-related Financial Disclosures (TCFD) framework to conduct a double-axis assessment of the “degree of impact” and “likelihood” for various climate issues for the systematic identification material climate risks. According to the assessment results, the Company’s main climate-related risks include policy and regulatory risks, and technological risks (failure of the Company’s investments in new technologies, the cost of transitioning to low-carbon technologies); as well as physical risks stemming from long-term average temperature increases. Please refer to the climate-related financial disclosures chapter of the 2025 Sustainability Report for details.</p>
<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>The Company has drawn up a carbon pricing system:</p> <p>1. Carbon pricing timetable:</p> <p>Base stage: GHG emission calculation and carbon footprint stage</p> <p>(1) Calculation of the Company's GHG emissions in 2023.</p> <p>(2) The company introduced ISO 14064-1 in 2024 and completed the 2024 greenhouse gas inventory and third-party verification. In 2025, we will continue to conduct greenhouse gas inventory and complete third-party verification in accordance with ISO 14064-1, and plan to conduct greenhouse gas inventory and third-party verification every year.</p> <p>(3) Introduce ISO 14067 in 2025 ~ 2026 to calculate the carbon footprint of the Company’s core services. Completion of third-party verification expected in 2026.</p> <p>Carbon pricing implementation plan: The Company will calculate the carbon emissions of each core service and the GHG emissions of the whole company, then collect carbon fees from each department based on their respective carbon emissions.</p>

Item	Implementation status
	2. Carbon pricing type: Internal carbon fee (collect carbon fees from each department based on the Company's GHG emissions and core serve carbon footprint). 3. Carbon price: NT\$ 300/tonne CO _{2e} (based on the carbon fee collection rate set by the Ministry of Environment, and reviewed annually). 4. Scope of GHG coverage: Scope 2 externally purchased electricity 5. Scope of application: Company-wide
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	The Company is continuing to replace office lighting fixtures with energy-efficient lighting fixtures to reduce purchased electricity consumption. In the future, we will continue to evaluate the energy efficiency of each piece of equipment, prioritizing energy efficiency improvements whenever equipment is replaced. We will also promote low-carbon education internally and advocate for energy conservation and carbon reduction to facilitate greenhouse gas reduction, with a goal of reducing carbon emissions by 1%. The specific measures are as follows: (1) Development plans for electricity consumption A. Revised version of the self-developed power management system - GreenMaker to add the function of project power consumption. B. The function of planned electricity consumption includes: forecasting electricity consumption, setting planned electricity consumption, setting early warning and alert according to the planned electricity consumption, etc. C. If the power consumption is beyond the plan, alarm will be given immediately, and load reduction will be carried out immediately. (2) Inventorying the load-reducing equipment and testing the reduced-load electricity quantity and ratio A. Inventory of equipment for load shredding and the steps to reduce the load. B. Test each piece of equipment to reduce the load to save power (for a fixed period of time). (3) Develop and conduct training on standard operating procedure for load shedding. (4) Trial of planned electricity consumption and load-shedding operations with regular adjustments and reviews.
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan.	The Company's greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan. Description:

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

1-1-1 Greenhouse Gas Inventory Information

The Company conducts ISO 14064-1 Scope 1, 2, and 3 inventories and third-party verification annually. ISO 14064-1 third-party verification (assurance provider: TUV NORD Taiwan) has been completed for 2024 and 2025. Greenhouse gas emissions over the past two years were as follows:

Unit: TCO2e

Year	Scope 1	Scope 2	Scope 3	Total	Scope of data
2024	45	1,438	514	1,997	All offices of the Taipei Headquarters, Taoyuan Office, Hsinchu Office, Taichung Branch, Tainan Branch and Kaohsiung Branch
2025	39	1,414	504	1,957	

1-1-2 2024 and 2025 Greenhouse Gas Assurance Information

A. Scope of assurance: including all offices of the Taipei Headquarters, Taoyuan Office, Hsinchu Office, Taichung Branch, Tainan Branch and Kaohsiung Branch

B. Assurance institution: TUV NORD Taiwan.

C. Assurance criteria:

Verification of GHG emissions within the organization's boundary and is based on ISO 14064-3:2019.

The GHG emissions categorization are based on Annex B of ISO14064-1:2018.

D. Assurance opinion:

Level of Assurance

The level of assurance agreed are that of reasonable assurance for category 1 and 2; Limited level assurance from category 3 to 6.

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

The Company will continue to evaluate the energy efficiency of various equipment, and will make energy efficiency improvement the primary consideration for equipment replacement. Through the internal promotion of low-carbon education and the promotion of energy conservation and carbon reduction, the goal is to promote greenhouse gas reduction by 1%. For specific action plans, please refer to the Environmental Sustainability section of ESG on the Company's website.

(VII) Implementation status of ethical corporate management and the differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:

Evaluation Item	Implementation Status			Deviations from "the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Description	
<p>I. Establishment of Corporate Conduct and Ethics Policy and Implementation Measures</p> <p>(I) Does the company have a clear ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?</p> <p>(II) Whether the company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?</p>	<p>V</p> <p>V</p>		<p>(I) The Company has established the "Ethical Corporate Management Best Practice Principles", the "Procedures for Ethical Management and Guidelines for Conduct" and "Code of Ethical Conduct" as approved by the Board of Directors in accordance with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-listed Companies, to express the policies and practices of ethical corporate management, and the commitment of the Board of Directors and senior management to actively enforcing the ethical corporate management policy.</p> <p>(II) 1. The Company conducts its business in compliance with the Company Act, the Securities and Exchange Act, the Business Entity Accounting Act, the Political Donations Act, the Anti-Corruption Act, the Government Procurement Act, the Act on Recusal of Public Servants Due to Conflicts of Interest, the regulations for listed companies, or other laws and regulations related to business practices.</p> <p>2. The Company has established the "Ethical Corporate Management Best Practice Principles", which covers all the prevention measures under Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies".</p> <p>3. The Company has specified the matters that the Company's personnel should pay attention to when performing business in the "Procedures for Ethical Management and Guidelines for Conduct". The Company prohibits the provision or receipt of improper benefits and regulates the measures for handling related activities with a higher risk of unethical conduct within the scope of business. The Company may terminate or cancel the contracts of suppliers, contractors or</p>	None

Evaluation Item	Implementation Status			Deviations from "the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Description	
(III) Whether the company has established relevant policies that are duly enforced to prevent unethical conduct, provided implementation procedures, guidelines, consequences of violation and complaint procedures, and periodically reviews and revises such policies?	V		<p>other partners at any time in the event of unethical conduct, except for the contractual requirement that the suppliers, contractors or other partners shall not engage in any illegal business practices and shall not provide improper benefits or bribes to employees.</p> <p>(III) 1. The Company's "Work Rules for Employees" also provides penalties for dishonest behavior.</p> <p>2. The Company has established the "Procedures for Ethical Management and Guidelines for Conduct", the "Code of Ethical Conduct", the "Anti-corruption and Anti-bribery Policy" and the "Code of Conduct for Anti-Corruption and Business Ethics and Activities", which specify the measures to be observed in performing business and prohibit the provision or acceptance of improper benefits. In the course of conducting business, the Company's personnel shall comply with the Company's ethical corporate management policies and related regulations and expressly refuse to offer, promise, request or accept, directly or indirectly, any improper benefits in any form or name, including kickbacks, commissions or other means of offering or accepting improper benefits. In order to ensure that all employees of the Company comply with the relevant regulations, the Company has established a "Whistleblower Reporting Regulations" to prevent personnel from violating the regulations.</p> <p>3. In addition to holding regular annual orientations, the Company also regularly reviews and amends relevant systems and operating procedures.</p>	
<p>II. Ethic Management Practice</p> <p>(I) Whether the company has assessed the ethics records of whom it has business relationship with and include business conduct and ethics related clauses in the business contracts?</p> <p>(II) Whether the company has set up a unit which is dedicated to promoting the company's ethical standards and regularly (at</p>	V		<p>(I) The Company evaluates the ethical management records of its counterparties of transactions and specifies the terms of ethical behavior in the contracts signed with them.</p> <p>(II) The Company has designated the Administration and Planning Division as the responsible unit for the promotion of ethical</p>	None

Evaluation Item	Implementation Status			Deviations from "the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Description	
least once a year) reports directly to the Board of Directors on its ethical corporate management policy and relevant matters, and program to prevent unethical conduct and monitor its implementation?			<p>corporate management and is responsible for the formulation and supervision of the implementation of ethical corporate management policies and prevention programs, reporting the performance to the Board of Directors at least once a year and disclosing the related contents on the Company's website. The implementation status of the Company's ethical corporate management policy:</p> <ol style="list-style-type: none"> 1.The Company has established the "Ethical Corporate Management Best Practice Principles", the "Procedures for Ethical Management and Guidelines for Conduct", and the "Code of Ethical Conduct" in accordance with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-listed Companies, to actively enforce ethical corporate management policy, to let employees clearly understand ethical corporate management concepts and standards, to hold regular dialogues and occasional education and training related to ethical corporate management, to promote the principles of ethical corporate management and require its enforcement. 2.The "Work Rules for Employees" specify penalties for unethical behavior, and the Company has established the "Code of Conduct for Anti-Corruption and Business Ethics and Activities" to require all employees to comply with the relevant anti-corruption law. No unethical acts occurred in 2025. 3.The Company has established procedures for handling complaints and confidentiality in the "Whistleblower Reporting Regulations", and no complaints were filed in 2025. 4.In 2025, we held training courses related to ethical corporate management issues, such as "Partner Training on Business Ethics and Anti-corruption", the "Personal Information Management System (PIMS)", "Information Security", "Human Rights Protection" and internal control courses for 	

Evaluation Item	Implementation Status			Deviations from "the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Description	
<p>(III) Whether the company has established policies to prevent conflict of interests, provide appropriate communication and complaint channels and implement such policies properly?</p> <p>(IV) To implement relevant policies on ethical conducts, has the company established effective accounting and internal control systems, audit plans based on the assessment of unethical conduct, and have its ethical conduct program audited by internal auditors or CPA periodically?</p> <p>(V) Does the company provide internal and external ethical conduct training programs on a regular basis?</p>	V		<p>5,656 attendees, totaling 7,597 person-hours.</p> <p>5.The Administration and Planning Division reported the implementation status in 2025 to the Board of Directors on December 18, 2025.</p> <p>(III) The Company's policies related to the prevention of conflicts of interest are set forth in the "Procedures for Ethical Management and Guidelines for Conduct" and the "Code of Ethical Conduct". In addition to reporting to the immediate leader of their departments, employees within the Company may also report conflicts of interest directly to the head of the Administration Department.</p> <p>(IV) In order to enforce the ethical corporate management policy, the Company reviews all transactions and accounts in accordance with accounting principles and conducts special audits for special or questionable cases. The Audit Office has included the operations of the dishonesty prevention program in the audit plan, and will conduct audits of each department from time to time to implement the monitoring mechanism and control various risk management.</p> <p>(V) 1.The Company has established relevant operating regulations for employees to promote and make them clearly understand ethical corporate management concepts and standards.</p> <p>2.The Company will hold awareness educations from time to time to promote the principles of ethical corporate management and require its implementation.</p>	
<p>III. Implementation of Complaint Procedures</p> <p>(I) Does the company establish specific complaint and reward procedures, set up conveniently accessible complaint channels, and designate responsible individuals to handle the complaint received?</p>	V		<p>(I) The Company has established the "Whistleblower Reporting Regulations" in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" to specify the procedures for handling whistleblower complaints and the related confidentiality mechanism. No complaints have been filed to date, and the Administration and Planning Division is the dedicated</p>	None

Evaluation Item	Implementation Status			Deviations from "the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Description	
(II) Whether the company has established standard operation procedures for investigating the complaints received, follow-up measures after investigation are completed, and ensuring such complaints are handled in a confidential manner?	V		handling unit. (II) The handling procedures and the related confidentiality mechanism are specified in the Company's whistleblower reporting regulations.	
(III) Does the company adopt proper measures to prevent a complainant from retaliation for his/her filing a complaint?	V		(III) The Company adopts a protection policy for whistleblowers and does not subject them to improper treatment due to their whistleblowing.	
IV. Information Disclosure Does the company disclose its guidelines on business ethics as well as information about implementation of such guidelines on its website and Market Observation Post System ("MOPS")?	V		The Company has disclosed its Ethical Corporate Management Best Practice Principles on the Company's website, the Market Observation Post System and Annual Report.	None
V. If the company has established corporate governance policies based on Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation: None disparity.				
VI. Other important information to facilitate better understanding of the company's corporate conduct and ethics compliance practices (e.g., review the company's corporate conduct and ethics policy): In addition to the above, the Company's "Procedures for Ethical Management and Guidelines for Conduct" also govern the following: (I) Prohibition of offering or accepting improper benefits (II) Declaration of the ethical corporate management policy is to the outside world (III) Ethical corporate management policy with business partners (IV) Contract specifying ethical corporate management				

(VIII) Other important information to enhance understanding of the operations of the Company's corporate governance: The Company has been continuously improving its corporate governance practices for a long time. Please refer to the information on the Company's website <https://www.syscom.com.tw> for related corporate governance operations.

(IX) Implementation status of internal control system:

1. Internal Control System Statement

SYSCOM COMPUTER ENGINEERING CO.(Stock Code:2453)

Internal Control System Statement

Date: March 13, 2026

With regard to the 2025 internal control system, the Company declares the following based on the self-evaluation findings:

1. The Company is fully aware that establishing, implementing, and maintaining an internal control system are the responsibility of its Board of Directors and managerial officers. The Company has established such a system to provide reasonable assurance for attaining the aims of the effectiveness and efficiency of business operations (including profits, performance, safeguarding of asset security, etc.); reliability, timeliness, transparency of reporting; and compliance with the governing laws and regulations.
2. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system provides assurance to the aforementioned aims only to a reasonable extent. Moreover, due to changes of environments and circumstances, the effectiveness of an internal control system may change accordingly. Nevertheless, the internal control system of the Company is equipped with a self-monitoring mechanism, and the Company takes corrective actions as soon as any fault is identified.
3. The Company determines the design and operating effectiveness of its internal control system in accordance with the determining factors provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (hereinafter referred to as the "Regulations"). The internal control system determining factors specified in the Regulations divide an internal control system into five elements based on its management: 1. Control Environment, 2. Risk Assessment, 3. Control Operations, 4. Information and Communications, and 5. Monitoring. Each element further contains several items. Refer to the Regulations for the aforementioned items.
4. The Company has adopted the aforementioned internal control system determining factors to examine the design and operating effectiveness of its internal control system.
5. Based on the findings of the evaluation mentioned in the preceding paragraph, the Company deems that the internal control system as of December 31, 2025 (including supervision and management of subsidiaries), which encompass internal controls for knowledge of the accomplishment degree of operating effectiveness and efficiency, reliability, timeliness, transparency of reporting, and compliance with the governing laws and regulations, are effectively designed and implemented, and reasonably assure accomplishment of the abovementioned aims.
6. This Statement constitutes the main content of the Company's annual report and prospectus, and will be made public. Any wrongful act pertaining to falsification or concealment involving the above public declaration will be subjected to legal liabilities under Articles 20, 32, 171, and 174 of, and other regulations relating to, the Securities and Exchange Act.
7. This Statement was approved by the Board Meeting of the Company held on March 13, 2026, where none of the seven attending directors expressed dissenting opinions, and all consented to the content of this Statement.

Syscom Computer Engineering Co.

Chairman : Jui-Fu Liu

President : Jui-Long Liu

2. Where a CPA has been hired to carry out a special audit of the internal control system, furnish the CPA audit report: None.

(X) Important resolutions of the shareholders' meeting and board meeting during the most recent year or during the current year up to the date of publication of the Annual Report:

1. Shareholders' meeting:

Date	Important resolutions	Implementation status
2025.06.11 Regular shareholders' meeting	<ol style="list-style-type: none"> 1. Adoption of 2024 Business Report and Financial Statements. 2. Adoption of 2024 earnings distribution proposal. 3. Approval of the amendments to the "Articles of Incorporation". 	<ol style="list-style-type: none"> 1. Implemented in accordance with the resolutions of the shareholders' meeting. 2. July 17, 2025 was set as the base date for distribution and August 8, 2025 as the payment date, and cash dividends of NT\$2.6 per share were distributed in accordance with the resolution of the shareholders' meeting. 3. The amendments were registered on July 15, 2025 upon approval by the Ministry of Economic Affairs and announced on the Company's website.

2. Board of Directors

Date	Important resolutions
1st meeting in 2025 2025.03.12	<ol style="list-style-type: none"> 1. 2024 Business Report. 2. Report on the results of performance evaluation of the Board of Directors for 2024. 3. Report on greenhouse gas inventory and verification schedule planning. 4. Approval of 2025 business plan and budget. 5. Approval of review matters of the 2nd meeting of the 6th Remuneration Committee. 6. Approval of the 2024 profit-sharing remuneration proposal for employees and directors. 7. Approval of the renewal of directors' and managerial officers' liability insurance. 8. Approval of the financial statements and business report for 2024. 9. Approval of 2024 earnings distribution proposal. 10. Approval of the amendments to the "Articles of Incorporation". 11. Approval the drafting of the scope for junior employees. 12. Approved the revision of the "Internal Control System" and the "Implementation Rules of Internal Audit". 13. Approval of the subjects of the 2025 regular shareholders' meeting. 14. Approval of the acceptance of the proposals of shareholders holding more than one percent of shares. 15. Approval of the evaluation of the independence and competency and appointment of attesting CPAs. 16. Approval the list of pre-approved non-assurance services. 17. Approval of the "Assessment of the Effectiveness of Internal Control System" and "Internal Control System Statement" for 2024. 18. Approval of bank financing lines. 19. Approval of the plan to serve as the guarantor for bank financing of subsidiaries.
2nd meeting in 2025 2025.05.09	<ol style="list-style-type: none"> 1. Report on greenhouse gas inventory and verification schedule planning. 2. Approval of the review of the financial statements for 1Q 2025. 3. Approval of the amendments to the list of pre-approved non-assurance services. 4. Approved the renaming of the "Remuneration Committee" as the "Remuneration and Nomination Committee." 5. Approval of bank financing lines. 6. Approval of the plan to serve as the guarantor for bank financing of subsidiaries.
3rd meeting in 2025 2025.06.11	<ol style="list-style-type: none"> 1. Determining the ex-dividend date, stock closing date and cash dividend payment date related matters. 2. Approved the establishment of the "Sustainability Committee" and formulation of the "Sustainability Committee Charter." 3. Approved the appointment of the members of the 1st "Sustainability Committee."
4th meeting in 2025 2025.08.11	<ol style="list-style-type: none"> 1. Report on greenhouse gas inventory and verification schedule planning. 2. Approval of the review of the financial statements for 2Q 2025. 3. Approved the 2024 Sustainability Report. 4. Approved the Cash Capital Increase of Syscom Computer (Shenzhen) Co., Ltd 5. Approval of bank financing lines. 6. Approval of the plan to serve as the guarantor for bank financing of subsidiaries.

5th meeting in 2025 2025.11.11	<ol style="list-style-type: none"> 1. Report on greenhouse gas inventory and verification schedule planning. 2. Approval of the review of the financial statements for 3Q 2025. 3. Approved the renewal of office lease upon expiration. 4. Approved the establishment of a subsidiary in Arizona, U.S. 5. Approved amendments to the “Sustainable Development Best Practice Principles.” 6. Approval of the audit plan for 2026. 7. Approval of review matters of the 3rd meeting of the 6th Remuneration and Nomination Committee. 8. Approval of bank financing lines. 9. Approval of the plan to serve as the guarantor for bank financing of subsidiaries.
6th meeting in 2025 2025.12.18	<ol style="list-style-type: none"> 1. Report on the promotion of sustainable development. 2. Report on the operations of ethical corporate management. 3. Report on intellectual property management plan and its implementation status. 4. Report on information security policy and management. 5. Report on the operations of risk management policy and procedures. 6. Report on the Enterprise Value Enhancement Plan. 7. Review on the qualifications of independent directors by the corporate governance officer. 8. Approved the removal and appointment of guarantors for bank financing of subsidiaries.
1st meeting in 2026 2026.03.13	<ol style="list-style-type: none"> 1. 2025 Business Report. 2. Report on the results of performance evaluation of the Board of Directors for 2025. 3. Report on greenhouse gas inventory and verification schedule planning. 4. Approval of 2026 business plan and budget. 5. Approval of review matters of the 4nd meeting of the 6th Remuneration and Nomination Committee. 6. Approved the agenda of the 2nd Meeting of the 1st Sustainability Committee. 7. Approval of the 2025 profit-sharing remuneration proposal for employees and directors. 8. Approval of the renewal of directors' and managerial officers' liability insurance. 9. Approval of the financial statements and business report for 2025. 10. Approval of 2025 earnings distribution proposal. 11. Approval of the amendments to the “Articles of Incorporation”. 12. Approved the adjustment to the scope of entry-level employees. 13. Approval of the subjects of the 2026 regular shareholders’ meeting. 14. Approval of the acceptance of the proposals of shareholders holding more than one percent of shares. 15. Approval of the evaluation of the independence and competency and appointment of attesting CPAs. 16. Approval the list of pre-approved non-assurance services. 17. Approval of the "Assessment of the Effectiveness of Internal Control System" and "Internal Control System Statement " for 2025. 18. Approval of bank financing lines. 19. Approval of the plan to serve as the guarantor for bank financing of subsidiaries.

(XI) If the directors have different opinions on the resolutions reached by the Board of Directors with a record or written statement made in the most recent year and the current year up to the date of publication of the Annual Report, please state the content of the opinion: None.

IV. Information on CPA professional fees:

(I) Information on CPA professional fees:

Unit: Thousands of NTD

CPA firm	CPA name	CPA audit period	Audit fees	Non-audit fees (Note)	Total	Remark
Deloitte & Touche	Pei-De Chen	2025.01.01-2025.12.31	2,537	613	3,150	None
	Liu Wen-Ling					

Note: Non-audit fees include \$583 thousand, for tax returns and \$30 thousand, for review of full-time employee salary checklist for non-executive positions.

(II) The audit fees paid in the year of the replacement of CPA firm is less than the audit fees in the year before the change, The audit fees before and after the replacement should be disclosed and the reasons therefor: None.

(III) Where the audit fees have decreased by 10% or more from the previous year, the amount, percentage and reasons therefor should be disclosed: None

V. Information on Replacement of CPAs: None.

VI. Any of The Company's Chairman, President, or managerial officers involved in financial or accounting affairs being employed by the auditor's firm or any of its affiliated company within the recent year: None

VII. Changes in transfer and pledge of shares by directors, managerial officers and shareholders with more than 10% shareholding in the most recent year up till the date of publication of this Annual Report

(I) Changes in shareholdings of directors, managerial officers and major shareholders : Please refer to MOPS <https://mops.twse.com.tw/Single Company>Changes in Shareholding/Securities Issuance>Shares Held by Directors and Supervisors/Pledged/Transfers>

(II) Information on the related party who is the counterparty of equity transfer: None.

(III) Information on the related party who is the counterparty of equity pledge: None.

VIII. Information on the relationship among the top 10 shareholders if anyone is a related party, a spouse or a relative within second degree of kinship of another:

April 13, 2026

Name	Current Shareholding		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Jui-Fu Liu	18,346,787	18.35%	0	0	0	0	Chih-Chun Liu Chi-Shan Liu Chuan Gao Welida	Father and daughter Father and daughter Natural person as its major shareholder Natural person as its major shareholder	None
Chih-Chun Liu	9,615,240	9.62%	0	0	0	0	Jui-Fu Liu Chi-Shan Liu Chuan Gao Welida	Father and daughter Sisters Father as major shareholder Natural person as its major shareholder	None
Chi-Shan Liu	9,615,239	9.62%	0	0	0	0	Jui-Fu Liu Chih-Chun Liu Chuan Gao Welida	Father and daughter Sisters Father as major shareholder Natural person as its major shareholder	None
Chuan Gao Investment Co., Ltd. Representative: Bing-Sen Su	2,717,497	2.72%	0	0	0	0	Jui-Fu Liu Chih-Chun Liu Chi-Shan Liu Welida	The major shareholder Child of a major shareholder Child of a major shareholder Investment	None
HSBC Bank (Taiwan) is entrusted with the custody of Arcadian Emerging Markets Equity Small Cap Fund Co., Ltd. Investment Account	960,000	0.96%	0	0	0	0	None	None	None
Chih-Yung Li	821,000	0.82%	0	0	0	0	None	None	None
HSBC Bank (Taiwan) is entrusted with the custody for Arcadian Emerging Market Micro Capital Securities Master Fund	551,000	0.55%	0	0	0	0	None	None	None
He Feng United Co., Ltd.	500,000	0.50%	0	0	0	0	None	None	None
Standard Chartered International Commercial Bank Business Department — Custodian of BUMA Global Fund I Investment Account	474,000	0.47%	0	0	0	0	None	None	None
Welida Investment Co., Ltd. Representative: Meng-Chih Han	451,000	0.45%	0	0	0	0	Jui-Fu Liu Chih-Chun Liu Chi-Shan Liu Chuan Gao	The major shareholder The major shareholder The major shareholder The major shareholder	None

IX. The total number of shares and the consolidated equity stake percentage held in any single reinvested enterprise by the Company, its directors, managerial officers, or any companies controlled either directly or indirectly by the Company

December 31, 2025

Unit: Shares; %

Investee (Note)	Investment by the Company		Investment by directors, managerial officers, and any companies controlled either directly or indirectly by the Company		Total investment	
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage
Casemaker Inc.	1,300,000	100.00%	0	0	1,300,000	100.00%
Netmaker Technology Co., Ltd.	3,066,350	92.92%	23,100	0.70%	3,089,450	93.62%
Syscom Information Engineering Co.	2,680,600	99.28%	0	0	2,680,600	99.28%
Syscom Computer (Thailand) Co., Ltd.	3,440,000	92.47%	20,000	0.54%	3,460,000	93.01%
Coach Technology Management Inc.	1,950,000	97.50%	10,000	0.50%	1,960,000	98.00%
Syscom International Inc.	15,250,000	100.00%	0	0	15,250,000	100.00%
DBMaker Japan Inc.	5,326	49.89%	0	0	5,326	49.89%
Cloudmaster Co., Ltd.	6,500,000	50.00%	0	0	6,500,000	50.00%

Note: The Company's investments accounted for using the equity method.

Three. Fund raising

I. Capital and stock

(I) Sources of capital:

April 13, 2026

Year/ month	Issue price	Authorized capital		Paid-in capital		Remark		
		Number of shares (Thousands of shares)	Amount (Thousands of NTD)	Number of shares (Thousands of shares)	Amount (Thousands of NTD)	Sources of capital	Using property other than cash as payment of shares	Date of approval of capital increase and document number
1975/07	100	10	1,000	10	1,000	Establishment	None	-
1978/07	100	20	2,000	20	2,000	Capital increase of \$1 million by cash	None	NO. 84015
1979/05	100	100	10,000	100	10,000	Capital increase of \$8 million by cash	None	NO. 91731
1983/03	100	250	25,000	250	25,000	Capital increase of \$15 million by cash	None	Jing-(1983)-Shang No. 10071
1989/01	100	1,010	101,000	1,010	101,000	Capital increase of \$76 million by cash	None	Jing-(1989)-Shang No. 003593
1989/12	10	19,500	195,000	19,500	195,000	Capital increase of \$94 million by cash	None	Jing-(1989)-Shang No. 134024
1990/11	10	60,000	600,000	60,000	600,000	Capital increase of \$405 million by cash	None	Jing-Tao-Shen-(1990)-Gong- Shang-Zi No. 8136
1993/10	10	72,000	720,000	72,000	720,000	Capital increase of \$120 million from earnings	None	Jing-Tao-Shen-(1993)-Gong- Shang-Zi No. 7679
1995/10	10	75,600	756,000	75,600	756,000	Capital increase of \$36 million from earnings	None	Jing-(1995)-Shang No. 114199
2001/07	10	157,000	1,570,000	88,452	884,520	Capital increase of \$128.52 million from earnings	None	Jing-(2001)-Shang-Zi No. 09001269100
2002/07	10	157,000	1,570,000	94,201	942,014	Capital increase of \$57.49 million from earnings	None	Jing-Shou-Shang-Zi No. 09101358220
2005/09	10	157,000	1,570,000	100,000	1,000,000	Capital increase of \$57.99 million from earnings	None	Jing-Shou-Shang-Zi No. 09401180640

Unit: Shares

Type of shares	Authorized capital					Remark
	Outstanding shares			Unissued shares	Total	
	Listed on TWSE (TPEX)	Unlisted on TWSE (TPEX)	Total			
Registered common shares	100,000,000	-	100,000,000	57,000,000	157,000,000	Shares of TWSE- listed companies

(II) List of major shareholders (Name of the top ten shareholders in terms of shareholding percentage)

April 13, 2026			
Name of major shareholder	Shareholding	Number of shares held	Shareholding percentage
Jui-Fu Liu		18,346,787	18.35%
Chih-Chun Liu		9,615,240	9.62%
Chi-Shan Liu		9,615,239	9.62%
Chuan Gao Investment Co., Ltd.		2,717,497	2.72%
HSBC Bank (Taiwan) is entrusted with the custody of Arcadian Emerging Markets Equity Small Cap Fund Co., Ltd. Investment Account		960,000	0.96%
Chih-Yung Li		821,000	0.82%
HSBC Bank (Taiwan) is entrusted with the custody for Arcadian Emerging Market Micro Capital Securities Master Fund		551,000	0.55%
He Feng United Co., Ltd.		500,000	0.50%
Standard Chartered International Commercial Bank Business Department — Custodian of BUMA Global Fund I Investment Account		474,000	0.47%
Welida Investment Co., Ltd.		451,000	0.45%

(III) Dividend policy and implementation status

1. The Company's dividend policy:

(1) Dividend policy as stipulated in the Company's Articles of Incorporation

To ensure the Company's stable growth, sustainable development, and long-term development, the Company considers the its future capital needs and long-term financial planning and distributes dividends with a moderate combination of cash and stock dividends, with balanced and stable dividends maintained, while determining the type, amount, and time of the dividends to be distributed as per the year's profit, capital budget planning, and capital amount. The Company shall distribute cash dividends at no less than 10% of the total dividends to be distributed in the year; however, if it has more abundant surplus and capital, it may raise said percentage.

(2) When distributing the Company's annual earnings as concluded by year-end accounting close, after paying all taxes, the Company shall first make up for prior years' losses and set aside 10% as legal reserve, except that when the accumulated legal reserve has reached the amount of total capital, no further provision shall be necessary; for the remainder, a special reserve shall be set aside or reversed as provided by law, and if there is any remaining balance, dividends can be made in an amount no less than 50% of the current year's profit after tax, provided that no other special circumstances apply.

2. Implementation status:

Dividend distribution proposed at the shareholders' meeting:

The Company's 2025 net profit after-tax was NTD 311,823,658, of which NTD 31,530,701 was set aside as a legal reserve, and the earnings available for distribution this year was NTD 760,864,331. For the 2025 earnings appropriation, the Board of Directors resolved to appropriate cash dividends of NTD 280,000,000 (NTD 2.8 per share).

(IV) The effect of the proposed stock dividends of shares at the shareholders' meeting on the Company's operating results and earnings per share: Not applicable.

(V) Profit-sharing remuneration for employees and directors

1. The percentage or range of profit-sharing remuneration for employees, directors and supervisors as set forth in the Articles of Incorporation:

(1) On June 11, 2025, an amendment to Article 21 of the Company's Articles of Incorporation was approved by the Shareholders' Meeting: If the Company makes a profit in a fiscal year, no less than 3% should be allocated as employee remuneration. In the aforementioned remuneration of employees, no less than 20% of such remuneration shall be distributed to the entry-level employees. Employee remuneration shall be distributed in stock or cash as per the resolution by the Board of Directors. The recipients shall include employees of the controlling company or subsidiaries that meet certain criteria. The distribution of employee remuneration shall be

reported to the shareholders' meeting. However, when the Company still has a cumulative deficit, it shall reserve an amount to compensate it first and then allocate an amount for employee remuneration according to the percentage set out in the preceding paragraph.

(2) Article 18 of the Company's Articles of Incorporation: The Board of Directors is authorized to determine the remuneration to the Chairman and directors based on their involvement in the Company's operations, the values of their contributions, and the general standard in the industry. All directors may be paid with honoraria depending on the actual situation.

(3) The Company's directors are currently paid only with the fixed monthly salary, travel expenses or attendance fees, and no variable remuneration.

2. The basis for estimating the amount of remuneration to employees, directors and supervisors, the basis for calculating the number of shares for employee remuneration distributed in stock, and the accounting treatment if the actual amount distributed differs from the estimated amount:

The profit-sharing remuneration for employees and directors for 2025 is estimated based on the provisions set forth in the Articles of Incorporation and is paid in cash and approved by the Board of Directors. If there is any difference between the actual amount and the estimated amount, it will be treated as a change in accounting estimate and will be adjusted in the year of the resolution of the shareholders' meeting.

3. Distribution of profit-sharing remuneration approved by the Board of Directors

(1) Distribution of profit-sharing remuneration for employees and directors: The Board of Directors resolved to distribute profit-sharing remuneration for employees of NT\$11,800,000 in cash and for directors of NT\$0. The proposed distribution amount is not different from the estimated amount of expenses recognized in 2025.

(2) The amount of employee remuneration distributed in stock and its proportion to the sum of net profit after tax and total employee remuneration on the parent company only or standalone financial statements for the period: Not applicable.

4. The actual distribution of the remuneration for employees and directors in the previous year (including number of shares distributed, amount and share price), and if it is different from the remuneration recognized, the amount of the difference, the reason for the difference and the treatment of the difference should be disclosed:

In 2024, the Company distributed profit-sharing remuneration for employees of NT\$11,500,000 in cash and for directors and supervisors of NT\$0, which are not different from the amounts recognized in the financial statements.

(VI) Share Repurchases by the Company: None

II. Issuance of Issuance of Corporate Bonds: None

III. Issuance of preferred shares: None

IV. Issuance of Global Depositary Receipts: None

V. Employee Share Subscription Warrants: None

VI. New Restricted Employee Shares: None

VII. Issuance of new shares in connection with mergers or acquisitions of shares of other companies: None

VIII. Capital utilization plan and implementation status

(I) Contents of the plan

1. As of the quarter up to the date of publication of the Annual Report, the previous issuance or private placement of securities that had not been completed: None.

2. Previous issues or private placements of marketable securities that have been completed within the last three years and the benefits of the plans have not yet been realized: None.

(II) Implementation status: Not applicable

Four. Operations overview

I. Business activities

(I) Business scope

1. Main businesses conducted:

- (1) E601010 Electric Appliance Construction
- (2) E603050 Automatic Control Equipment Engineering
- (3) E605010 Computer Equipment Installation
- (4) E701010 Telecommunications Engineering
- (5) E701020 Satellite Television KU Channels and Channel C Equipment Installation
- (6) E701030 Controlled Telecommunications Radio-Frequency Devices Installation Engineering
- (7) E701040 Simple Telecommunications Equipment Installation
- (8) EZ05010 Instrument and Meters Installation Engineering
- (9) EZ99990 Other Engineering
- (10) F108031 Wholesale of Medical Devices
- (11) F113010 Wholesale of Machinery
- (12) F113030 Wholesale of Precision Instruments
- (13) F113050 Wholesale of Computers and Clerical Machinery Equipment
- (14) F113070 Wholesale of Telecommunication Apparatus
- (15) F113110 Wholesale of Batteries
- (16) F113990 Wholesale of Other Machinery and Tools
- (17) F118010 Wholesale of Computer Software
- (18) F119010 Wholesale of Electronic Materials
- (19) F199990 Other Wholesale Trade
- (20) F208031 Retail Sale of Medical Apparatus
- (21) F213030 Retail Sale of Computers and Clerical Machinery Equipment
- (22) F213040 Retail Sale of Precision Instruments
- (23) F213050 Retail Sale of Measuring Instruments
- (24) F213060 Retail Sale of Telecommunication Apparatus
- (25) F218010 Retail Sale of Computer Software
- (26) F219010 Retail Sale of Electronic Materials
- (27) F299990 Retail Sale of Other Products
- (28) F401010 International Trade
- (29) F601010 Intellectual Property Rights
- (30) G202010 Parking area Operators
- (31) G903010 Telecommunications Enterprises
- (32) I103060 Management Consulting
- (33) I301010 Information Software Services
- (34) I301020 Data Processing Services
- (35) I301030 Electronic Information Supply Services
- (36) I501010 Product Designing

- (37) I599990 Other Designing
- (38) J202010 Industry Innovation and Incubation Services
- (39) J303010 Magazine (Periodical) Publishing
- (40) J304010 Book Publishing
- (41) JA02010 Electric Appliance and Electronic Products Repair
- (42) JA02990 Other Repair
- (43) JE01010 Rental and Leasing
- (44) ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval

2.Sales percentage:

Main products and sales percentage in 2025

Main products	Sales percentage (%)
System Integration Service & Computer Sales	76
Computer & Peripheral Maintenance	24
Computer & Peripheral Lease	-
Total	100

3.Current products (services) of the Company:

SYSCOM COMPUTER's services range from front-end planning, design, implementation, overall project management, consulting services, and integrated information system services. Main products/services are as follows.

- (1) Planning, construction and maintenance services for system integration
- (2) Planning, construction and maintenance services for securities information management solution
- (3) Planning, construction and maintenance services for futures information management solution
- (4) Planning, construction and maintenance services for banking information management solution
- (5) Planning, establishment, and maintenance of treasury cross-banking business and financial service channel integration platform(BanTalk)
- (6) Planning, construction and maintenance services for medical information management solution
- (7) Planning, construction and maintenance services for intelligent bed solution
- (8) Planning, construction and maintenance services for NIS solution
- (9) Planning and construction of Network-Cloud network architecture
- (10) Planning, construction, and design services for telecommunications and enterprise SDDC
- (11) Planning, construction, and design services for SD-WAN
- (12) Planning, construction, and design services for SASE solution
- (13) Planning and construction for AI platform storage system
- (14) Planning, construction, and maintenance services for telecommunication network backbone
- (15) Overall planning, design and construction of large data center
- (16) Customized design of telecommunication network management, information security and continuous configuration solutions
- (17) Planning, construction and maintenance services for telecom value added service application solutions
- (18) Smart mobile ticketing system
- (19) Intelligent operation management system for bus transfer stations
- (20) Planning, construction, maintenance/continuous configuration services for public service agency shared data center

- (21) Planning, construction, and maintenance of network communication and information security gateway infrastructure for upward centralization of information resources in public offices and their affiliated agencies (organizations)
- (22) Business application systems and basic service systems for public offices (public affairs manpower management system interface, directory services, document file management, electronic mail, mail security gateway...) Planning, construction and maintenance services
- (23) Planning, construction and maintenance services for HCI solution
- (24) Planning, implementation, and maintenance services for cloud-sensitive project collaboration platform and personal virtual workspace solution
- (25) Construction and maintenance/continuous configuration services for new generation security operations (SecOps) information security incident management and information security linkage platform
- (26) Information consulting services, information security services and manpower outsourcing services
- (27) Consulting, planning and implementation services for overall information security architecture
- (28) Overall planning and design for information security (Security) area joint defense
- (29) Computer facility management outsourcing services
- (30) Professional consulting services, professional management and maintenance services
- (31) Planning, construction and maintenance services for cloud database and application system solution
- (32) SYSCOM cloud computing services and cloud technology integration solutions
- (33) System performance tuning and testing services
- (34) Planning, construction and maintenance services for futures information management solution
- (35) Planning, construction and maintenance services for securities/futures high frequency transactions
- (36) Service-based Robot, Ayuda
- (37) E-Government Planning, Construction & Maintenance Services
- (38) Self-developed enterprise integrated solutions and sales for AI, 5G, information security, big data and cloud applications
- (39) Mobile Point of Sale
- (40) Security Information Service Platform/Diamond Guard
- (41) Security User Interface Program
- (42) Visa Direct, Mastercard Cross-border, Cross-border Payment Transaction management system
- (43) Enterprise network architecture and information security architecture solution planning, design, establishment, maintenance services
- (44) Enterprise information framework monitoring and management product solutions
- (45) Planning for the paperless system for opening accounts at the OTC market
- (46) Generative AI (GAI) Common platform planning, development, construction, application and maintenance services
- (47) Discriminative AI (DAI) Intelligent transportation application system planning, construction and maintenance services
- (48) Business intelligence and visual dashboard (BI) Consulting and design and construction services, including Power BI and Tableau
- (49) Citizen Union Cloud - Consulting for digital transformation and development of platform services for public associations such as associations
- (50) Agentic AI service design
- (51) E-commerce platform planning and establishment services
- (52) Intelligent Long-term Care Management System
- (53) Using AI and RPA (Robotic Process Automation) for more efficient product problem-solving
- (54) For more information on SYSCOM's self-developed enterprise integration solutions, please refer to SYSCOM [syscomgo](http://syscomgo.com) website

4. New products (services) planned to be developed (including those under on-going development).

- (1) Secure Terminal Emulator – DRSE
- (2) Intelligent service robot - AYUDA
- (3) DBMaker Database Management System
- (4) Intelligent inspection robots, intelligent chain restaurant robots
- (5) OMFLOW Intelligent Automation ,IA
- (6) Opus One IP Continuous Configuration Management Platform (Version 1.5.7 and 1.5.8)
- (7) Nursing AI Helper

(II) Industry overview

1. Current status and development of the industry

The year 2025 marked the world's acceleration into a new era driven by artificial intelligence. Governments and industries all accelerated their introduction of smart technology. Government agencies not only promoted industrial upgrades and transformation but also spearheaded the adoption of emerging technologies to improve the efficiency of public services. The key to maintaining a leading position in the global AI competition include embracing independent innovation, accelerating industrial applications, and strengthening cross-domain integration capabilities. The national government has actively promoted national strategies such as the "Five Major Trusted Industries" and the "2050 Net Zero Emission Pathway," and is building "AI New Ten Major Constructions" with comprehensive planning across three key areas: smart applications, core technologies, and digital infrastructure, to drive both "AI industrialization and industrial AI." These initiatives will establish Taiwan's long-term competitive advantage in the new economic system.

In 2026, global policy uncertainty and supply chain resilience considerations continue to impact on the global high-tech industry landscape. Taiwan's economy continues to benefit from the technology investment cycle, with clear growth momentum in AI, semiconductors, high-performance computing, cloud technologies, and related industries. Along with the rapid development of artificial intelligence, the field of information security is undergoing unprecedented changes and challenges. Identity security, formerly driven by compliance, has become a key investment area supporting AI innovation and zero-trust architecture. Meanwhile, Taiwan is accelerating the development of indigenous 6G, satellite, and communication technologies to build communication resilience and the foundations for long-term development. Support for entry into the fields of AI and edge computing is provided to boost their domestic application in smart cities, transportation, manufacturing, and security.

According to the Artificial Intelligence Foundation (AIF)'s observations and research over the past three years, nearly half of enterprises have chosen to partner with existing information service providers on AI adoption; in other words, the AI application capabilities of information service providers are now crucial to the overall industrial AI transformation. In the process of building an artificial intelligence ecosystem, IT service providers act as drivers, integrators, and value translators, serving as an indispensable intermediary layer in the industrial chain. The development strength and potential of AI are inextricably linked to the software service industry in each country. The information service industry not only provides crucial support for industrial AI implementation, but also leverages AI to enhance Taiwan's information service and software industries.

2. Correlations among the upstream, midstream and downstream industries

The information service industry plays an indispensable intermediary role in Taiwan's industrial AI adoption process, connecting computing power and cloud platforms to serve the application needs of each industry. The structure of the information service and software industry can be divided into upstream, midstream, and downstream segments. Upstream consists of local and domestic software suppliers. Midstream players are primarily distributors and agents, along with overseas companies that have established branches in Taiwan. Downstream includes information service providers and system integrators. The above market participants form the information service and software industry landscape by providing information services to end users such as governments, enterprises, and individuals. Upstream players include domestic and foreign software and hardware manufacturers or agents such as Cisco, Dell/EMC, Fortinet, HPE, VMWare, and more, as well as Google Cloud Services and Microsoft Cloud Services. Downstream covers end-user organizations such as financial institutions, telecom operators, government agencies, medical institutions, transportation,

educational institutions, manufacturing industries, and retail distribution.

Syscom has been committed to large-scale system integration and information application services since its establishment, and continues to introduce various cutting-edge products and advanced technologies, utilizing the rich domain know-how accumulated in different fields, we provide customers with the best quality professional information services and assist enterprises in promoting digital transformation and development.

3. Development trends and competition of products

(1) Information security

The year 2026 is a critical year for the transformation and rapid growth of Taiwan's information security sector. With the advancement of "AI industrialization" and the government's "digital homeland" policy, information security is now more than just about cost or compliance, It has also evolved beyond simple IT support to become a core strategy in enterprises operational resilience. On 2026 information security trends, Trend Micro highlighted AI-driven attack automation, the continued prominence of cloud/hybrid cloud environments as the main target for hackers, and potential unexpected vulnerabilities for enterprises arising from AI programming. Traditional internal system management issues such as misconfigured cloud setups, exposed APIs, inappropriate container settings, and overly privileged accounts can all be amplified by AI automation, allowing hackers to multiply their speed of attack.

(2) Cloud application services

MIC surveys show that Taiwan's four major industries – finance, wholesale retail, construction, and traditional manufacturing – have entered a phase of deeper cloud adoption. Cloud penetration reached 74.2% in 2025 and is forecast to rise to 75.8% in 2026. Private cloud deployments continued to increase during this period. Multi-cloud and hybrid cloud solutions are rapidly gaining traction, reflecting enterprise demand for flexible computing, cross-border operations, and risk diversification. Overall, cloud strategies have shifted towards collaboration and efficiency optimization.

(3) Artificial Intelligence (AI)

In order to maintain a leading position in the global AI competition, the government has promoted the "AI New Ten Major Constructions" initiative, focusing on strengthening key infrastructure such as computing power, communication, and data, as well as integrating semiconductor and ICT capabilities to extend into manufacturing, communications, and energy industries. The Ministry of Economic Affairs is investing in the research and development of AI application models to lower the barrier to AI adoption and provide practical AI solutions for all industries through the "technology project integration mechanism" and "international cooperation." Demonstrations and implementations not only help micro, small and medium enterprises accelerate their adoption of AI technology, but are also cultivating more AI talent that will enhance Taiwan's overall industrial competitiveness.

(4) Smart healthcare

The four major technologies and application areas of smart healthcare include smart medical devices, AI-assisted diagnosis, digital platforms and big health data, and smart networked care technology. Smart medical care not only improves the accuracy and efficiency of diagnosis and treatment, optimizes patient care experiences, and reduces the burden on medical professionals. The government is also actively promoting diversified and innovative payment systems as well as optimizing laws and regulations to encourage the development and application of emerging medical technologies. In the future, the focus will shift from technology to clinical value. Field trials in collaboration with medical institutions as well as the integration of platform and data standards will gradually form a replicable and exportable model that will put Taiwanese smart healthcare on the international stage

(5) Next-generation communications

Next generation of communication technology encompasses the space, ground, and related application services, linking 5G and future 6G technologies to achieve seamless "air, ground, and sea" connectivity. It will support innovative applications like AI and IoT, and fully meets diverse communication needs both domestically and internationally, from remote mountainous regions to the open sea. Through the development of next-generation communication industries – in applications such as smart cities, smart transportation, and smart manufacturing – the relevant industries can be effectively upgraded and transformed, further enhancing Taiwan's technological innovation capabilities and industrial competitiveness.

- (6) Commercial service robots
2026 marks the first year for both "physical AI" and "agency AI," and robots are among the most anticipated applications of physical AI. Generative AI and intelligent automation are powerful tools for the service industry to improve efficiency and reduce interaction costs. Implementing digital tools and automation equipment such as service robots, smart customer service, and AI collaboration systems can simultaneously achieve cost-effectiveness and operational upgrades, helping companies maintain flexibility and resilience in a competitive market.
- (7) Financial technology
MIC report: IT spending in Taiwan's financial industry is forecast to grow 7.1% in 2026, with information security and system integration as the key areas. For the Fintech industry, 2026 will be a watershed year that marks a shift in focus from "speed of innovation" to "operational resilience and supervisory maturity." According to the latest forecasts of major research institutions, development focus in 2026 will revolve around three major axes: intelligent autonomy, resilient architecture, and tokenized economics.
- (8) Green/sustainable IT
Sustainable IT isn't a new technology; rather, it's about leveraging IT to support sustainability management goals and drive business growth by designing, using, and managing computer hardware, software applications, and business processes. Taiwan will officially start levying carbon fees in 2026 and expand the scope of carbon inventories to include department stores and the service industry. Internally, information service providers are faced with rising electricity bills and operational costs. Externally, they are seeing opportunities in "green IT" – particularly urgent demand for carbon management systems and ESG data platforms.
- (9) Outsourcing services
For Taiwan's information outsourcing industry, 2026 is a critical period for its transition from "labor outsourcing" to "AI and cloud value-added services." As enterprises actively adopt generative AI, the scope of IT outsourcing services has expanded from simple hardware maintenance and software development to include information security management, multi-cloud management, and AI model optimization. In addition, AI has enabled the "industrialization" of hacker attacks. The excessive cost of building an in-house information security team has led to a shift to the outsourcing of SOC management. The cloud penetration rate for Taiwanese enterprises is expected to reach 75.8% in 2026 so the effective management of heterogeneous cloud environments has also become a key consideration for outsourcing.
- (10) Software services
In the past, Taiwan's software industry was largely constrained by a labor-intensive "custom project" model with poor scalability. To address the wave of AI and cloud transformation, the Administration for Digital Industries (ADI) of moda has implemented a "Software Common Procurement Mechanism" for procuring packaged software and cloud services. This expansion of comprehensive solicitation for software products as well as transparent and open procedures encourages vendors participation and listing of new software products – such as AI products – and has been successful in guiding them towards a "product-based" business model. At present, ADI organizes common procurement for three major categories of software: "packaged software," "cloud services," and "information services (including cybersecurity services)." Thanks to active policy guidance, total procurement amount for the "Government Computer Software Common Supply Contract Procurement" in 2025 reached NTD 10.7 billion for the first time, a 25% increase from the previous year.

(III) Technology and R&D overview

1. R&D expenses for the most recent year and for the current year up to the date of publication of the Annual Report

Unit: Thousands of NTD

Year	Amount	As a percentage of operating revenue
2024	239,934	3.46%
2025	184,983	2.49%

2. Technologies and products developed in the most recent year and in the current year up to the date of publication of the Annual Report

(1) DBMaster DataBase

Develop DBMaster DataBase, combine multimedia and Internet ISV (Independent Software Developer) database requirements, provide Japanese software developer version, develop Indexing Locking function, integrate Japanese search engine and security control mechanism, and develop related electronic solutions.

(2) DBMaker CloudDB

Develop DBMaker CloudDB to meet the needs of cloud service SaaS (independent software developer) database, provide cloud developer version, develop cloud connection interface (Cloud ODBC) function, integrate cloud search engine and security control mechanism, and develop related cloud solutions.

(3) DBMaker BigData DB

Based on the core technology of the existing database system, we extend the core engine for huge amount of data, so that it has both SQL and No-SQL data storage and management capabilities.

(4) RFID Intelligent Traffic and Transportation Platform

Through RFID identification, integrate gates, card readers, ticketing displays, passenger information, human voice broadcasting, license plate recognition, RFID, induction coils, LED warning lights, joint ticketing and automatic ticketing machines, etc., and integrate related information into one map control system, with back-end systems for passenger and vehicle dispatch management, financial accounting and personnel, cost analysis, etc., all the way to computerized ticketing at each ticket station, PDA scanning line uploading, etc., providing a new generation of intelligent transportation platform

(5) CMMI Solution – SDPM

In the process of electronic enterprise process, personnel in each work unit can be recorded according to their different work nature and content, and the platform can be used to review the project schedule and submit project work progress for individual work management, project management, and supervision and performance evaluation by direct supervisors. In view of the approaching tablet world and the increasing diversity of user devices, it is impossible for organizations to expand their electronic data collection due to the limitation of old technologies. Use the .NET development framework, not only to enhance the user-friendliness of User Interface and the commonality with other tools, but also to provide first-hand online data feedback with the project management tool module as the basis for decision support. Also develop a WCF architecture on Microsoft Azure, which supports local key-in to the connected server and then aggregates back to the headquarters in a fixed time and place, and integrates back to the headquarter in the form of data storage, so that the headquarters can command from a thousand miles away.

(6) Health Examination Management System

The trend of medical services has shifted from passive diagnosis and treatment of diseases to more aggressive treatment of diseases before they occur, and health examination has become one of the main sources of income for medical institutions. SYSCOM's Health Examination Management System is designed to meet these needs, with an intelligent processing mechanism that automatically connects all aspects of booking, scheduling, billing, report editing/data compilation/reporting, and a full range of custom development services to comprehensively and quickly integrate patient health information, fully utilizing the advantages of health examination centers/medical institutions' high-standard medical resources to build the most complete health examination information service solution.

(7) Next Generation Healthcare Information Syscom

The Next Generation Healthcare Information Syscom (e-Healthcare) is a next-generation medical information system designed and developed to integrate the needs of medical administration, examination/testing, nursing operations, business decision making, and medical imaging. The e-Healthcare adopts SOA service-oriented architecture design to construct a standard development operating platform for medical systems; the construction

of paperless workflow and the construction of an automated audit mechanism will enhance the efficiency of the overall use of medical resources and optimize the effectiveness of hospital workflow. The e-Healthcare is highly scalable, flexible, and customizable, and its complete operational functions fully satisfy the practical needs of every aspect of modern hospital operations.

(8) Futures Risk Control Rapid Mid-End System

Adopt Linux server platform, high performance in-memory design, innovative parameterized and modular design, and provide complete risk control and flexible customization design, and integrates with NSK back-office billing system, covering the following functions:

- a. Trading functions: order/transaction/closing, order deletion/volume change/price change/long/short, multiple orders, SPAN/optimization (virtual group), ROD/FOK/IOC, hedge/funding/stock selection, part split/group, USD gold commodity, option hybrid commodity, parent/child account/instant inquiry account.
- b. Monitoring and management functions: PVC monitoring and commissioning, Log inquiry, automatic time calibration with the exchange.
- c. Abnormality handling function: automatic last inquiry, automatic return on transaction for broken lines, Fail-Over mechanism.

(9) Securities Risk Control Rapid Mid-End System

Adopt Linux server platform, high performance in-memory design, innovative parameterized and modular design, and provide fast order placement, complete risk control and flexible customization design, and integrates with NSK back-office billing system, covering the following functions:

- a. Risk control functions: General trading, zero shares, after-hours pricing, new orders for auction, volume change and deletion, common stocks, ETFs, warrants, securities borrowing and selling risk control, risk control can flexibly choose risk control / no risk control / forced risk control, inventory, quota can be controlled according to sub-account / external account / group hierarchy, Gateway inter-trading transfer back, into back, notification of intraday movement operations.
- b. Order placement interface: Login, order placement, two-stage report, supplemental report, disconnection notification.
- c. Query functions: Query the subaccount and external account's stock account's order limit, various settings and total transaction details of the day, query the subaccount and external account's stock account's stock account's order limit, various settings and total transaction details of the day, current day account and external account's order transaction details and transaction details.
- d. Modify functions: Mandatory order deletion, investor movement processing, BASE data file adjustment, investor inventory RELOAD, mandatory order deletion inquiry, movement data inquiry.
- e. Monitoring functions: Show the normal variation by red and green lights, monitor the status of TradePass running programs in multiple centers at the same time, wind control module Thread running status Queue status, automatically detect the program and restart it, or manually start/stop, selectable warning sound files, and set the monitoring interval.
- f. Abnormality handling function: automatic last inquiry, automatic return on transaction for broken lines, fail over mechanism.

(10) NCBS

Plot the overall NCBS solution to meet the current financial environment and internationalization trend to meet customer needs and enhance the quality of service.

Nowadays, banks using NONSTOP Server have changed their business model from providing funds to providing services for profit. The information system must not only support the financial related business, but also meet the diversified needs of customers, directly target the customer base and understand the needs of customers to create a competitive niche. Therefore, the development direction of banks must be closely integrated with their core systems in order to provide customers with unlimited location, time and high value-added financial transaction activities and services; and in order to achieve this goal, banks actively understand various financial-related information technology and the growth trend of the domestic and international financial environment. In order to achieve this goal, banks are actively understanding various financial related information technologies and the growth trend of the financial environment in Taiwan and abroad.

In view of this, we have reviewed our strategic positioning, explored new service

opportunities, and changed our current core system design framework from a traditional transaction-oriented system design framework to a customer product-oriented system design framework, in order to meet the needs of banks and utilize information technology for internal process and organizational transformation, so that banks can enhance their operational management capabilities. The functions encompass:

- a. Transaction modules: CIF, incident setting and maintenance, product pricing, product promotion, summons authentication format setting, quota control and handling fee setting, transaction message management, and operation authority management.
- b. Operation systems used: CIF system, deposit system, time system, integrated deposit system, bill collection system, lending system (transfer to overdues for collection, bad debt), integrated loan system, accounting system.
- c. Transaction account platforms - Q File/ On-Line & Batch Long Study Process °
- d. Information center batch operations.
- e. Various management reports.
- f. Operations privilege management - operator privilege setting, password setting and change mechanism (lock, unlock, suspend, resume).
- g. Branch systems: Web Page Design UI, its functions: Registration/Multi-Channel, teller sign-in, screen protection, transaction menu, favorite, supervisor authorization (self, remote authorization), different transaction forms handling.
- h. Transaction history and history data retention.

(11) Advanced IT Monitoring and Management Center (NETCenter Advanced)

NETCenter Advanced is an intelligent IT monitoring and management platform released by SYSCOM designed for the IT environments of modern enterprises with multiple brands, systems, and locations. With a relational monitoring architecture at its core, the system helps managers with the centralized tracking of equipment performance, service status, and overall operations. It improves daily DevOps efficiency and management quality through features such as real-time alerts, event management, asset management, historical queries, and scheduled reports. At the same time, the system features a modular design and a lightweight deployment architecture. Flexible scaling based on enterprise size and actual requirements help organizations establish a more stable and efficient IT DevOps management mechanism. Additionally, NETCenter Advanced introduces a NetFlow advanced traffic analysis module based on its existing modular architecture. This module automatically collects and analyzes device traffic records. A visualization interface helps users gain deeper insights into network traffic changes and communication patterns, improving monitoring accuracy and troubleshooting efficiency.

(12) GreenMaker

Energy saving and carbon reduction has been a common goal of governments in recent years, and is one of the government's policy objectives. Enterprises around the world have been actively using ICT to promote energy saving and carbon reduction solutions in recent years. SYSCOM COMPUTER has developed a power saving service platform with intelligent management mechanism to provide optimal power usage in buildings, factories, and shopping malls to help owners manage building power consumption.

(13) Payment Information System

The agencies under the county and city governments convert payment vouchers, transfer vouchers, balance transfer vouchers, expense recall documents, and check cancellation applications into electronic payment documents, and use the electronic operating system for review and send them to the finance bureau of the county and city governments through the telecommunication network for treasury payment or account processing operations. This operation includes the finance bureau, the appointed banks by municipal treasury and the payment agencies, and the payment of fees will be made in more convenient and secure manner through this system.

(14) Mobile Point of Sale

The birth of the smartphone has destined to change the financial industry. After six to seven years of alternation, banks of all sizes have confirmed the undeniable fact that banking services need to go mobile. The success of the initial move to APPS for banking inquiry services was like a shot in the arm for mobile banking, and helped acquirers take a big step toward mPOS and establish a mPOS business. The mPOS business is a revolution in the field of acquiring, which makes the consumer card spending process faster, easier and safer.

Checkout no longer happens at the checkout counter; it's an instant checkout wherever consumers are. There are 3 main plans for the mPOS system we developed:

- a. Provide a Bluetooth-connected card reader for accessing credit card information
- b. Use mobile devices such as iOS and Android smartphones or tablets to enter the purchase amount and the cardholder's signature on the APP.
- c. The mPOS system built by SYSCOM COMPUTER receives the purchase information, obtains the authorization result, and displays the final card spending result on the APP.

(15) Azure CSP Intelligent Cloud Management System

Provide the contract partners of Azure CSP (Cloud Smart Portal) with contract management and billing analysis through this system. Also provide value-added services to customers.

(16) Security Information Service Platform/Diamond Guard

The Executive Yuan promotes risk management as the core of information security protection to help solve the information security problems faced by various sectors in Taiwan. The current problems faced by a number of sectors are that they only have monitoring and control, but lack a joint prevention mechanism to deal with information security problems, without an automatic response notification, and integrated operation process. Therefore, Managed Detection Response (MDR) and Security Operations analytics platform architecture (SOAPA) have become the current trend of information security technology development.

Under the guidance of national security policy, the top and foremost goal is to have products independently developed in Taiwan. As there is no other product in Taiwan that meets the requirements, the product of this project will be the first and only one in the country when it is completed.

The objectives and expected benefits of the launch of this product, SISP, are:

- a. Integrate the functions of traditional SOC (SIEM) and new generation SOC products
- b. Establish information security awareness (dashboard) and security threat warning lights
- c. Offer intelligent ISO management tools to help customers build information security PDCA standard operating process
- d. Satisfy the needs of the three major operating mechanisms of customers: ISAC, SOC, and CERT
- e. Assist large customers to build information-driven cross-organizational contingency and joint defense system

(17) Cloud-Based Cross-Border Project Management Service

In response to the changing international business landscape and the pressure of managing employees from different countries and cultures, project development and order taking, as well as focusing on cost and efficiency, we plan to utilize Microsoft Cloud OS to build a cross-country Commercial Hybrid Cloud, using Microsoft Azure to eliminate the cost of purchasing large amounts of software and hardware. In addition, because Microsoft Azure adopts the system automation maintenance mode, it can solve the problem of subsequent hardware and software maintenance, and at the same time, it adopts Web Sites, Cloud Services and Cache solutions for cloud services respectively.

The innovation lies in the design of Cloud Services with a multi-tier architecture, which not only provides better load balancing mechanism and status monitoring, but also allows performance and connection monitors to configure services at any time according to different needs, such as expanding Web Role to increase the individual maximum load of network connection, or expanding Worker Role to increase the individual performance of instantaneous computation (when complex computation of large amounts of data is required), to enhance what cannot be done in a single-tier structure.

(18) Continuous Configuration Platform (Opus One)

The accelerating pace of network technology development means IT device management information is becoming increasingly complex as well. This necessitates updated automated analysis and management tools to integrate and analyze large volumes of diverse data, and incorporate service management principles to provide intuitive status information for "network application services." This helps administrators determine directly and immediately whether services are operating normally, reducing service downtime.

The Opus One IP DevOps management platform therefore integrates network devices, system servers, information security systems, events, and network management information

such as Flow, as well as rule analysis and a process engine. Using the management logic configured by the administrator, Opus One monitoring tasks perform automated analysis capabilities similar to artificial intelligence. In addition to quickly providing anomaly information, asset data, and maintenance details, the platform supports failover switching, automatic network provisioning, and linked notification mechanisms for specific, frequently occurring scenarios. This ensures network application services can be restored in the shortest possible time, while final decision-making authority remaining with personnel to balance DevOps safety and efficiency.

(19) Patrol box electronic

Patrol box electronic uses the mobile carrier's camera to take a picture of QR code or scan NFC Tag automatically, and then displays QR code/NFC Tag details (including unit, patrol line, patrol box, address, latitude and longitude, and misalignment). After pressing OK to punch the card, the QR code/NFC Tag related information, the current GPS location of the carrier and the compressed photo will be uploaded to the back-end platform. The back-end management platform provides QR code/NFC for patrol box tagging, and the produced QR code/NFC is fully or partially encrypted, and the patrol points can be set by Google Map, and provides statistical analysis of related business data to produce reports, simplifying the existing paper patrol tags and achieving the goal of energy saving and paper reduction through comprehensive electronicization.

(20) Intelligent Analysis and Decision Support System

Given that most of the suspects have a tendency to repeat crimes, the crime scenarios between different cases and at different points in time are of mutual reference value. The database of people, vehicles, events, times, places, objects, and cases are added to the database of interpersonal relationships, criminal history, communication habits, and Internet behavior for cross-referencing.

- a. The one-way vehicle transportation method often used by car theft syndicates is analyzed to keep track of suspicious vehicles, and the track reconstruction system is used to track vehicle tracks, trace the suspects' habitat, and take the initiative to attack.
- b. It can be used to track down fraudulent withdrawal hotspots, and to track down possible accomplices in the vicinity of the call area with call records and other functions to get more information when police are working on a case.
- c. Security spot analysis, security hot spot change analysis and regional information analysis and other crime mapping provide a flexible environment, convenient query conditions, so that investigators can obtain dynamic and static information to facilitate investigators to carry out advanced analysis.

(21) Intelligent service robot-AYUDA

The Syscom intelligent service robot Ayuda has been researched and developed for many years. Since the emergence of generative AI technology at the end of 2022, the Ayuda service robot has been equipped with the R&D capabilities, and the added value of using generative AI will drastically change the service robots to become smarter and more humanized.

The series of products developed by the Syscom intelligent service robot (as shown below):

- a. Ayuda
 - Mobile, head and hand movable
 - Human detection, face recognition
 - Voice recognition and answering questions
 - Video connection and remote monitoring
 - Self-built maps and guided cruise
- b. Ayuda Cute
 - Provides face recognition and card swiping for body temperature measurement
 - Provide back-end management of face recognition data and employee measurement data
 - Abnormality can be reported through Line
 - Provide customized API concatenation function
- c. Ayuda Nano
 - Used for access control, providing face recognition, card swiping, body temperature measurement
 - Streamlined form factor to reduce costs
 - Provide face recognition, card swiping in series with the access control system to open the door

- The function of measuring body temperature (Option)
- d. Ayuda Nano Super
- Provide face recognition, mask detection, and body temperature measurement functions
 - Travel history inquiry function
 - Provide check-in records with health insurance card, ID card
 - Provide card readers, Barcode Reader, printers and other input/output devices

Adopting the widely accepted international standard ROS (Robot Operation System) in the robotics field, integrating the professional systems that have been established by Syscom, such as police administration, medical care, banking, and more, to innovate value-added applications and build a professional service robot in the field. The emergence of generative AI has made service robots even more powerful. The generative AI solution of Syscom, NeoChain, acts as a middle layer between human beings and generative AI. This middle layer is pre-processed and embedded with the enterprise's own knowledge database, including documents, web pages, forms, and more. When a user asks a question, the generative AI first determines the user's intention, and the middle layer finds the correct answer first, and then summarizes the response through the generative AI, repeatedly asking the generative AI through Prompt to obtain the final and accurate answer.

(22) AI Imaging Expert Platform VIAMaster

The technical core value of the "AI Imaging Expert Platform VIAMaster" lies in the development of artificial intelligence applied to image recognition and solutions for rapid training, rapid deployment, and real-time application. Rapid cross-matching and analysis applications using image analysis technology to enhance public domain security. In the future, we can further integrate and cooperate with private security service, surveillance industries, and financial industries to implement the technology of this solution in smart security applications such as public safety, and combined with the wearable camera images returned by real-time analysis and identification can help reduce manpower, the intelligentization of security work, and continue to add applications to new areas, such as job site security monitoring, road traffic monitoring, and pedestrian flow safety monitoring at shopping mall transfer stations.

(23) SERVICE Online

The new version of the "SERVICE Online" is developed to meet the needs of information security issues and the mobile version of user forms. This development also includes the development of a flow module (SYSCOM Flow Engine) to replace the currently used outsourced flow engine (Agent Flow). Including:

- a. SERVICE Online: In addition to providing the existing functions and optimizing the operation interface, it also addresses the information security issues. Use .Net MVC framework for modularized development, which can also reduce future maintenance costs, improve system maintainability, and provide sustainable services.
- b. SASP mobile platform: Based on the current SASP platform, the SASP mobile platform is developed to facilitate engineers to create customer problem lists via mobile devices, assign problems and report progress, and improve the quality and speed of customer problem handling.
- c. SYSCOM Flow Engine: In addition to satisfying the use of the new version of SERVICE Online, the SYSCOM Flow Engine will replace the flow engines used by other subsystems in the future to enhance the R&D capability of self-produced products.

(24) OMFLOW

OMFLOW is a software product developed by SYSCOM COMPUTER in response to the needs of digital integration applications. It is suitable for IT maintenance management, business form flow, system integration and interfacing, and various other individual or hybrid applications.

The social media version of OMFLOW provides users with unlimited access and open access to source code. The social media version does not have any restrictions on personal use. The following features are included:

- a. Personal dashboard
- b. Centralized task management
- c. Process design engine
- d. Python core engine
- e. Social media process download

The enterprise version of OMFLOW has not only the social media process download, but also the official process developed by SYSCOM for users to download. In addition, the following enterprise features are available:

- a. Decentralized computing
- b. Data collection
- c. Information Continuous Configuration Management

(25) Technical Service Management(TSM)

The software development projects undertaken by SYSCOM are managed through the self-developed software project management platform-SDPM, which has been very effective in improving the quality of project management and has been recognized by the National Quality Award.

The development of this project will replicate the successful experience of the software project management platform to the technical service project management, project management of customer's equipment installation, maintenance and warranty, through project process management, contract execution management, progress tracking of various work forms, and related reminders/alerts sent to improve the quality of service to customers.

Function modules:

- a. Cost estimation and project authorization
- b. Project planning and contract management
- c. Project monitoring
- d. Project cost analysis and forecast
- e. Department capacity analysis and forecast
- f. Project revenue analysis and forecast by department
- g. Capacity profitability analysis by department
- h. Compliance with current information security regulations

Innovative features:

The latest international standard for information services, ISO20000:2018, and capacity utilization are incorporated into this system to create an innovative hardware/system information service management system that reduces costs, improves performance, and enables more efficient use of resources.

(26) Hyper Automation Log Archiving Management System

The completeness of the logs kept in past information security incidents is important for the clarification of the truth and the remediation of the vulnerability after the incident, therefore, different requirements will be derived for the archiving, retention period management, and anti-corruption of the logs. The "Hyper Automation Log Archiving Management System" incorporates the entire archiving operation, including: archiving application, account management, log upload schedule setting, upload result notification, emergency upload, storage space management, etc. It is a centralized, cross-platform, highly automated, highly efficient, highly secure and highly It is a centralized, cross-platform, highly automated, high transfer efficiency, high security and high portability log archiving system.

(27) SECURITY USER INTERFACE PROGRAM

Based on the specifications of interbank transaction encryption and decryption, the standard security control API is developed to provide the application systems of all parties to use the encryption and decryption functions of HSM through a single interface. The HSM (Hardware Security Module) can also be customized to be compatible with existing application systems and different brands of HSM (Hardware Security Module), and provide source control mechanism (ACL) to meet the requirements of financial examination and internal audit of banks in Taiwan.

(28) Visa Direct, Mastercard Cross-border, Cross-border Payment Transaction management system

According to the Visa Direct and Mastercard Corss Border launched by the members of the international card organizations, the system is developed to facilitate the financial institutions' customers to use cell phones, Internet banking and other mobile devices to remit small amounts of money quickly to the designated accounts through the global network of card organizations with low handling fees.

(29) Big data database multi-level dynamic column R&D project

- a. Support for Multiple Level Dynamic Column (MLDC) and Json Path due to the advent of new technology trends such as Big Data and IoT, there is an increased demand for storing

and analyzing large amounts of different types of data with high variability, and it is important to look for price trends, data models, and predictions of consumer behavior from huge amounts of data as a reference for decision-making. This project especially provides flexible multi-level dynamic fields and JSON PATH, which can be added at any time and in real time to multi-level data fields, such as sub-item data, so that the data access can have richer layers, become more flexible and convenient.

The multi-level dynamic column of this project uses an easy-to-configure and extensible Lua module to serialize the data treemap, data encapsulation, and data encoding on multi-level data, and can quickly sort the data structure to improve data readability, and it can achieve the data complexity of $O(h)$ (h is the height of the structure tree), and has data security.

b. Aggregate Function

In terms of data analysis, the statistical summary function is provided to obtain the maternal standard deviation (STDDEV_Pop), sample standard deviation (STDDEV_SAMP), maternal variation (VAR_Pop), and sample variation (VAR_SAMP) from big data to assist in the subsequent establishment of statistical models and trend forecast.

In addition to providing statistical summary functions, it also allows users to write complex aggregation functions easily for application in more statistical analysis and OLAP operations, making it a powerful tool for big data analysis.

- STDDEV_POP: Maternal standard deviation
- STDDEV_SAMP: Sample standard deviation
- VAR_Pop: Maternal Variation
- VAR_SAMP: Sample variation

(30) Java Database Connectivity Native Protocol Driver Interface R&D Project

The JDBCType4 database with direct-to-database-driver, also known as the pure Java driver interface, provides the following functions:

- a. Database connection: The Type 4 driver interface allows the Java application to establish the connection with the relational database. This is its most basic function, which enables the application to access and operate the data in the database.
- b. Cross-platform: Since Type 4 driver interface is pure Java, it can be run on various operating systems to achieve cross-platform. This enables developers to write highly portable code without worrying about compatibility issues on different platforms.
- c. High performance: The Type 4 driver interface directly transmits the request of the Java application to the database without the need for a middle layer or a local client. This reduces the communication and processing overhead and improves the performance of database operations.
- d. Simplified configuration: Type 4 driver interface does not require client installation, thus, they reduce the configuration requirements of application programs. This simplifies the deployment process and reduces potential issues.
- e. Security: The Type 4 driver interface can implement security, including identity verification and authorization mechanism, to ensure that only authorized users can access the database. It also supports network transmission encryption to improve database security.
- f. Ease of development: Type 4 driver interfaces usually provide intuitive and simple API, which enable developers to establish database connections, execute SQL queries, and process data more easily. This helps to improve development efficiency.

(31) Hyper Automation Scanning Task Framework

Provide a reusable, hyper automation scanning task framework that can effectively reduce the use of scanning OP manpower and shorten the scanning process. Whether it is for information security reasons, an information security inspection tool is used to scan all files in a project. Or to reduce legal risks, use scanning software is used to scan all free and open source software for all files of the project, all of which the following common features: scanning application, file uploading account setting, notification of encryption and uploading method, automatic downloading, automatic decompression, automatic scanning and sending of scanning reports, etc. All the above operations are included in this framework.

(32) DBMaker database management system

The DBMaker relational database system, from the basic database functions to multi-language full-text search, is specially innovative and developed with approximate and Fuzzy queries, multimedia file object framework, and unique DCI COBOL solutions. Faced with the advent of

the big data trend, multi-level dynamic columns and statistical summary functions are provided to process multi-variable data and massive data analysis. Different from the competitors' bundle model, it can be seamlessly integrated into the ISV system and spans various fields such as finance, manufacturing, communications, logistics, retail, transportation, energy, agriculture, public utilities and media.

(33) DBMaker Docker Image

Due to the technological shift from virtual machines (VMs) to containers, a containerized DBMaker Docker image is provided. By leveraging virtualization at the Docker operating system layer, the bundled version of DBMaker is packaged into an image to create DBMaker containers, significantly reducing the boot time required for a guest operating system. Due to the shared operating system core, the startup speed is faster, and it takes up less memory and hard-disk usage. Using Container Technology and supporting the Microservices architecture, the DBMaker Container image facilitates the creation of application systems that are easy to develop and maintain.

(34) Use of AI to promote highly automated management of contract security provisions

Provide a system that utilizes artificial intelligence to transform unstructured contract security terms into structured data. By integrating with the proprietary application (AP), the system enables meaningful analysis and organization of contracts based on customer, industry, and timeline. This solution reduces manual costs and compensates for limited experience, while allowing for the full reuse of historical knowledge and effective control of newly introduced clauses—thereby significantly enhancing efficiency. Furthermore, the systematic and automated management of contract terms enables the documentation of relevant response measures, converting individual knowledge into the Company's intellectual property. In the future, this model can be expanded and applied to other contract management.

(35) Intelligent Long-term Care Management System

"Intelligent Long-term Care Management System" integrates the four core aspects of holistic care, information platform, smart case management, and policy implementation. Through the design of a holistic long-term care assessment process, combined with smart IoT devices for automatic data collection, the introduction of a smart fall detection and warning system, and an electronic handover mechanism, we successfully built a "paperless" and "automated" smart long-term care management environment. This system not only meets the electronic evaluation requirements for long-term care services but also effectively reduces care risks and greatly improves administrative management performance through real-time data dashboards and quality indicator analysis.

(36) Using AI and RPA (Robotic Process Automation) for more efficient product problem-solving

System goals:

- Establish a mechanism for evaluating the commercialization risks of open source software using quantitative data.
- Evaluation information is divided based on their characteristics into automatic extraction of objective data and processing of objective facts (such as: organizational characteristics of the software, changes to software clauses, and changes in ownership, etc.) – with the former handled by automated programs and the latter by AI.
- Provide a weighting model that can derive a reasonable open source software commercialization risk factor based on software category and the objective data provided, aided by AI.
- Provide two kinds of monitoring mechanisms: one offers regular updates; the other is based on real-time information collected.
- Generate organizational whitelists and blacklists based on the open-source software commercialization risk assessment mechanism.
- Provide a mechanism to pro-actively scan the entire project file for black and white list matching as part of an active audit process.
- Provide a mechanism for checking online whether open source software is on a black or white list.

Construct a project error fingerprint database that is integrated with information from Open RPA's related interface to enable automatic error scenario regeneration and regression testing.

(37) Cloud-Based Customer Service Multi-Dimensional Integrated Management Platform

By integrating with the Cisco telephone system through this platform, customer issues and requests can be recorded and addressed in real time. Service staff can immediately access customers' service history, reducing inquiry times and improving efficiency. These issues and requests are integrated into the company's project management system (SDPM/TSM) via the OMFLOW process, allowing task progress to be tracked and service quality assurance.

(IV) Long-term and short-term business development plans

As a system integration and software development specialist, SYSCOM leverages its profound technology and innovation to assist businesses and government organizations with their Digital Transformation 2.0 initiatives. By enhancing system applications with AI, the Company can capitalize on emerging trends such as cybersecurity, cloud computing, and big data analytics to create new opportunities.

The long-term and short-term business development plans are briefly described as follows:

1. Short-term business development plan
 - (1) Combine AI technology and system integration capabilities to help enterprises transform and grow.
 - (2) Expand core products and professional services to improve overall profitability.
 - (3) Develop a digital-based economy that includes AI, and information security, communication and cloud services
 - (4) Develop transportation, security medical and business applications with AI operating platforms.
 - (5) Form alliances with outstanding domestic vendors to enter the overseas emerging application market.
2. Long-term business development plan
 - (1) Strengthen commitment to outstanding quality and put ESG sustainable governance values into practice.
 - (2) Construct a high-performance system architecture to drive AI-powered innovation and lead digital transformation.
 - (3) Connect forward-looking technology applications and integrate the industrial ecosystem for joint global expansion.

II. Market, production and sales overview:

(I) Market analysis

1. Major sales regions of products (services)

Unit: Thousands of NTD

Year Sales volume and value	2024				2025			
	Domestic sales		Export sales		Domestic sales		Export sales	
	Volume	Value	Volume	Value	Volume	Value	Volume	Value
Main products								
System Integration Service & Computer/Peripheral Sales	(Note)	5,125,127	(Note)	238,005	(Note)	5,368,722	(Note)	272,787
Computer & Peripheral Maintenance	"	1,552,568	"	-	"	1,774,348	"	-
Computer & Peripheral Lease	"	17,029	"	-	"	16,983	"	-
Total	"	6,694,724	"	238,005	"	7,160,053	"	272,787

Note : (1) The Company is in the information service industry and not in the manufacturing industry, so it is not applicable.

(2) Domestic sales are mainly in the domestic market. Export refers to the revenue of the export of the individual companies and the revenue from overseas sales of the consolidated companies based on the location of operations, mainly in Mainland China, the United States and Southeast Asia.

2. Market share of main products:

The information service industry is a key force in promoting the development and progress of the global industry. Through the input and output of intelligence, process intelligence and software technology are integrated into a digital application system to help enterprises reduce manpower requirements and reduce the pressure of rising prices of production factors. Since its establishment, the SYSCOM has taken "one vendor to provide complete solutions" as its long-term goal, and used its innovative technologies and excellent products to assist customers in solving operational problems in order to create a win-win situation.

SYSCOM is a multi-disciplinary ESG sustainable development system integrator and a leading domestic system integration service provider that pioneered the adoption of information security, disaster recovery (DR), business continuity planning (BCP), and cloud architecture in Taiwan. The Company has participated in the construction of major application systems in Taiwan. An extensive portfolio of successful information system deployment and integration projects both in Taiwan and overseas has been built up over the years. For the past 50 years, SYSCOM has been closely involved in field such as finance, telecommunications, healthcare, e-government, high-tech manufacturing, and defense and aerospace. We provide professional information services to assist enterprises and government organizations in driving Digital Transformation 2.0. We leverage AI to enhance system applications and strengthen the adoption of trending applications such as cybersecurity, cloud solutions, and big data analytics. New value is created by capitalizing on new opportunities.

SYSCOM upholds the principle of "the customer's success is our responsibility," and has always been dedicated to providing customers with comprehensive solutions. Significant time and effort are therefore invested in software planning, hardware maintenance, technology transfer, and customer training. In keeping with the philosophy of "customer first" philosophy, SYSCOM has assisted over 800 domestic customers in successful IT adoption. The Company and its customers were thus grow and thrive together in this fiercely competitive environment. Major customers include leading companies in various industries with partnerships going back more than 20 or 30 years. Average customer satisfaction has been 4.9 or higher (out of 5) for the past three years.

3. Future demand and supply in the market and growth potential:

- (1) The government's "National Cybersecurity Development Program Phase 7" envisions the "building of a trustworthy and secure digital society." It focuses on four key areas: "whole-of-society information security defense," "enhancing the resilience of critical infrastructure," "strengthening Taiwan's information security industry," and "application and cooperation of emerging AI security technologies." The program also continues to promote the information security industry in alignment with the "security control industry of the five major trustworthy industries," with the goal of achieving a secure, trustworthy, and open digital society. The program is expected to be funded through technology project grants and public construction projects, potentially reaching NTD 20 billion within four years.
- (2) According to the 2025 Taiwan Information Security Industry Status Survey conducted by the Industrial Technology Research Institute, factors such as national policy support, increased information security awareness, and escalating cyber attacks are driving the rapid expansion of Taiwan's overall information security market. Industry development has matured into a stage of sustainable profitability, with market demand shifting from simply "buying equipment" to "buying solutions and professional services." Thanks to the growth of the domestic cybersecurity service market, continued strong demand for Internet of Things security, increased national defense cybersecurity needs driven by geopolitical threats, and regulatory compliance requirements in the financial and semiconductor supply chains, Taiwan's cybersecurity industry is expected to surpass NTD 100 billion in output value in 2026.
- (3) The broader trend of AI everywhere will become a new opportunity for the development of the next generation of network. The development of next-generation communication technologies is important for promoting the digital economy and realizing smart living. Developing the next generation of communication industries will help promote the upgrading and transformation of related industries. These will in turn help enhance Taiwan's technological innovation capabilities and industrial competitiveness. 5G technology is becoming increasingly widespread, and Beyond 5G is poised for launch. The rigid demand for communication resilience primarily stems from government investments and innovative commercial applications across various countries. The vertical application

- market—particularly in the area of “government and national defense”—has exhibited the strongest growth. Taiwan's network communication industry has a robust foundation and reliable supply chain partnerships, and is an important partner for satellite system providers.
- (4) As public and private sector partnerships around the world accelerate their collaboration on "Physical AI" infrastructure, humanoid robots are rapidly moving from the laboratory and conceptual stages to commercialization. According to the latest research by MIC, global humanoid robot shipments are expected to exceed one million units by 2030. AI Agents possess autonomous planning, learning, decision-making, and execution capabilities. They can break down tasks, interact with their environment, and achieve objectives based on given instructions, so have become a key driver of intelligent production, reshaping enterprise workflows, and transforming consumer experiences.
 - (5) As generative AI rapidly gains traction, AI is gradually expanding beyond the technology industry to become a “universal technology” accessible to all sectors. AI is increasingly integrated into the daily operations of businesses, moving beyond competition solely at the hardware or system level. According to the Institute for Information Industry’s 2025 FIND AI application survey, only around 20% of Taiwanese companies had moved to the stage of substantive evaluation, pilot implementation, or application integration so far. As many as 80% remained in the preliminary exploration phase. This reflects the fact that tremendous potential still exists for the broader of AI in every sector.
 - (6) Policy guidance suggests that energy-saving projects such as the Energy Service Company (ESCO) industry are expected to see "group" projects that expand the economic scale. Information service providers (such as IDC/server room service providers) that assist enterprises with server room optimization and energy management will benefit from the business opportunities brought by ESG.
 - (7) As public and private sector partnerships around the world accelerate their collaboration on "Physical AI" infrastructure, humanoid robots are rapidly moving from the laboratory and conceptual stages to commercialization. According to the latest research by MIC, global humanoid robot shipments are expected to exceed one million units by 2030. The rise of humanoid robots not only brings new opportunities for hardware manufacturing and mechanical module manufacturers, but also fosters the growth of robotic platform/operating system (ROS) providers, AI model and behavior library providers, and field integration SIs (system integrators). The overall supply chain, platform and application integration capabilities will become the key to competition, and not just pure hardware manufacturing strength.
 - (8) The US-China tech trade competition and the restructuring of supply chains have changed the market structure of Taiwan's information and communication service industry. Vietnam, Indonesia, Malaysia and other emerging Asian markets have taken on orders shifted from Taiwan's electronics and information and communication manufacturing industries. IT service providers with a presence in Southeast Asia are well-positioned to expand their services alongside Taiwanese businesses and achieve stable growth in overseas revenue.

4. Competitive advantages:

SYSCOM COMPUTER has been focused on system integration and software development since the beginning. SYSCOM's technical expertise and capacity for innovation has served to assist customers in finance and securities, telecommunications, medical institutions, government and police, transportation, and high-tech manufacturing industries to embrace the challenges of digital transformation. In recent years, the Company has worked actively to develop professional information services and value-added software solutions. Competition on price has been discarded in a bid to become a world-class IT services provider focused on the knowledge economy.

The management philosophy of SYSCOM COMPUTER is "Excellent people, satisfied customers, continuous growth and sustainable management", and "system integration" is the corporate value that the Company is proud of. The Company's commitment to customer service and professional execution quality is evident to all. It is not only the only vendor in Taiwan to have passed CMMI ML5, the highest level of international software quality assessment, twice. The products that emerge from its rigorous R&D process have also been recognized by the Taiwan Excellence Awards. SYSCOM therefore demonstrated not only the Company's expertise in AI, data platform, and enterprise system integration, but is also a symbol of the leap in Taiwan's technological independence.

SYSCOM is a multi-disciplinary ESG sustainable development system integrator and a leading domestic system integration service provider that pioneered the adoption of information

security, disaster recovery, business continuity planning, and cloud architecture in Taiwan. The Company is now actively investing energy-saving and carbon reducing applications, smart city development, talent cultivation, and industry-university cooperation aimed at strengthening corporate resilience and social responsibility. In the future, SYSCOM will continue to promote full digital transformation and the development of sustainable, value-added products, and strive to create long-term value with customers as we pursue new milestones in globalization and sustainable development.

5. Favorable and unfavorable factors for development prospects and countermeasures:

(1) Favorable factors for development prospect

- A. SYSCOM is one of the leading large-scale system integrators in Taiwan, and has been working on large-scale government application projects for a long time. The brand has achieved widespread industry recognition over the past 50 years. Revenue and financial health are both sound as well. Services include finance and securities, telecommunications, medical institutions, government and police, transportation, high-tech manufacturing, and smart retail. Major customers include leading companies in various industries with partnerships going back more than 20 or 30 years. The alliance of the strong creates mutually beneficial outcomes.
- B. SYSCOM's professional service capabilities and a wealth of successful cases has won numerous awards over the years including the Ministry of Economic Affairs' "Outstanding Information Software Award," CIO Taiwan's "2024, 2025, and 2026 Outstanding Service Provider Awards," the "27th National Quality Award – Industry Support Model Award," and recognition for the Suhua Corridor congestion-free longitudinal smart transportation system project with the "2025 Smart Transportation Application Award (ITS)" from the Chinese Intelligent Transportation Association. Additionally, the "WebHR_GPT generative AI personnel regulations inquiry system," developed for the Directorate-General of Personnel Administration, Executive Yuan, was honored with the "2025 Smart City Innovation Application Award." SYSCOM's smart, all-aspect information security integration service Diamond Guard with TXOne Network's security solutions, successfully entered the international market and received the "2025 System Integration Export Award".
- C. SYSCOM a wealth of successful experience in planning and implementing large-scale, forward-looking information applications for the government. Quality domestic vendors are integrated in support of the government's large software program, flagship program, and innovative supply chains. E-diplomacy is then used to successfully export products to overseas markets and help the information service industry transform and meeting the policy target of becoming a trillion-dollar industry by 2030.
- D. SYSCOM COMPUTER is a distributor of software and hardware products from many domestic and foreign information companies, with rich technical certifications and support services that are well recognized by the partners we represent. SYSCOM COMPUTER provides a full range of IT products and value-added services, from IT infrastructure to application software information system planning, implementation and operation management, and is the best partner for enterprises' "digital transformation".
- E. Exceptional talent, extensive system integration expertise, and continuous innovation are SYSCOM 's greatest assets. SYSCOM has over 400 engineers with financial, medical, government, aerospace, telecommunications, and network industry analysis and development capabilities, possessing substantial R&D and technological strength. The company leads the domestic industry in the number of trademarks and patents it has obtained.
- F. SYSCOM COMPUTER remains committed to strengthening its core business while expanding into new areas. Its range of services includes front-end planning, design, execution, overall project management, consulting services, and integrated information systems. In response to industry developments and customer needs, the company continues to innovate with new business ventures, such as the development of GreenMaker, as well as generative AI solutions. These initiatives are effectively applied to energy conservation, carbon reduction, and digital transformation.
- G. With its strong technical team and professional services, SYSCOM has successfully assisted many companies in completing their digital transformation projects. These ensured that corporate customers can migrate to the cloud smoothly and maximize the benefits. Best-practice methods are employed by the professional team to provide comprehensive services ranging from basic infrastructure design and database migration

to information security and cloud management. These help enterprises adapt quickly to the cloud environment and maximize the value of cloud technology.

- H. The quality policy of SYSCOM is "Develop high value-added products, pursue high-quality services, create highly profitable markets, and ensure full employee participation. In terms of quality procedure certification, current certifications include CMMI ML5, ISO9001, ISO9002, and ISO/IEC 20000-1:2018. Internally developed SDPM and TSM systems for software development and maintenance, and hardware system installation services have also been adopted during implementation. These systems create a capacity utilization model for software and system services that enable effective resource and performance management for achieving our quality policy and goals.
- I. I.SYSCOM has introduced the information security management system (ISO 27001:2022), personal data management system (BS 10012:2017), information management system (ISO 20000:2018), and the privacy information management system (ISO 27701: 2019) for information security management. New standards such as cloud service information security management (ISO 27017:2015) and protection of personally identifiable information (ISO 27018:2019) have also been added. Certification to international standards demonstrates SYSCOM's commitment to protecting and upholding customers' "private information", "information security", "information service management" and "personal information management".

(2) Unfavorable factors for development prospects and countermeasures:

- A. Due to the lack of experience and expertise with developing the service economy in Taiwan, there is a lack of cases and learning processes for innovative applications and business models. The domestic market is limited in size, a highly homogeneous and competitive information service sector, and a lack of large flagship enterprises all hamper the development of industry clusters or large-scale R&D. The key to industry growth lies in strengthen industry and ecosystem collaborations for overseas export.
- B. Unbalanced supply and demand in IT talent. In addition to the magnet effect of the high-tech industry, rapid advances in AI technology and enterprises' aggressive adoption of digital transformation has led to an acute shortage in information, data, and information security talent. In the fast-changing IT talent market, job openings for software engineers, data analysts, and information security experts are growing rapidly, highlighting the serious imbalance between supply and demand.
- C. Traditionally, Taiwanese companies and the government preferred "bespoke" products over standardized products, and most large IT systems were custom-built. Custom-built projects fall into the category of "labor-intensive" model. Profit grows linearly with increased manpower, but achieving economies of scale is difficult compared to productized software. The highly customized nature of AI projects necessitated redundant development for every project. The difficulty of standardizing and scaling development outcomes became the barrier to profit growth and achieving platform economies of scale.
- D. For general information services, project costs include planning, equipment and software procurement, system development, on-site installation, information security management, warranty and support, administration, education and training, miscellaneous expenses, and other costs. Large-scale projects with system timelines spanning multiple years in particular may encounter cost variables such as changing requirements, equipment upgrades, price adjustments, and so on.
- E. Digitalization and low carbonization are two major trends driving the transformation of global supply chains. Companies are increasingly focused on improving supply chain resilience and reliability. As generative AI leads to increased data sovereignty concerns and compliance costs, SMEs in the information service industry are coming under increasing pressure over compliance with international standards such as the AI Basic Act and ESG compliance.

Countermeasures :

- Drive continued profit growth by expanding the scale of products and strengthening professional service capabilities. Invest in the in-house product R&D and application enhancement service process SOPs, use core technologies to boost the competitive advantage and added value of large system projects, provide even better services, and increase customer stickiness.
- Integrate the core strengths of AI technology and system integration to empower industries on digital transformation and enhancing value. In large-scale bespoke projects, break down system modules then leverage professional divisions of labor and software products to increase overall profitability.

- Build teams through the replication of domestic large-scale application system planning and construction experience. Identify potential partners and new talent through interactive models in projects or various marketing activities to collaborate on introducing solutions and grow the customer wallet share.
- In response to the government's "AI New Ten Major Constructions" initiative, the Ministry of Economic Affairs launched the "Industrial Competitiveness Counseling Group" in October 2026, to provide seven major support measures – including AI/digital transformation, AI talent cultivation, and technology counseling – to help enterprises cultivate the key talent needed for AI applications and digital transformation. The Company is also promoting AI equity internally by actively transitioning and training its employees in AI-related skills. The maintaining of high-value consulting and service capabilities serves to offset the labor cost pressures of traditional SI services.
- Talent recruitment and promotion are carried out through diversified channels such as the “T Ambassador Program”, “Industry-Academia Cooperation”, “Talent Database”, “Physical Activities”, and “Recruitment Channels”. The Company has established a "Training Committee" with the goal of leveraging advanced information technology to cultivate well-rounded talent, support employee career development, and enhance retention.
- To facilitate the development of the information service industry as a whole, SYSCOM actively participated in domestic and foreign industry associations and professional organizations. A variety of platforms are used to engage in extensive exchanges and technical sharing with upstream/downstream partners in the industry chain, strengthen industry collaboration, promote information integration and resource sharing, expand new business opportunities, and encourage innovative developments. More importantly, SYSCOM hopes collaborate with industry peers on the formulation of industry development strategies and policy recommendations, promote information technology applications, digital transformation, and sustainable operations, fulfill its corporate citizenship responsibilities, and help bring about shared prosperity in both the industry and society.

(II) Important applications and production processes of main products:

1. Important applications of main products:

SYSCOM has become a distributor for internationally renowned IT-related software and hardware products from HPE, Cisco, Microsoft, Fortinet, VMWare. The global system integration market is leveraged to provide software/hardware system integration and application software development services tailored to customer requirements, and assist with their digital transformation. Once the project is completed, the software/hardware products and services transition to DevOps and warranty services based on the project specifications. Fields serviced include finance and securities, telecommunications, medical institutions, government and police, transportation, e-retail, and high-tech manufacturing.

During the production process, the Company strictly follows the CMMI-Dve v1.2 Maturity Level 5 software process, and uses the self-developed project management platform, Software Development Process Master (SDPM) to formulate standard operating procedures for the software design and development process, through quantitative management, to have a clear understanding of the project status, to take preventive and corrective measures in advance, and to improve work efficiency. In recent years, it has expanded its introduction to technical service project management, and used the Technical Service Management (TSM) to manage customers' equipment installation, maintenance, and warranty projects, in order to provide customers with the most satisfied quality and service. Syscom also uses its own R&D products, such as OMFLOW and NET Center, to strengthen the functions of automation, real-time, and visualization, assisting the automatic provisioning of internal information and communication equipment, improving efficiency, and reducing labor cost, thereby further expanding the effectiveness of energy conservation and emission reduction.

2. Production process: The Company is not a manufacturing company, so it is not applicable.

(III) Supply of main raw materials: The Company is not a manufacturing company, so it is not applicable.

(IV) The names of suppliers and customers who accounted for more than 10% of the total purchases (sales) in any of the most recent 2 years

1. The names of customers who accounted for more than 10% of the total sales in any of the most recent 2 years, their sales amounts and percentages:

Unit: Thousands of NTD

Item	2024				2025			
	Name	Amount	As a percentage of net sales for the whole year %	Relationship with the issuer	Name	Amount	As a percentage of net sales for the whole year %	Relationship with the issuer
1	Customer B	508,091	7.33%	None	Customer A	628,845	8.46%	None
	Others	6,424,638	92.67%		Others	6,803,995	91.54%	
	Net sales	6,932,729	100.00%		Net sales	7,432,840	100.00%	

Reasons for the change in sales to major customers:

There was no significant change in the overall sales to the Company's major customers in the most recent two years.

2. The names of suppliers who accounted for more than 10% of the total purchases in any of the most recent 2 years, their purchase amounts and percentages:

Unit: Thousands of NTD

Item	2024				2025			
	Name	Amount	As a percentage of net purchases for the whole year %	Relationship with the issuer	Name	Amount	As a percentage of net purchases for the whole year %	Relationship with the issuer
1	Metaage	453,076	15.62%	None	Zero One Tech.Co.,Ltd	342,428	13.39%	None
2	Hewlett Packard Enterprise	361,990	12.48%	None	Unicomp Information Co.,Ltd	337,582	13.19%	None
	Others	2,085,351	71.90%		Others	1,878,430	73.42%	
	Net purchases	2,900,417	100.00%		Net purchases	2,558,440	100.00%	

Reasons for the change in purchases from major suppliers:

There was no significant change in the overall purchases from the Company's major suppliers in the most recent two years.

III. Information on employees

Year		As of the end of 2024	As of the end of 2025	2026 up to March,31 2026
Number of employees		1,341	1,350	1,349
Average age		41.43	41.98	42.14
Average years of service		9.45	10.03	10.21
As a percentage of education distribution	Doctorate	3	1	1
	Master	302	315	314
	College (including above)	1,018	1,019	1,018
	Senior high school (including below)	18	15	16

IV. Information on environmental protection expenditures

The Company is mainly engaged in system integration services, and the sales process of products does not generate pollution, so the disclosure of environmental pollution problems or environmental protection expenditures is not applicable.

V. Labor relations

(I) The Company's employee welfare measures, training, education and retirement systems and their implementation, as well as the agreements between employees and management and measures to protect the rights and interests of employees:

1. Employee conduct and code of ethics

(1) In order to establish a good system and refine the organization and management, the Company has not only established the work rules for employees in accordance with the Labor Standards Act, but also established the "Code of Conduct for Anti-Corruption and Business Ethics and Activities" and measures for employee reward and punishment, so that all employees can have the ethical concepts and conduct standards to comply with, which are mainly as follows:

- Compliance with the Company's regulations.
- Those who are responsible for the Company's tangible and intangible assets should play the role of a good steward.
- Do not leave the office, obstruct or interfere with the work of others during work hours.
- No sexual harassment or assault of other employees.
- Do not create rumors, spread rumors, or slander.
- The Company has established a system for the delegation of duties and responsibilities, and authorizes the responsible leaders to exercise their decision-making authority, and they shall not act beyond their powers without authorization.
- The work instructions or orders with deadlines from superiors must be completed on time, with the prescribed quality and quantity.
- Do not intentionally conceal from or misrepresent anything to superiors.
- Uphold the highest ethical standards for suppliers, contractors, customers, and others involved in the Company's business, and refrain from offering or accepting improper benefits.
- Must not seek to gain an improper advantage or use the Company's name to deceive others externally.
- Must not infringe on intellectual property rights, engage in unfair competition. Prevent using products or services to harm stakeholders, protect trade secrets, prohibit the disclosure of trade secrets, or prohibit insider trading.
- The Accident Adjudication Committee is established to adjudicate liability for damages to the Company's rights caused by the negligence of an individual.
- The Sexual Harassment Prevention Committee is responsible for receiving complaints and investigating cases of sexual harassment by employees.

(2) All rules and regulations of the Company are announced on the bulletin board. In case of reward or disciplinary actions, the Personnel Review Committee will be called on immediately to handle the reward and punishment.

2. Employee welfare measures and implementation

(1) The Company has established the Employee Welfare Committee, which is responsible for the welfare of all employees, and the welfare measures are supervised and executed by the Welfare Committee every year.

- (2) The Company's welfare measures mainly include labor, health, group insurance, employee travel, birthday gifts, beer parties, year-end parties, welfare products, wedding and funeral subsidies, child birth subsidies, club activity subsidies, and health checkups. These measures are effective in boosting employees' morale.
 - (3) Various club activities are organized to provide employees with a balance between work and leisure.
 - (4) The Company provides group insurance for employees, their spouses and children. The coverage includes term life insurance, accidental injury insurance, hospitalization medical insurance, and cancer insurance.
3. Workplace diversity
- (1) Workplace diversity policy:
The Company is committed to providing an equal, inclusive, diverse and friendly workplace and safe working environment for its employees. Employees are hired, promoted and paid primarily based on their job category, academic experience, professional knowledge and skills, professional years of experience and individual performance to ensure that employees are not discriminated against, harassed or treated unequally based on race, gender, religious beliefs, age, political affiliation or other legally protected status.
 - (2) Implement diversity in the workplace:
 - A. The Company's male and female employees have equal opportunities for promotion. Female employees account for 31.48%, and female managers account for 23.87% of the Company's managers.
 - B. 99.70% were of Taiwanese nationality, 0.30% of foreign nationals, 0.59% of indigenous people, and 1.11% of persons with disabilities.
 - C. 18.52% of employees are under the age of 30, 55.63% are between the ages of 30 and 50, and 25.85% are over the age of 50.
4. Employee training and development
- (1) In order to improve the quality of human resources and develop corporate strengths, the Company has established measures for education and training to maintain the foundation of our sustainable management and development. Each employee has an individual training record, which completely records the training process each employee has received.
 - (2) The Company provides complete professional development program for employees and encourages them to actively participate in various professional certifications. Therefore, both internal training and external training have a positive effect on their professional skills and management skills.
 - A. Internal education and training include:
 - New employee training: Provide new employees with training on corporate culture and related basic courses to help new employees shorten the adjustment period and cross the stage of exploration early.
 - Functional training: The training mainly focuses on strengthening the professional and self-management skills of employees, covering new computer knowledge and applications, management practices and skills, etc., to meet the needs of different stages of growth.
 - Leadership training: SYSCOM COMPUTER has a complete promotion system, and each reserve supervisor must pass a rigorous pre-service training program to qualify for promotion. In addition, on-the-job training is planned for existing supervisors to enrich their leadership skills in management and revitalize the operation of the organization.
 - B. External training:
External training courses are intended to enable employees to absorb new knowledge in the market and to keep abreast of global trends in order to enhance their professional skills in the workplace and to ensure service to customers.
 - C. On-the-job training:
In order to improve the quality of employees, cultivate outstanding talents, and encourage employees to improve their professionalism, the company also provides employees with applications for on-the-job training.
 - (3) In 2025, an effective career ability development training plan has been established for employees, and various education and training courses have been provided from time to time. The implementation of education and training in 2025 is as follows:

- A. New employees: To help new employees to understand the Company's culture, rules and regulations as well as labor safety and health knowledge, two "New Employee Education and Training" courses are held every month. The contents cover "Basic Training Course (including business ethics awareness)", "Safety and Health Education Training Course", and "Information Security Management Regime".
 - B. Internal training: Various functional training courses are offered from time to time.
 - a. Sales staff: In addition to the courses on related agency products, nine SYSCOM product certification courses are held from time to time, and one major business training is held every quarter.
Note: Each salesperson is required to pass at least 2 product certifications each year.
 - b. Technical staff: In addition to the technical courses offered from time to time, there are 13 SYSCOM technical certification courses.
Note: Technical staff who write programs must hold three valid certifications, and technical staff who do not write programs must hold two valid certifications.
 - c. Leadership training: Senior/middle-level/junior leader training, in-person and digital teaching methods, 10 courses.
 - C. In addition to internal functional training courses, employees may also apply for external training (including professional technical certification examinations) according to their needs.
 - D. In 2025, the Company had 7,937 attendance in internal training and external training, and the cost of education and training was approximately NT\$7.63 million.
5. Retirement system and implementation
- (1) The Company's retirement system is governed by the Labor Standards Act and the Labor Pension Act.
 - (2) For employees subject to the old pension scheme under the Labor Standards Act, the Company makes monthly appropriations to the retirement reserve fund in accordance with the Labor Standards Act, which shall be overseen by the Supervisory Committee of Labor Retirement Reserve and deposited in the name of the Committee in the Bank of Taiwan, and the Committee is responsible for the receipt, payment, custody and utilization of the fund. For employees subject to the new pension scheme under the Labor Pension Act, the Company is legally required to pay a monthly contribution of not less than 6% in accordance with the Labor Pension Act and to deposit to the employee's personal pension account established by the Bureau of Labor Insurance in accordance with the wage range table approved by the Executive Yuan.
6. Work environment and employee safety protection measures
- (1) The Company has established "Environmental Management Regulations", "Code of Practice for Occupational Safety and Health" and "Safety Inspection Regulations" to enforce safety and health protection measures.
 - (2) In order to protect and maintain the safety of the office area, the Company has set up an access control system. All employees are required to wear identification cards when entering and leaving the building, and a surveillance system is in place to monitor and record 24 hours a day. Visitors are not allowed to enter the office area and must be received in the reception area. The main entrances and exits are guarded by security guards 24 hours a day to protect the personal safety of our employees.
 - (3) Employees will be briefed on the safety regulations by person in charge of each unit at the time of reporting for work.
 - (4) In order to effectuate the prevention and control of tobacco hazards, maintain the hygiene of the office environment and purify the air quality, and reject the health hazards caused by second-hand smoke. The Company's offices (areas), meeting rooms, stairwells, restrooms, dormitories and other indoor areas are all smoke-free except for the open balcony space and the legal smoking area.
 - (5) The office area is nice and in good condition, and an environmental officer is assigned to each office area and each floor to supervise the environmental cleanliness of the area.
 - (6) A complete fire safety system, including alarms, fire extinguishers, emergency lights, escape lights, escape doors, etc., is in place, and all equipment is inspected and replaced at least once a year.
 - (7) We cooperate with the fire department twice a year to conduct fire drills and escape route drills in the building.
 - (8) We conduct office carbon dioxide concentration monitoring and drinking water testing of water dispensers every six months.

- (9) The building is disinfected every six months and the floor cleaning and waxing operations are carried out every month; in line with the post-pandemic prevention measures, the Company continues to strengthen the promotion of the concept of public health and cleaning and disinfection. Every day, colleagues and visitors to the Company are still recommended to wear masks and continue to Body temperature is measured and hands are disinfected. Alcohol and antibacterial hand sanitizer is placed at the entrance of each floor. Antibacterial hand sanitizer is also placed in the pantry. Alcohol/antibacterial hand sanitizer is also placed in each meeting room for colleagues and visitors to use.
 - (10) A medical doctor is appointed to visit the company every two months to provide clinical services and professional nurses are employed to provide health services for workers.
 - (11) General safety and health in-service education and training courses are held every three years by law. In the past three years, in 2023, a total of 1,266 participants and a total of 3,798 person-hours were held.
 - (12) By organizing various club activities, employees can not only enhance their physical fitness and relieve physical fatigue, but also achieve a balance between work and leisure.
 - (13) Through regular annual employee health checkups and a variety of health seminars and health education information, employees can better grasp their health status and have the knowledge and methods of self-health management.
 - (14) We provide employees with term life insurance and accident insurance to increase their job protection.
 - (15) We provide a family-friendly workplace environment for employees by setting up a breastfeeding room.
 - (16) The Company has completed fire safety facilities, and conducts routine employee fire escape drills and related education and training courses every year to reduce the probability of fire, and there was no fire incident in 2025.
- (II) For the most recent year and for the current year up to the date of publication of the Annual Report, the amount of loss due to labor disputes and the estimated amount of current and potential future losses and countermeasures should be disclosed and if the amount cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be stated:
1. For the most recent year and for the current year up to the date of publication of the Annual Report, the amount of loss due to labor disputes: None
 2. The estimated amount of current and potential future losses and countermeasures:

The Company follows the Labor Standards Act and related laws and regulations to protect labor rights and interests based on the trust of win-win cooperation between management and employees. The Company's management and employees have been co-working satisfactorily under the respect of labor-management ethics, and no significant labor disputes or losses have occurred so far, and no such losses are expected to occur in the future.
 3. Labor-management agreements already reached: None
 4. Labor-management agreements to be reached: None
 5. Measures for the protection of employee rights and interests:

The Company has held regular labor-management meetings in accordance with the regulations to maintain good labor relations and promote labor-management cooperation.

VI. Cyber security management

- (I) Cyber security risk management framework, cyber security policy, specific management plans, and resources invested in cyber security management :
1. Information security risk management framework
 - (1) To strengthen and improve the information security of the Company, and to implement the sustainable management, the Company has established the Information Security Committee responsible for decision-making, management, and promotion of information security matters. The Committee has a convener, co-convener, and vice convener. The 20-person committee is composed of the heads of each business group, center, and head office, or their designated representatives. Three groups of "Information Security Policy," "Information Security Promotion," and "Risk Management" have also been set up under the committee to be responsible for carrying out related information security tasks such as information security policy formulation and education, information security management and promotion, and

information security risk control and evaluation.

- (2) The Committee is convened monthly and in conjunction with quarterly meetings to review and improve the Company's information security protection, monitoring, handling of alerts, and information security operational mechanisms. It also oversees all information security enhancement measures and controls. Meeting minutes and control items are submitted to the Company's Chief Information Security Officer and General Manager as required, and attendees and relevant personnel are copied on correspondence to ensure proper follow-up. The Secretariat is responsible for tracking the progress on all activities.
- (3) The Information Security Committee reports to the Board of Directors at least once a year on the status of information security implementation, and the status of implementation for 2025 was reported to the Board of Directors on December 18, 2025.

2. Information security policy

- (1) The Company's information security management aims to provide a reliable and secure operating environment to ensure the normal operation of its continuous configuration business, and its information security policy is to "establish an information security culture, implement an information security system, strengthen information security protection, and reduce operational risks". In order to establish an information security environment with confidentiality, integrity, and availability. We make information security a natural aspect of employees' daily activities as a way to support the establishment of trust between all internal and external participants.
- (2) In order to implement the protection and management of personal data and to comply with the requirements of the Personal Data Protection Act, we have established the following:
 - A. In accordance with the requirements of the "Personal Data Protection Act" and the "Enforcement Rules of the Personal Information Protection Act", personal data is protected in the process of collection, processing, utilization, storage, transmission, and destruction.
 - B. To protect the Company's business-related personal data from the risk of theft, alteration, destruction, loss, or leakage due to external threats or improper management and use by internal personnel.
 - C. To enhance the protection and management of personal data, reduce operational risks, and create a reliable environment for the protection and privacy of personal data.

3. Information security management system

For information security management, the Company has introduced the latest information security management system (ISO 27001:2022), the personal data management system (BS 10012:2017), the information management system (ISO 20000:2018), and the privacy information management system (ISO 27701:2019). Newly added standards include cloud service information security management (ISO 27017:2015) and protection of personally identifiable information (ISO 27018:2019).

- (1) Information security management system: in accordance with ISO 27001:2022
We introduced and obtained the certificate in 2016, and expanded the scope of certification in 2019 to include: Technology Center, R&D Center, Computer Center (CMPC), SDPM, and Information Security Control Center (SOC). Third-party verification was also completed in December 2019. Certification conversion was carried out in 2024. The 2022 version of ISO 27001 standard was implemented and certification obtained. Scope of verification was expanded in 2025 to include the OMFlow and NETCenter company products, as well as the Technical Support and Project Planning Divisions. Current ISO 27001:2022 certification is valid for the period 2026/1/09 ~ 2029/1/09.
- (2) Personal data management system: in accordance with standard BS 10012:2017
In 2012, a company-wide personal data management system (BS 10012) was introduced for the management and protection of personal data and passed the third-party certification. In 2018, third-party certification for the new version of BS 10012:2017 was obtained. A third-party effectiveness audit is conducted annually. Current certification is valid for the period 2025/1/20 ~ 2028/1/20.
- (3) Information management system: in accordance with standard ISO 20000:2018
Our information management system has been implemented and validated to ISO 20000, and we have developed a good information service management process for demand management, change management, online management, incident management, problem management, capacity management, and availability management, etc. ISO 20000:2018 was implemented in 2019 and third-party verification obtained in December 2019. A third-party effectiveness audit is conducted annually. Current certification is valid for the period 2026/1/17 ~

2029/1/17.

- (4) Privacy information management system: in accordance with standard ISO 27701:2019
The privacy information management system (ISO 27701) was implemented by the Company in 2021 for the management and protection of personal data and privacy. Third-party verification was completed and certification obtained in January 2022. A third-party effectiveness audit is conducted annually. Current ISO 27701:2019 certification is valid for the period 2026/1/09 ~ 2029/1/09.
- (5) Cloud Services Information Security Management: in accordance with standard ISO 27017:2015
The Company introduced cloud service information security management (based on the ISO 27017:2015 standard) in 2025 to enhance the security of cloud services, reducing the risks arising from cloud service technology and operational characteristics. A third-party effectiveness audit is conducted annually. Current ISO 27017:2015 certification is valid for the period 2026/1/09 ~ 2029/1/09.
- (6) Protection of Personally Identifiable Information in Cloud Services: in accordance with standard ISO 27108:2019
Protection of personally identifiable information (PII) in cloud services (based on the ISO 27018:2019 standard) was newly implemented by the Company in 2025. The standard requires the proper protection of PII in all information being stored or processed, as well as the enforcement and compliance with PII regulations. Third-party effectiveness audits are conducted annually. Current ISO 27018:2019 certification is valid for the period 2026/1/09 ~ 2029/1/09.

4. Specific management plan (or preventive measures)

Continue to strengthen information security protection and establish joint defense mechanism, and various specific technical strengthening and management measures include:

- (1) Continue to strengthen the new-generation information security monitoring and joint defense mechanism
The company continuously conducts system function verification of its self-developed product, the "Security Information Service Platform/Diamond Guard," within the company environment. This includes the implementation of terminal and network visibility tools, the establishment of an automated collaboration mechanism, and technical cooperation with cybersecurity threat intelligence platform vendors. This collaboration focuses on early-warning information detection and joint defense efforts, aimed at enhancing the company's overall information security.
- (2) Continue to strengthen the efficiency and safety of employees' Internet operations
In addition to enhancing the overall bandwidth and performance of the company's external and internal backbone networks, the company is also improving personnel efficiency and information security by constructing dedicated "intranet and extranet" networks and upgrading information security protection equipment, as part of the ongoing implementation of the Company's Great Intranet Project.
- (3) Enhance the security of the company's internal and external service websites
In line with the Company's Great Intranet Project, we reviewed the current status of information security protection for internal and external web services, purchased additional web program firewalls, and reviewed the migration of the old system after the information security protection equipment was in place to ensure that all corporate services are properly protected.
- (4) Introduce Endpoint Detection & Response (EDR) products and fully deploy them on company equipment to strengthen endpoint security.
- (5) Conduct annual social engineering drills to enhance employees' information security awareness.
- (6) Adjustments to the overall company should be completed before October 2026.
- (7) Continuing to update/replace EOS products, including Windows 10 updates and equipment replacement, etc.
- (8) Continuing to implement two-factor authentication on systems.

5. Annual information security risk status

- (1) Continue to maintain and refine ISO20000, ISO27001, ISO27701 and BS10012 information security management systems. Cloud service information security management (ISO 27017:2015) and protection of personally identifiable information (ISO 27018:2019) added in 2025.
- (2) In 2025, there were 36 audits and 35 units were audited by the internal audit.

- (3) Promote the implementation of the Great Intranet Project, and sequentially start the construction of the Company's external and backbone network upgrade, intranet and extranet implementation, and various information security protection enhancements.
- (4) Gradually introduce computer security configuration settings to GCB, and some departments have completed the initial introduction tests.
- (5) Mandate the installation of terminal anti-virus systems, information security identification tools, and computer security configuration settings, along with network access control and information security protection monitoring, to strengthen the basic information security requirements of the company's intranet and extranet-connected devices.
- (6) For the 2025 fiscal year, online information security education and training courses were conducted, with a total of 1,271 participants (as of November 11), amounting to 5,719.5 person-hours. The aim was to strengthen employees' attitudes, values, regulations, and practical knowledge regarding information security, making it a natural aspect of their daily activities, and fostering trust between internal and external participants.
- (7) The Company conducted a total of 2 social engineering drills in the year 2025, and has reinforced social engineering prevention awareness through the annual information security education and training program.
- (8) The Company's information security alerts are processed and reported according to the Incident and Event Management Procedures, with records maintained.

(II) Losses due to major IT security incidents, possible impacts, and responsive measures during the most recent fiscal year and up to the date of publication of the annual report : None.

VII. Important contracts

Nature	Parties involved	Contract start and end date	Main contents	Material restriction clauses
Distribution contracts	Cisco	Since 2003.10.27	Licensing SYSCOM as Cisco Gold Partner	None
Distribution contracts	Hewlett Packard Enterprise	Since 2011.01.14	Licensing SYSCOM as HPE Platinum Distributor	None
Distribution contracts	CyberLink Corp.	Since 2019.07.01	Licensing SYSCOM as CyberLink Distributor	None
Distribution contracts	Microsoft	Since 2017.12.27	Licensing SYSCOM as Microsoft LSP/CSP Distributor	None

Five. Review and analysis of financial position and financial performance and risks

I. Financial Status

The annual report shall list the main reasons for any material change in the Company's assets, liabilities, or equity during the past 2 fiscal years, and describe the effect thereof. Where the effect is of material significance, the annual report shall describe the measures to be taken in response

Unit: Thousands of NTD

Item	Year		Increase(decrease) amount	change Proportion (%)
	2025	2024		
Current Assets	3,781,670	4,033,567	(251,897)	(6)
Property, Plant and Equipment	348,569	366,735	(18,166)	(5)
Intangible Assets	7,901	2,531	5,370	212
Other Assets	372,452	476,697	(104,245)	(22)
Total Assets	4,510,592	4,879,530	(368,938)	(8)
Current Liabilities	2,187,001	2,598,214	(411,213)	(16)
Noncurrent Liabilities	76,763	97,065	(20,302)	(21)
Total Liabilities	2,263,764	2,695,279	(431,515)	(16)
Capital Stock	1,000,000	1,000,000	0	0
Capital Surplus	2,245	1,783	462	26
Retained Earnings	1,196,124	1,140,816	55,308	5
Other Equity	37,663	30,144	7,519	25
Non-Controlling Interest	10,796	11,508	(712)	(6)
Total Stockholders' Equity	2,246,828	2,184,251	62,577	3
<p>1. Analysis of change in percentage:</p> <p>(1)The increase in Intangible assets: Mainly due to the purchase of licensed software.</p> <p>(2)The decrease in other assets: Mainly due to a decreased in right-of-use assets.</p> <p>(3)The decrease in non-current liabilities: Mainly due to the decrease in lease liabilities.</p> <p>(4)The increase in other equity: Mainly due to the increase in unrealized gain or loss on financial assets measured at fair value through other comprehensive income.</p> <p>2. Future countermeasures: None.</p>				

II. financial performance

(I) Analysis of financial performance

Unit: Thousands of NTD

Item	Year		Increase (decrease) amount	change Proportion (%)
	2025	2024		
Net operating revenue	7,432,840	6,932,729	500,111	7
Operating costs	5,562,634	5,143,769	418,865	8
Gross profit	1,870,206	1,788,960	81,246	5
Operating expenses	1,517,439	1,474,074	43,365	3
Profit from operations	352,767	314,886	37,881	12
non-operating income and expenses	28,669	55,536	(26,867)	(48)
Profit before income tax	381,436	370,422	11,014	3
Income tax	71,161	65,739	5,422	8
Net profit	310,275	304,683	5,592	2
Other comprehensive income for the year, net of income tax	14,353	(3,945)	18,298	464
Total comprehensive income	324,628	300,738	23,890	8
Net profit attributable to Owners Of the Company	311,824	306,397	5,427	2
Total comprehensive income attributable to Owners Of the Company	326,429	302,281	24,148	8
<p>1. Analysis of change in percentage :</p> <p>(1) The decrease in non-operating income and expenses: Mainly due to the decrease in government subsidies.</p> <p>(2) The increase in other comprehensive income for the year, net of income tax: Mainly due to the increase in the number of remeasurements of the defined benefit plan.</p> <p>2. Reasons for the change in the Company's main business: None.</p> <p>3. Analysis of sales for 2025: Please refer to the market, production and sales overview of operations overview in this Annual Report.</p>				

(II) Analysis of change in operating gross profit: No material change.

III. Analysis of Cash Flow

Unit: Thousands of NTD

Balance of cash at start of term	Net cash flow from business activities throughout the year	Net cash flow activities throughout the year	Balance of cash (shortage)	Remedies for shortage in cash	
				Investment plan	Wealth management plan
733,387	387,816	518,734	602,469	-	-
<p>1. Analysis of change in cash flows for the year:</p> <p>(1) Operating activities: The net cash inflow from operating activities of NTD 387,816 thousand, mainly due to the decrease in accounts receivable.</p> <p>(2) Investing activities: The net cash outflow from investing activities of NTD 34,522 thousand, mainly due to the increase in property, plant and equipment purchased in the current period.</p> <p>(3) Financing activities: Net cash outflows from financing activities were \$480,265 thousand, mainly due to the repayment of short-term borrowings.</p> <p>2. Remedies for cash shortage and liquidity analysis: Not applicable</p> <p>3. Liquidity analysis for the coming year: The Company expects to generate positive cash flows from operating activities in the coming year, and the cash outflows are expected to be mainly from the payment of cash dividends. Cash balance at the beginning of the year: \$602,469 thousand Estimated net cash inflows from operating activities for the whole year: \$407,856 thousand Estimated cash outflows for the whole year: \$455,600 thousand Estimated cash surplus (shortage): \$685,643 thousand</p>					

IV. Major Capital Expenditure Items and Source of Capital: None.

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

The profit and loss performance of the Company's equity investees for fiscal year 2025 declined compared to fiscal year 2024, primarily due to the business consolidation of mainland China investees, liquidation proceedings at Syscom Computer(Shenzhen)Co., Ltd., including the payment of employee severance compensation, and lower-than-expected order intake at certain investees. The Company will continue to implement the production and sales strategy and expense and cost control plans as follows:

1. Continue to strengthen the control and management of each reinvestment company and adjust the manpower allocation in a timely manner.
2. Strengthen customer visits and enhance customer relationships in order to grasp customer needs.
3. Evaluate the markets of each investee, strengthen the products and services of each company, and explore other markets in a timely manner.
4. Continue to supervise investees to actively promote the revision of production and marketing strategies in accordance with market demands

Investment plans for the coming year:None

VI. Analysis of Risk Management

(I) Effects of Changes in Interest Rates, Foreign Exchange Rates and Inflation on Corporate Finance, and Future Response Measures.

1. Effect on the Company's profit and loss: None:

Item	2025 (Thousands of NTD , %)
Net interest income and expense	(832)
Net exchange gain or loss	2,798
Net interest income and expense as a percentage of net revenue	(0.01%)
Net interest income and expense as a percentage of net profit before tax	(0.22%)
Net exchange gain or loss as a percentage of net revenue	0.04%
Net exchange gain or loss as a percentage of net profit before tax	0.73%

(1) Change in interest rate

The Company had financial assets with cash flow interest rate risk of \$ 433,601 thousand at the end of 2025. The Company manages interest rate risk by maintaining an appropriate combination of fixed and floating interest rates for short-term borrowings.

(2) Change in exchange rate

Although the Company has foreign currency denominated cash flows for import and export operations, the impact of change in exchange rate on costs and revenues is not material.

(3) Inflation

The average consumer price index in Taiwan increased at an annual rate of approximately 1.66% in 2025. The Company keeps an eye on the fluctuation of market prices and maintains good interaction with suppliers and customers, and there has been no material impact due to inflation in recent years.

2. Future countermeasures:

(1) Countermeasures for change in interest rate

A. The Company does not have a large amount of long-term capital shortage. In addition to the preferential interest rate that the Company has obtained from banks, the Company also evaluates the reasonableness of the borrowing rate from banks from time to time in order to actively obtain preferential borrowing rate.

B. The Company uses its idle funds to make short-term investments to reduce interest rate losses and increase non-operating profit in response to possible increases in interest rates.

(2) Countermeasures for change in exchange rate

In response to exchange rate fluctuations, the Company collects foreign exchange information to keep abreast of exchange rate trends and consults with banks for professional advice, and adopts the principle of exchange rate diversification to reduce the impact of foreign currency exchange rate fluctuations on operating profit or loss.

(3) Inflation

The Company keeps an eye on the fluctuation of market prices, adjusts its import and export prices in accordance with the market fluctuations, and maintains good interaction with suppliers and customers, and there has been no material impact due to inflation in recent years.

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

1. The Company did not engage in any high-risk, high-leverage investments, lending funds others in the most recent year.
2. The Company has established the "Procedures for Engagement in Derivative Transactions" to regulate the risk management system of derivative transactions and did not engage in investments in derivative instruments in the most recent year and the current year up to the date of publication of the Annual Report.
3. In the most recent year, the Company provided financing endorsements and guarantees in the amount of \$80,000 thousand for the subsidiary, Netmaker Technology Co., Ltd., \$15,000 thousand for the subsidiary, Coach Technology Management Inc., and \$15,029 thousands for the subsidiary, Syscom Computer(Thailand)Co., Ltd., Handled in accordance with the "Endorsement and Guarantee Regulations" established by the Company.

(III) Future R&D plans and estimated R&D expenses to be invested in:

1.Future R&D plans and estimated R&D expenses to be invested in

Unit: Thousands of NTD

Name of future R&D projects	Estimated further investment in R&D expenses
Opus One IP Continuous Configuration Management Platform (Version 1.5.7)	1,000
Opus One IP Continuous Configuration Management Platform (Version 1.5.8)	5,000
Nursing AI Helper	1,200

2.R&D investment plan and progress:

Name of R&D projects	Current progress	Contents of the plan	Estimated completion time
Opus One IP Continuous Configuration Management Platform (Version 1.5.7)	60%	<p>Add/Upgrade the functionality of the Opus One DevOps Management Module and Topology and Event Correlational Analysis Module.</p> <ul style="list-style-type: none"> ● Conduct research on continuous configuration job service module to design dynamic job Form Flow and interface for receiving automatic and manual job input. ● Conduct research and design of integrated Opus One event access and response interface. ● Conduct research and design for the integration of CMDB's network, system, and personnel configuration data to assist in automatic problem and job correlation functions. ● Conduct research and design for work tracking management. 	2026/08
Opus One IP Continuous Configuration Management Platform (Version 1.5.8)	0%	<p>Add/Upgrade functionality of Opus One DevOps Management Module.</p> <ul style="list-style-type: none"> ● High-concurrency data processing: Upgrade data throughput of the monitoring core to supports the connection for an even larger number of devices to ensure stable system operation even with a large volume of monitoring data. ● Advanced Intelligent DevOps Module: Upgrade the intelligent filtering algorithm to integrate, in addition to existing topology suppression, machine learning models to effectively reduce alarm noise and ensure core problems are not overwhelmed. ● Overhaul of User Experience: Unified operation logic and visual style across modules allow DevOps personnel to seamlessly switch between different function modules from a single perspective, improving operational fluidity. ● Data Foundation and 	2027/09

		Empowerment: In-depth integration of data loading and processing capabilities, transform raw data into standardized data products that will provide high-quality data support for subsequent intelligent analysis.	
Nursing AI Helper	60%	Application of advanced speech recognition and AI technologies to reshape the care process in a way that improves the efficiency, precision, and user-friendliness of care tasks.	2026/12

(IV)Effects of and Response to Changes in Policies and Regulations Relating to Corporate Finance and Sales : None.

(V)Effects of and Response to Changes in Technology(including Information security risk) and the Industry Relating to Corporate Finance and Sales :

The Company continues to pay attention to market changes and related technology development trends, actively grasp market opportunities, and strive to develop new products and new customer sources to enhance the company's long-term competitiveness.

The Company has long been committed to the control of information security and personal data protection, and has established a multi-layered security control and protection network and implemented a strict information security and joint prevention mechanism;

During the current year up to the date of publication of the Annual Report, no changes in technology (including information security risks) and the industry have affected the Company's financial and business matters.

(VI)The Impact in Corporate Image on Corporate Risk Management, and the Company's Response Measures : None.

(VII)Expected Benefits from, Risks Relating to and Response to Merger and Acquisition Plans : None.

(VIII)Expected Benefits from, Risks Relating to and Response to Factory Expansion Plans: None.

(IX)Risks Relating to and Response to Excessive Concentration of Purchasing Sources and Excessive Customer Concentration: None.

(X)Effects of, Risks Relating to and Response to Large Share Transfers or Changes in Shareholdings by Directors,or Shareholders with Shareholdings of over 10%: None.

(XI)Effects of, Risks Relating to and Response to the Changes in Management Rights: None.

(XII)Litigation or Non-litigation Matters: None.

(XIII)Other Major Risks and countermeasures:

Risk management policy and organizational structure:

1. Risk management policy:

- (1) Risk management is the guiding principle.
- (2) Establish a risk management mechanism with early assessment and measurement, effective monitoring and strict control.
- (3) Strive to control risks within acceptable or controlled limits.
- (4) All employees are aware of risks and continuously carry out risk control in the execution of their businesses.

2. Risk management organizational structure:

- (1) Board of Directors
The Board of Directors of the Company is the highest unit of risk management and shall approve the risk management policy and structure, and is responsible for approving, reviewing, and monitoring the Company's risk management policy to ensure the effectiveness of risk management.
- (2) Risk Management Group
The Risk Management Group is the responsible unit for executing risk management and is responsible for the monitoring, measurement and evaluation of the company's risk at the execution level. The Risk Management Group is directly under the President and reports its operation to the Board of Directors at least once a year.

The risk management of each operation of the Company is divided among relevant units according to the nature of their businesses, and the main risk management units of each operation are described as follows.

Responsible unit	Responsibilities
Marketing Division	Responsible for developing the company's marketing strategy, product strategy, product pricing, market information collection and establishment, etc. to reduce strategic risks and business operation risks.
Administration and Planning Division	Responsible for human resources management, asset security management, promotion of corporate social responsibility and ethical corporate management (including the formulation of related policies, systems and related risk assessment) to reduce related risk losses.
Finance Division	Responsible for financial capital deployment and utilization, and timely use of hedging mechanisms to reduce financial risks in response to changes in exchange rates and interest rates.
Computer Center	Responsible for information security control and protection measures to reduce information security risks.
Audit Office	Responsible for auditing the implementation of internal control systems for business, finance and operations of each unit to strengthen the function of internal control system.
Each execution unit	Responsible for analyzing and monitoring the management of business risks in their respective units to ensure effective implementation of risk control mechanisms and procedures.

VII.Other material matters: None.

Six. Special matters

I. Information about the Company's Affiliates

Please refer to the MOPS website <https://mops.twse.com.tw/> > Single Company > Electronic File Download > Related Party Three Statements Section

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

III. Other supplementary information: None.

IV. Any of the situations listed in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the company's securities, has occurred during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report: None

V. Sustainability-Related Financial Information : The Company has not yet met the conditions stipulated by the Financial Supervisory Commission (FSC).

SYSCOM COMPUTER ENGINEERING CO.

Chairman Jui-Fu Liu