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# ADDcn Technology Co., Ltd

# 2024 Annual Report

***Notice to readers***

***This English-version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.***




ADDcn Annual Report is available at: http://mops.twse.com.tw
ADDcn website: https://www.addcn.com
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Title: General Manager
Tel: 886-2-2999-5691
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**Deputy Spokesperson**

Name: Yu, Chu-Yu
Title: Investor Relations
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## II. Headquarters, Branches and Plant

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Tel.: 886-2-2999-5691

## III. Stock Transfer Agent

Capital Securities Corporation
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## IV. Auditors

KPMG
Auditors: Luo, Re-Chih , Yu, Sheng-Ho
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## V. Overseas Securities Exchange

N/A

## VI. Corporate Website

https://www.addcn.com

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591房屋交易 台灣領先租屋交易平台

8891汽車 台灣熱門車類交易平台

518熊班 台灣知名人力媒合平台

8591寶物交易.com.tw 台灣知名線上遊戲交易平台

100室內設計 Interior Design 台灣室內設計媒合平台

出任務 專業外包接案平台

找師傅 專業水電叫修媒合平台

小雞上工 全台最大學生打工平台

# I. Letter to Shareholders

Dear Shareholders,

Thank you all for the support to ADDcn Technology in the previous year and for being at the 2025 annual general shareholders' meeting. You are welcome to give your valuable advice to us.

1. Business results in 2024:

   (1) Results of the business plan:
   In 2024, the consolidated operating revenue of the Company was NT$2,262,329 thousand and the operating profit reached NT$872,948 thousand while the net profit after tax in the current period and EPS was NT$757,611 thousand and NT$12.67, respectively. We have an EPS of more than NT$10 every year.

   Global political and economic conditions remained volatile in 2024, with geopolitical tensions continuing to escalate. Despite these challenges, the management team capitalized on significant advancements in artificial intelligence (AI), which generated notable impacts across various industries, and leveraged its longstanding investment in AI and data technologies, thereby achieving solid operational performance during the year. 591 (Property Trading) remained competitive, despite a slowdown in overall transaction volume resulting from government policy interventions. Through a diversified charge models and the implementation of AI-driven monetization strategies, the platform successfully sustained its competitive advantages. Continuing its pricing strategy from the previous year, 8891 (Car Trading) remains committed to expanding its range of services in the new car market while also enhancing capabilities in data and AI application to improve its lead accuracy. 518 (Human Resource) began to rebound following its brand transformation, supported by increased adoption of AI- and data-driven solutions. In terms of newly launched platform, Chickpt (Part-Time Human Resource) continued to grow its market share in part-time employment market, widening the gap with its competitors. Meanwhile, Tasker (Outsourcing) and master945 introduced innovative pricing strategy that have begun to deliver measurable results.

   Considering factors such as industry prospects and the necessity to ensure the sustainable operation of the Company, the Company has implemented a strategic reallocation of resources to allow the team to focus on industries with higher growth potential. This includes gradually transitioning away from the Marry (Wedding Service) and Hong Kong 591, thereby optimizing operations by discontinuing underperforming assets and reinforcing core operations, with the objective of enhancing the overall efficiency of the Company.

   (2) Revenue and profitability analysis:
   For the consolidated revenue, gross profit, operating profit, net profit after tax in the current period, and the EPS after tax in 2024, please refer to the following table:

Unit: NT$ thousands

| Item \ Year | 2024 | 2023 |
|---|---|---|
| Operating revenue | 2,262,329 | 2,149,875 |
| Gross profit | 1,577,688 | 1,502,868 |
| Operating profit | 872,948 | 834,789 |
| Net profit after tax | 757,611 | 705,450 |
| EPS after tax (NT$) | 12.67 | 11.86 |

(3) Research and development:
The Company has been deeply immersed in the field of data application and AI algorithms for years, serving more than ten million members. Leveraging consumer behavioral data as our cornerstone, we aim to enhance the precision of artificial intelligence (AI). Additionally, we are committed to expanding the ecological chain of our group's services and further deepening the application of data and AI to maximize the benefits derived from our technological investments.

2. Summary of 2025 Business Plan:
The significant changes in global economic conditions, coupled with the increasingly intense impact of AI on global industries, necessitate the adoption of proactive strategies for Taiwanese companies to navigate these challenges. Building on our strong technological foundation, we remain committed to expanding our operational systems through continuous innovation and by leveraging the wealth of expertise and resources accumulated over preceding years. In terms of operation, our focus in 2025 will be on continuing the strategic directions established in previous years by deepening the application of AI technologies, with the aim of expanding the application of accumulated data and AI algorithms to improve operational efficiency and enable further monetization. Despite increasing challenges, the Company's mature platforms are expected to capitalize on their stable operational foundations to further advance the monetization of AI technologies. Recognizing the susceptibility of new websites to macro environmental factors, we will continue to refine our market positioning in 2025, and offer user-friendly experiences with flexible pricing mechanisms, thereby solidifying our presence across various fields. We expect the arrangement and promotion stated above will significantly benefit the operation of the Company.

3. Impacts of the external competitive environment, regulatory environment, and macroeconomic business environment:
Despite the significant adjustments faced by the global economic system, Taiwan's network market continues to thrive. With the overall regulations progressively opening up, domestic startups gradually emerging, and the continuous efforts of foreign companies, Taiwan's network services industry has experienced significant growth. The Company upholds an innovative attitude to face increasingly harsh challenges and continues to develop multiple convenient services to maintain the growth momentum of the Company. The management team of the Company has rich experience in practice and pays adequate attention to grasp the competitive, regulatory, and macroeconomic business environments in the market.

4. Future development strategies:
Network technology develops and changes every day. Thus, the Company will constantly invest in research and development, improve the data algorithm and AI and provide a better user experience to satisfy consumer demand via our technology. The market in Taiwan is the foundation of the Company, and therefore we will strengthen the business in Hong Kong based on our experience to explore more markets and build a growing business model with stability for the Company.

Thank you all for your participation. We also appreciate the hard work of our employees. In the future, all the employees of the Company will strive to boost the performance to create higher profits and value for all the shareholders and adopt the sustainable operation as the final objective.

We wish each of you good health and all the best.

Chairman: Liao, Shih-Fang

General Manager: Wu, Tsung-Hsien

Chief Accountant: Chang, Chiao-Ni

# II. Corporate Governance Report

1. Directors, Supervisors and Management Team:

1.1 Directors and Supervisors:

(1)Directors and Supervisors:

04.19.2025

| Title | Nationality | Name | Gender Age | Date Elected | Term (years) | Date First elected | Shareholding when Elected | | Current Shareholding | | Spouse & Minor Shareholding | | Shareholding by Nominee Arrangement | | Experience (Education) | Other Position | Executives, Directors or Supervisors who are spouses or within two degrees of kinship | | | Note |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Shares | % | Shares | % | Shares | % | Shares | % | | | Title | Name | Relation | |
| Chairman | Republic of China | Liao, Shih-Fang | Male 61-80 | 2024. 06.13 | 3 | 2007. 01.17 | 4,744,050 | 8.49% | 5,094,405 | 8.49% | 2,159,485 | 3.60% | 10,813,275 | 18.02% | Education:<br>1.Master of Architecture, Tam Kang University<br>2.Bachelor of Architecture, National Cheng Kung University<br>Experience:<br>1.Architect,H.C. Chen Architects & Associates | Note 1 | - | - | - | - |
| Director | Republic of China | Wu, Tsung-Hsien | Male 40-60 | 2024. 06.13 | 3 | 2009. 11.26 | 700,529 | 1.25% | 765,902 | 1.28% | - | - | - | - | Education:<br>1.Bachelor of Information Management, Yu Da University of Science and Technology<br>Experience:<br>1.Vice President, ADDcn Technology Co., Ltd | Note 2 | - | - | - | - |
| Director | Republic of China | Lin, Mei-Hui | Female 40-60 | 2024. 06.13 | 3 | 2010. 06.17 | 269,704 | 0.48% | 294,132 | 0.49% | - | - | - | - | Education:<br>1.Master of Business Administration, National Chengchi University<br>Experience:<br>1.Financial Manager, i-View Process Post-Production Corp. | Note 3 | - | - | - | - |
| Director | Republic of China | Cheng Yu investment Co., Ltd | - | 2024. 06.13 | 3 | 2018. 06.14 | 2,933,395 | 5.25% | 3,150,030 | 5.25% | - | - | - | - | - | - | - | - | - | - |

| Title | Nationality | Name | Gender Age | Date Elected | Term (years) | Date First elected | Shareholding when Elected | | Current Shareholding | | Spouse & Minor Shareholding | | Shareholding by Nominee Arrangement | | Experience (Education) | Other Position | Executives, Directors or Supervisors who are spouses or within two degrees of kinship | | | Note |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Shares | % | Shares | % | Shares | % | Shares | % | | | Title | Name | Relation | |
| Director | Republic of China | Wang, Chung-Ping | Male 40-60 | 2024. 06.13 | 3 | 2018. 06.14 | - | - | - | - | - | - | - | - | Education:<br>1.PhD of Accounting Institute, Jinan University, Guangzhou<br>2.Master of Business Administration, Soochow University<br>Experience:<br>1.Partner Accountants, Jia Wei & Co., CPAs | Note 4 | - | - | - | - |
| Director | Republic of China | Chou, Liang-Cheng | Female 40-60 | 2024. 06.13 | 3 | 2021. 11.04 | 1.818 | 0.00% | 1,952 | 0.00% | - | - | - | - | Education:<br>1.Bachelor of Laws, Fu Jen Catholic University<br>Experience:<br>1.Root Law Office<br>2.Xin Fu International Law Firm | Note 5 | | | | - |
| Independent Director | Republic of China | Chen,Su-Ting | Female 40-60 | 2024. 06.13 | 3 | 2021. 08.26 | - | - | - | - | - | - | - | - | Education:<br>1.Master, College of Management, National Taiwan Sport University<br>2.Two-Year Junior College Program, Accounting Section, Takming University of Science and Technology<br>Experience:<br>1. Chih,Ching-Ching CPA firm<br>2. Ming Yao CPA firm<br>3. Supervisor, Taiwan CPA<br>4. Supervisor, Chin Chwang Commercial Vocational High School Foundation | Note 6 | - | - | - | - |
| Independent Director | Republic of China | Chang, Ching-Hsun | Female 40-60 | 2024. 06.13 | 3 | 2024. 06.13 | - | - | - | - | - | - | - | - | Education:<br>1. PhD of Business Administration, National Central University<br>Experience:<br>1. Associate Professor in Department of Business Administration, Tamkang University | Note 7 | - | - | - | - |

| Title | Nationality | Name | Gender Age | Date Elected | Term (years) | Date First elected | Shareholding when Elected | | Current Shareholding | | Spouse & Minor Shareholding | | Shareholding by Nominee Arrangement | | Experience (Education) | Other Position | Executives, Directors or Supervisors who are spouses or within two degrees of kinship | | | Note |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Shares | % | Shares | % | Shares | % | Shares | % | | | Title | Name | Relation | |
| Independent Director | Republic of China | Jeng, Gung-Yeu | Male 61-80 | 2024. 06.13 | 3 | 2024. 06.13 | - | - | - | - | - | - | - | - | Education:<br>1. Dr. jur., Law, Georg-August-Universität Göttingen, Germany<br>Experience:<br>1. Commissioner, Law and Regulation Commission, New Taipei City Government<br>2. Commissioner, State Compensation Commission, Ministry of National Defense<br>3. Dean in school of Law,Soochow University | Note 8 | - | - | - | - |

Note1: (1)Chairman and General manager, i-View Process Post-Production Corp. (2)Corporate Chairman Representative, Magcom Co., Ltd (3)Chairman, ADDWE Technology Co., Ltd (4)Chairman, Sheng Cheng investment Co., Ltd (5)Corporate Director Representative, Jia Lin investment Ltd (6)Corporate Chairman Representative, Qian Yi investment Co., Ltd (7) Corporate Director Representative, Local Scenery Film Co., Ltd (8)Corporate Director Representative, ADDcn Technology (Shenzhen) Ltd (9)Corporate Chairman Representative, ADDcn Technology (HK) Co., Ltd (10)Corporate Chairman Representative, Jia Lin III Venture Capital Co., Ltd (11)Corporate Chairman Representative, Jhen Vei Electronic Co., Ltd (12) Director, Shung Sening investment Co., Ltd

Note2: (1)General Manager, the Company (2)Director, ADDcn Technology (Shenzhen) Ltd

Note3: Associate, Administrative Division of the Company

Note4: (1)Partner Accountants, Jia Wei & Co., CPAs (2)Independent Director, Tex Year Industries Inc. (3)Corporate Supervisor Representative, Jia Lin investment Ltd

Note5: (1)Managing Attorney, Jia Hua Law Firm (2)Independent Director, TONS Lightology Inc. (3)Independent Director, Shih-Kuen Plastics Co., Ltd (4)Independent Director, Chenming Electronic Tech. Corp.

Note6: (1)President, Lien Chin CPA Firm (2)Supervisor, Taiwan Provincial Accountant Association (3)Consultant, Taiwan CPA, North District Office (4) Supervisor, Taiwan CPA

Note7: Distinguished Professor in Department of Technology Application and Human Resource Development,National Taiwan Normal University

Note8: Professor in school of Law,Soochow University

(2)Major shareholders of the institutional shareholders:

04.19.2025

| Name of Institutional Shareholder | Major shareholder |
|---|---|
| Cheng Yu investment Co., Ltd | Lin, Hung-Chun (90.40%) |

(3)Professional qualifications and independence analysis of directors and supervisors:

| Issuance conditions: / Name | Professional qualifications and experience | Independence | Number of positions as an Independent Director in other public listed companies |
|---|---|---|---|
| Liao, Shih-Fang | Chairman and President of I-View Process Post-Production Corp., representative of corporate chairman of Magnetic Communication Corporation, Chairman of Addwe Technology, Co., Ltd, etc.; experienced in business administration for more than 20 years. | Please refer to the following table for the independence. | - |
| Wu, Tsung-Hsien | Graduated from Department of Information Management, Yu Da University of Science and Technology.Former Vice President and current President of the Company. | Please refer to the following table for the independence. | - |
| Lin, Mei-Hui | Master, graduated from National Chengchi University of Business Administration. Former financial manager of I-View Process Post-Production Corp.; current Assistant Vice President of the Company's Management Division. | Please refer to the following table for the independence. | - |
| Cheng Yu investment Ltd | - | - | - |
| Wang, Chung-Ping | PhD, graduated from Institute of Accounting, Guangzhou Jinan University. Partner CPA of Jia Wei & Co., CPAs. He also has experience as independent director of Tex Year Industries Inc., etc. | Please refer to the following table for the independence. | 1 |
| Chou, Liang-Cheng | Bachelor, graduated from Department of Law, Fu Jen Catholic University. Former attorney of Root Law Office and Xin Fu International Law Firm; current Managing Attorney of Jia Hua Law Firm. She also has experience as independent director of TONS Lightology Inc., etc.. | Please refer to the following table for the independence. | 3 |

| Issuance conditions: / Name | Professional qualifications and experience | Independence | Number of positions as an Independent Director in other public listed companies |
|---|---|---|---|
| Chen, Su-Ting | Master, graduated from NTSU College of Management.Former Chih,Ching-Ching CPA firm ,Ming Yao CPA firm and Supervisor, Taiwan CPA ,and current President, Lien Chin CPA Firm, etc. She has rich professional capabilities and experience. And None of the circumstances under Article 30 of the Company Act are applicable. | 1. Please refer to the following table for the independence.<br>2. The director did not provide the Company or affiliates with commercial, legal, financial, accounting or related services in the most recent two years. | - |
| Chang, Ching-Hsun | Ph.D. graduated from Business Administration National Central University. Currently serves as a distinguished professor in the Department of Technology Application and Human Resource Development at National Taiwan Normal University, and previously held the position of associate professor in the Department of Business Administration at Tamkang University. | 1. Please refer to the following table for the independence.<br>2. The director did not provide the Company or affiliates with commercial, legal, financial, accounting or related services in the most recent two years. | - |
| Jeng, Gung-Yeu | Ph.D. graduated from Law from the University of Göttingen in Germany. Currently serves as a professor at the School of Law at Soochow University, and has previously served as a member of the New Taipei City Government Regulations Committee and the National Compensation Committee of the Ministry of National Defense. | 1. Please refer to the following table for the independence.<br>2. The director did not provide the Company or affiliates with commercial, legal, financial, accounting or related services in the most recent two years. | - |

| Criteria / Name | Independence Criteria (Note) | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| Liao, Shih-Fang | ✓ | - | - | - | - | ✓ | - | - | ✓ | ✓ | ✓ | ✓ |
| Wu, Tsung-Hsien | - | - | - | - | ✓ | ✓ | - | - | ✓ | ✓ | ✓ | ✓ |
| Lin, Mei-Hui | - | - | ✓ | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Cheng Yu investment Co., Ltd | ✓ | - | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Wang,Chung-Ping | ✓ | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Chou,Liang-Cheng | ✓ | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Chen,Su-Ting | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Chang, Ching-Hsun | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Jeng, Gung-Yeu | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

Note:

（1） Not an employee of the company or an affiliate.

（2） Not a director or supervisor of the Company or any of its affiliates (the same does not apply, however, in cases where the person is a concurrent independent director of the Company, its parent company, any subsidiary, or a subsidiary that belongs to the same parent company, as appointed in accordance with the Act or with the laws of the local country).

（3） Not a natural-person shareholder who holds shares, together with those held by the person and his/her spouse, minors, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings.

（4） Not a manager listed in (1) or a spouse, relative within the second degree of kinship, or direct blood relative within the third degree of kinship of a person listed in (2) and (3).

（5） Not a director, supervisor, or employee that has 5% or higher ownership interest in the company, being the top-5 corporate shareholders or the institutional shareholders who designate representative as the corporate director or supervisor in accordance with Paragraph 1 or 2, Article 27 of the Company Act. (the same does not apply, however, in cases where the person is an independent director of the Company, its parent company, any subsidiary, or subsidiary of the same parent company, as appointed in accordance with the Act or with the laws of the country of the parent or subsidiary.)

（6） Not a director, supervisor, or employee of another Company in which the number of directors or more than half of the voting shares is under the control of the same person. (the same does not apply, however, in cases where the person is an independent director of the Company, its parent company, any subsidiary, or subsidiary of the same parent company, as appointed in accordance with the Act or with the laws of the country of the parent or subsidiary.)

（7） Not a director, supervisor or employee of other Company or institution in which the chairman, president, or personnel with equivalent position are the same person or have spouse relationship. (the same does not apply, however, in cases where the person is an independent director of the Company, its parent company, any subsidiary, or subsidiary of the same parent company, as appointed in accordance with the Act or with the laws of the country of the parent or subsidiary.)

（8） Not a director, supervisor, manager, or shareholder holding more than 5% of the outstanding shares of a specific company or institution in a business or financial relationship with the Company. (the same does not apply, however, in cases where the specific company or institution holds 20% or more and no more than 50% of the total number of issued shares of the company and the person is an independent director of the Company, its parent company, any subsidiary, or subsidiary of the same parent company, as appointed in accordance with the Act or with the laws of the country of the parent or subsidiary.)

（9） Not a professional who provides audits or commercial, legal, financial, or accounting services accumulating more than NT$ 500,000 of remuneration obtained in recent two years to the company or its affiliates, nor is an owner, partner, director, supervisor, or manager, or the spouse of any of the above, of a sole proprietorship, partnership, company, or organization that provides such services to the company or its affiliates. However, this shall not apply to the remuneration committee members who exercise their powers in accordance with Article 7 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, or the members of the remuneration committee, review committee for public acquisitions or special committee for mergers executing their duties in accordance with the Securities and Exchange Act or Business Mergers and Acquisitions Act.

（10） Is not the spouse or relative within the second degree of kinship of another director.

（11） Is not a person of the conditions specified in any of the sub-paragraphs of Article 30 of the Company Act.

（12） Has not been elected as a government unit, institution, or their representative as prescribed in Article 27 of the Company Act.

(4)Diversification of the Board of Directors:

(A) Policies on diversity:

According to Article 20 of the “Corporate Governance Best Practice Principles” of the Company, the composition of the Board of Directors shall be determined by taking diversity into consideration. Besides the directors holding the position as the Company's managers concurrently shall not exceed one-third of the total number of directors, it is advisable that an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs be formulated and include, without being limited to, the following two general standards:

A. Basic requirements and values: Gender, age, nationality, and culture.

B. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing, technology), professional skills, and industry experience.

All members of the board shall have the knowledge, skills, and experience necessary to perform their duties. To achieve the ideal goal of corporate governance, the Board of Directors shall possess the following abilities:

A. Ability to make operational judgments.

B. Ability to perform accounting and financial analysis.

C. Ability to conduct management administration.

D. Ability to conduct crisis management.

E. Knowledge of the industry.

F. An international market perspective.

G. Ability to lead.

H. Ability to make policy decisions.

(B) Management goal and implementation:

Diversification is a focus in the formation of the Board of Directors. It is comprised of elites from the industrial and academic circles. There are currently 9 Board members and 3 of them are independent director, occupying 33% of the total directors. Among the 8 individual directors, 3 are PhD and 3 are masters. The ratio of directors with doctor/master degree reaches 75%. There are 4 females directors occupying a percentage of 50%; the goal of the Company in diversification is 30% of females directors. The management goal was achieved after reelection of the Board members this time.

For the implementation of the diversity policy, please refer to page 8 of the Chinese annual report.

(5)Independence of the Board of Directors:

Independent of the Board of Directors: The 6th Board of Directors of the Company is comprised of 9 directors with extensive experience in business administration or academic specialties. There are 8 natural-person directors occupying 89% of the total directors. No government agency or any single corporate organization or its subsidiary accounts for one third of the Company's Board members. There are 3 independent directors occupying 33% of the total directors. All of them meet the independence requirements referred to in the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies”. No direct has a relation of spouse or relative within 2nd degree of kinship with any other directors or acts in violation of Article 26-3, Paragraph 3 and 4 of Securities and Exchange Act.

## 1.2 Management Team:

04.19.2025

| Title | Nationality | Name | Gender | Date Effective | Shareholding | | Spouse & Minor Shareholding | | Shareholding by Nominee Arrangement | | Experience (Education) | Other Position | Managers who are Spouses or Within Two Degrees of Kinship | | | Note |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | Shares | % | Shares | % | Shares | % | | | Title | Name | Relation | |
| General Manager | Republic of China | Wu, Tsung-Hsien | Male | 2007.01 | 765,902 | 1.28% | - | - | - | - | Education:<br>Department of Information Management, Yu Da University of Science and Technology<br>Experience:<br>Vice President of ADDcn Technology Co., Ltd | Note 1 | - | - | - | - |
| Associate, Administrative Division | Republic of China | Lin, Mei-Hui | Female | 2007.06 | 294,132 | 0.49% | - | - | - | - | Education:<br>Master of Business Administration, National Chengchi<br>Experience:<br>Financial Manager, i-View Process Post-Production Corp. | - | - | - | - | - |
| Director, Operational Expansion Division | Republic of China | Li,Jhong-Jhe | Male | 2016.08 | 8,268 | 0.01% | - | - | - | - | Education:<br>Bachelor of Communications Management, Shin Hsin University<br>Experience:<br>Director of real estate center of Apple Daily | - | - | - | - | - |
| Manager, Business Division | Republic of China | Hu,Bin-Jhih | Male | 2014.07 | 2,794 | 0.00% | - | - | - | - | Education:<br>Bachelor of Finance and Cooperative Management, National Taipei University<br>Experience:<br>Operation specialist of KuoBrothers Corp. | - | - | - | - | - |
| Manager, Business Division | Republic of China | Yu,Shou-Ren | Male | 2011.10 | 885 | 0.00% | - | - | - | - | Education:<br>Bachelor of Computer Science and Information Engineering, Chung Hua University<br>Experience:<br>Engineer od Hot Information | - | - | - | - | - |
| Manager, Business Division | Republic of China | Syu,Wun-Yi | Female | 2018.05 | 6,552 | 0.01% | - | - | - | - | Education:<br>Bachelor of Digital Multimedia Arts, Shin Hsin University<br>Experience:<br>Marketing specialist of So-net Entertainment Taiwan Limited | - | - | - | - | - |
| Manager, Business Division | Republic of China | Zeng, Rong-Huei | Female | 2018.05 | 2,794 | 0.00% | - | - | - | - | Education:<br>Bachelor of Business Administration, National Taipei University<br>Experience:<br>Website marketing planner of Vmage | - | - | - | - | - |

| Title | Nationality | Name | Gender | Date Effective | Shareholding | | Spouse & Minor Shareholding | | Shareholding by Nominee Arrangement | | Experience (Education) | Other Position | Managers who are Spouses or Within Two Degrees of Kinship | | | Note |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | Shares | % | Shares | % | Shares | % | | | Title | Name | Relation | |
| Manager, Financial Division | Republic of China | Chang, Chiao-Ni | Female | 2012.06 | 46,267 | 0.08% | - | - | - | - | Education: Accounting Department, Yuan Ze University Experience: Manager, KPMG | - | - | - | - | - |
| Manager, HR Division | Republic of China | Chen, Siou-Huei | Female | 2014.08 | 7,511 | 0.01% | - | - | - | - | Education: Bachelor of Accounting Information, Chihlee University of Technology Experience: Assistant auditing manager of JSG CAP firm | - | - | - | - | - |
| Manager, R&D Division | Republic of China | Li,Hao-Yu | Male | 2023.12 | 3,297 | 0.01% | - | - | - | - | Education: B.Sc,Computer Science, University of Canterbury, NZ Experience: Mola-Product Owner, Head of Data team. | - | - | - | - | - |
| Manager, Audit Division | Republic of China | Hsu, Yu-Yun | Female | 2015.08 | 10,630 | 0.02% | - | - | - | - | Education: Department of Finance, Hsuan Ceuang University Experience: Audit Specialist, Taiwan Surface Mounting Technology Corp. | - | - | - | - | - |
| Supervisor, IT Division | Republic of China | You, Shun-Yuan | Male | 2009.12 | 17,060 | 0.03% | - | - | - | - | Education: Secretarial Science, Chungyu Institue of Technology Experience: IT, Car Quality Automotive Co., Ltd | - | - | - | - | - |
| Manager, Public Relations | Republic of China | Yu, Chu-Yu | Male | 2014.06 | 6,986 | 0.01% | - | - | - | - | Education: Department of Banking and Finance, TKU Experience: Corporate Finance Department, Cathay Financial Holdings Co. Ltd | - | - | - | - | - |

Note 1: Director, ADDcn Technology (Shenzhen) Ltd

2. Remuneration of Directors, Supervisors, President, and Vice President:

2.1 Remuneration of Directors:

Unit: NT$ thousand

| Title | Name | Director remuneration | | | | | | | | The sum of A, B, C and D as a percentage of after-tax net profit | | Remuneration from other jobs | | | | | | | | The sum of A, B, C, D, E, F and G as a percentage of after-tax net profit | | Remuneration from investees beyond subsidiaries or the parent company |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Remuneration (A) | | Retirement pension (B) | | Director remuneration (C) | | Business execution expenses (D) | | | | Remuneration, bonus and special fees (E) | | Retirement pension (F) | | Employee remuneration (G) | | | | | | |
| | | The Company | All companies in the consolidated financial statements | The Company | All companies in the consolidated financial statements | The Company | All companies in the consolidated financial statements | The Company | All companies in the consolidated financial statements | The Company | All companies in the consolidated financial statements | The Company | All companies in the consolidated financial statements | The Company | All companies in the consolidated financial statements | The Company | | All companies in the consolidated financial statements | | The Company | All companies in the consolidated financial statements | |
| | | | | | | | | | | | | | | | | Cash | Stock | Cash | Stock | | | |
| Chairman | Liao, Shih-Fang | - | - | - | - | 9,700 | 9,700 | 210 | 210 | 1.30% | 1.31% | 38,994 | 38,994 | - | - | 51,618 | - | 51,618 | - | 13.23% | 13.27% | - |
| Director | Wu, Tsung-Hsien | | | | | | | | | | | | | | | | | | | | | |
| Director | Lin, Mei-Hui | | | | | | | | | | | | | | | | | | | | | |
| Director | Cheng Yu investment Co., Ltd | | | | | | | | | | | | | | | | | | | | | |
| Director | Wang, Chung-Ping | | | | | | | | | | | | | | | | | | | | | |
| Director | Chou, Liang-Cheng | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | Chen,Su-Ting | 4,710 | 4,710 | - | - | - | - | 105 | 105 | 0.63% | 0.64% | - | - | - | - | - | - | - | - | 0.63% | 0.64% | |
| Independent Director | Chang, Ching-Hsun (Assumed office on 06.13. 2024) | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | Jeng, Gung-Yeu (Assumed office on 06.13. 2024) | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | Lien, Chi-Ju (Resigned on 06.13. 2024) | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | Chen, Fu-Mei (Resigned on 06.13. 2024) | | | | | | | | | | | | | | | | | | | | | |

1.Please describe the policy, system, standard, and structure of remuneration payment for independent directors, and the association with the remuneration payment amount by factors such as function of the director, risk, and involvement duration:

According to Article 17 of the Articles of Incorporation, the board of directors is authorized to determine the level of remuneration for the directors based on individual participation and contribution to the Company's operations, and in reference to industry peers. The performance evaluation of Board of Directors and individual direction is conducted every year according to the "Regulations Governing the Board of Directors' Performance Evaluation." The evaluation items include the involvement in the operation of the Company, the quality of the Board of Directors' decision making, management of internal relationship and communication, and internal control. The performance evaluation results will be the reference for the determination of individual remuneration.

2.In addition to what are disclosed in the above table, the remuneration of the Company's directors for providing services (such as assuming a non-employee consulting post of the Company / all companies in the consolidated financial statements / reinvested business ) for the companies included in the financial statement in most recent years: None.

Range of Remuneration:

| Range of Remuneration | Director name | | | |
|---|---|---|---|---|
| | Total amount of the first four remunerations (A+B+C+D) | | Total amount of the first seven remunerations (A+B+C+D+E+F+G) | |
| | The Company | Companies in the consolidated financial statements H | The Company | Companies in the consolidated financial statements I |
| Lower than 1,000,000 | Chang, Ching-Hsun<br>Jeng, Gung-Yeu | Chang, Ching-Hsun<br>Jeng, Gung-Yeu | Chang, Ching-Hsun<br>Jeng, Gung-Yeu | Chang, Ching-Hsun<br>Jeng, Gung-Yeu |
| 1,000,000 (inclusive) - 2,000,000 (exclusive) | Liao, Shih-Fang<br>Wu, Tsung-Hsien<br>Lin, Mei-Hui<br>Cheng Yu investment ltd<br>Wang, Chung-Ping<br>Chou, Liang-Cheng<br>Lien, Chi-Jui<br>Chen, Fu-Mei<br>Chen,Su-Ting | Liao, Shih-Fang<br>Wu, Tsung-Hsien<br>Lin, Mei-Hui<br>Cheng Yu investment ltd<br>Wang, Chung-Ping<br>Chou, Liang-Cheng<br>Lien, Chi-Jui<br>Chen, Fu-Mei<br>Chen,Su-Ting | Liao, Shih-Fang<br>Cheng Yu investment ltd<br>Wang, Chung-Ping<br>Chou, Liang-Cheng<br>Lien, Chi-Jui<br>Chen, Fu-Mei<br>Chen,Su-Ting | Liao, Shih-Fang<br>Cheng Yu investment ltd<br>Wang, Chung-Ping<br>Chou, Liang-Cheng<br>Lien, Chi-Jui<br>Chen, Fu-Mei<br>Chen,Su-Ting |
| 2,000,000 (inclusive) - 3,500,000 (exclusive) | - | - | - | - |
| 3,000,000 (inclusive) - 5,000,000 (exclusive) | - | - | - | - |
| 5,000,000 (inclusive) - 10,000,000 (exclusive) | - | - | - | - |
| 10,000,000 (inclusive) - 15,000,000 (exclusive) | - | - | Lin, Mei-Hui | Lin, Mei-Hui |
| 15,000,000 (inclusive) - 30,000,000 (exclusive) | - | - | - | - |
| 30,000,000 (inclusive) - 50,000,000 (exclusive) | - | - | - | - |
| 50,000,000 (inclusive) - 100,000,000 (exclusive) | - | - | Wu, Tsung-Hsien | Wu, Tsung-Hsien |
| 100,000,000 or more | - | - | - | - |
| Total | 11 | 11 | 11 | 11 |

2.2 Remuneration of the President and Vice President:

Unit: NT$ thousand

| Title | Name | Salary (A) | | Retirement pension (B) | | Bonus and special fees (C) | | Employee remuneration (D) | | | | The sum of A, B, C and D as a percentage of after-tax net profit(%) | | Remuneration from investees beyond subsidiaries or the parent company |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | The Company | Companies in the consolidated financial statements | The Company | Companies in the consolidated financial statements | The Company | Companies in the consolidated financial statements | The Company | | Companies in the consolidated financial statements | | The Company | Companies in the consolidated financial statements | |
| | | | | | | | | Cash | Stock | Cash | Stock | | | |
| General Manager | Wu, Tsung-Hsien | 7,558 | 7,558 | - | - | 24,032 | 24,032 | 45,290 | - | 45,290 | - | 10.12% | 10.15% | - |

2.3 Managers with Employee Remuneration Distribution:

Unit: NT$ thousand

| | Title | Name | Stock Bonus | Cash Bonus | Total | Ratio of Total Amount to Net Income (%) |
|---|---|---|---|---|---|---|
| Managers | General Manager | Wu, Tsung-Hsien | - | 60,659 | 60,659 | 7.98% |
| | Associate, Administrative Division | Lin, Mei-Hui | | | | |
| | Director, Operational Expansion Division | Li,Jhong-Jhe | | | | |
| | Manager, Business Division | Hu,Bin-Jhih | | | | |
| | Manager, Business Division | Yu,Shou-Ren | | | | |
| | Manager, Business Division | Syu,Wun-Yi | | | | |
| | Manager, Business Division | Zeng,Rong-Huei | | | | |
| | Manager, Financial Division | Chang, Chiao-Ni | | | | |
| | Manager, HR Division | Chen,Siou-Huei | | | | |
| | Manager, R&D Division | Li,Hao-Yu | | | | |
| | Manager, Audit Division | Hsu, Yu-Yun | | | | |
| | Supervisor, IT Division | You, Shun-Yuan | | | | |
| | Manager, Public Relations | Yu, Chu-Yu | | | | |

Note : The amount distributed approved by the board of directors.

2.4 Comparison and explanation of the analysis of the ratio of total remuneration (paid to the Directors, Supervisors, General Manager and Deputy General Managers of the Company by the Company and all the companies in the consolidated statements in the last two years to net profit after tax and the correlation among the remuneration payment policy, standards and combinations, the procedures for setting the remuneration, the business performance and future risks:

(1)Analysis of the ratio of total remuneration paid by the Company and Companies in the consolidated financial report to its Directors, Supervisors, General Manager and Deputy General Managers in the last two years to net profit after tax on parent company only or consolidated financial reports is as follows:

Unit: NT$ thousand

| Title | 2023 | | | | 2024 | | | |
|---|---|---|---|---|---|---|---|---|
| | Total Remuneration | | Ratio to Net Profit after Tax | | Total Remuneration | | Ratio to Net Profit after Tax | |
| | The Company | Companies in the financial statements | The Company | Companies in the financial statements | The Company | Companies in the financial statements | The Company | Companies in the financial statements |
| Director | 13,645 | 13,645 | 1.92% | 1.93% | 14,725 | 14,725 | 1.94% | 1.94% |
| Supervisor | - | - | - | - | - | - | - | - |
| General Manager and Deputy General Manager | 79,752 | 79,752 | 11.22% | 11.31% | 76,880 | 76,880 | 10.12% | 10.15% |

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

(A) The policies of remuneration payment to directors and managerial officers are specified in the Articles of Corporation. According to Article 20 of the Articles, annual profits concluded by the Company shall be subject to employees' remuneration of no less than 1% and the directors' remuneration may be provided up to 3% of the annual profits. The determination of remuneration is based on certain limit of the annual earnings ratio, therefore the remuneration has high association with the business performance of the Company.

(B) The board of directors is authorized to determine the level of remuneration and travel allowance for the directors based on individual participation and contribution to the Company's operations, and in reference to industry peers. The performance evaluation of Board of Directors and individual direction is conducted every year according to the "Regulations Governing the Board of Directors' Performance Evaluation." The evaluation items include the participation in the operation of the Company, the quality of the Board of Directors' decision making, management of internal relationship and communication, and internal control. The performance evaluation results will be the reference for the determination of individual remuneration.

(C) The remuneration of the President and Vice President (level) is calculated as salary and employee's cash pay pursuant to the "Managerial Officer Remuneration Regulations." The performance of the managerial officer is evaluated every year according to the performance evaluation guidelines in the "Employee Handbook." The evaluation items include the work performance, leading ability and skill, and the evaluation is conducted in a comprehensive manner. The remuneration committee regularly evaluates the policy, system, standard and structure with respect to the performance and remuneration of the managerial officer, reports to the Board of Directors, and implements accordingly after the Board of Directors gives its approval. The remuneration committee reviews the remuneration system of directors and managerial officers, whenever necessary, with reference to the actual operational status, relevant laws and regulations, and the risk in the future.

3. Implementation of Corporate Governance:

3.1 Board of Directors:

A total of 7 meetings of the Board of Directors were held in the previous period. The attendance of director were as follows:

| Title | Name | Actual no. of meetings attended (B) | No. of meetings with entrusted attendance | Actual attendance rate (%) [B/A] | Remarks |
|---|---|---|---|---|---|
| Chairman | Liao, Shih-Fang | 7 | 0 | 100% | - |
| Director | Wu, Tsung-Hsien | 7 | 0 | 100% | - |
| Director | Lin, Mei-Hui | 7 | 0 | 100% | - |
| Director | Cheng Yu investment Co., Ltd | 7 | 0 | 100% | - |
| Director | Wang, Chung-Ping | 7 | 0 | 100% | - |
| Director | Chou, Liang-Cheng | 7 | 0 | 100% | - |
| Independent Director | Chen, Su-Ting | 7 | 0 | 100% | - |
| Independent Director | Chang, Ching-Hsun | 4 | 0 | 100% | Assumed office on 06.13. 2024 |
| Independent Director | Jeng, Gung-Yeu | 4 | 0 | 100% | Assumed office on 06.13. 2024 |
| Independent Director | Lien, Chi-Jui | 3 | 0 | 100% | Resigned on 06.13. 2024 |
| Independent Director | Chen, Fu-Mei | 3 | 0 | 100% | Resigned on 06.13. 2024 |

Other matters to be recorded:

1. The Company does not have any of the items listed in Article 14-3 of the Securities and Exchange Act or other matters that have been rejected or reserved by independent directors and have been discussed by the Board of Directors with a record or written statement.
2. Execution of directors' avoidance of interest proposals: Directors shall evade participation in discussions and voting on their remuneration related proposals.
3. Implementation status of Board of Directors evaluation:

| Cycle | Period | Scope | Method | Description |
|---|---|---|---|---|
| Once a year | 01.01.2024 - 12.31.2024 | Performance evaluation of the board | Self-evaluation | Participation in the operation of the Company, the quality of the Board of Directors' decision making, the organization and structure of the Board of Directors, election and continuing education of the directors, and internal control. |
| Once a year | 01.01.2024 - 12.31.2024 | Performance evaluation of individual directors | Self-evaluation | Alignment of the goals and mission 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. |
| Once a year | 01.01.2024 - 12.31.2024 | Performance evaluation of the Audit Committe | Self-evaluation | Participation in the operation of the Company, awareness of the duties of the functional committee, the quality of the functional committee's decision making, organization of the functional committee and election of its members, and internal control. |
| Once a year | 01.01.2024 - 12.31.2024 | Performance evaluation of the Compensation Committee | Self-evaluation | Participation in the operation of the Company, awareness of the duties of the functional committee, the quality of the functional committee's decision making, organization of the functional committee and election of its members, and internal control. |

| | | | | |
|---|---|---|---|---|
| Once three years | 01.01.2024 - 12.31.2024 | Performance evaluation of the board | External professional-evaluation | The organization and professional development of the Board of Directors, the quality of the Board of Directors decision making,<br>operational effectiveness of the Board of Directors,<br>internal control and risk management,<br>participation in corporate social responsibility of the Board of Directors. |

4. The goals of enhancing the Board of Directors' function (e.g. Establishment of an audit committee and improvement of the information transparency) in the current or most recent year and the implementation status.
   (1) Establishment of Audit Committee: The Company established the Audit Committee on August 26, 2021.
   (2) The Audit Committee and Remuneration Committee are formed by all the independent directors of the Company. They have the responsibility of supervision to enhance the function of the Board of Directors. The chairpersons of the committees report regularly to the Board of Directors regarding their operations.
   (3) Evaluation of Board of Directors: The Board of Directors adopted the "Regulations Governing the Board of Directors' Performance Evaluation" and the "Process the Board of Directors" in 2019. The self-evaluation of the Board's performance is conducted every year and external evaluation is conducted every three years. The implementation and the result of the evaluation were reported to the Board of Directors and disclosed on the website of the Company.
   (4) Company implements diversification of the Board of Directors to enhance its structure. Fifty percent of the individual directors are female to achieve the target of board diversity.
   (5) Implementation of corporate governance and improvement of information transparency: The Board of Directors operates in accordance with the Rules of Procedure for Shareholder Meetings and convenes the Board of Directors' meeting of the Company accordingly. The implementation status is excellent.

## 3.2 Audit Committee or Attendance of Supervisors at Board Meetings:

### (1)Audit Committee:

(A) The Audit Committee of the Company is composed of 3 members.

(B) A total of 6 meetings of the Audit Committee were held in the previous period. The attendance of the independent directors to the meeting is shown below:

| Title | Name | Actual no. of meetings attended (B) | No. of meetings with entrusted attendance | Actual attendance rate (%) [B/A] | Remarks |
|---|---|---|---|---|---|
| Convener/ Independent Director | Chen, Su-Ting | 6 | 0 | 100% | - |
| Independent Director | Chang, Ching-Hsun | 4 | 0 | 100% | Assumed office on 06.13. 2024 |
| Independent Director | Jeng, Gung-Yeu | 4 | 0 | 100% | Assumed office on 06.13. 2024 |
| Independent Director | Lien, Chi-Jui | 2 | 0 | 100% | Resigned on 06.13. 2024 |
| Independent Director | Chen, Fu-Mei | 2 | 0 | 100% | Resigned on 06.13. 2024 |

Other matters to be recorded:

1. Where any of the following circumstances occur to the operation of the Audit Committee, the date, term and proposal of the Audit Committee meeting as well as the dissent, reservation or major suggestion of any independent director, the Audit Committee resolution, and how the Company manage the Committee's opinions shall be described:
   (1) The matters referred to in Article 14-5 of the Securities and Exchange Act.
   (2) Other than the those described above, any resolutions unapproved by the Audit Committee but passed by more than two-thirds of directors.
   Refer to the next page for the information on the Audit Committee meeting.
2. Where the implementation status of recusal bearing on the interest of an independent director is involved, the name of the independent director, proposal, reasons for the recusal, and participation in the voting shall be described: None.
3. Communication between independent directors and internal chief audit/CPAs (major matters, methods and results of

communication on the Company's financial and business conditions, etc. should be included):

(1) Communication of independent directors with internal chief auditor

(A) Regular: Submit the completed "audit report" to the independent directors and for review via email every month. If there are any questions or instructions, ask the chief auditor or communicate the instructions to him/her for implementation via email or phone. After the Board of Directors holds the quarterly meeting, the independent directors and shall hold a separate meeting with the internal chief auditor and the "internal audit implementation status" of the previous quarter shall be reported to the meeting. The contents of the submission include the implementation status of the Company's audit matters, findings during the audit, and implementation of improvements for any nonconformities; report on the planned methods for inspection of the items in the current quarter.

(B) Irregular: Routine separate communication with independent directors for improving the Company's audit value and enhancing the operating efficiency and achievement is conducted by phone, via email, or by convening meetings. Independent directors are informed of any major violations, if any, according to laws and regulations. There are multiple and smooth communication channels between the Company's chief auditor and each independent director.

(2) Communication of independent directors with CPAs

As KPMG Taiwan's answers to our question indicate, communication of the independent directors with CPAs is conducted mainly through the annual audit meeting and annual audit completion meeting or by conference call. The separate communication with the independent directors mainly focuses on accounting and financial report issues.

(3) Summary with respect to the communication of the independent directors with the internal chief auditor in most recent year

| Date | Communication Focus | Result |
|---|---|---|
| 03.14.2024<br>Communication meeting with independent directors | 2023 Q4 audit plan implementation status.<br>2024 Q1 internal audit plan.<br>The company's sustainable development plan. | No objection |
| 05.14.2024<br>Communication meeting with independent directors | 2024 Q1 audit plan implementation status.<br>2024 Q2 internal audit plan.<br>The company's latest significant operational activities. | No objection |
| 08.13.2024<br>Communication meeting with independent directors | 2024 Q2 audit plan implementation status.<br>2024 Q3 internal audit plan.<br>Introduction to The company's website operations. | No objection |
| 11.12.2024<br>Communication meeting with independent directors | 2024 Q3 audit plan implementation status.<br>2024 Q4 internal audit plan. | No objection |

(4) Summary with respect to the communication of the independent directors with CPAs in most recent year

| Date | Communication Focus | Result |
|---|---|---|
| 03.14.2024<br>Communication meeting with independent directors | 2023 financial statements auditing results report.<br>Aggregation of short-term updated audit standards.<br>Expected main impact of the revised audit standards.<br>Important accounting standards or interpretation letters, securities regulations and tax law updates. | No objection |

(C) Audit Committee's annual operation focus and important resolution in the most recent year:

| Date | Proposal | Independent directors' opinions expressing objections or reservations, and significant recommendations | Result of resolution | The Company's response to Audit Committee's opinions |
|---|---|---|---|---|
| 03.14.2024 | 1.2023 business report and financial statements.<br>2.2023 earning distribution.<br>3.Proposal of new shares issued from earning.<br>4.To commission KPMG Taiwan to | None | Approved by all present committee members unanimously. | Proposed to board of directors for resolution, and approved by all present directors unanimously. |

| Date | Proposal | Independent directors' opinions expressing objections or reservations, and significant recommendations | Result of resolution | The Company's response to Audit Committee's opinions |
|---|---|---|---|---|
| | conduct audit and certification of 2024 financial statements and profit seeking enterprise income tax as well as relevant fees.<br>5.2023 "Effectiveness Evaluation of the Company's Internal Control System" and "Statement on Internal Control System.<br>6.Amendment to the "Articles of Incorporation" of the Company.<br>7.Amendments to the "Rules of Procedure for Board Meetings" of the Company.<br>8.Amendments to the "Audit Committee Charter".<br>9.Amendments of Preparation of ES G Report and Procedure of verification" and rename it to "Preparation of ESG Report and Procedure of Assurance".<br>10.Proposal of subscription of employee stock options.<br>11.Plan of subsidiary of Singapore subsidiary. | | | |
| 05.14.2024 | 1.2024 Q1 Financial Statements.<br>2.Proposal of investment in Uspace Tech Co., Ltd.<br>3.Amendment of the Company's "General Principles of Pre-approval of Non-Confirmed Services Policy.<br>4.Amendment to the "Internal Control System" of the Company.<br>5.Amendment to the "Internal Audit System Implementation Rules" of the Company. | None | Approved by all present committee members unanimously. | Proposed to board of directors for resolution, and approved by all present directors unanimously. |
| 06.13.2024 | 1.Nomination the convenor of the Remuneration Committee and the chairman. | None | Approved by all present committee members unanimously. | Proposed to board of directors for resolution, and approved by all present directors unanimously. |
| 08.13.2024 | 1.2024 Q2 Financial Statements.<br>2.Determination of record date of capitalization of earnings for issuing new shares.<br>3.Determination of earning distribution for cash dividend in the first half of 2024.<br>4.Amendment to the "Internal Control | None | Approved by all present committee members unanimously. | Proposed to board of directors for resolution, and approved by all present directors unanimously. |

| Date | Proposal | Independent directors' opinions expressing objections or reservations, and significant recommendations | Result of resolution | The Company's response to Audit Committee's opinions |
|---|---|---|---|---|
| | System" of the Company.<br>5.Amendment to the "Internal Audit System Implementation Rules" of the Company. | | | |
| 11.12.2024 | 1.2024 Q3 Financial Statements.<br>2.Amendment to the company's "Sustainability Information Management regulation".<br>3.Amendment to the "Internal Control System" of the Company.<br>4.Amendment to the "Internal Audit System Implementation Rules" of the Company.<br>5.Review the distribution of new restricted employee shares for the non-management level employee in 2024. | None | Approved by all present committee members unanimously. | Proposed to board of directors for resolution, and approved by all present directors unanimously. |
| 12.19.2024 | 1.Amendment to the "Internal Control System" of the Company.<br>2.Amendment to the "Internal Audit System Implementation Rules" of the Company. | None | Approved by all present committee members unanimously. | Proposed to board of directors for resolution, and approved by all present directors unanimously. |

3.3 Corporate Governance Implementation Status and Deviations from "the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies":

| Scope of Assessment | Status (Note 1) | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| 1. Has the Company established and disclosed the governance practice principles according to the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies? | ✓ | | The Company has established its "Corporate Governance Practice Principles" resolved and approved by the Board of Directors, and reported to the Board of Directors when any amendment was made. The latest amendment was resolved and approved by the Board of Directors on 11.12.2024. | No major difference |
| 2. Equity structure and shareholders' rights of the Company<br>(1) Does the Company have the internal procedures regulated to handle shareholders' proposals, doubts, disputes, and litigation matters; also, have the procedures implemented accordingly? | ✓ | | The Company has established a responsible unit to deal with the suggestions, questions, disputes and legal actions from shareholders and designed a shareholder section and contact on the Company website. | No major difference |
| (2) Does the Company possess the list of the Company's major shareholders and the list of the ultimate controllers of the major shareholders? | ✓ | | The Company periodically updates the roster of shareholders with the shareholder services agent and the obtains the list of major shareholders and the ultimate controllers of such shareholders of the Company. | No major difference |
| (3) Does the Company establish and implement the risk control and firewall mechanism with the related parties? | ✓ | | The Company has established relevant systems in the internal control system in accordance with the laws and effectively controlled the risks between the Company and its affiliates. | No major difference |
| (4) Has the Company established internal regulations to prohibit Company insiders from using information not available to the market to trade securities? | ✓ | | The Company has established the "Operating Procedures for Prevention of Insider Trading" to prevent insider trading and disclosed them on the company's official website. | No major difference |
| 3. Composition and responsibilities of board of directors<br>(1) Has the Company formulated a policy of diversity for the formation of the Board of Directors and implemented it | ✓ | | The Company has established a policy of diversity for the formation of the Board of Directors. For the objectives and implementation of the | No major difference |

| Scope of Assessment | Status (Note 1) | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| thoroughly? | | | policy, Please refer to page 10. | |
| (2) Is the Company, in addition to establishing the remuneration committee and audit committee, pursuant to laws, willing to voluntarily establish any other functional committees? | ✓ | | Besides establishing the remuneration committee based on the regulations, the Company also established the special committee for mergers in 2016. | No major difference |
| (3) Has the Company established guidelines and methods for evaluating the performance of the Board of Directors, conducted regular performance evaluations every year and reported the results to the Board of Directors? Has the Company utilized the results as the reference for the individual remuneration and reelection nomination of directors? | ✓ | | The Company has established the "Regulations Governing the Board of Directors' Performance Evaluation" and the "Process the Board of Directors" approved by the Board of Directors and assessed the Board of Directors and the functional committee. Please refer to page 21 for the evaluation method and contents.The unit responsible for board meetings collects and analyzes the evaluation results and submits the evaluation report to the Board of Directors.<br><br>The Company has completed the performance evaluation of the Board of Directors and the functional committee in 2024 and reported the results at the directors' meeting on 05.11.<br><br>2025. All evaluation results are well-performing in each aspect. Aan external professional-evaluation is carried out every three years, and an external organization - Taiwan Investor Relations Institute has been entrusted to conduct a 2024 performance evaluation of the board of directors in 2025.The preceding regulations and evaluation results were also disclosed on the Company website.<br><br>In addition, the regulations specified that the performance evaluation results of the Board of Directors shall be used as reference for the election | No major difference |

| Scope of Assessment | Status (Note 1) | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| | | | or nomination of directors; the performance evaluation results of individual directors shall be the reference for the determination of individual remuneration. | |
| (4) Does the Company assess the CPAs for their independence on a regular basis? | ✓ | | According to the "Corporate Governance Practice Principles" of the Company, the Company assesses the CPAs for their independence and competency at least once a year, and refers to "Audit Quality Indicator (AQI) Disclosure Framework and Template", which set out 13 indicators covering five scopes to propose assessment to the Board of Directors for approval on Mar. 11, 2025.<br>Content:<br>1.Professionalism<br>(1)Audit Experience<br>(2)Training Hours<br>(3)Attrition Rate<br>(4 Professional Support<br>2.Quality Control<br>(1)Workload<br>(2)Involvement<br>(3)EQCR<br>(4)Quality Support Capacity<br>3.Independence<br>(1)Non-Audit Service<br>(2)Familiarity<br>4.Monitoring<br>(1)External Inspection Result & Enforcement<br>(2)Number of Official Improvement Letters Issued by Authority<br>5. Innovation | No major difference |
| 4. Does the Company have qualified governance personnel in an appropriate number and designate one chief corporate governance officer to oversee corporate governance affairs (including but not limited to provide the directors and | ✓ | | In 2022, the Company has appointed Corporate Governance Officer responsible for corporate governance affairs to protect shareholders' rights and strengthen the functions of the Board of Directors. | No major difference |

| Scope of Assessment | Status (Note 1) | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| supervisors with information required for business execution, handle matters relating to board meetings and shareholders' meetings according to laws, handle company and change registration and produce minutes of board and shareholders' meetings, etc.)? | | | | |
| 5. Does the Company establish channels for communication with stakeholders (including but not limited to shareholders, employees, customers, and suppliers), design special web pages for the stakeholders on the website, and appropriately respond to important CSR issues of interest to the stakeholders? | ✓ | | The Company has established special web pages for the stakeholders on the website and provided contact information for the spokesperson and each stakeholder contact person to maintain smooth communication channels with the shareholders, employees, customers and suppliers. Major concerns of the stakeholders and the respond of the Company:<br>1. Shareholders/investors: Issues concerning the business performance, financial and business conditions and market image of the Company. The Company communicates with the investors via the annual shareholders' meeting and irregular investor conferences. In addition, the Company establishes the spokesperson system to answer the questions of the investors to provide financial and business information with high transparency for the investors.<br>2. Employees: Issues concerning the employee welfare and educational training. The Company communicates with the employees via the intranet, internal communication software, face-to-face, telephone and the employee opinion mailbox and responds to the needs of the employees.<br>3. Customers: Issues concerning the | No major difference |

| Scope of Assessment | Status (Note 1) | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| | | | website operations. The Company provides contact information for members of each website on the Company website and responds to the questions of the customers via consumer hotline and mailbox.<br>4. Suppliers: Issues concerning the equipment maintenance. The Company provides contact channels on the Company website and communicates with the suppliers via conferences, conference calls, telephone and mails. | |
| 6. Does the Company commission a professional registrar to deal with the affairs of shareholders' meetings? | ✓ | | The Company has appointed the Capital Securities Corporation to handle the shareholders service affairs on behalf of the Company. | No major difference |
| 7. Information Disclosure<br>(1) Has the Company built a website to disclose the financial and corporate governance information of the Company? | ✓ | | The Company has built a website maintained by designated personnel to disclose relevant information regularly. | No major difference |
| (2) Does the Company use other information disclosure methods (e.g. English website, assignment of specific personnel to collect and disclose corporate information, implementation of a spokesperson system, and the broadcasting of investor conferences via the company website)? | ✓ | | The Company has designated personnel responsible for the collection and disclosure of the Company's information, such as the establishment of Chinese and English investor section and implementation of the spokesperson and deputy spokesperson system in accordance with the regulations. | No major difference |
| (3) Does the Company publicly announce and file the annual financial report within two months after the close of fiscal year and announce and file the financial reports of the first, second and third quarters and the monthly operation status prior to the regulated deadline? | ✓ | | The Company has publicly announced and filed the annual and quarterly financial reports along with the monthly operation status which are audited and certified by a certified public accountant, approved by the Board of Directors and recognized by the supervisors within the regulated deadline based on the "Securities and Exchange Act." The Company also publicly announced | No major difference |

| Scope of Assessment | Status (Note 1) | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| | | | and filed the financial information mentioned above prior to the regulated deadline permitted by relevant operation process. | |
| 8. Does the Company have additional important information that is helpful to understand the operation of the corporate governance (including but not limited to the interests and care of employees, investor relationships, supplier relationships, rights of stakeholders, further education of directors and supervisors, implementation of risk management policies and risk assessment standards, implementation of customer policies, and liability insurance coverage for directors and supervisors)? | ✓ | | The Company has established the "Corporate Governance Best Practice Principles" resolved and approved by the Board of Directors and disclosed it on the Company website.<br>1. Employee rights and employee care: The Company establishes the Employee Welfare Committee which consist of members elected by the employees to handle the employee welfare matters and contribute pension fund according to the Labor Pension Act. Relevant laws including the Labor Standards Act, Act of Gender Equality in Employment, Sexual Harassment Prevention Act are adopted as the minimal standard for the establishment of all regulations and measures of the Company related to the relations between laborers and employer to ensure the employee's rights. The status of implementation remains good. All addition or amended measures related to the relations between laborers and employer are determined after sufficient negotiation and communication between the employers and employees to achieve the win-win situation. The Company also holds labor-management conference regularly and builds open communication channel to timely understand the thoughts and suggestions of the employees and use it as reference for each benefit adjustment and system optimization of the Company.<br>2. Investor relations: The Company designates the responsible unit to | No major difference |

| Scope of Assessment | Status (Note 1) | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| | | | collect and disclose information related to the Company and establishes the spokesperson, deputy spokesperson and shareholder service agent for the shareholders and investors to consult questions related to the Company.<br>3. Supplier relations: For the supplier management procedure of the Company, besides maintaining the purchase quality, the Company establishes long-term close relationship, cooperation and mutual trust with the suppliers to jointly pursue sustainable growth and win-win situation.<br>4. Rights of stakeholders: The Company maintains open communication channels with correspondent banks, employees, customers and suppliers to respect and protect their legal rights. The Company also establishes the spokesperson system to answer the questions of the investors to provide financial and business information with high transparency for the investors and stakeholders.<br>5. Continuing education for directors: The directors have taken continuing education according to the "Directions for the Implementation of Continuing Education for Directors of TWSE Listed and TPEx Listed Companies." The Company also arranges appropriate irregular continuing courses for the directors.<br>6. Implementation of risk management policies and risk evaluation measures: The Company establishes various | |

| Scope of Assessment | Status (Note 1) | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| | | | rules and regulations in accordance with the laws so as to carry out risk assessment and implement internal audit operation.<br>7. Implementation of customer policies: The Company strives to provide comprehensive services and protection for the customers. When customers has complains, the Company not only proceeds sufficient communication immediately with the customers to understand their needs and promote interaction between the Company and the customers but also irregularly reviews and improves the implementation at the internal conference of the Company.<br>8. Liability insurance coverage for directors: The Company has bought liability insurance for the directors to strengthen the protection of the shareholder's equity.<br>9. Operation of the Board of Directors: The directors of the Company both has high attendance rate in the meeting to faithfully supervise the operation status of the corporate governance. The directors of the Company uphold high self-disciplined principles. If the director is an interested party in relation to motions proposed at a directors' meeting which may impair the interest of the Company, they shall not participate in the voting. | |

9. Please specify the status of the improvement made, based on the corporate governance assessment report released by the Corporate Governance Center of TWSE in the most recent year, and the priority corrective actions and measures for any issues that are yet to be rectified:
The Company has completed the corporate governance self-evaluation in 2024, conducted review and improvement according to the evaluation results and acquired the balance between corporate

| Scope of Assessment | Status (Note 1) | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| operations to constantly promote the compliance with relevant regulations. | | | | |
| 10. The succession planning of the Board members and important management and its implementation:<br>(1) Succession plan for members of the Board of Directors<br>There are 9 directors, including 3 independent directors in the company currently who are equipped with diversified legal, financial, ESG, accounting or management abilities for corporate business. Two of directors are in the senior management position of the Company concurrently. The structure and members' background of the Board of Directors will last in the future.<br>The Company trains senior managers for their participation in the Board of Directors and proficiency in the operation. Besides, the Company arranges for managers to attend the Board of Directors training courses jointly to enhance their relevant abilities. There are several senior managers in the company for selection of directors in the future. In addition to diversity, the number of directors who are also managers in the company shall not exceed one-third of the whole number of directors, and gender equality, knowledge, experiences, skills, and morals will be emphasized. Independent directors have to be equipped with the required working experience in business, legal, finance, or accounting according to law, and the supply of these professionals in Taiwan is sufficient. The Company will utilize the talent database of independent directors to select professionals who are familiar with the industry for succession.<br>(2) Succession plans for major management levels<br>The Company's major management levels are young and middle-aged people who will not retire in the near future, so the risk of succession is low. The Company has a series of succession plans for all major management levels to complete job descriptions and assign deputies for training them with professional knowledge, management ability, cross-departmental communication skills by different project tasks in the long term. In addition, there are various courses every year for supervisors at all levels who can get on-job trained once a year. Total 35 supervisors completed the courses in 2024 and total training hours are 840. The Company also enhances team leadership, management, and professional capabilities through external courses for the succession plans. | | | | |

3.4 Composition, Responsibilities and Operations of the Remuneration Committee:

(1)Professional Qualifications and Independence Analysis of Remuneration Committee Members:

04.19.2025

| Issuance conditions / Title | Name | Professional qualifications and experience | Independence | Number of positions as an Independent Director in other public listed companies |
|---|---|---|---|---|
| Independent Director | Chen, Su-Ting | Please refer pages 6-7 for Professional qualifications and independence analysis of directors and supervisors. | | - |
| Independent Director | Chang, Ching-Hsun | | | - |
| Independent Director | Jeng, Gung-Yeu | | | - |

(2)Duties of the Remuneration Committee:

The competence of the Committee is to evaluate the Company's policies and systems of remuneration to directors and managers, in a professional and optimistic manner, and submit suggestions to the Board of Directors as the reference for decision-making.
The duties of the Committee are as follows:

(A) Periodically review the Company's Remuneration Policy and propose recommendations for amendments.
(B) Establish and conduct periodic reviews of the policies, systems, standards, and structures for performance appraisal and remuneration of the Company's directors, and managerial officers.
(C) Periodically evaluate the salary and remuneration of the Company's directors, and managerial officers.

(3)Attendance of Members at Remuneration Committee Meetings:

(A) The Company's Compensation committee is composed of three people.
(B) Current member's tenure: From 06.13.2024 to 06.12.2027. A total of 5 meetings of the Remuneration Committee were held in the previous period., and the member qualifications and attendance are as follows:

| Title | Name | Actual no. of meetings attended (B) | No. of meetings with entrusted attendance | Actual attendance rate (%) (B/A) | Remarks |
|---|---|---|---|---|---|
| Independent Director | Chen, Su-Ting | 5 | 0 | 100% | - |
| Independent Director | Chang, Ching-Hsun | 3 | 0 | 100% | Assumed office on 06.13. 2024 |
| Independent Director | Jeng, Gung-Yeu | 3 | 0 | 100% | Assumed office on 06.13. 2024 |
| Independent Director | Lien, Chi-Jui | 2 | 0 | 100% | Resigned on 06.13. 2024 |
| Independent Director | Chen, Fu-Mei | 2 | 0 | 100% | Resigned on 06.13. 2024 |

Other matters to be recorded:

1. If the board of directors did not adopt or amend the suggestion of the Compensation committee, please indicate the date and session number of the board meeting, the contents of the motion, the result of the resolution and the Company's handling of the suggestion of the Compensation committee (if the remuneration passed by the board is better than the suggestion of the Compensation committee, please state the difference and the reasons): None.
2. If any member had objections or reservations about the resolution of the Compensation committee and there is a record or a written statement, please indicate the date and session number of the Compensation committee meeting, the contents of the motion, all the opinions of the members and how the opinions were handled: None.

(C) Important resolutions of the Remuneration Committee in the most recent year:

| Date | Proposal | Result of resolution | Dealing with the opinion from the Remuneration Committee |
|---|---|---|---|
| 03.14.2024 | 1. Review the plan of the distribution of remuneration to directors, managers, and employees in 2023.<br>2. Review the plan of the distribution of performance bonus to the managers of the subsidiaries in the second half of 2023. | Approved by all present committee members unanimously. | Proposed to board of directors for resolution, and approved by all present directors unanimously. |

| Date | Proposal | Result of resolution | Dealing with the opinion from the Remuneration Committee |
|---|---|---|---|
| 05.14.2024 | Review the annual appointment, promotion, and salary adjustment of managers. | Approved by all present committee members unanimously. | Proposed to board of directors for resolution, and approved by all present directors unanimously. |
| 08.13.2024 | 1. Nomination the convenor of the Remuneration Committee and the chairman.<br>2. Amendment of "Employee Remuneration Implementation Rules".<br>3. Amendment of "Employee Incentive Bonus Regulations".<br>4. Review the policy, system, standard and structure of the evaluation for the performance of the directors and managers.<br>5. Review the plan of the distribution of incentive bonus to the managers (including the subsidiaries) in the first half of 2024. | Approved by all present committee members unanimously. | Proposed to board of directors for resolution, and approved by all present directors unanimously. |
| 11.12.2024 | 1. Review the standards of the evaluation indicators for the performance of the board of directors, board members, and functional committees.<br>2. Propose the annual work plan of the following year.<br>3. Review the amount of the restricted phantom shares for the managers of subsidiaries in 2024.<br>4. Review the distribution of new restricted employee shares for the managers in 2024.<br>5. Review the annual appointment, promotion, and salary adjustment of managers. | Approved by all present committee members unanimously. | Proposed to board of directors for resolution, and approved by all present directors unanimously. |
| 12.19.2024 | 1. Amend the "Managers' Remuneration Management Rules".<br>2. Review the annual bonus of the managers(including the subsidiaries). | Approved by all present committee members unanimously. | Proposed to board of directors for resolution, and approved by all present directors unanimously. |

3.5 Corporate Social Responsibility:

| Scope of Assessment | Status | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| 1. Does the Company have a governance structure that promotes sustainable development, and establish a special unit or designate an existing unit for the task of sustainable development promotion? Does the Board of Directors of the Company authorize the management to handle relevant matters and supervise the Board? | ✓ | | The Company has established the"Sustainable Development Best Practice Principles" and the"Corporate Sustainable Development Group" with the General Manager as the convener in 2022 to convene the heads of each division to be responsible for the Corporate Governance Group, Employee Care Group, Social Care Group, Environmental Sustainability Group and Customer Care Group. They coordinate the promotion of sustainable development and corporate social responsibility of the company, and prepare a sustainability report of the implementation results to the board of directors' review. The Board of Directors review the company's progress in sustainable development and make recommendations on the direction of implementation and planning for the next year. | No major difference |
| 2. Does the Company implement the risk assessment of environmental, social, and corporate governance issues related to corporate operation and establish relevant risk management policies or strategies based on the principle of materiality? | ✓ | | The Company reviewed the industry to which the Company belongs and integrated the information from each department and domestic and overseas organizations (e.g. GRI) to raise strategies for each material issue, in the hope to reduce the impact of the risk on the Company by implementing effective management.<br>1. Environment: The Company runs the transaction platform online without engaging in any product manufacture. Therefore, there is no process that causes environmental pollution easily. In addition, the Company plans to adopt ISO 14046-1 to understand more about the greenhouse gas generated during the operation, subsequent management, and reduction of the emissions, hoping to control the | No major difference |

| Scope of Assessment | Status | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| | | | GHG emissions effectively and reduce the impact of the climate change on the environment and ecology.<br>2. Society: The online transaction platform is the main business of the Company and, thus, there is no machinery or equipment that may cause material damage to the work environment. The Company improves the safety and comfort in the work environment on an ongoing basis, including adequate lighting and monitoring and maintenance of air quality. The Company also arranges regular fire drills, physical examination and health consultation activities.<br>3. Corporate governance:<br>(1) The Company has established an internal control system to implement legal compliance properly.<br>(2) All the Board members must participate in the internal corporate governance courses and the Company takes out liability insurance for the directors.<br>(3) The Company conducts self-evaluation of the Board of Directors every year and performs external evaluation once every three years.<br>4. Information security: The Company has endeavored to ensure the control and management of the information security and the personal data protection. We established the committee for assessment of information management which is responsible to promote, coordinate, and supervise the matters relating to the protection of information of the Company in 2013. Meanwhile, we also engaged the third-party | |

| Scope of Assessment | Status | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| | | | certification unit to regularly assess the information security of the Company. The Company passed the SGS international certification and BS 10012 PIMS (Personal Information Management System) in 2017. We maintain the information security regularly every year and continue to pass the certification to preserve its effectiveness to ensure the highest-level protection of the clients' information under multi-layers information security controls. | |
| 3. Environment issue<br>(1) Has the Company established environmental management policies suitable for the Company's industrial characteristics? | ✓ | | The Company has established the applicable system subject to the industry characteristics and complied with relevant environmental protection laws without any violation against the environmental protection laws. In addition, the company conducts an inventory of greenhouse gas emissions in accordance with the ISO 14046-1 rules every year to understand more about the greenhouse gas generated during the operation, subsequent management, and reduction of the emissions, hoping to control the GHG emissions effectively and reduce the impact of the climate change on the environment and ecology. | No major difference |
| (2) Is the Company dedicated to enhancing energy efficiency and using recycled materials with low impact on the environment? | ✓ | | The Company has executed the classification of waste and promoted paperless process to increase the reuse efficiency of resources. | No major difference |
| (3) Does the Company assess the present and future potential risk and opportunities of climate change in relation to the | ✓ | | the Company assess the present and future potential risk and opportunities of climate change in relation to the Company and adopt corresponding countermeasures.please refer to page 47 of the annual report and Chapter 2.4 of | No major difference |

| Scope of Assessment | Status | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| Company and adopt corresponding countermeasures? | | | the ESG Report And disclosed in the ESG Report, for risk assessment and management measures related to climate change. | |
| (4) Does the Company gather statistics of the greenhouse gas emission, water consumption and the gross weight of the waste in the past 2 years and establish policies for reduction of greenhouse gas emission and water consumption or other waste management? | ✓ | | The company was conduct an inventory of greenhouse gas emissions in 2022. Please refer to Chapter 3 of the ESG report for details.The Company runs the transaction platform online without engaging in any product manufacture. Therefore, there is no process causing environmental pollution nor discharge of waste water or air pollution.<br>The Company currently takes the following management policies:<br>1. Use department exclusive folders to deliver internal documents, promote paperless processing and reuse of papers to reduce the usage of paper resources.<br>2. Use energy-saving tubes inside the Company, regularly promote living habits to save water and electricity and reduce the impact on the environment in compliance with the government policies.<br>3. Use energy efficiency computers and grade 1 air conditioners companywide, and turn off air conditioners automatically at 7pm to achieve energy saving and carbon reduction.<br>4. Outsource daily cleaning to professional cleaning company and set recycling bin for resource classification.<br>5. Execute regular environment sterilization and cleaning of the fan-coil unit to maintain the clean environment.<br>6. Regularly perform drinking water quality inspection inside the Company. | No major difference |

| Scope of Assessment | Status | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| 4. Social issue<br>(1) Does the Company develop management policies and procedures in accordance with relevant regulations and international human rights conventions? | ✓ | | The Company adopts the "ADDcn Technology Co., Ltd Work Rules", "Employee Handbook", and related management policies and procedures pursuant to the "Labor Standards Act", "Regulations of Leave-Taking of Workers", "Labor Safety and Health Act", "Act of Gender Equality in Employment", and "Employment Service Act", adopts and voluntarily abides by international recognized human rights standards such as "UN Universal Declaration of Human Rights", "UN Global Compact", "UN Guiding Principles on Business and Human Rights", and "UN International Labor Organization", and observes laws and human rights conventions.<br>Human rights management policy of the Company and details are summarized below:<br>1. Provide safe and healthy working environment: Please refer to page 44 "Employees' safe and healthy working environments"<br>2. Assist employees to stay physical and mental health and work-life balance: Reduce working hours per day to 7.5 hours from 8 hours since 2024, and provide employees proper rest times with lunch break 1.5 hours.<br>3. Prohibit to force labor and comply with local labor laws: and regulations: Implement a leave policy and provide annual leave over it in compliance with applicable laws and regulations to encourage employees to enjoy their work and life. | No major difference |
| (2) Does the Company establish and implement proper | ✓ | | 1. The Company has established the work rules with the employee handbook and regulations, including | No major difference |

| Scope of Assessment | Status | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| employee welfare measures (including the salary, holidays and other welfare) and reflect the corporate business performance or achievements in the employee remuneration? | | | the remuneration standard, holiday regulations, pension contribution, labor and health insurance payments and approved payment of occupational disaster for the employees of the Company. All of these regulations stated above comply with the relevant regulations of the Labor Standards Act.<br>2. Employee remuneration: The average starting salary of the Company is higher than the lowest wage specified in the Labor Standards Act. The Company reviews the level of the salary every year and regularly updates the competitive salary level as a reference for the adjustment of the salary. The company puts aside and distributes annual bonus depending on the profitability of the Company.<br>3. Diversification and equality at the workplace: The Company places importance on the diversification and equality at the workplace by assuring equal pay for equal work and the same promotion opportunity between the male and female employees. The average percentage of female employees in 2024 was 59% and female supervisors occupies 59% on average.<br>4. Leave: The Company provides annual leave according to the Labor Standards Act based on two days off a week. The employee who caring for a baby, suffers from serious injury or sickness, or encounters a severe accident and needs to take long leave may apply for leave without pay to meet the personal and family demands.<br>5. Employee welfare: The Company establishes the Employee Welfare Committee which consist of | |

| Scope of Assessment | Status | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| | | | members elected by the employees to handle the allowance, cash gift, subvention, and other employee welfare matters and various activities such as quarterly staff dinner party, irregular movie day, family day, and sports meet. Please refer to Page 57 of the Chinese Annual Report for the complete description of the employee welfare.<br>6. The Company establishes a performance evaluation system. The immediate supervisor communicates with the employee personally and formulates the work goals. The employee performance evaluation is conducted twice a year as a reference for adjustment of salary, promotion and remuneration payment.<br>7. The Company establishes the "Employee Remuneration Implementation Rules" and encourages employees to strive for more profit of the Company, stimulate their morale, provides incentives for their endeavor and contribution to the Company according to the Rules, and by doing so, spirit up the Company to keep growing and promote sustainable development. | |
| (3) Does the Company provide a safe and healthy work environment for its employees? Does the Company regularly provide its employees with safety and health education? | ✓ | | 1. The Company installs adequate lighting equipment and well-designed emergency evacuation routes and exits, and sets up first-aid kits, AED devices, and carbon dioxide detectors. The elevators and fire-fighting facilities of the office building are maintained at least once a year. The Company conducts environmental disinfection every month and implements training on fire equipment operation and maintenance once a year. Employees | No major difference |

| Scope of Assessment | Status | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| | | | are arranged to take CPR emergency rescue training once a year to help them obtain their CPR licenses. Both face recognizing and security systems are used to provide a dual management mechanism for entrance control to ensure a secure working environment for all the employees.<br>2. Physical examination services and follow-up actions are provided for the employees every year to ensure their physical and mental health. Physicians specialized in occupational medicine are invited to visit the Company for health inspection and interview with the employees every two years. Occupational health nurses are arranged to provide one-on-one healthcare consulting service twice a month to help employees mitigate existing and potential health problems. The idea of independent health management is introduced to the employees to improve their health in multiple Arranging for Title.<br>3. The Company sets up lactation rooms to provide female employees with comfortable lactation environment and required consumables. The Company also offers open cafe areas and the latest magazines, between-meal nibbles and beverage cabinets to provide employees with healthy and safety work environment.<br>4. The Company establishes the "Workplace Bullying Control, Reporting and Punishment Regulations" and specifies the sexual harassment prevention measures and reporting channels in the "Work Rules" to protect the | |

| Scope of Assessment | Status | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| | | | physical and mental health as well as work safety of the employees.<br>5. The Company belongs to the Class III business referred to in the "Occupational Safety and Health Management Regulations". We have appointed a "class-1 manager of occupational safety and health affairs" and acquired the approval from the Occupational Safety and Health Administration, Ministry of Labor, to protect the work environment and the safety of the employees and avoid occurrence of occupational accidents. In addition, four employees of the Company have acquired the "Safety & Health Training for First Aiders" to cope with emergencies.<br>6. Number of occupational accidents in 2024: Case: 3; number of affected employees: 3; percentage in total employees: 1.6%. The primary reason of the accidents was traffic accidents during riding motorcycles from and to the office. Improvement measures were enhanced dissemination of safety in walking and riding motorcycles.<br>7. There was no fire incident in 2024 years. | |
| (4) Has the Company established some effective career development training plan for employees? | ✓ | | The Company provides comprehensive career development training for employees and managers at all levels, including new staff training and advanced professional training. In addition, the Company arranges courses for med-level and high-level managers and provide employees with external training information on an irregular basis. Employees are encouraged to take education courses and multiple channels are provided for their career development training. | No major difference |

| Scope of Assessment | Status | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| | | | In addition to the regular courses on personal data and information security, employees may apply for educational training to meet their personal career requirements (primarily online courses) with the consideration of the their health as the first priority in response to the COVID-19 in 2022. The Company also provides a subsidy of NT$10,000 per person for the education training every year. Details are prescribed in the Employee Handbook.<br>35 grassroots supervisor finished the supervisor training courses for them in 2024 to a total of 840 hours. | |
| (5) Does the Company take customer's health and safety into account and market and label products and services in accordance with the related laws and international practices? Does the Company establish policies and complaint procedures to protect the rights and interests of the consumer? | ✓ | | As explicitly specified in the "Procedures for Ethical Management and Guidelines for Conduct", the Company shall collect and understand the applicable laws and regulations and international standards governing its products and services which it shall observe and gather all guidelines for announcement to cause personnel of the Company to ensure the transparency of information about and safety of the products and services in the course of their research and development, procurement, manufacture, provision, or sale of products and services.<br>The Company shall establish and publish on its website a policy on the protection of the rights and interests of consumers or other stakeholders to prevent its products and services from directly and indirectly damaging the rights and interests, health, and safety of consumers or other stakeholders.<br>Where there are media reports or sufficient facts to determine that the Company's products or services are likely to pose any hazard to the safety and health of consumers or other | No major difference |

| Scope of Assessment | Status | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| | | | stakeholders and it is within the scope of responsibility borne by the Company specified in the "Service terms," "Disclaimer" and "Privacy Statement" of the Company website, the Company shall recall those products or suspend the services within 14 workdays, verify the facts and present a review and improvement plan.<br>The responsible unit of the Company shall report the event as in the preceding paragraph, actions taken, and subsequent reviews and corrective measures taken to the board of directors.<br>A dedicated mailbox and a customer service phone number are provided on the website of the Company as communication channels and designated customer service personnel are also available to deal with these matters. Consumers can protect their rights and interests pursuant to the complaint procedures.<br>The Company entered into a MOU with the Development of Land Administration, Taipei City Government, in 2019 to assist the government with full prevention of illegal and violating advertisements to secure real-estate transactions. | |
| (6) Does the Company establish supplier management policies and ask them to follow relevant regulations on the issues of environmental protection, occupational safety and health, or labor rights? What is the | ✓ | | As explicitly specified in the "Sustainable Development Best Practice Principles", it is advisable for the Company to assess the effect on the procurement behavior on the environment of the community and the society, and work with the suppliers to implement the corporate social responsibility properly. It is advisable for the Company to establish supplier management policies and request suppliers to comply with relevant | No major difference |

| Scope of Assessment | Status | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| implementation status? | | | regulations on the issues of environmental protection, occupational safety and health, or labor rights. It is also advisable to assess the record of the supplier with respect to the impact on the environment and society and avoid transactions with the suppliers acting in violation of the CSR policies of the Company. When entering an agreement with a major supplier, it shall contain the compliance with the CSR policies of both parties and the clause that the agreement may be terminated or revoked at any time when the supplier acts in violation of the policies and produces a significant effect on the environment of the community and the society.<br>The supplier evaluation process and operation procedure are specified in the "Procurement Management Procedure". It requires the supplier to incorporate the observance of the Company's CSR policies in the agreement to ensure that the products or services provided by the suppliers meet the requirements of the Company and the regulations of the government. For this, the audit unit of the Company shall conduct audit every year. Please refer to Chapter 3 of the ESG report for details. | |
| 5. Does the Company compile the sustainability report or other reports that disclose non-financial information of the Company with reference to internationally accepted report preparation guidelines or guides? Does the report mentioned above have | | ✓ | The company has been preparing the sustainability report based on the GRI standards since 2022, and disclosing it on the official website. | The company plan to obtain the certification by the third-party unit for annual sustainability report in the next two years. |

| Scope of Assessment | Status | | | Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| been assured, verified or certified by a third party? | | | | |
| 6. In the event that the Company has established sustainable development best practice principles in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies", please describe the differences between the implementation and the established principles:No major difference. | | | | |
| 7. Other important information useful to the understanding of the sustainable development implementation:<br>Please refer to the ESG report for details on the sustainable development implementation. | | | | |

3.6 The execution status of climate related information：

| Item | Status |
|---|---|
| 1. Describe the Board's and managers' supervision and governance of climate related risks and opportunities. | In order to respond to the highly uncertain climate and the rapid changes in policies and markets, and to manage and estimate the possible impact of climate change timely, the Company convenes senior managers of all departments to identify major climate risks and opportunities regularly. At the same time, we also further evaluate the risks of all location that flooding caused by typhoons and rising sea level. We hope to manage the external climate change and market dynamics, and further consider the overall operation strategy.<br><br>The Board of Directors serves as the highest supervisory body, with the General Manager acting as the convener. The Chief Governance Officer is responsible for ESG project management, and an Environmental Sustainability Committee has been established to coordinate the management and promotion of digital technology in relation to climate-related risks and opportunities.<br><br>We hold meeting irregularly for formulating, promoting and strengthening the action plan and capital expenditure of the Company's important policies for sustainable development (including climate related issues), also reviewing, tracking and revising the implementation and effectiveness of sustainable development. In addition, we propose the Company's strategy to the Board of Directors, who will review the objectives, strategies and management guidelines, and propose the operational direction recommendations for the next year. |
| 2. Describe how risks and opportunities of climate change have an influence on the business, strategies and finance. (short-term, medium-term, long-term) | The Company conducts an ongoing greenhouse gas inventory in accordance with the GHG Protocol standard including Scope 3. There is also the guidance of external competency experts for the short, medium and long term impacts on daily operations and business strategies. Please refer to the ESG report 2.4 Risk Management for details and other relevant contents. |

| | |
|---|---|
| 3. Describe the financial impact of extreme weather events and transition action. | The Company runs the online transaction platform which is not affected by extreme weather events, but we continue to focus the potential risks. |
| 4. Describe the identification, evaluation of climate risk , and how to integrate management process into risk management system. | The Company takes the relevant policies and systems of risk management as the prime principle approved by the Board of Directors, integrates ESG related issues into management strategy in accordance with the materiality principle, and manage the scope of operational risks clearly by identifying, measuring, monitoring, supervising and controlling potential risks to structure an overall risk management system for promoting an appropriate risk management-oriented business model. Please refer to the ESG report 2.4 Risk Management for the risk management process. |
| 5. Explain the scenarios, parameters, assumptions, analytical factors and main financial impacts if situational analysis is applied to assess resilience of climate change risks. | The situational analysis this year is based on the latest IPCC AR6 scenario in concert with the relevant parameters of Taiwan Water Resources Agency's third-generation potential inundation map. And we analyze inundation level which has impacted on the operational finance under the assumption of no change in the company's operating locations. Please refer to the ESG report 2.4 Risk Management for details and other relevant contents. |
| 6. Explain the details and targets for identifying and managing physical/transition risks if there is any transition plan for responding climate risks. | No transition plan for responding climate risks due to minor impact of carbon reduction transition. |
| 7. Explain the base of pricing if internal carbon pricing is applied. | Not applicable because there is no internal carbon pricing applied. |
| 8. Explain the activities, scope of greenhouse gas emissions, schedule and achieved progress if there is any climate-related targets. Explain the source of carbon offset credit or number of RECs if carbon offset or RECs is applied. | Please refer to Chapter 3 Eco-friendly of the ESG report for management policy of climate and greenhouse gas emissions. |
| 9. Inventory of greenhouse gas emissions and assurance. Policy, strategies, and specific plan for reduction of greenhouse gas emissions. (Please refer to 1-1 and 1-2) | The company was self-conducted an inventory of greenhouse gas emissions since 2022, and conduct early assurance of 2023 inventory of greenhouse gas emissions. Detailed inventory data and assurance information will be disclosed in ESG report. |

3.7 Ethical Corporate Management:

| Scope of Assessment | Status | | | Deviations from "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| 1. Enactment of ethical management policy and program<br>(1) Does the Company establish ethical corporate management policies that are adopted by the Board of Directors and explicitly state such policies and the implementation methods in its Articles of Incorporation and external documents? Do the Board of Directors and top management actively implement their commit to implementing the operating policies? | ✓ | | The company has established the "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" that have been adopted by the Board of Directors and explicitly stated such policies and the implementation methods in its Articles of Incorporation. The Board of Directors and top management actively implement their commitment to implementing the operating policies. The Board of Directors and the management team fully understand their importance in the creation of a benchmark for good business operation and ethical corporate culture and to march toward the goals collaboratively. | No major difference |
| (2) For the risk of unethical conduct, does the Company establish the assessment mechanism and regularly analyze and assess the business activities within its business scope which are possibly at a higher risk of being involved in an unethical conduct to establish preventive solutions that at least cover the conducts specified in Article 7, Paragraph 2, Subparagraph 1~7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies"? | ✓ | | The Company has taken preventative measures against the conducts under Article 7, Paragraph 2, Subparagraph 1~7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and other business activities within its business scope which are possibly at a higher risk of being involved in an unethical conduct. An effective and strict internal control system has been established and irregular review is conducted to ensure ongoing effectiveness of implementation. | No major difference |
| (3) Whether the Company explicitly defines procedures, guides of conduct, and disciplinary and reporting systems in case of violation in the preventive | ✓ | | The Company has explicitly defined relevant requirements in the "Ethical Corporate Management Best Practice Principles" and "Procedures for | No major difference |

| Scope of Assessment | Status | | | Deviations from "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| solutions of unethical conducts, implements accordingly, and carries out review and modification of these solutions? | | | Ethical Management and Guidelines for Conduct." The Company has regularly audited and evaluated the implementation status of the preventive solutions, evaluated the compliance status in each relevant business process, and reported to the Board of Directors. | |
| 2. Implementation of ethical management<br>(1) Has the Company assessed a record of the trading counterpart's ethical conduct, and expressly states the clauses of ethical conduct in the contract to be signed with the trading counterpart? | ✓ | | According to the "Procedures for Ethical Management and Guidelines for Conduct," the Company must establish thorough understanding of the integrity of the counterparty prior to entering into any contract, and include compliance with the ethical corporate management policies into the contract where possible. | No major difference |
| (2) Whether the Company establishes a unit dedicated to promoting ethical corporate management under supervision by the Board of Directors and whether such unit reports the ethical corporate management policies and the preventive solutions of unethical conductas well as the supervision of the implementation effectiveness to the Board of Directors (at least once a year)? | ✓ | | The Company designates the President's Office to establish the ethical corporate management policies and preventive solutions as well as supervise their implementation effectiveness. The President's Office assists the Board of Directors and management in auditing and evaluating the implementation of the preventive solutions, and reports to the Board of Directors once a year about the ethical corporate management policies and the preventive solutions of unethical conductas well as the supervision of the implementation effectiveness. | No major difference |
| (3) Has the Company defined any policy against conflict of interest, provides adequate channel thereof, and fulfills the same precisely? | ✓ | | The "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" of the Company explicitly require that directors having a conflict of interest in any proposal raised by the Board of Directors may express | No major difference |

| Scope of Assessment | Status | | | Deviations from "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| | | | their opinions and answer inquires and shall not participate in discussion and voting. Where any conflict of interest exists during execution of duties, the employee concerned shall report to the immediate supervisor. | |
| (4) Has the Company fulfilled the ethical management by establishing an effective accounting system and internal control system, and had an internal audit unit develop relevant audit plans according to the risk assessment result of unethical conductand audit the compliance with the preventive solutions of unethical conduct accordingly, or appointed a CPA to do so? | ✓ | | The Company has established an effective accounting system and internal control system. The internal audit unit is responsible for auditing the compliance with the above-mentioned systems. | No major difference |
| (5) Has the Company organized internal/external educational training program for ethical management periodically? | ✓ | | The Company organizes external educational training courses every year to improve the understanding and enhance the awareness of ethical management among employees. | No major difference |
| 3. Status of the Company's complaint system<br>(1) Has the Company defined a specific complaint and rewarding system, and established convenient reporting channels, and assigned competent dedicated personnel to deal with the situation? | ✓ | | The Company has set up reporting mailboxes and hotlines on the Company's official and internal websites. These websites are available internally and externally. The complaint and rewarding system are specified in the "Procedures for Ethical Management and Guidelines for Conduct." | No major difference |
| (2) Has the Company defined the standard operating procedure for investigation after acceptance of a complaint, the follow-up actions to be taken after the investigation, and relevant nondisclosure mechanism? | ✓ | | The Company has defined the standard operating procedure for investigation after acceptance of a complaint and relevant nondisclosure mechanism in the "Procedures for Ethical Management and Guidelines for Conduct." | No major difference |

| Scope of Assessment | Status | | | Deviations from "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies" and reasons |
|---|---|---|---|---|
| | Yes | No | Summary | |
| (3) Has the Company adopted any measures to prevent the complainants from being abused after filing complaints? | ✓ | | The Company has undertaken in relevant regulations that no one that files a complaint will be treated inappropriately, and the designated unit will deal with the matter in accordance with relevant regulations. | No major difference |
| 4. Enhancing Information Disclosure Has the Company has disclosed the Ethical Management Best Practice Principles and the effect of implementation thereof on its website and Market Observation Post System? | ✓ | | The Company has built a website maintained by designated personnel to disclose relevant information regularly. | No major difference |
| 5. If the Company has established ethical management best practice principles based on "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies," please describe any discrepancy between the principles and their implementation: None. | | | | |
| 6. Additional important information that is helpful to understand the operation of the Company's ethical management:<br>The Company will at all times pay attention to the development of relevant regulations on ethical corporate management and, based on which, review and improve the "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" of the Company to improve the effectiveness of ethical corporate management. | | | | |

3.8 Other Important Information Regarding Corporate Governance:

Please refer to MOPS: https://mops.twse.com.tw

Or refer to the company's website: https://www.addcn.com

3.9 Internal Control Systems:

Please refer to MOPS: https://mops.twse.com.tw

3.10 Major Resolutions of Shareholders' Meeting and Board Meetings:

(1)Important resolutions of the shareholders' meeting in 2024 and as of the date of publication of the annual report:

| Date | Proposal | Implementation status |
|---|---|---|
| 06.13.2024 Annual Shareholders' Meeting | 1. 2023 Business Report and Financial Statements. | Implemented as resolved. |
| | 2. 2023 distribution of earnings. | Implemented as resolved. |
| | 3. New share issue through capitalization of earnings. | Implemented as resolved. |
| | 4. Amendments of the Articles of Incorporation of the Company. | Implemented as resolved. |
| | 5. Issuance of new restricted employee shares. | Implemented as resolved. |

| Date | Proposal | Implementation status |
|---|---|---|
| | 6. Election of the Company's Board Members. | Implemented as resolved. |
| | 7. Proposal for releasing the Prohibition on Directors from Participation in Competitive Business for newly elected directors and his/her authorized representatives. | Implemented as resolved. |

(2)Important resolutions of the board meetings in 2024 and as of the date of publication of the annual report:

| Date | Description of Proposal |
|---|---|
| 03.14.2024 | 1. Review the plan of the distribution of remuneration to directors, managers, and employees in 2023. |
| | 2. 2023 business report and financial statements. |
| | 3. 2023 earning distribution. |
| | 4. Proposal of new shares issued from earning. |
| | 1. 5. To commission KPMG Taiwan to conduct audit and certification of 2024 financial statements and profit profit-seeking enterprise income tax as well as relevant fees. |
| | 6. Amendment to the "Articles of Incorporation" of the Company. |
| | 7. Amendments to the "Rules of Procedure for Board Meetings" of the Company. |
| | 8. Amendments to the "Audit Committee Charter". |
| | 9. Amendments of "Preparation of ESG Report and Procedure of verification" and rename it to "Preparation of ESG Report and Procedure of Assurance". |
| | 10. 2023 "Effectiveness Evaluation of the Company's Internal Control System" and "Statement on Internal Control System". |
| | 11. Proposal of subscription of employee stock options. |
| | 12. Plan of subsidiary of Singapore subsidiary. |
| | 13. Review the plan of the distribution of performance bonus to the managers of the subsidiaries in the second half of 2023. |
| | 14. Proposal of directors re-election. |
| | 15. Acceptance of shareholders' proposals and nominations of directors and independent directors candidates. |
| | 16. Release of the new directors' and corporation representatives non-competition Obligation. |
| | 17. Convene 2024 annual shareholders' meeting. |
| 05.02.2024 | 1. Nomination of directors and independent directors candidates of 2024. |
| 05.14.2024 | 1. 2024 Q1 financial reports. |
| | 2. Plan of cancellation of new restricted shares to employees. |
| | 3. Application for loans from E.SUN Commercial Bank. |
| | 4. Proposal of investment in Uspace Tech Co., Ltd. |
| | 5. Amendment of the Company's "General Principles of Pre-approval of Non-Assurance Services Policy. |
| | 6. Amendment to the "Internal Control System" of the Company. |
| | 7. Amendment to the "Internal Audit System Implementation Rules" of the Company. |
| | 8. Plan of change for Corporate Governance Officer and CISO. |
| | 9. Review the appointment and salary adjustment of managers including the subsidiaries. |

| Date | Description of Proposal |
|---|---|
| 06.13.2024 | 1. Election of the sixth Chairman. |
| | 2. Appointment of members of Remuneration Committee. |
| 08.13.2024 | 1. 2024 Q2 financial reports. |
| | 2. Determination of record date of capitalization of earnings for issuing new shares. |
| | 3. Determination of earning distribution for cash dividend in the first half of 2024. |
| | 4. Amendment of the “Employees’ Remuneration Management Rules”. |
| | 5. Amendment of “Employee Incentive Bonus Regulations”. |
| | 6. Update of “2024 new restricted shares to employees regulation". |
| | 7. Amendment to the “Internal Control System” of the Company. |
| | 8. Amendment to the “Internal Audit System Implementation Rules” of the Company. |
| | 9. Nomination and authorization of a member of Board of Directors as administrative staff in internal auditing department. |
| | 10. Plan of 2023 ESG report. |
| | 11. Review the plan of the distribution of incentive bonus to the managers, including the subsidiaries, in the first half of 2024. |
| 11.12.2024 | 1. 2024 Q3 financial reports. |
| | 2. Application for guarantee extension from Cathay United Bank. |
| | 3. Application for loans from E.SUN Commercial Bank. |
| | 4. Cancellation of new restricted shares to employees. |
| | 5. Amendment to the “Corporate Governance Best Practice Principles “of the Company. |
| | 6. Amendment to the “Internal Control System” of the Company. |
| | 7. Update of company's "Sustainability Information Management regulation". |
| | 8. Amendment to the “Internal Audit System Implementation Rules” of the Company. |
| | 9. Company's 2025 internal audit plan. |
| | 10. Review the amount of the restricted phantom shares for the managers of subsidiaries in 2024. |
| | 11. Review 2024 restricted shares distribution proposal to employees. |
| | 12. Review the annual appointment, promotion, and salary adjustment of managers including the subsidiaries. |
| 12.19.2024 | 1. 2025 business plan. |
| | 2. Renewal of the liability insurance for the directors and supervisor s of the Company. |
| | 3. Amendment to the “Internal Control System” of the Company. |
| | 4. Amendment to the “Internal Audit System Implementation Rules” of the Company. |
| | 5. Amendment of the “Managers’ Remuneration Management Rules” Rule. |
| | 6. Review the annual bonus of the managers including the subsidiaries. |
| 03.11.2025 | 1. Review the plan of the distribution of remuneration to directors, managers, and employees in 2024. |
| | 2. 2024 business report and financial statements. |
| | 3. 2024 earning distribution. |
| | 4. To commission KPMG Taiwan to conduct audit and certification of 2025 financial statements and profit-seeking enterprise income tax as well as relevant fees. |
| | 5. Application for loans from E.SUN Commercial Bank. |

| Date | Description of Proposal |
|---|---|
| | 6. Amendment to the “Articles of Incorporation” of the Company. |
| | 7. Ratification of amendment to the “2024 new restricted shares to employees regulation". |
| | 8. Amendment to the “Self-inspection of internal control system evaluation procedures”. |
| | 9. Proposal of 2024 “Effectiveness Evaluation of the Company's Internal Control System” and “Statement on Internal Control”. |
| | 10. Amendment of the Company's "General Principles of Pre-approval of Non-Confirmed Services Policy. |
| | 11. Determination of record date of 2025 new restricted shares to employees. |
| | 12. Review the plan of the distribution of performance bonus to the managers of the subsidiaries in the second half of 2024. |
| | 13. Establishment of ”Announcement for acceptance of shareholders’ proposals” in 2025 annual shareholders’ meeting. |

3.11 If the directors or supervisors have different opinions about important resolutions adopted by the board in the latest year and as of the date of publication of the annual report, and there are records or written statements: None.

4. Audit Fee:

Unit: NT$ thousand

| Accounting firm | CPA name | Audit period | Audit fee | Non-audit fee | Total | Remarks |
|---|---|---|---|---|---|---|
| KPMG | Luo, Re-Chih | 01.01.2024 - 12.31.2024 | 3,850 | 1,504 | 5,354 | 1. Transfer pricing reporting.<br>2. Employee remuneration checklist reexamination.<br>3. Translation of 2023 comprehensive and individual statements.<br>4. Tax compliance audit.<br>5. Service fee of new shares dividends application review.<br>6. Service fee of review opinion for issuance of new restricted employee shares.<br>7. Service fee of assurance engagements on Greenhouse Gas in 2023. |
| | Yu, Sheng-Ho | | | | | |

5. Replacement of CPA:Note.

6. The Employment of the Company’s Chairman, General Manager, Financial or Accounting Manager with the Auditing CPA Firm or Its Affiliated Businesses in the ast Year: None.

7. Changes in Shareholding of Directors, Supervisors, Managers and Major Shareholders:

Please refer to MOPS: https://mops.twse.com.tw

8. Relationship among the Top Ten Shareholders:

04.19.2025 Unit: thousand share

| Name | Own shareholding | | Shareholdings of the spouse and minor children | | Shareholding in other people's names | | Name and relationship of top 10 shareholder who has the interested-party, a spouse or relative within the second degree of kinship | | Remarks |
|---|---|---|---|---|---|---|---|---|---|
| | Shareholding | Shareholding % | Shareholding | Shareholding % | Shareholding | Shareholding % | Name | Relationship | |
| Sheng Cheng investment Co., Ltd Representative:Liao, Shih-Fang | 5,433 | 9.06% | - | - | - | - | Liao, Shih-Fang | Responsible person | - |
| Qian Yi investment Co., Ltd Representative:Liao, Shih-Fang | 5,380 | 8.97% | - | - | - | - | Liao, Shih-Fang | Responsible person | - |
| Liao, Shih-Fang | 5,094 | 8.49% | 2,159 | 3.60% | 10,813 | 18.02% | Lin, Shu-Hui<br>Sheng Cheng investment Co., Ltd<br>Qian Yi investment Co., Ltd<br>i-View Process Post-Production Corp. | Spouse<br>Responsible person<br>Responsible person<br>Responsible person | - |
| Fidelity Series International Small Cap Fund | 3,559 | 5.93% | - | - | - | - | - | - | - |
| Cheng Yu investment Co., Ltd Representative: Lin, Hung-Chun | 3,150 | 5.25% | - | - | - | - | Lin, Hung-Chun | Responsible person | - |
| Lin, Shu-Hui | 2,159 | 3.60% | 5,094 | 8.49% | - | - | Liao, Shih-Fang | Spouse | - |
| Fidelity Series Featured International Small Cap Fund | 1,688 | 2.81% | - | - | - | - | - | - | - |
| Lin, Hung-Chun | 1,592 | 2.65% | 49 | 0.08% | 3,150 | 5.25% | Cheng Yu investment Co., Ltd | Responsible person | - |
| i-View Process Post-Production Corp. | 1,491 | 2.48% | - | - | - | - | Liao, Shih-Fang | Responsible person | - |
| Wu, Tsung-Hsien | 766 | 1.28% | - | - | - | - | - | - | - |

9. Ownership of Shares in Affiliated Enterprises:

Dec. 31, 2024 Unit: thousand shares; %

| Re-invested businesses | The Company's investment | | Investment by directors, supervisors, managers or directly or indirectly controlled businesses | | Total investment | |
|---|---|---|---|---|---|---|
| | Shareholding | Shareholding % | Shareholding | Shareholding % | Shareholding | Shareholding % |
| ADDcn Technology (Samoa) Co., Ltd | 33,760 | 100% | - | - | 33,760 | 100% |
| ADDcn Technology (Shenzhen) Ltd | - | 100% | - | - | - | 100% |
| ADDcn Technology (HK) | 11,000 | 79.79% | 1,393 | 10.10% | 12,393 | 89.90% |

# IV. Capital Overview

1. Capital and Shares:

1.1 Source of Capital:

(1)Issued Shares in the past five years:

Unit: thousand shares; NT$ thousand

| Date | Par Value (NT$) | Approved Capital | | Paid-in Capital | | Remarks | | |
|---|---|---|---|---|---|---|---|---|
| | | Shares | Amount | Shares | Amount | Source of Capital | Capital Increased by Assets Other than Cash | Others |
| 11. 2020 | 10 | 50,000 | 500,000 | 42,939 | 429,385 | New restricted employee shares | - | - |
| 08. 2021 | 10 | 50,000 | 500,000 | 42,937 | 429,370 | Retrieved New restricted employee shares | - | - |
| 02. 2022 | 10 | 100,000 | 1,000,000 | 50,799 | 507,985 | Earnings transferred to increase | - | - |
| 06. 2022 | 10 | 100,000 | 1,000,000 | 50,796 | 507,958 | Retrieved New restricted employee shares | - | - |
| 09. 2022 | 10 | 100,000 | 1,000,000 | 50,795 | 507,950 | Retrieved New restricted employee shares | - | - |
| 06. 2023 | 10 | 100,000 | 1,000,000 | 50,795 | 507,947 | Retrieved New restricted employee shares | - | - |
| 10. 2023 | 10 | 100,000 | 1,000,000 | 55,874 | 558,742 | Earnings transferred to increase | - | - |
| 12. 2023 | 10 | 100,000 | 1,000,000 | 55,874 | 558,739 | Retrieved New restricted employee shares | - | - |
| 07.2024 | 10 | 100,000 | 1,000,000 | 55,873 | 558,730 | Retrieved New restricted employee shares | - | - |
| 10.2024 | 10 | 100,000 | 1,000,000 | 59,999 | 599,993 | Earnings transferred to increase | - | - |
| 12.2024 | 10 | 100,000 | 1,000,000 | 59,999 | 599,990 | Retrieved New restricted employee shares | - | - |

(2)Type of Stock:

Unit: share

| Share Type | Authorized Capital | | | Remark |
|---|---|---|---|---|
| | Issued Shares | Un-issued Shares | Total | |
| Common Stock | 59,999,050 | 40,000,950 | 100,000,000 | Outstanding shares are TPEx listed. |

1.2 List of Major Shareholders:

04.19.2025 Unit: thousand shares;%

| Name \ Shares | Shareholding | % |
|---|---|---|
| Sheng Cheng investment Co., Ltd<br>Representative:Liao, Shih-Fang | 5,433 | 9.06% |
| Qian Yi investment Co., Ltd<br>Representative:Liao, Shih-Fang | 5,380 | 8.97% |
| Liao, Shih-Fang | 5,094 | 8.49% |
| Fidelity Series International Small Cap Fund | 3,559 | 5.93% |
| Cheng Yu investment Co., Ltd<br>Representative:Lin, Hung-Chun | 3,150 | 5.25% |
| Lin, Shu-Hui | 2,159 | 3.60% |
| Fidelity Series Featured International Small Cap Fund | 1,688 | 2.81% |
| Lin, Hung-Chun | 1,592 | 2.65% |
| i-View Process Post-Production Corp. | 1,491 | 2.48% |
| Wu, Tsung-Hsien | 766 | 1.28% |

1.3 Dividend Policy and Implementation Status:

(1)Dividend Policy:

According to the Company's Articles of Incorporation, if the Company has a profit at the year's final accounting, it shall first pay profit-seeking enterprise income tax and make up any losses from past years, and then make contribution of 10% of the balance to the statutory reserve, unless the statutory reserve reaches the amount of the Company paid-in capital. Special reserves may be set aside depending on the Company's operational needs pursuant to the laws and regulations. The remaining profits deducting the dividend distribution amount with the undistributed earnings at beginning of period (if any) shall be proposed for a distribution by the board of directors. The proposal shall then be submitted to the shareholders meeting for a resolution for the distribution.

The Company defined the allocation of dividend based on operation status, demands for funds, capital expenses and budgets, changes to internal and external environment, and the shareholder's equity. If no special circumstances must be considered, the allocation proportion should be more than 50% of distributable earnings of the current year. The dividend will be distributed in the form of stock dividends or cash dividends based on the Company's demand for funds in the future and the level of dilution of the capital stock. In principle the cash dividends shall not be lower than 10% of the total amount of the dividends. Only that the dividend type and percentage to be distributed are based on actual profits of the year and the status of the funds. The final result is subject to the resolution of the shareholders meeting.

(2)Proposed Distribution of Dividend:

2024 earnings distribution:

Unit: NT$ thousand

| 2024 | Approval Date | Payment Date | Cash dividend per share (NT$) | Total dividend (NT$) |
|---|---|---|---|---|
| 1st half | 08.13.2024 | 09.30.2024 | 5.16 | 288,304,422 |
| 2nd half | 03.11.2025 | 05.15.2025 | 5.30 | 317,994,965 |
| Total | | | 10.46 | 606,299,387 |

1.4 Impact of the Proposed Bonus Shares on the Company's Operating Performance and Earnings per Share by the Shareholders' Meeting: None.

1.5 Bonuses of Employees, Directors and Supervisors:

(1)The percentage or scope of the bonuses of employees, directors stipulated in the Articles of Incorporation:

If there is a profit for the year, the Company shall allocate not less than 1% of it for the employee bonus and not more than 3% for the directors' bonus. However, if there is still a cumulative loss, an amount to make up for the loss should be retained in advance.

Qualification requirements of employees, including the employees of subsidiaries meeting certain specific requirements, entitled to receive shares or cash in accordance with the preceding provisions.

(2)The basis for the estimation of the amount of bonus of employees, directors and supervisors in the current period, and the accounting treatment if there is a difference between the actual employee bonus paid in shares or cash and the estimated amount:

The amount of remuneration for employees, directors in the current period is estimated appropriately in accordance with the Articles of Incorporation and past experience of the Company before deducting the remuneration for employees and directors from the income from continuing operations before income tax of the current year.

(3)Bonus distribution as passed by the board meeting:

(A) Recommended Distribution of Employee Bonus and Directors' and Supervisors' Remuneration:

Unit: NT$ thousand

| Item ＼ Status | Remuneration of employees | | | Remuneration of directors and supervisors |
|---|---|---|---|---|
| | Cash | Stock | Total | |
| Annual recognized amount of estimated expenses (A) | 76,700 | 0 | 76,700 | 9,700 |
| Proposed allocation of the Board of Directors (B) | 76,700 | 0 | 76,700 | 9,700 |
| Discrepancy (B)-(A) | 0 | 0 | 0 | 0 |

(B) If there is any discrepancy between such an amount and the estimated figure for the fiscal year these expenses are recognized, the discrepancy, reasons therefor, and how it is treated shall be disclosed.: There is no discrepancy between such an amount and the estimated figure for the fiscal year these expenses are recognized, so not applicable。

(C) Employee bonus paid in shares as a percentage of the total amount of the current net profit after tax and the total employee bonus of the parent company only or each of companies' financial statements: The board of directors pays in cash through the allocation of remuneration, so it is not applicable.

(4)If there is a difference between the actual distribution of bonus of employees, directors and supervisors (including the number of shares, the amount and the share price) in the previous year and the provision for the bonus, please describe the difference, the reason and the accounting treatment:

Unit: NT$ thousand

| Item | Shareholders' Meeting resolution | Actual allocation | Discrepancy |
|---|---|---|---|
| Employee remuneration | 77,860 | 77,860 | - |
| Directors and Supervisors' remuneration | 9,420 | 9,420 | - |

1.6 Buyback of Treasury Stock:None.

2. Bonds:None.

3. Preferred Shares:None.

4. Global Depository Receipts:None.

5. Issuance of Employee Stock Options:None.

## 6. Issuance of New Restricted Employee Shares:

### 6.1 Issuance of New Restricted Employee Shares:

05.10.2025

| Type of new restricted employee shares | 2020 New restricted employee shares |
|---|---|
| Effective date | 09.04.2020 |
| Issuance date | 11.15.2020 |
| Number of new restricted employee shares distributed | 363,000 |
| Issuance price | Gratuitously distributed |
| Ratio of restricted employee shares issued to total shares issued | 0.85% |
| New restricted employee shares and vesting conditions | Employees may exercise their subscription rights based on the following schedule if they remain employed by the Company from the date the new restricted employee shares are allotted to the following dates, and if they have attained excellent ratings or above in their performance evaluation in the year before the dates:<br>1 year of service starting from the allotment date: 50%<br>2 years of service starting from the allotment date: 25%<br>3 years of service starting from the allotment date: 15%<br>4 years of service starting from the allotment date: 10% |
| Restrictions on of new restricted employee shares | 1.After receiving new restricted employee shares and before meeting vesting conditions, employees, except for inheritance, may not sell, pledge, transfer, give as a gift, use as collateral, or dispose of the new restricted employee shares or in any other means.<br>2.The rights to attend, propose, speak, and vote in the shareholders' meetings and any other rights of shareholders are assigned to the custodian to be exercised on behalf of the employees.<br>3.Except for the restrictions by the trust agreement, before the vesting conditions are met, employees' rights to restricted employee shares allotted in accordance with regulations, including but not limited to dividends, bonuses, the allotment rights of capital surplus, the subscription rights of capital increase by cash, and voting rights, are the same with the Company's outstanding ordinary shares without restrictions. Employees are entitled to receive cash dividends and stock dividends distributed by the Company. The cash and stock dividends distributed are deemed to have met the vesting conditions and are not required to be deposited in a trust.<br>4.Except for the aforementioned restrictions, the new restricted employee shares allotted to the employees in this round are the same as the ordinary shares issued by the Company before the vesting conditions are met. |
| Custody of new restricted employee shares | Declared trust management |
| Methods for processing employees' failure to meet vesting conditions after the allotment or subscription of new shares | After the allotment or subscription of restricted employee shares, employees who have yet to meet the vesting conditions may have their shares repurchased and extinguished by the Company without charge, unless the said employees have special conditions approved by the Company. |
| Number of new restricted employee shares recovered or repurchased | 6,725 |
| Number of new stocks with restricted rights released | 356,275 |
| Number of new stocks with restricted rights not yet released | - |
| Ratio of the number of unreleased restricted shares to the total number of issued shares (%) | - |
| Impact on shareholder equity | The company attracts and retains the professional talents required by the company, and enhances the Company's coherence and sense of belonging among employees to jointly create benefits for the Company and shareholders. The policies have a positive impact on shareholders' equity. |

6.2 The names and acquisitions of the managers and the top ten employees who acquired the New restricted employee shares:

05.10.2025

| | Title | Name | Acquired stock subscription shares | Acquired stock subscription shares to total issued shares ratio | Implemented | | | | Not implemented | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | Stock subscription shares | Stock subscription price | Stock subscription amount | Stock subscription shares to total issued shares ratio | Stock subscription shares | Stock subscription price | Stock subscription amount | Stock subscription shares to total issued shares ratio |
| Manager | General Manager | Wu, Tsung-Hsien | 264,000 | 0.44% | 264,000 | - | - | 0.44% | - | - | - | - |
| | Associate, Administrative Division | Lin, Mei-Hui | | | | | | | | | | |
| | Associate, Business Division | Qiu, Jian-Ming | | | | | | | | | | |
| | Director, Operational Expansion Division | Li,Jhong-Jhe | | | | | | | | | | |
| | Manager, Business Division | Hu,Bin-Jhih | | | | | | | | | | |
| | Manager, Business Division | Yu, Shou-Ren | | | | | | | | | | |
| | Manager, Business Division | Syu,Wun-Yi | | | | | | | | | | |
| | Manager, Business Division | Zeng, Rong-Huei | | | | | | | | | | |
| | Manager, Business Division | You, Jia-Ying | | | | | | | | | | |
| | Manager, Financial Division | Chang, Chiao-Ni | | | | | | | | | | |
| | Manager, HR Division | Chen, Siou-Huei | | | | | | | | | | |
| | Manager, Audit Division | Hsu, Yu-Yun | | | | | | | | | | |
| | Supervisor, IT Division | You, Shun-Yuan | | | | | | | | | | |
| | Manager, Public Relations | Yu, Chu-Yu | | | | | | | | | | |
| Employee | Editor, Operational Expansion Division | Zhong, ○-Xuan | 42,000 | 0.07% | 41,400 | - | - | 0.07% | - | - | - | - |
| | Deputy Editor, Operational Expansion Division | Xie, ○-Ming | | | | | | | | | | |
| | Deputy Editor, Operational Expansion Division | Cai, ○-Jiang | | | | | | | | | | |
| | Deputy Manager,, Business Division | Lin, ○-Ji | | | | | | | | | | |
| | Supervisor, Business Division | Hua, ○-Gang | | | | | | | | | | |
| | Supervisor, Operational Expansion Division | Lin, ○-Ji | | | | | | | | | | |

| | Title | Name | Acquired stock subscription shares | Acquired stock subscription shares to total issued shares ratio | Implemented | | | | Not implemented | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | Stock subscription shares | Stock subscription price | Stock subscription amount | Stock subscription shares to total issued shares ratio | Stock subscription shares | Stock subscription price | Stock subscription amount | Stock subscription shares to total issued shares ratio |
| | Supervisor, Business Division | Zeng, ○-Hua | | | | | | | | | | |
| | Team Leader, Business Division | Li, ○-Long | | | | | | | | | | |
| | Supervisor, Business Division | Li, ○-You | | | | | | | | | | |
| | Deputy Editor, Operational Expansion Division | Syu, ○-Sin | | | | | | | | | | |

None：Associate, Business Division-Qiu, Jian-Ming, Manager, Business Division-You,Jia-Ying, Deputy Editor, Operational Expansion Division- Xie, ○-Ming, Deputy Editor,Operational Expansion Division-Cai, ○-Jiang, Deputy Manager,, Business Division-Lin, ○-Ji, Team Leader, Business-DivisionLi,○-Long have resigned.

7. Status of New Shares Issuance in Connection with Mergers and Acquisitions:None.

8. Financing Plans and Implementation:None.

# IV. Operational Highlights

1. Business Activities:

1.1 Business Scope:

(1)Main areas of business operations:

The Company mainly deals in online trading platforms. The main entrance websites are: 591(Property Trading), 8891(Cars Trading), 518(Human Resource), 8591(Virtual Treasure Trading), 100(Interior Design), Tasker(Outsourcing), master945, Chickpt(Part-Time Human Resource), 8591.HK.

(2)Revenue distribution:

Unit: NT$ thousand

| Product Type | 2023 | | 2024 | |
|---|---|---|---|---|
| | Revenue | % | Revenue | % |
| Internet service income | 1,802,341 | 83.83 | 1,942,269 | 85.85 |
| Internet platform commission income | 347,534 | 16.17 | 320,060 | 14.15 |
| Total | 2,149,875 | 100.00 | 2,262,329 | 100.00 |

(3)Main products:

(A) 591 (Property Trading) (https://www.591.com.tw) providing property leasing, property trading and new project advertising and inquiry services for Taiwan's leading property and home service platform.

(B) 8891 (Cars Trading) (https://www.8891.com.tw) provide information release and query of the trading of preowned cars, preowned car dealers online shop services, new car information inquiry.

(C) 518 (Human Resource) (https://www.518.com.tw) committed to providing a fast, accurate and simple human resources search platform, so that business owners can easily and quickly find suitable talents, and job seekers can quickly find suitable jobs.

(D) 8591 (Virtual Treasure Trading) (https://www.8591.com.tw) is the largest online virtual treasure trading platform in Taiwan. C2C business model is adopted to provide a safe, fast and rich treasure trading platform for online game players.

(E) 100 (Interior Design) (https://www.100.com.tw) provides many excellent interior design companies' representative design case pictures, matching decorators and consumers, so that owners can easily find interior design inspiration.

(F) Tasker (Outsourcing)（https://www.tasker.com.tw）is the professional outsourcing platform is designed to matchmake the owner and talent. It dedicates itself to solving all the outsourcing demands quickly and effectively and allows talents to receive a good case.

(G) Chickpt (Part-Time Human Resource) (https://www.chickpt.com.tw) is the largest part-time job APP in Taiwan designed for matching college students and employers for part-time jobs. It is dedicated to creating a fast and safe job matching platform.

(H) master945（https://www.945.com.tw）includes professional stores of plumbing,

electrical, repairing, cleaning, etc. in Taiwan. Customers can receive a quotation from the master within 3 minutes after calling, and the masters can also post their album and information to rise the probability for the owner to initiate contact.

(4)New products development:

With the growing number of users and transactions/publications, each of platforms has different functional requirements in terms of cash flow, user experience and information needs. Therefore, new services development planned for future will be developed on existing infrastructure to provide better services for users of various platforms.

1.2 Industry Overview:

Please refer to page 47 of the Chinese annual report for the current situation and development of the industry, the relationship between the upstream and downstream industries, the development trends of products and the competition situation.

1.3 Research and Development:

(1)R&D Expenses in latest year:

Unit: NT$ thousand；%

| Item \ Year | 2024 | as of Mar. 31,2025 |
|---|---|---|
| R&D Expense | 91,428 | (Note) |

Note:There were remaining financial analysis has not been reviewed by accountants in the first quarter of 2025 as of the date of publication of the Annual Report.

(2)Technology or products successfully developed in the most recent years:

The company’s main products and technology are developed and designed by R&D team. All company’s R&D staffs have professional capabilities in the website and e-commerce, and more than 10 years relative experience to track new application constantly. We expect to the application in integration of different devices and core capabilities of design, development, testing, and website setting-up under the scope expansion and business strategies. Most systems, including email systems, online advertisement management systems, telephone systems, etc., are developed and designed by in-house engineers.

Please refer to Chapter 4.2 Product Innovation and Service Quality in the ESG Report for more technology or products successfully developed in the recent years.

1.4 Long-term and Short-term Development:

(1)Short -term Development:

(A) The Company implements payment plans for new platforms and continues to increase brand awareness to expand the user base and number of paid users and generate profits on the new platforms.

(B) The Company continues to develop diversified contents such as industry information and video contents to attract users with contents, increase user loyalty, and increase the traffic of each platform.

(C) The Company actively introduces more new services to mature platforms and uses advantages such as AI technology and lead in mobile applications to provide comprehensive information services and explore diverse forms of platform development.

(2)Long-term Development:

(A) The Company continues to develop new services and new businesses by leveraging the Company's business advantages and core competencies accumulated on online platforms. We integrate the developments with existing businesses to expand the ecosystem of the Group's services.

(B) The Company has more than 10 million members, and their consumer behavior data will become important assets for the future development of the platform. We will improve the algorithms for data processing and increase the benefits of data resources in order to provide a better user experience and satisfy consumer demand through technologies.

(C) The Taiwanese market is the foundation of the Company. In the future, we will use our experience in Taiwan to develop the Hong Kong market and other overseas markets. By focusing on technology, the Company will expand into more markets and create a business model with stable growth for the Company.

2. Market and Sales Overview:

2.1 Market Analysis:

(1)Service Region:

The Company is engaged in online trading platforms. In addition to serve domestic consumers, we have established 8591 virtual treasure trading platforms in Hong Kong to provide more online trading services for Hong Kong users.

(2)Market Share (%) of Major Product Categories in the Last Two Years:

Unit: billion;%

| Item | 2023 | 2024 |
|---|---|---|
| ADDcn Technology revenue | 2.15 | 2.26 |
| Information services revenue | 149.90 | 169.20 |
| ADDcn Technology market share | 1.43% | 1.34% |

Date source: Collated from Department of Statistics of Ministry of Economic Affairs and MOPS.

(3)Market Analysis of Major Product Categories:

Housing is an inelastic demand of the general public. The transaction volume of houses were increased to 300 thousand cases in 2019, and keeps it for 6 consecutive years. The demand in the real estate market is still strong and the rental housing market is also quite active because about half of the population in Taiwan has the need to rent a house. rental housing market is quite active. With the rapid growth of the internet usage rate in recent years, the users on both supply and demand sides of housing have changed their habit from off off-line to on on-line application. The postings on the Internet are not only effective but also have a wider coverage. Everyone can browse houses in any region of Taiwan via the Internet. The supply of the real real-estate platform will grow for potential demand.

The transaction volume of new cars in the recent ten years remained at a high level of 400 thousand although the delivery period was on hold due to epidemic in the recent five years. The transaction volume of used car grew steadily yearly to 900 thousand in 2023 and increased 14% of record high in 2024.

The online human resources market has been operated for 20 years and almost become matured. Over 80% of the candidates use online platform to send resumes, which has

become the necessary approach to entering the job market. The population of the smart phones and mobile networking systems in recent years pushes the competition platform to the mobile device market. The 518 Human Resource has overcome many challenges. With the support of the AI technology and the advantages at the mobile end. It creates 518 Human Resource with the talents in the service sector as the core and provides companies with total solutions of recruitment by working tightly with Chickpt (Part-Time Human Resource) and Tasker Outsourcing.

Taiwan's game industry is classified into PC and mobile games. Currently, the market has been matured, and there is a fierce competition between manufacturers. Therefore, differentiation must be the important market strategy of the games that will be introduced to the market. Mobile games industry has grown since 2014. According to the estimation of Newzoo, the global game market in 2024 was about USD 187 billion, and mobile games have accounted for 49% of this figure. As more and more people entered the mobile game industry, the game transaction platform must also keep up with the trend of market transfer.

(4)Competitive niches:

(A) The management team has rich experience.:

The company's operating team has more than 10 years of experience in network platform development and operation, with a complete technical team and flexible marketing team. The company's management team is sensitive to the market and is good at differentiating marketing and product design with creativity. Its vertical website has a place in Taiwan's Internet industry.

(B) Website has high brand awareness/huge membership advantages:

The total number of members of ADDcn websites is more than 16 million, which has laid the competitive advantage of the Company described as follows:

①591(Property Trading): The platform uses an extensive database of property owners, tenants, and buyers to create competitive advantages for the Company. It also expanded the scope of services to real estate transactions such as new housing projects, actual price registration, and financial services for mortgages to provide industry-leading service contents and superior user experience.

②8891(Cars Trading): The Company's competitive advantages are huge database of homeowners, tenants and buyers, and optimization of real estate transaction services, such as new projects and real-price registration. In recent years, we have actively strengthened the application of data and AI, such as VR house viewing, AI audio-visual house descriptions, smart titles and etc., to provide leading service content and users' experience.

③518 (Human Resource): With a large database of small and medium-sized enterprise owners and job applicants, the platform leverages mobile R&D technologies to provide corporate customers in the services industry with an optimized mobile device user experience. We created the first "Bear Rapid CV Delivery" function to optimize the complicated procedures for providing information that were required for job seekers in the past. We also use AI technologies to increase the matchmaking accuracy and efficiency for service professionals.

④8591(Virtual Treasure Trading): Accumulating the advantages of the vast number of players database to form the competitive advantage of the Company. In addition, we strengthened comprehensive website security system, such as membership

authentication, membership login IP judgment system, to ensure the equity of members and transaction security.

(5)Favorable and Unfavorable Factors in the Long Term:

【Favorable Factors】

(A) We accumulated over 10 million members of the brand loyalty by unique multi-brand website business model, and continue to invest in the development of new livelihood website, create more new trading markets, in order to enhance the sustainable development of matchmaking transaction markets.

(B) Through integration of advanced AI and deep data analysis, we have continuously optimized users' experience for further improvement or the traffic and customer stickiness of the websites.

(C) Cooperating with banks to provide a variety of cash flow services, providing consumers and website operators with an excellent and perfect payment mechanism.

【Unfavorable Factors】

(A) Smart phones have become popular and mobile APP has been on the market in recent years, changing the mode of people's communication and Internet access. If we cannot adjust to the current situation, the advantages of information monopoly of the future website platform will be divided in succession.

(B) The domestic Internet market is limited, and the lack of Internet talents makes it difficult to select and cultivate talents.

(C) The Company accumulates a large amount of member information. If the information security situation occurs, the Company may face the risk and loss of operation.

【Countermeasures】

In terms of information security countermeasures, the Company has adopted a large number of control and prevention measures to prevent hackers from intruding the database and Internet information security protection mechanism, including strict security management measures, password management measures, data management measures. It has also introduced a personal capital management system and established a rigorous personal capital management manual and education system. It was certified by BSI BS 10012:2009 Personnel Information Management System (PIMS) international standard in May 2016, which guarantees our members on international level.

The Company has been deeply immersed in AI algorithms for years and improved the intellectualization of products and services through machine learning and data analysis, so we can accurately master users' behavior, provide personalized recommendations and improve users' experience significantly. Furthermore, we continue to enhance the AI functions in the app to ensure that users can obtain the information they need anytime and anywhere rapidly and matchmake effectively. We will strengthen our market competitiveness and continue to promote business growth and sustainable development through continuous innovation.

2.2 Important Usages and Production Processes of Our Main Products:

(1)Important usage of major products:

The online transaction platform is the main business of the Company.

(2)Production processes for major products:

The online transaction platform is the main business of the Company and, thus, it is not applicable.

2.3 Supply Status of Main Materials:

The online transaction platform is the main business of the Company and, thus, it is not applicable.

2.4 Major Suppliers and Clients:

(1)Names of customers who accounted for more than 10% of the total amount of goods purchased/sold in the past two years, the amounts and percentages of the goods purchased/sold and the reasons for the increase or decrease:

The online transaction platform is the main business of the Company and, thus, it is not applicable.

(2)Major clients in the last two calendar years:

The Company belongs to e-commerce, and its sales target is mainly general consumers, so there are no customers who account for more than 10% of the total sales.

3. Human Resources:

| Item \ Year | | 2023 | 2024 | as of Mar. 31, 2025 |
|---|---|---|---|---|
| Number of employees | Manager | 21 | 21 | 21 |
| | Staff | 445 | 437 | 445 |
| | Total | 466 | 458 | 466 |
| Average age | | 34.60 | 31.66 | 31.08 |
| Average service year | | 5.27 | 5.43 | 5.24 |
| Academic distribution | Master's degree | 3.43% | 3.49% | 3.43% |
| | College | 83.69% | 82.97% | 78.11% |
| | high school | 7.08% | 8.08% | 8.15% |
| | Below high school | 5.79% | 5.46% | 5.36% |

4. Environmental Protection Expenditure:

The Company did not suffer from any loss or penalty due to environmental pollution in the past year and as of the date of publication of the annual report.

5. Labor Relations:Please refer to page 55 of the Chinese annual report.

6. Cyber Security Management: Please refer to page 57 of the Chinese annual report.

7. Important Contracts:

| Contract Type | Counterparty | Contract Start and Ending Dates | Contents | Restrictions |
|---|---|---|---|---|
| Supply of labor | ADDcn Technology (Shenzhen) Ltd | Jan.01,2024~ Dec.31,2024 | Offshore labor | - |
| Trust contract for collection and payment transfer of online transactions | Trust Division, E.Sun Bank | Sep.21, 2016 to Dec.31, 2017.<br>If both parties have no written objection to the renewal of the contract for one month after the expiration of the contract, the contract will be automatically extended for one year from the expiration date of the contract, and will be the same afterwards. | Collection and payment transfer of online transactions | - |

# V. Review of Financial Conditions, Operating Results, and Risk Management

1. Analysis of Financial Status:

Unit: NT$ thousand; %

| Item \ Year | 2023 | 2024 | Difference | |
|---|---|---|---|---|
| | | | Amount | % |
| Current assets | 1,803,317 | 1,947,257 | 143,940 | 7.98% |
| Investment by Equity method | 93,238 | 111,169 | 17,931 | 19.23% |
| Property, plant and equipment | 1,109,175 | 1,102,451 | (6,724) | -0.61% |
| Intangible assets | 67,135 | 60,174 | (6,961) | -10.37% |
| Other assets | 522,998 | 874,178 | 351,180 | 67.15% |
| Total assets | 3,595,863 | 4,095,229 | 499,366 | 13.89% |
| Current liabilities | 1,277,049 | 1,275,564 | (1,485) | -0.12% |
| Non-current liabilities | 265,112 | 497,123 | 232,011 | 87.51% |
| Total liabilities | 1,542,161 | 1,772,687 | 230,526 | 14.95% |
| Interests attributable to parent company owner | 2,036,076 | 2,305,882 | 269,806 | 13.25% |
| Capital stock(Note 1) | 558,739 | 599,991 | 41,252 | 7.38% |
| Capital surplus | 383,929 | 384,976 | 1,047 | 0.27% |
| Retained earnings | 1,435,052 | 1,617,957 | 182,905 | 12.75% |
| Other equity interest | (341,644) | (297,042) | 44,602 | -13.06% |
| Non-controlling interests | 17,626 | 16,660 | (966) | -5.48% |
| Total equity | 2,053,702 | 2,322,542 | 268,840 | 13.09% |

Variations exceeding 20% in the most recent two years to the amount of more than NT$ 10 million:

1. The change of other assets resulted from the new investment of financial assets at fair value through profit and loss, and the purchase of offices for the operating needs in the future (with leases) in 2024.
2. The change of non-current liabilities resulted from the loans from banks for the purchase of offices.

2. Analysis of Financial Performance:

Unit: NT$ thousand; %

| Item \ Year | 2023 | 2024 | Difference | % of change |
|---|---|---|---|---|
| Operating revenues | 2,149,875 | 2,262,329 | 112,454 | 5.23% |
| Operating costs | 647,007 | 684,641 | 37,634 | 5.82% |
| Gross profit | 1,502,868 | 1,577,688 | 74,820 | 4.98% |
| Operating expenses | 668,079 | 704,740 | 36,661 | 5.49% |
| Operating income | 834,789 | 872,948 | 38,159 | 4.57% |
| Non-operating income and expenses | 64,099 | 70,545 | 6,446 | 10.06% |
| Income from continuing operations before income tax | 898,888 | 943,493 | 44,605 | 4.96% |
| Income tax expense | 193,438 | 185,882 | (7,556) | -3.91% |
| Continued business unit net income | 705,450 | 757,611 | 52,161 | 7.39% |
| Closed business unit profit (loss) | - | - | - | - |
| Net income | 705,450 | 757,611 | 52,161 | 7.39% |
| Other comprehensive income (net after tax) | (18,380) | 44,569 | 62,949 | -342.49% |
| Total comprehensive income | 687,070 | 802,180 | 115,110 | 16.75% |
| Net profit attributable to the Stockholders of the parent | 710,779 | 759,686 | 48,907 | 6.88% |
| Total comprehensive income (loss) attributable to the Stockholders of the parent | 683,933 | 803,146 | 119,213 | 17.43% |

Variations exceeding 20% in the most recent two years to the amount of more than NT$ 10 million:

1. Main reasons other comprehensive income:
   (1) The exchange rate fluctuates violently, resulting in large exchange differences in the translation of financial statements of foreign operating institutions
   (2) Due to the investment evaluation of equity instruments measured at fair value through other comprehensive profit and loss.

The Company establishes the annual performance goals with reference to the environment of the industry, future supply and demand on the market, the number of the members, and previous operating performance. The Company also enhances internal management efficiency, improve operating performance, and develop new business. Continuous growth of the sales amount is expected in the coming year.

3. Analysis of Cash Flow:

3.1 Cash Flow Analysis for the Current Year:

Unit: NT$ thousand; %

| Item | 2023 | 2024 | % of change | |
|---|---|---|---|---|
| | | | Amount | % |
| Operating activity | 793,705 | 809,886 | 16,181 | 2.04% |
| Investing activity | (197,590) | (312,802) | (115,212) | 58.31% |
| Financing activity | (457,621) | (304,920) | 152,701 | -33.37% |
| Foreign exchange rate effect | 5,356 | 10,263 | 4,907 | 91.62% |
| Net cash flow | 143,850 | 202,427 | 58,577 | 40.72% |

The main reasons for the recent changes in cash flow are as follows:

1. The variation in the investment activities was mainly due to purchase of an office and the resultant cash outflow in this period.And Additions to cash outflows from investments in financial assets measured at fair value through profit or loss.
2. The variation in the financing activities was mainly due to The company's articles of association have been amended, and the cash dividend has been changed to a semi-annual distribution. Therefore, the cash dividend for 2023 and first half of 2024 are distributed simultaneously in last period.
3. The Foreign exchange rate effect was mainly due to the large change in exchange rate in last period.

3.2 Improvement plan for lack of liquidity:

It was net inflow this year, so there is no shortage of cash.

3.3 Liquidity analysis for the next year:

It is expected that the revenue of the next year will continue to increase. Meanwhile, the Company is in the growing and profit-making stage and there is no likelihood of insufficient capital liquidity or cash deficiency.

4. Major Capital Expenditure Items:

Since the Company’s operation status is in good condition, the cash inflow from the business operation is stable, and the fund of major capital expenditure for purchase of real-estate for own use in the most recent years came from the working capital of the Company, there was no significant impact on the Company’s finance.

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

5.1 Reinvestment policy in the past year:

Based on the operation needs and consideration of future development, the Company is going to invest in the companies related to the main business of the Company, and an improved overall operating performance is expected by doing so.

Unit: NT$ thousand

| Invested company | Shareholding percentage | Gain (loss) recognized in the most recent years | Policy | Main causes of profit or loss | Rectification | Investment plans for the next year |
|---|---|---|---|---|---|---|
| ADDcn Technology (Samoa) Co., Ltd | 100% | 38,950 | Offshore holding company | Investment income recognized for investee’s profit. | - | - |
| ADDcn Technology (Shenzhen) Ltd | 100% | 46,808 | Provision of maintenance, operations, and customer services for ADDcn Technology Co., Ltd | Providing labor services and proper cost control | - | - |

| Invested company | Shareholding percentage | Gain (loss) recognized in the most recent years | Policy | Main causes of profit or loss | Rectification | Investment plans for the next year |
|---|---|---|---|---|---|---|
| ADDcn Technology (HK) Co., Ltd | 79.79% | (8,193) | Development of oversea markets | The advertising budget declined because agents tend to be conservatives due to the market environment. | - | - |
| digit marketing Co., Ltd | 28.79% | 42,690 | Advertising for the platform’s operation | This company's deep commitment to the industry is complemented by the company's reputation of brand to increased profitability. | - | - |

5.2 Main reasons for profit or loss and improvement plan:

Loss from investment of the Company: ADDcn Technology (HK) Co., Ltd built the new platform 8591, which has not achieve the goal of market share at the current stage but organized marketing and advertising events on an irregular basis. These were the main factors leading to the slight loss of the company; The advertising budget of 591.com declined to result in a decrease in revenue because agents tend to be conservatives due to the market environment. The platform was closed in the middle of 2024, resulting in a significant decrease in losses for ADDcn Technology (HK) Co., Ltd compared to last year.

5.3 Investment plan in the coming year: None.

6. Analysis of Risk Management:

6.1 Impact of Changes in Interest Rates, Foreign Exchange Rates and Inflation on Corporate Finance, and Future Response Measures:

(1)Interest rate

The Company applied for bank loans for purchase of an office in the current period. The interest rate was about 1.95% ~ 2.30% and the generated interest cost was NT$6,990 thousand, occupying 0.31% of the net operating revenue. The ratio was very low and, thus, the change of the interest rate would not increase the expenses of the Company.

The Group mainly deposits the funds in current and time deposits. The interest revenue in 2024 and 2023 was NT$ 12,106 thousand and NT$ 10,737 thousand accounting for 0.54% and 0.50%, respectively, of the operating revenue. Since the ratios were quite small, the impact on the Group’s profit was limited.

(2)Exchange rates

The Group’s amounts of purchase and sale are denominated in NT$. The exchange gain (loss) in each year is mainly from the collection and payment of service costs between affiliates. The consolidated exchange gains (losses) in the most recent two years accounted for less than 1% of the net operating revenue and operating profit, respectively, showing that variation of the exchange rate did not have any material effect on the Group’s profit.

(3)Inflation

The Group has not been significantly affected by inflation so far. We will continue to pay attention to the overall price level and the changes in the market, and will appropriately adjust the price and control the cost structure in response to the market condition.

6.2 Policy on high-risk, high-leverage investments, loaning of funds, endorsements and guarantees as well as derivatives transactions, major causes for profits or losses and future countermeasures:

The Group focuses on the operation of the main business. Our financial management is based on the principle of conservation and stability, and we are not engaged in any high-risk and high-leverage investment. The Group has established regulations for loaning funds to others, endorsements, guarantees, and derivatives trading. Up to the prospectus' publication date, the Group had never been engaged in loaning funds to others, endorsements, guarantees, and derivatives trading.

6.3 Future research and development projects, and expenditures expected in connection therewith:

The Group’s future research and development plans will utilize the knowledge and technology related to the network structure accumulated by the Group to continue optimizing the service of the original portal and developing new application services. By providing novel, various, convenient functions on the website, we can enhance customers’ loyalty, attract new members, and expand the market share continuously to become a network operator that combines the development, operations, and promotion of websites.

The Group's R&D expenses in 2024 and 2023 were NT$ 91,428 thousand and NT$ 103,871 thousand accounting for 4.04% and 4.83%, respectively, of the revenue in the current year. In the future, we will depend on the operation status, profit-seeking targets in line with the product development plan of the Company to use our resources in R&D to develop new products that meet the market trend and customer’s needs. The Company plans to invest approximately 3% to 10% of the total revenue for the year in R&D expenditures in 2025.

6.4 Financial impacts and responsive measures in the event of changes in local and foreign regulations:

The Group not only follows relevant domestic and foreign laws and regulations to conduct the operation, but also pays constant attention to the policy development trends and changes of laws and regulations in Taiwan and foreign countries. We assign professional personnel to attend internal and external training courses irregularly to understand the changes of the political and economic situation in Taiwan and foreign countries. So far, the Group’s financial operations have not been significantly affected by the changes in domestic and foreign policies or regulations.

6.5 The impact on the Company's financial operations of developments in science, technology, and industry, and the measures the Company plans to adopt in response:

With the improvement of technology, the fast growth of the global computer usage, and the upgrade of broadband service in recent years, the penetration rate of the computer and Internet becomes higher and the living style changes as a result. Since the establishment, the Group has continued to improve the service quality and made efforts to provide new online new functions. We have also looked for new applications of related information services to provide convenient, service-oriented and completed platforms. Meanwhile, we have paid constant attention to the changes in the industrial technology and the development trend of e-commerce to quickly response to the situation and grasp opportunities to increase profit. Hence, the development in science, technology, and industry has a positive impact on the Group’s financial operations.

The Company has endeavored to ensure the control and management of the information security and the personal data protection. We established the committee for assessment of information management which is responsible to promote, coordinate, and supervise the

matters relating to the protection of information of the Company in 2013. Meanwhile, we also engaged the third-party certification unit to regularly assess the information security of the Company. Also, the Company passed the SGS international certification and BS 10012 PIMS (Personal Information Management System) in 2016. We maintain the information security regularly every year and continue to pass the certification to preserve its effectiveness to ensure the highest-level protection of the clients' information under multi-layers information security controls. In addition, to protect clients' rights of privacy, the Company set up the 'Privacy Policy' page on the official website that reports the collection, process, use of clients' information which comply with the regulations related to 'Personal Data Protection Act'. We also established "Personal Data, Document and Record Management Procedure," "Personal Data Inventory and Risk Management Procedure," "Accident Response Management Procedure," "Personal Data Audit and Corrective/Preventive Management Procedure" and "Personal Data Outsourcing Management Procedure." All persons must only process and use the necessary information based on the well-defined authorized regulation. The information must be properly preserved according to the regulation of the inventory form and be deleted effectively depending on the retention period. In addition, we have engaged a third-party certification unit to scan the internal and external information security of the Company every year since 2014 to ensure the information environment and technology is secure. Since the same year, the inspection overview and the planning of information security of the current year have been regularly submitted to the board of directors meeting.

The Company adopted the best technology to guarantee the security of the clients' personal data. Currently, we use the Secure Sockets Layer (SSL) mechanism (256Bit) to encrypt the data transmission, and install firewall to prevent the clients' personal data from illegal access by illegal attacks. Meanwhile, we cooperated with the Internet service provider to expand network resources to further prevent Distributed Denial-Of-Service attack, and provided Content Distribution Network to be able to transmit the service contents to the users more quickly, reliably and efficiently. To provide the service that is more suitable to the clients, we use Cookie to receive and record the servers' data including IP Address and Cookies which to be used in the work of updating products and optimizing Internet service. To improve the network security, we have equipped the websites with HTTPS which is an encrypted transfer protocol secure to protect the privacy of transaction information in 2014. Since the establishment, the Company has never received incidents that could have impact on the personal data security, which sufficiently proves that the Company takes the establishment and fulfillment of the information security policy very seriously.

In addition, the occurrence of the network and information security incident could have partially evolved into the personal data breach. Therefore, the Company brought in 'Face Recognition System' and 'Employee Internet Access Identification System' to strength control over the personnel access in 2019. Meanwhile, we actively found an insurance company to insure 'Cyber Insurance' to effectively reduce the losses and damages caused by the occurrence of incidents.

6.6 The Impact of Changes in Corporate Image on Corporate Risk Management, and the Company's Response Measures:

Since the establishment, the Group has focused on operating the main business, developing products, taking internal management seriously and complying with relevant laws and regulations strictly; so far, no impact that damaged the Group's image has occurred. We will completely comply with relevant laws and regulations, implement every requirement of the corporate governance and consult with experts timely to lower the risk and the impact on the Group's financial operations as a result thereof.

6.7 Expected Benefits from, Risks Relating to and Response to Merger and Acquisition Plans:

The Group did not have in-progress merger projects or plans of merging other companies in the most recent year and up to the publication date of the prospectus. The Company has established the "Audit committee." We will consider the synergy of merger with prudent assessment if there is any merging plan, and submit it to the Audit committee for review to secure shareholders' interests.

6.8 Expected Benefits from, Risks Relating to and Response to Factory Expansion Plans:

The Group is not a manufacturer; thus expansion of plants is not applicable. Also, for the platform expansion plan, the Group will utilize the operation planning, market assessment, product design and financial estimation to assess the risk and provide responsive strategies for them.

6.9 Risks Relating to and Response to Excessive Concentration of Purchasing Sources and Excessive Customer Concentration:

(1)Purchase

The Group's 8591 Virtual Treasure Trading, 591 Property Trading, 8891 Cars Trading and 518 Human Resource are online transaction platforms that do not procure or manufacture physical product. Hence, there is no purchase consolidation risk.

(2)Sales

Due to the characteristics of the Group's business, there is no specific buyer. The total revenue of top-10 customers only accounts for less than 10% of the consolidated operating revenue and, thus, there is no sales consolidation risk.

6.10 Effects of, Risks Relating to and Response to Large Share Transfers or Changes in Shareholdings by Directors, Supervisors, or Shareholders with Shareholdings of over 10%:

In the most recent year and up to the publication date of the prospectuses, there is no major transfer of shareholding by directors or major shareholders with more than 10% of shareholding.

6.11 Effects of, Risks Relating to and Response to the Changes in Management Rights:

The Company's shares are mainly held by directors and employees who have a strong sense of mission toward the Company and participate in significant decisions on a long-term basis, maintaining a high-growth and best operating performance of the Company in recent years. We will also uphold an operational and ethical belief of steadiness and integrity to obtain the recognition from all shareholders towards the management team. Therefore, the Company will not have impact and risk due to changes of the management power.

6.12 Litigation or Non-litigation Matters:

(1)Major ongoing lawsuits, non-lawsuits or administrative lawsuit:None.

(2)Major ongoing lawsuits, non-lawsuits or administrative lawsuits caused by directors or shareholders with over 10% shareholdings:None.

6.13 Other significant risks and corresponding countermeasures:None

7. Other Major Risks:None.

# VI. Special Disclosure

1. Summary of Affiliated Companies:Please refer to Market Observation Post System (https://mops.twse.com.tw).
2. Private Placement Securities in the Most Recent Years: None.
3. Other Necessary Supplementary Notes: None.
4. Matters according to the Article 36.3.2 of the Securities and Exchange Act of Taiwan in the most recent year and up to the date of printing of this Annual Report which have significant impact to Shareholders' Equity or stock price: None.