互盛

Stock Code: 2433

Huxen Corporation

2025 Annual Report

April 18, 2026

The website for inquiry about this annual report:

https://mops.twse.com.tw/

https://www.eosasc.com.tw

I. Name, title, telephone number, and email address of the spokesperson and acting spokesperson:

Name of spokesperson: Hsieh, Shu-Hui
Title: Comptroller
Tel: (02)2345-8009
E-mail: account01@eosasc.com.tw

Name of acting spokesperson: Ma, Feng-Ru
Title: Specialist
Tel: (02)2345-8009
E-mail: account01@eosasc.com.tw

II. Address and telephone number of the head office and branches:

Name	Address	Telephone
Head Office	7F, No. 2, Sec. 5, Xinyi Rd., Taipei City	(02)2345-8009
Branches	Various counties and cities across Taiwan (please refer to pages 90–91)	(please refer to pages 90–91)

III. Stock transfer agency:

Name: Department of Shareholder Services Agency, Yuanta Securities Co., Ltd.
Address: B1, No. 67, Section 2, Dunhua South Road, Da'an District, Taipei 106
Website: https://www.yuanta.com.tw
Tel: (02)2586-5859

IV. Independent auditors of the most recent annual financial report:

Name of CPAs: Huang Hai-Yue, Chi Jui-Chuan
Name of Accounting Firm: Deloitte & Touche
Address: 20F, No. 100, Songren Rd., Taipei City
Website: https://www.deloitte.com.tw
Tel: (02)2725-9988

V. Information on overseas listed securities trading: None.

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

Contents

One. Report to Shareholders

Dear Shareholders:

The Company focuses on the development of its main business, operates steadily, maintains its core competitiveness, and strengthens the integration of resources to strive for breakthroughs in order to enhance its growth and profitability. The following is the summary of the Company's results of operations for 2025 and its business plans for 2026:

I. 2025 Operating Results

(I) Implementation Results of Operating Plans, Budget Execution, and Status of Research and Development

In 2025, consolidated operating revenue was NT$2,718,776 thousand (hereinafter the same). Overall budget control remained effective, with an operating expense ratio of 21%, a slight increase of 1%, and net profit after tax was NT$440,194 thousand.

1. The strategy for the Taiwan Business in 2025 was to continuously focus on developing the core photocopier market to build a foundation for cumulative service supply and profitability. Revenue reached a five-year high, with net income growing by 0.6%. Among the segments, office automation (OA) products accounted for 85%; driven by proactive target-opening initiatives, major project acquisitions were successful, resulting in a 2% revenue growth. Communication products accounted for 13%, with revenue increasing by 22% due to the execution of major engineering projects.
2. The Mainland China Business primarily derives revenue from rentals. Affected by the overall macroeconomic environment, budget reductions, and weakened purchasing power among corporate clients, the 2025 strategy focused primarily on maintaining the core business base. Driven by a 1.6% increase in contract renewal rates and a 100% warranty sign-up rate, net income maintained a slight growth despite a decline in revenue.
3. As the Company primarily engages in marketing and sales operations, it incurred no product R&D expenses. In 2025, the Company focused on office hardware and software demands, providing one-stop integrated solutions, as well as developing and introducing new software. Software services accounted for 2% of revenue, with a revenue growth rate of -4%, as subleasing performance has not yet fully materialized. Moving forward, the Company will strengthen the development of software services to create competitive differentiation.

(II) Financial Receipts, Expenditures, and Profitability Analysis

In 2025, the Company's earnings per share after tax was NT$3.05, representing a decrease of NT$0.23 compared to the previous year. Parent company only revenue increased by 5% compared to the previous year, while consolidated revenue decreased by 1%. In terms of consolidated financial structure, the current ratio was 207% and the debt-to-asset ratio was 44%, both remaining sound.

Unit: NTD in Thousand

Item / Year		2025	2024	Increase (decrease)
Operating revenue	Consolidated	2,718,776	2,759,859	(41,083)
	Parent Company Only	1,467,660	1,399,478	68,182
Income before Tax Margin(%)		33%	37%	(33,196)
Net Income (attributable to parent company)		440,194	473,390	(33,196)
Earnings per share, net (NT$)		3.05	3.28	(0.23)

II. Impact of External Competitive Environment, Regulatory Environment, and Overall Operating Environment

According to forecasts by Taiwan’s major economic research institutions, Taiwan’s economy in 2026 will continue to show a growth pattern of “moderate strength both domestically and externally.” Benefiting from growth in corporate profits and the investment boom driven by AI technology, the domestic demand market is shifting toward structural upgrading. However, due to the persistent uncertainties such as global geopolitical crises, U.S. tariff policies, and fluctuations in global trade, confidence in Taiwan’ s domestic demand may be indirectly affected.

Facing the challenges of the current situation, the Company will combine digital transformation with a sound financial structure and adopt a three-in-one business strategy of “deepening technology, expanding business, and risk control.” We will continue developing digital services and AIoT solutions, and with flexible customization capabilities, create and satisfy the diverse needs of large, medium-sized, and small enterprises, building differentiated advantages for short- and medium-term growth.

In addition, in response to the government’s active guidance of enterprises toward the ESG era, the Company continues to integrate office energy-saving and carbon reduction equipment and services to assist enterprises in responding to changes in the regulatory environment and meeting ESG needs in environmental protection, social responsibility, and corporate governance. To this end, in addition to requiring suppliers to comply, the Company has introduced energy-saving and carbon reduction software and hardware products, and continues to build the best partnership and investment platform for customers, partners, shareholders, and society as a whole.

Looking ahead to 2026, the Company will face environmental variables with cautious optimism, seize business opportunities brought by market trends, and continue to satisfy customers through a value-added integration platform, extending the needs of existing loyal customers and expanding the development of new customers with “one-stop office integration services.”

III. Summary of 2026 Business Plan and Future Development Strategy

(I) Business Plan

1. ESG Net-Zero Transformation

(1) Visualized environmental protection services: Using @Remote IoT technology and “smart customer service” digital tools, provide customers with a visualized “Green Report” to promote low-energy-consumption office equipment and digital document carbon reduction services, thereby expanding business opportunities.

(2) Low-carbon office solutions: Transform print volume management into a carbon reduction strategy to help corporate customers achieve efficient, low-carbon operational goals in 2026, the first year of carbon fee collection.

2. Digital Empowerment Business Opportunities: Shift Toward “Subscription-Based” and “Integrated Software and Hardware” Services

   (1) From selling equipment to selling services: The industry focus has shifted from selling hardware to cloud subscriptions (SaaS), such as promoting photocopier cloud office solutions, solving enterprises’ pain points in maintenance and upgrades, and lowering implementation barriers.

   (2) Integration of IoT and information security: With the popularization of mobile office applications such as electronic document applications, roaming printing, and mobile extensions, the connection security between devices and the cloud has become a key consideration for enterprises when choosing service providers.

   (3) Service platformization and smart transformation: Continue to focus on increasing the market share of office machines and leverage a digital service value-added platform combined with online + offline intelligent customer service to satisfy customers’ diverse needs.

3. In line with the aforementioned management guidelines and action plans, the goals for 2026 in securing the foundation and creating breakthroughs include:
   - Achieving a 100% repurchase (contract renewal) rate;
   - Achieving zero expedited service requests (0 rush orders) and zero customer complaints;
   - Optimizing digital tool processes to achieve a 100% customer service call-in rate;
   - Accumulating the total operating units of photocopier sales to reach over 24,000 units.

(II) Future Development Strategy

Looking ahead to the future, the core layout of the Company’s market development will remain focused on the dual-track development of ESG net-zero transformation and digital empowerment business opportunities, regarding this as the growth momentum for actively accumulating energy in the short and medium term. Furthermore, premium service and customer satisfaction are the Company’s primary business principles. We will continue to strengthen professional and premium services across pre-sales, sales, and after-sales stages, enabling customers to enjoy and be satisfied with the services provided by the Company, and becoming good partners working together for a win-win outcome.

Leveraging its expertise and resources cultivated over more than 40 years in the office equipment and information and communications markets, the Company will continue to respond to trends and develop diversified integrated services, with the aim of becoming the “best provider of integrated digital office services” and assisting enterprises in moving toward an intelligent, low-carbon, and sustainable future to realize an efficient, low-carbon office vision. The Company is confident that it will continue to create higher performance for all shareholders in return for their care and support.

Chairperson: Liao, Ching-Chang

Two. Corporate Governance Report

I. Information on Directors, General Manager, heads of departments and branch units

(I) Director
Directors' Data (I)

April 18, 2026

Title	Nationality/Place of Registration	Name	Gender Age	Date of Election (Appointment)	Term	Date First Election	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shares Held in Others' Names		Education and Work Experience	Positions Concurrently Held in the Company and Other Companies	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Remark
							Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)			Title	Name	Relationship	
Chairperson	R.O.C.	Liao, Ching-Chang	Male 51~60	2024.06.18	3	2016.08.10	0	–	0	–	–	–	–	–	General Manager of Aurora Telecom Co., Ltd./Master of Business Administration at Taiwan University	Chairperson of Aurora Leasing Corporation	–	–	–	
Director	R.O.C.	Aurora Holdings Incorporated (Note1)	–	2024.06.18	3	1992.09.26	39,359,689	27.24	39,359,689	27.24	–	–	–	–	–	–	–	–	–	
	R.O.C.	Representative: Chuang, Hsiao-Chen (Note2)	Male 71~80	2024.06.18	3	2003.05.29	0	–	1,875	0.00	–	–	–	–	Independent Director of Hitron Technologies Inc./2-year Physical Education Department of Taipei City Sports Junior College	Independent Director of Formosa Advanced Tech Co., Ltd. Independent Director of Interactive Digital Technologies Inc. Director, Chen Yung-Tai Sustainability Foundation Director, AURORA Foundation	–	–	–	
Director	R.O.C.	Aurora Holdings Incorporated (Note1)	-	2024.06.18	3	1992.09.26	39,359,689	27.24	39,359,689	27.24	–	–	–	–	–	–	–	–	–	
	R.O.C.	Representative: Chen, I-Hsiung	Male 81~90	2024.06.18	3	1999.06.17	0	0.00	1,875	0.00	–	–	–	–	General Manager of Lotteria Co., Ltd./Ph.D. in Chinese Literature, Tunghai University	–	–	–	–	
Director	R.O.C.	Wu, Tang-Hai (Note3)	Male 71~80	2024.06.18	3	2003.06.18	101,001	0.07	101,001	0.07	–	–	–	–	Director of Huxen Corporation/Department of Marine Engineering at National Su-ao Marine & Fisheries Vocational High School	–	–	–	–	
Independent Director	R.O.C.	Chen, Chen-Mei	Female 71~80	2024.06.18	3	2024.06.18	0	–	0	–	–	–	–	–	President, Aurora Holdings Incorporated / Department of Banking	–	–	–	–	

Title	Nationality/Place of Registration	Name	Gender Age	Date of Election (Appointment)	Term	Date First Election	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shares Held in Others' Names		Education and Work Experience	Positions Concurrently Held in the Company and Other Companies	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Remark
							Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)			Title	Name	Relationship	
															and Insurance, Chihlee University of Technology					
Independent Director	R.O.C.	Wang Tzu-Chi	Male 61~70	2024.06.18	3	2024.06.18	0	–	0	–	–	–	–	–	Supervisor of Legal Affairs Office, Aurora Co., Ltd. / Department of Law, Fu Jen Catholic University	–	–	–	–	
Independent Director	R.O.C.	Wang, Jen-Kuo	Male 61~70	2024.06.18	3	2021.07.14	0	–	0	–	–	–	–	–	Head of Human Resources of Ub Office Systems Co., Ltd/ Mechanical Engineering Department of Tahua Institute of Technology	–	–	–	–	

Note: 1. Director Aurora Holdings Incorporated discontinued serving as a director from 1997.11.14 to 1998.06.03 and 2000.09.28 to 2002.07.03.
2. The Director, Chuang, Hsiao-Chen, ceased to be the Supervisor during June 15, 2006–June 7, 2018.
3. The Director Wu, Tang-Hai, ceased to be the Director during July 2, 2006–June 21, 2012.
4. On July 22, 2021, the Company established an Audit Committee to replace supervisors.

Table 1: Major Shareholders of Institutional Shareholders

April 18, 2026

Name of institutional shareholder	Major shareholders of institutional shareholders	Shareholding ratio
Aurora Holdings Incorporated	Chen, Yung-Tai	23%
	Chen, Yung-Tai Sustainable Management Foundation	5%
	Chen, Yung-Tai Cultural and Educational Foundation	12%
	Chen, Yung-Tai Charitable Trust	35%
	Chen, Tu-Chiang Foundation	25%

Table 2: Major shareholders of the major shareholders who are judicial persons in Table 1

April 18, 2026

Name of Judicial Person	Major Shareholders of Judicial Person	Shareholding ratio
Chen, Yung-Tai Sustainable Management Foundation	N/A	N/A
Chen, Yung-Tai Cultural and Educational Foundation	N/A	N/A
Chen, Yung-Tai Charitable Trust	N/A	N/A
Chen, Tu-Chiang Foundation	N/A	N/A

Information on Directors (II)

1. Disclosure of directors’ professional qualifications and independence information of independent directors

April 18, 2026

Criteria / Name	Professional Qualification and Experience	Independence Status	Number of other publicly listed companies where the individual serves as an independent director Number of independent directors
Liao, Ching-Chang	● With over five years of work experience required for business and corporate affairs. ● None of the circumstances set forth in the subparagraphs of Article 30 of the Company Act.	N/A	0
Aurora Holdings Incorporated Representative: Chuang, Hsiao-Chen	● With over five years of work experience required for business, finance, and corporate affairs. ● Director of another TWSE/TPEx listed company. ● None of the circumstances set forth in the subparagraphs of Article 30 of the Company Act.		2
Aurora Holdings Incorporated Representative: Chen, I-Hsiung	● With over five years of work experience required for business and corporate affairs. ● The Director has not been in or is under any circumstances stated in Article 30 of the Company Act.		0
Wu, Tang-Hai	● With over five years of work experience required for business and corporate affairs. ● None of the circumstances set forth in the subparagraphs of Article 30 of the Company Act.		0
Chen, Chen-Mei	● Convener of the Audit Committee, with more than five years of work experience required for business, finance, and corporate affairs. ● Previously served as	● Neither the individual, the spouse, nor any relative within the 2nd degree of kinship serves as a director, supervisor, or employee of the Company or its affiliated enterprises.	0

Criteria / Name	Professional Qualification and Experience	Independence Status	Number of other publicly listed companies where the individual serves as an independent director Number of independent directors
	Deputy Manager of the Finance Department of Aurora Corporation and General Manager of Aurora Holdings Incorporated ● None of the circumstances set forth in the subparagraphs of Article 30 of the Company Act.	● None of the circumstances set forth in Article 3, paragraph 1 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. ● No remuneration has been received in the most recent 2 years for providing the Company or its affiliated enterprises with business, legal, financial, accounting, or other services. ● Number of shares held by the individual, the spouse, and relatives within the 2nd degree of kinship (or through another person's name): 0 shares.	
Wang Tzu-Chi	● Member of the Audit Committee, with more than five years of work experience required for business and corporate affairs. ● Previously served as head of the Legal Affairs Office of Aurora Corporation. ● None of the circumstances set forth in the subparagraphs of Article 30 of the Company Act.	● Neither the individual, the spouse, nor any relative within the 2nd degree of kinship serves as a director, supervisor, or employee of the Company or its affiliated enterprises. ● None of the circumstances set forth in Article 3, paragraph 1 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. ● No remuneration has been received in the most recent 2 years for providing the Company or its affiliated enterprises with business, legal, financial, accounting, or other services. ● Number of shares held by the individual, the spouse, and relatives within the 2nd degree of kinship (or through another person's name): 0 shares.	0
Wang, Jen-Kuo	● Member of the Audit Committee, with more than five years of work	● Neither the individual, the spouse, nor any relative within the 2nd degree of	0

Criteria / Name	Professional Qualification and Experience	Independence Status	Number of other publicly listed companies where the individual serves as an independent director Number of independent directors
	experience required for business and corporate affairs. ● Previously served as Human Resources Director of UMAY Group and founding dean of Top 100 Masters Academy. ● None of the circumstances set forth in the subparagraphs of Article 30 of the Company Act.	kinship serves as a director, supervisor, or employee of the Company or its affiliated enterprises. ● None of the circumstances set forth in Article 3, paragraph 1 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. ● No remuneration has been received in the most recent 2 years for providing the Company or its affiliated enterprises with business, legal, financial, accounting, or other services. ● Number of shares held by the individual, the spouse, and relatives within the 2nd degree of kinship (or through another person's name): 0 shares.	

2. Board of Directors Diversity and Independence:

(1) Board of Directors Diversity

- The directors of the Company each have different expertise in various fields, which is of certain assistance to the Company's development and operations. Please refer to "Diversity of Board Members" in this annual report (Attachment 1, page 32).
- The Company's current Board of Directors consists of seven directors, including four directors and three independent directors, of whom one is a female director, representing approximately 14% of all directors. One director is under the age of 60, two are between 61 and 70, three are between 71 and 80, and one is over 81 years old. The Company pays attention to the gender equality of the composition of the Board of Directors, and the target ratio of female directors is more than 1/3. The Company actively selects and appoints female directors, however there is no suitable candidate yet. It is expected that two female directors will be added to the Board of Directors in the future to achieve this goal.

(2) Board of Directors Independence

- The Company's Board of Directors consists of seven directors, all of whom possess professional expertise and experience in business-related fields and are able to independently exercise the powers of directors. Among them, the current three independent directors account for approximately 43% of all director seats, and none of the independent directors has served for three consecutive terms.
- None of the members of the Board of Directors are spouses or relatives within the 2nd degree of kinship of one another, in compliance with Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

(II) Information on the General Manager, heads of various departments, and branch offices

April 18, 2026

Title	Nationality	Name	Gender	Date of Election (Appointment)	Shareholding		Spouse & Minor Shareholding		Shares Held in Others' Names		Education and Work Experience	Current Positions at Other Companies	Managerial Officer who Are Spouses or within the Second Degree of Kinship			Remark
					Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)			Title	Name	Relationship	
General Manager	R.O.C.	Chen, Kuo-Yin	Male	2026.03.11	10,000	0.01	–	–	–	–	Senior Director of Huxen Corporation / Department of Chemical Engineering, Vanung University	–	–	–	–	–
Corporate Governance Officer	R.O.C.	Liu, Ming-Tsao	Male	2025.08.11	–	–	–	–	–	–	Director of Legal Affairs Office, Aurora Corporation / Department of Law, National Taiwan University	Aurora Corporation Head of Legal Affairs Office	–	–	–	–
Comptroller	R.O.C.	Shu-Hui Hsieh	Female	2018.03.05	–	–	–	–	–	–	Huxen Corporation Comptroller/ Takming University of Science and Technology	Aurora Leasing Corporation Comptroller	–	–	–	–

II. Remuneration paid to directors, the General Manager, and Deputy General Managers in the most recent year

(I) Director

Remuneration to Directors and Independent Directors in 2025

Unit: NTD in Thousand

Title	Name	Remuneration paid to directors								Total of A, B, C and D as a Percentage of Net Income After Tax		Remuneration Earned by a Director Who is an Employee								Total of A, B, C, D, E, F and G as a Percentage of Net Income		Remuneration Paid to Directors from Non-consolidated Affiliates or Parent Company
		Salaries (A)		Pensions (B)		Bonus to Directors (C)		Allowances (D)				Salaries, Bonuses, Allowances, Etc. (E)		Pension (F)		Bonus to employees (G)						
																The Company		All the companies listed in the consolidated financial report				
		The Company	All the companies listed in the consolidated financial report	The Company	All the companies listed in the consolidated financial report	The Company	All the companies listed in the consolidated financial report	The Company	All the companies listed in the consolidated financial report	The Company	All the companies listed in the consolidated financial report	The Company	All the companies listed in the consolidated financial report	The Company	All the companies listed in the consolidated financial report	Cash amount (Note 1)	Stock Amount	Cash amount (Note 1)	Stock Amount	The Company	All the companies listed in the consolidated financial report	
Chairperson	Liao, Ching-Chang	2,495	2,495	0	0	0	0	0	0	2,495/ 0.57%	2,495/ 0.57%	0	0	0	0	1,530	1,530	0	0	4,025/ 0.91%	4,025/ 0.91%	0
Director	Aurora Holdings Incorporated Representative: Chuang, Hsiao-Chen	0	0	0	0	0	0	1,200	1,200	1,200/ 0.27%	1,200/ 0.27%	0	0	0	0	0	0	0	0	1,200/ 0.27%	1,200/ 0.27%	0
Director	Aurora Holdings Incorporated Representative: Chen, I-Hsiung	0	0	0	0	0	0	650	650	650/ 0.14%	650/ 0.14%	0	0	0	0	0	0	0	0	650/ 0.14%	650/ 0.14%	0
Director	Wu, Tang-Hai	0	0	0	0	0	0	600	600	600/ 0.14%	600/ 0.14%	0	0	0	0	0	0	0	0	600/ 0.14%	600/ 0.14%	0
Independent Director	Chen, Chen-Mei	0	0	0	0	0	0	600	600	600/ 0.14%	600/ 0.14%	0	0	0	0	0	0	0	0	600/ 0.14%	600/ 0.14%	0
Independent Director	Wang Tzu-Chi	0	0	0	0	0	0	60	60	600/ 0.14%	600/ 0.14%			0		0	0	0	0	600/ 0.14%	600/ 0.14%	0
Independent Director	Wang, Jen-Kuo	0	0	0	0	0	0	60	60	600/ 0.14%	600/ 0.14%					0	0	0	0	600/ 0.14	600/ 0.14	0

1. Please specify the remuneration policy, system, standard, and structure for independent directors, as well as the linkage between remuneration and their responsibilities, risk and invested time:
   According to the Articles of Incorporation of the Company, remuneration paid to the Company's Chairperson and Directors shall be determined by the Board of Directors based on the degree of their participation in and contributions to the business operations of the Company, as well as industry standards at home and abroad
2. In addition to aforementioned information, collection of remuneration by directors for provision of services to any of the companies in the financial statement in the recent year (i.e. acting as a nonemployee consultant for the parent company/all the companies in the financial report/investee companies, etc.), other than those disclosed in the table above: None.

Note: 2025 Employee remuneration is only the proposed amount to be allocated as approved by the Board of Directors.

(II) General Manager and Deputy General Managers

Remuneration to General Manager and Deputy General Managers in 2025 Unit: NTD in Thousand

Title	Name	Salary (A)		Pensions (B)		Bonus and Special Disbursement Special allowance, etc. (C)		Employee compensation amount (D)				Total amount of the four items A, B, C and D and its percentage of net income after tax (%)		Remuneration Paid to Directors from Non-consolidated Affiliates or Parent Company
								The Company		All the companies listed in the consolidated financial report				
		The Company	All the companies listed in the consolidated financial report	The Company	All the companies listed in the consolidated financial report	The Company	All the companies listed in the consolidated financial report	Cash amount (Note)	Stock Amount	Cash amount (Note)	Stock Amount	The Company	All the companies listed in the consolidated financial report	
Deputy General Manager	Chen, Kuo-Yin	1,753	1,753	0	0	0	0	2,700	0	2,700	0	4,453/ 1.01%	4,453/ 1.01%	None

Note: 2025 Employee remuneration is only the proposed amount to be allocated as approved by the Board of Directors.

(III) Remuneration Paid to the Top Five Highest Paid Executives

Unit: NTD in Thousand

Title	Name	Salary (A)		Pensions (B)		Bonus and Special Disbursement Special allowance, etc. (C)		Employee compensation amount (D)				Total amount of the four items A, B, C and D and its percentage of net income after tax (%)		Remuneration Paid to Directors from Non-consolidated Affiliates or Parent Company
								The Company		All the companies listed in the consolidated financial report				
		The Company	All the companies listed in the consolidated financial report	The Company	All the companies listed in the consolidated financial report	The Company	All the companies listed in the consolidated financial report	Cash amount (Note)	Stock Amount	Cash amount (Note)	Stock Amount	The Company	All the companies listed in the consolidated financial report	
Deputy General Manager	Chen, Kuo-Yin	1,753	1,753	0	0	0	0	2,700	0	2,700	0	4,453/ 1.01%	4,453/ 1.01%	None
Chief Accountant	Hsieh, Shu-Hui	728	728	0	0	0	0	60	0	60	0	788/ 0.18%	788/ 0.18%	None

Note 1: 2025 Employee remuneration is only the proposed amount to be allocated as approved by the Board of Directors.

Note 2: "The term 'top five highest paid executives' refers to the Company's managers. The criteria for determining managers shall follow the scope of 'managers' set forth in Order Tai-Cai-Zheng-San-Zi No. 0920001301 issued by the former Securities and Futures Commission, Ministry of Finance on March 27, 2003. Two individuals in the Company meet these criteria. The principle for determining the 'top five highest paid' is based on the total salary, retirement pensions, bonuses, and special allowances received by the Company's managers from all entities included in the consolidated financial statements."

(IV) Names of managerial officers allocated employee compensation and distribution status

Wednesday, December 31, 2025
Unit: NTD in Thousand

	Title	Name	Stock Amount	Cash Amount	Total	Total Amount as a Percentage of Net Income After Tax
Director	Chairperson	Liao, Ching-Chang	—	4,290	4,290	0.97
Managers	Deputy General Manager	Chen, Kuo-Yin				
	Corporate Governance Officer	Liu, Ming-Tsao				
	Comptroller	Shu-Hui Hsieh				

Note: 2025 Employee remuneration is only the proposed amount to be allocated as approved by the Board of Directors.

(V) Analysis and explanation of the ratio of the total remuneration paid by the Company and all companies in the consolidated financial statements to the Company's directors and General Manager in the most recent 2 years to the net income after tax in the Parent Company Only Financial Statements, including the policy, standards and composition of remuneration payments, procedures for determining remuneration, and the relevance to operating performance and future risks

1. Analysis of the ratio of the total remuneration paid by the Company to the Company's directors, supervisors, General Manager and Deputy General Managers in the most recent 2 years to the net income after tax in the Parent Company Only Financial Statements:

Year	Total remuneration of directors and proportion to net income after tax		Total remuneration to General Manager and Deputy General Managers and proportion to net profit after tax	
	The Company	All the companies listed in the consolidated financial report	The Company	All the companies listed in the consolidated financial report
2024	1.75%	1.75%	0.74%	0.74%
2025	1.88%	1.88%	1.01%	1.01%

2. The Company's remuneration policy:

   The remuneration paid by the Company to directors shall be handled in accordance with the relevant provisions of the Articles of Incorporation, while the remuneration paid to the General Manager and Deputy General Managers shall be determined based on the principles of fairness, impartiality, and individual performance.

3. The standards and composition of the Company’s remuneration payment:

   The standards and composition of payments by the Company to directors, the General Manager and Deputy General Managers are divided into fixed and variable parts. Fixed remuneration is determined based on the scope of authority and responsibility of the position and the Company’s operating objectives, while variable remuneration shares operating results based on achieved operating performance and contribution.

4. Procedures for determining the Company’s remuneration:

   The procedures to determine the remuneration of the Company: The Company’s remuneration shall be reasonably paid based on the Company’s overall operating performance, and the contribution and achievement of each employee, and shall be submitted to and approved by the Company’s internal authorities.

5. Relevance between the Company’s remuneration and operating performance:

   The variable remuneration of the Company’s directors, General Manager and Deputy General Managers is based on the achievement of operating performance and sharing of operating results, so that individual and team performance are fully integrated.

III. Corporate Governance Operation

(I) Operation of the Board of Directors

The Board of Directors convened fives meetings in the most recent year (2025), of which the attendance is as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate in Person (%)	Remark
Chairperson	Liao, Ching-Chang	5	0	100%	Re-elected on 2024.06.18
Director	Aurora Holdings Incorporated Representative: Chen, I-Hsiung	5	0	100%	Re-elected on 2024.06.18
Director	Aurora Holdings Incorporated Representative: Chuang, Hsiao-Chen	5	0	100%	Re-elected on 2024.06.18
Director	Wu, Tang-Hai	5	0	100%	Re-elected on 2024.06.18
Independent Director	Chen, Chen-Mei	4	1	80%	Re-elected on 2024.06.18
Independent Director	Wang Tzu-Chi	5	0	100%	Re-elected on 2024.06.18
Independent Director	Wang, Jen-Kuo	5	0	100%	Re-elected on 2024.06.18

Other mentionable items:

I. In case there occurs one of the following situations during the operation of the Board of Directors, related information should be specified, including date of the board meeting, term of the board of directors, contents of motions, opinions of all the independent directors, and follow-up handlings of the opinions by the company:

(I) Matters listed in Article 14-3 of the Securities and Exchange Act:

Board of Directors	Contents of Motions and follow-ups	Matters Listed in Article 14--3 of the Securities and Exchange Act Listed matters	Independent directors expressed a contrary or qualified opinion
4th meeting of the 12th term 2025.03.13	Appointment of the Company’s 2025 CPAs and the CPAs’ Independence Evaluation.	✓	None
	Independent Directors’ opinions: None.		
	Handlings of the opinions by the Company: None.		
	Resolution: All the directors present agreed to pass these motions.		
7th meeting of	Amendments to the	✓	None

the 12th Term 2025.11.11	Company's "Internal Control System".		
	Independent Directors' opinions: None.		
	Handlings of the opinions by the Company: None.		
	Resolution: All the directors present agreed to pass these motions.		
8th meeting of the 12th Term 2026.03.11	Assessment of the appointment, independence, and competence of the Company's CPAs for 2026.	✓	None
	Independent Directors' opinions: None.		
	Handlings of the opinions by the Company: None.		
	Resolution: All the directors present agreed to pass these motions.		

(II) Except for the foregoing matters, other resolutions approved by the Board of Directors to which independent directors had dissenting or qualified opinions that were on record or stated in writing: None.

II. Recusal of cases by directors due to involvement of related interests: None.

III. Evaluation of the Board of Directors' self-evaluation (or peer evaluation): The Company formulated the "Rules for Performance Evaluation of the Board of Directors" and its evaluation methods on November 8, 2019. For the 2025 annual performance evaluation, please refer to the implementation status of the Board of Directors' evaluation (please refer to page 18 of this annual report).

IV. Objectives for strengthening the functions of the Board of Directors in the current year and the most recent year (such as establishing the Audit Committee and enhancing information transparency) and evaluation:

Functional committees established by the Company and their operation

Committee name	Date of establishment	Implementation status in 2025 and Q1 2026
Remuneration Committee	2011.12.29	Please refer to pages 34–36 of this annual report
Audit Committee	2021.07.22	Please refer to pages 20-22 of this annual report
Ethical Corporate Management Committee	2022.11.09	Please refer to page 37 of this annual report
Sustainable Development Committee	2025.11.11	Please refer to page 38 of this annual report

Note: A corporate governance officer was established on 2022.11.09 to supervise and execute corporate governance operations.

(II) Implementation status of Board of Directors evaluation:

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Contents	Evaluation Results
Once a year	Wednesday, January 1, 2025 – Wednesday, December 31, 2025	Board of Directors	Self-evaluation by the internal executive unit of the Board of Directors	Participation in the Company's operations, quality of Board of Directors decision-making, Board of Directors composition and structure, election and continuing education of directors, internal control, etc.	The overall operation of the Board of Directors is in a good condition, and the Company regularly invites external experts to provide group training courses for its directors, which is in compliance with the applicable rules and regulations of corporate governance.
		Individual directors Members	Self-evaluation by Board Members	Alignment of the goals and missions of the Company, awareness of the duties of a director, participation in the operation of the Company, management of internal relationship and communication, the director's professionalism and continuing education and internal control.	The performance evaluation of the directors as a whole meets the criteria, and the directors have fully expressed their opinions and suggestions on various motions of the Company. Hence, the overall operation is fairly sound.
		Audit Committee	Self-evaluation by the internal executive unit of the committee	Participation in the Company's operations, quality of committee decision-making, committee composition and structure, election and continuing education of committee members, internal control, etc.	The Audit Committee independently exercises its functions and powers, and its overall operation is in good condition.
		Remuneration Committee	Self-evaluation by the internal executive unit of the committee	Participation in the Company's operations, quality of committee decision-making, committee composition and	The Remuneration Committee exercises its functions and powers independently

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Contents	Evaluation Results
				structure, election and continuing education of committee members, internal control, etc.	and operates well overall.
		Ethical Corporate Management Committee	Self-evaluation by the internal executive unit of the committee	Participation in the Company's operations, quality of committee decision-making, committee composition and structure, election and continuing education of committee members, internal control, etc.	The Ethical Corporate Management Committee exercises its functions and powers independently and operates well overall.

Note: The results of the Board of Directors' performance evaluation were reported to the Board of Directors on March 11, 2026.

(III) Operation of the Audit Committee

The Audit Committee convened 4 times in the most recent year (2025), and the attendance of independent directors was as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate in Person (%)	Remark
Convener	Chen, Chen-Mei	3	1	75%	Newly elected on 2024.06.18
Member	Wang Tzu-Chi	4	0	100%	Newly elected on 2024.06.18
Member	Wang, Jen-Kuo	4	0	100%	Re-elected on 2024.06.18

Note: The Audit Committee was established on 2021.07.22 to replace the original Supervisor system.

Other mentionable items:

I. If any of the following circumstances occurs in the operation of the Audit Committee, the date and session of the Audit Committee meeting, the content of the motions, independent directors' objections, reservations or significant recommendations, the resolution results of the Audit Committee, and the Company's handling of the Audit Committee's opinions shall be specified.

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

Audit Committee	Contents of Motions and follow-ups		Matters listed in Article 14--5 of the Securities and Exchange Act	Independent directors expressed a contrary or qualified opinion
3rd meeting of the 2nd term 2025.03.13	1.	Preparation of the Company's 2024 Business Report and Financial Report.	✓	None
	2.	The Company's 2024 internal control system self-evaluation report and the issuance of the "Statement on Internal Control System."	✓	None
	3.	The appointment of the Company's independent auditors for 2025 and the assessment of their independence.	✓	None
	Resolution: All members present agreed to pass these motions.			
	Handling of the auditing committee's opinions by the Company: None			
2nd Term, 5th meeting 2025.08.11	Preparation the Company's Q2 2025 consolidated financial statements.		✓	None
	Resolution: All members present agreed to pass these motions.			
	Handling of the auditing committee's opinions by the Company: None			
2nd Term, 6th meeting 2025.11.11	1.	Amendments to the Company's "Internal Control System."	✓	None
	2.	Established the Company's 2026 audit plan.	✓	None
	Resolution: All members present agreed to pass these motions.			
	Handling of the auditing committee's opinions by the Company: None			
2nd Term, 7th meeting 2026.03.11	1.	Preparation of the Company's 2025 Business Report and Financial Report.	✓	None
	2.	The Company's 2025 internal control system self-evaluation report and the issuance of the "Statement on Internal Control System."	✓	None
	3.	Assessment of the appointment, independence, and competence of the Company's independent auditors for 2026.	✓	None
	Resolution: All members present agreed to pass these motions.			
	Handling of the auditing committee's opinions by the Company: None			

(II) Other than the foregoing, matters resolved with the consent of more than two-thirds of all directors without being approved by the Audit Committee: None.

II. The implementation of recusal by independent directors for conflict-of-interest motions, including the names of the independent directors, the content of the motions, the reasons for required recusal, and participation in voting: None.

III. Communication between independent directors, the head of internal audit, and the independent auditors.

(I) Communication between independent directors and the head of internal audit:
Independent directors convene the Audit Committee quarterly, and the head of internal audit attends the meeting to report on the execution of audit operations and significant internal control and internal audit matters, communicates with independent directors regarding the

results of audit reports and the implementation of follow-up reports, and reports the annual audit plan to the Audit Committee each year. Overall interaction and communication have been good.

(II) Communication between independent directors and the independent auditors:

When the Audit Committee convenes quarterly to review the financial statements, the Company's independent auditors are invited to explain the key points and recommendations of the relevant review or audit. Overall, interaction and communication have been good.

(III) In 2025 and Q1 2026, independent directors communicated a total of five times each with the head of internal audit and the independent auditors. The details are as follows:

<table>
<tr><th>Method/Date</th><th>Counterparty</th><th>Motion content and results</th></tr>
<tr><td rowspan="3">Audit Committee 2025.03.13</td><td>Head of Internal Audit</td><td>1. The Company's 2024 internal control system self-assessment report and issuance of the "Statement on Internal Control System."
2. Internal audit execution report.</td></tr>
<tr><td>CPAs</td><td>Preparation of the Company's 2024 Business Report and Financial Statements.</td></tr>
<tr><td colspan="2">Resolution results of the Audit Committee: Approved by all attending members.</td></tr>
<tr><td rowspan="3">Audit Committee 2025.05.12</td><td>Head of Internal Audit</td><td>Internal audit execution report.</td></tr>
<tr><td>CPAs</td><td>Preparation of the Company's Q1 2025 Consolidated Financial Statements</td></tr>
<tr><td colspan="2">Resolution results of the Audit Committee: Approved by all attending members.</td></tr>
<tr><td rowspan="3">Audit Committee 2025.08.11</td><td>Head of Internal Audit</td><td>Internal audit execution report.</td></tr>
<tr><td>CPAs</td><td>Preparation the Company's Q2 2025 consolidated financial statements.</td></tr>
<tr><td colspan="2">Resolution results of the Audit Committee: Approved by all attending members.</td></tr>
<tr><td rowspan="3">Audit Committee 2025.11.11</td><td>Head of Internal Audit</td><td>1. Amendments to the Company's "Internal Control System" and "Detailed Rules for Internal Audit Implementation."
2. Establishment of the Company's 2026 audit plan.
3. Internal audit execution report.</td></tr>
<tr><td>CPAs</td><td>Preparation of the Company's Q3 2025 Consolidated Financial Statements.</td></tr>
<tr><td colspan="2">Resolution results of the Audit Committee: Approved by all attending members.</td></tr>
<tr><td rowspan="3">Audit Committee 2026.03.11</td><td>Head of Internal Audit</td><td>1. The Company's 2025 internal control system self-assessment report and issuance of the "Statement on Internal Control System".
2. Internal audit execution report.</td></tr>
<tr><td>CPAs</td><td>Preparation of the Company's 2025 Business Report and Financial Statements.</td></tr>
<tr><td colspan="2">Resolution results of the Audit Committee: Approved by all attending members.</td></tr>
</table>

(IV) Operation of the Company's corporate governance, differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and reasons therefor

Assessment Item	Implementation Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Description	
I. Does the Company set and disclose its Corporate Governance Best-Practice Principles according to the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	✓		The Company formulated its Corporate Governance Best Practice Principles in 2014 in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies," most recently amended them in March 2023, and disclosed them on the Market Observation Post System and the investor section of the Company's website.	None.
II. The Company's shareholding structure & shareholders' rights (I) Does the Company establish internal operating procedures for dealing with shareholder advice, doubts, disputes and litigation matters, and implement them in accordance with the procedures?	✓		(I) The Company has established a spokesperson, acting spokesperson, and dedicated stock affairs personnel in accordance with internal operations to properly handle shareholders' suggestions, inquiries, disputes, and litigation matters.	(I) None.
(II) Does the Company have a list of those who ultimately control the major shareholders of the Company?	✓		(II) The Company reports changes in insiders' shareholdings on a monthly basis, obtains the shareholder register during the book closure period, and discloses and keeps track of the list of the Company's major shareholders and ultimate controllers of major shareholders in accordance with regulations.	(II) None.
(III) Has the Company built and executed a risk management system and "firewall" between the Company and its affiliates?	✓		(III) The Company has established the internal control system, internal audit implementation rules, regulations for supervision and control over subsidiaries and other related operations and measures to implement an effective risk control, and has established the "Procedure for Lending Funds to Other Parties," the "Procedures for	(III) None.

Assessment Item	Implementation Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Description	
			Endorsement and Guarantee" and other specifications for business and financial transactions with affiliates to properly manage the risks between the Company and related enterprises.	
(IV) Has the Company set internal standards to prohibit the use of undisclosed insider information to trade securities on the market?	✓		(IV) 1. The Company has established the "Procedures for Handling Material Inside Information and Preventing Insider Trading," and conducts educational promotions on relevant laws and regulations for incumbent directors, managerial officers, and employees at least once a year. For newly appointed directors and managerial officers, such educational promotion is arranged within 3 months of taking office. For new employees, such educational promotion is provided by HR during pre-job training. 2. In 2025, 19 incumbent directors, managerial officers, and employees received 2 hours of educational promotion on August 29 and November 14. 3. In the annual courses promoting the prohibition of insider trading, directors are reminded not to trade their shares during the closed period of 30 days before the announcement of the annual financial report and 15 days before the announcement of each quarterly financial report. 4. On 2025.01.08, directors were notified by e-mail of the 2025 Board of Directors meeting dates to clearly specify the closed periods before the announcement of each quarterly financial report and avoid directors inadvertently breaching the regulation.	(IV) None.
III. Composition and responsibilities of the Board of Directors (I) Has the Board of Directors established a diversification policy, set goals, and implemented them accordingly?	✓		(I) 1. The Company's "Corporate Governance Best Practice Principles," Chapter 3 "Strengthening the Functions of the Board of Directors," sets out a diversification policy. The nomination and selection of members of the Board of Directors of the Company are conducted in accordance with the provisions of the Articles of Incorporation and in compliance with the "Rules for	(I) None.

Assessment Item	Implementation Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Description	
			Election of Directors" and the "Corporate Governance Best Practice Principles" to ensure the diversity and independence of Board members. 2. The Board of Directors has disclosed the formulated diversification policy on the Company's website and the Market Observation Post System. Please also refer to pages 7-9 of this annual report, "Board Diversity and Independence," and Appendix 1 on page 36, "Diversity of Board Members."	
(II) Besides the Remuneration Committee and the Audit Committee which are required by law, does the Company plan to set up other functional committees?	✓		(II) 1. The "Ethical Corporate Management Committee" was established in November 2022. For its operation, please refer to page 37 of this annual report. 2. The "Sustainable Development Committee" was reorganized in November 2025. For its operation, please refer to page 38 of this annual report.	(II) None.
(III) Has the Company established the Regulations Governing Board of Directors Performance Evaluation and its evaluation method, conducted regular annual performance evaluations, reported the results of performance evaluations to the Board of Directors, and used the results as a reference for the remuneration of individual directors and nomination for reappointment?	✓		(III) 1. The Company established the "Regulations Governing Board of Directors Performance Evaluation" and its evaluation method in November 2019. Based on the self-assessment results for 2025, the overall performance evaluation result of the Board of Directors was "Good," and was reported to the Board of Directors on 2026.03.11. For details, please refer to pages 18-19 of this annual report. 2. The Company's Remuneration Committee establishes the policies, systems, standards, and structure for the performance targets and remuneration of directors and managerial officers, and regularly evaluates the achievement of these performance targets to serve as a reference for the remuneration of individual directors and nominations for reappointment.	(III) None.
(IV) Does the Company regularly evaluate its attesting auditors' independence?	✓		(IV) The Company has established an auditor independence assessment form with reference to the R.O.C. CPA Professional Ethics Bulletin No. 10, "Integrity, Objectivity and Independence," and has obtained	(IV) None.

Assessment Item	Implementation Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Description	
			an independence statement issued by the accounting firm. In addition, pursuant to Article 30 of the Company's "Corporate Governance Best Practice Principles," the independence and competence of the independent auditors are evaluated at least once a year with reference to Audit Quality Indicators (AQIs). The 2026 independence and competence evaluation was first reviewed and approved by the Audit Committee, and was then completed and approved by the Board of Directors on 2026.03.11.	

Assessment Item		Evaluation Results	Compliance with Independence
1	The CPA has no direct or indirect material financial interests with the Company.	Yes	Yes
2	The CPA does not conduct financing or guarantee activities with the Company or any Directors of the Company.	Yes	Yes
3	The CPA have no intimate business relationships and potential employment relationships with the Company.	Yes	Yes
4	Do the CPA and auditing members currently have positions in the Company for the past two years as a Director, a Manager or a position with significant influence on the auditing activities?	No	Yes
5	The CPA does not provide non-auditing services for the	Yes	Yes

<table>
<tr><th rowspan="2">Assessment Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Difference from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td><table>
<tr><td></td><td>Company which may directly influence the auditing activities.</td><td></td><td></td></tr>
<tr><td>6</td><td>The CPA does not serve as an intermediary of the shares or other securities issued by the Company</td><td>Yes</td><td>Yes</td></tr>
<tr><td>7</td><td>The Accountant does not serve as a defense attorney for the Company or have coordinated the Company’s conflicts with any other third parties on behalf of the Company.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>8</td><td>The CPA has no kinship with any Directors or Managers of the Company, or those who have significant influence on the auditing activities</td><td>Yes</td><td>Yes</td></tr>
</table></td><td></td></tr>
<tr><td>IV. Does the listed company appoint competent and appropriate corporate governance personnel and corporate governance officer to be in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by directors and supervisors, assisting directors’ and supervisors’ compliance of applicable law, handling matters related to board</td><td>✓</td><td></td><td>The Company established the position of “Corporate Governance Officer” in November 2022 and changed the appointment to Liu, Ming-Zao in August 2025. This person possesses the required legal qualifications and has completed 12 hours of professional training annually in accordance with regulations. The implementation of Corporate Governance related matters was followed:
1. Provide directors with information required for the execution of business and assist in compliance with relevant laws and regulations.
2. Assist with the meeting procedures, meeting minutes, and legal compliance matters of resolutions of the Board of Directors, the Audit Committee, the Remuneration Committee, the Ethical Corporate Management Committee, and the AGM.
3. Assist directors in assuming office and continuing education.
4. Assist in promoting the governance structure for sustainable development.</td><td>None.</td></tr>
</table>

Assessment Item	Implementation Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Description	
meetings and shareholders' meetings according to law, and recording minutes of board meetings and shareholders' meetings)?			For matters related to corporate governance in 2025, please refer to the official website: https://www.eosasc.com.tw/ir-information	
V. Has the Company established a means of communicating with its stakeholders (including but not limited to shareholders, employees, customers, and suppliers) and created a stakeholders section on its company website? Does the Company respond to stakeholders' concerned questions on corporate responsibilities?	✓		1. The Company's website includes a stakeholder section and contact information for the spokesperson and relevant business departments as communication channels to maintain smooth communication at all times with stakeholders – including shareholders, employees, customers, and suppliers – and to properly respond to important corporate social responsibility issues of concern to them. 2. Stakeholder section of the Company's website: https://www.eosasc.com.tw/contacts	None.
VI. Has the Company appointed a professional shareholder services agent to handle shareholders' meeting matters?	✓		The Company appoints a professional shareholder services agent, Yuanta Securities Co., Ltd., to act on behalf of the Company in various share affairs.	None.
VII. Information Disclosure (I) Does the Company have a corporate website to disclose information regarding its financials, business and corporate governance?	✓		(I) The Company has established an investor section at its corporate website to disclose information regarding its financials, business and corporate governance for its investors. The Company's website is: https://www.eosasc.com.tw	(I) None.
(II) Does the Company use other information disclosure channels (e.g. maintaining an English-language website,	✓		(II) In addition to maintaining Chinese and English versions of the Company's website, the briefing materials for investor conferences have also been disclosed on the Company's website. In addition, the Company has designated personnel responsible for the collection	(II) None.

Assessment Item	Implementation Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Description	
designating dedicated personnel to handle information collection and disclosure, appointing spokespersons, uploading the progress of investors' conference to website)?			and disclosure of corporate information and has implemented a spokesperson system to respond to external inquiries regarding the Company's operations and financial information. Two investor conferences were held in August and November 2025, and the contents and proceedings were posted on the Company's official website: https://www.eosasc.com.tw/event-information	
(III) Does the Company announce and report the annual financial statements within two months after the end of the fiscal year, and announce and report the first, second, and third quarter financial statements as well as the operating status of each month before the prescribed deadline?		✓	(III) The Company announces and reports its annual financial statements as well as the first, second, and third quarter financial statements and monthly operating conditions pursuant to applicable law. Please refer to the Market Observation Post System for the above information.	(III) Excepting reporting the annual financial statements within two months after the end of the fiscal year, the Company announces and reports its financial statements within all other prescribed period.
VIII. Does the Company have any other important information that would facilitate a better understanding of its corporate governance operations (including, but not limited to, employee rights, employee care, investor relations,	✓		1. Employee rights and employee care: The Company has always safeguarded the rights and interests of its colleagues. In addition to statutory safeguards, the Company also has good welfare measures, smooth communication channels and various ways to file grievances. Please refer to "Labor Relations" on pages 97–100 of this annual report. 2. Investor relations: In accordance with applicable laws and regulations, the Company's	None.

Assessment Item	Implementation Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Description	
supplier relations, rights of stakeholders, Directors' and Supervisors' training status, the implementation of risk management policies and risk evaluation measures, the implementation of customer policies, and the purchase of liability insurance for Directors and Supervisors)?			financial information, business information and operational conditions are fully disclosed on the Market Observation Post System and the Company's website. In addition, a spokesperson and a point of contact for each relevant business department are set up to protect the rights of investors. 3. Supplier relations: The Company's purchase requisitions and procurement are handled in accordance with the "Procurement Management Regulations." We establish partnerships with suppliers based on the principle of equality and reciprocity. 4. Rights of stakeholders: (1) In terms of responsibility to customers: The Company pays close attention to customer opinions and after-sales services. For customer complaints, the Company takes immediate measures to meet the needs of customers. (2) In terms of responsibility to shareholders: Protecting the rights and interests of shareholders is the goal that the Company strives for. (3) The Company has set up a stakeholder section and contact window to protect the rights of stakeholders. 5. Directors' training status: Please refer to "2025 Directors' Training Status" (page 33, Attachment 2) in this annual report. 6. Implementation of risk management policies and risk evaluation measures: The Company has established the Audit Committee, which is responsible for overseeing the implementation of the Company's risk management and formulating the "Risk Management Procedures." For the implementation status of risk management in 2025, please refer to the Investor Relations section of the Company's official website: https://www.eosasc.com.tw/ir-information, and the descriptions under Chapter Five, "6. Analysis and Assessment of Risk	

Assessment Item	Implementation Status			Difference from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons
	Yes	No	Description	
			Matters in the Most Recent Year and up to the Date of Printing of the Annual Report” of this annual report. 7. Implementation of customer policies: (1) The Company strictly complies with the contracts and related agreements entered into with customers to ensure customer rights and interests. (2) In addition to providing branch services throughout Taiwan, the Company has set up a customer service center and a service hotline to protect consumer rights and interests. 8. Purchasing liability insurance for Directors: The Company has purchased “Directors, Supervisors and managerial officers Liability Insurance” from Fubon Insurance Company for USD 3 million, with the insurance period from 2025.12.01 to 2026.12.01.	
IX. Please explain the improvements made in response to the results of the corporate governance evaluation released by the Corporate Governance Center of Taiwan Stock Exchange Corporation for the most recent year, and propose priority enhancement items and measures for those not yet improved: The Company established a cross-departmental project team in response to the results of the 11th evaluation in 2024 and completed key improvements, such as strengthening directors’ participation in the AGM, enhancing the disclosure of corporate governance information on the official website in both Chinese and English, upgrading the Sustainability Development Committee to a functional committee of the Board of Directors, and submitting the sustainability report to the Board of Directors for approval. These improvements yielded results in the 12th evaluation in 2025. Going forward, the Company will prioritize the key indicators adjusted for the 1st ESG evaluation in 2026, continue to promote new policies, and track improvement plans to enhance its ESG performance.				

Appendix 1: Diversity of Board Members

Diversified core projects / Names of directors	Nationality	Gender	Doubling as the Company's Employee	Age				Term of Office of Independent Director		Business Administration	Leadership & Decision-Making	Industry knowledge	Finance and Accounting
				51 to 60	61 to 70	71 to 80	81 above	Less than 3 years	3–6 years				
Liao, Ching-Chang	R.O.C.	Male	✓	✓						✓	✓	✓	
Chuang, Hsiao-Chen	R.O.C.	Male				✓				✓	✓	✓	✓
Wu, Tang-Hai	R.O.C.	Male				✓					✓	✓	
Chen, I-Hsiung	R.O.C.	Male					✓			✓	✓	✓	
Chen, Chen-Mei	R.O.C.	Female				✓		✓		✓	✓	✓	✓
Wang Tzu-Chi	R.O.C.	Male			✓			✓		✓	✓	✓	
Wang, Jen-Kuo	R.O.C.	Male			✓				✓	✓	✓	✓	

Appendix 2: 2025 Directors' Training Status

Title	Name	Training Date	Course Organizer	Course Name	Training Hours
Chairperson	Liao, Ching-Chang	07/18	Taiwan Corporate Governance Association	Response Strategies for Taiwanese Businesses under Changes in China's Economy	3
		11/21	Taiwan Corporate Governance Association	Trends and Risk Management of Digital Technology and Artificial Intelligence	3
Director	Chuang, Hsiao-Chen	07/18	Taiwan Corporate Governance Association	Response Strategies for Taiwanese Businesses under Changes in China's Economy	3
		11/14	Securities and Futures Institute	Formosa Plastics Group Listed Companies Commissioned Training – Advanced Seminar for Directors and Supervisors (including Independent Directors) and Corporate Governance Officers [Overseas Investment and M&A]	3
Director	Wu, Tang-Hai	07/18	Taiwan Corporate Governance Association	Response Strategies for Taiwanese Businesses under Changes in China's Economy	3
		11/21	Taiwan Corporate Governance Association	Trends and Risk Management of Digital Technology and Artificial Intelligence	3
Director	Chen, I-Hsiung	07/18	Taiwan Corporate Governance Association	Response Strategies for Taiwanese Businesses under Changes in China's Economy	3
		11/21	Taiwan Corporate Governance Association	Trends and Risk Management of Digital Technology and Artificial Intelligence	3
Independent Director	Chen, Chen-Mei	07/18	Taiwan Corporate Governance Association	Response Strategies for Taiwanese Businesses under Changes in China's Economy	3
		11/21	Taiwan Corporate Governance Association	Trends and Risk Management of Digital Technology and Artificial Intelligence	3
Independent Director	Wang Tzu-Chi	07/18	Taiwan Corporate Governance Association	Response Strategies for Taiwanese Businesses under Changes in China's Economy	3
		11/21	Taiwan Corporate Governance Association	Trends and Risk Management of Digital Technology and Artificial Intelligence	3
Independent Director	Wang, Jen-Kuo	07/18	Taiwan Corporate Governance Association	Response Strategies for Taiwanese Businesses under Changes in China's Economy	3
		11/21	Taiwan Corporate Governance Association	Trends and Risk Management of Digital Technology and Artificial Intelligence	3

(V) Information on the composition and operation of the Remuneration Committee:

1. Information on members of the Remuneration Committee:

The Remuneration Committee of the Company consists of three members, all of whom are Independent Directors.

April 18, 2026

Position \ Criteria \ Name		Professional Qualification and Experience	Independence Status	Number of other public companies where the member is also a member of their remuneration committees
Independent Director (Convener)	Wang, Jen-Kuo	● Convener of the Remuneration Committee, with more than five years of work experience required for commercial and corporate business. ● Served as Human Resources Director at UMAY Group and Founding Dean of Century Masters Academy. ● None of the circumstances set forth in the subparagraphs of Article 30 of the Company Act apply.	● Neither the person, the spouse, nor any relative within the 2nd degree of kinship serves as a director, supervisor, or employee of the Company or its affiliates. ● None of the circumstances set forth in Article 3, paragraph 1 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies apply. ● No compensation was received in the most recent 2 years for providing commercial, legal, financial, accounting or other services to the Company or its affiliates. ● The number of shares held by the person, the spouse, and relatives within the 2nd degree of kinship (or through others): 0 shares.	0
Independent Director (Member)	Chen, Chen-Mei	● Member of the Remuneration Committee, with more than five years of work experience required for commercial, financial and corporate business. ● Served as Deputy Manager of the Finance Department of Aurora Corporation, and General Manager of Aurora Holdings Incorporated	● Neither the person, the spouse, nor any relative within the 2nd degree of kinship serves as a director, supervisor, or employee of the Company or its affiliates. ● None of the circumstances set forth in Article 3, paragraph 1 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for	0

Position \ Criteria \ Name		Professional Qualification and Experience	Independence Status	Number of other public companies where the member is also a member of their remuneration committees
		● None of the circumstances set forth in the subparagraphs of Article 30 of the Company Act apply.	Public Companies apply. ● No compensation was received in the most recent 2 years for providing commercial, legal, financial, accounting or other services to the Company or its affiliates. ● The number of shares held by the person, the spouse, and relatives within the 2nd degree of kinship (or through others): 0 shares.	
Independent Director (Member)	Wang Tzu-Chi	● Member of the Remuneration Committee, with more than five years of work experience required for commercial and corporate business ● Served as Head of Legal Affairs Office of Aurora Corporation ● The Director has not been in or is under any circumstances stated in Article 30 of the Company Act.	● Neither the person, the spouse, nor any relative within the 2nd degree of kinship serves as a director, supervisor, or employee of the Company or its affiliates. ● None of the circumstances set forth in Article 3, paragraph 1 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies apply. ● No compensation was received in the most recent 2 years for providing commercial, legal, financial, accounting or other services to the Company or its affiliates. ● The number of shares held by the person, the spouse, and relatives within the 2nd degree of kinship (or through others): 0 shares.	0

2. Information on operation of the Remuneration Committee:

Term of office of the current Committee: August 9, 2024 to June 17, 2027. In the most recent year (2025), the Remuneration Committee convened two meetings, and the qualifications and attendance of the members were as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate in Person (%)	Remarks
Convener	Wang, Jen-Kuo	2	0	100%	Re-elected on 2024.08.09
Member	Chen, Chen-Mei	2	0	100%	Newly elected on 2024.08.09
Member	Wang Tzu-Chi	2	0	100%	Newly elected on 2024.08.09

Other mentionable items:

I. Responsibilities of the Remuneration Committee: The Committee performs the following duties with the care of a good administrator, and submits its recommendations to the Board of Directors for discussion.
   (I) Formulating and regularly reviewing the policies, systems, standards and structures for the performance evaluation and remuneration of directors and managerial officers.
   (II) Regularly assess and determine the remuneration of directors and managerial officers.

II. Discussion and resolutions of the Remuneration Committee in 2025:

Remuneration Committee	Contents of Motions and follow-ups	Contrary or qualified opinions expressed by the Remuneration Committee
3rd meeting of the 6th Term 2025.04.23	Proposal on matters related to the distribution of 2024 year-end bonuses and performance bonuses for the Company's managers.	None
	Resolution: Approved by all members of the Committee.	
	The Company's handling of the committee's opinions: The opinions were proposed to the Board of Directors and approved by all directors present.	
4th meeting of the 6th Term 2025.10.27	The Company's "2026 Remuneration Committee Annual Execution Plan."	None
	Resolution: Approved by all members of the Committee.	
	The Company's handling of the committee's opinions: The opinions were proposed to the Board of Directors and approved by all directors present.	

III. Other mentionable items:
   (I) If the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, it shall specify the date and session of the Board of Directors meeting, the content of the motion, the resolution adopted by the Board of Directors, and the Company's handling of the opinions of the Remuneration Committee (if the remuneration approved by the Board of Directors is more favorable than the recommendations of the Remuneration Committee, the differences and reasons therefor shall be specified): None.
   (II) If any member of the Remuneration Committee has objections or reservations to any resolution and there is a record or written statement thereof, it shall specify the date and session of the Remuneration Committee meeting, the content of the motion, the opinions of all members, and the handling of such opinions: None.

(VI) Composition and operation of the Ethical Corporate Management Committee:

In 2022, the Company established the “Ethical Corporate Management Committee” under the Board of Directors to advocate ethical corporate management and business conduct, balance the interests of various stakeholders, and set up a legal affairs unit thereunder to assist in formulating ethical corporate management policies and prevention programs, as well as to supervise their implementation.

The Ethical Corporate Management Committee shall convene at least once a year and report its ethical corporate management policies, programs for preventing unethical conduct, and supervision of implementation to the Board of Directors.

1. Information on members of the Ethical Corporate Management Committee:

The Company’s Ethical Corporate Management Committee comprises three members, all of whom are independent directors. For their names, professional qualifications, and experience, please refer to page 37 of this annual report.

2. Information on the operation of the Ethical Corporate Management Committee:

Term of office of the current members: August 9, 2024 to June 17, 2027. The Committee convened once in the most recent year (2025), and the attendance of members was as follows:

<table>
<tr><th>Title</th><th>Name</th><th>Attendance in Person</th><th>Attendance by Proxy</th><th>Attendance Rate in Person (%)</th><th>Remarks</th></tr>
<tr><td>Convener</td><td>Wang Tzu-Chi</td><td>1</td><td>0</td><td>100%</td><td>Re-elected on 2024.08.09</td></tr>
<tr><td>Member</td><td>Chen, Chen-Mei</td><td>1</td><td>0</td><td>100%</td><td>Newly elected on 2024.08.09</td></tr>
<tr><td>Member</td><td>Wang, Jen-Kuo</td><td>1</td><td>0</td><td>100%</td><td>Newly elected on 2024.08.09</td></tr>
<tr><td colspan="6">Discussions and resolutions of the Ethical Corporate Management Committee in 2025:</td></tr>
</table>

<table>
<tr><th>Ethical Corporate Management Committee</th><th>Contents of Motions and follow-ups</th><th>Ethical Corporate Management Committee members having dissenting or qualified opinions</th></tr>
<tr><td rowspan="3">2nd meeting of the 2nd term 2025.10.27</td><td>2025 performance report of the Ethical Corporate Management Committee. (Promotion of ethical corporate management policies and education and training)</td><td>None</td></tr>
<tr><td colspan="2">Resolution: Approved by all members of the Committee.</td></tr>
<tr><td colspan="2">The 2025 implementation results were reported to the Board of Directors on 2025.11.11.</td></tr>
</table>

(VII) Composition and operation of the Sustainable Development Committee:

In November 2025, the Company established the “Sustainable Development Committee” under the Board of Directors. In accordance with the “Organizational Rules of the Sustainable Development Committee of Huxen Co., Ltd.,” the Committee shall convene at least once a year. A dedicated (or part-time) unit for sustainable development is established under the Committee, and cross-departmental teams may be formed as required by business needs to ensure the promotion and implementation of the Company’s sustainable development-related work.

1. Information on members of the Sustainable Development Committee:

   The Sustainable Development Committee consists of five members, including one director and four professional executives.

Title	Name	Sustainability expertise and capabilities
Chairperson and Convener (Chairperson)	Liao, Ching-Chang	Overall sustainable development and corporate governance practices
Member	Chen, Kuo-Yin	Corporate governance and workplace inclusion practices
Member	Yang, Chi-Tsung	Customer service and environmental protection practices
Member	Luo, Sheng-Tien	Customer service and supply chain management
Member	Chen, Yu-Yuan	Green product development and social welfare practices

2. Information on the operation of the Sustainable Development Committee

   Term of office of the current Committee: November 11, 2025 to June 17, 2027. The Sustainable Development Committee convened once in 2025, and the attendance of members was as follows

Title	Name	Attendance in Person	Attendance by Proxy	Attendance Rate in Person (%)	Remarks
Chairperson and Convener (Chairperson)	Liao, Ching-Chang	1	0	100%	
Member	Chen, Kuo-Yin	1	0	100%	
Member	Yang, Chi-Tsung	1	0	100%	
Member	Luo, Sheng-Tien	1	0	100%	
Member	Chen, Yu-Yuan	1	0	100%	

Discussions and resolutions of the Sustainable Development Committee in 2025:

<table>
<tr><th>Sustainable Development Committee</th><th>Content of motions</th><th>Matters for discussion/resolution</th></tr>
<tr><td rowspan="2">1st Term, 1st meeting 2025.11.28</td><td>1. Report on the implementation and results of sustainable development in 2025.
2. Formulation of the 2026 sustainable development plan and goals.</td><td>Upon inquiry by the Chairperson, all other attending members had no objection, and the proposal was approved as proposed and submitted to the Board of Directors for report.</td></tr>
<tr><td colspan="2">The 2025 implementation and results, together with the 2026 development plan and goals, were reported to the Board of Directors on 2026.03.11.</td></tr>
</table>

(VIII) Implementation of sustainable development and differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons therefor

<table>
<tr><th rowspan="2">Assessment Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Difference from “Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies” and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td>I. Has the Company established a governance structure for promoting sustainable development, set up a dedicated (or part-time) unit for promoting sustainable development, authorized senior management by the Board of Directors to handle such matters, and how does the Board of Directors supervise such matters?</td><td>✓</td><td></td><td>1. Governance structure
To enhance sustainable governance performance, the Company has the Board of Directors supervise the overall promotion of sustainable development. In 2022, it established the “Sustainability Committee” thereunder, and in November 2025 upgraded it to a functional committee at the Board level and renamed it the “Sustainable Development Committee” to formulate, promote, and strengthen the Company’s sustainable development policies, management guidelines, and strategies.
2. Organizational implementation
(1) The dedicated unit of the Sustainable Development Committee is the General Manager’s Office, which is responsible for meeting affairs, assisting sustainable development operations, and risk management strategies. Cross-departmental teams (Corporate Governance Team/Environmental Sustainability Team/Social Welfare Team/Sustainability Information Disclosure Team) carry out the work of the assigned groups, compile implementation plans or other sustainability-related matters, and report implementation results to the Committee.
(2) 2025 implementation and results of sustainable development</td><td>None.</td></tr>
</table>

<table>
<tr><th rowspan="2">Assessment Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Difference from “Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies” and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><th>Completed items</th><th>Date reported to the Board of Directors</th></tr>
<tr><td>Quarterly progress of greenhouse gas inventory and verification for the Company and consolidated subsidiaries.</td><td>03.13, 05.12, 08.11, 11.11</td></tr>
<tr><td>2024 Sustainability Report</td><td>Approved upon review on 08.11</td></tr>
<tr><td>2025 risk management implementation status</td><td>11.11</td></tr>
<tr><td>Operating procedures and key controls for sustainability information management.</td><td>Approved upon review on 11.11</td></tr>
<tr><td>Sustainable Development Committee Charter and appointment of members</td><td>Approved upon review on 11.11</td></tr>
</table>
3. Supervision by the Board of Directors
The Board of Directors authorizes the Sustainable Development Committee to faithfully perform the following duties with the care of a good administrator and submit them to the Board of Directors:
(1) Formulate, promote, and strengthen the Company’s sustainable development policies, management guidelines, and strategies.
(2) Review, track, and revise the implementation and effectiveness of sustainable development.
(3) Supervise sustainability information disclosure matters and review the sustainability report.
(4) Supervise the implementation of the business under the Company’s Sustainable Development Best Practice
</td><td></td></tr>
</table>

Assessment Item	Implementation Status			Difference from "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Description	
			Principles or other sustainable development-related work resolved by the Board of Directors. The 2025 implementation and results, as well as the 2026 plans and goals, were reported to the Board of Directors on 2026.03.11.	
II. Does the Company follow the materiality principle to conduct risk assessment for environmental, social and corporate governance topics related to company operation, and establish risk management related policy or strategy?	✓		1. The Company has established the Audit Committee, which is responsible for supervising the implementation of the Company's risk management and has formulated the "Risk Management Operating Procedures." Based on the principle of materiality, it conducts risk assessments and formulates risk management strategies and plans by considering corporate governance issues in economic, environmental, and social aspects that have a material impact on customers, investors, and other stakeholders. 2. The scope of the risk assessment covers Huxen headquarters and branches. 3. Each management unit has assessed and reviewed risk matters for 2025 and formulated risk management strategies, which were approved upon review by the Audit Committee on 2025.11.11 and reported to the Board of Directors on 2025.11.11. 4. The implementation of risk management in 2025 has been disclosed in the Investor Relations section of the Company's website: https://www.eosasc.com.tw/ir-information	None.
III. Environmental Topic (I) Does the Company have an appropriate environmental management system	✓		(I) 1. The Company has adopted green design principles and is collaborating with original manufacturers to optimize carbon reduction throughout the product life cycle. The Company	(I) None.

Assessment Item	Implementation Status			Difference from "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Description	
established in accordance with its industrial character?			has also implemented a green procurement policy and product eco-label management, employing an effective tracking mechanism that requires suppliers to provide product carbon footprint reports, assess the proportion of recycled or environmentally friendly materials used, and regularly verify whether products comply with relevant regulations and eco-label certification standards. 2. The Company has translated its carbon reduction goals into concrete action plans. Through regular reviews of implementation results by the Sustainable Development Committee and continuous optimization of strategies, energy conservation and carbon reduction are ensured to be incorporated into daily operational management. (1) Headquarters and all 34 branches across Taiwan have fully implemented a computer automatic shutdown system, effectively saving energy and reducing carbon emissions. (2) LED panel lights are used in all offices throughout Taiwan, and air conditioning is used efficiently in summer. (3) To reduce printing waste, Headquarters implemented a card-based pickup system, successfully decreasing unnecessary printing by 10%, saving 9,000 sheets of paper annually. (4) Actively participate in global climate initiatives such as "Earth Hour" to enhance employee awareness of energy conservation and foster a green workplace	

<table>
<tr><th rowspan="2">Assessment Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Difference from “Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies” and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>culture.
(5) Continue to promote water conservation, regulate the water flow of public restroom sinks, and give priority to faucets and toilets with the “Water Conservation Label” when replacing outdated equipment.
(6) In 2025, carbon reduction efforts focused on two key areas: “low-carbon transportation” and “low-carbon office operations.” Fuel consumption by company vehicles decreased carbon emissions by approximately 23 metric tons of CO_2e compared to the base year, and electricity use reduced carbon emissions by approximately 37 metric tons of CO_2e.</td><td></td></tr>
<tr><td>(II) Is the Company committed to improving resource efficiency and to the use of renewable materials with low environmental impact?</td><td>✓</td><td></td><td>(II) 1. The Company does not engage in manufacturing. In the course of operations, the primary energy sources used are electricity and gasoline for company vehicles, and the required electricity is supplied by Taiwan Power Company. Total energy consumption in 2025 decreased by 13% compared to the 2022 baseline, and energy intensity showed a declining trend.
Internal energy use (Scope 1 + Scope 2) (Unit: GJ)
<table>
<tr><th colspan="2">Type of energy</th><th>2024</th><th>2025</th></tr>
<tr><td rowspan="2">Non-renewable energy</td><td>Gasoline</td><td>3,128.8771</td><td>3,193.3456</td></tr>
<tr><td>Purchased electricity</td><td>1,710.9343</td><td>1,602.8899</td></tr>
<tr><td colspan="2">Total energy consumption</td><td>4,839.8114</td><td>4,796.2356</td></tr>
<tr><td colspan="2">Turnover (NT$ million)</td><td>1,400</td><td>1468</td></tr>
</table></td><td>(II) None.</td></tr>
</table>

<table>
<tr><th rowspan="2">Assessment Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Difference from “Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies” and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>Energy intensity (GJ / million NT$)</td><td>3.4570</td><td>3.2672</td></tr>
<tr><td>Annual change rate of energy intensity</td><td>4.33%</td><td>-5.49%</td></tr>
</table>
2. (1) To realize the vision of “from waste to regeneration,” the Company has implemented a standardized, detailed dismantling and classified recycling process for end-of-life equipment. After machines and equipment reach the end of their service life, they are classified by material type, primarily into iron, plastic, circuit board, and glass categories, and appropriate recycling and reuse methods are adopted according to different materials.
(2) To assess the condition of recovered second-hand machinery and equipment, and reduce waste generation while extending product life cycles, the following two major strategies are employed:
● Whole-machine reuse: Sort, repair, and reintroduce available equipment into the leasing or sales market to achieve resource reuse.
● Scrapping: Equipment no longer suitable for sale is dismantled for usable parts for reuse, and qualified recycling service providers are engaged for disposal to ensure compliance with regulations and reduce environmental impact.
From 2021 through 2025, the Company completed the reuse of a total of 31,511 complete machines and processed 6,175 recovered scrapped equipment units.
</td><td></td></tr>
</table>

Assessment Item	Implementation Status			Difference from "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Description	
(III) Does the Company evaluate current and future climate change potential risks and opportunities and take measures related to climate related topics?	✓		(III) 1. The Company has adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Based on its four core elements of governance, strategy, risk management, and metrics and targets, and according to the possible impacts of climate change on operating models, supply chains, product sales, and customer demand, the Company has identified physical and transition risks and opportunities, established a risk management process, incorporated climate risks and opportunities into its annual operational risk inventory and response plans, and reduced impacts through internal controls and contingency mechanisms. 2. Details on the "Core Elements of Climate-Related Financial Disclosures," "Climate-Related Risks and Opportunities," and the "Financial Impact of Climate Change" are available in the sustainability report or on the official website.	(III) None.
(IV) Does the Company collect data for greenhouse gas emissions, water usage and waste quantity in the past two years, and set greenhouse gas emissions reduction, water usage reduction and other waste management policies?	✓		(IV) 1. Greenhouse gas management policies and carbon reduction effectiveness: Since 2022, annual greenhouse gas inventories have been conducted in accordance with the ISO 14064-1:2018 international standard, using Huxen parent company financial statements as the boundary. By 2025, total carbon emissions were reduced by 13.3% from the 2022 baseline. This reduction is mainly due to the increased use of virtual meetings, decreased business travel, and the adoption of electric vehicles. Going forward, the Company will continue to promote the annual carbon	(IV) None.

<table>
<tr><th rowspan="2">Assessment Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Difference from “Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies” and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>reduction target of 3% in the short and medium term, moving toward the long-term target of achieving net-zero carbon emissions by 2050.
Greenhouse gas emissions in the past two years
Unit: metric tons of CO_2e
<table><tr><th></th><th>Scope 1</th><th>Scope 2</th><th>Total</th></tr><tr><td>2024</td><td>226.2112</td><td>225.5989</td><td>451.8101</td></tr><tr><td>2025</td><td>224.5412</td><td>211.3525</td><td>435.8937</td></tr></table>2. Water management policies and reduction outcomes:
The Company continues to promote water conservation, regulate the water flow of public restroom sinks, and give priority to faucets and toilets with the “Water Conservation Label” when replacing outdated equipment. And regularly inspect water pumps, water towers, faucets or other pipe joints, as well as walls or underground pipelines, for water leakage.
Water usage in the past two years
3.823 million liters in 2024; 3.228 million liters in 2025.
3. Waste management policies and reduction outcomes
The Company complies with the Waste Disposal Act and implements a “proactive recycling” strategy, establishing and implementing recycling and proper disposal measures for consumable waste such as toner cartridges and old parts. Each branch location arranges at least once each quarter for a government-approved, qualified environmental protection contractor to carry out collection and disposal, and implements “photo documentation” and “voucher</td><td></td></tr>
</table>

<table>
<tr><th rowspan="2">Assessment Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Difference from “Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies” and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>management” systems.
Total waste weight over the past two years
Unit: metric tons
<table><tr><th></th><th>Empty toner bottles/cartridges</th><th>Office machines</th><th>Total</th></tr><tr><td>2024</td><td>16.006</td><td>509.81</td><td>525.816</td></tr><tr><td>2025</td><td>13.859</td><td>571.2</td><td>585.059</td></tr></table>Recovery rate (recycling rate): 2024 86%, 2025 83%.</td><td></td></tr>
<tr><td>IV. Social Topic
(I) Does the Company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?</td><td>✓</td><td></td><td>(I) 1. To fulfill corporate social responsibility and safeguard the basic human rights of all employees, customers, and stakeholders, the Company recognizes and supports the United Nations Universal Declaration of Human Rights, Global Compact, and Guiding Principles on Business and Human Rights, as well as the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, respects internationally recognized human rights standards, ensures that basic human rights are not infringed, and treats all employees, contract and temporary personnel, interns, and others with dignity and respect.
2. Labor rights include, but are not limited to, minimum wage, working hours (including overtime), insurance, leave, pension systems, contract termination notice periods, freedom of association, and collective bargaining rights. The Company is committed to providing equal employment opportunities and treatment, and employees are not treated differently on the basis of race, color, gender, religion, political position, nationality, or social background.</td><td>(I) None.</td></tr>
</table>

Assessment Item	Implementation Status			Difference from "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Description	
			3. The Company strictly complies with local labor-related laws and regulations and has established "Work Rules," under which labor–management rights and obligations comply with labor laws and regulations and have been filed with the Labor Affairs Bureau to protect the legitimate rights and interests of employees. And has also established the "Supplier Management Regulations" and the "Supplier Management Operating Guidelines," requiring all suppliers to comply with international standards and applicable labor laws. 4. Details on human rights risk assessment and target management are available in the sustainability report. The Company also posts posters on the company intranet and bulletin boards, and reinforces awareness and understanding of gender equality issues among employees through meetings or courses. At the same time, in addition to establishing complaint mailboxes, complaint hotlines, and regularly convening management meetings, employees may also communicate with supervisors through channels such as daily and monthly work reports to build diversified and smooth communication channels. The Company strictly prohibits any workplace bullying by management supervisors and has zero tolerance for workplace violence among workers.	
(II) Does the Company have reasonable employee benefit	✓		(II) 1. The Company provides comprehensive benefits to its full-time employees, including basic labor and health insurance,	(II) None.

Assessment Item	Implementation Status			Difference from "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Description	
measures (including salaries, leave, and other benefits), and do business performance or results reflect on employee salaries?			annual leave, maternity leave, parental leave, and employee group insurance, and also provides a pension plan, marriage and funeral subsidies, emergency loans, travel, health check-up and hospitalization subsidies, and free meals. In addition, performance bonuses are distributed annually based on operating conditions, and employees' children are also eligible for educational scholarships. (Please refer to pages 97-98 of this annual report for details) 2. The Company is committed to achieving Sustainable Development Goal (SDG) 8.2, "Decent Work and Economic Growth," by providing equal employment opportunities regardless of gender or age, and by complying with local government regulations to ensure employment opportunities for other minority groups, thereby meeting the diverse needs of employees. According to employee data statistics at the end of 2025, women made up approximately 22% of the workforce, and more than one-fifth of employees were experienced specialists aged 51 or older. 3. Article 29 of the Company's Articles of Incorporation stipulates: If the Company records profit for the year (profit refers to pre-tax profit before distribution of employee remuneration), 1% to 10% shall be appropriated as employee remuneration. Of the employee remuneration amount referred to in the preceding paragraph, no less than 40% shall be appropriated for remuneration distribution to	

Assessment Item	Implementation Status			Difference from “Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies” and reasons
	Yes	No	Description	
			frontline employees. 4. The Company has established a competitive salary management system. Salary levels are determined by job duties, professional capabilities, education, experience, and years of service, and are adjusted with reference to industry market standards. The Company values equal pay for equal work and has no overall pay gap due to gender. Employees’ compensation consists of fixed and variable pay: fixed pay is paid monthly; variable pay includes sales bonuses, team bonuses, operating results sharing, year-end bonuses, and performance bonuses. 5. The aforementioned operating results sharing, year-end bonuses, and performance bonuses are implemented through favorable responsibility center compensation regulations (for line employees), an operating results sharing system, and a performance bonus system (for staff employees). These are distributed according to the appropriated profit amount and team and individual performance evaluations, fully and appropriately reflecting operating performance or results in employees’ compensation.	
(III) Does the Company provide a healthy and safe working environment and organize training on health and safety for its employees regularly?	✓		(III) 1. Occupational safety: The Company has formulated the “Occupational Safety and Health Work Rules” and the “Occupational Safety and Health Management Plan” in accordance with the Occupational Safety and Health Act and related laws and regulations. In 2024, the duties of the occupational safety	(III) None.

Assessment Item	Implementation Status			Difference from "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Description	
			and health organization were incorporated into the Sustainable Development Committee, which convenes at least one meeting each quarter. From occupational safety and health policy recommendations, annual education plans, machinery and equipment reviews, and working environment monitoring, each department has established occupational safety management and first-aid medical personnel in accordance with the law to comprehensively prevent occupational accidents. The Company regularly conducts accident prevention training. All training content is rigorously reviewed by the Occupational Safety and Health Committee, and a dedicated unit tracks effectiveness to ensure that all training is implemented in practical operations. In 2025, Huxen conducted occupational safety and health education and training, with a total of 703 hours, 530 participant attendances, and an average of 1.86 training hours per participant. 2. Health promotion: The Company promotes a variety of health measures by providing employees with practical health knowledge through e-newsletters and seminars. Since 2022, it has introduced annual on-site health services, engaging professionals to help improve health programs, identify and assess employee health risks, prevent occupational accidents and diseases, and offer health guidance and consultation services. In addition, it provides health check-	

Assessment Item	Implementation Status			Difference from "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Description	
			up programs exceeding the requirements of the Labor Standards Act, conducting health check-ups for all age groups once every two years. Huxen actively promotes the "666 Lifestyle Pledge," encouraging employees to cultivate good lifestyle habits, such as consuming more fruits and vegetables, walking 5,000 steps per day, and getting close to nature at least once a month. In addition, by holding employee sports events such as the "Tiger Leap Cup" basketball tournament, the Company encourages employees to develop healthy living habits through exercise. 3. There were 0 occupational accident incidents and 0 fire incidents in 2025.	
(IV) Does the Company provide its employees with career development and training sessions?	✓		(IV) The Company's talent development system is structured around four key areas: "leadership management," "general capabilities," "functional categories," and "professional capabilities," and incorporates diverse development mechanisms such as job rotation, project experience, job deputization, and external training to systematically enhance employee capabilities. New employees receive course training in basic principles, product operation, and service procedures through the "Learning Passport"; for professional expertise required by each position, departments arrange various professional courses according to competency needs to strengthen job-related skills. In addition, through the "Management Trainee Development Regulations," the Company proactively cultivates management trainees and managerial talent through project experience and management	(IV) None.

<table>
<tr><th rowspan="2">Assessment Item</th><th colspan="3">Implementation Status</th><th rowspan="2">Difference from “Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies” and reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>skills practice, honing leadership and enhancing management experience.
The Company offers diverse course formats and has established a satisfaction feedback mechanism, and regularly reviews learner effectiveness and training growth trajectories. In 2025, each employee averaged 31 hours of training, and the annual training budget totaled NT$540,000.
Employee training hours and gender ratios for 2025 were as follows:
<table>
<tr><th rowspan="2">Employee Category</th><th colspan="2">Total training hours (hours)</th><th colspan="2">Average training hours per person (hours)</th></tr>
<tr><th>Male</th><th>Female</th><th>Male</th><th>Female</th></tr>
<tr><td>Supervisors</td><td>1,239</td><td>39</td><td>25.8</td><td>19.5</td></tr>
<tr><td>Marketing</td><td>3,233</td><td>2,345</td><td>53.0</td><td>32.6</td></tr>
<tr><td>Technical Services</td><td>4,625</td><td>0</td><td>27.7</td><td>0</td></tr>
<tr><td>Staff</td><td>44</td><td>38.5</td><td>2.6</td><td>3.9</td></tr>
</table></td><td></td></tr>
<tr><td>(V) Do the Company’s products and services comply with relevant laws and international standards in relation to customer health and safety, customer privacy, and marketing and labeling of</td><td>✓</td><td></td><td>(V) 1. The Company’s operating activities comply with the relevant laws and regulations of the local government, and it participates in compliance training from time to time to integrate compliance awareness into daily management. The following events did not occur in 2025:
• Product or services violated consumer health and safety-related laws and regulations.</td><td>(V) None.</td></tr>
</table>

Assessment Item	Implementation Status			Difference from "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Description	
products and services, and are relevant consumer protection and grievance procedure policies implemented?			• Product or services violated information or labeling-related laws and regulations. • Incidents of marketing communications violating relevant laws and regulations. • Verified violations of customer privacy or loss of customer data. 2. The Company has adopted a green design philosophy and internally implemented a green procurement policy and product environmental labeling management. Short-term goals (1–2 years): Achieve a 90% rate of green certification labels and ensure all new products comply with national environmental labeling standards and relevant international standards. 3. The Company has established a comprehensive and systematic process to safeguard customers' rights and interests. Any abnormal service or product issues reported by customers are uniformly accepted by the customer service center, which issues a "Customer Feedback Processing Form" and assigns a responsible supervisor at the branch to personally handle and track the improvements. Implement a strict sign-off system for feedback forms. In addition, all customer complaint incidents are included in internal review meetings to strengthen the organization's risk resilience and service stability. In addition, all customer-related information (including personal data and transaction records) is centrally stored in	

Assessment Item	Implementation Status			Difference from "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Description	
			the enterprise resource planning (ERP) system for centralized management, and multiple information security protection measures are adopted. There were no complaint incidents in 2025 arising from infringement of customer data privacy.	
(VI) Does the company implement supplier management policies, requiring suppliers to observe relevant regulations on environmental protection, occupational health and safety, or labor and human rights?	✓		(VI) The Company is committed to building a responsible and sustainable supply chain, ensuring that all suppliers comply with ESG standards. In 2020, it joined the "Supplier Compliance Requirements," which requires suppliers to jointly promote environmentally sustainable development and makes this a basic qualification and requirement for supplier selection. In supplier development, all cooperating suppliers must adhere to four core principles: environmental protection, safety and health, labor rights, and ethical business practices. At the same time, suppliers are also required to provide a safe working environment, strictly prohibit child labor and forced labor, and comply with laws and regulations related to working hours and wages. Integrity in operations is also implemented to eliminate corruption, bribery, and conflicts of interest, so as to ensure fairness and ethics in supply chain operations. During the supplier selection stage, we require all new suppliers to sign an Anti-Corruption Commitment Letter. Any quality issues encountered during procurement operations must be addressed immediately through the replacement of goods. No major delivery abnormalities occurred in 2025.	(VI) None.
V. Does the Company refer to international reporting rules or	✓		The Company's 2024 Sustainability Report:	Planning to prepare a sustainability

Assessment Item	Implementation Status			Difference from "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Description	
guidelines to publish the Sustainability Report to disclose non-financial information of the Company? Has the foregoing Report acquired a third-party verification or statement of assurance?			1. Compiled based on the 2021 edition of the Global Reporting Initiative (GRI) Standards (GRI Sustainability Reporting Standards, GRI Standards), of which topic standard GRI 403 is aligned with the 2018 edition, GRI 207 with the 2019 edition, and GRI 306 with the 2020 edition; the remaining topic standards are the 2016 edition. A GRI content index is provided in the Appendix. 2. To enhance the accuracy and credibility of this report, the Company engaged AFNOR Asia Co., Ltd. (AFNOR Asia), an independent third-party verification institution, to conduct assurance in accordance with the AA1000AS v3 assurance standard, based on Type 1 application and the Moderate Assurance level, assuring that the contents of this report comply with the GRI Standards and the accountability principles of AA1000AP (2018). 3. The Company is preparing 2025 ESG Report, following the editing principle and guideline from 2024.	report in 2025.
VI. If the Company has adopted its own sustainable development best practice principles in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies," please describe any differences between its operations and the principles adopted: In 2022, the Company established the "Sustainable Development Best Practice Principles" in accordance with laws and regulations, and in 2025 amended the "Organizational Rules of the Sustainable Development Committee." The task forces are responsible for promotion in accordance with the adopted principles, and there is no difference between its operations and the principles adopted.				
VII. Other useful information for explaining the status of corporate social responsibility practices: (I) The Company has been awarded the "Golden Award for Happy Enterprises": In 2025, in Taiwan's benchmark Happy Enterprise poll, the Company stood out among 4,200 enterprises by virtue of its strong corporate culture and firm commitment to employee well-being, and won the highest honor, the "Golden Award for Happy				

Assessment Item	Implementation Status			Difference from "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Description	

Enterprises" certification. The Company has long provided market-competitive compensation and benefits. Through comprehensive employee care and sound childcare support, it practices ESG corporate social responsibility and creates a secure and mutually beneficial workplace.

(II) The Company regularly reviews and analyzes customer feedback and proposes appropriate improvement plans. In 2025, Huxen's customer satisfaction rate was 99.4%, remaining above 98.9% for 8 consecutive years, providing customers with service quality that allows them to "buy with peace of mind and use with confidence."

(III) In 2025, the Company had a total of 34 branches in Taiwan, with locations throughout Taiwan. The headquarters and branches in various regions regularly work with social welfare partners to jointly build a public welfare support network centered on care and people-oriented values.

1. Huxen "Warmth Along the Way" Volunteer Program

In 2025, NT$750 thousand was invested in public welfare, 11 public welfare events were held, with a total of 145 colleagues participating and contributing 666 hours, benefiting 3,045 disadvantaged persons-times. Colleagues visited farms, zoos, fairs, and community institutions, accompanying children of the Eastern Presbytery of the Presbyterian Church to explore the world, accompanying residents of the Xiang-Yu Private Taoyuan City Institution for the Intellectually Disabled through the Lantern Festival, and accompanying elderly people from the Chiayi Volunteer Service Association out of their homes to participate in a croquet championship. In addition to accompanying disadvantaged groups, we also provided logistical support to meet the daily operational needs of public welfare organizations, including packing food boxes for the Andrew Charity Association, assisting in sorting supplies, and delivering food and warmth to families truly in need; serving as volunteers at public welfare bazaars for the Hsinchu City Catholic Ren-Ai Social Welfare Foundation, supporting public welfare fairs, and assisting with charity sales and fundraising; and participating in children's fairs organized by the Taiwan Fund for Children and Families.

Year	Input	Output	Impact
2015~2022	95 events were held, with a total of 1,586 colleagues participating and contributing 6,062 hours	Services reached 22,115 disadvantaged persons-times.	Since 2015, through the "Warmth Along the Way" action plan, the Company has continuously promoted local volunteer services
2023	14 events were held, with a total of	Services reached 3,261	

Assessment Item	Implementation Status			Difference from "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Description	

	159 colleagues participating, contributing 563 hours	disadvantaged persons-times.	and encouraged colleagues to proactively participate according to the needs of local social welfare organizations. Whether by contributing time and companionship or providing resources, the Company is committed to responding to social expectations through practical actions, continuously spreading goodwill and strengthening its positive social impact.
2024	13 events were held, with a total of 137 colleagues participating, contributing 626 hours	Services reached 3,686 disadvantaged persons-times.	
2025	11 events were held, with a total of 145 colleagues participating, contributing 666 hours	Services reached 3,045 disadvantaged persons-times.	

2. Since 2017, the "Stable Companionship Project" has been promoted, jointly accompanying disadvantaged children and youths, persons with disabilities, the elderly, and high-need families with many social welfare partners. As of 2025, a cumulative total of 467 colleagues had participated, contributing 1,995 hours.

Huxen "Stable Companionship Project"

Social Welfare Institution	Number of stable companionships	Year	Input	Impact
Taoyuan City Xiang-Yu Private Institution for the Intellectually Disabled Foundation	9	2017~2025	A total of 94 colleagues participated, contributing 263 hours	Since 2017, the "Stable Companionship Project" has been promoted through long-term cooperation with seven social welfare institutions to carry out impactful public welfare actions, continuously care for disadvantaged local groups, deepen emotional connections, and build a warm, trustworthy support network.
Down Syndrome Foundation R.O.C.	6	2018~2020 2023~2025	A total of 73 colleagues participated, contributing 363 hours	
Family of Joy Social Welfare Foundation	6	2018~2019 2021~2022	A total of 103 colleagues participated, contributing	

Assessment Item	Implementation Status			Difference from “Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies” and reasons
	Yes	No	Description	

		2024~2025	551 hours
SAINT JOSEPH SOCIAL WELFARE FOUNDATION	5	2017~2019 2024~2025	A total of 56 colleagues participated, contributing 280 hours
ANDREW Charity Association	3	2018~2019 2025	A total of 128 colleagues participated, contributing 384 hours
Genesis Social Welfare Foundation	3	2020 2023~2024	A total of 43 colleagues participated, contributing 124 hours
Takming University of Science and Technology	2	2023~2024	A total of 10 colleagues participated, contributing 30 hours

3. In November 2025, we responded to RE-THINK’s beach cleanup activity and gathered colleagues and family members at Jinshan Seaside Park in New Taipei to remove coastal waste. A total of 806.5 kilograms of garbage was removed during this event, reminding us that environmental sustainability requires hands-on efforts from everyone.

(IX) Climate-related information

1. Information on the implementation of climate-related information

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td>I. Describe the oversight and governance of climate-related risks and opportunities by the Board of Directors and management.</td><td>1. The Board of Directors is the highest guiding unit for the Company’s climate-related risk governance.
2. The Board of Directors has established a Sustainability Committee, under which an Environmental Sustainability Task Force is responsible for the execution of related work.
3. The Company regularly convenes meetings each year to determine priority corporate sustainability initiatives, including climate change-related issues, and regularly reports implementation results to the Board of Directors to strengthen decision-makers’ participation in and oversight of climate issues.</td></tr>
<tr><td>II. Explain how identified climate risks and opportunities affect the Company’s business, strategy and finance (short term, medium term, long term).</td><td>The Company has identified physical and transition risks based on its business type and operating status, which will bring risks of reduced business and property loss to the Company. In response to the impact of global climate change and the greenhouse effect on the environment, the Company has established short-term, medium-term and long-term strategies and goals.
1. Short term: Energy-saving and carbon reduction measures, promotion of energy-saving management in offices and public areas, waste reduction and implementation of green procurement, and purchase of products with energy-saving and environmental protection labels. The goal is to reduce carbon emissions by 3% per year.
2. Medium term: Gradually phase out old office equipment with high energy consumption and increase capital expenditure.
3. Long term: Continue to focus on building smart, mobile and diversified office environment technologies, develop 360-degree office solutions, and implement ESG sustainability concepts into operating processes and business models, with a view to becoming the “best provider of integrated digital office services.” Net zero by 2050.</td></tr>
<tr><td>III. Describe the financial impacts of extreme climate events and transition actions.</td><td>1. Climate-related risks and financial impacts of the Company
<table>
<tr><th>Type</th><th>Climate-related risks</th><th>Potential financial impacts</th></tr>
<tr><td>Transition risks</td><td>Policies and laws and regulations</td><td>Increased energy management-related costs, additional expenses arising from carbon tax systems, and increased operating costs due to fines and litigation for violations.</td></tr>
</table>
</td></tr>
</table>

Item	Implementation Status		
		Technology	Increased capital expenditure for the development of low-carbon technologies, pressure on revenue from emerging or alternative technologies, and additional costs required for adjustment and upgrading of new technologies.
		Market	Customers shifting to products and services with lower carbon emissions affects the Company's revenue performance.
		Goodwill	Cooperation with high-carbon-emission suppliers reduces customer trust, and insufficient climate adaptation capacity will affect stakeholders' confidence.
	Physical risks	Acute risks (such as heavy rain, typhoons, hurricanes and floods)	Interruptions to data center operations and logistics lead to reduced revenue, and employees being unable to attend work will increase occupational safety and health management costs.
		Chronic risks (such as extreme climate, rising average temperatures and rising sea levels)	Rising average temperatures lead to increased electricity expenses at operating sites, and flooding risks for low-lying buildings will increase maintenance and post-disaster repair costs.

2. Climate-related opportunities and financial impacts of the Company

Type	Climate-related opportunities	Potential financial impacts
Resource efficiency	Reuse of paper waste, replacement with high-efficiency electrical appliances, adoption of water-saving measures to reduce water usage and consumption, and introduction of solar power generation in office spaces.	Reduce purchases of consumables, reduce electricity consumption and carbon emissions, and achieve effective control of water costs.
Energy sources	Use green energy to reduce energy consumption and environmental impact.	Installation of solar panels on office buildings reduces electricity costs and increases the use of renewable energy.

<table>
<tr><th>Item</th><th colspan="3">Implementation Status</th></tr>
<tr><td></td><td>Products and services</td><td>Research and development of new and alternative technologies to strengthen the competitiveness of products and services.</td><td>Invest in the development of new technologies to attract potential partners.</td></tr>
<tr><td></td><td>Market</td><td>Develop green energy and energy-saving products to respond to market demand for low-carbon products.</td><td>Innovative power-saving products enhance product sales and profitability.</td></tr>
<tr><td></td><td>Resilience</td><td>Strengthen the Company’s overall climate change response and risk management capabilities.</td><td>Introduce low-carbon technologies and strengthen operational response capabilities to mitigate supply chain disruption risks.</td></tr>
<tr><td>IV. Describe how the identification, assessment and management processes for climate risks are integrated into the overall risk management system.</td><td colspan="3">1. The Company has adopted the climate-related financial disclosure recommendations formulated by the Task Force on Climate-related Financial Disclosures (TCFD) and conducts risk assessments on climate risks and opportunities based on the four core elements.
2. The Sustainability Committee regularly compiles and reviews the potential impacts of various climate-related issues and response strategies. Through regular annual meetings, it determines priority corporate sustainability initiatives, including climate change-related issues, and regularly reports implementation results to the Board of Directors to strengthen decision-makers’ participation in and oversight of climate issues.
3. In 2022, the Company established the “Risk Management Operating Procedures,” with the Board of Directors as the highest unit for risk management, aiming to promote and implement the Company’s overall risk management. The Audit Committee assists the Board of Directors in supervising risk management and reports its annual operating status to the Board of Directors. The General Manager’s Office coordinates the allocation of various resources and responses. The Internal Audit Office is responsible for implementing internal audits to ensure the internal control system can continue to be effectively implemented. Each functional department and business unit is responsible within its professional field for risk assessment of various business decisions and execution of response strategies.</td></tr>
<tr><td>V. If scenario analysis is used to assess resilience to climate change risks, the</td><td colspan="3">Not applicable for the time being.</td></tr>
</table>

Item	Implementation Status
scenarios, parameters, assumptions, analysis factors and major financial impacts used should be explained.	
VI. If there is a transition plan for managing climate-related risks, explain the content of the plan, as well as the indicators and targets used to identify and manage physical risks and transition risks.	The Company has evaluated climate-related risks, opportunities, and financial impacts, and has formulated relevant response measures along with detailed management targets. Please refer to “Financial Impacts of Climate-related Risks and Opportunities” in the Huxen Sustainability Report.
VII. If internal carbon pricing is used as a planning tool, the basis for price setting should be explained.	It has not yet been implemented and will be planned and promoted as needed in the future.
VIII. If climate-related targets have been set, information such as the activities covered, greenhouse gas emission scopes, planning schedule and annual progress achieved should be explained; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of the offset carbon reduction amount or the number of RECs should	1. According to the “Sustainable Development Roadmap for TWSE/TPEx Listed Companies,” the Company should complete greenhouse gas inventories (including Scope 1 and Scope 2) in 2026, and complete external verification in 2028. The Company’s consolidated subsidiaries (including each subsidiary included in the reporting entities of the consolidated financial statements) should complete greenhouse gas inventories in 2027 and complete external verification in 2029. 2. The Company and its consolidated subsidiaries will continue to complete, in accordance with the competent authority’s reference guidelines and relevant regulations, the establishment of dedicated (or concurrent) units, detailed implementation schedules for each plan item, formulation of complete inventory procedures, and planning content such as the Board of Directors’ supervision and control of phased targets. They will report the implementation progress to the Board of Directors on a quarterly basis to continuously monitor the completion status of the greenhouse gas inventory and verification disclosure schedules (for progress of various indicators, please refer to the “Sustainability Report”).

Item	Implementation Status
be explained.	
IX. Greenhouse gas inventory and assurance status, and reduction targets, strategies and specific action plans (also to be filled in 1-1 and 1-2).	1. The Company is currently conducting internal greenhouse gas inventory and verification (see 1-1), and has not conducted external assurance. 2. Greenhouse gas reduction targets, strategies and specific action plans (see 1-2).

1-1 Greenhouse gas inventory and assurance status of the Company for the most recent 2 years

1-1-1 Greenhouse gas inventory information

Describe the GHG emissions in the most recent two years (tCO_2e), intensity (tCO_2e/NTD million), and data coverage.

Since 2022, the Company has voluntarily conducted greenhouse gas emissions inventories in accordance with the ISO 14064-1:2018 international standard, using the parent company financial statements of the Group as the inventory boundary, covering Scope 1 (direct emissions) and Scope 2 (indirect emissions). In 2025, Scope 1 emissions were 224.5412 metric tons of CO_2e, and Scope 2 emissions were 211.3525 metric tons of CO_2e, representing a 13.3% decrease in total carbon emissions compared to the 2022 base year. This reduction is mainly attributable to the widespread adoption of video conferencing, reduced business travel, and controls over fuel card use for vehicles. In addition, the greenhouse gas emission intensity in 2025 was 0.297 metric tons of CO_2e/NT$ million, representing a decrease of 16.3% from the base year, demonstrating the Company's continued efforts in carbon reduction. To further enhance the accuracy and transparency of carbon management, Huxen plans to obtain the ISO 14064-1:2018 greenhouse gas verification statement and will continue to promote the short- and medium-term target of reducing carbon emissions by 3% annually, moving toward the long-term target of achieving net-zero carbon emissions by 2050.

Huxen's greenhouse gas emissions and greenhouse gas emission intensity for the most recent 3 years (Unit: metric tons CO_2e)

Total emissions		2023	2024	2025
Scope 1	Official vehicles – gasoline	229.0210	226.2112	224.5412
Scope 2	Purchased electricity	215.3909	225.5989	211.3525
Total GHG emissions		444.4119	451.8101	435.8937
Turnover (NT$ million)		1,429	1,400	1,468
GHG emission intensity (metric tons CO_2e/NT$ million)		0.31100	0.32295	0.29700

Note:

1. The conversion coefficients are based on the calorific values of vehicle gasoline, diesel, LPG, and natural gas as announced by the Ministry of Environment for 2025.
2. The method for aggregating greenhouse gas quantities is the operational control approach.
3. Estimated values of global warming potential (GWP) for various greenhouse gases: the IPCC Sixth Assessment Report was adopted for 2023, 2024, and 2025.
4. The electricity emission factor was 0.494 kg CO_2e/kWh in 2023; the electricity emission factor was 0.474 kg CO_2e/kWh in 2024; the electricity emission factor was 0.474 kg CO_2e/kWh in 2025.
5. Carbon emission intensity calculation formula: total greenhouse gas emissions (metric tons of CO_2 e)/revenue (NT$ million). The base year for greenhouse gas emissions was 2022, and the reason for selecting that year as the base year was that it was the 1st year in which an independent greenhouse gas inventory and data collection statistics were conducted. Greenhouse gas emissions for that year were 502.521 metric tons of CO_2e; greenhouse gas emission intensity for that year was 0.355 (metric tons of CO_2e/NT$ million).

1-1-2 Greenhouse gas assurance information: the Company is a listed company with paid-in capital of less than NT$5 billion. According to the Financial Supervisory Commission's "Sustainable Development Roadmap for TWSE/TPEx Listed Companies," it is expected to complete assurance for the Parent Company Only Financial Statements by 2028.

1-2 Greenhouse gas reduction targets, strategies and specific action plans

Describe the baseline year for greenhouse gas reduction, its data, targets, strategies, and the specific action plans for reduction and the status of achieving the reduction targets.

1. The Company is a listed company with paid-in capital of less than NT$5 billion. According to the Financial Supervisory Commission's "Sustainable Development Action Plan for TWSE/TPEx Listed Companies (2023)," the Company expects to disclose in 2027 the carbon reduction targets, strategies and specific action plans set for the following year, using as the base year the inventory information of companies included in the Consolidated Financial Statements.
2. The Company has translated its carbon reduction goals into concrete action plans. Through regular meetings convened by the Sustainable Development Committee, implementation results are reviewed and strategies are continuously optimized to ensure that energy conservation and carbon reduction measures are implemented in daily operational management.

   In terms of internal management, the head office and 34 branches throughout Taiwan have fully introduced a computerized automatic shutdown system, and automatic equipment shutdown schedules have been set in office premises, which not only effectively save energy and reduce carbon emissions, but also reduce manual workload and improve management efficiency; offices throughout Taiwan use LED panel lighting and improve the efficiency of air-conditioner use in summer; to reduce printing waste, the head office has introduced a card-swipe print collection mechanism, successfully reducing unnecessary printing by 10% and reducing paper use by 9,000 pages annually. The Company also actively participates in global climate initiatives such as "Earth Hour" to deepen employees' awareness of energy conservation and promote the development of a green workplace culture.

   In 2025, Huxen implemented a number of carbon reduction programs, focusing on promoting carbon reduction actions under the two main themes of "low-carbon transportation" and "low-carbon office operations." Carbon emissions from fuel used by business vehicles were reduced by approximately 23 metric tons of CO_2e compared to the base year, and carbon emissions from electricity consumption were reduced by approximately 37 metric tons of CO_2e, demonstrating the enterprise's proactive actions and concrete results in climate action.

   2025 Huxen's energy conservation and carbon reduction action plan results

Action plan	Type of energy reduced	Base year/baseline	Reduction in energy consumption (million joules, MJ)	Carbon emission reduction (metric tons of CO_2e)
Low-carbon transportation	Gasoline for company cars	2022	Reduction in vehicle gasoline consumption by 9,865 liters,321,638 million joules MJ	Carbon emission reduction of 23 metric tons of CO_2e
Low-carbon office operation: ● Introduced computer automatic shutdown system ● LED lights used in all office throughout Taiwan ● Efficient use of air conditioning in summer ● Card swiped to collect printed documents	Purchased electricity	2022	Reduction in electricity consumption by 56,357 kWh, 202,592 million joules MJ	Carbon emission reduction of 37 metric tons of CO_2e

Note: 1. 2022 was the 1st year in which Huxen independently conducted a greenhouse gas inventory and data collection statistics.

(X) Status of implementation of ethical corporate management, deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, and reasons therefor

Assessment Item	Implementation Status			Deviations from the "Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies" and Reasons
	Yes	No	Description	
I. Establishment of ethical corporate management policies and programs (I) Does the Company have a Board-approved ethical corporate management policy, and has it stated in its regulations and external correspondence the ethical corporate management policy and practices, as well as the active commitment of the Board of Directors and management towards enforcement of such policy?	✓		(I) In 2014, the Company's Board of Directors approved the establishment of the "Ethical Corporate Management Best Practice Principles," which clearly stipulate the policies and practices of ethical corporate management, and these were published internally and on the Company's official website as the basis for implementation. In addition, the Ethical Corporate Management Committee approved the establishment of the "Statement of Compliance with Ethical Corporate Management Policy" and the "Integrity Commitment Letter," which specifically regulate all employees, the Board of Directors, and senior management to duly implement them in internal management and business activities, and report the promotion plans and implementation effectiveness to the Board of Directors once a year.	(I) None.
(II) Does the Company establish a mechanism for assessing the risk of unethical conduct, regularly analyze and assess business activities within its business scope that are at higher risk of unethical conduct, formulate	✓		(II) The Company has established the "Ethical Corporate Management Best-Practice Principles" and the "Code of Ethics" to specifically regulate all employees, prevent unethical business activities, and establish a risk assessment mechanism. Appropriate intensity and frequency of planning are implemented based on the	(II) None.

Assessment Item	Implementation Status			Deviations from the "Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies" and Reasons
	Yes	No	Description	
programs to prevent unethical conduct based thereon, and ensure that such programs cover at least the preventive measures for the acts set out in each subparagraph of Paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies?			level of risk, and the adequacy and effectiveness of preventive measures are regularly reviewed to effectively manage corruption risks across overall operations.	
(III) Does the Company provide clearly the operating procedures, code of conduct, disciplinary actions, and appeal procedures in the programs against unethical conduct? Does the Company enforce the programs above effectively and perform regular reviews and amendments?	✓		(III) In 2014, the Company established the "Guidelines for Preventing Unethical Conduct," which clearly stipulate operating procedures, guidelines for conduct, disciplinary measures for violations, and the complaint system. Audits are conducted by the dedicated unit. If there is any violation of professional ethics or any matter that should be reported, it is regularly reported to the Board of Directors, and the above relevant regulations are regularly reviewed and amended based on the implementation status to effectively prevent unethical conduct.	(III) None.
II. Fulfill operations integrity policy (I) Does the Company evaluate the ethical records of its trading counterparts, and specify the ethical conduct clauses in the contracts signed with its trading counterparts?	✓		(I) For prospective suppliers of the Company, in line with the Company's principle of ethical and upright management and anti-corruption policy, suppliers are required to sign a written declaration stating that they shall not have improper relationship contacts with the Company's employees (including relatives); the Company's external procurement contracts also contain	(I) None.

Assessment Item	Implementation Status			Deviations from the "Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies" and Reasons
	Yes	No	Description	
			"integrity clauses." If a supplier violates the agreement, it is stipulated that the supplier shall pay a substantial punitive liquidated damages amount and be listed as a rejected counterparty.	
(II) Does the Company establish a dedicated unit under the Board of Directors to promote ethical corporate management, and does it regularly report to the Board of Directors (at least once a year) on its ethical corporate management policy, programs to prevent unethical conduct, and the status of supervision and implementation?	✓		(II) In 2022, the Company established the "Ethical Corporate Management Committee" under the Board of Directors to advocate ethical corporate management and ethical professional conduct, and to implement a balance of the interests of all stakeholders. The Company shall convene a meeting at least once a year to report the ethical corporate management policy and the prevention against unethical conduct, and the supervision of the implementation to the Board of Directors. (The 2025 Ethical Corporate Management Committee implementation report was reported to the Board of Directors on 2025.11.11)	(II) None.
(III) Does the Company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement them?	✓		(III) The Company acts in accordance with laws and regulations to prevent conflicts of interest in all of its business activities. Moreover, various communication channels are provided, and dedicated persons are assigned to compile regular reports on the operation.	(III) None.
(IV) Has the Company established effective accounting systems and internal control systems to implement ethical corporate management, and does the internal audit unit formulate relevant audit plans based on the assessment	✓		(IV) The Company's accounting system and internal control system are established in accordance with relevant laws and regulations, and an audit plan is prepared annually. The financial unit and auditors manage internal control and report to the board of directors, and an internal control recommendation letter is issued by the CPA.	(IV) None.

Assessment Item	Implementation Status			Deviations from the "Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies" and Reasons
	Yes	No	Description	
results of unethical conduct risks and accordingly audit compliance with the programs to prevent unethical conduct, or engage certified public accountants to conduct audits?				
(V) Does the Company regularly hold internal and external educational training on operational integrity?	✓		(V) The Company regularly conducts internal and external education and training related to ethical corporate management issues every year: in 2025, a total of 18 courses and advocacy sessions related to ethical corporate management were held, with participants including managerial and non-managerial employees. The content included integrity-related education and training on anti-corruption/anti-bribery, trade secrets, intellectual property rights, information security, and prevention of insider trading.	(V) None.
III. Operation of the accusation system (I) Does the company establish both a report/incentive system and an accusation hotline? Can the accused person be reached by an appropriate personnel for follow-up?	✓		(I) The Company has established the "Whistleblower Protection System Regulations" and the "Procedures for Handling Reported Cases of Illegal, Unethical or Dishonest Conduct." Whistleblowing channels such as "in-person reporting," "telephone reporting," and "mailbox reporting" have been set up, and a dedicated unit has been assigned to handle the reports.	(I) None.
(II) Does the Company have in place standard operating procedures for investigating accusation cases, as well as follow-up actions and relevant post-	✓		(II) The Company has investigation procedures and follow-up measures to be taken after the completion of the investigation for all whistleblowing matters accepted, and adopts a confidentiality mechanism for whistleblowing	(II) None.

Assessment Item	Implementation Status			Deviations from the “Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies” and Reasons
	Yes	No	Description	
investigation confidentiality measures?			matters.	
(III) Does the Company take measures to protect whistleblowers rom improper treatment due to whistleblowing?	✓		(III) The Company shall handle whistleblowing cases in a confidential manner and verify them through independent channels, making every effort to protect whistleblowers. The identity of whistleblowers shall be kept absolutely confidential; where a whistleblower is an employee, the Company guarantees that such person will not be subject to improper disposition due to the whistleblowing.	(III) None.
IV. Strengthening information disclosure Does the Company disclose its ethical corporate management policies and the results of its implementation on the company’s website and MOPS?	✓		The Company’s official website “Investor Area,” ESG report, and Market Observation Post System all state the Ethical Corporate Management Best Practice Principles and the implementation of ethical corporate management policies, and disclose the content and implementation effectiveness for each year. The Company’s website: https://www.eosasc.com.tw/ir-information	None.
V. If the Company has established the ethical corporate management policies based on the Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies, please describe any discrepancy between the policies and their implementation: The Company has set up its “Ethical Corporate Management Best-Practice Principles,” and its operation does not differ from the Principles.				
VI. Other important information helpful to understanding the operation of the Company’s ethical corporate management: None				

(XI) Other important information sufficient to enhance understanding of the operation of corporate governance:

To strengthen the operation of corporate governance, the Company has established the “Rules of Procedure for Board of Directors Meetings,” “Corporate Governance Best Practice Principles,” “Rules for Performance Evaluation of the Board of Directors,” “Audit Committee Charter,” “Remuneration Committee Charter,” “Rules Governing the Scope of Duties of Independent Directors,” “Code of Ethical Conduct,” “Ethical Corporate Management Best Practice Principles,” “Guidelines for Preventing Unethical Conduct,” “Sustainable Development Best Practice Principles,” “Standard Operating Procedures for Handling Directors’ Requests,” “Procedures for Handling Material Information and Preventing Insider Trading,” “Rules for Handling Cases of Reporting Illegal, Unethical or Dishonest Conduct,” “Whistleblower and Protection System Rules,” “Ethical Corporate Management Committee Charter,” “Risk Management Procedures,” and “Sustainable Development Committee Charter” and other regulations, as the standards of conduct to be followed by the Company’s directors, managerial officers and employees.

(XII) Status of implementation of the internal control system:

1. Statement of Internal Control System:

   Please directly visit the Market Observation Post System and click "Single Company" under "Corporate Governance," then "Announcement of Internal Control Statement" (https://mopsov.twse.com.tw/mops/web/t06sg20), and enter the company code (2433) or abbreviation (Huxen) and the year.

2. CPA review report on the project review of the internal control system commissioned to CPAs: None.

(XIII) Important resolutions of the AGM in the most recent year and up to the publication date of the annual report:

Major resolutions of the Company's General Shareholders' Meeting dated Tuesday, June 17, 2025:

1. Adoption of the Company's 2024 Business Report and financial reports.
2. Ratification of the Company's 2024 earnings distribution proposal.

   Implementation status: 2025.07.10 was set as the distribution record date, and the distribution was fully completed on 2025.07.23 (cash dividend of 3.0 per share).

3. Approval of the amendment to the Company's Articles of Incorporation.

(XIV) Important resolutions of the Board of Directors in the most recent year and up to the publication date of the annual report:

1. Resolution of the 3rd meeting of the 12th Board of Directors on January 8, 2025:

   Approved the change of the Company's managerial officers.

2. Resolution of the 4th meeting of the 12th Board of Directors on March 13, 2025:

   (1) Approval of the Company's 2024 employee remuneration distribution.

   (2) Approval of the preparation of the Company's 2024 business report and financial reports.

   (3) Approved the Company's 2024 earnings distribution proposal.

   (4) Approved the cash dividend distribution from the Company's 2024 earnings.

   (5) Approval of the amendment to the Company's Articles of Incorporation.

   (6) Approval the salary standard for the Company's entry-level employees.

   (7) Approval of the convening of the 2025 general shareholders' meeting of the Company.

   (8) Approval of the period, venue, review criteria and procedures for the

acceptance of shareholders' proposals for the 2025 shareholders' meeting.

(9) Approval of the amendment to the Company's standard operating procedures for handling directors' requests.

(10) Approval of the Company's 2024 internal control system self-evaluation report and the issuance of the "Statement on Internal Control System."

(11) Approval of the appointment of the Company's 2025 Independent Auditors and assessment of independence.

(12) Approval for the Company's application for financing loans from 15 banks including the Jinshan Branch of Bank of Taiwan in 2025. Proposal to authorize the Chairman to apply for, increase, decrease, or extend loans within the financing lines approved by the banks as indicated.

3. Resolutions of the Company's 5th meeting of the 12th Term Board of Directors on May 12, 2025:

(1) Approval of the Company's Q1 2025 Consolidated Financial Report

(2) Approved the distribution of 2024 year-end bonuses and performance bonuses to the Company's managerial officers.

4. Resolutions of the Company's 6th meeting of the 12th Term Board of Directors on August 11, 2025:

(1) Approved to prepare the Company's consolidated financial statements for the second quarter of 2025.

(2) Approved the change of the Company's "Corporate Governance Officer."

(3) Approved the change of the Company's deputy spokesperson.

(4) Approved the change of the custodian of the Company seal for endorsements/guarantees.

(5) Approved the preparation of the Company's 2024 Sustainability Report.

(6) Approved the proposed extension of the credit facility with Taishin International Commercial Bank.

5. Resolutions of the Company's 7th meeting of the 12th Term Board of Directors on November 11, 2025:

(1) Approved to prepare the Company's Q3 2025 consolidated financial statements.

(2) Approved the establishment of the Company's "Sustainable Development Committee Charter."

(3) Approved the appointment of the members of the Company's 1st Sustainable Development Committee.

(4) Approved to the amendments to the Company's "Internal Control System" and "Internal Audit Implementation Rules."

(5) Approved to prepare the Company's 2026 audit plan.

(6) Approved the formulation of the Company’s 2026 annual implementation plan for the Remuneration Committee.

6. Resolutions of the Company’s 8th meeting of the 12th Term Board of Directors on March 11, 2026:

(1) Approval of the Company’s 2025 employee remuneration distribution.

(2) Approval of the preparation of the Company's 2025 business report and financial reports.

(3) Approved the Company’s 2025 earnings distribution proposal.

(4) Approved the cash dividend distribution from the Company’s 2025 earnings.

(5) Approved the re-establishment of the Company’s “Rules of Procedure for Shareholders’ meetings.”

(6) Approved the amendments to the Company’s “Rules for Election of Directors.”

(7) Approved the adjustment of the salary levels of the Company’s entry-level employees in 2026.

(8) Approved the promotion of the Company’s managerial officer Chen, Kuo-Ying.

(9) Approved the convening of the Company’s 2026 AGM (physical shareholders’ meeting).

(10) Approved matters related to the period for accepting shareholder proposals for the Company’s 2026 AGM, the place of acceptance, review criteria, and operating procedures.

(11) Approved the Company’s 2025 internal control system self-assessment report and the issuance of the “Statement of Internal Control System.”

(12) Approved the appointment, independence and competency assessment of the Company’s 2026 certified public accountants.

(13) Approved the Company’s financing loans from 13 banks including E.SUN Commercial Bank, Ltd. for 2026, and proposed to authorize the Chairperson to handle matters related to facility applications, increases, decreases or extensions within the financing facilities approved by each bank.

(14) Approved the relocation of the Company’s branch to a new address.

(XV) From the most recent year to the publication date of the annual report, where any director or supervisor has had any dissenting opinion regarding important resolutions approved by the Board of Directors that was recorded or stated in writing: None.

IV. Information on remuneration paid to certified public accountants

Unit: NT$1,000

Name of CPA Firm	CPA Name	CPA Audit Period	Audit Fee	Non-audit Fee	Total	Notes
Deloitte & Touche	Huang, Hai-Yue	2025	2,510	200	2,710	Tax Compliance Audit
	Chih, Jui-Chuan					

(I) Audit fees of the year in which the Company changes CPA firm are lower than those of the prior year: None.

(II) Audit fees decreased by more than 10% compared to the previous year: None.

V. Information on change of CPAs

(I) Regarding the former certified public accountant

<table>
<tr><td>Date of replacement</td><td colspan="4">2026.03.11</td></tr>
<tr><td>Reason for replacement and explanation</td><td colspan="4">In line with the internal job rotation of the accounting firm</td></tr>
<tr><td rowspan="3">Describe whether the Company terminated or the CPAs terminated or did not accept the engagement</td><td colspan="2">Contract Party
Circumstances</td><td>CPAs</td><td>The Company</td></tr>
<tr><td colspan="2">Terminated the engagement</td><td>N/A</td><td>N/A</td></tr>
<tr><td colspan="2">No longer accepted (discontinued) the engagement</td><td>N/A</td><td>N/A</td></tr>
<tr><td>If the CPAs issued an audit report expressing any opinion other than an unqualified opinion during the 2 most recent years, specify the opinion and the reasons</td><td colspan="4">None.</td></tr>
<tr><td rowspan="7">Disagreement with the Company?</td><td rowspan="5">Yes</td><td></td><td colspan="2">Accounting principles or practices</td></tr>
<tr><td></td><td colspan="2">Disclosure of financial reports</td></tr>
<tr><td></td><td colspan="2">Audit scope or steps</td></tr>
<tr><td></td><td colspan="2">Others</td></tr>
<tr><td></td><td colspan="2"></td></tr>
<tr><td>None</td><td colspan="3">✓</td></tr>
<tr><td colspan="4">Specify details</td></tr>
<tr><td>Other disclosures
(Any matters required to be disclosed under sub-items d to g of Article 10.6.A)</td><td colspan="4">None</td></tr>
</table>

(II) Regarding the successor certified public accountant

Name of Accounting Firm	Deloitte & Touche
CPA Name	Yu, Meng-Kuei; Chi, Jui-Chuan
Date of engagement	2026.03.11
Subjects discussed and results of any consultation with the CPAs prior to the engagement, regarding the accounting treatment of or application of accounting principles to any specified transaction, or the type of audit opinion that might be issued on the company's financial report	N/A
Successor CPAs' written opinion regarding the matters of disagreement between the Company and the former CPAs	N/A

(III) **Reply letter from the former accountant to Item 1 and Item 3 of Subparagraph 6 of Article 10 of these Regulations:** Not applicable.

VI. The Company's Chairperson, General Manager, or managerial officers responsible for finance or accounting affairs having served in the most recent year at the accounting firm of its certifying CPAs or at an affiliated enterprise thereof: None.

VII. Transfer of shareholding and changes in share pledges by directors, supervisors, managerial officers, and shareholders holding more than 10% of the shares in the most recent year and up to the date of printing of the annual report

(I) Changes in equity interests of directors, managerial officers, and major shareholders

Unit: Share

Title	Name	2025		2026 up to April 18	
		Increase (Decrease) of Shares Held	Increase (Decrease) of Pledged Shares	Increase (Decrease) of Shares Held	Increase (Decrease) of Pledged Shares
Chairperson	Liao, Ching-Chang	0	0	0	0
Director	Aurora Holdings Incorporated (Note1)	0	100,000	0	0
	Representative: Chuang, Hsiao-Chen	0	0	0	0
Director	Aurora Holdings Incorporated (Note1)	0	100,000	0	0
	Chen, I-Hsiung	0	0	0	0
Director	Wu, Tang-Hai	0	0	0	0
Independent Director	Chen, Chen-Mei	0	0	0	0
Independent Director	Wang Tzu-Chi	0	0	0	0
Independent Director	Wang, Jen-Kuo	0	0	0	0
Managers	Chen, Kuo-Yin (Note 2)	0	0	0	0
Financial information Comptroller	Shu-Hui Hsieh	0	0	0	0
Major Shareholder	Aurora Corporation (Note 1)	0	0	0	0

Note 1: Major shareholders holding more than 10% of the Company’s shares.
Note 2: Assumed office on 2026.01.08

(II) **Information on transfer of equity interests:** The counterparties are not related parties; not applicable.

(III) **Information on share pledges:** The counterparties are not related parties; not applicable.

VIII. Information on relationships among the top 10 shareholders by shareholding percentage where they are related parties or are spouses or relatives within the 2nd degree of kinship

Information on related parties among the top 10 shareholders by shareholding percentage

April 18, 2026
Unit: Share

Name	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Names and relationships of the top ten shareholders who are related parties to each other or are spouses or relatives within the second degree of kinship, etc.		Remark
	Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)	Name	Relationship	
Aurora Corporation	47,010,591	32.53	–	–	–	–	Aurora Holdings Incorporated	An investor holding an investment in the company using the equity method	
							Aurora Office Automation Corporation	An investor holding an investment in the company using the equity method	
							Aurora Development Corp.	An investee company measured using the equity method by the company	
Representative: Ma, Chih-Hsien	0	0.00	0	0.00	0	0.00	None	None	
Aurora Holdings Incorporated	39,359,689	27.24	–	–	–	–	Aurora Corporation	An investee company measured using the equity method by the company	
							Aurora Office Automation Corporation	An investee company measured using the equity method by the company	
							Aurora Development Corp.	An investee company measured using the equity method by the company	
Representative: Chen, Yung-Tai	10,000	0.01	0	0.00	0	0.00	Hundred River International Investment Corp.	A company whose chairperson is a relative within the second degree of kinship with	

Name	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Names and relationships of the top ten shareholders who are related parties to each other or are spouses or relatives within the second degree of kinship, etc.		Remark
	Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)	Name	Relationship	
								the chairperson of the company	
							Chuang Hung Co., Ltd.	A company whose chairperson is a relative within the second degree of kinship with the chairperson of the company	
							Ni Sheng Investment Co., Ltd.	A company whose chairperson is the spouse of the company's chairperson	
Aurora Office Automation Corporation	11,170,023	7.73	–	–	–	–	Aurora Corporation	An investor holding an investment in the company using the equity method	
							Aurora Holdings Incorporated	An investor holding an investment in the company using the equity method	
Representative: Chen, Cheng-Sen	0	0.00	0	0.00	0	0.00	None	None	
Ni Sheng Investment Co., Ltd.	8,094,000	5.60	–	–	–	–	None	None	
Representative: Yuan, Hui-Hua	0	0.00	0	0.00	0	0.00	Aurora Holdings Incorporated	A company whose chairperson is the spouse of the company's chairperson	
Aurora Development Corp.	4,212,094	2.92	–	–	–	–	Aurora Holdings Incorporated	An investor holding an investment in the company using the equity method	
							Aurora Corporation	An investor holding an investment in the company using the equity method	
Representative: Chen, Li-Chen	0	0.00	0	0.00	0	0.00	None	None	
Chieh Sheng Investment Co., Ltd.	2,009,000	1.39	–	–	–	–	None	None	
Representative: Chen, Wen-Ching	0	0.00	0	0.00	0	0.00	None	None	
Hundred River International Investment Corp.	1,000,000	0.69	–	–	–	–	None	None	
Representative: Chen, Kuan-Pai	0	0.00	0	0.00	0	0.00	Aurora Holdings	A company whose	

Name	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Names and relationships of the top ten shareholders who are related parties to each other or are spouses or relatives within the second degree of kinship, etc.		Remark
	Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)	Number of shares	Shareholding Ratio (%)	Name	Relationship	
							Incorporated	chairperson is a relative within the second degree of kinship with the chairperson of the company	
							Chuang Hung Co., Ltd.	A company whose chairperson is a relative within the second degree of kinship with the chairperson of the company	
Yu, Tzu-Hui	448,000	0.31	–	–	–	–	None	None	
Lin Ying-Cheng	414,000	0.29	–	–	–	–	None	None	
Chuang Hung Co., Ltd.	349,626	0.24	–	–	–	–	None	None	
Representative: Li-Ru Chen	0	0.00	0	0.00	0	0.00	Aurora Holdings Incorporated	A company whose chairperson is a relative within the second degree of kinship with the chairperson of the company	
							Hundred River International Investment Corp. Incorporated	A company whose chairperson is a relative within the second degree of kinship with the chairperson of the company	

IX. Number of shares held by the Company, the Company's directors, managerial officers, and enterprises directly or indirectly controlled by the Company in the same investee, and the consolidated shareholding percentage

April 18, 2026
Unit: shares; %

Investee company (Note)	The Company's Investment		Investment of Directors, Managerial Officers, and any companies controlled either directly or indirectly by the Company		Total Investment	
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio
Aurora Corporation	9,435,182	3.99	122,657,354	51.93	132,092,536	55.92
Aurora Leasing Corporation	119,236,922	100.00	—	—	119,236,922	100.00
Huxen (China) Co., Ltd.	280,000,000	70.00	—	—	280,000,000	70.00

Note: Investments accounted for using the equity method.

Three. Capital Raising

I. Capital and Shares

(I) Share Capital

1. Formation of share capital

Year/ Month	Issuance Price ($)	Authorized Share Capital		Paid-in Capital		Remark		
		Number of Shares (Thousand Shares)	Amount (Thousand Dollars)	Number of Shares (Thousand Shares)	Amount (Thousand Dollars)	Sources of share capital (Thousand Dollars)	Shares paid in assets other than cash	Others
1989.09	10	16,500	165,000	16,500	165,000	Capital at founding $20,000 Stock dividends $40,000 Issuance of stock $105,000	None	The change is approved by the letter of Jing (73) Shang No. 206078 on May 1, 1985 The change is approved by the letter of Jing (75) Shang No. 09813 on March 7, 1986 The change is approved by the letter of Jing (76) Shang No. 04376 on February 4, 1987 The change is approved by the letter of Jing (78) Shang No. 128691 on September 8, 1989
1990.09	10	19,500	195,000	19,500	195,000	Issuance of stock $30,000	None	The change is approved by the letter of Jing (79) Shang No. 117577 on September 24, 1990
1992.06	10	64,966	649,662	64,966	649,662	Stock dividends $156,000 Capital increase by merger $298,662	None	1992.06.25 The change is approved by the letter of (81) Tai Tsai Cheng (1) No. 01384 on June 25, 1992
1993.09	10	73,411	734,118	73,411	734,118	Stock dividends $64,966 Capital surplus transferred to capital $19,490	None	The change became effective by the letter of (82) Tai Tsai Cheng (1) No. 39311 on October 25, 1993

Year/ Month	Issuance Price ($)	Authorized Share Capital		Paid-in Capital		Remark		
		Number of Shares (Thousand Shares)	Amount (Thousand Dollars)	Number of Shares (Thousand Shares)	Amount (Thousand Dollars)	Sources of share capital (Thousand Dollars)	Shares paid in assets other than cash	Others
1994.06	10	88,094	880,941	88,094	880,942	Stock dividends $110,118 Capital surplus transferred to capital $36,706	None	1994.06.24 The change became effective by the letter of (83) Tai Tsai Cheng (1) No. 29021 on June 24, 1994
1998.05	10	96,904	969,035	96,904	969,036	Stock dividends $88,094	None	1998.05.28 The change became effective by the letter of (87) Tai Tsai Cheng (1) No. 46695 on June 24, 1994
1999.08	10	190,000	1,900,000	121,129	1,211,295	Stock dividends $242,259	None	1999.06.17 The change became effective by the letter of (88) Tai Tsai Cheng (1) No. 56312 on June 24, 1994
2000.06	10	190,000	1,900,000	151,412	1,514,119	Stock dividends $302,824	None	2000.05.29 The change became effective by the letter of (89) Tai Tsai Cheng (1) No. 45935 on June 24, 1994
2001.06	10	190,000	1,900,000	180,550	1,805,502	Stock dividends $291,383	None	2001.05.25 The change became effective by the letter of (90) Tai Tsai Cheng (1) No. 132412 on June 24, 1994
2003.10	10	190,000	1,900,000	174,830	1,748,302	Treasury stocks cancelled $57,200	None	
2004.08	10	190,000	1,900,000	164,830	1,648,302	Treasury stocks cancelled $100,000	None	
2004.10	10	190,000	1,900,000	159,256	1,592,562	Treasury stocks cancelled $55,740	None	
2005.06	10	190,000	1,900,000	152,107	1,521,072	Treasury stocks cancelled $71,490	None	
2006.03	10	190,000	1,900,000	149,107	1,491,072	Treasury stocks cancelled $30,000	None	
2007.11	10	190,000	1,900,000	147,312	1,473,122	Treasury stocks cancelled $17,950	None	
2008.05	10	190,000	1,900,000	143,902	1,439,022	Treasury stocks cancelled $34,100	None	

Year/ Month	Issuance Price ($)	Authorized Share Capital		Paid-in Capital		Remark		
		Number of Shares (Thousand Shares)	Amount (Thousand Dollars)	Number of Shares (Thousand Shares)	Amount (Thousand Dollars)	Sources of share capital (Thousand Dollars)	Shares paid in assets other than cash	Others
2008.08	10	190,000	1,900,000	144,496	1,444,960	Stock dividends $1,439 Employee stock bonuses transferred to capital $4,499	None	The change became effective by the letter of Tai Cheng Shang Tzu No. 09700246001 on August 20, 2008

2. Types of share capital

April 18, 2026

Type of Share	Authorized Share Capital			Remark
	Outstanding Shares	Unissued shares	Total	
Common stock	144,496,011	45,503,989	190,000,000	Listed shares

3. Information on shelf registration system: None.

(II) List of major shareholders

April 18, 2026

Shares / Name of major shareholders	Shares Held (Share)	Shareholding Ratio (%)
Aurora Corporation	47,010,591	32.53%
Aurora Holdings Incorporated	39,359,689	27.24%
Aurora Office Automation Corporation	11,170,023	7.73%
Ni Sheng Investment Co., Ltd.	8,094,000	5.60%
Aurora Development Corp.	4,212,094	2.92%
Chieh Sheng Investment Co., Ltd.	2,009,000	1.39%
Hundred River International Investment Corp.	1,000,000	0.69%
Yu, Tzu-Hui	448,000	0.31%
Lin Ying-Cheng	414,000	0.29%
Chuang Hung Co., Ltd.	349,626	0.24%

(III) The Company’s dividend policy and implementation status

1. Dividend policy of the Company

The Company's dividend policy is determined by the Board of Directors based on operating conditions, capital requirements, changes in the overall internal and external environment, and shareholders' interests. The Company's industry is currently in a stable growth phase with moderating capital needs. In the future, to the extent possible, operating performance will be returned to shareholders. Barring special circumstances, the distribution principle will be no less than 50% of the net income after tax for the year.

In consideration the balance between the Company’s business development, capital and financial position, capital expansion and shareholders' equity, the Company's dividend policy shall be based on the principle of a combination of cash and stock dividends, and the ratio of cash dividends shall not be less than 10% of the total amount of dividends distributed in the year.

2. Distribution of dividends for this time

On March 11, 2026, the Board of Directors approved the distribution of shareholder dividends from 2025 earnings in the amount of NT$390,139,230, all proposed to be distributed in cash, at NT$2.7 per share, and authorized the Chairman to separately determine the record date and payment date for the cash dividends.

(IV) Impact of the bonus share distribution proposed at this AGM on the Company's operating performance and earnings per share: Not applicable.

(V) Remuneration to employees and directors

1. The percentage or range of remuneration to employees and directors as specified in the Articles of Incorporation:

   If the Company is profitable for the year (profit means profit before tax before deduction of remuneration to employees), 1% to 10% shall be appropriated as remuneration to employees; of the remuneration to employees under the preceding paragraph, not less than 40% shall be appropriated as remuneration to rank-and-file employees. However, where the Company still has accumulated losses, such losses shall be offset.

   The recipients of the foregoing share/cash bonuses include employees of affiliates who meet certain criteria.

   The preceding two paragraphs shall be implemented by a resolution adopted by more than half of the directors present at a meeting attended by more than two-thirds of the directors, and shall be reported to the shareholders' meeting.

   The Company's Articles of Incorporation do not stipulate directors' remuneration, and no directors' remuneration was paid for the year 2025.

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

   (1) The Company has never distributed remuneration to directors and supervisors.

   (2) Remuneration to employees is calculated at 1% of profits. If the amount still changes, it shall be treated as a change in accounting estimate and adjusted and recorded in 2026.

3. Distribution of remuneration approved by the Board of Directors:

   (1) The Company's Board of Directors resolved on March 11, 2026 to distribute remuneration as follows:

   Resolved to distribute remuneration to employees in the amount of

NT$4,820,000, of which remuneration distributed to rank-and-file employees amounted to NT$1,928,000 (40%).

It is proposed to be distributed in cash in April.

Approved bonus to directors and supervisors: $0

There is no discrepancy between the amounts and the estimated figure for the fiscal year these expenses are recognized.

(2) The amount of remuneration to employees distributed in stock and the percentage thereof to the sum of after-tax net profit in the current period Parent Company Only Financial Statements or individual financial statements and total remuneration to employees: Not applicable.

4. Actual distribution of remuneration to employees, directors, and supervisors in the previous year:

Item	Actual distribution (in thousand dollars)	Distribution of approved by the Board of Directors in 2024 (in thousand dollars)	Difference
Remuneration to employees(In Cash)	5,255	5,255	0
Bonus to directors and supervisors	0	0	0

(VI) Shares repurchased by the Company: None.

II. Corporate bonds: None.

III. Preferred shares: None.

IV. Overseas depositary receipts: None.

V. Employee stock option certificates: None.

VI. New restricted employee shares: None.

VII. Mergers and acquisitions (including mergers, acquisitions, and demergers): None.

VIII. Status of implementation of fund utilization plans:

(I) Plan content:

New share issuance or share issuance via private placement which had yet to be completed by the quarter preceding the date of the publication of the annual report or plans which have been executed, with no evident benefits, in recent three years: None.

(II) Implementation status: None.

Four. Operational Overview

I. Business Content

(I) Scope of business

1. Main business items include

   (1) Acting sales of office machines and related accessories, consumables, and maintenance and repair services.

   (2) Office document integration planning: Providing customized software and hardware installation services, enterprise document management, and document information security turnkey services.

   (3) Sales, construction, and maintenance services for office communications, networks, and related peripherals.

   (4) Planning and sales of office cloud platform services and energy-saving and carbon reduction equipment to assist enterprises in ESG promotion needs.

   (5) IT services: Enterprise IT software and hardware product maintenance, information security planning, installation, and maintenance.

2. Operating revenue proportion

Unit: NTD in Thousand

Product type	2025	
	Net Sales	Proportion to total net sales %
Office automation products	1,259,062	46%
Lease revenue	1,459,714	54%
Total	2,718,776	100%

3. Current major products, service items, and service locations

- Major products and service items

  (1) A3 color and black-and-white digital copiers and A4 color and black-and-white single-/multifunction machines and other related equipment and their consumables and maintenance services.

  (2) Heat-free printing output equipment: Unlike general laser toner printing output equipment, capable of meeting environmental protection indicators such as power-saving and carbon reduction.

  (3) Sales and integration services of hardware and software such as color and black-and-white light printing equipment, large-format printers, and duplicators.

  (4) Office document application, information security, and management process optimization installation services.

  (5) Turnkey planning and construction services for office weak-current engineering, exchange systems, access control, surveillance systems, video conferencing system products, and related services.

(6) Planning and installation services for enterprise uninterruptible power supply and power-saving management systems.

(7) IT service: assisting SMEs with service needs for information hardware, software, and information security protection.

(8) Pre-sale consultative planning services for the above products and services.

- Main service locations: addresses and telephone numbers of the branches

Name	Address	Telephone
District 2, South Taipei	2F., No. 163, Sec. 2, Heping E. Rd., Da'an Dist., Taipei City	(02)2707-0007
District 1, North Taipei	5F., No. 336, Juguang Rd., Wanhua Dist., Taipei City	(02)2302-6616
District 2, North Taipei	2F., No. 178, Sec. 4, Chengde Rd., Shilin Dist., Taipei City	(02)2882-1125
District 2, East Taipei	No. 21, Ln. 13, Guangfu S. Rd., Songshan Dist., Taipei City	(02)2765-1899
Taipei	5F., No. 530, Songjiang Rd., Zhongshan Dist., Taipei City	(02)2567-1186
Special Account Branch	1F., No. 18, Ln. 13, Guangfu S. Rd., Songshan Dist., Taipei City	(02)2742-0688
North District	5F., No. 336, Juguang Rd., Wanhua Dist., Taipei City	(02)2345-5818
Gongguan	3F., No. 609, Linsen N. Rd., Zhongshan Dist., Taipei City	(02)2586-8731
Jianguo	1F., No. 9, Aly. 13, Ln. 512, Minzu E. Rd., Zhongshan Dist., Taipei City	(02)2516-5009
Zhongshan	5F., No. 22-5, Siping St., Zhongshan Dist., Taipei City	(02)2562-2155
Dunnan	7F.-1, No. 461, Sec. 6, Nanjing E. Rd., Neihu Dist., Taipei City	(02)2791-2106
Chongxin	B1., No. 2, Ln. 609, Sec. 5, Chongxin Rd., Sanchong Dist., New Taipei City	(02)2999-8040
Shuangho	7F.-3, No. 150, Jian 1st Rd., Zhonghe Dist., New Taipei City	(02)2226-0239
Keelung	1F., No. 65, Fu 6th St., Qidu Dist., Keelung City	(02)2451-6996
Taoyuan	3F., No. 191, Yong'an Rd., Taoyuan Dist., Taoyuan City	(03)339-8800
Zhongli	12F., No. 772--2, Huanzhong E. Rd., Zhongli Dist., Taoyuan City	(03)437-1268
North Taoyuan	3F., No. 191, Yong'an Rd., Taoyuan Dist., Taoyuan City	(03)339-8800
Hsinchu	2F., No. 169, Zhongzheng Rd., Beimen Vil., North Dist., Hsinchu City	(03)535-2558
Hsinchu Science Park	1F., No. 16, 18, and 18-1 Shijie St., East Dist., Hsinchu City	(03)532-9682
Miaoli	1F., No. 429, Weixin Rd., Zhunan	(037)634-386

Name	Address	Telephone
	Township, Miaoli County	
North Taichung	11F., No. 581, Jianxing Rd., North Dist., Taichung City	(04)2207-2581
Fengyuan	4F., No. 255, Xiangyang Rd., Fengyuan Dist., Taichung City	(04)2522-4599
Taichung Port	No. 206, Zhonghua Rd., Qingshui Dist., Taichung City	(04)2623-5788
Changhua	No. 19, Xiangyang St., Changhua City, Changhua County	(04)751-0020
Yuanlin	4F, No. 697--1, Juguang Road, Yuanlin City, Changhua County	(04)833-2118
Nantou	No. 393, Sec. 1, Taiping Rd., Caotun Township, Nantou County	(049)237-1778
Yunlin	1F., No. 96, Guangfu Rd., Huwei Township, Yunlin County	(05)632-6966
Chiayi	5F.-1, No. 237, You'ai Rd., West Dist., Chiayi City	(05)231-2098
Kaohsiung	3F., No. 532, Jiuru 2nd Rd., Sanmin Dist., Kaohsiung City	(07)311-6000
Tainan	7F., No. 420, Zhongshan S. Rd., Yongkang Dist., Tainan City	(06)302-9089
Pingtung	1F., No. 16, Wu'an St., Pingtung City, Pingtung County	(08)756-1673
Yilan	1F., No. 62, Zhongshan W. St., Luodong Township, Yilan County	(03)956-1210
Hualien	1F., No. 218, Guolian 5th Rd., Hualien City, Hualien County	(03)833-6043
Taitung	1F. and 2F., No. 349, Xinsheng Rd., Taitung City, Taitung County	(089)318-711

4. New products and services under development and marketing

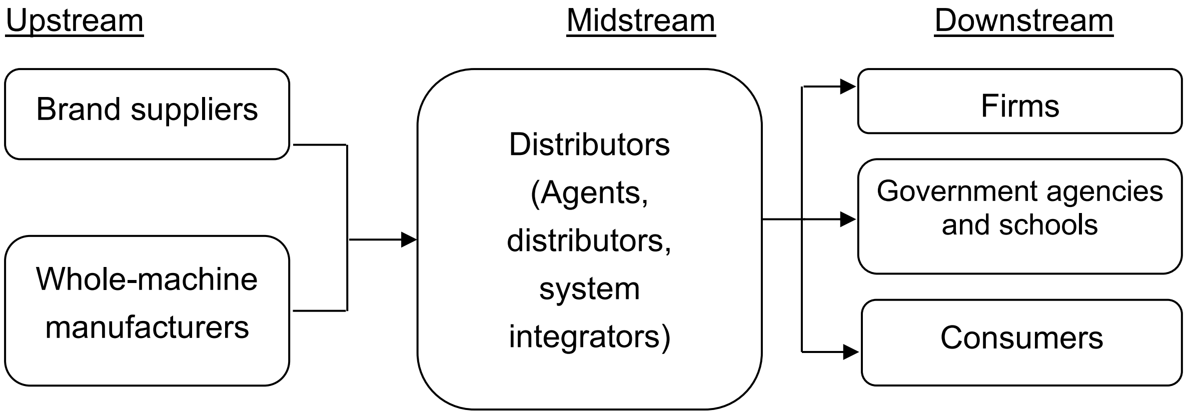
(1) Continuously optimize the official website to improve customers' experience in obtaining information, addressing their needs, facilitating pre-sales and after-sales communication platforms, and introducing new products and service quality that better meet customer requirements.

(2) Develop application and management systems that meet enterprises' needs in documents, processes, and information security in response to adjustments in corporate operating regulations and market trends.

(II) Industry Overview

Industry	Current Status	Industry Linkage	Development Trend	Competition Status
A3 Digital Photocopier	1. The use of color documents by enterprises has become the norm. 2. Document printing volume has decreased due to the digital transformation trend. 3. Control of document information security has also gradually received attention.	High	1. The proportion of color has exceeded black and white. 2. The advantages of inkjet in energy-saving and carbon reduction are gradually being accepted by enterprises. 3. Demand for document integration and information security is gradually increasing.	1. Introduction of energy-saving and carbon reduction products. 2. Provide differentiated convenient and high-quality services through software-plus-hardware to avoid price competition.
Information service	The digital application of photocopiers has become an opportunity for cross-information services.	Intermediate and high level	A new business model from equipment and network connectivity to information services.	The Company has a strong advantage in customer relationships.
Telephone Exchange	The trend of continuously increasing network speed drives business opportunities for information and communications products.	High	1. VOIP voice and UCS integrated communication system. 2. Intelligent conference system. 3. Expansion into turnkey services.	The Company has professional service advantages and more than 30 years of information and communications experience.

Correlation among the upstream, midstream, and downstream segments of the office equipment industry:



(III) Technology and R&D Overview

The Company is mainly engaged in the marketing of office equipment and communication products; hence, there is no need to make investment on R&D.

1. The Company combines office machines and printers with software and introduces office document solutions, including: document digitization, print volume management, document management workflow, document information security control, corporate document management turnkey service modules, etc.
2. The Company analyzes the office information and communication flow of enterprise users, provides integrated planning and related software and hardware technologies, and provides one-stop services for enterprises.
3. Through interaction with customers, the Company continuously develops integrated technologies based on customer needs and solves customer problems.
4. Develop AI applications in sales, service, and operation management.

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

1. Short-term business development

   Positioning on a one-stop integrated service platform of “consultative marketing.”

   Provide complete digital multifunction document output and input equipment, customized document management workflow planning and implementation services; introduce low-power-consumption and energy-saving products to meet enterprises’ needs in promoting ESG; IT services to solve the difficulties of SMEs without designated IT personnel; and cloud services to enable enterprises to avoid on-premises deployment and service costs.

   Customer service: provide diversified after-sales service platforms to create the best service experience for customers, and through this consultative marketing model provide customized services suited to their needs.

2. Mid- and long-term business development

Continue creating value-added services to meet customer needs and create a win-win outcome with customers.

Focus on building technologies for intelligent, mobile, and diversified office environments, developing 360-degree office solutions, accumulating greater growth momentum, and aiming to become a leading service provider in the industry.

II. Market and Production and Sales Overview

(I) Market Analysis

Product type	Sales Region	Supply Region	Market share	Future market supply and demand conditions and growth
A3 Digital Photocopier	Taiwan	Japan Thailand Korea Taiwan	13%~15%	1. Demand for replacement upon lease expiration and replacement of old machines. 2. Color copiers drive growth in color print volume. 3. Demand for document workflow and information security management is gradually increasing.
A4 multifunction device and printer	Taiwan	Thailand Korea Mainland China	10%	Combined with A3 photocopiers, covering all office document application needs.
Telephone Exchange	Taiwan	Japan Mainland China Taiwan	10%~15%	Market demand is stable, with not much change.

(II) Important uses and production processes of main products

Product type	Product	Major Usage and Production Process
Office equipment	Multi-function digital copier	1. Integrates photocopying, printing, scanning, faxing, and document filing functions. 2. Combined with document solutions to achieve control, cost savings, and information security. 3. New heat-free photocopier technology provides more energy-saving and carbon reduction applications.
	Telephone Exchange	Functions include the number of telephone extensions and external lines, internal intercom, hands-free handset, speed dialing, designated transfer, and voice functions.
	Video conference systems	Provide product solutions for needs such as fixed conferences and mobile conferences.

(III) Supply of main products

The main supplier of the core business office output equipment products is RICOH. In addition, the Company cooperates with AVer Information Inc., a major domestic video conferencing system manufacturer, as well as agents of cloud conferencing platforms, to provide enterprises with diversified intelligent conference deployment. Communication system products mainly come from NEC Corporation of Japan.

The Company has nearly four decades of cooperation with RICOH and more than three decades of practical experience in the sales of NEC systems. Both have good relations with suppliers, with stable product supply sources and abundant technical resources.

(IV) Names of customers accounting for 10% or more of total purchase (sales) amounts in the most recent two years and their purchase (sales) amount ratios:

1. Information on main suppliers for the most recent two years:

Unit: NTD in Thousand

Item	2024				2025				As of the previous quarter of 2026			
	Name	Amount	Proportion to net purchase of the year (%)	Relation to the Company	Name	Amount	Proportion to net purchase of the year (%)	Relation to the Company	Name	Amount	Proportion to net purchase amount of the current year up to the previous quarter (%)	Relation to the Company
1	RICOH	344,465	40	-	RICOH	486,984	48	-	Not applicable (Note)			
2	Shanhai Aurora Office Automation Sales	169,097	20	Other related parties	Shanhai Aurora Office Automation Sales	150,312	15	Other related parties				
3	Others	352,884	40	-	Others	367,793	37	-				
	Net Procurement	866,446	100	-	Net Procurement	1,005,089	100	-				

Note: As of the date of publication of the annual report, the financial information of the Company on 3/31/2026 has not been audited or reviewed by the CPAs.

2. Information on major sales customers for the most recent two years: there were no customers accounting for more than 10% of consolidated revenue in the most recent two years.

III. Employee information for the most recent two years and up to the date of printing of the annual report

Year		2024	2025	2026 up to April 18
Number of employees	Marketing personnel	92	95	91
	Technical personnel	182	178	169
	Administration personnel	115	116	124
	Total	389	389	384
Average age		39.8	39.8	41.8
Average years of service		13.5	13.5	14.6
Education distribution ratio	PhD	-	-	-
	Master	2%	2%	2%
	Bachelor	89%	89%	89%
	High School	9%	9%	9%
	Below High School	0%	0%	0%

IV. Environmental protection expenditure information

(I) Losses incurred due to environmental pollution in the most recent year and up to the date of printing of the annual report: None.

(II) Future response measures and possible expenditures

For all the products of the Company, the suppliers are responsible for the replacement and return of defective products, so there is no risk of environmental damage.

V. Labor relations

(I) Employee benefit measures, further education, training, retirement system and implementation status, and agreements between labor and management and various measures for safeguarding employee rights and interests

“Talents” are the most important resources of the Company. We are committed to establishing a sound system to create a lively and happy working environment for learning and growth. In addition, through comprehensive human resources development programs, every employee is empowered to give full play to their strengths and potential, thus growing together with the company.

The Company emphasizes human rights, gender equality, and a work environment free from discrimination and harassment, and it provides human rights awareness training to all its employees to protect their rights. Employees are hired regardless of gender, age, religion, or race, and employees with physical or mental disabilities are hired based on various job types.

- Diversification Index

Category	Percentage of total employees (%)
Female	23.4%
People with Disabilities	0.5%
Below 30 years old	20.1%
30–50 years old	51.7%
50 years old and older	27.5%

- Ethnicity indicator

Category	Percentage of total employees (%)
R.O.C.	99%
Foreigner	1%

Note: Dual nationality counts as foreign nationality

- Protective measures for employees’ working environment and personal safety

1. Benefit measures

(1) Insurance

In addition to the statutory labor and health insurance, the Company also takes the fact that employees often ride motorcycles into account. Therefore, the Company arranges traffic safety videos in the orientation courses and insures employees with accident insurance.

(2) Health management

The Company values the physical and mental health of its employees and promotes a healthy workplace management plan, and is committed to creating a safe and healthy working environment.

◆ Health examination and on-site services

The Company regularly subsidizes employee health checkups and selects qualified medical institutions to improve the quality and professionalism of health checkup. In addition, the Company has partnered with the medical center to arrange regular health consultations and follow-up services for physicians and nurses to help employees conduct risk assessments and prevention.

◆ Prevention of employee obesity and health promotion measures for the “three highs”

Based on the results of health examinations, combined with health consultations by physicians and nurses, health information promotion, promotion of the “666 Life Convention” and health seminars, employees are guided to establish regular exercise and healthy eating habits and promote good lifestyle routines.

◆ Results

In 2025, a total of 20 consultations and follow-ups were arranged, 24 health newsletters were issued, and 1 online health seminar was held. Through continuous promotion, employees’ health awareness has gradually improved. Some employees also discovered high blood pressure through follow-up and sought medical treatment early, successfully improving their health conditions and demonstrating the substantive benefits of health promotion actions.

(3) Travel subsidy

The Company values the work–life balance of its employees. A happy body and mind will lead to an enthusiastic and lively work attitude. The Company regularly provides travel subsidies for employees and provides annual overseas travel awards to employees with good performance.

(4) Leave

The Company provides special leaves in accordance with the Labor Standards Act, and regularly provides employees’ leave information to their supervisors so that they can understand and care for them, thus facilitating the balance between work and family of employees.

(5) Birthdays, weddings and funerals, and emergency subsidies

Each department organizes monthly celebrations from time to time, and provides various amounts of subsidies to employees for weddings, funerals, hospitalization, and major disasters.

(6) Employee satisfaction survey

Satisfaction surveys are conducted from time to time to understand employees’ recognition of the Company and their job satisfaction. Based on the survey results and employees’ suggestions, management improvement measures are developed to help employees enjoy their work. In addition, surveys on supervisors’ leading styles are conducted to understand employees’ awareness of their supervisors’ leading styles at each level and the implementation status of important company policies.

2. Occupational safety and health measures

(1) Work environment safety

In accordance with the Fire Services Act, the Company shall have a complete fire protection system in place and shall regularly inspect and file reports in accordance with the law; implement regular fire protection training and conduct annual emergency preparedness and response drills; and regularly inspect the safety of the working environment and facilities used.

(2) Establish occupational safety and health officer, first aid staff and provide clinical health services on site.

3. Further education and training

The Company stresses the development of talents and provides a complete series of training programs to cultivate professionals and the management team, and it integrates employees' career planning with corporate development.

In addition to on-the-job training to help our employees perform their jobs and achieve their goals, we also use job rotations, project assignments, job proxies, and outplacement training, thereby developing a full range of talent.

Training is aimed at performance enhancement and talent cultivation, as well as cultivating common traits and values of employees, which can be classified into the following four categories according to its nature:

(1) Leadership and management training

This training provides leaders and reserve leaders with the necessary competencies, such as leadership and management, selection and interviewing skills, team vision building, strategic planning, performance management, and the Labor Standards Act, so that leaders can learn how to lead their subordinates, thereby increasing efficiency and productivity.

(2) General skill training

This training provides employees with general skills that help to improve productivity, such as communication skills, presentation skills, time management, stress management, and creative thinking.

(3) Functional training

This is the training that is required to perform a specific job, such as training for new employees, sales training for sales staff, and technical training for service staff.

(4) Specialized training

The training provides professional knowledge and skills to perform professional tasks, such as sales skills, customer relationship management, and product knowledge. Through physical courses, video courses and digital online courses, employees are able to enhance their expertise and skills.

In 2025, there were 185 training classes and nearly 6,836 participants.

- Significant existing labor agreements and implementation status

1. Retirement system and implementation status

(1) Retirement eligibility

Employees may apply for retirement in accordance with the provisions of laws and regulations. However, if an employee meets one of the following criteria: having at least 10 years of seniority and reaching the age of 55 or having at least 20 years of seniority, he or she may apply for retirement, and the application shall be processed after approval by the responsible supervisor.

(2) Pension contributions and pension payments are handled in accordance with applicable laws and regulations

In compliance with legal regulations, since 2005.07.01, the Company has contributed 6% of monthly wages each month to individual pension accounts at the Bureau of Labor Insurance for new employees and existing employees who elected to apply the new pension system. At the same time, for existing employees who elected to apply the old pension system, and for retained service years under the old system for existing employees who elected to apply the new pension system, the Company continues to appropriate an adequate pension reserve to the designated bank account based on the pension payment standards under the original employee retirement rules. For employees who are sent from the Company to affiliated companies, their years of service will be counted continuously in order to provide more protection for employees, thus achieving the purpose of talent mobility for the group.

2. Agreements between labor and management and measures for safeguarding employee rights and interests

Based on the premises that our employees are happy and respected, the Company creates a lively and happy working environment to foster harmonious labor relations. Combined with excellent benefits and salaries, as well as the good image and reputation of the Company, all the people are happy to work to the best of their ability.

The Labor Standards Act, the Act of Gender Equality in Employment, and the Labor Pension Act are being enforced in a good manner. Insisting on honest management, lawfulness and pragmatism, all employees' participation, teamwork, and sharing results, we integrate the growth of employees with corporate development, and strive for sustainable management.

(II) Any losses suffered in the most recent fiscal year and up to the date of printing of the annual report due to labor disputes: None.

(III) Estimated amount of losses that may currently and in the future arise from labor disputes and responsive measures: None.

VI. Cybersecurity management

(I) Cyber security risk management framework, cyber security policies, concrete management programs, and investments in resources for cyber security management:

Information security is listed as a material topic policy of the Company, and we place particular emphasis on information security management and cybersecurity risk control. In response to the management policy, the following items have been formulated:

1. Information security policy

   "Maintain the Company's information security, strengthen the security management for all information assets, ensure their confidentiality, integrity, availability and legality, so that the Company's operations will not be affected by human negligence, intentional attacks and natural disasters, or the Company's rights and interests will not be jeopardized, and ensure continuous business operations."

2. Information security strategy

   (1) Make good use of digital technology, continue to innovate, uphold the concept of sustainable operation, continuously improve information security systems, strengthen defense and response capabilities, comprehensively introduce information security management mechanisms, conduct regular reviews, and respond quickly to information security risks to ensure uninterrupted business operations.

   (2) Emphasize the security of information-related systems, equipment and networks, regularly conduct information security drills and education and training, enhance employees' awareness and alertness regarding cybersecurity, and integrate information security into daily operations.

   (3) Fulfill the commitment to protecting customer data privacy, clearly regulate management measures and authority for collection, processing and access, and safeguard the security of customers' personal data.

3. Information security organization

   To enhance information security management, an Information Security Task Force was established under the Sustainable Development Committee, with network security, personal data protection, and cybersecurity promotion and response subgroups, with members including the Company's senior executives, various offices of the Board of Directors staff and business units, responsible for promoting, coordinating, and supervising the following information security management matters:

   (1) Approval and supervision of information security policy

   (2) Allocation and coordination of information security responsibilities

   (3) Supervision of information asset protection matters

   (4) Review and supervision of information security incidents

(5) Approval of information security matters

(6) Regular convening of information security meetings

A total of four quarterly information security meetings were held in 2025.

In 2025, 2 dedicated information security personnel completed education and training courses, with a total of 12 training hours.

4. Management and implementation of information security

For information security risk control, the Company proactively plans and arranges information security measures on the system, network, data and equipment aspects to improve the information security environment and reduce information risks, Including the following items:

(1) System account management and audit

(2) System data access permission control and audit mechanism

(3) System source code management and testing

The source code of information systems is subject to version control, and appropriate access attributes are granted according to relevant authorizations. Outsourced or self-built system codes are all verified by source code analysis to meet international certification standards.

In 2025, static source code security scans were continuously conducted for internal information systems and outsourced development systems, and no high-risk issues were identified.

(4) Network security

The Company has network security protection (firewall), mail filtering system, anti-virus system, and set security access permissions according to business needs.

(5) Backup and disaster recovery

To ensure the integrity and accuracy of data in information systems, a data backup architecture is planned in accordance with the 3-2-1 principle, and backup and disaster recovery plans are established. Regular drills are conducted to ensure that normal operations can be quickly restored in the event of a disaster or storage media failure.

In 2025, 1 disaster recovery drill was conducted, with RTO of 4 hours and RPO of 24 hours, and it was successfully completed and documented for future reference.

(6) Email management

The Company’s emails must be used in accordance with the email management regulations, and the accounts, usage rules and email usage security must be managed. The mail filtering system was updated in June 2021.

In 2025, the email system was upgraded, and email protection security policy functions were added to enhance information security. The new email system enhanced encrypted transmission security to TLS 1.2.

5. Employee information security training and promotion

The Company will conduct basic information security education and training for new employees upon arrival, and will regularly conduct information security promotion and information security drills to strengthen information security awareness. When an information security incident occurs, information security notification will be made to raise employees' awareness of preventing external attacks and to provide information security protection for the Company's operation.

The following items were carried out in 2025:

(1) Four information security promotions, including four real-time information security promotions.

(2) Conducted social engineering drills, with a pass rate of 97.8%.

(3) Conduct annual information security education and training for 385 employees with total training hours of 154.

(4) Information security education and training courses were conducted for new employees, with 52 persons completing the courses and total training hours of 6.2 hours.

6. Personal data management policy

To strengthen information security and customer privacy protection, in addition to following international information security management principles, the Company also complies with Taiwan's "Personal Data Protection Act" and related privacy protection laws and regulations, and has established the "(Taiwan) Personal Data Protection Operating Guidelines" to ensure that the Company's confidential information, trade secrets, and personal data are properly managed and protected through the following management measures.

Measures	Description	Key control areas
A. Email confidentiality classification management	When sending emails, indicate the confidentiality classification in the email subject line.	Improve the confidentiality of electronic documents to prevent leakage of sensitive information.
B. Customer data protection management	After customer data is entered into the information system, it is defined as top secret and stored in the Company's internal network system, subject to authorized management	Access permissions are set, complete log records are maintained, and standard procedures are controlled; violations will be subject to personnel disciplinary action
C. User role and permission management	System access permissions are set according to employees' positions and departments.	Restrict the scope of data access to reduce the risk of confidential information leakage and fraud.
D. Seal management	Seals require application through the system and approval by the responsible supervisor	Control seal usage to prevent document and information management risks

To protect customer privacy and data security, the Company continues to strengthen its information security and data management mechanisms, and has implemented host-level information security protection software and an endpoint detection and response system (EDR) to proactively detect and block potential malicious attacks, such as intrusions and Trojan horse implants, through real-time endpoint monitoring and behavioral analysis. In addition, the Company's confidential documents are classified according to confidentiality levels and subject to access control. In 2025, the number of complaints verified as infringing customer privacy or involving loss of customer data was 0.

(II) Any losses suffered due to significant cybersecurity incidents, possible impacts, and responsive measures in the most recent year and up to the date of printing of the annual report

The Company's information security incidents that occurred in 2025 and up to the publication date of the annual report did not have a material impact on the Company's overall operations.

VII.Important Contracts

Type of contract	Contract Party	Contract Period	Key Content	Restrictions
Long-term supply/sales contracts	Ricoh Asia Pacific, Ricoh Taiwan	2026.04.01~2027.03.31 The contract will be automatically extended for one year if both parties have no objection.	Digital Multi-function products (Ricoh Asia Pacific); Laser printers, projectors and other products (Ricoh Taiwan)	1. Non-compete clauses are applicable. 2. Sales are restricted only in Taiwan region.

Five. Financial Status, Review and Analysis of Financial Performance, and Risk Items

I. Financial Position:

Statement for Comparative Analysis of Financial Position

Unit: NTD in Thousand

Item \ Year	2024	2025	Increase (Decrease)	
			Amount	%
Current assets	3,766,809	3,711,568	(55,241)	(1.47)
Funds and Long-term Investments	513,792	459,794	(53,998)	(10.51)
Property, plant and equipment	2,460,938	2,519,348	58,410	2.37
Intangible asset	239,249	239,502	253	0.11
Other Assets	409,244	400,231	(9,013)	(2.20)
Total assets	7,390,032	7,330,443	(59,589)	(0.81)
Current liabilities	1,642,147	1,790,249	148,102	9.02
Non-current liabilities	1,472,681	1,435,977	(36,704)	(2.49)
Total liabilities	3,114,828	3,226,226	111,398	3.58
Capital stock	1,444,960	1,444,960	0	0.00
Capital surplus	42,643	42,643	0	0.00
Retained earnings	1,537,547	1,535,358	(2,189)	(0.14)
Other Equity	1,250,054	1,081,256	(168,798)	(13.50)
Total equity	4,275,204	4,104,217	(170,987)	(4.00)

1. Analysis of changes with an increase or decrease ratio exceeding 20%: None.

2. Effect of changes in financial position: There is no significant effect on the financial position.

3. Future response plan: Not applicable.

II. Financial Performance:

Statement for Comparative Analysis of Financial Performance

Unit: NTD in Thousand

Item \ Year	2024	2025	Increase (Decrease)	
			Amount	%
Operating revenue	2,759,859	2,718,776	(41,083)	(1.49)
Operating costs	1,780,848	1,741,167	(39,681)	(2.23)
Gross margin from Operations	979,011	977,609	(1,402)	(0.14)
Operating expenses	542,988	563,403	20,415	3.76
Net income from operations	436,023	414,206	(21,817)	(5.00)
Non-Operating Income and Expenses	152,520	132,973	(19,547)	(12.82)
Net income before income tax	588,543	547,179	(41,364)	(7.03)
Income Tax Expenses	97,897	88,454	(9,443)	(9.65)
Net income for the period	490,646	458,725	(31,921)	(6.51)

1.Analysis of changes with an increase or decrease ratio exceeding 20%: None.

2.Expected sales volume and the basis thereof, impact on the Company's future finance and business, and responsive plan: Please refer to "Report to Shareholders."

III. Cash Flow:

(I) Cash flow analysis for the current year

Unit: NTD in Thousand

Item	2024	2025	Increase (decrease) in amount	Change (%)
Cash and cash equivalents at beginning of year	536,065	732,139	196,074	36.58
Net cash generated from operating activities	1,394,293	1,148,934	(245,359)	(17.60)
Net cash used in from investing activities	(761,543)	(962,109)	200,566	26.34
Net cash used in financing activities	(449,317)	(353,227)	(96,090)	(21.39)
Effect of exchange rate changes on cash and cash equivalents	12,641	(3,519)	(16,160)	(127.84)
Cash and cash equivalents at end of year	732,139	562,218	(169,921)	(23.21)

- Analysis of changes with an increase or decrease ratio exceeding 20%:
  1. Net cash outflow from investing activities increased, mainly due to an increase in acquisition of financial assets measured at amortized cost.
  2. Net cash outflow from financing activities decreased, mainly due to a decrease in short-term notes.

(II) **Improvement plan for insufficient liquidity:** There is no insufficient cash liquidity.

(III) Cash liquidity analysis for the next year

Cash at Beginning of Year	Net Cash Flows from Operating Activities in the Year	Cash Outflow in the Year	Cash Surplus (Deficit)	Remedies for Insufficient Cash	
				Investment Plan	Financing Plan
562,218	345,020	(325,669)	581,569	—	—

IV. Effect of significant capital expenditures on financial operations in the most recent year: None.

V. Reinvestment policy in the most recent year, the main reasons for profit or loss, improvement plan, and investment plan for the next year:

(I) The Company's reinvestment policy

According to the Company's equity investment policy, the Company mainly invests in businesses which closely correlate to the Company's major lines of business or high-performing businesses with promising prospects. The Company's overall investment evaluation, implementation and control are in accordance with the Company's the "Procedures for Acquisition or Disposal of Assets"

(II) Main Reasons for Profits or Losses of Reinvested Businesses and Improvement Plans

In 2025, the Company's investment income recognized under the equity method was NT$240,237 thousand, primarily due to the good operating conditions and profitability of both domestic (Taiwan) and overseas reinvested companies as they focused on core business development. Moving forward, the Company will continue to capitalize on market trends and business opportunities, maintain existing core competitiveness, and enhance investment returns.

(III) Investment plan for the next year

The Company will continue to focus on its core business operations. It has no investment plans for the coming year, except for capital expenditures to expand the scale of operations.

VI. Analysis and assessment of risk matters in the most recent year and up to the date of printing of the annual report:

The Company's analysis and assessment of risk matters for the most recent year and as of the date of publication of the annual report are as follows

(I) Impact of interest rate and exchange rate fluctuations and inflation on the Company's profit or loss, and future responsive measures

1. Interest rate changes: Borrowing interest rates are negotiated on a case by case basis according to market fluctuations, and the Company closely monitors market trends at all times to minimize the impact of interest rate changes on the Company.
2. Exchange rate fluctuations: The Company's foreign currency liabilities are mainly denominated in USD, and the Company will closely monitor exchange rate market trends and adopt appropriate hedging operations.
3. Inflation: The Company's sales are mainly in the domestic market. The Directorate-General of Budget, Accounting and Statistics forecasts that the economic growth rate in 2026 will be approximately 7.71%, with a slight increase in prices. The Company has always excelled in integrated marketing and refined services and maintains solid relationships with customers; therefore, inflationary pressure is expected to be effectively controlled and will not materially affect the Company's profit or loss.

(II) Policies for engaging in high-risk, high-leverage investments, lending funds to others, endorsements and guarantees, and trading in derivatives, the main reasons for profit or loss, and future responsive measures

1. The Company has not engaged in high-risk, high-leverage investments.
2. The Company has established the "Procedures for Lending Funds to Others," the "Procedures for Endorsements and Guarantees," and the "Procedures for Acquisition or Disposal of Assets," and handles such operations in accordance with the regulations while conducting risk control and internal audits.

(III) Future R&D plans and estimated R&D expenses

The Company is mainly engaged in the marketing of office equipment and communication products; hence, there is no need to make investment on R&D.

(IV) Impact of major domestic and foreign policy and legal changes on the Company's financial operations, and responsive measures

There were no impact of important domestic and foreign policies and legal changes on the Company's financial business in the Company.

(V) Impact of technological changes (including cybersecurity risks) and industry changes on the Company's financial operations, and responsive measures

The Company has not experienced technological changes (including cybersecurity risks) that have an impact on financial operations.

(VI) Impact of changes in corporate image on corporate crisis

management, and responsive measures

There is no impact of corporate image change on corporate crisis management of the Company.

(VII) Expected benefits, possible risks, and responsive measures for mergers and acquisitions: The Company has not conducted any mergers and acquisitions; therefore, not applicable.

(VIII) Expected benefits, possible risks, and responsive measures for plant expansion: The Company has not undertaken any plant expansion; therefore, not applicable.

(IX) Risks arising from concentration in purchases or sales, and responsive measures

1. Purchases:

   (1) Japan's RICOH is the main supplier in Taiwan. RICOH has a long-term and good cooperative relationship with RICOH and has stable business. In addition, the branch offices throughout Taiwan have been well received by customers for their irreplaceable advantages, so there is no risk of interruption.

   (2) The main supplier in Mainland China is Aurora Office Automation Sales Co., Ltd. Shanghai, and its principal business is purchasing photocopier assets for lease to customers in leasing operations.

2. Sales:

   Among the consolidated income, office automation products accounted for 38%, and leasing income accounted for 62%. There is no concentration of sales, and hence the risk impact is not significant.

(X) Effect on the Company, risks, and responsive measures arising from substantial transfer or change of shareholdings by directors, supervisors, or major shareholders holding more than 10%:

None of major quantity of shares belonging to a Director, Supervisor, or Shareholder holding greater than a 10 percent shares in the Company has been transferred or has otherwise changed hands.

(XI) Impact of changes in control over operations on the Company, risks, and responsive measures: The Company has no change in control over operations.

(XII) Litigation or non-litigation matters:

None of the Director, Supervisors, or General Manager or Shareholders holding greater than a 10 percent shares in the Company is still engaged in significant litigious and non-litigious matters.

(XIII) Other important risks and responsive measures: None.

VII.Other important matters: None.

Six. Special Items to Be Included

I. Information on affiliates

(I) Consolidated business report of affiliates:

Please refer to the MOPS website:

https://mops.twse.com.tw/mops/#/web/home. Click “Single Company” under “Electronic Books,” then “Affiliated Enterprises Area,” enter the company code (2433), and search for information related to affiliates.

(II) **Consolidated Financial Statements of affiliates:** Please refer to the Consolidated Financial Statements for the most recent year audited and certified by CPAs.

(III) **Relations report:** None.

II. **Private placement of securities in the most recent year and up to the date of printing of the annual report:** None.

III. **Other necessary supplementary information:** None.

IV. **Any matter as set forth in Article 36, paragraph 3, subparagraph 2 of the Act that had a material impact on shareholders’ equity or the price of the Company’s securities in the most recent year and up to the date of printing of the annual report:** None.

Huxen Corporation

Chairperson: Liao, Ching-Chang

Notice to readers
For the convenience of readers, the annual report has been translated into English from the original Chinese version prepared and used in the Republic of China. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language shall prevail.