Stock Code: 5878

TAIMING ASSURANCE BROKER CO., LTD.

2025 Annual Report

Market Observation Post System: http://mops.twse.com.tw

Company website: https://www.tabc.com.tw

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Disclaimer

Please note that this English annual report is not a word for word translation of the Chinese version. In the event of any variance, the Chinese text shall prevail.

I. Name, Title, Telephone Number, and Email Address of Spokesperson and Deputy Spokesperson:

Name: Chun-Hsien Huang
Title: General Manager
Tel.: (02) 5558-5988
E-mail: tabc5878@tabc.com.tw
Deputy Spokesperson
Name: Shu-Fen Yang
Title: Deputy General Manager
Tel.: (02) 5558-5988
E-mail: tabc5878@tabc.com.tw

II. Address and Telephone Number of Headquarters and Business Locations:

Headquarters: 11F., No. 49, Guanqian Rd., Taipei City
Tel.: (02) 5558-5988

Address and telephone number of business locations:

Name	Address	Telephone number
Guanqian	6F.-3, No. 49, Guanqian Rd., Taipei City	02-5582-9988
Chongqing	9F., No. 83, Sec. 1, Chongqing S. Rd., Taipei City	02-5581-2888
Keelung	9F., No.148, Xin 1st Rd., Keelung City	02-2421-5399
Taoyuan	14F.-3, No. 191, Yong'an Rd., Taoyuan City	03-337-0528
Taichung	25F.-2, No. 447, Sec. 3, Wenxin Rd., Taichung City	04-3500-9998
Yunlin	3F., No. 178-18, Gong'an Rd., Huwei Township, Yunlin County	05-6363-900
Chiayi	9F-2, No. 400, Chuiyang Rd, West Dist., Chiayi City	05-223-5268
Tainan	5F., No. 281, Sec. 2, Fuqian Rd., West Central Dist., Tainan City	06-293-6046
Tainan	7F., No. 283, Sec. 2, Fuqian Rd., West Central Dist., Tainan City	06-293-4288
Kaohsiung	11F.-2, No. 241, Yixin 1st Rd., Qianzhen Dist., Kaohsiung City	07-955-2888
Pingtung	2F., No. 88-15, Guangdong S. Rd., Pingtung City	08-751-1095

III. Name, address, website and telephone number of stock transfer agency:

Name: Waterland Securities Co., Ltd.
Address: 15F., No. 188, Sec. 5, Nanjing E. Rd., Taipei City
Web: https://www.ibfs.com.tw
Tel: (02) 2528-8988

IV. Name of the CPA, name of the CPA firm, address, website, and telephone number for the latest annual financial report:

Name of CPA: Wei-Chun Ma, Wun-Ya Syu
Name of accounting firm: Deloitte & Touche
Address: 20th Floor, No.100, Songren Road, Shinyi District, Taipei City
Web: https://www2.deloitte.com
Tel: (02) 2725-9988

V. The name of exchanges where the Company's securities are traded offshore, and the method by which to access information on said offshore securities: None.

VI. Company website: https://www.tabc.com.tw

Taiming Assurance Broker Co., Ltd.

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Chapter 1. Letter to Shareholders

Dear Shareholders,

The Company's 2025 annual operating results and business plan, future development strategies, external competitions, and regulatory environment, and overall business environment are described as follows:

I. Operating Results of the Previous Year

(I) 2025 Business Performance

According to statistics compiled by the Life Insurance Association of the Republic of China, total premium income of the life insurance industry in 2025 increased by 7.2% compared to 2024. Among these, first-year premiums of traditional life insurance grew by 18.8% year-on-year, first-year premiums of traditional annuity products increased by 11.6% year-on-year, and first-year premiums of investment-linked life insurance rose by 24.4% year-on-year. The overall growth momentum was primarily attributable to the U.S. Federal Reserve's initiation of an interest rate cutting cycle in 2025, which enhanced the relative attractiveness of declared interest rates on U.S. dollar-denominated policies. In response to the aging population trend, insurers actively developed U.S. dollar-denominated fixed-rate retirement products offering stable returns. In addition, buoyant performance in international equity markets boosted policyholders' willingness to invest in investment-linked insurance products, thereby driving the overall growth in first-year premiums.

In response to market trends and diversified insurance needs, the Company continues to provide a comprehensive range of products and protection services, including U.S. dollar interest-sensitive products, variable universal life insurance, U.S. dollar-denominated endowment insurance, and health insurance. In 2025, the Company's total first-year life insurance premiums increased by approximately 25.3% compared to 2024, demonstrating strong growth momentum in its operating performance.

Upholding its core values of "Professionalism, Integrity, and Sustainability," the Company continues to advance its Environmental, Social, and Governance (ESG) strategies, promoting comprehensive enhancements across corporate governance, social responsibility, and environmental sustainability, and demonstrating its commitment to sound operations and long-term value creation for society. In 2025, the Company received recognition through several major domestic awards, underscoring its outstanding achievements in sustainability practices, brand management, and social welfare. These include being honored with the "Outstanding Enterprise" award at the 22nd National Brand Yushan Award, recognizing excellence in brand value, operational performance, and marketing services; receiving the Taiwan Corporate Sustainability Awards "Sustainability Report Award – Gold Award," signifying significant advancement in sustainability disclosure and performance management; being awarded the "Excellence in Brand Image Award" in the annual Outstanding Insurance Awards, highlighting the Company's achievements in brand development; and once again being recognized by the Huashan Social Welfare Foundation with the "Guardian Angel Award," reflecting its continued commitment to public welfare and social participation in fulfillment of corporate social responsibility.

(II) Budget Execution: No financial forecast announcement has been made by the Company and is therefore not applicable.

(III) Financial and Profitability Analysis

Consolidated net operating income of the Company and its subsidiaries in 2025 was NT$882,585 thousand, representing an increase of 4.2% compared to the same period of the previous year. Consolidated net profit before tax was NT$84,043 thousand, and net profit after tax attributable to owners of the Company was NT$71,659 thousand, representing a year-on-year increase of 29.22%. Basic earnings per share were NT$3.36 before tax and NT$2.86 on an after-tax basis.

As of the end of 2025, the Company's total assets amounted to NT$795,120 thousand, and shareholders' equity totaled NT$532,158 thousand.

(IV) Research and Development Status

1. Information Aspect: In response to the development of financial technology and the trend toward digital transformation, the Company continues to advance the digitalization of operational processes and low-carbon operational management. This includes the adoption of digital attendance systems and digital learning platforms to enhance the management of training hours, expansion of partnerships with insurers for mobile insurance enrollment, and the acceleration of paperless implementation for business and administrative forms. These initiatives aim to improve operational efficiency and reduce the Company's carbon footprint.

   It has established a hyper-converged core system to enhance information security and system performance.

2. Product Aspect: In alignment with changes in the interest rate environment, population aging, and increasingly diversified market demand, the Company regularly conducts analyses of product portfolio composition and sales performance. It strengthens allocation strategies across protection-oriented, retirement planning, and investment-linked products, while supporting its sales force through systematic training programs and seminars to enhance product expertise and sales quality.
3. Business Aspect: The Company has upgraded its sales force toward a consultative service model and data-driven management approach. By integrating professional resources across insurance, legal, and taxation domains, the Company has established cross-disciplinary sales support teams to provide comprehensive client advisory and planning services. These efforts enhance clients' asset allocation and risk management capabilities, while leveraging data analytics and customer relationship management mechanisms to deepen service engagement and improve business development efficiency.

II. Business Plan Overview for the Year

(I) Business Strategy for the Year

1. Sales Training:

   The Company continues to strengthen the professional competencies of its sales personnel and its organizational development capabilities by organizing specialized training programs covering global market analysis, trust regulations, wealth succession, and tax and legal matters. In addition, the Company has established an elite training program in organizational management and conducts regular nationwide joint online morning meetings and recruitment training programs. Through a dual-track approach integrating both in-person sessions and digital learning platforms, the Company provides systematic foundational training and advanced product courses, cultivating comprehensive service capabilities among its sales personnel and establishing a solid foundation for professional services.
2. Sales Activities:

   The Company continues to optimize its internally developed recruitment support system and digital attendance system to enhance organizational expansion efficiency and strengthen digital management mechanisms. In addition, through a variety of incentive measures—such as experience-sharing by top-performing personnel, sales recognition events, overseas incentive trips, joint recruitment briefings, and promotion activities—the Company reinforces team cohesion and alignment within its sales force.

At the same time, the Company convenes regular management meetings, including honor club meetings and strategic management meetings, to align business directions and ensure the effective implementation of the Company's overall development objectives.

3. Corporate Sustainability:

To further strengthen its Sustainable Operation framework, the Company has elevated the organizational level of the Sustainability Development Committee by appointing Independent Directors as committee members, thereby enhancing its sustainability governance structure. In addition, the Company has established the "Sustainability Information Management Procedures" in alignment with the competent authority's policy direction of "Environmental Sustainability, Social Inclusion, and Sound Governance," and continues to reinforce corporate governance and its commitment to social responsibility initiatives. This year, greenhouse gas consultancy services were introduced, and a comprehensive emissions inventory was implemented to promote net-zero transition in operational processes and advance environmental sustainability.

(II) Operating Targets for the Year

1. Continuously enhance consolidated revenue and overall operating performance.
2. Maintain a stable policy persistency rate of over 90%.
3. Actively recruit high-quality sales teams, encourage second-generation succession and promotion, and expand team scale.
4. Enhance sales force activity levels and service quality, thereby strengthening channel competitiveness.

III. Future Corporate Development Strategy

(I) Establish a systematic talent development framework and cultivate well-rounded insurance professionals.

(II) Enhance product offerings in retirement planning and wealth succession in response to the aging population trend.

(III) Accelerate the application of digital technologies and promote process automation and intelligent management.

(IV) Expand cross-industry partnerships and leverage synergies through resource integration.

(V) Deepen the implementation of ESG strategies and advance sustainable operations and environmental protection.

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

(I) External Competitive Environment

1. Digital Resilience and Cybersecurity Protection: Digital transformation is accelerating the restructuring of sales channels and operational processes. In the face of increasingly frequent cybersecurity threats, corporate management must go beyond technological upgrades and recognize cybersecurity risk management as a core strategic asset. This requires the allocation of targeted resources to establish a comprehensive defense framework, ensuring the protection of customer personal data and the continuity of services.
2. Global Political-Economic Volatility and Asset Allocation: Amid rapid policy shifts by the United States government, volatility in the global financial environment has intensified. Insurance brokerage firms must strengthen their market intelligence capabilities and provide more professional and customized asset preservation and financial planning solutions for investment-linked products, thereby assisting clients in maintaining financial stability and safeguarding assets during periods of uncertainty.
3. Risk Management under Extreme Climate Conditions: The increasing frequency of climate-related disasters highlights the critical role of insurance brokerage firms as "risk consultants" in claims management. We will enhance in-depth assessments of both personal and property protection needs, transitioning from passive sales to proactive risk protection planning, and building a comprehensive risk mitigation framework.

(II) Regulatory Environment

1. Regulatory Compliance Implementation: In response to ongoing amendments to insurance-related regulations, the Company has strengthened the competencies of its compliance personnel and implemented comprehensive regulatory training and audit programs. These measures ensure that all business and administrative processes remain fully aligned with the latest regulatory requirements and supervisory standards.
2. Sustainable Development and Net-Zero Transition: In accordance with the timeline set forth in the "Sustainable Development Roadmap for TWSE/TPEx-Listed Companies," the Company will actively allocate resources to conduct greenhouse gas inventories. It aims to achieve inventory completion and third-party verification by 2027 and 2029, respectively, demonstrating a concrete commitment to net-zero carbon reduction and corporate social responsibility.

3. Enhancement of Internal Control and Audit Transparency: In alignment with the revised "Internal Control and Audit System for the Insurance Industry," the Company has established a robust internal control framework for sustainability information management. Through professional audit procedures, we ensure the accuracy and transparency of ESG disclosures, thereby enhancing market confidence and strengthening investor trust in the Company's operations.

(III) Overall Business Environment

According to the macroeconomic forecast released by the Taiwan Institute of Economic Research (TIER) on January 26, 2026, Taiwan's economic growth rate for 2026 is projected to reach 4.05%. The overall growth pattern is characterized by "balanced domestic and external expansion," primarily driven by strong demand for applications such as artificial intelligence (AI), high-performance computing (HPC), and cloud services, which in turn stimulate robust sales performance. The manufacturing, service, and construction sectors are expected to experience gradual growth, alongside a recovery in private consumption momentum.

According to projections by the Taiwan Insurance Institute (TII), participating life insurance products are expected to remain strong sellers in 2026, while demand for interest-sensitive life insurance and investment-linked products will continue to rise. The annual premium growth rate for the life insurance sector is estimated to range between 0% and 10%. Meanwhile, supported by favorable economic conditions, the non-life insurance sector is projected to achieve a growth rate of approximately 7% to 10% in written premiums. Leveraging their multi-channel distribution advantages, insurance brokerage firms are expected to maintain steady growth in 2026.

Based on 2025 life insurance premium statistics, traditional insurance brokerage and agency channels accounted for approximately 18.04% of first-year total premium income, remaining consistent with the 18.04% share recorded in 2024. This indicates that traditional brokerage and agency channels are growing in tandem with the overall market. Insurance brokerage firms represent high-quality products from multiple insurers and are not constrained by the strategic adjustments of any single insurance company. This enables them to accurately capture growth opportunities across different product segments. In response to global economic volatility, brokerage firms can flexibly promote U.S. dollar-denominated interest-sensitive or participating policies in line with market trends, thereby meeting clients' asset allocation needs in inflationary or high-interest-rate environments. Given the increasing complexity of product structures, such as participating and interest-sensitive policies, traditional sales approaches alone are no longer sufficient. The Company enhances its sales adaptability and strengthens overall business competitiveness by integrating professional training with insights into global economic trends and product characteristics.

Ladies and gentlemen, wishing you good health and all the best.

Chairman of the Board: Cheng-Chih Li	Manager: Chun-Hsien Huang	Accounting Manager: Hsin-I Wen

Chapter 2. Corporate Governance Report

I. Information on Directors, Supervisors, General Managers, Deputy General Managers, Assistant Managers, and Heads of Departments and Branches

(I) Directors' Information

Book closure date: March 29, 2026

Title (Note 1)	Nationality or place of registration	Name	Gender Age (Note 2)	Elected (Appointed) Date	Term	Date of Initial Elected Date (Note 3)	Shares held when elected		Current number of shares held		Current shares held by spouses and minor children		Shares held in the names of others		Main Work (Academic) Experiences (Note 4)	Current concurrent positions held in the Company and other companies	Other Heads, Directors, or Supervisors with a Spouse or Second Degree of Kinship			Remarks (Note 5)
							Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Chairman of the Board	Republic of China	Taiwan Navigator Asset Investment Co., Ltd.	-	2025.05.29	3 years	2012.11.07	9,025,907	36.07%	9,025,907	36.07%	-	-	-	-	-	-	-	-	-	-
	Republic of China	Representative: Cheng-Chih Li	Male 61-70 years old	2025.05.29	3 years	2012.11.07	572,834	2.29%	161,834	0.65%	274	0.00%	-	-	Studied in Construction Group of Public Engineering Department, China University and Technology Sales Manager, Zhendong International Trading Co., Limited Sales Manager, Niche International Futures Company Business Marketing Director, MetLife, Inc. Head of Department of Business, Headquarter of MetLife, Inc. Manager of Banqiao Communications Department, MetLife, Inc.	Chairman, Tai-Ming Insurance Brokerage Co., Ltd. Chairman, Family Safe Co., Ltd. Chairman and Legal Representative, Shanghai Taiming Insurance Agency Co., Ltd. Chairman and Legal Representative, Jiangsu Taiming Insurance Agency Co., Ltd.	-	-	-	-
Director	Republic of China	Representative: Chia-Keng Li	Female 41-50 years old	2025.05.29	3 years	2022.05.26	-	-	-	-	-	-	-	-	Doctor of Economics, Xiamen University Master of Computer Science and Information Systems, Pace University, New York, USA Project Assistant Manager of Taiwan Fire & Marine Insurance Co., Ltd. Supervisor, Zhuhai SIRTEC International Co., Ltd. Corporate Representative Director of Wending Venture Capital Co., Ltd. Senior Assistant Vice President of SIRTEC International Co., Ltd.	Director, Taiming Assurance Broker Co., Ltd. Director, Navigator Construction Co., Ltd. Director, Yong Xin Development Co., Ltd. Chairman, Chanon Investment Co., Ltd. Director, Xin Hang Investment Xingye Co., Ltd. Chairman, AT BOUTIQUE HOTEL Supervisor, Taiwan Navigator Asset Investment Co., Ltd. Director, Jiade Investment Co., Ltd. Supervisor, Linghangjia Investment Xingye Co., Ltd. Chairman, Pengcheng Investment Co., Ltd. Supervisor, Zheng Yang Development Co., Ltd. Director, Zhongtai Navigator Construction Co., Ltd. Chairman, Cheng-Rong Enterprise Co., Ltd. Supervisor, Navigator Investment Development Co., Ltd.	-	-	-	-

Title (Note 1)	Nationality or place of registration	Name	Gender Age (Note 2)	Elected (Appointed) Date	Term	Date of Initial Elected Date (Note 3)	Shares held when elected		Current number of shares held		Current shares held by spouses and minor children		Shares held in the names of others		Main Work (Academic) Experiences (Note 4)	Current concurrent positions held in the Company and other companies	Other Heads, Directors, or Supervisors with a Spouse or Second Degree of Kinship			Remarks (Note 5)
							Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Director	Republic of China	Cheng-Rong Enterprise Co., Ltd.	-	2025.05.29	3 years	2013.06.14	47,959	0.19%	47,959	0.19%	-	-	-	-	-	-	-	-	-	-
	Republic of China	Designee: Chin-Miao Lin	Male 61-70 years old	2025.05.29	3 years	2024.07.22	-	-	-	-	-	-	-	-	Executive Master of Business Administration, NCCU Chairman of CTBC Insurance Co., Ltd. Director and General Manager of Allianz Life Insurance	Director, Taiming Assurance Broker Co., Ltd. Chairman, SIRTEC International Co., Ltd. Chairman, SIRTEC (Dong Guan) Plastic Electronics Co., Ltd. Chairman, SIRTEC Dongguan Sheysun Plastic Electronics Co., Ltd. Chairman, Dongguan SIRTEC International Co., Ltd. Chairman, Zhuhai SIRTEC International Co., Ltd. Chairman, Zhuhai SIRTEC Plastic Electronics Co., Ltd. Director of Sirtec Electronic (Suzhou) Co., Ltd. Chairman, SIRTEC INTERNATIONAL (BVI) CO., LTD. Chairman, SIRFA (B.V.I) Co., Ltd. Chairman, Sirlight Trading Co., Ltd. Chairman, SIRTEC INTERNATIONAL (VIETNAM) COMPANY LIMITED Director, SIRTEC INTERNATIONAL (THAILAND) CO., LTD. Director, Link-aim Life Insurance Broker Co., Ltd. Corporate Director Representative, Forland Auto Trade Holding Co., Ltd. Director of Forland Auto Trade (China) Holding Co., Ltd. Director of Navigator Financial Leasing Co., Ltd. Director of FORLAND TRADING CO., LTD. Director of Navigator Financial Leasing Co., Ltd. Director of Wending Venture Capital Co., Ltd. Director of TOP TAIWAN XIII VENTURE CAPITAL CO., LTD. Independent Director of AMPIRE CO., LTD. Supervisor, HANBO LIVESTOCK & FARMING PRODUCTS CO., LTD.	-	-	-	-
Independent Director	Republic of China	Chien-Hsiang Chang	Male 71-80 years old	2025.05.29	3 years	2019.05.31	-	-	-	-	-	-	-	-	Bachelor of Business Administration, National Taiwan University (Taiwan) Director, SIRTEC International Co., LTD. Supervisor, Taiming Assurance Broker Co., Ltd. General Manager Office of Taiwan Fire & Marine Insurance Co., Ltd. Deputy General Manager and Management Manager	Independent Director, Taiming Assurance Broker Co., Ltd.	-	-	-	-

Title (Note 1)	Nationality or place of registration	Name	Gender Age (Note 2)	Elected (Appointed) Date	Term	Date of Initial Elected Date (Note 3)	Shares held when elected		Current number of shares held		Current shares held by spouses and minor children		Shares held in the names of others		Main Work (Academic) Experiences (Note 4)	Current concurrent positions held in the Company and other companies	Other Heads, Directors, or Supervisors with a Spouse or Second Degree of Kinship			Remarks (Note 5)
							Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
															Chief Auditor of the Board of Directors Assistant Manager and Manager of Finance Department					
Independent Director	Republic of China	Tsung-Han Hsieh	Male 51-60 years old	2025.05.29	3 years	2022.05.26	-	-	-	-	-	-	-	-	Master of Resource Management, Fairleigh Dickinson University (FUD), USA.	Independent Director, Taiming Assurance Broker Co., Ltd. Chairman and General Manger, Forward Graphic Enterprise Co., Ltd.	-	-	-	-
Independent Director	Republic of China	Fu-Kuei Huang	Male 61-70 years old	2025.05.29	3 years	2019.05.31	-	-	-	-	-	-	-	-	Bachelor's Degree in Accounting, National Cheng Kung University	Independent Director, Taiming Assurance Broker Co., Ltd. Practicing CPA, Shouxin Accounting Firm Independent Director of Taiwan Taomee Co., Ltd.	-	-	-	-

Note 1: For juristic person shareholders, their names and representatives shall be stated (for representatives, the names of juristic person shareholders they represent shall be indicated respectively) and filled in Table 1.

Note 2: Please list actual ages and express them in intersectional manner, e.g., 41-50 years old or 51-60 years old.

Note 3: Please list the first date to take the charge of director or supervisor of the Company, and note with illustrations for any disruption of duty occurred.

Note 4: For the experience related to holding the current position, if one has worked in the CPA firm conducting the auditing and attesting business or related company, he/she shall state the job title and responsible position. Assistant vice president, regardless of job title, should also be disclosed.

Note 5: Where the Chairman of the board of directors and the general manager or person of an equivalent post (the highest level manager) of the Company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (for example, increase the number of independent directors, and there shall be more than half of the directors who do not concurrently serve as employees or managers).

Note 6: On May 29, 2025, the 9th Board of Directors and Independent Directors were elected in the Annual Shareholders' Meeting. The term of office for this Board is from May 29, 2025, to May 28, 2028.

Table 1: Major Institutional Shareholders

Book closure date: March 29, 2026

Name of Judicial Person Shareholders (Note 1)	Substantial Shareholders of Judicial Person Shareholders (Note 2)
Taiwan Navigator Asset Investment Co., Ltd.	Navigator Construction Co., Ltd. (30%), Jiade Investment Co., Ltd. (25%), Mayer Steel Pipe Corporation (15%), Dean Development Co., Ltd. (0.83%), Wanshun Investment Co., Ltd. (5%), HSIU-HSIU YU (5%), Xinliang Investment Co., Ltd. (5%), The Sincere Co., Ltd. (10%), Yuan Chuan Iron & Steel Co., Ltd. (4.17%)
Cheng-Rong Enterprise Co., Ltd.	Jiade Investment Co., Ltd. (34.483%), Chanon Investment Co., Ltd. (31.034%), Tong Sheng Development CO LTD (34.483%).

Note 1: For Directors and supervisors who are representatives of judicial person shareholders, the name of the shareholder shall be filled.

Note 2: Fill in the name of the substantial shareholders of the judicial person shareholder (top 10 shareholders by shareholding ratio) and their shareholding ratio. If the substantial shareholder is a judicial person, the following Table 2 shall be filled.

Note 3: For institutional shareholders who are not under the organization of the Company, the name and shareholding of the shareholders shall be disclosed (i.e., name of the investor or donor and their investment or donation ratio)

Table 2: Table 1: Major Shareholders of Juristic Person Shareholders

Book closure date: March 29, 2026

Name of Judicial Person (Note 1)	Substantial Shareholders of Legal Entity (Note 2)
Navigator Construction Co., Ltd.	Jian-Cheng Li (41.57%), Tong Sheng Development Co., Ltd (40.79%), Chao-Tzu Li Chen (0.71%), Chia-Keng Li (2.64%), Wang Wei (14.29%)
Jiade Investment Co., Ltd.	Tai-Hung Li (46.85%), Cheng Yang Investment Development Co., Ltd.(48.85%), Chao-Tzu Li Chen (0.5%), Mo-Hang Wu (1%), Wen-Yung Li (0.3%), Min-Tzu Li (1.25%), Cheng-Han Li (1.25%)
Mayer Steel Pipe Corporation	Yuan Chuan Iron & Steel Co., Ltd. (16.61%), Tzu Chi International Co., Ltd. (7.68%), Miramar Hotel Co., Ltd. (3.86%), Xianda Investment Co., Ltd. (7.11%), Dean Development Co., Ltd. (0.77%), Jian Yu Xing Ye Co., Ltd. (1.14%), Yuan Da Investment Co., Ltd. (2.55%), HSBC Bank (Taiwan) Limited, in its capacity as the custodian of WisdomTree Trust - WisdomTree Emerging Markets High Dividend Fund Investment Account. (0.93%), Kang-Ning Lin (0.76%), Ping Lin (0.71%)
Dean Development Co., Ltd.	Miramar Hotel Co., Ltd. (24.67%), Dewei Investment Co., Ltd. (23.14%), The Sincere Co., Ltd. (22.29%), Yuan Chuan Iron & Steel Co., Ltd. (16.60%), Mayer Steel Pipe Corp. (4.69%), Yi-Yun Hong (3.81%), Hsiu-Mei Huang (1.14%), Yung-Lun Huang (0.70%), Yuhong Investment Co., Ltd. (0.28%), Cheng-Pi Lin (0.27%)
Wanshun Investment Co., Ltd.	Zhong-Yi Li (8%), Yu-Ying Yang (8%), Yen-Liang Li (84%)
The Sincere Co., Ltd.	Dean Development Co., Ltd. (41.06%), Dewei Investment Co., Ltd. (23.06%), Deanxin Co., Ltd. (18.95%), Du Centre Co., Ltd. (12.08%), Yung-Chieh Huang (1.25%), Wei-Li Cheng (1.17%), Yuhong Investment Co., Ltd. (0.99%), Ta-Yao Lo (0.53%), Ting-Chun Ma Wu (0.53%), Yung-Lun Huang (0.15%)
Xinliang Investment Co., Ltd.	Zhong-Yi Li (3.2%), Yu-Ying Yang (3.2%), Yen-Liang Li (93.6%)
Chanon Investment Co., Ltd.	Jian-Cheng Li (11.84%), Tai-Hung Li (8.12%), Chia-Keng Li (38.66%), AT BOUTIQUE HOTEL (41.38%)
Tong Sheng Development Co., Ltd.	Jian-Cheng Li (64.07%), Navigator Construction CO., LTD. (16.95%), Chia-Keng Li (1.69%), Wen-Yung Li (0.34%), Wei Wang (16.95%)

Note 1: If the substantial shareholder in Table 1 is a judicial person, the name of the judicial person shall be filled in.

Note 2: Fill in the name of the substantial shareholders of the judicial person (top 10 shareholders by shareholding ratio) and their shareholding ratio.

Note 3: For institutional shareholders who are not under the organization of the Company, the name and shareholding of the shareholders shall be disclosed (i.e., name of the investor or donor and their investment or donation ratio)

(II) Disclosure of professional qualifications of the Board of Directors and independence information of independent directors:

Book closure date: March 29, 2026

<table>
<tr><th>Criteria / Name</th><th>Professional qualifications and experience</th><th>Independence Situation</th><th>Number of independent directorships in other publicly traded companies</th></tr>
<tr><td>Taiwan Navigator Asset Investment Co., Ltd. Representative: Cheng-Chih Li</td><td rowspan="6">1. For the professional qualifications and experience of the Directors, please refer to pages 8 to 10 of this annual report under "I. (I) Director's Information."
2. Where none of the circumstances in the subparagraphs of Article 30 of the Company Act applies. (Note 1)</td><td rowspan="3">Not Applicable</td><td>0</td></tr>
<tr><td>Taiwan Navigator Asset Investment Co., Ltd. Representative: Chia-Keng Li</td><td>0</td></tr>
<tr><td>Cheng-Rong Enterprise Co., Ltd. Designee: Chin-Miao Lin</td><td>1</td></tr>
<tr><td>Independent Director: Chien-Hsiang Chang</td><td rowspan="3">All Independent Directors meet the following conditions:
1. Complies with the relevant provisions of Article 14-2 of the Securities and Exchange Act promulgated by the Financial Supervisory Commission and the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.
2. Neither the Independent Director, his/her spouse, nor his/her minor children, whether directly or through nominees, hold any shares of the Company.
3. Has not provided any compensation amount to the Company or its affiliates for services related to business, legal, financial, accounting, and other areas in the past two years.</td><td>0</td></tr>
<tr><td>Independent Director: Fu-Kuei Huang</td><td>1</td></tr>
<tr><td>Independent Director: Tsung-Han Hsieh</td><td>0</td></tr>
</table>

Note 1: If any of the following circumstances apply, an individual may not serve as a Manager, and those who are currently serving shall be automatically dismissed:

1. Having been convicted of an offense prescribed under the Organized Crime Prevention Act, with such conviction having become final, where the sentence has not yet been executed, has not been fully executed, or where less than five years have elapsed since the completion of execution, expiration of probation, or grant of a pardon.
2. Having been convicted of fraud, breach of trust, or embezzlement and sentenced to imprisonment for a term of one year or more, with such judgment having become final, where the sentence has not yet been executed or fully executed, or where less than two years have elapsed since the completion of execution, expiration of probation, or grant of a pardon.
3. Having been convicted of a crime under the Anti-Corruption Act, the judgment has been finalized, with such conviction having become final, where the sentence has not yet been executed, has not been fully executed, or where less than two years have elapsed since the completion of execution, expiration of probation, or grant of a pardon.

4. Having been declared bankrupt or is subject to court ordered commencement of liquidation proceedings, and has not yet had his/her rights reinstated.
5. Having issued negotiable instruments that were dishonored and for which the period of restriction has not yet expired.
6. Incapacitated or limited capacity to act.
7. The declaration of commencement of assistance has not been annulled.

Note 2:

1. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.
2. Number of independent directorships in other publicly traded companies does exceed three.
3. None of the following circumstances occurred during the two years prior to the appointment and during the term of office:
   (1) Employee of the Company or any of its related companies;
   (2) Directors and Supervisors of the Company or its Affiliates.
   (3) Natural person shareholder who holds more than one 1% of total shares issued by the Company or is ranked top 10 in terms of number of shares held under his name, his spouse and minor children, or in the name of others.
   (4) Spouse, direct lineal relative within the second degree of kinship, or a within the third degree of kinship of the manager listed in (1) or the person listed in (2) and (3)
   (5) A director, supervisor, or employee of a juristic-person shareholder that directly holds 5% or more of the Company's total issued shares, ranks among the top five shareholders, or appoints representatives to serve as directors or supervisors of the Company pursuant to Paragraphs 1 or 2 of Article 27 of the Company Act.
   (6) Directors, supervisors, or employees of other companies in which more than half of the board seats or voting shares are controlled by the same person as the Company.
   (7) Directors, supervisors, or employees of other companies or institutions in which the chairperson, general manager, or equivalent position holder of the Company is the same person or the spouse thereof.
   (8) Directors (or trustees), supervisors (or supervisors), managers, or shareholders holding more than 5% of the shares of specific companies or institutions that have financial or business dealings with the Company.
   (9) Professional individual, sole proprietorship, partnership, owner of a company or institution, partner, director, supervisor, manager or spouse thereof that provides auditing service for the Company or any of its affiliates, or provides commercial, legal, financial, or accounting service with cumulative remuneration less than NT$500,000 in the past two years. However, those serving as members of the Remuneration Committee of the Company are not subject to this limitation.

(III) Diversity and Independence of the Board of Directors:

1. Diversity of the Board of Directors:

(1) In accordance with the “Corporate Governance Best Practice Principles” stipulated by the board members, the composition of the Board shall be diversity, except that the directors who are concurrently managers of the Company shall not occupy more than one third of the board seats, and formulate an appropriate diversity policy for their own operation, business type and development needs, including but not limited to the following two standards:

A. Basic criteria and value: gender, age, nationality, culture, race, and ethnicity.

B. Professional knowledge and skills: professional background (such as accounting, industry, finance or technology), professional skills and industry experience, etc.

The Board members shall possess knowledge, skills, and quality that are adequate for carrying out their duties. To achieve the ideal target of corporate governance, the Board of Directors should possess the following capabilities: operational judgment ability, management capability, leadership and decision-making ability, crisis management ability, industry knowledge, and international market view.

(2) The Company's Board of Directors has implemented the following measures to ensure diversity among its members:

Title	Name	Nationality	Gender	Age			Independent Director Tenure		Employee Status	Core Competencies (Top 4)							
				41-60 years old	61-70 years old	71-80 years old	Less than 3 years	3-9 years		Operational judgment ability	Accounting and financial analysis ability	Decision -making ability	Crisis management ability	Industrial knowledge	International market view	Leadership	Information competency
Chairman of the Board	Cheng-Chih Li	Republic of China	Male		V		-	-	Yes	V		V	V	V	V	V	
Director	Chia-Keng Li	Republic of China	Female	V			-	-	No	V	V			V	V		V
Designee of Judicial Person Director	Chin-Miao Lin	Republic of China	Male		V		-	-	No	V	V	V	V	V	V	V	
Independent Director	Chien-Hsiang Chang	Republic of China	Male			V		V	No	V	V			V		V	
Independent Director	Fu-Kuei Huang	Republic of China	Male		V			V	No	V	V		V	V		V	
Independent Director	Tsung-Han Hsieh	Republic of China	Male	V			V		No	V		V			V	V	

2. Independence of the Board of Directors:

(1) The Company currently has 6 Directors, of which 3 are Independent Directors, exceeding half of the Board of Directors' seats, which accounts for 50% of the total number of Directors, which in compliance with the 3.0 Sustainable Development Roadmap in Article 14 of the Securities and Exchange Act.

This demonstrates that the Company’s Independent Directors objectively exercises their authority to oversee the management of existing or potential risks, thereby fulfilling their role in supervising the Company’s operations.

(2) None of the Directors or Independent Directors of the Company is related to one another as spouses, first-degree relatives, or representatives of the same legal entity, and no situation specified under Article 26-2, Paragraph 3 of the Securities and Exchange Act applies.

(3) There are five non-employee directors among the board members, accounting for 83.33% of the total board members, which serves to enhance the quality of supervision.

(4) All members of the Board of Directors of the Company possess rich practical experience and are outstanding individuals in leadership and decision-making. As of the end of 2025, all members of the Board of Directors are subject to any of the circumstances listed in Article 30 of the Company Act. Furthermore, all Independent Directors fully comply with the independent standards set by the Financial Supervisory Commission, demonstrating the independence of the Board of Directors of the Company.

3. Specific Management Objectives and Achievement status of the Board Diversity:

Specific Management Objectives	Achievement Status
1. Places importance on gender equality among its members, ensuring that the board includes at least one female director.	Achieved
2. No more than two Directors should have a spousal or familial relationship within the second degree of kinship.	Achieved
3. Emphasizes capabilities in business judgment, management, and crisis response, and at least two-thirds of the board members are required to possess expertise in these competencies.	Achieved
4. Continue to arrange diverse training programs for Directors to enhance their decision-making quality and supervisory capabilities, thereby strengthening the functions of the Board of Directors.	Achieved
5. The number of independent director positions accounts for one-third of the total board seats.	Achieved

(I) Professional qualifications and experience: state the professional qualifications and experience of individual directors and supervisors. If they are members of the Audit Committee and have accounting or financial expertise, their accounting or financial background and work experience should be stated. In addition, whether there is none of the circumstances in the subparagraph of Article 30 of the Company Act shall be stated.

(II) Independent directors should state their independence, including but not limited to whether they, their spouse, or relatives within the second degree of kinship serve as directors, supervisors or employees of the Company or its affiliates; The number and proportion of the Company's shares held by relatives (or in the name of others); whether they serve as directors, supervisors or employees that have a specific relationship with the Company (refer to the provisions of Article 3, Paragraph 1, Subparagraph 5 to 8 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). The amount of remuneration received for providing business, legal, financial, accounting and other services to the Company or its affiliates in the last two years.

(III) The 9th term of office of the Company's directors is from May 29, 2025 to May 28, 2028.

(IV) Information on directors, supervisors, general manager, deputy general manager, associate manager, and heads of various departments and branches

Book closure date: March 29, 2026

Title (Note 1)	Nationality	Name	Gender	Elected (Appointed) Date	Personally		Shares Held by Spouses and Minor Children		Shares Held in the Names of Others		Main Work (Academic) Experiences (Note 2)	Currently Hold Concurrent Posts in Other Companies	Managers with a Spouse or Second Degree of Kinship			Remarks (Note 3)
					Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
General Manager	Republic of China	Chun-Hsien Huang	Male	2025.06.01	58,000	0.23%	-	-	-	-	Master's Program, Feng Chia University Department Head of the Business Division 2, Taiwan Life Insurance	-	-	-	-	-
Deputy General Manager of Management Office	Republic of China	Shu-Fen Yang	Female	2010.08.01	39,839	0.16%	-	-	-	-	Graduated from the Graduate School of Management, Rutgers University, New Jersey, USA Project Manager, Consulting Department, Jianda United CPA Firm Head of Accounting, Taiwan Express Co., Ltd.	-	-	-	-	-
Sales and Marketing Division Executive Vice President	Republic of China	Wei-Cheng Ho	Male	2023.06.01	-	-	-	-	-	-	Graduated from Economic Department of Tunghai University Sales Director of Cathay Life Insurance Project Manager, Bank Insurance Department, Taiwan Life Insurance Product Manager/Discipline & Guidance Team Leader of SinoPac Life Insurance Project Manager of Marketing Management Department, Chinatrust Life Insurance Assistant Manager of Business Department and Head of North Division, Taiming Assurance Broker Co., Ltd.	-	-	-	-	-
Assistant Manager of Planning Office	Republic of China	Ching-Wen Lin	Female	2016.07.01	9,141	0.04%	-	-	-	-	Graduated from Commercial Japanese Department of Yu Da High School of Commerce and Home Economics Director of Business Support Office/Assistant Manager of Administration Division, Manager of Business Support, TABC	-	-	-	-	-

Title (Note 1)	Nationality	Name	Gender	Elected (Appointed) Date	Personally		Shares Held by Spouses and Minor Children		Shares Held in the Names of Others		Main Work (Academic) Experiences (Note 2)	Currently Hold Concurrent Posts in Other Companies	Managers with a Spouse or Second Degree of Kinship			Remarks (Note 3)
					Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Title	Name	Relationship	
Assistant Manager of Department of Administration	Republic of China	Chang-Wu Chiao	Male	2020.03.01	-	-	-	-	-	-	Department of Economics, Chinese Culture University General Manager, Panhsin Insurance Broker Assistance Manager of Bank Insurance Department, Farglory Life Assistance Manager, Chailease Insurance Broker Sub-manager of Comprehensive Business Department, Panhsin Bank Senior Section Chief of Group Insurance Department, China Life Insurance	-	-	-	-	-
Assistance Manager of Central District Business Department	Republic of China	Chien-Chang Lai	Male	2011.09.01	-	-	-	-	-	-	Mechanical Engineering Department of Chung Chou University of Science and Technology Director, First Life Insurance Manager of Singfor life Insurance Senior Manager of Manulife Life Insurance Manager/Director/Special Assistant of General Manager and Manager of Business Support Office, TABC	-	-	-	-	-
Assistant Manager of Department of Administration	Republic of China	Shen-Tien Chen	Male	2014.05.05	29,155	0.12%	-	-	-	-	Graduated from Graduate School of Risk Management and Insurance, National Kaohsiung First University of Science and Technology Section Chief, Taiwan Life Insurance Deputy Manager, TLG Insurance Co., Ltd.	-	-	-	-	-

Note 1: Shall include information regarding General Manager and Deputy General Manager, Associate Managers, Supervisors of Departments and Branch Agencies. Persons who hold positions equivalent to General Manager and Deputy General Manager, or Associate Managers shall also be disclosed.

Note 2: For the experience related to holding the current position, if one has worked in the CPA firm conducting the auditing and attesting business or related company, he/she shall state the job title and responsible position. Assistant vice president, regardless of job title, should also be disclosed.

Note 3: Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of the Company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (for example, increase the number of independent directors, and there shall be more than half of the directors who do not concurrently serve as employees or managers).

II. Remuneration of Directors, Supervisors, General Manager and Deputy General Managers in the Most Recent Year

(I) Remunerations of General Directors and Independent Directors (summarized in a manner consistent with the disclosure of names in the hierarchy)

December 31, 2025 Unit: NT$ thousand

<table>
<tr><th rowspan="4">Title</th><th rowspan="4">Name
(Note 1)</th><th colspan="8">Remuneration to Directors</th><th colspan="2" rowspan="2">Ratio of Total Remuneration to Net Income (%) of A, B, C, and D
(Note 10)</th><th colspan="8">Remuneration Paid to Concurrent Employees</th><th colspan="2" rowspan="2">Ratio of Total Remuneration to Net Income (%) of A, B, C, D, E, F, and G (Note 10)</th><th rowspan="4">Whether receive any remuneration from the invested company other than the Company's subsidiaries or from the parent company
(Note 11)</th></tr>
<tr><th colspan="2">Remuneration (A)
(Note 2)</th><th colspan="2">Retirement Pension (B)</th><th colspan="2">Remuneration of Directors (C)
(Note 3)</th><th colspan="2">Business Allowances (D)
(Note 4)</th><th colspan="2">Salary, Bonuses, and Allowances (E)
(Note 5)</th><th colspan="2">Retirement Pension (F)</th><th colspan="4">Employee compensation (G) (Discussed)
(Note 6)</th></tr>
<tr><th rowspan="2">The Company</th><th rowspan="2">Companies in the consolidated financial statements (Note 7)</th><th rowspan="2">The Company</th><th rowspan="2">Companies in the consolidated financial statements (Note 7)</th><th rowspan="2">The Company</th><th rowspan="2">Companies in the consolidated financial statements (Note 7)</th><th rowspan="2">The Company</th><th rowspan="2">Companies in the consolidated financial statements (Note 7)</th><th rowspan="2">The Company</th><th rowspan="2">Companies in the consolidated financial statements (Note 7)</th><th rowspan="2">The Company</th><th rowspan="2">Companies in the consolidated financial statements (Note 7)</th><th rowspan="2">The Company</th><th rowspan="2">Companies in the consolidated financial statements (Note 7)</th><th colspan="2">The Company</th><th colspan="2">Companies in the consolidated financial statements (Note 7)</th><th rowspan="2">The Company</th><th rowspan="2">Companies in the consolidated financial statements (Note 7)</th></tr>
<tr><th>Cash amount</th><th>Stock amount</th><th>Cash amount</th><th>Stock amount</th></tr>
<tr><td rowspan="3">Director</td><td>Taiwan Navigator Asset Investment Co., Ltd.</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">1,676</td><td rowspan="5">1,676</td><td rowspan="5">210</td><td rowspan="5">240</td><td rowspan="5">1,886
2.63%</td><td rowspan="5">1,916
2.67%</td><td rowspan="5">2,651</td><td rowspan="5">2,651</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">-</td><td rowspan="5">4,537
6.33%</td><td rowspan="5">4,567
6.37%</td><td>-</td></tr>
<tr><td>Representative: Cheng-Chih Li</td><td>-</td></tr>
<tr><td>Representative: Chia-Keng Li</td><td>-</td></tr>
<tr><td rowspan="2">Director</td><td>Cheng-Rong Enterprise Co., Ltd.</td><td>-</td></tr>
<tr><td>Representative: Chin-Miao Lin</td><td>-</td></tr>
<tr><td>Independent Director</td><td>Chien-Hsiang Chang</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">2,010</td><td rowspan="3">2,010</td><td rowspan="3">2,010
2.80%</td><td rowspan="3">2,010
2.80%</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">-</td><td rowspan="3">2,010
2.80%</td><td rowspan="3">2,010
2.80%</td><td>-</td></tr>
<tr><td>Independent Director</td><td>Fu-Kuei Huang</td><td>-</td></tr>
<tr><td>Independent Director</td><td>Tsung-Han Hsieh</td><td>-</td></tr>
</table>

1. Please explain the independent director remuneration policy, system, standard, and structure, and the connection between the amount of remuneration and the considered factors such as their job responsibilities, risks, and working time:

   The Company pays Director remuneration based on the Management Rules of Director Remuneration. The main principles are:

   (1) Offer attendance fee to the attending Directors on the date of Board meetings;

   (2) Independent Directors receive transportation fees every month, but do not engage in the annual Director remuneration.

2. Other than disclosure in the above table, remunerations received by company directors for providing services (e.g. providing consulting services as a non-employee) to the Company and companies in the consolidated financial statements in the recent financial statements: None.

Range of Remuneration

Table of Remuneration Ranges for Directors	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The Company (Note 8)	Companies in the consolidated financial statements (Note 10) (H)	The Company (Note 8)	Companies in the consolidated financial statements (Note 9) (I)
Less than NT$ 1,000,000	General Directors: Taiwan Navigator Asset Investment Co., Ltd. Representatives: Cheng-Chih Li, Chia-Keng Li Cheng-Rong Enterprise Co., Ltd. Designee: Chin-Miao Lin Independent Directors: Chien-Hsiang Chang, Fu-Kuei Huang, Tsung-Han Hsieh	General Directors: Taiwan Navigator Asset Investment Co., Ltd. Representatives: Cheng-Chih Li, Chia-Keng Li Cheng-Rong Enterprise Co., Ltd. Designee: Chin-Miao Lin Independent Directors: Chien-Hsiang Chang, Fu-Kuei Huang, Tsung-Han Hsieh	General Directors: Taiwan Navigator Asset Investment Co., Ltd. Representatives: Chia-Keng Li Cheng-Rong Enterprise Co., Ltd. Designee: Chin-Miao Lin Independent Directors: Chien-Hsiang Chang, Fu-Kuei Huang, Tsung-Han Hsieh	General Directors: Taiwan Navigator Asset Investment Co., Ltd. Representatives: Chia-Keng Li Cheng-Rong Enterprise Co., Ltd. Designee: Chin-Miao Lin Independent Directors: Chien-Hsiang Chang, Fu-Kuei Huang, Tsung-Han Hsieh
NT$1,000,000 (inclusive)～NT$2,000,000 (exclusive)	-	-	-	-
NT$2,000,000 (inclusive)～NT$3,500,000 (exclusive)	-	-	Taiwan Navigator Asset Investment Co., Ltd. Representatives: Cheng-Chih Li	Taiwan Navigator Asset Investment Co., Ltd. Representatives: Cheng-Chih Li
NT$3,500,000 (inclusive)～NT$5,000,000 (exclusive)	-	-	-	-
NT$5,000,000 (inclusive)～NT$10,000,000 (exclusive)	-	-	-	-
NT$10,000,000 (inclusive)～NT$15,000,000 (exclusive)	-	-	-	-
NT$15,000,000 (inclusive)～NT$30,000,000 (exclusive)	-	-	-	-
NT$30,000,000 (inclusive)～NT$50,000,000 (exclusive)	-	-	-	-
NT$50,000,000 (inclusive)～NT$100,000,000 (exclusive)	-	-	-	-
More than NT$100,000,000	-	-	-	-
Total	6	6	6	6

Note 1: The names of directors shall be listed separately (for institutional shareholders, the names and representatives of institutional shareholders

shall be listed separately), and the general directors and independent directors shall be listed separately, and the payment amount of each item shall be disclosed collectively. If a director concurrently serves as general manager or deputy general manager, he should fill in this form and Table (3) below.

Note 2: Remuneration of directors in the most recent year (including salaries, professional allowance, severance pay, bonuses, and performance fees).

Note 3: Remuneration paid to directors in the most recent year upon the approval of Board of Directors.

Note 4: Business expenses paid out to directors in the most recent year (including transport, special expenses, various allowances, accommodation, vehicles, and provision of physical goods and services). If housing, vehicle or other means of transportation, or personal expense is provided, the nature and cost of the asset provided, the rental calculated based on the actual cost or the fair market value, fuel, and other payments shall be disclosed. If a driver is provided, please note the remuneration paid to such driver. However, such remuneration shall not be included.

Note 5: It means the salary, duty allowance, severance pay, bonus, reward, transportation allowance, special allowance, various allowances, and provision of such tangible objects as dormitory and car received by the directors who acted as employees concurrently (including General Manager, Deputy General Manager, managerial officer and employee) in the most recent year. If housing, vehicle or other means of transportation, or personal expense is provided, the nature and cost of the asset provided, the rental calculated based on the actual cost or the fair market value, fuel, and other payments shall be disclosed. If a driver is provided, please note the remuneration paid to such driver. However, such remuneration shall not be included. Furthermore, any compensation recognized in the IFRS 2 Share-Based Payment section, including issuance of employee stock options, new restricted employee shares and capital increase by stock subscription, should be included in the calculation of remuneration.

Note 6: If the directors who acted as employees concurrently (including General Manager, Deputy General Manager, managerial officer and employee) received employee bonus (including stock dividend and cash dividend) in the most recent year, please disclose the employee bonus approved by the Board of Directors prior to the motion for allocation of earnings submitted to the shareholders' meeting in the most recent year. If it is impossible to impute the same, the amount to be allocated this year shall be based on that allocated physically last year, and please also specify the Table 1-3.

Note 7: Total remuneration in various items paid out to this Company's Directors by all companies (including this Company) listed in the consolidated statement shall be disclosed.

Note 8: The Company shall pay each Director the total amount of remuneration and disclose the name of the Director in the range to which it belongs.

Note 9: Total remuneration in various items paid to every director of this Company by all companies (including this Company) listed in the consolidated statement shall be disclosed. The name of the director shall also be disclosed in the proper remuneration range.

Note 10: Due to the adoption of IFRS, the net after-tax profit is the net after-tax profit of individual financial reports for the most recent year (2025), amounting to NT$ 71,659 thousand.

Note 11: a. .This column should clearly state the amount of remuneration received by the directors of the Company from the invested companies other than the Company's subsidiaries or from the parent company (if no, please fill in "no").

b. If the director receives remuneration from the invested companies other than the Company's subsidiaries or from the parent company, the said remuneration shall be included in Column J in the remuneration range table. The name of the column shall also be changed to "parent company and all reinvested companies".

c. C. Remuneration in this case shall refer to remuneration, rewards (including remunerations of employees, directors, or supervisors), business allowance, and other related payments received by the Company's Director for being a director, supervisor, or manager of the invested companies other than the Company's subsidiaries or the parent company.

∗ The content of remuneration disclosed in this table is derived based on a concept different from the concept of income stipulated in the Income Tax Act. The purpose of the table is for the disclosure of information, instead of levy.

(II) The remuneration for Supervisors (range of remuneration with name disclosure): The Company has established an Audit Committee, so it is not applicable.

(III) Remuneration of General Managers and Deputy General Manager (summarized in a manner consistent with the disclosure of names in the hierarchy)

December 31, 2025 Unit: NT$ thousand

Title	Name	Salary (A) (Note 2)		Retirement Pension (B)		Bonus and special allowance (C) (Note 3) Discussed		Employees' compensation (D) (Note 4) Discussed				Ratio of Total Remuneration to Net Income of A, B, C, and D (%) (Note 8)		Whether receive any remuneration from the invested company other than the Company's subsidiaries or from the parent company (Note 9)
		The Company	Companies in the consolidated financial statements (Note 5)	The Company	Companies in the consolidated financial statements (Note 5)	The Company	Companies in the consolidated financial statements (Note 5)	The Company		Companies in the consolidated financial statements (Note 5)		The Company	Companies in the consolidated financial statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
General Manager	Yang-Kuo Chen (Note 1)	5,678	5,678	-	-	843	843	69	-	69	-	6,590 9.20%	6,590 9.20%	-
General Manager	Chun-Hsien Huang (Note 2)													
Deputy General Manager	Shu-Fen Yang													
Executive Vice President	Wei-Cheng Ho													

Table of Remuneration Ranges

Range of Remuneration Paid to Each General Manager and Deputy General Manager of the Company	Names of General Manager or Deputy General Manager	
	The Company (Note 6)	Companies in the consolidated financial statements (Note 7) E
Less than NT$ 1,000,000	-	-
NT$ 1,000,000 (inclusive) - NT$ 2,000,000 (exclusive)	Yang-Kuo Chen, Chun-Hsien Huang, Shu-Fen Yang, Wei-Cheng Ho	Yang-Kuo Chen, Chun-Hsien Huang, Shu-Fen Yang, Wei-Cheng Ho
NT$ 2,000,000 (inclusive) - NT$ 3,500,000 (exclusive)		
NT$ 3,500,000 (inclusive) - NT$ 5,000,000 (exclusive)	-	-
NT$ 5,000,000 (inclusive) - NT$ 10,000,000 (exclusive)	-	-
NT$ 10,000,000 (inclusive) - NT$ 15,000,000 (exclusive)	-	-
NT$ 15,000,000 (inclusive) - NT$ 30,000,000 (exclusive)	-	-
NT$ 30,000,000 (inclusive) - NT$ 50,000,000 (exclusive)	-	-
NT$ 50,000,000 (inclusive) - NT$ 100,000,000 (exclusive)	-	-
More than NT$ 100,000,000	-	-
Total	4	4

Note1: The names of General Manager and Deputy General Manager shall be listed separately and the payments shall be disclosed collectively. If a Director is also a General Manager or Deputy General Manager, he/she should be listed in this table as well as in Table (1) above.

Note2: General Manager and Deputy General Manager's compensations in the most recent year (including salary, professional compensation and severance).

Note3: Compensations of General Managers/Deputy General Managers concurrently holding positions in the Company shall include bonuses, performance fees, transport fees, special expenses, various subsidies, accommodation, vehicles, and provision of physical items and services. If housing, vehicle or other means of transportation, or personal expense is provided, the nature and cost of the asset provided, the rental calculated based on the actual cost or the fair market value, fuel, and other payments shall be disclosed. If a driver is provided, please note the remuneration paid to such driver. However, such remuneration shall not be included. Furthermore, any compensation recognized in the IFRS 2 Share-Based Payment section, including issuance of employee stock options, new restricted employee shares and capital increase by stock subscription, should be included in the calculation of remuneration.

Note4: Fill in the amount of profit-sharing employee bonus (including stock and cash) for the General Managers and Deputy General Managers in the most recent year approved by the Board of Directors. If the amount cannot be estimated, the proposed amount of this year shall be calculated according to the proportion of the actual amount of distribution last year, and a separate Form 1-3 shall be filled in. Net profit refers to the after-tax net income for the most recent fiscal year; for those that have already adopted the IFRS principles, net profit refers to the after-tax net income in individual or consolidated financial reports for the most recent fiscal year.

Note5: Total remuneration in various items paid out to this Company's General Managers and Deputy General Managers by all companies (including this Company) listed in the consolidated statement shall be disclosed.

Note6: The Company shall pay the total amount of remuneration to each General Manager and Deputy General Manager, and disclose the names of the General Managers and Deputy General Managers in the range to which it belongs.

Note7: Total compensation of various items paid to every General Manager and Deputy General Manager of this Company by all companies (including this Company) listed in the consolidated statement shall be disclosed. The name of the General Manager and Deputy General Manager shall also be disclosed in the proper compensation range.

Note8: Net income refers to the after-tax net income for the most recent fiscal year; for those that have already adopted the IFRS principles, net income refers to the after-tax net income in individual or consolidated financial reports for the most recent fiscal year.

Note9: a. .This column should specify the amount of remuneration received by the Company's General Manager and Deputy General Manager from invested enterprises other than subsidiaries or from the parent company (if not, please fill in "None").

b. If the General Manager or Deputy General Manager of the Company receives remuneration from the invested companies other than the Company’s subsidiaries or from the parent company, the said remuneration shall be included in Column E in the remuneration range table. The name of the column shall also be changed to “parent company and all reinvested companies”.

c. Remuneration in this case shall refer to remuneration, rewards (including remunerations of employees, directors, or supervisors), business allowance, and other related payments received by the General Manager or Deputy General Manager of the Corporation for being a director, supervisor, or manager of the invested companies other than the Company’s subsidiaries or the parent company.

∗ The content of remuneration disclosed in this table is derived based on a concept different from the concept of income stipulated in the Income Tax Act. The purpose of the table is for the disclosure of information, instead of levy.

∗ The amount of remuneration disclosed in this table is calculated based on the estimated and accrual basis.

(IV) Names of Managerial Officers Provided with Employee's Remunerations and State of Payments

December 31, 2025 Unit: NT$ thousand

	Title (Note 1)	Name (Note 1)	Stock amount	Cash amount (Note 2)	Total	Total amount as a percentage of after-tax net income (%)
Manager (Note 3)	General Manager	Chun-Hsien Huang	-	232	232	0.32%
	Deputy General Manager	Shu-Fen Yang				
	Executive Vice President	Wei-Cheng Ho				
	Associate Manager	Shen-Tien Chen				
	Associate Manager	Ching-Wen Lin				
	Associate Manager	Chien-Chang Lai				
	Associate Manager	Chang-Wu Chiao				
	Auditing officer	Lan-Ying Shih				
	Accounting Manager	Wen Hsin-I				

Note 1: Names and titles shall be disclosed individually, but the amount of profit distributed shall be disclosed collectively.

Note 2: Employee compensations (including shares and cash) given to managers as approved by the Board of Directors for the most recent fiscal year shall be disclosed. But in case an estimated figure cannot be derived, this year's budgeted compensations shall be calculated based on last year's actual compensation distribution proportion. Net income after taxes refers to net income after taxes in the most recent fiscal year. Where IFRS is adopted, net income after taxes refers to net income after taxes recorded in the parent company only or individual financial statements in the most recent fiscal year

Note 3: The scope of application for the term "managerial officer" shall follow the approved document with Ref. No. Tai Tsai Cheng San Tzu 0920001301 dated March 27, 2003. Its scope of application shall be as follows:

(1) General Manager and its equivalent
(2) Deputy General Manager and its equivalent
(3) Associate Manager and its equivalent
(4) Supervisor of Finance Department
(5) Supervisor of Accounting Department
(6) Other Persons Who Manage Affairs and Have Signing Rights of the Company

Note 4: If directors, general managers, and deputy general managers receive employee compensation, including stocks and cash, they should fill in this table in addition to (1) and (3) above.

＊ The amount of remuneration disclosed in this table is calculated based on the estimated and accrual basis.

(V) The remuneration of the top five highest-paid executives in the company, including individual names and remuneration methods, is not applicable.

(VI) Comparative descriptions of the analysis of the ratio of the total remuneration paid by the Company and all companies in the consolidated statements to the Directors, Supervisors, General Manager and Deputy General Manager of the Company in the net profit after tax of individual or individual financial reports in the last two years, and descriptions of the policy, standard and combination of remuneration, the procedures for setting remuneration, business performance and the relevance of future risks.

1. The ratios of total remuneration paid by the Company and all companies in the consolidated statements to the Directors, Supervisors, General Manager and Deputy General Manager of the Company in the last two years to net after-tax profit of the individual or individual financial statements are respectively as follows:

NT$ thousand

Items / Title	Ratio of total remuneration to net after-tax profit in 2025			Ratio of total remuneration to net after-tax profit in 2024		
	Total Amount	The Company	Companies in the consolidated financial statements	Total Amount	The Company	Companies in the consolidated financial statements
Directors (including independent directors) (Note 1)	3,896	5.43%	5.47%	3,379	6.09%	6.14%
General Manager and Deputy General Manager	6,590	9.20%	9.20%	6,630	11.96%	11.96%
Supervisor	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Net after-tax profit	71,659			55,455		

Note 1: Directors' remuneration do not include remuneration for concurrent employee

2. Policies, standards and combination for the payment of remuneration of Directors, and the relevance of procedures for determining remuneration to business performance and future risks:

(1) Policies, criteria and organization of remuneration:

Director (including Independent Director) remuneration is pursuant to the Articles of Association and the Management Rules of Director Remuneration. The main principles are:

A. Offer attendance fee to the attending Directors on the date of Board meetings;

B. Independent Directors receive transportation fees every month, but do not engage in the annual Director remuneration;

C. If a director serves as an employee concurrently, other than receiving the attendance fee and director remuneration, their salary as an employee should follow the relevant regulations of the Company.

D. Director remuneration: Based on the engagement of the company business, contribution, and the common level of counterparts in the industry The Company will consider the directors attending the Board meeting in person, or engaging in functional committees like Remuneration Committee and Audit Committee, and the risks they have to take as the criteria for distributing remuneration.

(2) Procedures for determining remuneration:

A. For the remuneration of the Chairman and Directors (including Independent Directors), it shall be handled under the Articles of Association. If the year gains profit, no more than 5% shall be distributed as Director remuneration. If the Company has a deficit, the amount shall be set aside to cover the loss. The remuneration to the directors shall only be paid in cash.

B. The Directors' fixed remuneration shall be handled according to the Regulations Governing Directors' Remuneration.

(3) Business performance and future risks:

The remuneration of the Directors of the Company is determined in accordance with the Articles of Association, based on the Company's profit for the year, and is therefore closely related to the operating performance. According to the evaluation items set out in the "Measures for Evaluating the Performance of the Board of Directors and Functional Committees" by the Company, the remuneration shall be determined by the operational engagement of individual directors and their contribution to the company. Performance evaluation mainly focuses on the five main aspects of the Board as a whole and the six main aspects assessed by individual Directors:

Five aspects: the participation in the operation of the Company, the quality of the Board of Directors' decision making, composition and structure of the Board of Directors, election and continuing education of the directors, and internal control.

Six aspects: alignment of the goals and missions of the Company, awareness of the duties of a director, participation in the operation of the Company, management of internal relationship and communication, the director's professionalism and continuing education, and internal control.

3. Policies, standards and combination for the payment of remuneration of managers, and the relevance of procedures for determining remuneration to business performance and future risks:

(1) Policies, criteria and organization of remuneration:

The remuneration structure mainly includes monthly salary, performance bonus, year-end bonus and employee compensation:

A. The salary system refers to the industry standard and items such as professional title, rank, academic (experience), professional ability and responsibilities

B. Performance bonuses are based on managers' performance evaluation items, which include financial indicators (such as comprehensive consideration of target achievement rate, operating efficiency, contribution, etc.) and non-financial indicators (such as: assisting the Company to obtain special certification, whether there is a moral hazard event or other risk event that has a negative impact on the Company's image, goodwill, improper internal management, personnel malpractice, etc.).

C. The number of year-end bonuses and employee remuneration is based on their contribution to the Company's operations and the achievement rate and management indicators set by the employee performance management method to evaluate the performance of the current year, as the payment standard, and the Compensation and Remuneration Committee will make recommendations, which will be issued after the approval of the Board of Directors.

(2) Procedures for determining remuneration:

A. Employees’ remuneration is subject to the Article 18-1 of the Company’s Articles of Association. If the Company has a profit in the year, it should allocate 1% to 5% as employees’ remuneration (employees include internal managers), but when the Company still has accumulated losses, it should reserve the amount first to make up for the losses.

B. The year-end bonus is determined based on the annual operating performance.

(3) Business performance and future risks:

The employees’ remuneration of the Company (employees including internal managers) is provided according to the Company's Articles of Association and based on the Company's profitability, so it is closely related to operating performance. In addition, the Remuneration Committee of the Company conducts annual salary inspections according to their powers, regularly reviews the rationality of salary and remuneration, and the convener reports to the Board of Directors.

III. Operations of Corporate Governance

(I) Operations of the Board of Directors

The Board of Directors held 7 meetings in the most recent year (A). The attendance and appearance of directors were as follows: (2025.01.01-2025.12.31)

Title	Name (Note 1)	Times of in person attendance (B)	Times of proxy attendance	Rate of actual attendance (%) [B/A] (Note 2)	Note
Chairman of the Board	Taiwan Navigator Asset Investment Co., Ltd. Representative: Cheng-Chih Li	7	0	100	-
Director	Taiwan Navigator Asset Investment Co., Ltd. Representative: Chia-Keng Li	7	0	100	-
Director	Cheng-Rong Enterprise Co., Ltd. Designee: Chin-Miao Lin	7	0	100	-
Independent Director	Chien-Hsiang Chang	7	0	100	-
Independent Director	Tsung-Han Hsieh	7	0	100	-
Independent Director	Fu-Kuei Huang	7	0	100	-

Other required disclosure:

I. If the operation of the Board of Directors is under any of the following circumstances, the date, stage, contents of the bill of the Board of Directors, all the opinions of the Independent Directors and the company's treatment of the opinions of the Independent Directors shall be clearly stated:

(I) Items specified in Article 14-3 of the Securities and Exchange Act: The Company has established an Audit Committee, so it is not applicable.

Date of Meeting (Period)	Proposal Content	Opinions of all independent directors and the Company's subsequent handling of the situation
2025/3/6 (The 15th meeting in the 8th term of the Board of Directors)	1. Report on the performance evaluation results of the Company's Board of Directors and Functional Committees in 2024. 2. Report on the proposal for overall KPI (key performance indicator) execution results in 2024. 3. Report on status of implementation of 2024 Internal Audit Report. 4. Report on the Company's Legal Compliance Audit Records for the second half of 2024. 5. Report on the Company's 2024 Review of Fair Customer Treatment Principles.	Proceed upon approval of all independent directors

	6. Report on the Company's "Anti-Money Laundering and Counter-Terrorist Financing Risk Assessment Report" of first half of 2024. 7. Report on the Company's "Greenhouse Gas Inventory and Verification Process Planning" control report. 8. Approved the Company's 2024 Business Report. 9. Approved the Company's 2024 Financial Statements. 10. Approved the Company's Auditor Quality Indicators (AQI) Report. 11. Approved the amendments to certain provisions of the Company's "Rules Governing the Conduct of Shareholders Meetings." 12. Approved the 2024 remuneration of employees and directors. 13. Approved the proposed earnings distribution plan of 2024. 14. Approved the declaration of the internal control system of the Company in 2024 and the declaration of internal control system for preventing money laundering and combating terrorism of the Company in 2024. 15. Approved the date, location, purpose, method of convening, and matters pertaining to the acceptance of shareholder proposals for the Company's 2025 annual general meeting. 16. Approved the firm and non-firm services and corresponding public fees for the proposed appointment of CPA in 2025.	
2025/04/18 (The 16th meeting of the 8th term of the Board of Directors)	1. Report on the status of shareholder proposals submitted for consideration at the Company's annual general meeting. 2. Approved the list of candidates for the 9th Board of Directors (including Independent Directors). 3. Approved the removal of the non-competition restrictions for the candidates of the 9th Board of Directors. 4. Approved the amendments to Company's Corporate Charter. 5. Approved the amendments to certain articles of the Company's "Guidelines Governing Anti-Money Laundering and Combatting the Financing of Terrorism."	Proceed upon approval of all independent directors
2025/05/06 (The 17th meeting of the 8th term of the Board of Directors)	1. Report on status of implementation of Internal Audit Report for the first quarter of 2025. 2. Report on the Company's "Greenhouse Gas Inventory and Verification Process Planning" control report. 3. Approved the Company's consolidated financial statements for the first quarter of 2025. 4. Approved the Company's proposal to apply for an extension of the original short-term (secured) loan facility of NT$119 million from Shanghai Commercial & Savings Bank. 5. Approved the director remuneration in 2024. 6. Approved the draft proposal on manager performance	Proceed upon approval of all independent directors

	bonus in 2025. 7. Approved the draft of managerial compensation adjustment amount for 2025. 8. Approved the Dragon Boat Festival bonus distribution for the year 2025.	
2025/05/29 (1st meeting of the 9th Board of Directors)	1. Elected the 9th Chairman of the Board. 2. Approved the appointment of the new General Manager. 3. Approved the appointment of the 5th Compensation Committee members. 4. Approved the appointment of the 5th Audit Committee members. 5. Approved the appointment of the 3rd Ethical Corporate Management Committee members. 6. Approved the appointment of the first Corporate Sustainable Development Committee. 7. Approved the appointment of the 5th directors of the subsidiary, Link-Aim Life Insurance Broker Co., Ltd.	Proceed upon approval of all independent directors
2025/08/05 (The 2nd meeting of the 9th term of the Board of Directors)	1. Report on status of implementation of Internal Audit Report for the second quarter of 2025. 2. Report on the Company's first 2025 "Anti-Money Laundering and Counter-Terrorist Financing Risk Assessment Report". 3. Report on the Company's Legal Compliance Audit Findings for the first half of 2025. 4. Report on the Company's "Anti-Money Laundering and Counter-Terrorist Financing Risk Assessment Report" of first half of 2025. 5. Report on the Company's self inspection form and legal compliance statement in the first half of 2025. 6. Report on the Company's "Greenhouse Gas Inventory and Verification Process Planning" control report. 7. Approved the Company's consolidated financial statements for the second quarter of 2025. 8. Approved the proposal for the change of the Corporate Governance Officer. 9. Approved the Company plans to renew the lease of a section of the office space situated on the 11th floor of No. 49 Guanqian Road, Taipei City. This space is currently occupied by Family Safety Co., Ltd., which is an equity method investee of the Company. 10. Approved the Mid-Autumn Festival bonus distribution for the year 2025.	Proceed upon approval of all independent directors
2025/11/04 (The 3rd meeting of the 9th term of the Board of Directors)	1. Report on status of implementation of Internal Audit Report for the third quarter of 2025. 2. Approved the Company's consolidated financial statements for the third quarter of 2025. 3. Approved the amendments to certain articles of the Company's "Internal Control System". 4. Approved the proposal for distribution of manager and employee's remuneration in 2024. 5. Approved the amendments to the Company's "Anti-Money Laundering and Counter-Terrorism Financing and	Proceed upon approval of all independent directors

	Proliferation Financing Guidelines." 6. Approved the amendments to certain provisions of the Company's "Anti-Money Laundering and Countering Financing of Terrorism and Proliferation Financing Policy Procedures." 7. Approved the amendments to the Company's "Anti-Money Laundering and Countering Financing of Terrorism and Proliferation Financing Program." 8. Approved the amendments to certain provisions of the Company's "Anti-Money Laundering and Counter-Terrorism Financing Suspicious Transaction Reporting Procedures." 9. Approved the amendments to certain provisions of the Company's "Employee Compensation Distribution Regulations."	
2025/12/24 (The 4th meeting of the 9th term of the Board of Directors)	1. Report on the Deloitte & Touche communicated the auditing procedures of the bulletin of auditing standards applicable to the 2025 financial report. 2. Report on the Company's 2025 Sustainability Implementation and 2026 Plans, including the identification of stakeholders and analysis of key material issues. 3. Report on the Company Directors' liability insurance amount, coverage, and premium rate. 4. Report on the implementation of the Company's integrity management policy in 2025. 5. Report on the implementation of overall information security in 2025. 6. Report on the Company's "Greenhouse Gas Inventory and Verification Process Planning" control report. 7. Approved the ratio of remuneration to directors and employees in 2025. 8. Approved the key performance indicator (KPI) values for the Company in 2026. 9. Approved the discussion on proposal for the principle of year-end bonus payment and the proposed payment in 2025. 10. Approved the Company's 2026 Budget Report. 11. Approved the 2026 Audit Plan. 12. Approved the amendments to certain provisions of the Company's "Sustainable Development Committee Organizational Charter." 13. Approved the amendments to certain provisions of its "Anti-Money Laundering and Countering Financing of Terrorism and Proliferation Financing Policy Procedures" and "Anti-Money Laundering and Countering Financing of Terrorism and Proliferation Financing Plan." 14. Approved the Company's "Enterprise Value Enhancement Program."	Proceed upon approval of all independent directors

(II) In addition to the preceding matter, other resolutions of the Board of Directors on which independent directors have dissenting opinions or qualified opinions, and that are documented or issued through written statements: None.

II. Directors abstain from voting as a result of voting proposals, and the name of the Directors, the content of the proposal, reasons for recusal due to conflict of interests and the results of voting counts shall be stated:

Date of meeting (period)	Directors that should avoid this proposal	Proposal Content	Causes for Avoidance	Voting
2025/05/06 (The 17th meeting of the 8th term of the Board of Directors)	Cheng-Chih Li Chairman of the Board	Draft proposal on manager performance bonus in 2024. Draft of Managerial Compensation Adjustment Amount.	Parties to the proposal	He voluntarily withdrew and did not participate in the voting when discussing and voting on this proposal.

III. The evaluation cycle and period, evaluation scope, method and evaluation content of the Board of Directors' self-evaluation (evaluation among directors at the same level), and fill in Schedule II Evaluation Implementation of the Board of Directors: refer to the schedule for the details of the evaluation of the Board of Directors on pages 37 to 39 more details.

IV. Objectives of strengthening the functions of the Board of Directors in current and recent years (e.g., establishment of Audit Committee, improvement of information transparency, etc.) and evaluation of performance:

(I) Strengthening Corporate Governance: The Company has appointed a Corporate Governance Officer responsible for corporate governance-related matters, assisting the Board of Directors in the execution of its duties and exercising oversight functions. At the same time, the Company has established and compiled regulations approved by the Board of Directors, including the "Governance Practices," "Ethical Corporate Management Best Practice Principles," and "Board Performance Evaluation Guidelines."

(II) Enhancing Information Transparency: The Company, in accordance with the resolutions of the Board of Directors, promptly publishes information on the Market Observation Post System and regularly holds investor conferences to enhance investor awareness.

(III) Protecting Shareholder Equity: The Company’s website features an "Investor Zone," which provides contact information for the spokesperson, allowing shareholders to inquire about the Company’s financial and business-related information. Additionally, the Company has established and compiled the "Internal Major Information Processing Procedures" and the "Insider Dealing Prevention Management Regulations" approved by the Board of Directors.

(IV) To realize the vision of corporate sustainability, the Company's Sustainable Development Committee is overseen by the Board of Directors, responsible for coordinating corporate social responsibility, formulating sustainable policies or management approaches, and introducing relevant issue planning operations.

(V) In alignment with the corporate governance 3.0 Sustainable Development Roadmap for stable business sustainability, the Company has implemented a risk management mechanism. The Company's Risk Management Committee is supervised by the Audit Committee to ensure sound risk control.

(VI) The Company conducts an annual self-evaluation of the Board of Directors. In 2023, it commissioned the Chinese Corporate Governance Association to perform a triennial external evaluation of the Board's performance, which indicated that all assessment results comply with relevant corporate governance standards.

Note 1: For directors who are juristic persons, the name of institutional shareholders and their representatives should be disclosed.

Note 2: (1) Where a Director or a Supervisor resigns before the end of the fiscal year, the Remarks column shall be filled with the Director's or Supervisor's resignation date, whereas his/her rate of attendance in person (%) shall be calculated based on the number of Board of Directors' meetings held and the actual attendance in person during the period during his/her term of office.

(2) When the election of directors and supervisors is held before the end of the year, the names of both the incoming and outgoing directors and supervisors shall be listed in the remark column with annotations specifying whether the directors and supervisors are outgoing, incoming or re-elected, as well as the date of the election. The actual attendance rate (%) shall be calculated based on the number of meetings held during the member's service term in the Board of Directors' meeting and the number of actual attendances of this member.

Schedule: Implementation of the evaluation of Board of Directors

Evaluation cycle (Note 1)	Period of evaluation (Note 2)	Scope of evaluation (Note 3)	Evaluation methods (Note 4)	Evaluation content (Note 5)	Evaluation result
Executed once a year.	2025/01/01 ~ 2025/12/31	The entire Board	Internal self-evaluation by the Board of Directors	The performance evaluation of the Board of directors shall be based on the Company's situation and needs, and shall include at least the following six aspects: (1) The degree of participation in the operation of the Company (2) The improvement of the quality of the Board of Directors' decision-making (3) The compositions and structure of the Board of Directors (4) The selection and continuous improvement of directors (5) Internal Control (6) Focus on sustainable development (ESG)	The ratings of Board of Directors were significantly excellent
Executed once a year.	2025/01/01 ~ 2025/12/31	Functional Committees of directors	Self-evaluation by the directors	1. The performance evaluation indicators of Directors (self-evaluation or evaluation among directors at the same level) should include at least the following seven aspects: (1) Mastery of Company goals and missions (2) Awareness of the duties of a director (3) The degree of participation in the operation of the Company (4) Management of internal relationship and communication (5) The director's professionalism and continuing improvement (6) Internal Control	The self-evaluation by the directors was significantly excellent The rating of Remuneration Committee was significantly excellent The rating of Audit Committee was significantly excellent The rating of Integrity Management Committee was

Evaluation cycle (Note 1)	Period of evaluation (Note 2)	Scope of evaluation (Note 3)	Evaluation methods (Note 4)	Evaluation content (Note 5)	Evaluation result
				(7) Focus on sustainable development (ESG) 2. Functional Committee performance evaluation measures should include at least the following six aspects: (1) The degree of participation in the operation of the Company. (2) Awareness of the duties of Functional Committee. (3) Quality of the Functional Committee's decision-making. (4) Selection of members of Functional Committee. (5) Internal Control. (6) Focus on sustainable development (ESG).	significantly excellent
Executed once a year.	2025/01/01 ~ 2025/12/31	Functional Committees of directors	Evaluation among directors at the same level	1. The performance evaluation indicators of Directors (self-evaluation or evaluation among directors at the same level) should include at least the following seven aspects: (1) Mastery of Company goals and missions (2) Awareness of the duties of a director (3) The degree of participation in the operation of the Company (4) Management of internal relationship and communication (5) The director's professionalism and continuing improvement (6) Internal Control (7) Focus on sustainable development (ESG) 2. Functional Committee performance evaluation measures should include at least the following six aspects: (1) The degree of participation in the operation of the Company. (2) Awareness of the duties of Functional Committee. (3) Quality of the Functional Committee's decision-making. (4) Selection of members of Functional Committee. (5) Internal Control. (6) Focus on sustainable development (ESG).	Peer Evaluation of the Board of Directors was significantly excellent. The rating of Remuneration Committee was significantly excellent The rating of Audit Committee was significantly excellent The rating of Integrity Management Committee was significantly excellent

Note 1: Fill in the implementation cycle of the evaluation of the Board of Directors, for example: once a year.

Note 2: Fill in the period covered by the evaluation of Board of Directors, e.g., evaluate the effectiveness of the board of directors from January 1 to December 31, 2025.

Note 3: The scope of evaluation includes the performance evaluation of the Board of Directors, individual board members and functional committees.

Note 4: The evaluation methods include internal self-evaluation of the Board of Directors, self-evaluation of board members, evaluation among directors at the same level, or appointment of external professional institutions or experts or other appropriate methods.

Note 5: The evaluation contents shall include at least the following items according to the scope of evaluation:

(1) Performance evaluation of the Board of Directors: at least including the degree of participation in the operation of the company, the quality of the Board of Directors' decision-making, compositions and structure of the Board of Directors, selection and continuous development of directors, internal control, and focus on sustainable development (ESG).

(2) Performance evaluation of the individual Directors: at least including the alignment of the goals and missions of the Company, awareness of the duties of a director, participation in the operation of the Company, management of internal relationship and communication, the director's professionalism and continuing education, internal control, focus on sustainable development (ESG), etc.

(3) Performance evaluation of functional committees: degree of participation in the operation of the company, understanding of the responsibilities of functional committees, quality of the functional committees' decision-making, compositions of the functional committee and selection of members, internal control, focus on sustainable development (ESG), etc.

(II) Operations of the Audit Committee

To strengthen corporate governance, the Company established the Audit Committee in 2013. The Audit Committee is composed of three Independent Directors, and Chien-Hsiang Chang was elected as the Convener. The Audit Committee is responsible for reviewing the fair presentation of the Company's financial statements, the selection, dismissal, competence, and performance of the CPAs, the effective implementation of the internal control system, compliance with relevant regulations, and the management of potential risks.

Other required disclosure:

If the operation of the audit committee falls under any of the following circumstances, the meeting date and period of the Audit Committee, the content of the proposals, the independent directors' objections, reservations or major recommendations, the results of the Audit Committee's resolutions, and the Company's comments on the Audit Committee's opinions shall be stated:

(1) Items listed in Article 14-5 of the Securities and Exchange Act: Please refer to Note 1.

(2) Other resolutions passed by two-thirds of all the directors but yet to be approved by the Audit Committee in addition to the above: None.

The Audit Committee operates in accordance with the "Organizational Procedures of the Audit Committee."
The key work of the Audit Committee for the fiscal year of 2025: To review the Company's financial reports, internal control system, audit plans and their implementation, as well as to deliberate on the appointment, remuneration, independence, and suitability of the CPAs, ensuring their professional competence.

In regards to the execution of the financial statements or audit reports, the name of the independent directors, the proposal, reasons for recusal and voting outcomes shall be stated: None.

The communication between the Independent Director and the internal Audit Supervisor and the CPA (including the major issues, methods and results of the communication on the company's financial and business status, etc.):

(1) The Company's audit supervisor submitted the audit results and the report on deficiencies for improvement to the Independent Directors after the audit report and follow-up report. These were also reported regularly to the Audit Committee and the Board of Directors to facilitate the Independent Directors' understanding of the implementation of the internal audit.
(2) The Company invites its independent auditors to attend Audit Committee meetings and to report and communicate independently with the Independent Directors regarding the review or audit results of quarterly and annual financial statements, key audit matters, and the impact of amendments to IFRS pronouncements or other regulatory developments on the Company.

(III) A total of 7 (A) meetings were held by the Audit Committee in the most recent year (2025). The attendance of Independent Directors was as follows:

Title	Name	Times of Actual Attendance (B)	Times of Proxy Attendance	Rate of Attendance in Person (%) [B/A] (Note 1)	Note
Convenor	Chien-Hsiang Chang	7	0	100	Convenor Reappointed on May 29, 2025.
Member	Fu-Kuei Huang	7	0	100	Reappointed on May 29, 2025.
Member	Tsung-Han Hsieh	7	0	100	Reappointed on May 29, 2025.

Note 1: Where an independent Director resigns before the end of the fiscal year, the "Remark" column shall be filled with the independent Director's resignation date, whereas his/her rate of attendance in person (%) shall be calculated based on the number of meetings held by the Audit Committee and the actual number of meetings attended during his/her term of office.

Note 2: If independent directors are re-elected before the end of the fiscal year, both outgoing and incoming independent directors shall be listed, with a note in the remark’s column indicating whether the director is outgoing, incoming, or reappointed, along with the date of re-election. The actual attendance rate (%) shall be calculated based on the number of Audit Committee meetings held during their tenure and their actual attendance during that period.

Other required disclosure:

I. If the operation of the audit committee falls under any of the following circumstances, the meeting date and period of the Audit Committee, the content of the proposals, the independent directors' objections, reservations or major recommendations, the results of the Audit Committee's resolutions, and the Company's comments on the Audit Committee's opinions shall be stated.

(I) Items listed in Article 14-5 of the Securities and Exchange Act:

Audit Committee Meeting Date (Period)	Proposal Content	Audit Committee Resolution	The Company's Handling of the Audit Committee's Opinion
2025/03/06 (The 15th meeting of the 4th term of the Audit Committee)	1. 2024 Internal Audit Report. 2. 2024 statutory compliance audit report. 3. 2024 Business Report. 4. Financial Report for 2024. 5. Draft of the Company's earnings distribution in 2024. Declaration of the internal control system and the declaration of internal control system for preventing money laundering and combating terrorism in 2024. 6. Approval of the certified and non-certified services and corresponding public fees for the proposed appointment of CPA in 2025.	Approved by all attending members of the Audit Committee after discussion	Submitted to the Board of Directors; Approved by all attending Directors after discussion
2025/05/06 (The 17th meeting of the 4th term of the Audit Committee)	1. Internal Audit Report for the first quarter of 2025. 2. Consolidated financial statements for the first quarter of 2025.	Approved by all attending members of the Audit Committee after discussion	Submitted to the Board of Directors; Approved by all attending Directors after discussion
2025/08/05 (The 2nd meeting in the 5th term of the Audit Committee)	1. Internal Audit Report for the second quarter of 2025. 2. Statutory compliance audit report for the first half of 2025. 3. The "Anti-Money Laundering and Counter-Terrorist Financing Risk Assessment Report" of first half of 2025. 4. Consolidated financial statements for the second quarter of 2025.	Approved by all attending members of the Audit Committee after discussion	Submitted to the Board of Directors; Approved by all attending Directors after discussion

2025/11/04 (The 3rd meeting of the 5th term of the Audit Committee)	1. Internal Audit Report for the third quarter of 2025. 2. Consolidated financial statements for the third quarter of 2025. 3. Amended certain articles of the Company's "Internal Control System".	Approved by all attending members of the Audit Committee after discussion	Submitted to the Board of Directors; Approved by all attending Directors after discussion
2025/12/24 (The 4th meeting of the 5th term of the Audit Committee)	1. Deloitte & Touche communicated the auditing procedures of the bulletin of auditing standards applicable to the 2025 financial report. 2. Annual Budget statement for 2026. 3. Audit plan for 2026. 4. Amended certain articles of the Company's "Internal Control System".	Approved by all attending members of the Audit Committee after discussion	Submitted to the Board of Directors; Approved by all attending Directors after discussion

(II) Other resolutions passed by two-thirds of all the directors but yet to be approved by the Audit Committee in addition to the above: None.

II. In regards to the recusal of independent directors from voting due to conflict of interests, the name of the independent directors, the proposal, reasons for recusal due to conflict of interests and voting outcomes should be stated: None

III. Communication between the Independent Directors and the internal Audit Supervisor and the CPA:

1. The Audit Supervisor and CPA should communicate directly with the Independent Director according to practical needs and have a good interaction.
2. The internal auditing officer reports to the Audit Committee, the Board of Directors, and independent directors on the audit status and improvement at least once a quarter, and strengthens the audit work in accordance with the instructions and suggestions of independent directors to ensure the effectiveness of the Company's internal control system.
3. Communication between the Audit Committee, independent directors, and the internal auditing officer is summarized as below:

Date	Method	Counterparty	Content	Independent directors' suggestions and the Company's response
2025/03/06	Board of Directors, Audit Committee	Auditing officer	Statement of Internal Control and Statement of Anti-Money Laundering and Counter-Terrorism Internal Control for 2024	Independent directors had no suggestions at this meeting and submitted it to the Board of Directors for resolutions
			Report on the implementation of the internal audit plan for 2024	Independent directors had no suggestions at this meeting and submitted it to the Board of Directors for resolutions
		CPAs	CPA independence assessment report and audit quality indicator report	Independent directors had no suggestions at this meeting and submitted it to the Board of Directors for resolutions
2025/05/06	Audit Committee Board of Directors	Auditing officer	Report on the implementation of the internal audit plan for the first quarter of 2025	Independent directors had no suggestions at this meeting and submitted it to the Board of Directors for resolutions
		CPAs	Reviewed the consolidated financial statements for the first quarter of 2025	Independent directors had no suggestions at this meeting and submitted it to the Board of Directors for resolutions
2025/08/05	Audit Committee Board of Directors	Auditing officer	Report on the implementation of the internal audit plan for the second quarter of 2025	Independent directors had no suggestions at this meeting and submitted it to the Board of Directors for resolutions
		CPAs	Review of the consolidated financial statements for the second quarter of 2025	Independent directors had no suggestions at this meeting and submitted it to the Board of Directors for resolutions
2025/11/04	Audit Committee Board of Directors	Auditing officer	Report on the implementation of the internal audit plan for the third quarter of 2025	Independent directors had no suggestions at this meeting and submitted it to the Board of Directors for resolutions
		CPAs	Review of the consolidated financial statements for the third quarter of 2025	Independent directors had no suggestions at this meeting and submitted it to the Board of Directors for resolutions
2025/12/24	Audit Committee Board of Directors	Auditing officer	Adoption of the internal audit plan for 2026	Independent directors had no suggestions at this meeting and submitted it to the Board of Directors for resolutions
			Amended some provisions of the Company's Internal Control System	Independent directors had no suggestions at this meeting and submitted it to the Board of Directors for resolutions
		CPAs	Communication of the procedures for the examination of financial reports applicable to the statement of auditing standards for 2025	Independent directors had no suggestions at this meeting and submitted it to the Board of Directors for resolutions

(IV) Implementation of corporate governance and the Deviations from the Governance Practices for TWSE/TPEx Listed Companies, and the Reasons

Evaluation Item	Operations (Note 1)			Non-implementation and its Reason(s)
	Yes	No	Summary/Description	
I. Does the Company follow "Practice Principles for TWSE/TPEx Listed Companies" to establish and disclose its Corporate Governance Practices?	✓		In accordance with the "Corporate Governance Best Practice Principles for TWSE & TPEx Listed Companies", the Company has formulated its Corporate Governance Best Practice Principles, which was adopted by the Board of Directors and has been amended in accordance with the law, and the revised principles has been disclosed through the Market Observation Post System (MOPS) and the Company's website for compliance.	No discrepancy
II. Equity Structure and Stockholders' Equity of the Company (I) Does the Company establish an internal procedure for handling shareholder proposals, inquiries, disputes, and litigations? Are such matters handled according to the internal procedure?	✓		(I) The "Safeguarding Shareholders' Rights and Interests" section of the "Corporate Governance Practices" provides for the implementation of shareholders' rights and interests, and establishes a spokesman and a dedicated unit to deal with shareholder related issues. Shareholder proposals, inquiries, disputes, and litigations are all subject to the "Rules of Procedure for the Shareholders' Meeting", "Measures for the Management of Stock Business Operations", "Rules for the Use of Power of Attorney when attending the Shareholders' Meeting" and other provisions. There is also a "Board Selection Procedure" for the nomination and appointment of directors by shareholders at the shareholders' meeting. Appropriate speaking time is provided for the shareholders to discuss the motions at the shareholders' meeting. The Company is open to accepting and improving the undisputed and feasible suggestions, but the controversial	No discrepancy

Evaluation Item	Operations (Note 1)			Non-implementation and its Reason(s)
	Yes	No	Summary/Description	
			suggestions shall be decided by voting according to the rules of procedure.	
(II) Does the Company have a list of the substantial shareholder and the final list of controllers of the substantial shareholder who actually control the company?	✓		(II) The Company reports the shareholdings of directors, managers and major shareholders holding more than 10% of the shares on a monthly basis, and masters the major shareholders and ultimate controllers.	No discrepancy
(III) Does the Company establish, implement risk management and firewall mechanisms with related companies?	✓		(III) The assets and financial management between the Company and the related companies are subject to independent rights and responsibilities, and there are relevant provisions such as "Operation Rules for Related Party Transaction Management", "Regulations Governing Endorsement Method", "Regulations Governing Method of Capital Loan for Others" and "Supervision and Management Method of Subsidiaries" to establish a risk control and firewall mechanism with the related enterprises.	No discrepancy
(IV) Does the Company stipulate internal rules that prohibit company insiders from trading securities using information not disclosed to the market?	✓		(IV) The Company has a Risk Management Committee, and formulated risk management policies for managing risks between related companies. The Company has formulated the “Ethical Corporate Management Best Practice Principles”, “Code of Ethical Conduct”, “Operating Procedure of Internal Major Information Processing and Prevention of Insider Trading Management” and “Integrity Management Policy Operating Procedures and Behavior Guidelines” to establish a good internal major information processing and disclosure mechanism, avoid improper disclosure of information, and ensure the consistency and correctness of the Company's information published to the outside world.	No discrepancy

Evaluation Item	Operations (Note 1)			Non-implementation and its Reason(s)
	Yes	No	Summary/Description	
III. Composition and Responsibilities of the Board of Directors (I) Does the Board of Directors formulate diversity policies, specific management objectives and implement them?	✓		(I) The Company has stipulated the policy on the diversity of the Board of Directors' composition in Article 20 of the "Corporate Governance Best Practice Principles." For specific management objectives and implementation status, please refer to pages 16 to 17 of this annual report regarding the diversity and independence of the Board of Directors.	No discrepancy
(II) In addition to the legally-required Remuneration Committee and Audit Committee, has the Company voluntarily established other functional committees?	✓		(II) On December 26, 2019, the 4th meeting of the 7th Board of Directors resolved to establish the 1st Ethical Management Committee. On May 29, 2025, the directors of the shareholders' regular meeting were fully re-elected. The 1st meeting of the 8th Board of Directors decided to appoint independent directors Chien-Hsiang Chang, Fu-Kuei Huang, and Tsung-Han Hsieh as members of the 2nd Integrity Management Committee of the Company. Their term of office is from May 29, 2025, to May 28, 2028. The integrity management meeting was held on December 24, 2025, and the implementation of integrity management in 2025 was reported by the department responsible for the Company's integrity management. The implementation of integrity management is disclosed on the Company's website.	No discrepancy

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Operations (Note 1)</th><th rowspan="2">Non-implementation and its Reason(s)</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary/Description</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><th>Title</th><th>Name</th><th>Times of attendance in 2025</th><th>Main expertise</th></tr>
<tr><td>Independent Director (Convener of the Committee)</td><td>Chien-Hsiang Chang</td><td>1</td><td>Industrial knowledge, leading and decision-making</td></tr>
<tr><td>Independent Director</td><td>Tsung-Han Hsieh</td><td>1</td><td>Operational management, crisis management</td></tr>
<tr><td>Independent Director</td><td>Fu-Kuei Huang</td><td>1</td><td>Financial accounting, tax practice</td></tr>
</table>
</td><td></td></tr>
<tr><td>(III) Does the Company establish the Procedures for Performance Evaluation of the Board of Directors and evaluation mode, and conduct performance evaluation on the Board of Directors on a regular basis every year, and report the results of performance evaluation to the Board of Directors, and apply the results for reference in respect of individual Directors' remuneration and nomination for reappointment?</td><td>✓</td><td></td><td>(III) The Company has established the “Procedures for Board Performance Evaluation” and approved in the Board of Directors. The performance evaluation of the Board of Directors and its members shall be performed at least once a year, and an external evaluation shall be conducted at least once every three years.
The Company engaged an external expert in 2024 to conduct an external evaluation of the Board of Directors' performance for the fiscal year 2023. The evaluation results were approved at the 11th meeting of the 8th Board of Directors held on May 2, 2024.
The Company has completed the performance evaluation of the Board of Directors, Board members, functional Committees (Audit Committee, Compensation Committee), and the self-performance evaluation of the Board of Directors for the fiscal year of 2025 (from January 1 to December 31, 2025). The performance evaluations were all rated as significantly excellent,</td><td>No discrepancy</td></tr>
</table>

<table>
<tr><th rowspan="2">Evaluation Item</th><th colspan="3">Operations (Note 1)</th><th rowspan="2">Non-implementation and its Reason(s)</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary/Description</th></tr>
<tr><td></td><td></td><td></td><td>and the results of the internal self-performance evaluations were submitted to the 5th meeting of the 9th term of the Board of Directors on March 5, 2026, as a basis for review and improvement.</td><td></td></tr>
<tr><td>(IV) Does the Company assess the independence of certified public accountants on a regular basis?</td><td>✓</td><td></td><td>(IV) The Company is evaluated annually by the Audit Committee. On March 5, 2026, the Audit Committee and the Board of Directors approved the assessment results, which met the requirements for independence and competence. In addition to the reasonableness of audit fees, the evaluation of independence standards includes: the personal independence of all members of the firm, business relationships with clients, the rotation system for CPAs, policies and procedures for audit services, and any violations of the ethical standards outlined in Bulletin No. 10. The CPAs and their firms are requested to provide relevant information and declarations, and it is confirmed through evaluation that they meet the relevant independence requirements of the professional ethics standards for accountants.
The Company has adopted the Quality Indicators (AQIs) starting from 2013 as a framework for assessing the independence and competence of Certified Public Accountants. The evaluation process includes five major aspects and 13 indicators: professionalism, quality control, independence, supervision, and innovation capability. Through the AQIs, these indicators can be assessed more effectively and objectively.</td><td>No discrepancy</td></tr>
</table>

Evaluation Item	Operations (Note 1)			Non-implementation and its Reason(s)
	Yes	No	Summary/Description	
IV. Whether the Company is equipped with competent and appropriate number of corporate governance personnel, and specify the head of corporate governance to be responsible for corporate governance related matters (including but not limited to providing data required by Directors and Supervisors in the execution of business, assisting Directors and Supervisors to comply with laws and regulations, handling relevant matters of meetings of the Board of directors and shareholders' meeting in accordance with laws, and preparing records for the Board of Directors and shareholders' meetings, etc.)?	✓		On August 5, 2025, the Company's Board of Directors appointed Associate Manager Chen to serve as the Head of Corporate Governance. This unit was established to promote corporate governance, safeguard shareholder equity, and enhance the functions of the Board of Directors. Including the handling, in accordance with applicable laws and regulations, of matters related to the Board of Directors, Audit Committee, Compensation Committee, Nomination Committee, and shareholder meetings; assisting directors in their appointments and ongoing education; providing directors with the necessary information to execute their duties; and assisting directors in complying with laws or other matters stipulated in the Articles of Incorporation. The Company's Corporate Governance Officer meets the qualifications stipulated in Article 3-1, Item 1 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and has completed professional training as required by law. For complete information on the training courses, please refer to page 52 of this annual report.	No discrepancy
V. Does the Company establish communication channels and a dedicated section on the company website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers) to respond to material corporate social responsibility issues in a proper manner?	✓		The Company has a spokesperson and a deputy spokesperson. Additionally, a stakeholder section has been established on the company's website to facilitate communication with stakeholders. The Company also actively collects and addresses significant concerns raised by stakeholders, maintaining effective communication with them. The Company has also established a Corporate Sustainable Development Committee, which is responsible for ESG and corporate sustainability issues. It has dedicated teams to address relevant stakeholder issues and facilitate communication.	No discrepancy

Evaluation Item	Operations (Note 1)			Non-implementation and its Reason(s)
	Yes	No	Summary/Description	
VI. Has the Company appointed a professional registrar for its Shareholders' Meetings?	✓		The Company has appointed Waterland Securities Co., Ltd. as the registrar for its shareholders' meetings.	No discrepancy
VII. Information disclosure (I) Has the company established a website to disclose information on financial operations and corporate governance?	✓		(I) The Company has a company website (http://www.tabc.com.tw), and a dedicated person is responsible for maintaining and updating important financial, business information and corporate governance information at any time for the reference of shareholders and stakeholders.	No discrepancy
(II) Does the Company adopt other methods of information disclosure (such as setting up an English website, appointing a person to be responsible for the collection and disclosure of company information, implementing a spokesman system, and placing judicial person briefings on the company website)?	✓		(II) The Company has established a bilingual website in Chinese and English, where designated personnel from each department collect and disclose relevant information, and a designated individual responsible for public information integrates and manages this data. The Company has established a spokesperson and acting spokesperson system in accordance with regulations, maintaining communication channels with the media through public information and periodically disclosing significant news and material information via the website. The Company website features an "Investor Relations" section that discloses the presentation materials and audio-visual files from previous investor conferences. It also regularly and irregularly submits various financial and business-related information to the Market Observation Post System as required. Significant information.	No discrepancy
(III) Does the Company announce and declare the annual financial report within two months after the end of the fiscal year,		✓	(III) The Company announces and declares financial reports and revenue for each month in advance of the prescribed time limit.	No significant discrepancy

Evaluation Item	Operations (Note 1)			Non-implementation and its Reason(s)
	Yes	No	Summary/Description	
and announce and declare the first, second and third quarter financial reports and the operating conditions of each month before the prescribed period.				
VIII. Is there any other important information to facilitate a better understanding of the company's corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchase of liability insurance for directors and supervisors)?	✓		Please refer to the Notes	No discrepancy
IX. Please state the improved situation in relation to the results of the corporate governance assessment issued by the governance center of the Taiwan Stock Exchange Corporation in its recent annual report, and propose priorities and measures for those that have not been improved: (I) The Company is classified within the ranking tier of 6% to 20% among TPEx-listed companies. The improvement situation for the year 2025 is as follows: A. The annual financial report audited and certified by the CPA shall be published within two months after the end of the fiscal year. B. The Company will optimize the structure of the Board of Directors to reduce the proportion of seats held by a single legal entity. (II) The Company will continue to cooperate with the policies promoted by the competent authorities and to evaluate potential improvement measures to enhance corporate governance performance.				

Evaluation Item	Operations (Note 1)			Non-implementation and its Reason(s)
	Yes	No	Summary/Description	

Note: Important information facilitating in understanding the operation of corporate governance.

(I) Employee Equity: The Company implements various protections for employee rights in accordance with the Labor Standards Act and has established employee regulations that specify the rights entitled to employees.

(II) Investor Relations: The Company regularly publishes information regarding its future development, financial status, and other matters of interest to investors on its website. Additionally, it holds at least two investor conferences each year to explain its operational status and future outlook to investors. Furthermore, dedicated personnel are available to answer related questions and explain the Company's future development.

(III) Stakeholder Rights: The Company manages its obligations and rights concerning stakeholders in accordance with legal regulations and emphasizes on the various rights of stakeholders.

(IV) The continuing education of Directors (including Independent Directors): To enhance corporate governance, the Company conducts professional continuing education and training for Directors (including Independent Directors) annually and discloses relevant training information on the Market Observation Post System.

(V) Risk Management Policy and the Implementation of Risk Management: The Company has established a Sustainable Development Committee to assist the Board of Directors in overseeing risk management affairs and to report regularly to the Board of Directors on the implementation of risk management.

(VI) Customer and Social Responsibility: The Company has established a toll-free hotline and a website to address the needs and any feedback from policyholders.

Note: Training of the head of corporate governance

From	To	Organizer	Course Name	Training Hours
2025/07/22	2025/07/22	Taipei Exchange (TPEx)	2025 First Internal Briefing on the Promotion of Stakeholder Equity for OTC and Emerging Companies in Taipei	3
2025/07/29	2025/07/29	Taiwan Insurance Institute	Trends and Innovations in the Future Development of Digital Insurance	3
2025/08/20	2025/08/20	Taiwan Insurance Institute	Introduction to Best Practices in Climate-Related Risks and Opportunities in the Financial and Insurance Sector	3
2025/09/08	2025/09/08	Taiwan Insurance Institute	11th Seminar on the Recommendations and Challenges of Nature-Related Financial Disclosures (TNFD) for the Financial Industry for 2025	3
2025/10/16	2025/10/16	Financial Supervisory Commission	The 15th Taipei Corporate Governance Forum	6

Note: Succession Plan for Board Members and Key Management Personnel

1. Succession Plan for Board Members

   The Company currently has a total of six directors (including three independent directors), all of whom possess the necessary expertise in business, financial accounting, or business management. In the future, the composition and background of the Board of Directors will continue to be the current structure.

   With regard to Board Succession Plan, the Company has many senior management professionals and business executives, so the Company has an abundant talent pool to fill future director vacancies. Independent directors need to have work experience in business, legal, finance, accounting, or company operations. There are sufficient professionals in this field, so the succession plan for independent directors comes from the insurance, finance, and other industries.

2. Succession Plan for Key Management Personnel

   The Company's employees have job titles and job descriptions for each position, and each department has established information sharing areas and provides internal and external training mechanisms for employees.

   The Associate Manager and above of the Company are selected for important management and successors. At present, there are 7 employees, all of whom have appointed duty agents to participate in job training through training courses and meetings.

   In the future, the Company will continue to enhance talent development and succession systems, establishing a complete talent pipeline to ensure stable operations and promote sustainable development.

(V) The composition, functions and operation of the Remuneration Committee

The Remuneration Committee is composed of the entire independent directors and operates pursuant to the Charter of Remuneration Committee. It shall fulfill the duties listed below as a prudent administrator and propose any advice to the Board of Directors for discussion.

(1) Regular review of the Remuneration Committee charter and suggestions for revision.
(2) Stipulation and Regular review on policies, systems, standards, and structures of compensation and performance evaluation of directors and managers.
(3) Regular evaluation and stipulation on the compensation of directors and managers.

1. Information on Members of the Remuneration Committee

<table>
<tr><th>Title (Note 1)</th><th>Criteria / Name</th><th>Professional qualifications and experience (Note 2)</th><th>Compliance with independence (Note 3)</th><th>Number of other public companies where the individual concurrently serves as a member of the Remuneration Committee</th></tr>
<tr><td>Independent Director (Convenor)</td><td>Chien-Hsiang Chang</td><td colspan="2" rowspan="3">(1) Please refer to pages 13 to 14 of the Director Information for information regarding professional qualifications, experience, and independence.
(2) Each member has met the requirements of Article 3 of the "Regulations on the Appointment and Compliance Matters of Independent Directors of Publicly Listed Companies" for the two years preceding their appointment and throughout their tenure.</td><td>0</td></tr>
<tr><td>Independent Director</td><td>Tsung-Han Hsieh</td><td>0</td></tr>
<tr><td>Independent Director</td><td>Fu-Kuei Huang</td><td>1</td></tr>
</table>

Note 1: Please specify in the form the relevant working years, professional qualifications and experience and independence of the members of the Remuneration Committee. If they are independent directors, please refer to Appendix 1 on page 00 for the information related to directors and supervisors (1). For title, please identify whether the person is a Director, Independent Director or other (if a convener, please specify).

Note 2: Professional qualifications and experience: describe the professional qualifications and experience of individual Remuneration Committee members.

Note 3: Conditions of independence: state that the members of the Remuneration Committee meet the conditions of independence, including but not limited to whether the members, their spouses, or relatives within the second degree of kinship serve as directors, supervisors or employees of the Company or its affiliates; the number and proportion of shares of the Company held by the members, their spouses, or relatives within the second degree of kinship (or in the name of others); whether they act as directors, supervisors or employees in a company that has a specific relationship with the Company (refer to Article 6, paragraph 1, subparagraph 5-8 of the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange"); the amount of remuneration received from the Company or its affiliates for providing business, legal, financial, accounting and other services in the past two years.

Note 4: For disclosure methods, please refer to the Best Practice Reference Examples on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

2. Information on the operations of the Remuneration Committee:
   (1) The Company's Remuneration Committee consists of three (3) members.
   (2) The term of office of the 4th term of members: May 29, 2025 to May 28, 2028. The Remuneration Committee convened 5 meetings in the most recent year. The qualification and attendance of members are as follows:

(2025/01/01~2025/12/31)

Title	Name	Times of Actual Attendance (B)	Times of Proxy Attendance	Rate of Attendance in Person (%) [B/A] (Note 1)	Note
Convenor	Chien-Hsiang Chang	6	0	100	-
Member	Fu-Kuei Huang	6	0	100	-
Member	Tsung-Han Hsieh	6	0	100	-

Other required disclosure: (1) If the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, the Board of Directors should state the date and period of the Board meeting, the contents of the motion, the results of the Board resolution, and the Company's disposition of the Remuneration Committee's opinion (if the Board of Directors approves a compensation package that is superior to the Remuneration Committee's recommendation, the circumstances and reasons for the difference should be stated): None. (2) If there are any objections or reservations from the members of the Remuneration Committee, and if such objections or reservations are documented or stated in writing, the Remuneration Committee shall state the date and period of the Remuneration Committee meeting, the content of the motion, the opinions of all the members, and the disposition of the opinions of the members: None.

Note 1: If a member of the Remuneration Committee resigns prior to the year-end date, the date of resignation should be indicated in the Remarks column, and the actual attendance rate (%) should be calculated based on the number of Remuneration Committee meetings held and the actual number of meetings attended by the member during his/her employment.

Note 2: Before the end of the year, if there is a re-election of Remuneration Committee, the new appointed and old appointed Remuneration Committee information shall be recorded and note whether the member is old-appointed, new appointed, consecutive reappointment and the re-election dates. The rate of attendance in person (%) shall be calculated based on the number of meetings for Remuneration Committee and the number of attendances in person during his term.

3. The date, stage, content of the proposal, result of the resolution of the Remuneration Committee, and the Company's treatment of the opinion of the Remuneration Committee:

Remuneration Committee	Proposal Content	Resolution	The Company's handling of the Remuneration Committee's suggestions.
2025/3/6 (The 15th meeting of the 4th term of the Remuneration Committee)	● Proposal for the performance evaluation for Directors and Functional Committees in 2024. ● Discussion on the remuneration to employees and directors in 2024. ● Discussion on the proposal for overall KPI (key performance indicator) execution results in 2024.	All members of the committee voted in favor of the proposal without dissent	The proposal was submitted to the Board of Directors and approved by all attending directors.
2025/05/06 (The 16th meeting of the 4th term of the Remuneration Committee)	● Directors' remuneration in 2024. ● Draft proposal on manager performance bonus in 2025. ● Draft of Managerial Compensation Adjustment Amount for 2025. ● Proposal of payment of bonus at Dragon Boat Festival in 2025.	All members of the committee voted in favor of the proposal without dissent	The proposal was submitted to the Board of Directors and approved by all attending directors.
2025/08/05 (The 2nd meeting in the 5th term of the Remuneration Committee)	● Discussion on the proposal of payment of bonus at Mid-Autumn Festival in 2025.	All members of the committee voted in favor of the proposal without dissent	The proposal was submitted to the Board of Directors and approved by all attending directors.
2025/11/04 (The 3rd meeting of the 5th term of the Remuneration Committee)	● Discussion on the proposed distribution of employee compensation for managers in 2024 based on the employee compensation distribution method and performance evaluation.	All members of the committee voted in favor of the proposal without dissent	The proposal was submitted to the Board of Directors and approved by all attending directors.
2025/12/24 (The 4th meeting of the 5th term of the Remuneration Committee)	● Discussion on the proposed proportion of directors' remuneration and employees' remuneration in 2025. ● Discussion on the proposal for the overall KPI in 2026. ● Proposal for the principle of year-end bonus payment and the proposed payment in 2025.	All members of the committee voted in favor of the proposal without dissent	The proposal was submitted to the Board of Directors and approved by all attending directors.

(VI) Implementation of the promotion of sustainable development and the differences and reasons from the Sustainable Development Best Practice Principles for TWSE or TPEx Listed Companies

Promoting Item	Implement (Note 1)			Deviation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary/Description	
I. Does the company establish a governance structure to promote sustainable development, and set up a dedicated (part-time) unit to promote sustainable development, which is authorized by the Board of Directors to handle senior management, and the supervision of the Board of Directors? (Listed and OTC companies should report their execution status, rather than compliance or interpretation.)	✓		1. The Board of Directors of the Company places great emphasis on sustainable development. On March 6, 2025, the 15th meeting of the 8th Board of Directors approved the revision of the "Corporate Sustainability Development Committee Organization Regulations," elevating the committee to a functional subcommittee of the Board. All independent directors serve as committee members, and a Sustainability Implementation Task Force has been established, with the General Manager acting as the convener and the Director of the Department of Management serving as the deputy convener. The task force is divided into six major sustainability subgroups: Corporate Governance and Risk Management, Customer Relations, Environmental Sustainability, Employee Care, Social Participation, and Business Partners. 2. In 2025, under the Board of Directors' oversight of sustainable development, the Company made efforts towards sustainability initiatives. The risk management operations were reported at the Audit Committee meeting on December 24, 2025, and the 14th meeting of the 8th Board of Directors, with detailed explanations provided in the appendix on pages 55 to 56. On that day, the General Manager presented a report to the Board of Directors on the implementation of sustainability efforts in 2024 and the sustainability promotion plan for 2025. 3. In 2025, the Company received several prestigious awards, including the Taiwan Golden Jade Award for "Excellence in Innovation Achievement," the 21st National Brand Yushan Award for "Outstanding Enterprise," the 2024 TCSA Taiwan Corporate Sustainability Award - Silver Award in the Financial and Insurance Industry for	No discrepancy

Promoting Item	Implement (Note 1)			Deviation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary/Description	
			Sustainability Reporting, the 2024 Excellent Insurance Evaluation - Outstanding Insurance Broker, the Far Eastern Life Insurance - 2024 Quality Brokerage Company, and the Huashan Social Welfare Foundation's "Guardian Angel Award." These recognitions highlight the Company's commitment to innovative branding and sustainable corporate social responsibility, earning acknowledgment from multiple organizations.	
II. Have the Company conducted risk assessment on environmental, social, and corporate governance risks related to its operations based on the principle of materiality and established related risk management policies or strategies? (Note 2)	✓		1. The boundary of risk assessment: This disclosure information covers the Company's sustainable development performance from January to December 2025. The risk assessment boundary is limited by the parent company, which is the same as the boundary of environmental and social sustainability issues that are subsequently disclosed. 2. Describe the standards, processes, results, and risk management policies or strategies for identifying material environmental, social, and governance issues: (1) Risk assessment criteria and processes: The Corporate Sustainable Development Committee is based on the principle of significance in the ESG report, and adopts different forms of negotiation for seven major categories of stakeholders, supplemented by online questionnaires to investigate the degree of interest of stakeholders on various sustainability issues. It also requests senior executives of the Company to conduct a questionnaire survey based on the impact of economic, environmental, and social aspects on the Company's operations. At the same time, questionnaire analysis was conducted on the concern and impact degree, interview the senior executives, and then jointly discussed with the Corporate Sustainable Development Group. (2) Risk assessment results and risk	No discrepancy

Promoting Item	Implement (Note 1)			Deviation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary/Description	
			management strategy: After conducting the above assessment, the Corporate Sustainable Development Committee will identify major issues based on sustainability, significance, integrity and stakeholder concerns, and then confirm the annual strategy in accordance with the "Risk Management Policies and Procedures" approved by the Board of Directors. And the Corporate Sustainable Development Committee shall report the implementation status to the Board of Directors at least once a year. (3) Based on the assessed risks, the annual risk management policy or strategy is as follows: aimed at the three major issues of environment (E), society (S) and corporate governance (G). According to the Company's risk management policies and procedures, it covers strategy, operation, finance, hazards, information security, and regulatory compliance and other risks, and assess the risks of each issue in accordance with the principle of materiality. 3. The Company's Risk Management Policy and Strategy: (1) To ensure compliance with risk management practices, the Company and its subsidiaries have adopted the "Risk Management Policy and Procedures" on October 28, 2021. This adoption was approved by the Audit Committee and the Board of Directors. The organizational structure of risk management is determined by the board of directors, which serves as the highest decision-making body for risk management. The board approves risk management policies and frameworks. (2) The Company actively promotes and implements risk management mechanisms. The Committee for Sustainable	

Promoting Item	Implement (Note 1)			Deviation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary/Description	
			Development should provide an annual report on the execution status to the Board of Directors. (3) Risk Management Execution Status On October 28, 2021, the Audit Committee and the Board of Directors approved the formulation of the "Risk Management Policies and Procedures". On December 29, 2022, the Audit Committee and the Board of Directors were presented with a proposal to amend certain provisions of the "Risk Management Policies and Procedures". 4. The Board of Directors was informed about the execution of risk management for the current year (2025) on December 24, 2025. 5. The Company conducts risk assessments and addresses any issues that arise while disclosing them on its website. 6. In March 2023, the Financial Supervisory Commission officially launched the 'Sustainable Development Roadmap for Listed Companies'. As a listed company with a paid-in capital of less than NT$5 billion, the Company (i.e., the parent company) is required to conduct a greenhouse gas inventory in the third phase. This means that the parent company will complete the inventory in 2026, the subsidiary company will complete it in 2027, the parent company will complete the verification in 2028, and the subsidiary company will complete the verification in 2029. We will adhere to the reference guidelines and relevant regulations issued by the regulatory authority to ensure compliance. Therefore, we will continue to monitor and verify our greenhouse gas inventory according to the designated schedule. The Company has implemented guidance for the 2025 organizational greenhouse gas inventory in accordance with ISO14064-1 on November 11, 2024.	

Promoting Item	Implement (Note 1)			Deviation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary/Description	
III. Environmental Issues (I) Has the Company established a suitable environmental management system based on its industrial characteristics?	✓		(I) The Company is in the financial services industry and is a low-carbon industry with no production and manufacturing processes. It does not produce waste water or gas that causes environmental pollution. It adopts a paperless, low-carbon, energy-saving and sustainable environmental development policy, and follows the GRI theme indicators and actively includes energy-saving and carbon reduction measures in its environmental management system and main implementation goals. On the Company's official website, corporate governance, energy conservation, carbon reduction, annual greenhouse gas emissions, water consumption, and total waste information are disclosed. 1. In 2025, the Company continued to promote the greenhouse gas inventory certification plan and obtain certification of the Company and its subsidiaries within the statutory period. 2. Replace air conditioning and LED lighting in the workplace to save electricity. 3. Actively promote mobile insurance to reduce paper usage and carbon emissions generated by business round-trip. 4. Promote digital schools and online morning meetings, in addition to reducing transportation time for peer learning, and make training materials online, effectively reducing carbon emissions and greenhouse effect. 5. The Company has implemented turning off the lights for one hour at noon to reduce electricity bills and carbon emissions. The conference data has been changed to online provision of non-printed paper, effectively reducing carbon emissions and improving sustainable performance.	No discrepancy

Promoting Item	Implement (Note 1)			Deviation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary/Description	
			6. The Company's environmental management and energy conservation and carbon reduction plans are disclosed in the ESG section of the Company's official website. 7. Due to the characteristics of the industry, the Company has not yet introduced ISO140001, but it's ESG sustainable operation planning are in line with the environmental management system indicators, which will be planned according to Company scale and industry trends.	
(II) Is the company committed to improving energy efficiency and using recycled materials with low impact on the environment?	✓		(II) The Company actively promotes various energy reduction measures. It utilizes equipment with high energy efficiency and energy-saving designs to enhance energy utilization efficiency. These measures include paperless operations, power saving, waste reduction, and recycling.	No discrepancy
(III) Has the Company assessed the current and future potential risks and opportunities of climate change, and taken relevant countermeasures?	✓		1. In response to the business risks brought about by climate change, the Corporate Governance and Risk Management Group of the Corporate Sustainable Development Committee is responsible for convening the relevant departments and, with reference to the Task Force on Climate-Related Financial Disclosures (TCFD) framework, identifying potential climate change risks and opportunities through four core elements: "governance," "strategy," "risk management," and "indicators and targets", and learning about the impact and influence on the Company's operations through identifying potential risks and opportunities of climate change, and formulating relevant strategies and measures in advance to prevent risks and injuries caused by climate change. 2. Identify entity and transformation risks and opportunities based on business types and operating conditions, and actively promote green energy and environmental protection	No discrepancy

Promoting Item	Implement (Note 1)			Deviation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary/Description	
			policies. In response to global climate change and the impact of greenhouse effect on the environment, adopt three low-carbon strategies, including green procurement, green operations and green services, so as to reduce climate change risks. In addition to establishing energy-saving and carbon-reduction measures, promoting energy-saving management in offices and public areas, waste reduction and green procurement, and purchasing products with energy-saving and environmental protection labels, we also work with supplier partners who comply with environmental regulations and relevant standards to reduce the financial impact of climate change on operations. 3. For more information on climate change related measures, please refer to the Corporate Governance section of the Company's website.	
(IV) Has the Company carried out statistic on the greenhouse gas emissions, water consumption, and total weight of waste over the past two years and established the policies with regard to greenhouse gas reduction, water consumption reduction, and waste management?	✓		(IV) The Company is in the financial services industry which is a low-carbon industry with no production and manufacturing processes. It does not produce waste water or gas that causes environmental pollution. It adopts a paperless, low-carbon, energy-saving and sustainable environmental development policy, and follows the GRI theme indicators and actively includes energy-saving and carbon reduction measures in its environmental management system and main implementation goals. On the Company's official website, corporate governance, energy conservation, carbon reduction, annual greenhouse gas emissions, water consumption, and total waste information are disclosed.	No discrepancy
IV. Social Issues (I) Does the company formulate appropriate management policies and procedures	✓		(I) The Company complies with the International Bill of Human Rights and other international human rights instruments and adheres to domestic Labor Standards Act, Gender Equality in Employment Act, and Occupational Safety and Health Act	No discrepancy

Promoting Item	Implement (Note 1)			Deviation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary/Description	
according to relevant regulations and the International Bill of Human Rights?			while simultaneously complying with the regulations of the locations of each business site. Please refer to the Company's website for labor and human rights policies: https://www.tabc.com.tw/investors.aspx?ID=43	
(II) Does the Company formulate and implement reasonable employee welfare measures (including remuneration, vacation and other benefits, etc.), and appropriately reflect business performance or results in employee compensation?	✓		(II) Based on the Articles of Incorporation, if the Company has profits in a fiscal year, it shall set aside 1% to 5% of the profits as employee compensation, of which more than 50% should be distributed to frontline employees. Additionally, not more than 5% of the profits shall be allocated as director compensation, and independent directors shall not participate in the distribution of director compensation. However, if the Company has accumulated deficiency, the number of losses shall be reserved in advance. The remuneration of employees referred to in the preceding paragraph shall be paid in stock or cash, while the Director shall only be paid in cash.	No discrepancy
(III) Does the Company provide employees with a safe and healthy working environment, and conduct regular safety and health education for employees?	✓		(III) The Company is a financial services company with an office only working environment. Measures to maintain a safe and healthy working environment for employees are as follows: 1. Annual fire safety inspections are conducted to ensure the personal safety of our office staff. 2. Access control management is implemented in the office and pantry to prevent unauthorized access. 3. Ensure that personal safety protection measures are in place for office staff. 4. Computer room control: to prevent non-relevant personnel from causing damage to the machine and other hazards. 5. Workplace sexual harassment prevention measures to protect the equity of the Company's employees. 6. In addition to labor insurance for all employees, the Company also applies for	No discrepancy

Promoting Item	Implement (Note 1) Yes	No	Summary/Description	Deviation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies and reasons
			employee group accident insurance and travel insurance to protect the rights and interests of employees.	
(IV) Does the company establish effective career development and training plans for its employees?	✓		(IV) The Company provides on-the-job trainings or subsidizes external courses to encourage career development for employees.	No discrepancy
(V) Does the Company follow relevant laws and international standards, and formulate relevant policies and complaint procedures for the protection of consumer or customer rights and interests regarding issues such as customer health and safety, customer privacy, marketing and labeling of products and services?	✓		(V) The Company has an insurance service department to provide services to customers and handle the problems raised by customers, and designate special personnel to assist in dealing with complaints from customers. Customers can use the toll-free line or email as a communication channel to safeguard their interests. In addition, the Company has set up a special area for interested parties on the website, so that customers can contact the company by telephone, letter and e-mail at any time.	No discrepancy
(VI) Does the Company formulate and implement supplier management policies that require suppliers to follow relevant regulations on environmental protection, occupational safety and health or labor human rights?	✓		(VI) The company has set up the "Supplier and Procurement Management Measures" and "Implementation of CSR of Suppliers", which have been disclosed on the Company's website.	No discrepancy

Promoting Item	Implement (Note 1)			Deviation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary/Description	
V. Does the Company prepare ESG Report and other reports that disclose non-financial information by following international reporting standards or guidelines? Has the Company received assurance or certification of the ESG Report from a third-party accreditation institution?	✓		(I) This report is compiled in accordance with the Global Sustainability Reporting Institute's GRI Standards 2021 (GRI Sustainability Reporting, GRI Standards), and incorporates sustainability accounting standards to disclose relevant data to strengthen the Company's performance and achievements in sustainability. (II) This report has external warranties to ensure its credibility. A third-party impartial verification agency, AFNOR Asia, Ltd., was commissioned to provide external warranties for the report, citing the AA1000AS v3 Standard (AA1000 Assurance) stipulated by the global non-profit organization Accountability, and taking the Application Type 1 (Type 1) and The Moderate Assurance as the Assurance standard. Therefore, the report is in compliance with AA1000AP (2018). (Note 4) (III) This report has been audited and certified by Deloitte & Touche to be in conformity with the International Financial Reporting Standards, (IFRS) for the purpose of auditing and certifying the consolidated financial statements. (Note 5)	No discrepancy
VI. If the Company has established its own sustainability development guidelines in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies," please describe the differences between its operations and the established guidelines: The Company has already formulated its "Guidelines for Sustainable Development Practices," and its sustainability operations are consistent with the principles of those guidelines. For further details, please refer to the Company's website and the ESG Report.				
VII. Other important information that facilitates the understanding of the implementation of sustainable development: The Company aligns with the spirit and principles of the SDGs and actively participates in social engagement activities. The Company has dedicated significant resources to address the United Nations Sustainable Development Goals, including poverty eradication (SDG 1), zero hunger (SDG 2), health and well-being (SDG 3), quality education (SDG 4), and terrestrial ecosystems (SDG 15). Over the years, the Company has provided assistance to spinal cord injury patients for 3 consecutive years, organized blood donation campaigns for 12 consecutive years, and donated scholarships to university programs for 18 consecutive years. Additionally, the company supports rural students through monetary and goods donations, as well as assisting elderly individuals living alone in the local community through volunteer services and financial contributions. These efforts not only promote the safety and well-being of local seniors but also contribute to the creation of an age-friendly and sustainable city. After careful evaluation, it has been determined that these initiatives have had no negative impact on the local community. Furthermore, the company organizes free forums to promote				

Promoting Item	Implement (Note 1)			Deviation from the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Summary/Description	
education and environmental conservation, among other diverse ways of utilizing its corporate power to give back to society. The Company aims to collaborate with individuals from all walks of life to create a sustainable, mutually beneficial, and positive society that will endure for generations. With dedication, the Company strives to contribute to society and pursue sustainable happiness.				

Note 1: If "Yes" under the "Status of Operations" is ticked, please explain the key policies, strategies, and measures adopted and their implementation results. If "No" is ticked, please give the reason and specify related policies, strategies, and measures to be adopted in the future However, in promoting Project 1 and 2, the TWSE or TPEx Listed Companies should clarify the governance and supervisory framework for sustainable development, including but not limited to management policies, strategy, target setting, review measures, etc. And the Company shall clarify the risk management policies or strategies and risk evaluation for environmental, social and corporate governance issues related to Company operations.

Note 2: The principle of materiality refers to environmental, social and corporate governance issues that have significant impacts on the company's investors and other stakeholders.

Note 3: For disclosure methods, please refer to the Best Practice Reference Examples on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

Appendix: Implementation Status of Sustainable Development in 2025

On December 24, 2025, the Company presented the annual risk management operational results to the Audit Committee and the Board of Directors. The results are organized as follows, based on risk considerations, types of risks, and corresponding measures:

Risk considerations	Items	Measures	Level
Environment (E)	Climate Risk	In accordance with the TCFD (Task Force on Climate-related Financial Disclosures) framework, the Company regularly assesses the potential risks and opportunities that climate change presents to its operations.	Low Risk
Society (S)	Occupational Safety	Strengthen occupational safety education and training, as well as regulatory advocacy, and promote employee health management, with the management goal of achieving "zero accidents in safety and health."	Low Risk
Governance (G)	Strategy and Operations	Through the management of operational performance meetings, the annual operational guidelines are established, and the achievement of various targets is tracked and ensured.	Low Risk
	Information Security	1. Establish and announce the Information Security Policy, appointing dedicated personnel and a supervisor for information security. 2. Conduct annual information security training courses to enhance employee awareness and protective capabilities regarding information security.	Low Risk
	Compliance Risk	Adjust internal controls and operational processes in response to significant changes in domestic and international policies and laws to ensure compliance with regulations.	Low Risk

Note 4: Develop relevant risk management policies or strategies after assessing risks

Risk Type	Risk Cause Description	Strategy Development and Implementation
Operational Risk	1. Operational strategy 2. Target setting 3. Annual budget 4. Achievement rate of operational objectives	1. Develop operational strategies annually based on changes in the financial environment and industry development trends 2. Plan overall KPI based on operational strategy and submit to the Board of Directors and Remuneration Committee 3. Set overall and departmental budget data based on goals and operations 4. Review the achievement rate of the previous year's operational goals annually and submit to the Board of Directors and Remuneration Committee
Financial Risk	1. The impact of important domestic and foreign policies and laws on the Company's financial business and countermeasures 2. Mergers and Investments 3. Achievement rate of operational objectives under the influence factors of asset evaluation, credit and solvency, liquidity risk and accounting policies	1. Simulate the financial department based on operational planning, to consider the impact of current policies and financial environment on the Company's financial operations and capital planning 2. Focus industry development and evaluate possible acquisition opportunities; The main target of the investment is financial bonds and funds with stable interest rate; and long-term investment in real estate rental or own operating units to obtain steady rental revenue 3. The Company has no bank liabilities at present, so the risk of credit and repayment is low. It only carries out liquidity cash forecast management on the payment related to operation, and evaluates the accounting policies in accordance with international accounting standards, so the financial risk is low
Compliance Risk	1. Possible risks arising from failure to comply with various legal norms 2. Any legal risks that may infringe upon the Company's rights and interests	1. Launch innovative financial services, e-voting, and monitor international trends and legal changes in line with Financial Supervisory Commission (FSC) policies 2. In order to respond to the competent authority for the employee quality and the Company's internal administrative audit control, conduct internal control amendment and implementation
Climate Change Risk	1. Impact of climate anomaly 2. Greenhouse gas emission management, energy conservation and carbon reduction	1. The Company actively promote mobile insurance to reduce paper usage and carbon emissions generated by business round-trip 2. Promote digital schools and online morning meetings, in addition to reducing transportation time for peer learning, and make training materials online, effectively reducing carbon emissions and greenhouse effect

Risk Type	Risk Cause Description	Strategy Development and Implementation
	management to respond to issues related to climate change and natural disasters	3. The Company has implemented turning off the lights for one hour at noon to reduce electricity bills and carbon emissions. The conference data has been changed to online provision of non-printed paper, effectively reducing carbon emissions and improving sustainable performance
Information Security and Personal Information	1. Information system tested for hacker intrusion 2. Risk of personal data leakage from daily operations or documents	1. Regular review of internal operating systems by the Information Technology Department for hacking and Trojan horse implantation 2. It is forbidden to mention the contents of confidential documents inside and outside the Company, and the confidential level shall be marked and classified 3. Company computers used by office staff must be kept up to date and regularly inspected by the Information Department 4. Company computers used by office staff must be kept up to date and regularly inspected by the IT department 5. The Company has engaged a professional consulting firm to evaluate and provide improvement and management recommendations for the information security management system.

Note 5: The ESG Report has received assurance or certification from a third-party certification institution

Information Type	Compliance With Standards	Certification/ Confirmation Institution
Report Information	AA1000AS v3 Assurance Standard - Type 1, Moderate Assurance Level	AFNOR Asia, Ltd.
Sustainable Information	Republic of China Assurance Standards Bulletin No. 1 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information"	Crowe (TW) CPAs
Financial Data	International Financial Reporting Standards, IFRS（International Financial Reporting Standards，IFRS）	Deloitte Taiwan (Deloitte Taiwan)
Information Security	ISO 27001: 2017 Information Security Management System (ISMS) Transition Certification BS 10012 Personal Information Management System	British Standards Institute Taiwan (BSI) AFNOR Asia, Ltd.

Companies meeting certain criteria are required to disclose climate-related information:

1. Implementation of Climate Related Information:

Items	Implementation
1. Clarify supervision and governance of the Board of Directors and management on climate-related risks and opportunities.	1. Board and management oversight and governance of climate-related risks and opportunities. (1) On March 5, 2024, during the 10th meeting of the 8th Board of Directors, the "Greenhouse Gas Inventory and Verification Schedule Plan" was reported for control planning. (2) On May 2, 2024, during the 11th meeting of the 8th Board of Directors, the first-quarter progress of the "Greenhouse Gas Inventory and Verification Schedule Plan" was reported. (3) On August 6, 2024, during the 12th meeting of the 8th Board of Directors, the second-quarter progress of the "Greenhouse Gas Inventory and Verification Schedule Plan" was reported. (4) On December 26, 2024, during the 14th meeting of the 8th Board of Directors, the 2024 Sustainability Implementation Report and 2025 Plan were presented. A dedicated section on risk management implementation was provided, detailing the Company’s response to climate change risks and related measures to promote energy saving and carbon reduction to lower greenhouse gas emissions. The third-quarter progress of the "Greenhouse Gas Inventory and Verification Schedule Plan" was also reported. (5) On March 6, 2025, during the 15th meeting of the 8th Board of Directors, the fourth-quarter progress of the "Greenhouse Gas Inventory and Verification Schedule Plan" for 2024 was reported. Additionally, on November 11, 2024, guidance for the 2025 organizational greenhouse gas inventory was introduced in accordance with ISO 14064-1.

Items	Implementation
2. Clarify how the identified climate risks and opportunities affect the Company’s business, strategy, and finances (short-term, medium-term, and long-term). 3. Clarify the financial impact of extreme climate events and transformation actions. 4. Clarify how climate risk identification, assessment and management processes are integrated into the overall risk management system. 5. If scenario analysis is applied to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and main financial impacts used should be explained. 6. If there is a transformation plan for managing climate-related risks, explain the plan content and the indicators and objectives used to identify and manage physical and transformation risks. 7. If internal carbon pricing is used as a planning tool, the basis for pricing should be explained. 8. If climate-related goals are set, information should be provided on the activities covered, the scope of greenhouse gas emissions, the planning period and the annual progress achieved; If carbon credits or RECs are applied to achieve relevant goals, the limit source and quantity of carbon credits or the quantity of RECs should be stated. 9. Greenhouse gas inventory and confirmation (fill in 1-1 separately).	Paragraphs 2 through 9 are explained as follows: In March 2023, the Financial Supervisory Commission officially launched the 'Sustainable Development Roadmap for Listed Companies'. As a listed company with a paid-in capital of less than NT$5 billion, the Company (i.e., the parent company) is required to conduct a greenhouse gas inventory in the third phase. This means that the parent company will complete the inventory in 2026, the subsidiary company will complete it in 2027, the parent company will complete the verification in 2028, and the subsidiary company will complete the verification in 2029. We will adhere to the reference guidelines and relevant regulations issued by the regulatory authority to ensure compliance. Therefore, we will continue to monitor and verify our greenhouse gas inventory according to the designated schedule.

1-1 Greenhouse gas inventory and confirmation

Filling instructions:

1. Information of Category 1 and Category 2 in this form shall be processed in accordance with the schedule specified in Paragraph 2 of Article 10 of this Code. Information of Category 3 shall be disclosed by enterprise voluntarily.
2. The Company may conduct greenhouse gas inventory according to the following criteria:
   (1) Greenhouse Gas Protocol, GHG Protocol.
   (2) ISO 14064-1 of International Organization for Standardization.
3. The confirmation institution shall comply with the relevant requirements of the ESG Report confirmation set out by Taiwan Stock Exchange Co., Ltd. and the Republic of China Taipei Exchange (TPEx).
4. Subsidiaries may fill in individually, collectively (e.g., by country and place), or in consolidated (Note 1).
5. The intensity of greenhouse gas emissions can be calculated per unit of product/service or turnover, but at least data calculated based on turnover (NTD million) should be disclosed (Note 2).
6. The proportion of operating sites or subsidiaries that are not included in the inventory calculation shall not exceed 5% of the total emissions. The above-mentioned total emissions refer to the emissions calculated according to the mandatory inventory scope specified in Table 1.
7. The confirmation statement should summarize the institution's confirmation report and attach the full opinion to the Annual Report (Note 3).

<table>
<tr><th>Basic information of the Company</th><th colspan="2">The following contents shall be disclosed at least in accordance with the sustainable development roadmap of TWSE or TPEx Listed Companies</th></tr>
<tr><td>☐ Companies with capital of over NT$10 billion (steel and cement industries)</td><td>☐ Parent Company Individual Inventory</td><td>☐ Consolidated Financial Report Subsidiary Inventory</td></tr>
<tr><td>☐ Companies with a capital of over NT$5 billion but less than NT$10 billion</td><td>☐ Parent Company Individual Assurance</td><td>☐ Consolidated Financial Report Subsidiary Assurance</td></tr>
</table>

Basic information of the Company	The following contents shall be disclosed at least in accordance with the sustainable development roadmap of TWSE or TPEx Listed Companies
■ Companies with capital less than NT$5 billion	According to "Sustainable Development Roadmap for TWSE- and TPEx-Listed Companies" issued by Financial Supervisory Commission in March 2022, the paid-in capital of the Company is about NT$250 million, which classifies it with companies with a capital less than NT$5 billion. According to the regulations, the Company (parent company) should conduct the greenhouse gas inventory in the third phase, and complete the inventory in 2026 and complete the verification in 2028. The Company should complete the inventory of the consolidated subsidiaries statement by 2027 and verification by in 2029 in the fourth phase. The Company will continue to manage the completion of the greenhouse gas inventory and verification process in accordance with the reference guidelines and relevant regulations issued by the competent authorities.

According to current policies or regulatory requirements, the Company is required to disclose the parent company's individual inventory information for the year 2025 in the 2026 annual report. Therefore, the table below (Table 1-1) does not need to be filled out.

Scope 1	Total Emissions (Metric Tons CO2e)	Intensity (Metric Tons CO2e/ NT$ million) (Note 2)	Confirmation Institution	Confirmation Status Description (Note 3)
Parent Company				Not Applicable
Subsidiary				
(Note 1)				
Total				
Scope 2	Total Emissions (Metric Tons CO2e)	Intensity (Metric Tons CO2e/ NT$ million) (Note 2)	Confirmation Institution	Confirmation Status Description (Note 3)
Parent Company				Not Applicable
Subsidiary				
(Note 1)				
Total				
Scope 3				

(VII) Implementation of ethical corporate management and difference between the implementation and "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" and reasons

Evaluation Item	Implementation Status (Note)			Difference between the implementation and "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Summary/Description	
I. Establishment of Corporate Conduct and Ethics Policy and Implementation Measures				
(I) Has the company established the ethical corporate management policies approved by the Board of Directors and specified in its rules and external documents the ethical corporate management policies and practices and the commitment of the board of directors and senior management to rigorous and thorough implementation of such policies?	✓		(I) The Company’s Board of Directors approved the establishment of the "Ethical Corporate Management Best Practice Principles" on April 29, 2016. The Code was partially amended and approved by the General Shareholders Meeting on May 27, 2020. The relevant provisions have been disclosed on the Market Observation Post System and the Company’s website. The Company's Directors are highly disciplined. If the proposals by the Board of Directors are of interest to the Directors themselves or the corporates they are representing, and are jeopardizing the Company's interests, those Directors only make statements and provide answers but not participate in the discussion and voting. During discussion and voting, they shall be evaded and can't represent other Directors to exercise their voting rights.	No discrepancy No discrepancy

Evaluation Item	Implementation Status (Note)			Difference between the implementation and "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Summary/Description	
(II) Has the Company established a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activity within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include the preventive measures specified in Paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies"?	✓		(II) The internal audit unit of the Company conducts audit operations in accordance with the annual audit plan approved by the Board of Directors. In the annual audit plan, compliance risk factors for various operations have been included. According to the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, compliance is a fundamental prerequisite for implementing integrity management. The annual audit plan approved by the Board of Directors of the Company not only includes specific audits of regulatory compliance, but also encompasses compliance audits applicable to each operational area into all audit procedures, in order to ensure that the Company's operations comply with applicable laws and regulations.	No discrepancy
(III) Has the Company specified in its prevention programs the operating procedures, guidelines, punishments for violations, and a grievance system and implemented them and review the prevention programs on a regular basis?	✓		(III) In order to prevent the occurrence of non-ethical operation, the Company has formulated the "Procedures for Ethical Management and Guidelines for Conduct", and reduced the risk of various types of non-ethical operation through internal control and routine auditing.	

Evaluation Item	Implementation Status (Note)			Difference between the implementation and "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Summary/Description	
II. Implementation of Ethical Corporate Management (I) Does the Company evaluate business partners' ethical records and include ethics-related clauses in business contracts?	✓		(I) The Company, in accordance with the Ethical Corporate Management Best Practice Principles and the Procedures for Ethical Management and Guidelines for Conduct, prudently assesses whether the transaction counterpart is involved in any non-ethical behavior prior to engaging in business dealings. Furthermore, the Company incorporates relevant integrity management clauses into contracts to clearly stipulate the integrity principles that both parties should adhere to, thereby reducing transaction risks and ensuring the soundness and transparency of business interactions.	No discrepancy
(II) Has the Company set up a dedicated unit under the Board of Directors to promote ethical corporate management and regularly (at least once every year) report to the Board of Directors the implementation of the ethical corporate management policies and prevention programs against unethical conduct?	✓		(II) On December 26, 2019, the 4th meeting of the 7th Board of Directors resolved to establish the 1st Ethical Management Committee. 1. On May 26, 2022, the directors of the shareholders' regular meeting were fully re-elected. The 1st meeting of the 8th Board of Directors decided to appoint independent directors Chien-Hsiang Chang, Fu-Kuei Huang, and Tsung-Han Hsieh as members of the 2nd Integrity	No discrepancy

Evaluation Item	Implementation Status (Note)			Difference between the implementation and "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Summary/Description	
			Management Committee of the Company. Their term of office is from May 29, 2025, to May 28, 2028. 2. The Compliance Office, which is a specialized unit under the Board of Directors, is designated as the responsible unit for handling the revision, implementation, interpretation, consultation services, and filing of the operational procedures and code of conduct. It is also responsible for supervising the execution of these tasks. The Compliance Office is required to regularly report its execution to the Board of Directors. On December 24, 2025, the Integrity Management Committee was convened, and the execution progress was reported to the 4th meeting of the 9th Board of Directors. The implementation details have been disclosed in the Corporate Governance section on the Company's official website.	
(III) Does the Company have a conflict-of-interest prevention policy, provide appropriate	✓		(III) The Company have set out policies to prevent conflicts of interest as per the "Ethical Corporate Management Best Practice Principles for	No discrepancy

Evaluation Item	Implementation Status (Note)			Difference between the implementation and "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Summary/Description	
representation channels, and implement them?			TWSE/TPEx Listed Companies" and "Procedures for Ethical Management and Guidelines for Conduct". In addition, the Company's personnel who are present at the board meeting shall take avoidance measures in accordance with Article 16 of the Company's "Rules of Procedure for Board of Directors Meetings" concerning the regulations for avoidance of directors on interests they have an interest in the proposal listed by the Board of Directors.	
(IV) Has the Company established effective accounting systems and internal control systems to implement ethical corporate management and had its internal audit unit, based on the results of assessment of the risk of involvement in unethical conduct, devise relevant audit plans and audit the compliance with the prevention programs accordingly or entrusted a CPA to conduct the audit?	✓		(IV) The Company has established an effective accounting system and internal control system. The internal auditors will also evaluate the high-risk activities listed in the annual audit plan and prepare the audit results into an audit report which will be submitted to the Audit Committee for review and directors attending the board meeting on a regular basis. In addition, departments are required to self-evaluate their internal control systems each year to ensure the effectiveness of the design and implementation.	No discrepancy

Evaluation Item	Implementation Status (Note)			Difference between the implementation and "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Summary/Description	
(V) Does the Company regularly hold internal and external educational training on ethical corporate management?			(V) The Compliance Office of the Company promotes the training, publicity and education on ethnic corporate management training for all colleagues, and holds the education and training for the ethnic corporate management on a regular basis every year. The education and training situation in 2025 are revealed in the Corporate Governance section of the Company's official website.	No discrepancy
III. Implementation of the Company's Whistleblowing System (I) Does the company have a specific whistleblowing and reward system, a convenient whistleblowing channel, and appropriate personnel assigned to handle the whistleblowing? (II) Has the Company established the standard operating procedures for investigating reported misconduct, follow-up measures to be adopted after the investigation, and related confidentiality mechanisms?	✓ ✓		(I) The Company has formulated the "Measures to Deal with Cases of Illegal and Immoral or Dishonest Behaviors", specified the prosecution channels and special units for accepting the cases, and set up the whistleblower mailbox on the company website. (II) The Company has established "Measures to Deal with Cases of Illegal, Unethical or Dishonest Behavior", which has set out standard investigation procedures and confidentiality mechanism.	No discrepancy No discrepancy

Evaluation Item	Implementation Status (Note)			Difference between the implementation and "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Summary/Description	
(III) Does the Company take measures to protect the whistleblower against inappropriate disciplinary actions?	✓		(III) The Company has established "Measures to Deal with Cases of Illegal and Immoral or Dishonest Behaviors" and a confidentiality mechanism to protect the whistleblower against inappropriate disciplinary actions.	No discrepancy
IV. Strengthening Information Disclosure: Does the Company disclose the contents of the ethical corporate management policies and the results of its implementation on the Company's website and MOPS?	✓		Please refer to the corporate governance of the Company's official website and the Market Observation Post System for the relevant provisions of the Company's Code of Ethical Corporate Management.	No discrepancy
V. If the Company has established its own Ethical Corporate Management Best Practice Principles in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies", state the discrepancies between these principles and its implementation: None. VI. Other important information to facilitate better understanding of the Company's corporate conduct and ethics compliance practices (e.g., banks review the company's corporate conduct and ethics policy): None.				

Note: Regardless of whether "Yes" or "No" is selected, provide a brief description in the Summary column.

(VIII) Other important information to facilitate better understanding of the Company's corporate governance activities may be disclosed here:

The information regarding continuing education of the Company's Directors in 2025 and up to the date of publication of the annual report:

Title	Name	Training Date		Organizer	Course Name	Training Hours	Total Training Hours of the Year
		From	To				
Representative of Judicial Person Director	Cheng-Chih Li	2025/09/04	2025/09/04	Taiwan Corporate Governance Association	Information Sharing on IFRS 17 Implementation for Property and Casualty Insurers	3	6
		2025/09/04	2025/09/04	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors	3	
Representative of Judicial Person Director	Chia-Keng Li	2025/09/04	2025/09/04	Taiwan Corporate Governance Association	Information Sharing on IFRS 17 Implementation for Property and Casualty Insurers	3	6
		2025/09/04	2025/09/04	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors	3	
Representative of Judicial Person Director	Chin-Miao Lin	2025/09/04	2025/09/04	Taiwan Corporate Governance Association	Anti-money Laundering Regulations and Case Study	1	7
		2025/09/04	2025/09/04	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors	3	
		2025/09/04	2025/09/04	Taiwan Corporate Governance Association	Information Sharing on IFRS 17 Implementation for Property and Casualty Insurers	3	
Independent Director	Chien-Hsiang Chang	2025/09/18	2025/09/18	Securities and Futures Institute	The Trends and Risk Management of Digital Technology and Artificial Intelligence	3	6
		2025/08/20	2025/08/20	Securities and Futures Institute	Trump's Equal Tariff Storm: Operational Strategy and Outlook for Taiwanese PMI Manufacturers in the Second Half of the Year	3	

Title	Name	Training Date		Organizer	Course Name	Training Hours	Total Training Hours of the Year
		From	To				
Independent Director	Fu-Kuei Huang	2025/09/04	2025/09/04	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors	3	6
		2025/09/04	2025/09/04	Taiwan Corporate Governance Association	Information Sharing on IFRS 17 Implementation for Property and Casualty Insurers	3	
Independent Director	Tsung-Han Hsieh	2025/09/04	2025/09/04	Taiwan Corporate Governance Association	ESG-related Legal Issues for the Board of Directors	3	6
		2025/09/04	2025/09/04	Taiwan Corporate Governance Association	Information Sharing on IFRS 17 Implementation for Property and Casualty Insurers	3	

Note:

1. The above training hours, scope, and system of training arrangements all comply with the provisions of the key points for promoting the training of directors of TWSE/TPEx Listed Companies.
2. On December 24, 2004, the Company commissioned CPA Jung-Lun Chiang from Deloitte & Touche to conduct anti-money laundering training courses for all directors and managers of the Company. This initiative aims to enhance the directors' understanding and supervisory capabilities regarding domestic and international anti-money laundering systems, compliance with regulations, and risk awareness.

(IX) Implementation of Internal Control System

1. A. Internal Control Statement

Taiming Assurance Broker Co., Ltd.
Statement of Internal Control System

Date: March 5, 2026

The internal control system of the Company in 2025, based on the results of self-assessment, is hereby stated as follows:

I. The Company fully understands that the establishment, implementation, and maintenance of Internal Control System (ICS) are the responsibilities of the Company's Board of Directors and managerial officers, and have established the said system accordingly Our internal control is a process designed to provide reasonable assurance over the effectiveness and efficiency of our operations (including profitability, performance and safeguarding of assets), reliability, timeliness, transparency of our reporting, and compliance with applicable rulings, laws and regulations.

II. All ICS are bound by natural limitations and regardless of the robustness of designs, effective ICS can only provide reasonable assurance for the three objectives listed above. Efficacy of the ICS will also change with the changing environment or context. Nevertheless, our internal control system contains self-monitoring mechanisms, and TABC takes immediate remedial actions in response to any identified deficiencies.

III. The Company will refer to the Regulations Governing Establishment of Internal Control Systems by Public Companies (hereinafter referred to as “ICS Regulations”) to identify assessment items for determining the effectiveness of ICS as well as the performance of design and implementation of the system. The internal control system used in the "Handling Guidelines" is used to determine the item. According to the process of management control, the internal control system is divided into five components: 1. Environment Control, 2. Risk Assessment, 3. Control Operation, 4. Information and Communication, and 5. Supervision Operation. Each constituent element includes a number of categories. Please refer to "Processing Criteria" for the aforementioned categories.

IV. The Company has evaluated the design and operating effectiveness of its internal control system according to the aforesaid Regulations.

V. Based on the results of the determination in the preceding paragraph, the Company is of the opinion that, as of December 31, 2025, the internal control system (including the supervision and management of subsidiaries), including the design and implementation of the internal control system relating to the effectiveness and efficiency of the operations, reliability, timeliness, and transparency of reporting, and compliance with applicable laws and regulations, is effective and can reasonably assure the achievement of the foregoing goals.

VI. This Statement shall be a major content of the Company's annual report and prospectus, and shall be publicly disclosed. If any of the contents disclosed above is found to be false, with concealment or other illegal matters, it will involve legal liabilities under Articles 20, 32, 171 and 174 of the Securities and Exchange Act.

VII. This Statement was approved by the Board on March 5, 2026, where 0 of the 6 attending Directors expressed dissenting opinions, and the remainder all affirmed the content of this Statement.

Taiming Assurance Broker Co., Ltd.

Chairman of the Board: Cheng-Chih Li (signature)

General Manager: Chun-hsien Huang (signature)

Taiming Assurance Broker Co., Ltd.
Statement of Internal Control System

The internal control system of the Company from January 1 to December 31, 2025, based on the results of self-assessment, is hereby stated as follows:

I. The Company acknowledges that the establishment, implementation and maintenance of an internal control system is the responsibility of the board of directors and management personnel of the Company, and the Company has established such a system. The objective is to provide reasonable assurance of the achievement of the objectives of operational soundness, reliability of financial reporting and compliance with relevant codes and regulations.
II. All ICS are bound by natural limitations and regardless of the robustness of designs, effective ICS can only provide reasonable assurance for the three objectives listed above. Efficacy of the ICS will also change with the changing environment or context. Nevertheless, our internal control system contains self-monitoring mechanisms, and TABC takes immediate remedial actions in response to any identified deficiencies.
III. The Company determined the effectiveness of the design and implementation of the Company's internal control system in accordance with the provisions of the "Regulations Governing the Implementation of Internal Control and Audit System and Business Solicitation System of Insurance Agent Companies and Insurance Broker Companies." (hereinafter referred to as the "Implementation Measures") The internal control system shall include at least the following constituent elements: 1. Environment Control, 2. Risk Assessment, 3. Control Operation, 4. Information and Communication, and 5. Supervision Operation.
IV. The Company has inspected the design and operating effectiveness of its internal control system according to the aforesaid Regulations.
V. Based on the findings of such evaluation, the Company believes that the above-mentioned internal control system, in all material respects, an effective internal control system (that includes the supervision and management of our subsidiaries), to provide reasonable assurance over our operational effectiveness and efficiency, reliability, timeliness, transparency of reporting, and compliance with applicable rulings, laws and regulations.
VI. This Statement shall be a major content of the Company's annual report and prospectus, and shall be publicly disclosed. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
VII. This Statement has been approved by the Board of Directors of the Company on March 5, 2026, and is hereby declared.

Sincerely,

Financial Supervisory Commission

Declarant

Chairman of the Board: Cheng-Chih Li (signature)

General Manager: Chun-hsien Huang (signature)

Auditor: Lan-ying Shih (signature)

Compliance Officer: Shen-Tien Chen (signature)

2. CPA review report on the internal control system: None.

(X) Important resolutions of the Shareholders' Meeting and the Board of Directors in the most recent year up to the publication date of this annual report:

The Company held the 2025 Annual Shareholders' Meeting on May 29, 2025, the Important resolutions and implementation are as follow:

Important Resolutions	Implementation
1. Adopted the 2024 Business Report and Financial Reports.	Proceeded according to the content of the resolution.
2. Report on the Company's 2024 profit distribution cash dividend proposal.	On May 16, 2025, the Chairman, authorized by the Board of Directors, set June 5, 2025, as the ex-dividend date. A total of NT$57,555,897 in cash dividends was distributed, with NT$2.3 per share, and the dividends were fully distributed on June 24, 2025.
3. Elect 6 directors for the 9th term of the Board of Directors (including 3 Independent Directors).	Election completed and the change registration was processed and completed with the approval of the Taipei City Government on July 24, 2025.
4. Proposal for the removal of the non-competition restrictions on the Board of Directors and their representative candidates.	Proceeded according to the content of the resolution.
5. Approved the amendment of the Company's "Articles of Association."	The Company has implemented according to the amended procedures and disclosed them on the Company's website.

Significant resolutions of the Board of Directors in 2025 as of the publication of the Annual Report: Please refer to pages 32 to 35 of this annual report.

(XI) Main content for the resolution with any dissenting opinions or stated in a written statement made by directors or supervisors in the most recent year up to the publication date of this annual report: None.

IV. CPA Fee Information

Unit: NT$ thousand

Name of CPA Firm	Name of CPA	CPA's Audit Period	Audit Fees	Non-Audit Fees	Total	Note
Deloitte & Touche	Wei-Chun Ma	2025/01/01～2025/12/31	1,270	210	1,480	Non-audit expenses: NT$210 thousand for tax visas and reviewing the annual report information for the shareholders' meeting.
	Wen-Ya Hsu					

Where the Company replaces the CPA or accounting firm, the auditing periods of the former and successor CPA or firm shall be annotated separately with the reason for replacement noted. The accounting and non-accounting fees paid to the former and successor CPA or firm shall also be disclosed. Non-audit public fees should be annotated explaining the content of the services.

(I) If there is any change of CPA or CPA firm in the current year, and the CPA fee is less than the previous year, the amount and the service detail shall be stated: None.

(II) If the CPA fee is 10% or above less than the previous year, the amount, percentage, and reasons shall be stated:
None.

V. Information of CPA Replacement

1. Regarding the Former CPA: None

<table>
<tr><td>Date of Change</td><td colspan="4"></td></tr>
<tr><td>Reason and Explanation for the Change</td><td colspan="4"></td></tr>
<tr><td rowspan="3">Termination or non-acceptance of the appointment by either the principal or the CPA</td><td colspan="2">Party / Situation</td><td>CPA</td><td>Principal</td></tr>
<tr><td colspan="2">Voluntary termination of the appointment</td><td colspan="2" rowspan="2">Not Applicable</td></tr>
<tr><td colspan="2">Declined to accept (or continue) the appointment</td></tr>
<tr><td>Opinions and reasons for audit reports issued with qualifications other than unqualified opinions in the past two years</td><td colspan="4">None</td></tr>
<tr><td rowspan="2">Whether there are any disagreements with the issuer</td><td rowspan="2">Yes</td><td></td><td colspan="2">Accounting principles or practices</td></tr>
<tr><td></td><td colspan="2">Disclosure in financial reporting</td></tr>
</table>

			Scope or procedures of the audit
			Others
	None	-	
	Description		
Other Disclosure Matters (Items 4 to 7 of Subparagraph 1, Paragraph 6, Article 10 of these standards that should be disclosed)	None		

2. Regarding the Successor CPA

Name of CPA Firm	
Name of CPA	
Date of Appointment	
Accounting treatment methods or accounting principles for specific transactions prior to the appointment, as well as the consultation matters and results regarding the possible audit opinion on the financial statements	Not Applicable
The successor CPA's written opinion on matters of disagreement with the former CPA	

Response from the former CPA regarding Items (1) and (2)-3 of Paragraph 6, Article 10 of this standard: None.

VI. The Company's Chairman of the Board, General Manager, or any Manager who is responsible for finance or accounting matters who have been serving in a CPA's firm and its related companies within the past year shall disclose their name, position and term of office in the CPA firm of the CPA or its related companies

None

VII. In the most recent year and up to the date of publication of the annual report, transfer of shares and changes in hypothecation of shares held by Directors, managers and shareholders who hold more than 10% of the shares.

(I) Changes in the Shares of Directors, Managers and Substantial Shareholders

Unit: Shares

Title (Note 1)	Name	2025		As of March 29, 2026.	
		Number of shares held Increase (decrease)	Number of pledged shares Increase (decrease)	Number of shares held Increase (decrease)	Number of pledged shares Increase (decrease)
Chairman of the Board	Taiwan Navigator Asset Investment Co., Ltd.	0	(1,929,000)	0	0
	Legal Representative; Cheng-Chih Li	(523,053)	(435,000)	(142,000)	(145,000)
Director	Taiwan Navigator Asset Investment Co., Ltd.	0	(1,929,000)	0	0
	Representative; Chia-Keng Li	0	0	0	0
Director	Cheng-Rong Enterprise Co., Ltd.	0	0	0	0
Representative Director	Legal Representative: Chin-Miao Lin	0	0	0	0
Independent Director	Chien-Hsiang Chang	0	0	0	0
Independent Director	Fu-Kuei Huang	0	0	0	0
Independent Director	Tsung-Han Hsieh	0	0	0	0
Manager	Chun-Hsien Huang	0	0	58,000	0
Manager	Shu-Fen Yang	0	0	0	0
Manager	Shen-Tien Chen	(5,000)	0	(2,000)	0
Manager	Chien-Chang Lai	0	0	0	0
Manager	Ching-Wen Lin	0	0	0	0
Manager	Chang-Wu Chiao	0	0	0	0
Manager	Wei-Cheng Ho	0	0	0	0
Auditing officer	Lan-Ying Shih	0	0	0	0
Accounting Manager	Wen Hsin-I	0	0	0	0

Note1: The shareholders who hold more than 10% of the Company's shares shall be identified as major shareholders and stated separately.

Note2: Where the counterparts of shares through transfer and pledged under lien are related parties, it is also necessary to complete the following table.

(II) Information on share transfers: None.

(III) The transfer of shares or hypothecation of shares:

Market Observation Post System
https://mopsov.twse.com.tw/mops/web/STAMAK03_1
Basic Information/Shareholdings, Pledges, Transfers of Directors, Supervisors, and Major Shareholders/Insider Pledge and Release Announcements (Individual Companies)
Company Code: 5878
Start Date: January 1, 2025
End Date: December 31, 2025

VIII. Information regarding the top 10 shareholders by number of shares held, who are related parties, spouses, relatives within the second degree of kinship

Name (Note 1)	Shares Held Personally		Shares Held by Spouse and Minor Children		Shares Held in the Name of Other Persons		Title or Name and Relationship of Top 10 Shareholders who are Related Parties or Each Other's Spouses and Relatives within the Second Degree of Kinship (Note 3)		Note
	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Number of Shares	Shareholding ratio	Name	Relationship	
Taiwan Navigator Asset Investment Co., Ltd.	9,025,907	36.07	-	-	-	-	None	None	
Taiwan Navigator Asset Investment Co., Ltd. Representative: Cheng-Chih Li	161,834	0.65	274	0.00	-	-	1. Han-Chieh Li 2. Yang-Lung Kuo	1. Elder Sister's Spouse 2. Elder Brother-in-Law of the Spouse	
Taiwan Navigator Asset Investment Co., Ltd. Representative: Chia-Keng Li	-	-	-	-	-	-	None	None	
Han-Chieh Li	1,851,082	7.40	-	-	-	-	Cheng-Chih Li	Younger Brother of the Spouse	
Ching Chung Interior Decoration Design Co., Ltd.	1,570,000	6.27	-	-	-	-	None	None	
Ching Chung Interior Decoration Design Co., Ltd. Representative: Pei-Chin Li	1,311	0.01	-	-	-	-	None	None	
Taiwan Fire & Marine Insurance Co., Ltd.	1,271,180	5.08	-			-	None	None	
Taiwan Fire & Marine Insurance Co., Ltd. Representative: Tai-Hung Li	-	-	-	-	-	-	None	None	
Chen-Jou Ko	755,841	3.02			-	-	None	None	
Chen-Han Ko	732,910	2.93	-	-	-	-	None	None	
Yuan-Fang Tien	680,678	2.72	-	-	-	-	None	None	
Yang-Lung Kuo	602,588	2.41					Cheng-Chih Li	Brother-in-Law	
Tong Sheng Development Co., Ltd.	499,236	2.00					None	None	
Tong Sheng Development Co., Ltd. Representative: Jian-Cheng Li	-	-	-	-	-	-	Tai-Hung Li	Brothers	
Chengyang Investment Co., Ltd.	475,500,	1.90	-	-	-	-	None	None	

As of March 29, 2026 (stock transfer beginning date at the shareholder's regular meeting) Unit: Share; %

IX. The number of shares held by the company, its Directors, supervisors, managers and enterprises directly or indirectly controlled by the

company in the same reinvested enterprise, and the comprehensive shareholding ratio shall be calculated on a consolidated basis: None.

Chapter 3. Funding Status

I. Capital and Shares

(I) Sources of Capital

Unit: thousand shares/NT$ thousand

Month Year	Par Value (NT$)	Authorized Share Capital		Paid-Up Capital		Note		
		Shares	Amount	Shares	Amount	Source of Capital	Equity-Settled Share-Based Payment	Others
July 2010	NT$10	15,000	150,000	13,200	132,000	Cash capital increase	-	Note 1
July 2011	NT$10	15,000	150,000	13,900	139,000	Cash capital increase	-	Note 2
July 2012	NT$10	15,000	150,000	14,800	148,000	Cash capital increase	-	Note 3
July 2013	NT$10	20,000	200,000	17,184	171,840	Surplus transferred capital increase 11,840 and cash increase 12,000	-	Note 4
November 2014	NT$46	20,000	200,000	18,800	188,000	Increment of Cash 16,160	-	Note 5
September 2015	NT$10	30,000	300,000	23,688	236,880	Surplus transferred capital increase NT$48,880	-	Note 6
June 2019	NT$10	30,000	300,000	25,024	250,243	Consolidated capital increase NT$13,363		Note 7

Note 1: Taipei City Government Change Registration Number: 09986632010
Note 2: Taipei City Government Change Registration Number: 10086220500
Note 3: Taipei City Government Change Registration Number: 10186255800
Note 4: Taipei City Government Change Registration Number: 10286289700
Note 5: Taipei City Government Change Registration Number: 10389753800
Note 6: Taipei City Government Change Registration Number: 10487453400
Note 7: Taipei City Government Change Registration Number: 10850522710

Unit: Shares

Type of Stock	Authorized Share Capital			Note
	Outstanding Shares (Note)	Unissued Shares	Total	
Registered Ordinary Shares	25,024,303	4,975,697	30,000,000	Stocks of TPEx-Listed Company

(II) Major Shareholders

As of March 29, 2026 (Stock transfer beginning date at the shareholder's regular meeting)

Shares / Name of Major Shareholders	Number of Shares Held	Shareholding Ratio (%)
Taiwan Navigator Asset Investment Co., Ltd.	9,025,907	36.07
Han-Chieh Li	1,851,082	7.40
Ching Chung Interior Decoration Design Co., Ltd.	1,570,000	6.27
Taiwan Fire & Marine Insurance Co., Ltd.	1,271,180	5.08
Cheng-Chih Li	892,887	3.57
Chen-Jou Ko	755,841	3.02
Chen-Han Ko	732,910	2.93
Yuan-Fang Tien	680,678	2.72
Yang-Lung Kuo	602,588	2.41
Tong Sheng Development Co., Ltd.	499,236	2.00
Chengyang Investment Co., Ltd.	475,500	1.90

(III) Dividend Policy and Implementation

1. Dividend policy stipulated in the Company's Articles of Incorporation:

If the Company has profits in a fiscal year, it shall set aside 1% to 5% of the profits as employee compensation, of which more than 50% should be distributed to frontline employees. Additionally, not more than 5% of the profits shall be allocated as director compensation, and independent directors shall not participate in the distribution of director compensation. However, if the Company has accumulated deficiency, the number of losses shall be reserved in advance.

The remuneration of employees referred to in the preceding paragraph shall be paid in stock or cash, while the Director shall only be paid in cash.

The payouts of employee bonuses and director compensations shall be determined by the Board of Directors meeting attended by more than two-thirds of all board members present and agreed upon by no less than one-half of the members present and reported at the shareholder's meeting. The Company may allocate new shares or cash in the form of legal surplus reserve or capital reserve in accordance with Article 241 of the Company Act. The foregoing, if done in cash, shall authorize a special resolution of the Board of Directors to be reported to the shareholders at a general meeting.

In the volatile business environment, the Company is still in the growth stage. In response to future expansion plans, shareholder dividends may be paid in the form of both cash and stock, of which the ratio of cash dividends to total dividends shall not be less than 40%. However, the shareholders' meeting may have to adjust it according to the actual situation.

2. Board of Directors' Approval of Cash Dividends from Earnings Distribution

Taiming Assurance Broker Co., Ltd.
Table of Distribution of Profits
2025

Unit: NT$

Items	Amount	
	Subtotal	Total
Unappropriated retained earnings of previous years		**245,623**
Net income after tax	71,658,684	
Re-measurement of defined benefit plan recognized in retained earnings	296,451	
The net income after tax for the year and other profit items other than said net income are included in this year's undistributed earnings.		**71,955,135**
Legal reserve appropriated (10%)		(7,195,514)
Special reserves		(10,133,093)
Retained earnings available for distribution for this period		**54,872,151**
Distribution project:		
Cash dividend (NT$2.19 per share)		(54,803,224)
Undistributed surplus at the end of the period		**68,927**

Note:

1. Priority is given to surplus reserves in 2025, followed by surplus reserves in 2024.
2. The cash dividends are calculated up to NT$1. Decimal points are rounded down and the uncounted shares in fractions of NT$1 is recognized in "other income".
3. Two percent of the total amount is allocated as employee bonuses and distributed in cash in the amount NT$1,675,531.

Two percent of the total amount is allocated as bonuses to directors and distributed in cash in the amount NT$1,675,531.

4. The distribution of dividends of the Company is calculated based on the total number of 25,024,303 shares outstanding.
5. As authorized by the Board of Directors, the cash dividend per share is adjusted in accordance with the actual number of shares outstanding on the date of dividend distribution of common shares.

(IV) Effect of the proposed no-compensation stock dividend on the Company's operating results and earnings per share: None.

(V) Remuneration of employees and directors

1. The percentage or scope of remuneration of employees and directors are set forth in the Articles of Association
   (1) The remuneration of Directors of the Company is determined in accordance with Article 16 of the Company's articles of association. The Company's Directors are determined with reference to the Company's operations and their contributions. The Company is authorized to authorize the Board of Directors to fix the remuneration.
   (2) If the Company has profits in a fiscal year, it shall set aside 1% to 5% of the profits as employee compensation and not more than 5% of the profits as director compensation. However, if the Company has accumulated deficiency, the number of losses shall be reserved in advance. The remuneration of employees referred to in the preceding paragraph shall be paid in stock or cash, while the Director shall only be paid in cash. The payouts of employee bonuses and director compensations shall be determined by the Board of Directors meeting attended by more than two-thirds of all board members present and agreed upon by no less than one-half of the members present and reported at the shareholder's meeting.
   (3) The remuneration of the managers of the Company shall be handled in accordance with Article 17 of the articles of association.
   (4) The scope and amount of remuneration of Directors and managers of the Company shall be submitted to the Remuneration Committee for discussion and approval before being submitted to the Board of Directors for resolution.
2. Accounting treatment for the difference between the estimated amount of remuneration of employees and Directors in the current period, the calculation basis of the number of shares allotted with stock dividends and the actual amount allotted and the estimated amount:

The Company's remuneration of employees and directors is calculated by pre-tax net profit of the current year before deducting the remuneration of employees and directors in proportion. If there is any difference between the amount of remuneration of employees and Directors on the approved annual financial reports and the amount resolved by the Board meeting or the Shareholders' meeting, the differences will be treated as changes in accounting estimates, and adjusted in the next year.

3. Approved distribution of remuneration by the Board of Directors
   (1) The amount of remuneration paid to employees, directors and supervisors in cash or stocks. If there is any discrepancy between that amount and the estimated figure for the fiscal year these expenses are recognized, the discrepancy, its cause, and the status of treatment shall be disclosed
   At the 5th meeting of the 9th Board of Directors on March 5, 2026, the Company discussed and approved the compensation of NT$1,675,531 to employees and NT$1,675,531 to directors for 2025, totaling NT$3,351,062. The payments were made in cash and reported to the 2026 annual shareholders' meeting. The sum stated above conformed to the sum recognized for the fiscal year.
   (2) Ratio of employees' remuneration allocated in stock to the total of after-tax net profit in the current parent company only or individual financial report and the employee compensation: None.
4. The actual distribution of the remuneration of the employees and the directors in the previous year (including the number of shares, amount and share price). Where there is any difference between the remuneration of the employees, directors and supervisors and that of the recognized, the reasons for the difference and the treatment situation shall be stated
   At the 15th meeting of the 8th Board of Directors on March 6, 2025, the Company discussed and approved the compensation of NT$1,289,453 to employees and NT$1,289,453 to directors for 2024, totaling NT$2,578,906. The payments were made in cash and reported to the 2025 annual shareholders' meeting. The sum stated above conformed to the sum recognized for the fiscal year.

Unit: NT$

	Actual distribution resolved by the shareholders' meeting	Proposed distribution resolved by the Board of Directors	Discrepancy	Reason for the description
Distribution Status	(Cash)	(Cash)		
1. Remuneration to Employees	1,289,453	1,289,453	0	None
2. Remuneration to Directors	1,289,453	1,289,453	0	None

(VI) The Company repurchases its shares: None.

II. Issuance of Corporate Bonds

None.

III. Preferred Stock Handling

None.

IV. Overseas Depository Receipt Shares

None.

V. Processing of Employee Stock Option Certificates

None.

VI. New Shares with Restricted Employee Rights

None.

VII. Status of New Share Issuance in Connection with Mergers and Acquisitions

None.

VIII. The State of Implementation of The Company's Capital Allocation Plans

None.

Chapter 4. Operations Overview

I. Nature of Business

(I) Scope of Business

1. The main business:
   H602011 Life Insurance Brokerage
   H602021 Property Insurance Brokerage
2. Operating proportion:
   Total Business Volume in the Last Two Years

Unit: NT$ thousand

Main Revenue Categories	2025		2024	
	Amount	Share Percentage	Amount	Share Percentage
Life insurance brokerage income	418,747	47.44%	403,277	47.61%
Renewed brokerage income	224,226	25.41%	230,337	27.20%
Commission, fees and other income	147,621	16.73%	125,649	14.84%
Property insurance brokerage and other income	91,991	10.42%	87,687	10.35%
Total operating revenue	882,585	100.00%	846,950	100.00%

3. The Company's current products (services):
   The categories of the current insurance products under the agency of the Company are as follows:
   (1) Personal insurance products sold by brokers include: New Taiwan Dollar (NTD) and foreign currency variable life insurance, NTD and foreign currency participating life insurance, personal health insurance, personal accident insurance, annuity insurance, group insurance and investment insurance, etc.
   (2) Property insurance products sold by brokers include: fire insurance, automobile insurance, liability insurance, injury insurance, health insurance and other property insurances, etc.
   (3) The Company has set up a network insurance platform to provide self-service insurance services for the insured.
   (4) The Company has developed a mobile insurance system that is convenient for clerks to use, speeds up the policy process and conforms to the social trend of paperless environmental protection.

(5) The Company has developed a legal compliance platform that provides online courses for sales members, Learning is not limited by time and space.

(6) It provided the LINE@ app for salesmen to review product details and the complete information of insurance customers.

4. Planned development of new product (service):

(1) Insurance products are legally developed by insurance companies: Not applicable.

(2) Planned development of new service:

A. The business integration system continued to upgrade and enabled the organization query feature to optimize the organization management system.

B. Connect the intelligent e-system for mobile insurance and marketing support in series

C. Continue to expand the number of life insurance and property insurance companies in the mobile insurance platform.

D. Modularization of business training and activities through online live streaming, with nationwide unit joint live streaming conferences and training.

(II) Industry Overview

1. Current Status and Development of the Industry:

According to the macroeconomic forecast released by the Taiwan Institute of Economic Research (TIER) on January 26, 2026, Taiwan's economic growth rate for 2026 is projected to reach 4.05%. The overall growth pattern is characterized by "balanced domestic and external expansion," primarily driven by strong demand for applications such as artificial intelligence (AI), high-performance computing (HPC), and cloud services, which in turn stimulate robust sales performance. The manufacturing, service, and construction sectors are expected to experience gradual growth, alongside a recovery in private consumption momentum.

According to projections by the Taiwan Insurance Institute (TII), participating life insurance products are expected to remain strong sellers in 2026, while demand for interest-sensitive life insurance and investment-linked products will continue to rise. The annual premium growth rate for the life insurance sector is estimated to range between 0% and 10%. Meanwhile, supported by favorable economic conditions, the non-life insurance sector is projected to achieve a growth rate of approximately 7% to 10% in written premiums. Leveraging their multi-channel distribution advantages, insurance brokerage firms are expected to maintain steady growth in 2026.

Based on 2025 life insurance premium statistics, traditional insurance brokerage and agency channels accounted for approximately 18.04% of first-year total premium income, remaining consistent with the 18.04% share recorded in 2024. This indicates that traditional brokerage and agency channels are growing in tandem with the overall market. Insurance brokerage firms represent high-quality products from multiple insurers and are not constrained by the strategic adjustments of any single insurance company. This enables them to accurately capture growth opportunities across different product segments. In response to global economic volatility, brokerage firms can flexibly promote U.S. dollar-denominated interest-sensitive or participating policies in line with market trends, thereby meeting clients' asset allocation needs in inflationary or high-interest-rate environments. Given the increasing complexity of product structures, such as participating and interest-sensitive policies, traditional sales approaches alone are no longer sufficient. The Company enhances its sales adaptability and strengthens overall business competitiveness by integrating professional training with insights into global economic trends and product characteristics.

Table 1: Insurance Sector Statistics

Unit: person; NT$ million

Year	Number of Insurance Companies	Number of Employees	Rate of Change	Sales Representatives	Number of Office Staff	Premium Income		Insurance Sector
						Property Insurance	Life Insurance	Total Premium Revenues
2016	54	370,476	0.94	325,195	45,281	145,962	3,133,358	3,279,320
2017	54	384,432	3.77	338,363	46,069	156,712	3,420,233	3,576,945
2018	55	391,592	1.86	344,979	46,613	165,611	3,511,559	3,677,170
2019	54	381,483	(2.58)	368,468	41,107	177,130	3,466,688	3,643,818
2020	53	399,338	4.68	385,741	40,957	188,111	3,163,965	3,352,076
2021	53	420,672	5.34	379,152	41,520	207,448	2,971,093	3,178,541
2022	52	408,138	(2.98)	366,622	41,516	221,207	2,334,365	2,555,572
2023	52	403,903	(0.01)	361,520	42,383	244,758	2,187,951	2,432,709
2024	51	400,908	(0.74)	357,779	43,129	271,447	2,440,151	2,711,598
2025	51	Note	Note	Note	Note	286,839	2,623,942	2,910,781

※ Source: Taiwan Insurance Institute

Note: As of the publication date of this Annual Report, Taiwan Insurance Institute had only updated the statistics of insurance practitioners up to 2024.

Table 2: Insurance Brokerage Statistics

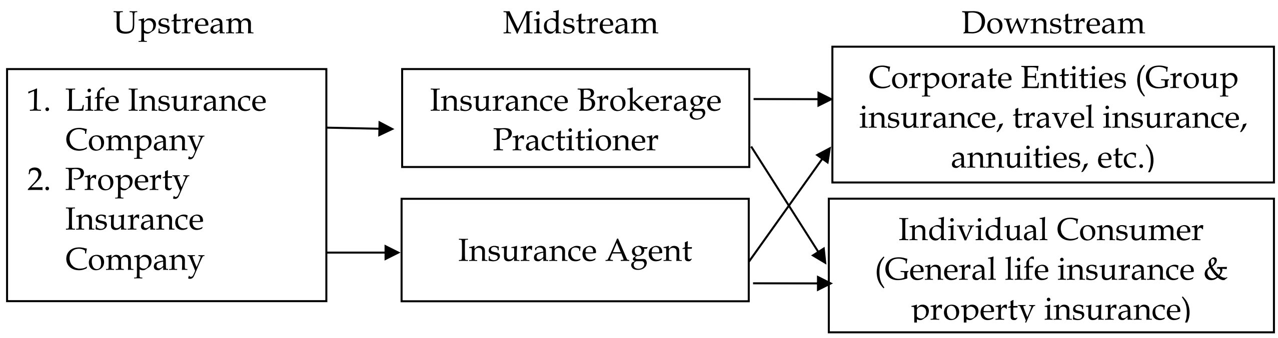
Unit: person; NT$thousand

Year	Number of Insurance Companies	Insurance Sales Representatives	Market Share (%)		Written Premiums		Commission Income	
			Property Insurance	Life Insurance	Property insurance	Life Insurance	Property insurance	Life Insurance
2016	490	137,351	16.51	12.52	24,105,271	392,265,680	3,331,933	28,330,918
2017	485	111,618	18.26	10.15	28,611,385	347,015,788	3,660,049	20,487,730
2018	476	121,105	14.32	10.16	23,709,742	356,906,312	3,730,790	20,180,026
2019	487	133,601	16.29	9.83	28,848,989	340,822,142	4,155,681	22,853,720
2020	483	139,644	17.52	9.33	32,955,430	295,125,417	4,589,219	21,079,944
2021	457	141,779	21.34	10.79	44,275,324	320,704,602	5,444,551	20,530,000
2022	445	145,668	19.79	10.56	43,784,710	246,407,799	5,841,533	20,367,032
2023	433	151,014	22.61	11.26	55,337,827	246,265,011	6,511,745	25,152,780
2024	430	155,775	25.47	12.85	69,144,495	313,680,856	7,047,863	32,519,764
2025	Note	Note	Note	Note	Note	Note	Note	Note

※ Source: Taiwan Insurance Institute

Note: As of the publication date of this Annual Report, Taiwan Insurance Institute had only updated the statistics of insurance practitioners up to 2024.

2. Correlation between upper, middle and lower downstream sectors



The Company belongs to insurance brokerage industry. Regarding the upstream and downstream affiliations of the industry, the upstream is life or property insurance companies; midstream is insurance brokers and insurance agents; downstream is corporate juridical persons or customers. The Company belongs to the midstream sector, and its main business is selling insurance company products signed and cooperated according to law. The subordinate representatives explain the characteristics and terms of each insurance product according to the interests of the insured, and plan the appropriate policies according to the suitability of the customer to meet the risk requirements. The Company will deliver the solicited insurance policies and relevant documents to the insurance company.

3. Development trends and competition for the Company's products

According to statistics from the Life Insurance Association, the first-year premium income (premium income plus policy reserves) of the life insurance industry in Year 114 of the Republic of China amounted to approximately NT$1,007.4 billion, representing a 19.7% increase compared to NT$841.8 billion in Year 113. Among these, life insurance premiums grew by 22.0%, health insurance premiums decreased by 2.1%, and annuity insurance premiums increased by 19.0%.

The growth momentum of life insurance premiums was driven by:

(1) the U.S. Federal Reserve's interest rate cut again in December of Year 114, which boosted demand for USD-denominated interest-sensitive insurance products;

(2) the needs of an aging society, with increased demand for USD fixed-rate retirement products offering long-term stable returns;

(3) the promotion of regular-premium and protection-type insurance products in response to the transition to the new generation solvency regime; and

(4) strengthened sales momentum of USD-denominated insurance products.

The growth in investment-linked insurance premiums was mainly driven by strong performance in major global equity markets, which stimulated investment sentiment and met the public's diversified asset allocation and protection needs.

According to the premium amount of life insurance channels in 2025, the market share of each competitive channel is as follows:

Life Insurance Industry in 2025

Statistics on Sources of Annual Premium Income January to December

Unit: NT$ million

Source	Life insurance company	Bank agency	Traditional agency	Total
Premium income	420,389	405,261	181,791	1,007,442
Percentage (%)	41.73	40.23	18.04	100.00

Source: Life Insurance Association

(III) Technology and R&D Overview:

1. Facing changes in current economic situation, changes in social structure, and modifications or issuance of new regulations, the Company will continuously improve business performance and employees' professional quality. Also, the Company will strengthen insurance customer services in order to achieve goals such as business development, stable profitability, and sustainable operation.

(1) Improve the Quality of Administrative Platform

Establish business integration knowledge base system, continuous serial action number of insurers and SSO linkage agent area, providing a real-time business inquiry mechanism, becoming a strong support platform for business marketing and subscriber services.

Salesman operating system is integrated with LINE@ app, official letter and sales performance inquiry functions to help salesmen get the latest information from the Company.

The Company adopted online approval system to increase the administrative efficiency for employees instantly approve application forms or official letters.

(2) Training High-Quality Business Personnel

Through systematic professional training and dedicated courses on market dynamics and changes in product trends, a quality business team is created and more professional managers are developed. Special topic lectures are held time to time for the insured, so that the public can receive financial service information without gaps. This enhances the professional knowledge of consumers to make them have the ability to plan golden retirement life for customers themselves, and become all-round insurance planners.

(3) Comprehensive value-adding services

In the part of customer rights and benefits, the Company sets up a special line for customer protection services, and has a complete and sound "Procedures for Handling Complaints of the Insured", and provides free legal counsel when necessary.

The Company will gather legal and tax related experts to provide professional advisory services to support salesmen's professional capabilities and resolve customer tax issues.

Set up a product planning task force in office and business areas to discuss the combination of products to provide quality services to the insured.

2. R&D personnel and their education background: The Company is in the insurance brokerage sector, so it is not applicable.
3. R&D expenses invested annually in the last five years: The Company is an insurance broker, so it is not applicable.
4. Technologies or products successfully developed in the recent 5 years: As the Company is an insurance broker, this item is not applicable.

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

1. Short-term business development plans:

(1) Corporate Training:

The Company organizes tax law training courses, MDRT team elite classes, national joint live morning meetings and recruitment series training courses to optimize the professional functions and recruitment ability of sales staff, as well as providing basic training and professional product courses in the digital academy to provide a comprehensive learning platform for sales staff to build the cornerstone of customer service.

(2) Sales Activities:

The Company organizes staff and celebrity seminars to motivate top performers to share their energy, and encourages business staff to participate in a variety of business activities such as business commendation meetings, incentive trips, joint recruitment of OPP and promotion teas, and seminars for policyholders; it also gathers strategic consensus through executive meetings to promote the Company's goals.

(3) Digital Technology:

Promote solid online professional training courses and diversified business activities to promote the steady development of profit targets.

The Company is continuously expanding its number of mobile insurance policies and integrating with insurance company platforms through SSO, which makes it convenient for business partners to utilize the platform.

The Company is implementing a multi-factor authentication system to continuously enhance its security measures.

(4) Corporate Sustainability:

The company actively promotes corporate social responsibility and implements sustainable development. This is planned by the Corporate Sustainable Development Committee, and each department is responsible for executing sustainable development initiatives within their authority and responsibilities. The progress of the greenhouse gas inventory operation is reported to the board of directors on a quarterly basis.

2. Long-Term Business Development Plans:

(1) Focus on developing top-tier professionals in the insurance industry.

(2) Develop products catering to policyholder succession planning and retirement needs.

(3) Accelerate the diversified development of digital technologies.

(4) Leverage partnerships with other industries to create synergies.

(5) Strengthen the promotion of ESG sustainability and environmental protection.

II. Market and Production & Marketing Overview

(I) Market Analysis

1. Sales (provision) regions for the Company's main products (services):

Units: NT$ thousand; %

Items \ Year	2025		2024	
	Amount	%	Amount	%
Domestic Sales	882,585	100.00	846,950	100.00
Foreign Sales	-	-	-	-
Total	885,585	100.00	846,950	100.00

2. Market Shares:

Based on the statistics on commission revenues of domestic insurance brokerages in 2025 and 2024 issued by the Taiwan Insurance Institute, the market share of commission income of the Company is listed as follows:

Units: NT$ thousand; %

Items \ Year	2025		2024	
	Property	Life Insurance	Property	Life
Total	Note 2	Note 2	7,047,863	32,519,764
Taiming	91,991	790,594	87,687	759,263
Market Shares	-%	-%	1.24%	2.33%

Note 1: Total commission income data source: Taiwan Insurance Institute

Note 2: As of the publication date of this Annual Report, Taiwan Insurance Institute had only updated the statistics of insurance practitioners up to 2024.

3. Future Market Supply & Demand Situation and Growth:

(1) According to statistics from the Insurance Institute, there were 430 insurance brokerage firms in Year 113, a decrease of three compared to Year 112. However, the number of insurance agents reached 155,775 in Year 113, an increase of 4,761 from the previous year, indicating strong recruitment momentum within the brokerage sector. Under stricter regulatory supervision, increased capital requirements, and evolving market conditions, small- and medium-sized insurance brokerage firms have actively pursued industry collaboration. As a result, consolidation and scaling up of brokerage firms is expected to be a key trend for the future.

(2) According to population statistics from the Ministry of the Interior, Taiwan’s population in Year 113 was approximately 23.404 million, a decrease of more than 200,000 compared to the previous year. Following a brief return to positive growth in 2023, population growth has once again turned negative. The number of newborns for the year was about 135,000, reaching a new historical low.

In contrast, with advances in medical technology, the proportion of the elderly population continues to rise. In Year 113, the population aged 65 and above reached approximately 4.489 million, accounting for 19.18% of the total population. The National Development Council estimates that by 2025, the proportion of people aged 65 and above in Taiwan will reach 20%, marking the country’s transition into a super-aged society.

As a result, demand in Taiwan for insurance related to retirement, healthcare, and long-term care is increasing. To provide policyholders with comprehensive protection in later life, insurers are expected to offer integrated retirement and healthcare product solutions, supporting continued growth in insurance demand.

4. Competitive Niches:

(1) Regularly disclose financial status to improve the Company's financial transparency.

(2) The Company owns many insurance products from partnered insurance companies, which provides insurance buyers with professional services as well as one-stop shopping needs. In the meantime, the Company maintains friendly relationship with industry peers to capture the latest market dynamics and information.

(3) The management team of the Company adheres to the strict management and operation management, which can not only strengthen the service quality of the business team, but also take transparency in financial reporting and information reporting, and cooperate with internal audit and internal control system and law and edict system, which makes the Company stand out in the competitive insurance brokerage industry.

(4) The increase in unmarried population, change in demographics, and lengthened average life expectancy all caused more aging population year by year. This phenomenon benefits business expansion in healthcare, long-term care and pension schemes.

5. Favorable and unfavorable factors affecting the Company's development prospects and countermeasures:

   (1) Favorable Factors

   Despite married or unmarried, the entire society is keener on recognizing the issue of retirement because of lengthened average life expectancy, meaning that life after retirement is longer. Moderate reminders on the preparation of expected retirement life easily ring a bell and introduce the concept of retirement insurance schemes to insurance buyers. The Company tailors the golden retirement life for the insured and provides its professional and high-quality "retirement planning", which is the most important action to contribute to the society. Therefore, we cultivate more professional managers and expect to plan exclusive retirement security for more insured.

   (2) Unfavorable Factors

   A. Taiwan’s insurance penetration is the world’s first, with a high national insurance coverage rate and a slow growth in the future.

   B. Due to the changes in the structure of insurance products and the impact of IFRS 17 international accounting standards and legal compliance, the product portfolio changed, while the sales selection of products was reduced, making it hard for insurance sales.

   (3) Coping Strategies

   A. A support sales team was established to enhance the professional competencies of sales personnel in insurance regulations, taxation, and wealth succession planning, aims to provide policyholders with comprehensive portfolio planning and deliver holistic solutions to meet clients’ diverse needs.

   B. Increase the market coverage with the overall development of the Asian market.

   C. Collaborate and develop with insurance brokers.

(II) Usage and manufacturing processes of the Company's main products:

1. Modern society is full of risks and uncertainty, which often impact on our lives and property. The major function of insurance is to diversify potential risks to everyone through the way of self-help, so that an individual avoids the unaffordable impact when accidents happen. Hence, insurance products provide stability to individuals, families and the society.

2. The Company shall, after signing a contract to sell the products of the insurance company, solicit insurance policies from customers through the solicitors of the Company, and deliver the insurance policies and relevant documents to the insurance company. The insurance brokerage sector explains the characteristics and terms of each insurance product according to the interests of the insured, so that the insured can insure the appropriate insurance according to the individual needs, thus ensuring the protection of the individual's future medical treatment and retirement.

(III) Supply Status of Primary Raw Materials: Not applicable.

(IV) Names of customers that accounted for 10% or more of total purchases or sales in any of the two most recent fiscal years, the amount and percentage of purchases or sales, and the reasons for any changes in purchases or sales:

1. Names of suppliers that accounted for more than 10% of the total purchase amount in any of the recent two years and the amount and proportion of the purchase amount, and the reasons for any changes in purchases or sales:
   The Company is in insurance brokerage sector and has no purchase supplier.
2. Information on the major customers of goods sold in the latest two years:
   The customer of goods sold is an insurance company that provides insurance products for the Company's brokerage sales

Unit: NT$ thousand; %

Items	2024				2025				Q1 2026 (not applicable)			
	Name	Amount	Ratio of Net Sales for the Year (%)	Relationships with the Issuer	Name	Amount	Ratio of Net Sales for the Year (%) Note 3	Relationships with the Issuer	Name	Amount	Ratio of Net Sales for the Year (%) Note 3	Relationships with the Issuer
1	TransGlobe Life Insurance	218,461	25.79	None	TransGlobe Life Insurance	166,826	18.90	None				
2	Farglory Life Insurance Co., Ltd.	101,030	11.93	None	Prudential Life Insurance	130,478	14.78	None				
3	Others	527,459	62.28	None	Others	585,281	66.32	None				
	Net Sales	846,950	100.00	None	Net Sales	882,585	100.00	None				

Note 1: Names of customers that accounted for 10% or more of the total sales in the last two years, and the amount and percentage of their sales, except for those customers whose names cannot be disclosed due to contractual agreements, or those whose counterparties are individuals or not related parties, which may be identified by code numbers.

Note 2: Reason for increase or decrease: the popularity of insurance products launched by insurance companies varies from year to year, which will affect the increase or decrease of operating income ratio.

Note 3: As of the date of publication of the Annual Report, if financial information of the Company that are publicly listed or whose shares are traded over the counter has recently been audited or reviewed by CPAs, such information shall be disclosed. As of the date of publication, the Company's financial report for Q1 2026 has not been reviewed by CPAs.

III. Employee Information

Employee statistics in the past two years up to publication date

March 31, 2026 Unit: Employees; age; %

Year		2025	2024	As of March 31, 2026
Number of Employees	Total staff	37	37	36
	Business unit staff	24	20	20
	Total (Note)	58	57	56
Average Age		47.6	47.1	47.9
Average Years of Service		11.5	11.1	11.3
Education distribution ratio (%)	Ph.D.	-	-	-
	Master	8.6	7.0	6.9
	University/College	79.3	80.7	78.6
	Senior High School	12.1	12.3	12.5
	Under Senior High School	-	-	-

The annual report discloses that the number of employees does not include the number of Directors of non-concurrent employees. In 2025, the number of Directors who were not concurrently serving as employees was 5.

IV. Information on Environmental Protection Expenditures

State the total amount of losses (including indemnity) and penalties incurred by the company as a result of environmental pollution in the most recent two years and up to the date of publication of the annual report, and disclose its future countermeasures (including improvement measures) and possible expenditures (including the estimated amount of possible loss, punishment and indemnity without taking countermeasures. If it is impossible to reasonably estimate, it shall state the fact that it is impossible to reasonably estimate): None.

V. Labor Management Relations

(I) List the employee benefit measures, further education, training, retirement system and its implementation, as well as the agreements between labor and management and various employee rights protection measures of the Company as follows:

1. Employee Welfare and Implementation Status:
   The Company formulated the Employee Work Rules in accordance with international regulations and government labor laws, and regards employees as the greatest value of the Company. In addition, an Employee Welfare Committee has been set up in accordance with the Employee Welfare Fund Ordinance. The welfare provided by the

Company include:

(1) Employees are entitled to group insurance.
(2) Birthday gift money, Mid-Autumn festival and Dragon Boat Festival bonus, year-end bonus and performance bonus.
(3) Marriage and fertility gift money, funeral solatium and injury solatium.
(4) Employee health check.
(5) Irregular activities including birthday party, festivities and employee trip, etc.
(6) Paid physiological leave, family care leave, maternity leave, paternity leave, parental leave, menstrual leave, and "leave without pay" are provided.
(7) Subsidy to encourage further education.

2. Further Education and Training:

The Company provides equal training and development opportunities to all internal staff regardless of gender. In Year 114, the average training hours per full-time internal employee was 31.1 hours. Among them, male employees averaged 34 hours of training, while female employees averaged 30.1 hours. Details of the various training programs are as follows:

(1) Internal Training: Conducted on an ad hoc basis during departmental meetings, where supervisors deliver professional skill development and specialized courses. These include topics such as information security regulations, personal data protection laws, integrity and ethical business conduct, fair customer treatment principles, anti-money laundering regulations, AI application trends, company-wide training on team alignment, prevention of workplace sexual harassment, human rights training (equal participation for persons with disabilities), occupational safety and health (understanding workplace fire and explosion risks), ESG learning programs (e.g., climate change awareness), as well as compliance case studies and regulatory updates. The Company adopts a blended approach, offering both in-person and online training programs.
(2) External training: We provide an annual training subsidy of NT$4,000 per person, and office colleagues are free to arrange courses for further study according to their job duties and career planning.

(3) The training hours for office employees in 2025 is based on the number of training hours, gender, and job level:

Category		Items	2025
Overall		Total number of employees at the end of the reporting period	58
		Total training hours	1802.5
		Average training hours per employee	31.1
Gender	Male	Total number of male employees at the end of the reporting period	15
		Total training hours	510
		Average training hours per male employee	34
	Female	Total number of female employees at the end of the reporting period	43
		Total training hours	1292.5
		Average training hours per female employee	30.1
Category	Manager	Total number of managers at the end of the reporting period	10
		Total training hours	491.5
		Average training hours per manager	49.2
	Non-manager	Total number of non-managerial employees at the end of the reporting period	48
		Total training hours	1311
		Average training hours per non-managerial employee	27.3

3. Retirement System:

(1) Based on the Labor Standards Act, the Company regularly appropriates labor retirement reserves under a dedicated account at Taiwan Bank, also retains the services of an actuary to assess labor pension reserves and to provide a detailed report for assurance of sufficient reserves.

(2) Under the Labor Pension Act, for those who choose the new system, the Company may allocate no less than 6% of their monthly labor wages to their labor pension fund account and may also handle retirement-related matters under the Labor Pension Act.

(3) The Company formulates its retirement system in accordance with the Labor Standards Act and Labor Pension Act.

4. Status of Labor-Management Agreements and Employee Rights Protection Measures:

(1) Agreements between labor and management

All regulations of the Company are in accordance with the Labor Standard Laws, which sets rules for staff to follow. Up to now, there has been a harmonious Labor management relation.

In order to coordinate labor management relations, promote labor management cooperation and enhance work efficiency, representatives from both sides of the labor and management are invited to hold labor and management meetings on a regular basis, and the minutes and implementation of the meetings are published.

(2) Employee Equity Protection Measures:

(II) List the losses suffered as a result of labor disputes in the most recent year and up to the date of publication of the annual report, and disclose the estimated amounts and countermeasures that may occur now and, in the future, if it cannot be reasonably estimated, it shall state the fact that it cannot be reasonably estimated:

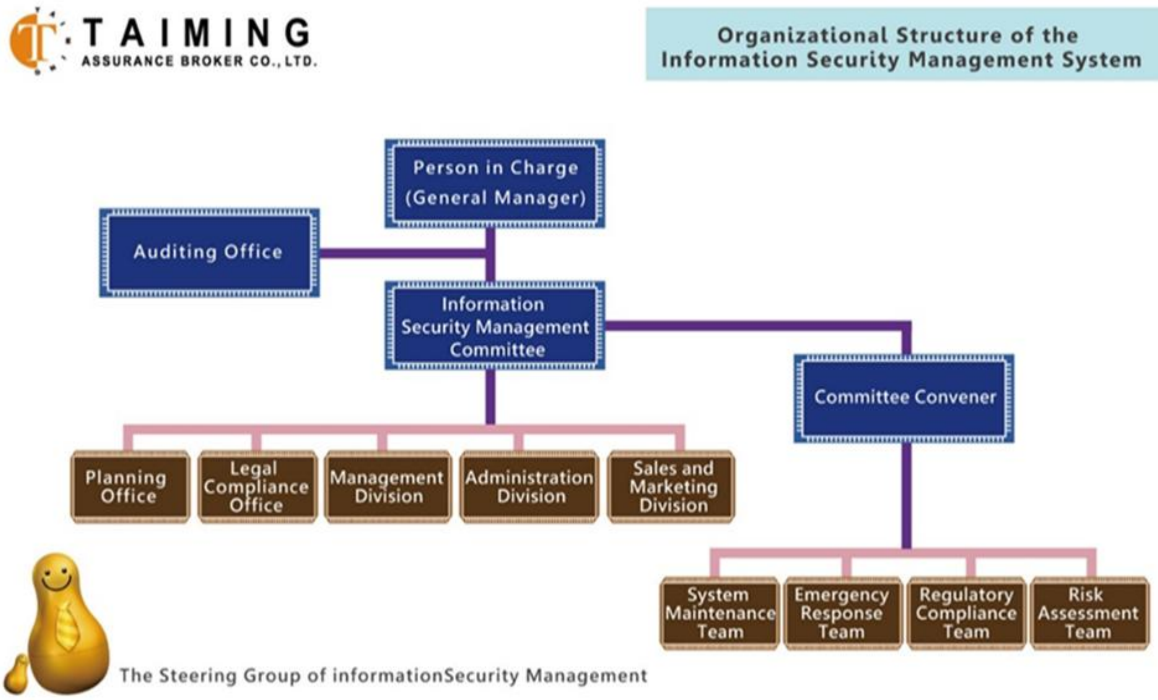
The relationship between management and labor has been harmonious over the years, thus no labor disputes.

VI. Information Security Management:

(I) The security risk management structure, security policy, specific management plan and resources invested in security management of the Company:

1. Information security risk management framework

In order to enhance the management of information security, the Company established the Information Security Management Committee in December 2016, which is responsible for reviewing the information security governance policies of all operating sites, supervising the operation of information security management, expecting to establish a comprehensive information security protection mechanism and enhance colleagues' good information security awareness through the management, planning, supervision, and promotion of professional information security units, regularly assessing information security risks and reporting to the Board of Directors. The report was recently submitted at the 4th meeting of the 9th Board of Directors on December 24, 2025. The organizational structure of the Company's Information Security Management Committee is as follows:


TAIMING
ASSURANCE BROKER CO., LTD.
Organizational Structure of the Information Security Management System
Person in Charge (General Manager)
Auditing Office
Information Security Management Committee
Committee Convener
Planning Office
Legal Compliance Office
Management Division
Administration Division
Sales and Marketing Division
System Maintenance Team
Emergency Response Team
Regulatory Compliance Team
Risk Assessment Team
The Steering Group of informationSecurity Management

2. Information Security Policy:
   In order to implement information security management, the Company adopts the management model of "Plan-Do-Check-Act" (PDCA) and establishes an Information Security Management System (ISMS) that meets the requirements of the international standard "ISO/IEC 27001". We create a reliable information system environment and promote information security management operations. We hope to strengthen information security management through continuous innovation to ensure the confidentiality, integrity and availability of customer information and company information assets.
3. Specific management plan for information security management:
   The Company establishes information asset management regulations, sets out the principles for classifying, classifying, labeling, and handling information assets, and handles information asset management and practices accordingly. It is used to protect all kinds of information assets from risks such as human negligence, intentional or natural disasters.
   The Company has established an Information Security Management Committee to coordinate, manage, and supervise all information security operations of the Group. From time to time, the Company simulates the social engineering techniques commonly used by hackers and conducts "email social engineering exercises" for employees to expose the patterns of information attacks and raise their alertness, hoping that information security awareness can become the instinct of employees.
   In terms of information security management, the Company conducts white hat hacking vulnerability scans, mobile insurance information security reviews, system improvements, and password updates on a regular basis to ensure that every customer's personal information delivered to the Taiming Insurance Broker is well protected. The number of confirmed complaints relating to violation of customer privacy or loss of customer data during the reporting period was zero.
   The Company provides relevant information security promotion and education training courses. Through the operation of the Information Security Management Committee and the implementation of information security policies, we provide a safe and secure information security environment to ensure the information security of our various services. The subsequent goal is to continue to improve the information security system of each operating base, strengthen the information security protection network, and consolidate and strengthen the information security joint defense mechanism. In the future, in addition to the expansion of information security personnel, we plan to conduct training and certification so that the Company's information security can be completer and more reliable in terms of manpower and capability.

4. Resources invested in the security management of information security
   The Company allocates an appropriate budget every year for system, network, and monitoring backup equipment upgrades. Every year, the Company engages with a professional asset security consulting company to guide and inspect its information security testing, and has obtained ISMS ISO27001 Information Security certification, PIMS individual information security certification and 2023 certification.
   Since 2019, the Company has been purchasing cybersecurity insurance on an annual basis to mitigate both known and unknown cybersecurity threats. This practice not only reduces operational risks but also fulfills our responsibility to stakeholders, providing dual protection for information security.
   In 2025, the Company continued to maintain the validity of its ISO 27001 Information Security Management System certification issued by BSI (British Standards Institution). In the same year, the Company successfully transitioned from the ISO 27001:2013 standard to the updated ISO 27001:2022 version in compliance with regulatory requirements.

Key Focus Areas of Information Security Management in 2025

Items	Implementation
ISO-27001 certified	Continued BSI Information Security Audit International Certification for 2025
	Update to ISO27001-2022 Version
Database activity records	Maintain database activity records for more than 12 months
System version control	Maintain more than three version backups while system is being modified
System vulnerability scan	Entrust Chunghwa Telecom to conduct a system-wide scan of the head office
Employee education and promotion	Conduct regular training and information security concept promotion
	A minimum of 3 hours of training per employee per year
	A minimum of 12 hours of training per information security personnel
Computer anti-virus	Company-wide unified management of anti-virus system
Computer update	Company-wide unified management system security update
Prevent unauthorized access	Lock USB, external cloud, external mailbox
External connection	VPN encrypted channel control vendors to maintain behavioral security
	Full implementation of two-factor authentication
System development security	Implementation of standardized development processes, independent testing environments, and version control for system releases
Power generation unit	Regular maintenance of power generation units to maintain effective system operation
Connection with employees working at home	VPN encrypted channel and home office security

Items	Implementation
System service monitoring	Import system service monitoring
	Implementation of Web Application Firewall (WAF)
Information security	Establishment of Information Security Director and specialist personnel
Information security report	2024 Information Security Report
Information security incident management	Effective handling and control of impacts

(II) Losses incurred due to major information security incidents in the most recent fiscal year and as of the publishing date of the annual report, and its possible impact and countermeasures: None

VII. Important Contracts

Nature of Contract	Principal	Contract Start/ End Date	Main Content	Restrictive Covenants
Broker Contract	Global Life Insurance	November 15, 2002 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	Hontai Life Insurance	December 1, 2002 (Automatic renewal) January 1, 2009 (Automatic renewal) January 1, 2013 (Automatic renewal) January 1, 2015 (Automatic renewal) January 1, 2017 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	KGI Life Insurance (Note 1)	January 1, 2004 (Automatic renewal) June 29, 2023 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	Farglory Life Insurance	March 1, 2005 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	Fubon Life Insurance	May 26, 2005 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	Shin Kong Life Insurance	July 25, 2005 (Automatic renewal) January 1, 2011 (Automatic renewal) February 1, 2013 (Automatic renewal) December 15, 2014 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	Chubb International Life (Note 2)	September 1, 2006 (Automatic renewal) October 1, 2013 (Automatic renewal) April 1, 2025 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	Taiwan Life Insurance (Note 3)	January 5, 2012 (Automatic renewal)	Solicitation of Life Insurance	-

Nature of Contract	Principal	Contract Start/ End Date	Main Content	Restrictive Covenants
Broker Contract	Bank Taiwan Life Insurance	January 2, 2008 (Automatic renewal) October 22, 2008 (Automatic renewal) December 25, 2012 (Automatic renewal) August 14, 2018 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	AIA Life Insurance	May 17, 2011 (Automatic renewal) March 1, 2014 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	Allianz Life Insurance	February 1, 2007 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	Yuanta Life Insurance	January 1, 2016 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	Cathay Life Insurance	August 1, 2016 (Automatic renewal) May 25, 2022 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	Prudential Life Insurance	April 13, 2018 (Automatic renewal) January 1, 2021 (Automatic renewal) January 1, 2025 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	Taishin Life	September 1, 2022 (Automatic renewal)	Solicitation of Life Insurance	-
Broker Contract	First Life Insurance	July 5, 2023 (Automatic Renewal)	Solicitation of Life Insurance	-
Broker Contract	Want Want Union Insurance Company (Note 4)	December 15, 2004 (Automatic renewal) July 1, 2011 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	Tokio Marine Newa Insurance	April 1, 2008 (Automatic renewal) March 4, 2016 (Automatic renewal) November 6, 2019 (Automatic renewal) July 10, 2020 (Automatic renewal) May 15, 2023 (Automatic renewal) February 27, 2025 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	Fubon Property Insurance	January 1, 2007 (Automatic renewal) March 16, 2012 (Automatic renewal) June 24, 2022 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	Cathay Century Insurance Co., Ltd.	September 30, 2010 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	Taiwan Fire & Marine Insurance	March 7, 2011 - March 7, 2014 February 17, 2014 (Automatic renewal)	Solicitation of Property Insurance	-

Nature of Contract	Principal	Contract Start/ End Date	Main Content	Restrictive Covenants
Broker Contract	Chubb Property Insurance	March 1, 2007 (Automatic renewal) September 1, 2009 (Automatic renewal) April 2, 2025 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	Taian Insurance	December 9, 2008 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	CTBC Insurance (Note 5)	April 2, 2010 (Automatic renewal) December 10, 2010 (Automatic renewal) December 6, 2017 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	Chung Kuo Insurance	September 29, 2010 (Automatic renewal) August 11, 2011 (Automatic renewal) January 27, 2014 (Automatic renewal) April 6, 2016 (Automatic renewal) November 9, 2020 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	Nan Shan General Insurance (Note 6)	October 9, 2003 (Automatic renewal) March 1, 2011 (Automatic renewal) January 1, 2012 (Automatic renewal) October 20, 2017 (Automatic renewal) April 1, 2025 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	South China Insurance	December 14, 2009 (Automatic renewal) December 14, 2012 (Automatic renewal) December 14, 2015 (Automatic renewal) August 1, 2022 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	MSIG Mingtai Insurance	January 25, 2011 (Automatic renewal) October 1, 2020 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	The First Insurance	April 20, 2012 (Automatic renewal) February 25, 2014 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	Shinkong Insurance	November 25, 2009 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	Nan Shan Life Insurance	August 4, 2008 (Group insurance - Automatic) June 30, 2010 (Group insurance - Automatic)	Solicitation of Group Insurance	-

Nature of Contract	Principal	Contract Start/ End Date	Main Content	Restrictive Covenants
Broker Contract	BNP Paribas Cardif	June 25, 2014 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	Ho Tai Property Insurance (Note 7)	August 1, 2014 (Automatic renewal) August 1, 2016 (Automatic renewal) November 15, 2019 (Automatic renewal) November 9, 2020 (Automatic renewal) August 11, 2025 (Automatic renewal)	Solicitation of Property Insurance	-
Broker Contract	AIG Asia Pacific Insurance	September 1, 2016 (Automatic renewal)	Solicitation of Property Insurance	-

Note 1: Formerly China Life Insurance, it was renamed KGI Life Insurance on January 1, 2024.

Note 2: Formerly Zhong Tai Life Insurance, it was officially renamed Chubb Group on September 6, 2016. A contract transfer agreement (Cigna Life) was signed on September 20, 2022, and was renamed as Chubb International Life on December 1, 2022.

Note 3: Formerly ChinaTrust Life Insurance, it was renamed as Taiwan Life Insurance on January 1, 2016.

Note 4: The original Union Insurance Company, on July 1, 2011 renamed as Want Want Union Insurance Company and signed a memorandum.

Note 5: Formerly TLG Insurance, it was renamed as CTBC Insurance on January 1, 2021.

Note 6: The memorandum was signed on September 1, 2008 by the former Central Property Insurance, which was renamed as AIA Life Insurance. On March 1, 2011, it was renamed as Mei Ya Property Insurance, and on September 1, 2016, it was renamed as Nan Shan General Insurance.

Note 7: Formerly Zurich Property Insurance, it was renamed as Ho Tai Property Insurance on March 1, 2017.

Chapter 5. Review and Analysis of Financial Position and Financial Performance and Evaluation of Risk Issues

I. Financial Position

Comparative Analysis of Financial Position

Unit: NT$ thousand

Items \ Year	2025	2024	Difference	
			Amount	%
Current Assets	438,768	419,551	19,217	5
Non-current Asset	356,352	397,791	(41,439)	(10)
Total Assets	795,120	817,342	(22,222	(3)
Current Liabilities	189,220	178,186	11,034	6
Non-current Liabilities	73,742	95,610	(21,868)	(23)
Total Liabilities	262,962	273,796	(10,834	(4)
Equity Attributable to Owners of Parent Company	532,158	543,546	(11,388)	(2)
Retained Earnings	210,083	189,178	20,905	11
Other Equity	(10,133)	15,654	(25,787)	(165)
Total Equity	532,158	543,546	(11,388)	(2)

1. Explanation of Reasons for Changes: (Changes exceeding 20% and with an amount exceeding NT$10 million)
   (1) Decrease in non-current liabilities: Primarily due to liabilities arising from core business operations and those calculated in accordance with International Accounting Standards.
   (2) Decrease in other equity: Primarily due to changes in the equity of financial assets measured at fair value through other comprehensive income (non-current).
2. Future contingency plan: N/A.

II. Financial Performance

Comparison analysis chart of financial performance

Unit: NT$ thousand

Year / Items	2025	2024	Difference	
			Amount	%
Operating Revenue	882,585	846,950	35,635	4
Operating Costs	723,124	706,239	16,885	2
Gross Profit	159,461	140,711	18,570	13
Operating Expenses	102,950	95,632	7,318	8
Net Operating Profit	56,511	45,079	11,432	25
Non-operating Income and Expenditure	27,532	20,540	6,992	34
Net Income Before Tax	84,043	65,619	18,424	28
Income Tax Expense	12,384	10,164	2,220	22
Net Income	71,659	55,455	16,204	29
Net Income Attributable to Owners of the Company	71,659	55,455	16,204	29

1. The primary reason for the change exceeding 20% is as follows:
   (1) This year's revenue has grown, and effective cost control has significantly improved gross profit and net operating income.
   Non-operating revenues increased, driving growth in profit before tax.
   Overall profitability has improved, with net profit for the period significantly increasing compared to last year.
2. Possible Impact on Future Financial Operations: No material impact.
3. Future contingency plan: N/A.

III. Cash Flow

Analysis of changes in cash flow and improvement plans for liquidity shortage in the most recent fiscal year, and cash liquidity analysis in the coming fiscal year

(I) Analysis of changes in cash flows in the year under review:

Unit: NT$ thousand

Beginning balance of cash (A)	Net cash flow from operating activities throughout the year (B)	Net cash inflow (outflow) from investment and financing activities throughout the year (C)	Cash surplus (shortfall) amount (A+B+C)	Plans for projected cash deficit	
				Investment Plan	Financing Plan
67,802	82,249	(105,169)	44,882	None	None

The analysis is as follows:

1. Operating activities: The net cash inflow from operating activities was NT$82,249 thousand, which was mainly from operating activities.
2. Investing activities: The net cash inflow from investing activities of NT$24,587 thousand for the year was mainly attributable to the net acquisition and disposal of financial assets at fair value through consolidated profit or loss and dividend income.
3. Financing activities: The net cashoutflow from financing activities of NT$80,582 thousand for the year was due to the payment of cash dividends and principal repayment of lease liabilities during the period.

(II) Improvement plan for cash shortage: Not applicable.

(III) Cash liquidity analysis for the coming year (2025):

Beginning balance of cash (A)	Net cash flow from operating activities throughout the year (B)	Net cash inflow (outflow) from investment and financing activities throughout the year (C)	Cash surplus (shortfall) amount (A+B+C)	Plans for projected cash deficit	
				Investment Plan	Financing Plan
44,882	85,000	(83,000)	46,882	None	None

1. Cash liquidity analysis for the coming year (2026):
   (1) Operating activities: Net cash inflow for 2026 is expected to be mainly due to pre-tax net income for 2026.
   (2) Investing activities: The net cash outflow in 2026 is expected to be mainly due to the net cash inflows and outflows from dividend income, estimated equipment purchases, and workplace decoration.
   (3) Financing activities: The expected net cash outflow in 2026 is mainly due to cash dividend payments and principal repayment of lease liabilities.

2. Remedial measures and liquidity analysis of expected cash insufficiency: None

IV. The Impact of the Most Recent Major Capital Expenditures on Financial Operations

(I) Utilization of major material expenditures, sources of capital and nature of capital expenditures to be invested in the next five years: None.

(II) Anticipated possible benefits: N/A.

V. The Most Recent Annual Reinvestment Policy, Its Main Reason for Income or Loss, and Improvement Plan and Investment Plan for the Next Year

1. The Company adopts a prudent management policy for its investee businesses and operates them independently of each other. The Company follows the "Investment Cycle," the "Regulations Governing the Supervision and Management of Subsidiaries," and the "Procedures for the Acquisition or Disposal of Assets" of its internal control system as the basis for the management of its investee businesses. Each sub-investment enterprise shall report its financial data to the Company regularly according to the regulations, so that the Company can know its financial business status in a timely manner.
2. The Company recognized a gain or loss of approximately NT$15,589 thousand from its investment under the equity method in its financial statements for 2025, with a stable profit from the investment.
3. In the future, the Company will participate in cash capitalization or have the reinvested company raise funds on its own according to its operational expansion needs for investment plans.

VI. Risk Issues Should Be Analyzed and Evaluated for the Following in the Most Recent Year and Up to the Date of Publication of the Annual Report

(I) Impacts of interest rate, fluctuation in exchange and inflation on corporate gains and losses and future countermeasures:

1. Impact of Interest Rate Changes

   The Company's interest income is mainly derived from the income from financial bonds and current bank deposits, which accounts for a small percentage of the annual profit and loss; there are no bank loans at present, and the interest expense incurred due to lease liabilities is NT$1,093 thousand, accounting for 1.53% of the Company's net profit. The amount is small, and it is expected that future interest rate changes will have limited impact on the overall operation and profit and loss of the Company.

2. Impact of Exchange Rate Changes

   The Company's sales are mainly in the domestic market and are denominated in NTD, so the trend of international foreign currencies will have limited impact on the Company's profit and loss. Although changes in exchange rates will affect the sales trend of NTD or foreign currency policies, the Company's agency products cover both NTD and foreign currency products and can provide policyholders with suitable products depending on the changes in exchange rates, so there is no significant impact.

3. Impact of Inflation

   All of the Company's major purchases are made with long-term partners, therefore, inflation has not yet had a significant impact on the Company's profit or loss, and the Company will observe changes in price levels and make timely adjustments to its asset allocation to minimize the impact of inflation.

   The Company adopts prudent and conservative risk management principles to timely assess and respond to the changes in interest rate and exchange rate and the situation of inflation in the future.

(II) Policies for engaging in high-risk, highly leveraged investments, funds and loans, endorsements and derivatives trading, main reasons for profit or loss and future countermeasures:

The Company focuses on the operation of its own business and does not engage in high-risk, highly leveraged investments. If the Company or its subsidiaries need to lend funds to others, endorse guarantees, or engage in derivative transactions for business purposes, the Company will comply with the policies and measures set forth in the Company's "Regulations Governing the Lending of Funds to Others," "Regulations Governing the Endorsement of Guarantees," and "Procedures for Acquisition or Disposal of Assets" and the "Procedures for Acquiring or Disposing of Assets".

(III) Future R&D plans and R&D expenditure expected to be invested:

1. In response to the development of financial technology, the Company expects to invest a proportion of its profits in its mobile insurance system, digital learning system, e-policy linkage system and marketing integration and marketing system in the future.

2. The Company will increase the number of off-site redundancy equipment and uninterrupted power supply system to ensure the uninterrupted operation of the Company.
3. The Company will adopt the information security data access auditing mechanism to avoid sensitive personal information leakage resulting in customer losses.

(IV) The impact of important domestic and foreign policies and laws on the Company's financial business and countermeasures:

1. The competent authority has been tightening up the regulations on consumer protection, information security, money-laundering prevention, combating the financing of terrorism and fair hospitality. The authority has been requesting the businesses to establish stringent monitoring systems, which has also brought certain level of pressure to the businesses. In response, the Company has set up internal control and audit and legal compliance systems to stay updated to the latest laws and regulations. We have also launched education and training programs on compliance and implemented annual compliance audit as part of our preventive and monitoring practices.
2. The Company complies with national policies and decrees, and relevant units can pay attention to the changes of important policies and laws at any time, and can cooperate with the Company to adjust the internal system and business activities of the Company to ensure the smooth operation of the Company, and takes appropriate strategies to reduce the impact of changes of important policies and laws at home and abroad on the Company's financial business.
3. In 2025 and as of the date of publication of this Annual Report, the Company's finance and business have not been subject to material influences from changes in important domestic or international policies or relevant laws.

(V) Impact of changes in technology and industry on the Company's financial business and countermeasures:

The Company adjusts its business strategy at any time in response to changes in the technology environment, so as to maintain the competitiveness of the Company and reduce the impact on its financial and business.

(VI) Effects of changes of corporate image on the Company's crisis management and countermeasures:

The Company focuses on the development of its main business, and has long been concerned about social responsibility. We adhere to the concept of sustainable operation and actively participate in various public welfare activities. As of now, there have been no incidents that could affect the Company's image or violate laws and regulations.

(VII) Expected benefits from business combination, possible risks and countermeasures: None.

(VIII) Expected benefits and possible risks of expansion of plants and the countermeasures: None.

(IX) Risks and countermeasures encountered in the purchase or sales of goods:

The Company is in insurance brokerage sector. The income of insurance business comes from the insurance company. There is no specific main target of sales, so there is no risk of concentration of sales. On the other hand, based on the characteristics of the sector, the company has no purchase situation.

(X) Directors, supervisors, or major shareholders holding more than 10% of the Company's shares, in terms of the impact, risks and countermeasures of the transfer or change of ownership on the Company: None.

(XI) Impact of the change of management right on the Company, possible risks and countermeasures: None.

(XII) Any material litigation, non-litigation, or administrative litigation, or any material litigation, non-litigation, or administrative litigation that may be a material impact on the Company's and the Company's Directors, supervisors, General Managers, persons in charge, and major litigation, non-litigious, or administrative disputes that have a significant impact on the Company's and the Company's Directors, the amount of the underlying assets, and the handling of the relevant activities as of the publication date of this annual report: None.

(XIII) Information security risk assessment:

The Company has introduced the information security management system, and obtained the ISO/IEC 27001: Information Security Management System (ISMS) certification issued by British Standards Institute (BSI), which is an international verification institution, and the third-party verification certificate to demonstrated that the information security protection mechanism has been in line with the international standards and specifically demonstrate the performance and determination to embrace the era of insurance technology and improve information security.

The Company will build a joint defense system for financial fund security to improve the protection energy of financial system for fund security. We will follow the cycle of Plan-Do-Check-Act (PDCA) process management mode, continuously monitor and review management performance to ensure the confidentiality, integrity and availability of information with institutionalized, documented and systematic management mechanism. In addition, we will strengthen the management of the system and network, establish the system development, design, security control mechanism, implement the standard operation procedures and other more than 300 security projects, and we will advocate and educate and train the staff through information security platform, so that the staff can understand and be familiar with the information security management system. Meanwhile, we will continue to strengthen all personnel, processes and management methods, and establish a solid capital security internal control system to provide customers with more safe and efficient services.

(XIV) Other material risks and response measures:

According to the statistics of life insurance premiums in 2025, the proportion of traditional insurance brokerage channels has increased compared with the previous year, indicating that the insurance broker agency industry is more competitive in the market due to the diversified selection of products, which is not affected by single insurance company products. The Company maintained its market advantage by professionalism and service to fill the gap with network insurance.

The Company attaches great importance to compliance with laws and regulations, cooperates with the revision and promotion of relevant laws and regulations courses, and implements internal control, which is beneficial to the protection of policyholders' rights and interests and shareholders' interests.

The Company continues to invest in digital technology innovation and information security construction; We will enhance our professional knowledge by focusing on the seminar of professional product group and legal professional class, and fight against environmental variables by targeting the needs of the policyholders and asset preservation; Aim at the Company's sound capital and financial structure and business growth, and explore opportunities for industry cooperation.

VII. Other Important Items

None

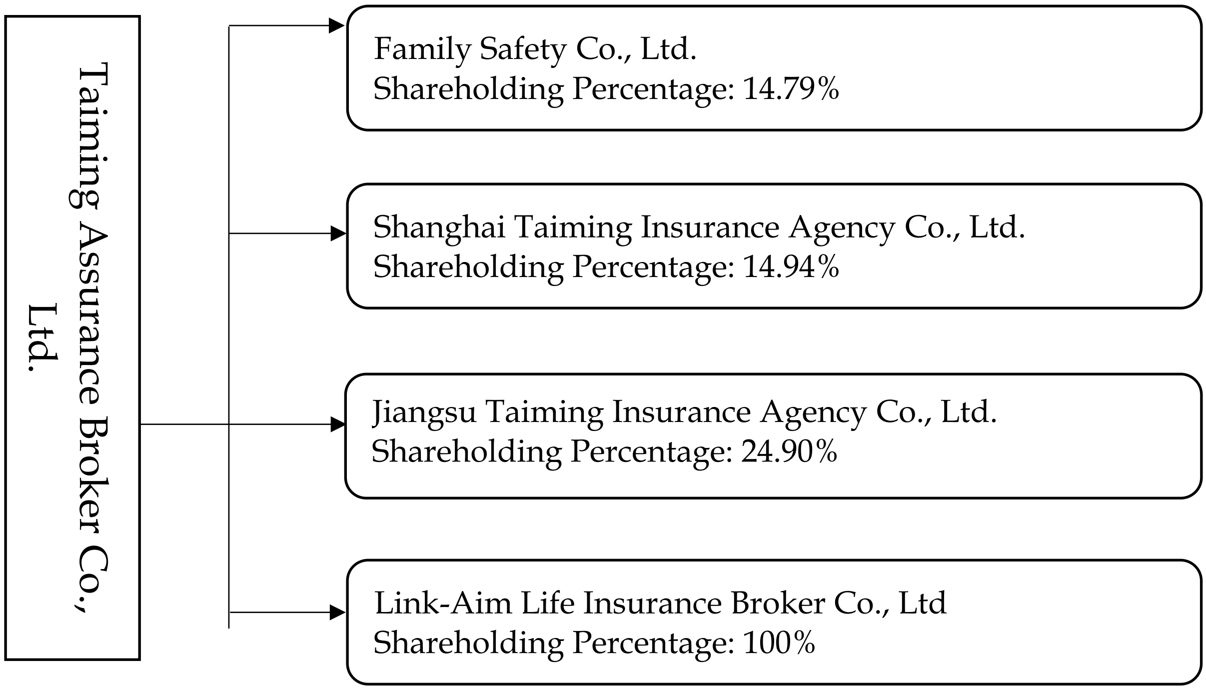
Chapter 6. Special Notes

I. Information on Affiliates

(I) Consolidated business report of associates

1. Organization Chart of Related Companies

Data Reference Date: December 31, 2025



2. Basic information of affiliates

Data Reference Date: December 31, 2025 Unit: NT$ or RMB thousand

Name of the Enterprise	Date of Incorporation	Address	Paid-in Capital	Major Business or Production Items
Family Safety Co., Ltd.	2011/03/23	11F., No. 49, Guanqian Rd., Zhongzheng Dist., Taipei City	NT$ 55,000	Information Software Services
Shanghai Taiming Insurance Agency Co., Ltd.	2004/12/12	Room 521, 5F., Building T1, No. 211 Huangxing Rd., Yangpu Dist., Shanghai.	RMB$ 5,000	Insurance Agency
Jiangsu Taiming Insurance Agency Co., Ltd.	2009/04/13	Room 1508, Building 2, Jitian International Plaza, 999 Bolu South Road, Development Zone, Kunshan City, PRC	RMB$15,000	Insurance Agency
Link-aim Life Insurance Broker Co., Ltd.	2015/03/30	15F, No. 573, Qingping Road, Pingtong, Anping District, Tainan City	NT$ 30,000	Insurance Brokerage

3. Assumed to be related parties with control or subordination: None.

4. Business Scope of Affiliates and Division of Responsibilities:

   The Group's business primarily involves insurance agency and brokerage services.

5. Information on the directors and general managers of related enterprise:

Data Reference Date: December 31, 2025 Unit: thousand shares; %

Name of the Enterprise	Title	Name or Representative	Number of Shares Held by the Company	
			Number of Shares	Shareholding ratio, %
Family Safety Co., Ltd.	Chairman of the Board	Cheng-Chih Li	814	14.79
Shanghai Taiming Insurance Agency Co., Ltd.	Chairman of the Board & Legal Representative	Cheng-Chih Li	(Note 1)	14.94
Jiangsu Taiming Insurance Agency Co., Ltd.	Chairman of the Board & Legal Representative	Cheng-Chih Li	(Note 1)	24.90
Link-aim Life Insurance Broker Co., Ltd.	Chairman of the Board	Jian-An Chen	3,000	100.00

Note 1: It is a limited liability company and therefore no shares are issued.

6. Operating Status of Related Enterprises

December 31, 2025 Unit: NT$ or RMB thousand

Name of the Enterprise	Capital Stock	Total Assets	Total Liabilities	Net Worth	Operating Revenue	Operating Income	Net Profit of the Period (after tax)	Earnings Per Share (NT$) (after tax)
Family Safety Co., Ltd.	NT$ 55,000	19,287	413	18,874	6,056	792	1,648	0.30
Shanghai Taiming Insurance Agency Co., Ltd.	RMB$ 5,000	1,214	58	1,156	227	(373)	(408)	Not Applicable
Jiangsu Taiming Insurance Agency Co., Ltd.	RMB$15,000	1,600	4,866	(3,266)	1,002	(866)	(888)	Not Applicable
Link-aim Life Insurance Broker Co., Ltd.	NT$ 30,000	98,797	47,503	51,294	244,926	18,450	15,602	5.20

(II) Consolidated Financial Statements of Affiliates

Statement of Consolidated Financial Statements of Related Companies

For 2025, companies required to be included in the consolidated financial statements of affiliates under the "Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises", are the same as companies required to be included in the consolidated financial statements of the parent-subsidiary companies as per International Financial Reporting Standards No. 10 (IFRS 10), and relevant information that should be disclosed in the consolidated financial statements of affiliates has all been disclosed in the proceeding consolidated financial statements of parent and subsidiary companies, thus the Company is not required to prepare separate consolidated financial statements of affiliates.

Special Declaration

Company Name: Taiming Assurance Broker Co., Ltd.

Chairman Cheng-Chin Li

March 5, 2026

(III) Report of Affiliated Enterprises

Not applicable.

II. Private placement of securities during the most recent fiscal year and during the current fiscal year up to the date of publication of the annual report

None

III. Other Necessary Supplements

None

IV. In the most recent year and up to the date of publication of the annual report, the following items shall be specified in case of any significant impact on shareholders' equity or securities prices as set forth in Subparagraph 2 of Paragraph 3 of Article 36 of the Securities Exchange Act

None