TWSE: 2832

臺灣產物保險股份有限公司

Taiwan Fire & Marine Insurance Co., Ltd.

2024 Annual Report

Printed on March 31, 2025

Taiwan Stock Exchange Market Observation Post System: http://mops.twse.com.tw/
Taiwan Fire & Marine Insurance Co., Ltd Website: https://www.tfmi.com.tw/

Note to Readers:
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 version shall prevail.

1. Spokesperson

Name: Chih-Chieh Huang
Title: Senior Vice President
Tel: 886-2-23821666#196
E-mail: gjhuang@tfmi.com.tw

Acting Spokesperson

Name: Cathi Chen
Title: Senior Manager
Tel: 886-2-23821666#246
E-mail: cathichen@tfmi.com.tw

2. Headquarters and Branches

Headquarters

Address: 8、9F, No. 49, Guanqian Road, Zhongzhang District, Taipei, Taiwan 100
Tel: 886-2-23821666; Fax: 886-2-23882555
Website: https://www.tfmi.com.tw/

Branches

Banchiau Branch	9F, No.3, Sec. 1, Minsheng Road, Banqiao Dist., New Taipei City 220, Taiwan.	886-2-29573538
Taoyuan Branch	10F.-1, No.6, Minquan Road, Taoyuan Dist., Taoyuan City 330, Taiwan	886-3-3353577
Hsinchu Branch	4F, No.118, Sec.1, Dongda Road, East Dist., Hsinchu City 300, Taiwan.	886-3-5348699
Taichung Branch	No.35, Jiguang St., Central Dist., Taichung City 400, Taiwan.	886-4-22293176
Changhua Branch	5F, No.43, Xiaoyang Road, Changhua City, Changhua County 500, Taiwan.	886-4-7230664
Chiayi Branch	8F, No.127, Zhongxing Road, West Dist., Chiayi City 600, Taiwan.	886-5-2811177
Tainan Branch	7F, No.655, Sec.1, Ximen Road, North Dist., Tainan City 704, Taiwan.	886-6-2217600
Kaohsiung Branch	4-5F, No.117, Zhongshan 1st Road, Xinxing Dist., Kaohsiung City 800, Taiwan.	886-7-2865000
Yilan Branch	No.52, Gozgzheng Road, Luodong Town, Yilan County 265, Taiwan.	886-3-9549743

3. Stock Transfer Agent

Name: IBF Securities Co., Ltd.
Address: 15F, No.188, Sec. 5, Nanjing E. Road, Songshan Dist., Taipei City, Taiwan.
Tel: 886-2-25288988
Website: https://www.ibfs.com.tw

4. Auditors

Auditors: Chen-Hsiu Yang, Wen-Yea Shyu
Name: Deloitte & Touche Tax Consulting Co., Ltd
Address: 20F, No. 100, Songren Rd., Xinyi Dist., Taipei City 110, Taiwan
Tel.: 886-2-27259988
Website: https://www.deloitte.com.tw

5. Overseas Securities Exchange: None

6. Corporate Website

www.tfmi.com.tw

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I、Letter to Shareholders

Dear Shareholders,

In 2024, our company achieved operating revenue of NT$7,340,275 thousand, with operating costs of NT$4,452,504 thousand and operating expenses of NT$1,507,226 thousand, our net profit before tax reached NT$1,379,230 thousand, and after accounting for income tax expenses of NT$216,901 thousand, we have achieved a record high net income for the year at NT$1,162,329 thousand. Earnings per share (EPS) stood at NT$3.81 before tax and NT$3.21 after tax. I extend my sincere gratitude to our shareholders for your unwavering support and to our dedicated employees for their hard work and commitment to excellence.

In 2024, the overall market's total written premium reached NT$270 billion, reflecting a growth rate of 10.90%. Our company remains committed to enhancing customer service quality and operational efficiency, actively promoting digital transformation and patent applications. In 2024, we obtained two additional patents—the Group Insurance Risk Assessment System and the Commercial Fire Insurance Intelligent Underwriting Assistance System—bringing our total to 11 patents. Leveraging our distribution advantages, we continue to expand our diversified product offerings and capture niche markets. Our total written premium for the year amounted to NT$8.8 billion, achieving a growth rate of 6.74%. Notably, our residential fire insurance maintained its position as the industry leader in market share. Both Standard & Poor's (S&P) and Taiwan Ratings reaffirmed our credit ratings of "A-/Stable" and "twAA/Stable", respectively. While ensuring operational stability, we continue to promote comprehensive travel insurance covering statutory communicable diseases and introduced a new personal accident insurance that reimburses based on original medical receipts, aligning with regulatory changes and customer needs.

In terms of corporate social responsibility, we actively support government policy-driven insurance programs and contribute to domestic industrial development. We invest in six core strategic industries, domestic enterprises, and key infrastructure projects. Additionally, we focus on green finance initiatives, investing in renewable energy, sustainability funds, and green bonds. In 2024, we once again received the First Place Award for Excellence in Residential Earthquake Insurance from the regulatory authority, as well as the Outstanding Award for Core Industry and Public Infrastructure Investment – Project Investment Category. Our dedication to corporate sustainability earned us the TCSA Taiwan Corporate Sustainability "ESG Sustainability Report Silver Award". Furthermore, through our corporate foundation, we actively support social welfare initiatives, including assisting disadvantaged groups, women, and elderly living alone, improving healthcare, supporting special education for children with developmental delays, promoting anti-drug awareness in schools, sponsoring cultural and artistic programs, and grassroots sports such as baseball, softball, and volleyball.

Looking ahead to 2025, while the U.S. and China face challenges related to consumer spending and investment, Europe and Japan are expected to recover, and emerging markets and developing economies continue to demonstrate strong performance; we see the resilience of the global economy, our domestic market will maintain a stable demand and with recovering exports, and growth in emerging technologies and net-zero transition initiatives will drive private investment and consumption, fostering business expansion opportunities. Regulatory authorities continue to promote policyholder e-passbooks, electronic insurance policies, and green energy initiatives to enhance operational efficiency and environmental sustainability. Meanwhile, the standardization of market pricing and regulatory discipline in product supervision will help maintain market stability and prevent excessive price competition.

Our company remains committed to a “stable operation and customer orientation” strategy, striving for sustainable corporate development while adhering to our core principles of fair customer treatment, financial inclusion, social responsibility, and employee well-being. In response to evolving regulatory and market conditions, we continuously strengthen corporate governance, risk management, and legal compliance while enhancing professional expertise to bolster our core competitiveness, ensuring the most stable protection for our policyholders. On the insurance front, we focus on expanding high-quality business, deepening key distribution channels, optimizing digital platforms, developing diverse products, and enhancing operational management to maintain market competitiveness. Our ongoing digital transformation further improves service quality, safeguards customer rights, and meets evolving customer needs. On the investment front, we actively optimize asset utilization and pursue diversified investment strategies to drive profitability. Moving forward, our dedicated team will continue to deliver outstanding performance as a testament to our shareholders' trust and support.

Thank you for your continued trust and support.

Chairman: Steve Lee

2024 Business Report and 2025 Business Plan are summarized below:

1.1 2024 Business Report

1.1.1 Operating Plan Implementation Results

The total insurance premium of the current year was NT$9.4 billion. The premium from the direct policies written was NT$8.9 billion (detailed in Table 1) accounted for 94.63% of total premium; inward reinsurance premium was NT$503 million, 5.37% of total premium.

Table 1. 2024 Premium from Direct Policies Written

Unit: NT$ thousands

Insurance Category	Amount	Business Breakdown by Direct Policies Written (%)
Automobile Insurance	3,430,110	38.65
Commercial Fire Insurance	1,324,992	14.93
Residential Fire Insurance	1,001,915	11.29
Compulsory Automobile Liability	737,111	8.31
Personal Accident Insurance	662,282	7.46
Liability Insurance	427,598	4.82
Engineering Insurance	349,643	3.94
Marine Cargo Insurance	330,486	3.72
Other Property Insurance	233,257	2.63
Others*	376,425	4.25
Total	8,873,819	100.00

* Note: Products that account for less than 2% of the total written premiums are collectively indicated under Others*.

1.1.2 Goal Execution and Financial Income for the Current Year

The operating margin was NT$2.8 billion and the net profit before tax was NT$1.4 billion. The net profit after tax was NT$1,162 million.

11.1.3 Profitability Analysis

For 2024 overall business profitability indicators, the return on assets (ROA) was 4.87%, return on equity (ROE) was 9.91%, net profit ratio was 15.83%, and the earnings per share (EPS) was NT$3.21, as shown in Table 2.

Table 2. Profitability Indicators

Item	2024	2023
ROA (%)	4.87	4.48
ROE (%)	9.91	9.26
Net profit ratio (%)	15.83	14.45
Earnings per share (NT$)	3.21	2.70

1.1.4 Research and Development

In 2024, a total of 51 new insurance products and clauses were submitted (refer to "Operational Highlights 4.1.3.C Overview of technology and R&D" on Page 141 to 142 of this annual report for more details).

1.2 2025 Business Plan Outline

1.2.1 Business Policy

With prudent operating principle and customer-oriented business philosophy, striving for sustainable corporate development while upholding the core principles of fair customer treatment, financial inclusivity, social responsibility, and employee well-being. Through on-the-job trainings to ensure professional knowledge are most current, whereby to strengthen our core competitiveness. We continue to implement corporate governance, the principle of fair treatment and financial friendly services, fulfill our corporate social responsibilities, adapt to environmental changes, and strive to maintain a balanced performance with risks to create healthy profitability.

Our company strictly adheres to regulatory policies and operational guidelines while expanding its target market and securing stable profitability. We focus on niche insurance segments, leveraging competitive pricing and diversified distribution channels to grow our auto insurance portfolio, including dealership, government employee, occupational group, and tender-based businesses.

To enhance underwriting profitability, we implement rigorous underwriting standards, monitor market rates, and adjust pricing and loss ratio controls as needed. We continue to optimize digital platforms and operational processes to improve e-commerce marketing efficiency.

By integrating insurance technology into product development, marketing, underwriting, and claims services, we enhance service quality, safeguard customer rights, and meet evolving client needs. Additionally, we actively pursue digital transformation and patent applications, securing two new patents in 2024: the "Group Insurance Risk Assessment System" and the "Commercial Fire Insurance Intelligent Underwriting Assistance System." This brings our total number of patents to 11.

We also established ESG task force to comply with Authorities, to evaluate all business risk and opportunities. With the philosophy Cherish the Moment and Guard the Future in mind, TFMI commits itself to caring for the society and exercise the positive power of insurance to demonstrate our effort in corporate social responsibility.

We continue to apply reasonable salary structure to attract talents, design and arrange appropriate training according to each job attributes and level, and most importantly, provide a sound workplace environment. The Company is also committed to develop a comprehensive on-line working platform, optimize work procedures, to improve work efficiency; and we implement job rotations to cultivate all-round talents.

On the investment side, we are committed to optimizing asset utilization and diversifying investments, with a strong emphasis on ESG-related opportunities. Our strategy includes investing in green financial products, such as renewable energy industries, sustainable funds, and green bonds, to promote long-term sustainability. We carefully select investment targets to mitigate risks and enhance expected returns, while also improving collection efficiency and expense control to maximize capital utilization and profitability.

1.2.2 Projected Premium Income

The 2025 target of total premium written from direct policies is NT$8.75billion.

1.2.3 Significant Production and Marketing Policies

1. Understand the market trend, create new products with flexibility and creativity, cooperate with government policy to promote related insurance products, fully committing to fulfil corporate social responsibility.
2. Increase quality business with selected channel businesses, adjust product mixes and quality, monitor loss experience trend, and reevaluate rate level whenever necessary, increase net retained premium to stabilize profitability.

3.To improve the sales effectiveness, the appropriate project products and the planning and marketing competitions are provided to the sales channels, based on their attributes and capabilities, to encourage sales to strive for new business with quality service level and increased business volume.

4.Improve employees' professional knowledge, implement the principles of fair hospitality, financial consumer protection, and financial-friendly services, furthermore, follow ESG guidelines. The Company regularly provides education and training opportunities to improve operating flow and service quality, and increase customer satisfaction.

5.To increase operating efficiency, we continue to increase FinTech application level and expand capabilities in information technology services to assist digital transformation; whereby improve efficiency and save operating costs.

6.Adapt systematic on-the-job training and job rotation to foster all-rounder employees, whereby creating flexibility on the manpower.

1.3 Development Strategies for the Company in the Future

The main drivers of global economic growth include the surge in generative AI, ongoing innovations in the energy sector, and the easing of monetary tightening by major central banks. However, global economic performance remains constrained by the policy direction of the new U.S. administration, with significant potential changes in U.S. fiscal, trade, and immigration policies still uncertain.

Domestically, Taiwan's economic growth relies on stable internal demand. On the external front, recent export orders indicate strong demand for emerging technologies, suggesting that global trade volume may continue to grow in 2025 (Year 114 of the Republic of China calendar), supporting Taiwan's steady external demand growth. Additionally, robust public investment, emerging technologies, and net-zero emissions initiatives are expected to benefit related industries.

Economic recovery has also boosted performance in public liability insurance, travel insurance, and aviation insurance. However, the increasing prevalence of autonomous travel and the development of electric vehicles may impact loss ratios and claim severity. Therefore, effective loss control remains a top priority.

The Company adheres to a prudent management strategy and prioritizes the protection of customer rights. Under the guidance of the Board of Directors and the Sustainable Development Committee, we have established a corporate culture centered on robust governance, environmental protection, and social responsibility, aiming to transition into a low-carbon enterprise for sustainable development. We continue to enhance digital operations, service quality, and efficiency to improve customer convenience, satisfaction, and service effectiveness. In terms of marketing, we stay attuned to market trends, cultivate strong relationships with premium distribution channels, and maintain competitive advantages. On the business front, we focus on increasing the proportion of high-quality business, actively developing niche insurance products, and raising retention premiums to stabilize earnings. In underwriting, we implement loss prevention services and carefully evaluate business quality. From an investment perspective, we emphasize stability in investment returns and asset liquidity while pursuing consistent profitability to enhance company performance.

1.4 Influences from External, Regulatory and Overall Business Environment

On February 26, 2025, the Directorate General of Budget, Accounting and Statistics (DGBAS) announced that Taiwan's preliminary economic growth rate for 2024 was 4.59%.

The International Monetary Fund (IMF), in its latest World Economic Outlook released on January 17, 2025, forecasts global economic growth at 3.3% for 2025, as easing inflation is expected to allow central banks worldwide to continue cutting interest rates to support economic expansion. Domestic demand is projected to contribute more to growth than external demand in 2025. However, the recent escalation of tariff measures under President Trump has constrained the momentum of export growth, and DGBAS forecasts Taiwan's economic growth rate for 2025 at 3.14%.

Looking ahead to 2025, uncertainty surrounding President Trump's tariff policies may have varying impacts on the global economy. Fortunately, our company maintains a prudent asset allocation, with a high proportion of fixed-income investments and a stable level of cash deposits. As a result, the direct impact of tariffs and capital market price fluctuations on our investment portfolio remains manageable, and we will continue to adjust our strategy dynamically in response to market developments.

For 2025 non-life insurance market, it is expected to benefit from government policies aimed at green energy development, such as offshore wind farm, solar energy, and energy storage infrastructure, which will boost engineering and liability insurance performance. The digitization of residential fire insurance operations through bancassurance will enhance operational efficiency and support environmental sustainability efforts. In response to international net-zero, the government is actively promoting the electronic vehicles. The continuous increase in the number of vehicles and the impact of inflation on motor insurance premiums are expected to drive growth in motor insurance performance. Regulators are emphasizing digital financial applications, encouraging technological innovation, and gradually relaxing regulations, which will facilitate the development of e-commerce platforms. Disciplined market rates and product supervision aim to prevent price competition, stabilize the market, and support business expansion amid strong domestic economic activity. Strategically, our company reviews product pricing adquatcy and sales portfolios in a timely manner, increases retained premiums, and improve business structure and quality to expand high-quality business. These efforts will enhance our competitive edge in the overall market.

Our company remains committed to upholding fair customer treatment principles, financial-friendly service guidelines for the insurance industry, and consumer dispute resolution regulations to protect customer rights. We continuously innovate and diversify our product offerings, ensuring a broad range of insurance solutions. We are actively expanding our e-commerce channels, enhancing online insurance services, and streamlining operational processes to improve administrative efficiency. At the same time, we closely monitor the growing threat of cyberattacks to prevent fraud and safeguard policyholder interests. By adhering to market discipline and regulatory compliance, we carefully assess market conditions, legal requirements, and consumer needs to avoid price competition and maintain adequate premium rates. Additionally, we have strengthened data security and personal information protection measures and implemented a systematic risk management approach to establish legally compliant and appropriate operational processes, effectively mitigating corporate risks.

II. Corporate Governance Report

2.1 Directors, Supervisors and Management Team

2.2.1 Directors and Supervisors

As of 3/31/2025

Title (Note 1) (Note 5)	Nationality/ Country of Registration	Name (Note 5)	Gender/ Age (Note 2)	Date Elected	Term (Years) (Note 6)	Date First Elected (Note 3)	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education) (Note 4)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship		
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation
Chairman	R.O.C.	Steve Lee	Male/ 51~60	2023.06.16	3	1999.05.12	7,509,939	2.07%	7,509,939	2.07%	1,030,229	0.28%	-	-	PhD, Political Economics, School of Economics, Nankai University Chairman, TFMI Assets Management Co., Ltd	Director, Tong-Sheng Development Co Ltd; Director, Navigator Investment Co Ltd; Director, Navigator Real Estate Co Ltd Director, Ten Outstanding Young Persons Foundation; Director, Taipei City Renai Yiyangyuan Senior's Home; Council Member, Taiwan Industrial Economics Association; Chairman, TFMI Foundation; Council Member, Taiwan Chamber of Commerce & Industry; Director, Pilot Investment Enterprise Co Ltd; Director, Sirtec International Co Ltd Director, Sirtec International (BVI) Co Ltd; Director, SIRFA (B.V.I.) Co Ltd; Director, Sirlight Trading Co Ltd; Director, Xielong (Dong Guan) Plastics & Electronics Co Ltd Director, Dongguan Sheysun Plastics and Electronics Co Ltd; Director, Dongguan Sirtec Image Co Ltd; Director, Forland Auto Trade Holding Co Ltd; Director, Forland Auto Co Ltd; Director, Forland Trading Co Ltd; Director, Navigator Financial Leasing Co Ltd; Director, Navigator Financial Leasing Co Ltd; Director, Forland Auto (China) Trade Co Ltd; Director, Nanjing Forland Auto Trade Co Ltd; Director, Nanjing Golden Forland Auto Sales & Services Co Ltd; Consultant, Cross-Border Innovation and Entrepreneur Association; Supervisor, Sirtec International (Suzhou) Co Ltd; Zhuhai Xielong Plastic & Electronic Co Ltd; Consultant, New Taipei City Government; Consultant, TaoYuan City Government; Director, Sirtec International (Vietnam) Co Ltd; Director, Zhuhai Sirtec Image Technology Co Ltd	Director	Chain-Cheng Lee	Sibling

Title (Note 1) (Note 5)	Nationality/ Country of Registration	Name (Note 5)	Gender/ Age (Note 2)	Date Elected	Term (Years) (Note 6)	Date First Elected (Note 3)	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education) (Note 4)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship		
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation
Director / Corporate shareholder	R.O.C.	Yong-Shin Development Company.	-	2023.06.16	3	1999.05.12	24,158,535	6.67%	24,158,535	6.67%	-	-	-	-	None	None	None	None	None
Director	R.O.C.	Charles Sung (Representative of Yong-Shin Development Company)	Male / 71~75	2023.06.16	3	2011.06.10	355,000	0.10%	310,000	0.09%	-	-	-	-	Master, College of Management, National Taiwan University President, Central Insurance President, AIG General Insurance (Taiwan)	Director, TFMI Foundation	None	None	None
Director	R.O.C.	Chung-Chou Chang (Representative of Yong-Shin Development Company)	Male / 61~70	2023.06.16	3	2008.06.13	4,762,984	1.32%	4,771,984	1.32%	218,000	0.06%	-	-	Master, Department of Computer Science, Northrop University Chairman, Ambassador.	Director, Jinshen Tech Co Ltd.; Changmin Development Co Ltd; Director, Ambassador Co Ltd; Director, Meidoli Film Co Ltd; Director, DaiTaipei Enterprise Ltd; Chairman, Ambassador Film Inc.; Director, Full Shine Digital Co Ltd; Chairman, Ambassador Theatres; Director, Good Hands Film Co Ltd; Director, Bole Film Co Ltd.	None	None	None
Director	R.O.C.	Bin-Fu Chen (Representative of Yong-Shin Development Company.)	Male / 51~60	2023.06.16	3	2008.09.04	-	-	-	-	-	-	-	-	EMBA, College of Management, National Taiwan University Chairman, Guang Shi Co., Ltd.	Chairman, Guang Shi Co Ltd; Chairman, Guang Fu Investment Ltd., Chairman, Cai Yu Investment Ltd; Chairman, Cheng Chung Kuang Foundation. Director, Meng Di Na Co Ltd;Chairman, Integrated Information Technology Co Ltd; Director, Tien-Chai Su Cultural And Educational Foundation, Managing Director , Taipei City Renai Yiyang Social Welfare Foundation, Director, KALI FORES INC., Independent Director, Chainqui Construction Development Co Ltd; and Director of Taipei City Chen Yu-Mei Charity Foundation	None	None	None
Director / Corporate shareholder	R.O.C.	Shan-Yue Industrial Co., Ltd.	-	2023.06.16	3	2023.06.16	240,000	0.07%	240,000	0.07%	-	-	-	-	None	None	None	None	None

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							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation
Director	R.O.C.	Chain-Cheng Lee (Representative of Shan-Yue Industrial Co., Ltd.)	Male / 51~60	2023.06.16	3	2002.05.20 (Note 7)	6,038,909	1.67%	6,038,909	1.67%	42,420	0.01%	-	-	Ph.D., Economics, Shanghai Univ. of Finance / Economics, Shanghai. MBA, Financial Risk Management, St John's University MBA, Business Administration, Johnson & Wales University. Director, IBF Financial Holdings Co., Ltd.	Chairman, Yong-Shin Development Co Ltd; Chairman, Navigator Real Estate Co Ltd; Chairman, Tong-Sheng Development Co Ltd; Director, Jia De Investment Co., Ltd.,Co Ltd; Director, Navigator Investment Co Ltd; Chairman, Forland Auto Trade Holding Co Ltd; Director, Navigator Financial Leasing Co Ltd. (Samoa); Director of Navigator Financial Leasing Co Ltd.(China); Chairman, Taiwan Navigator Asset Investment Co Ltd; Director, Navigator Investment Industry Co Ltd; Director, Taiwan Fire and Marine Foundation, Chairman, Forland Auto Trade Holding Co Ltd. Taipei Branch (Cayman), Representative of Corporate Director, Zhengrong Industrial Co Ltd; Chairman, Forland Auto Trade Holding (China), Chairman, Nanjing Forland Auto Trade Co Ltd; Chairman, Nanjing Jingfu Forland Auto Sale Service Co Ltd.	Chairman	Steve Lee	Sibling
Director / Corporate shareholder	R.O.C.	Bank of Taiwan	-	2023.06.16	3	1997.09.30	64,608,278	17.84%	64,608,278	17.84%	-	-	-	-	None	None	None	None	None
Director	R.O.C.	Yi-Bao Lin (Representative of Bank of Taiwan) (Note 8)	Female/ 51~60	2025.02.19	3	2025.02.19	-	-	-	-	-	-	-	-	Bachelor of Laws, National Chengchi University Vice President & General Manager, Minchuan Branch, Bank of Taiwan Vice President & General Manager, Panchiao Branch, Bank of Taiwan Executive Vice President & General Manager, Department of Domestic Operations, Bank of Taiwan	Senior Executive Vice President & Chief Compliance Officer (Concurrently GM of Department of Compliance), Bank of Taiwan Co., Ltd. Senior Executive Vice President & Chief Compliance Officer, Taiwan Financial Holding Co., Ltd.	None	None	None

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							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation
Director	R.O.C.	Mei-Ling Wu (Representative of Bank of Taiwan)	Female/ 61~70	2023.06.16	3	2018.10.12	-	-	-	-	-	-	-	-	Master, Dept of International Business, National DongHwa University; Manager, Bank of Taiwan, Tamsui Br; Manager, Bank of Taiwan, Luzhou Br; Manager, Dept of Consumer Finance, Bank of Taiwan Manager, Department of Credit Analysis, Bank of Taiwan	Senior Executive Vice President, Bank of Taiwan	None	None	None
Director	R.O.C.	Wei-Hsin Wang (Representative of Bank of Taiwan.)	Male / 51~60	2023.06.16	3	2022.02.07	-	-	-	-	-	-	-	-	Master, Finance Department, National Taiwan University、VP & DGM, Department of Corporate Finance, Bank of Taiwan VP & GM, Hoping Branch, Bank of Taiwan EVP & GM, Department of Precious Metals, Bank of Taiwan EVP & General Manager, Department of Business, Bank of Taiwan	Executive Vice President &General Manager, Department of Corporate Finance, Bank of Taiwan	None	None	None

Title (Note 1) (Note 5)	Nationality/ Country of Registration	Name (Note 5)	Gender/ Age (Note 2)	Date Elected	Term (Years) (Note 6)	Date First Elected (Note 3)	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience （Education） (Note 4)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship		
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation
Independent Director	R.O.C.	Christopher Chang	Male / 71~75	2023.06.16	3	2023.06.16	-	-	-	-	-	-	-	-	College of Law, National Chengchi University, Chairman, Continental Development Corporation Partner/Senior Advisor, Lee and Li Attorneys at Law. Executive Director, Grand River Development Limited. Independent Director, Wistron Corporation. Director, Taipei City Real Estate Development Association; Consultant, BVI Grand River Holdings. Member, TFMI Remuneration Committee.	Director, Sanlien Tech Education Foundation;	None	None	None

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							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation
Independent Director	R.O.C.	Cheng Ching Huang	Female/ 61~70	2023.06.16	3	2008.07.30 (Note 9)	-	-	-	-	-	-	-	-	MBA University of Tennessee, Knoxville Master of Business Administration, University of Tennessee, Knoxville Bachelor of Business Administration, National Cheng Chi University. Executive Vice President, Land Bank of Taiwan General Manager of Department of International Banking General Manager of Department of Treasury General Manager of Hoping Branch General Manager of Offshore Banking Unit Branch Deputy General Manager of Credit Management Supervisor, Taiwan Fire & Marine Insurance. Director, United Taiwan Bank, S.A. Director, Agricultural Credit Guarantee Fund Director, Trust Association of R.O.C. Director, Bills Finance Association of R.O.C.	None	None	None	None

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							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation
Independent Director	R.O.C.	Nien-Tsu Chiang	Female/ 51~60	2023.06.16	3	2020.06.12	-	-	-	-	-	-	-	-	Ph.D of Law, National Chengchi University. Ph.D of Business Administration, Macau University of Science and Technology. Executive master of Business Administration, National Chengchi University. Post Bachelor of Law, Graduate Department of Law, Fu Jen Catholic University. Bachelor of Arts, Department of Political Science, Tunghai University Consultant, Judicial Reform Foundation. Chairman, Taipei Awakening Association. Member, Taipei City Gender Equality Commission. Member, Crime Prevention Center, Ministry of the Interior.	Assistant Professor, Undergraduate Degree Program of Rift Valley Interdisciplinary Shuyuan, National Dong Hwa University. Adjunct Assistant Professor, Dept. of Public Finance and Tax Administration, National Taipei University of Business. Adjunct Assistant Professor, Graduate Department of Law, Fu Jen Catholic University.	None	None	None

Note 1: For corporate shareholderss, the names of representatives shall be separately stated in Table below.

Note 2: Please provide age of each directors in the form of age band

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

Note 4: Work experiences of anyone in the table above that are related to their current roles, such as previous employment at CPA firms or employment in affiliated companies, shall be disclosed along with job titles and responsibilities.

Note 5: If the Chairman and President or equivalent (the top manager) are the same person, or are spouses or relatives within the first degree of kinship, the reasons, rationality, necessity, and corresponding measures (such as increasing the number of Independent Directors and having more than half of the Directors who do not serve as employees or managers, etc.) shall be explained: None.

Note 6: The Company has set up an Audit Committee to replace supervisors.

Note 7: Mr. Chain-Cheng Lee first served as a Director of the Company on May 20, 2002, and stepped down on July 19, 2005. He was re-elected as a Director of the Company on November 11, 2020.

Note 8: Bank of Taiwan Co., Ltd. reassigned its representatives Yi-Bao Lin on February 19, 2025. The original representatives, Hsiu-Shiang Liu was dismissed.

Note 9: Ms. Cheng Ching Huang first served as a Supervisor of the Company on July 30, 2008, and stepped down on June 9, 2014. She was re-elected as an independent Director of the Company on June 12, 2020.

Note10:〔-〕 in the table means 〔0〕

Major Shareholders of the Corporate Shareholders

As of 3/31/2025

Name of Corporate Shareholders (Note 1)	Major Shareholders (Note 2)
Bank of Taiwan Co., Ltd.	Taiwan Financial Holding Co., Ltd. (100.00%)
Yong-Shin Development Co., Ltd.	Navigator Investment Co., Ltd. (19.11%), Qiao-Nong Investment Co., Ltd. (13.19%), Tong-Sheng Development Co., Ltd. (12.13%), Jia-Der Investment Co., Ltd. (10.43%), Chengyang Investment Co., Ltd. (9.80%), Navigator Real Estate Co., Ltd. (6.38%), Chain-Cheng Lee (6.19%), Chao-Tzu Lee Chen (4.82%), Julie Lee (3.98%), Wen-Yung Lee (3.90%)
Shan-Yue Industrial Co., Ltd.	Mu-Heng Wu (50%)、Wei Wang (50%)

Note 1: If the Directors and Supervisors are representatives of corporate shareholders, indicate the names of the corporate shareholders.
Note 2: Fill in the names of the dominant shareholders of the corporate shareholders (Top 10 of shareholding) and the proportion of shareholding. If the dominant shareholders of the corporate shareholders are also corporate shareholders, fill in Table 2 below
Note 3: If a corporate shareholder is not a company entity, its shareholders' names and shareholding ratio should be disclosed; the names of the contributors or sponsors and ratio of contribution or sponsorship should be disclosed. If contributors' deceased, please indicate as well.

Major Shareholders of the Company's Major Corporate Shareholders

As of 3/31/2025

Name of Corporate Shareholders (Note 1)	Major Shareholders (Note 2)
Taiwan Financial Holding Co., Ltd.	Ministry of Finance, R.O.C. (100.00%)
Navigator Investment Co., Ltd.	Navigator Real Estate Co., Ltd. (37.88%), Jia-Der Investment Co., Ltd. (29.38%), Qiao-Nong Investment Co., Ltd. (24.78%), Yong-Shin Development Co., Ltd. (6.19%), Julie Lee (0.88%), Mu-Heng Wu (0.35%), Steve Lee (0.18%), Chain-Cheng Lee (0.18%), Chao-Tzu Lee Chen (0.18%)
Qiao-Nong Investment Co., Ltd.	Julie Lee (34.53%), Zhenbang International Hotel Management Consultant Co., Ltd. (34.48%), Chain-Cheng Lee (17.36%), Steve Lee (13.64%)
Tong-Sheng Development Co., Ltd.	Chain-Cheng Lee (64.07%), Navigator Real Estate Co., Ltd. (16.95%), Wei Wang (16.95%), Julie Lee (1.69%), Wen-Yung Lee (0.34%)
Jia-Der Investment Co., Ltd.	Chengyang Investment Co., Ltd. (48.85%), Steve Lee (46.85%), Julie Lee (2.50%), Mu-Heng Wu (1.00%), Chao-Tzu Lee Chen (0.50%), Wen-Yung Lee (0.30%)
Navigator Real Estate Co., Ltd.	Chain-Cheng Lee (41.57%), Tong-Sheng Development Co., Ltd. (40.79%), Wei Wang (14.29%), Julie Lee (2.64%), Chao-Tzu Lee Chen (0.71%)
Chengyang Investment Co., Ltd.	Min-Tzu Lee (38.46%), Cheng-Han Lee (38.46%), Steve Lee (23.08%)

Note 1: If the Directors and Supervisors are representatives of Institutional Directors, fill in the names of the Institutional Directors.
Note 2: Fill in the names of the dominant shareholders of the Institutional Shareholders (Top 10 by quantity of shareholding) and the proportion of shareholding. If the dominant shareholders of the Institutional Shareholders are also institutional shareholders, fill in Table 2 below
Note 3: If a corporate shareholder is not a company entity, its shareholders' names and shareholding ratio should be disclosed; the names of the contributors or sponsors and ratio of contribution or sponsorship should be disclosed. If contributors' deceased, please indicate as well.

Directors and Supervisors

Professional Qualifications and Independence Analysis of Directors and Supervisors：

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Steve Lee	PhD, School of Economics, Nankai University Chairman, TFMI Asset Management Company Chairman of the Company Free from any circumstances referred to in Article 30 of the Company Act.	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a director, supervisor or employee of any company controlled by the same person that holds a majority of the directorship or voting shares of the Company. 4. Not a director, supervisor or employee of any company who is the same person as, or the spouse of, chairman, president or equivalent of the Company. 5. Not a professional individual, owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any of its affiliates, or that provides commercial, legal, financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof. 6. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.	0
Mei-Ling Wu	Master, Department of International Business, National Dong Hua University Manager, Bank of Taiwan, Tamsui Branch and Luzhou Branch Manager, Consumer Banking Dept., Bank of Taiwan Manager, Department of Credit Analysis, Bank of Taiwan	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or	0

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	Department of Credit Analysis, Bank of Taiwan Senior Executive Vice President, Bank of Taiwan Free from any circumstances referred to in Article 30 of the Company Act.	more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of any director, supervisor or manager of the Company or its affiliates. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 5. Not a director, supervisor or employee of any company controlled by the same person that holds a majority of the directors or voting shares of the Company. 6. Not a director, supervisor or employee of any company who is the same person as, or the spouse of, Chairman and President or equivalent of the Company. 7. Not a director, supervisor, officer, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. 8. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any of its affiliates,	

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		or that provides commercial, legal, financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof. 9. Not a spouse or relative of the second degree of kinship of any other directors.	
Yi-Bao Lin	Bachelor of Laws, National Chengchi University Vice President & General Manager, Minchuan Branch, Bank of Taiwan Vice President & General Manager, Panchiao Branch, Bank of Taiwan Executive Vice President & General Manager, Department of Domestic Operations, Bank of Taiwan Deputy Chairperson, Financial Regulations and Disciplinary Committee, The Bankers Association of the Republic of China Free from any circumstances referred to in Article 30 of the Company Act.	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of any director, supervisor or manager of the Company or its affiliates. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 5. Not a director, supervisor or	0

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		employee of any company controlled by the same person that holds a majority of the directors or voting shares of the Company. 6. Not a director, supervisor or employee of any company who is the same person as, or the spouse of, Chairman and President or equivalent of the Company. 7. Not a director, supervisor, officer, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. 8. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any of its affiliates, or that provides commercial, legal, financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof. 9. Not a spouse or relative of the second degree of kinship of any other directors.	
Wei-Hsin Wang	Master of Finance, National Taiwan University Deputy Manager, Corporate Banking Dept., Bank of Taiwan Manager, Bank of Taiwan, Heping Branch Manager, Precious Metal Dept., Bank of Taiwan Manager, Sales Dept., Bank of	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the	0

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	Taiwan EVP & General Manager, Department of Business, Bank of Taiwan EVP &General Manager, Department of Corporate Finance, Bank of Taiwan Free from any circumstances referred to in Article 30 of the Company Act.	total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of any director, supervisor or manager of the Company or its affiliates. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 5. Not a director, supervisor or employee of any company controlled by the same person that holds a majority of the directors or voting shares of the Company. 6. Not a director, supervisor or employee of any company who is the same person as, or the spouse of, Chairman and President or equivalent of the Company. 7. Not a director, supervisor, officer, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. 8. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any of its affiliates, or	

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		that provides commercial, legal, financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof. 9. Not a spouse or relative of the second degree of kinship of any other directors.	
Charles Sung	MBA, National Taiwan University Director, Taiwan Residential Earthquake Insurance Fund Vice Chairman, AON Taiwan President, Central Insurance Company President, Chartis Insurance Company President of the Company Director of the Company Vice Chairman of the Company Free from any circumstances referred to in Article 30 of the Company Act.	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of any director, supervisor or manager of the Company or its affiliates. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 5. Not a director, supervisor, or employee of any corporate	0

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		shareholder that has 5% or higher of the total shares issued by the Company, or of the top-5 corporate shareholders of the Company, or the corporate shareholders who appoint their representatives to serve as the director or supervisor the Company in accordance with Paragraph 1 or Paragraph 2 of Article 27 of the Company Act. 6. Not a director, supervisor or employee of any company controlled by the same person that holds a majority of the directors or voting shares of the Company. 7. Not a director, supervisor or employee of any company who is the same person as, or the spouse of, Chairman and President or equivalent of the Company. 8. Not a director, supervisor, officer, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. 9. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any of its affiliates, or that provides commercial, legal, financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof. 10. Not a spouse or relative of the second degree of kinship of any other directors.	

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Chung-Chou Chang	Master, Department of Computer Science, Northrop University, Director of the Company Free from any circumstances referred to in Article 30 of the Company Act.	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of any director, supervisor or manager of the Company or its affiliates. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a director, supervisor, or employee of any corporate shareholder that has 5% or higher of the total shares issued by the Company, or of the top-5 corporate shareholders of the Company, or the corporate shareholders who appoint their representatives to serve as the director or supervisor the Company in accordance with Paragraph 1 or Paragraph 2 of Article 27 of the Company Act. 5. Not a director, supervisor or employee of any company controlled by the same person that holds a majority of the directors or voting shares of the Company. 6. Not a director, supervisor or employee of any company who is the same person as, or the spouse of, Chairman and President or equivalent of the Company.	0

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		7. Not a director, supervisor, officer, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. 8. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any of its affiliates, or that provides commercial, legal, financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof. 9. Not a spouse or relative of the second degree of kinship of any other directors.	
Bin-Fu Chen	EMBA, National Taiwan University Supervisor of the Company Director of the Company Free from any circumstances referred to in Article 30 of the Company Act.	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of any director, supervisor or manager of the Company or its affiliates. Not a spouse, relative within the second degree of	2

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		kinship or lineal relative within the third degree of kinship of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 5. Not a director, supervisor, or employee of any corporate shareholder that has 5% or higher of the total shares issued by the Company, or of the top-5 corporate shareholders of the Company, or the corporate shareholders who appoint their representatives to serve as the director or supervisor the Company in accordance with Paragraph 1 or Paragraph 2 of Article 27 of the Company Act. 6. Not a director, supervisor or employee of any company controlled by the same person that holds a majority of the directors or voting shares of the Company. 7. Not a director, supervisor or employee of any company who is the same person as, or the spouse of, Chairman and President or equivalent of the Company. 8. Not a director, supervisor, officer, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. 9. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that,	

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		provides auditing services to the Company or any of its affiliates, or that provides commercial, legal, financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof. 10.Not a spouse or relative of the second degree of kinship of any other directors.	
Chain-Cheng Lee	PhD, Finance and Economics, Shanghai University Master, Financial Risk Management, St. John's University MBA, Johnson & Wales University Director, IBF Financial Holdings Co., Ltd. Director of the Company Free from any circumstances referred to in Article 30 of the Company Act.	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a director, supervisor or employee of any company controlled by the same person that holds a majority of the directors or voting shares of the Company. 5. Not a director, supervisor or employee of any company who is the same person as, or the spouse of, Chairman and President or equivalent of the Company. 6. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any of its affiliates, or that provides commercial, legal,	0

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof.	
Christopher Chang	College of Law, National Chengchi University, Chairman, Continental Development Corporation Partner/Senior Advisor, Lee and Li Attorneys at Law. Executive Director, Grand River Development Limited. Member, TFMI Remuneration Committee. Free from any circumstances referred to in Article 30 of the Company Act.	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of any director, supervisor or manager of the Company or its affiliates. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 5. Not a director, supervisor, or employee of any corporate shareholder that has 5% or higher of the total shares issued by the Company, or of the top-5 corporate shareholders of the	0

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		Company, or the corporate shareholders who appoint their representatives to serve as the director or supervisor the Company in accordance with Paragraph 1 or Paragraph 2 of Article 27 of the Company Act. 6. Not a director, supervisor or employee of any company controlled by the same person that holds a majority of the directors or voting shares of the Company. 7. Not a director, supervisor or employee of any company who is the same person as, or the spouse of, Chairman and President or equivalent of the Company. 8. Not a director, supervisor, officer, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. 9. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any of its affiliates, or that provides commercial, legal, financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof. 10. Not a spouse or relative of the second degree of kinship of any other directors. 11. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.	

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Cheng Ching Huang	MBA, University of Tennessee, Knoxville Department of Business Administration, National Chengchi University Vice President, Land Bank of Taiwan Manager, International Banking Dept., Land Bank of Taiwan Manager, Finance Dept., Land Bank of Taiwan Manager, Land Bank of Taiwan, Heping Branch Manager, OBU, Land Bank of Taiwan Director, United Taiwan Bank Director, Agricultural Credit Guarantee Fund; Director, Trust Association of R.O.C. Director, R.O.C. Bills Finance Association Supervisor, R.O.C. Bills Finance Association Supervisor of the Company Independent Director of the Company Free from any circumstances referred to in Article 30 of the Company Act.	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of any director, supervisor or manager of the Company or its affiliates. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 5. Not a director, supervisor, or employee of any corporate shareholder that has 5% or higher of the total shares issued by the Company, or of the top-5 corporate shareholders of the Company, or the corporate shareholders who appoint their representatives to serve as the director or supervisor the Company in accordance with Paragraph 1 or Paragraph 2 of Article 27 of the Company Act. 6. Not a director, supervisor or	0

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		employee of any company controlled by the same person that holds a majority of the directors or voting shares of the Company. 7. Not a director, supervisor or employee of any company who is the same person as, or the spouse of, Chairman and President or equivalent of the Company. 8. Not a director, supervisor, officer, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. 9. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any of its affiliates, or that provides commercial, legal, financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof. 10. Not a spouse or relative of the second degree of kinship of any other directors. 11. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.	
Nien-Tsu Chiang	PhD, Department of Law, National Chengchi University PhD, Department of Industrial and Business Management, Macau University of Science and Technology Master, IBMBA, National	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse,	0

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	Chengchi University Bachelor, Department of Law, Fu Jen Catholic University Bachelor, Department of Political Science, Tunghai University Assistant Professor, Undergraduate Degree Program of Rift Valley Interdisciplinary Shuyuan, National Dong Hwa University. Consultant on Judicial Reform Act, Judicial Reform Foundation Project Assistant Professor, Department of Finance, National Dong Hua University Adjunct Assistant Professor, College of Law, National Chengchi University Adjunct Assistant Professor, Department of Public Finance and Tax Administration, National Taipei University of Business Adjunct Assistant Professor, Department of Law, Chinese Culture University Adjunct Assistant Professor, Professional Master Program in Law, Fu Jen Catholic University Chairman, Taipei Awakening Association. Member, Taipei City Gender Equality Commission Member, Crime Prevention Center, Ministry of the Interior Independent Director of the Company Free from any circumstances referred to in Article 30 of the Company Act.	minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of any director, supervisor or manager of the Company or its affiliates. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 5. Not a director, supervisor, or employee of any corporate shareholder that has 5% or higher of the total shares issued by the Company, or of the top-5 corporate shareholders of the Company, or the corporate shareholders who appoint their representatives to serve as the director or supervisor the Company in accordance with Paragraph 1 or Paragraph 2 of Article 27 of the Company Act. 6. Not a director, supervisor or employee of any company controlled by the same person that holds a majority of the directors or voting shares of the Company. 7. Not a director, supervisor or employee of any company who is	

Qualification Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		the same person as, or the spouse of, Chairman and President or equivalent of the Company. 8. Not a director, supervisor, officer, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. 9. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any of its affiliates, or that provides commercial, legal, financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof. 10. Not a spouse or relative of the second degree of kinship of any other directors. 11. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.	

Note 1: Professional Qualifications and Experience: Please specify individual director's and supervisor's professional qualifications and experience. If the director is a member of the Audit Committee and specialized in accounting or finance, please specify his/her accounting or financial background and working experience, and also whether he/she meets any circumstances referred to in Article 30 of the Company Act.

Note 2: Please specify the independent directors' compliance of independence, including but not limited to, whether they or their spouses or relatives within the second degree of kinship serve as supervisors, supervisors or employees in the Company or any of its affiliates; the number and percentage of the Company's shares held in their own names or names of the spouses, relatives within the second degree of kinship (or proxy shareholder); whether they serve as directors, supervisors, or employees in any company engaged in specific relationship with the Company (please refer to the subparagraphs 5–8, Paragraph 1 of Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and the amount of remuneration received in the last two years for providing commercial, legal, financial, accounting or other professional services to the Company and its affiliates.

Note 3: Since June 6, 2014, the Company has Audit Committee established in lieu of the functions of Supervisors.

II. Diversity and Independence of the Board of Directors

(I) Management goals for the Board of Directors diversity policy and attainment thereof

The Company expressly states in its "Corporate Governance Best Practice Principles" that the composition of the Board of Directors shall take diversity into consideration and formulating an appropriate policy on diversity based on the Company's business operations, operating dynamics, and development needs. It is advisable that the policy include, without being limited to, the following two general standards: 1. Basic requirements and values: gender, age, nationality and culture. 2. Professional knowledge and skills: professional background (e.g. law, accounting, industry, finance, marketing and technology), professional skills, and industry experience.

The Company's 27th Board of Directors consist of eleven (11) directors (including three (3) independent directors). The Company adopts the member diversity policy, and the members comprise of the elites from the areas of law, finance and insurance industry, including three (3) doctorates and six (6) masters specialized in business administration, information, law and business; all possess the knowledge, skill and literacy required by their job duties. For terms served, one independent director has taken the position for less than three years, and two independent directors for three to six years. Age-wise, six (6) directors are between 51–60 years of age, and three (3) directors are between 61–70 years of age, and two (2) directors are between 70-75 years of age. The Company also values the gender equality in the composition of the Board members. Currently, two (2) of our independent directors are women, marking our board female member reached four (4) and composition 36% in total. We have also achieved our goal of having at least one female independent director and whose professional background is law and with large law firm partnership experience.

The expertise Board member possessed is summarized in the table below.

Diversified evaluation Items / Name	Gender	Ability to make sound business judgments	Ability to conduct accounting and financial analysis	Ability to manage a business	Risk management knowledge and skills	Ability to respond to crisis	Industry knowledge	Understanding of international markets	Leadership ability	Decision making abilities
Steve Lee	Male	V	V	V	V	V	V	*	V	V
Charles Sung	Male	V	*	V	V	V	V	V	V	V
Mei-Ling Wu	Female	V	V	V	V	V	V	V	*	*
Yi-Bao Lin	Female	V	V	V	V	V	V	*	V	V
Wei-Hsin Wang	Male	V	V	V	V	*	V	V	V	*
Chung-Chou Chang	Male	V	V	V	V	V	*	*	V	V
Bin-Fu Chen	Male	V	V	V	V	V	*	*	V	V
Chain-Cheng Lee	Male	V	*	V	V	V	V	V	V	V
Christopher Chang	Male	*	V	V	V	V	V	*	V	V
Cheng-Ching Huang	Female	V	V	V	V	V	V	V	V	V
Nien-Tsu Chiang	Female	V	V	V	V	*	V	V	V	V

Note: * Possess partial capabilities

(II) Independence of the Board of Directors

As it states in the Company "Corporate Governance Best Practice Principles," the structure of the Board of Directors shall be determined by choosing an appropriate number of Board members, with consideration of its business scale, the shareholdings of its major shareholders and practical operational needs, and that directors concurrently serving as the Company's managerial officers should not exceed one-third of the total Board members. If the Company appoints independent directors, it shall give careful consideration to the professional composition of the Board and their independence in fulfilling duties.

The Company's Board of Directors comprise of eleven (11) directors, including three (3) independent directors, which represents 27% of the Board. None of the Company's directors serves as the Company's managerial officer concurrently nor as an employee of the Company. More than 81% of the Board have no spousal relationship nor relatives of the second degree of kinship with each other. The Company has satisfied Paragraph 3 of Article 26-3 of the Securities and Exchange Act.

2.2.2 Management Team

As of 3/31/2025

Title (Note 1) (Note 3)	Nationality/ Country of Origin	Name (Note 3)	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education) (Note 2)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
President	R.O.C.	Chao-Feng Chen	Male	2021.01	68,000	0.02%	-	-	-	-	Master in Long Term Care, Taipei Medical Univ. Department of Accounting, Chung Yuan Christian University Vice Chairman, Taiming Assurance Broker Vice Chairman, Navigator Financial Leasing Partner, Deloitte & Touche CPA Executive Vice President, Taiwan Fire & Marine Insurance	Director, TFMI Foundation Supervisor, E-Life Company Supervisor, Guanyi Investment Corporation	None	None	None
Senior Vice President serving as the chief corporate governance officer concurrently	R.O.C.	Nicholas N.C. Sheu	Male	2024.11	191,533	0.05%	-	-	-	-	Georgia State University Department of Risk Management and Insurance Research MS, Tamkang University Department of Risk Management and Insurance Manager, Tokyo Marine Newa Insurance Vice President, Taiwan Fire & Marine Insurance	Director, TFMI Foundation	None	None	None
General Auditor	R.O.C.	Su-Chen Lin	Female	2015.03	42,244	0.01%	-	-	-	-	Bachelors, Department of Accounting, Ming Chuan University Deputy Manager of Deloitte Touche Tohmatsu Limited Project Manager, Taiwan Fire & Marine Insurance	None	None	None	None
HQ Chief compliance officer and AML/CFT compliance officer	R.O.C.	Tsui-Jung Chen	Female	2021.08	223,296	0.06%	-	-	-	-	Graduate School of Business Administration, San Diego State University School of Law, Soochow University Vice President, TFMI Insurance Vice Chairman, Taiming Assurance Broker Legal Representative, General Manager, Kunshan Feng Sheng Insurance Agency	Director, TFMI Foundation	None	None	None
Executive Vice President	R.O.C.	Chia-Lin Sheu	Male	2023.04	80,160	0.02%	-	-	-	-	MS, Nankai Institute of Economics Vice President, Taiwan Fire & Marine Insurance Senior Vice Presiden, Taiwan Fire & Marine Insurance	Director, TFMI Foundation	None	None	None
Senior Vice President	R.O.C.	Andrew Hsieh	Male	2023.04	-	-	-	-	-	-	MS, Dept. of Harbor & River Engineering, National Taiwan Ocean University Vice President, Nan Shan General Insurance Vice President, Chartis Taiwan Insurance	None	None	None	None

Title (Note 1) (Note 3)	Nationality/ Country of Origin	Name (Note 3)	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education) (Note 2)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
Senior Vice Presiden	R.O.C.	Allen Cheng	Male	2023.04	-	-	-	-	-	-	BS, Department of Business Administration, Tunghai University Deputy Manager, MSIG Mingtai Insurance Manager, Tokyo Marine Newa Insurance Vice President, Taiwan Fire & Marine Insurance	None	None	None	None
Vice President	R.O.C.	Chih-Chieh Huang	Male	2020.02	-	-	-	-	-	-	MS, Graduate Institute of Finance, Chung Cheng University College of Management Senior Manager, Taiwan Life Insurance Vice President, TLG Insurance	Director, AcSun Energy Incorporated.	None	None	None
Vice President	R.O.C.	Yuan-Yi Liao	Male	2023.04	-	-	-	-	-	-	Master of Arts in Economics, National Dong-Hwa University Manager, TLG Insurance Senior Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Vice President	R.O.C.	Jimmy Chu	Male	2023.04	-	-	-	-	-	-	Department of Social Works, Soochow University Chief Risk Officer, Mingtai Insurance Project VP, Taiwan Fire & Marine Insurance.	None	None	None	None
Vice President	R.O.C.	Hong-Hsing Chuang	Male	2021.02	7,000	0.00%	-	-	-	-	BA, Department of History, Fu Jen Catholic University Assistant Manager, Tokyo Marine Newa Insurance Senior Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Vice President	R.O.C.	Steven Lin	Male	2021.02	1,227	0.00%	-	-	-	-	MS, Insurance and Finance Management, Department of Insurance, Chaoyang University of Science and Technology Vice Section-chief, Union Insurance Senior Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Senior Manager	R.O.C.	Kent Lee	Male	2015.02	30,132	0.01%	-	-	-	-	MS, Tamkang University Department of Risk Management and Insurance Section Head, Taian Insurance Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Senior Manager	R.O.C.	Yung-Fu Su	Male	2016.11	9,147	0.00%	-	-	-	-	MS, Department of Economics, Ming Chuan University Manager, Taiwan Fire & Marine Insurance	None	None	None	None

Title (Note 1) (Note 3)	Nationality/ Country of Origin	Name (Note 3)	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education) (Note 2)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
Senior Manager	R.O.C.	Chih-Hung Wang	Male	2019.02	-	-	-	-	-	-	MS, Department of Industrial Engineering and Engineering Management Deputy Manager, South China Insurance Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Senior Manager	R.O.C.	Yu-Jen Hsiao	Male	2019.02	-	-	-	-	-	-	MS, Department of Labor Relations, National Chung Cheng University Manager, MSIG Mingtai Insurance	None	None	None	None
Senior Manager	R.O.C.	Chyi-Shyang Chiu	Male	2020.02	10,000	0.00%	-	-	-	-	Department of Mechanical Engineering, Chien-Hsin Junior College Deputy Manager, Kuo Hua Insurance Manager, TLG Insurance Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Senior Manager	R.O.C.	Jonathan Tu	Male	2020.02	-	-	-	-	-	-	BS, Department of Business Administration, Ling Tung University Section Head, MSIG Mingtai Insurance Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Senior Manager	R.O.C.	Chin-Ho Lin	Male	2021.02	-	-	15,000	0.00%	-	-	MS, Mathematics, Applied Mathematics, Statistical Sciences, Department of Mathematics, National Chung Cheng University Manager, TLG Insurance Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Senior Manager	R.O.C.	Chiu-Shan Chung	Male	2017.07	4,825	0.00%	-	-	-	-	MBA, National Chiayi University Section Chief, Union Insurance Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Senior Manager	R.O.C.	Cathi Chen	Female	2024.04	-	-	-	-	-	-	MBA, Western Washington University Senior Project Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Manager	R.O.C.	Eric Hsu	Male	2018.05	1,000	0.00%	-	-	-	-	BS, Department of Information Management, Shih Hsin University Acting Manager, Taiwan Fire & Marine Insurance Project Manager, Sirtec International Company Manager, TLG Insurance	None	None	None	None

Title (Note 1) (Note 3)	Nationality/ Country of Origin	Name (Note 3)	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education) (Note 2)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
Manager	R.O.C.	Wun-Bin, Hou	Male	2019.02	15,500	0.00%	1,131	0.00%	-	-	MS, Applied Statistics, Tamkang University Deputy Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Manager	R.O.C.	April Wang	Female	2019.09	9,000	0.00%	-	-	-	-	BA, Department of Sociology, National Chengchi University Deputy Manager, TLG Insurance Deputy Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Manager	R.O.C.	Ben Yu	Male	2020.09	-	-	-	-	-	-	MA, Department of Management, Fo Guang University Section Chief, Zurich Insurance Deputy Manager, Union Insurance Manager, Cathay Century Insurance Assistant Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Manager	R.O.C.	Shang-Jen Tung	Male	2021.02	-	-	-	-	-	-	Master, Institute of Engineering [Industrial Safety and Disaster Prevention], National Chiao Tung University Section Chief, Walsun Insurance Deputy Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Manager	R.O.C.	Feng-Wei Chen	Male	2022.04	-	-	-	-	-	-	MS, Department of Risk Management and Insurance, Tamkang University Manager, Taiwan Fire & Marine Insurance Manager, CTBC Insurance	None	None	None	None
Manager	R.O.C.	Kuan-Yeu Chen	Male	2023.04	-	-	-	-	-	-	Bachelor, Department of Finance, Lunghwa University of Science and Technology Claim Adjuster, Taian Insurance; Deputy Manager, Taiwan Fire & Marine Insurance	None	None	None	None

Title (Note 1) (Note 3)	Nationality/ Country of Origin	Name (Note 3)	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education) (Note 2)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	%	Shares	%	Shares	%			Title	Name	Relation
Manager	R.O.C.	Ting-Kuo Huang	Male	2023.07	80	0.00%-	-	-	-	-	Bachelor, Department of Chemical Engineering and Biotechnology, National Taipei University of Technology Sales, Taian Insurance; Deputy Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Manager	R.O.C.	Shih-Ting Hsiao	Male	2023.07	-	-	-	-	-	-	Bachelor, Applied Mathematics, Chung Hua University Senior Assitanct Section Chief, China Life General Insurance Manager, Service Center, Taiwan Fire & Marine Insurance	None	None	None	None
Manager	R.O.C.	Ching-Tzung Lu	Male	2023.07	13,000	0.00%	-	-	-	-	Bachelor, Department of Applied Science of Living, ShihChien University Deputy Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Manager	R.O.C.	Gavin Hsiao	Male	2023.07	-	-	-	-	-	-	Master, Nanhua University College Of Management Section Chief, Union Insurance Deputy Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Manager	R.O.C.	Ming-Ta Tan	Male	2024.09	4,000	0.00%	10,000	0.00%	-	-	Bachelor, Dept of Finance, Chung Hua University Deputy Manager, Taiwan Fire & Marine Insurance Assistant Manager, Taiwan Fire & Marine Insurance	None	None	None	None
Manager	R.O.C.	Ben Hsu	Male	2024.09	1,000	0.00%	7,000	0.00%	-	-	Master, Dept of Risk Management and Insurance, Feng Chia University Deputy Manager, Taiwan Fire & Marine Insurance Assistant Manager, Taiwan Fire & Marine Insurance	None	None	None	None

Note 1: Shall include information regarding General Manager and Deputy General Manager, Associate Managers, Supervisors of Departments and Branch Agencies. Persons who hold positions equivalent to General Manager and Deputy General Manager, or Associate Managers shall also be disclosed.
Note 2: For the current positions in the accounting firm or affiliates in the first term mentioned above, please explain the titles and duties of such positions.
Note 3: If the President or equivalent (the top manager) are the same person as the Chairman, or are spouses or relatives within the first degree of kinship, the reasons, rationality, necessity, and corresponding measures (such as increasing the number of Independent Directors and having more than half of the Directors who do not serve as employees or managers, etc.) shall be explained: None.
Note 4:〔-〕 in the table means 〔0〕

2.2.3 Remuneration of Directors, Supervisors, President, and Vice President

Remuneration of Directors

Unit：NT$ thousands

Title	Name (Note 1)	Remuneration								Ratio of Total Remuneration (A+B+C+D) to Net Income (%) (Note10)		Relevant Remuneration Received by Directors Who are Also Employees								Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%) (Note10)		Compensation paid to Directors from an invested company other than the Company's subsidiaries or parent company (Note11)
		Base Compensation (A) (Note2)		Severance Pay (B)		Bonus to Directors (C) (Note3)		Allowances (D) (Note4)				Salary, Bonuses, and Allowances (E) (Note5)		Severance Pay (F)		Profit Sharing-Employee Bonus (G) (Note6)						
		The company	Companies in the consolidated financial statements (Note7)	The company	Companies in the consolidated financial statements (Note7)	The company	Companies in the consolidated financial statements (Note7)	The company	Companies in the consolidated financial statements (Note7)	The company	Companies in the consolidated financial statements (Note7)	The company	Companies in the consolidated financial statements (Note7)	The company	Companies in the consolidated financial statements (Note7)	The company		Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements (Note7)	
																Cash	Stock	Cash	Stock			
Director	Yong-Shin Development Co., Ltd.																					None
Director	Bank of Taiwan Co., Ltd.																					None
Chairman	Steve Lee																					None
Director	Yong-Shin Development Co., Ltd. Representative: Charles Sung	14, 325	14, 325	–	–	36, 259	36, 259	2, 534	2, 534	53, 118 4. 57%	53, 118 4. 57%	–	–	–	–	–	–	–	–	53, 118 4. 57%	53, 118 4. 57%	None
Director	Shan-Yue Industrial Co., Ltd. Representative: Chain-Cheng Lee (Note 13)																					None
Director	Yong-Shin Development Co., Ltd. Representative: Chung-Chou Chang																					None
Director	Yong-Shin Development Co., Ltd. Representative: Bin-Fu Chen																					None
Director	Bank of Taiwan Co., Ltd. Representative: Mei-Ling Wu																					None
Director	Bank of Taiwan Co., Ltd. Representative: Wei-Hsin Wang																					None
Director	Bank of Taiwan Co., Ltd. Representative: Hsiu-Shiang Liu																					None

Title	Name (Note 1)	Remuneration: Base Compensation (A) (Note2): The company	Remuneration: Base Compensation (A) (Note2): All companies in the consolidated financial statements (Note7)	Remuneration: Severance Pay (B): The company	Remuneration: Severance Pay (B): All companies in the consolidated financial statements (Note7)	Remuneration: Bonus to Directors (C) (Note3): The company	Remuneration: Bonus to Directors (C) (Note3): All companies in the consolidated financial statements (Note7)	Remuneration: Allowances (D) (Note4): The company	Remuneration: Allowances (D) (Note4): All companies in the consolidated financial statements (Note7)	Ratio of Total Remuneration (A+B+C+D) to Net Income (%) (Note10): The company	Ratio of Total Remuneration (A+B+C+D) to Net Income (%) (Note10): All companies in the consolidated financial statements (Note7)	Relevant Remuneration Received by Directors Who are Also Employees: Salary, Bonuses, and Allowances (E) (Note5): The company	Salary, Bonuses, and Allowances (E) (Note5): All companies in the consolidated financial statements (Note7)	Severance Pay (F): The company	Severance Pay (F): All companies in the consolidated financial statements (Note7)	Profit Sharing-Employee Bonus (G) (Note6): The company		Profit Sharing-Employee Bonus (G) (Note6): Companies in the consolidated financial statements		Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%) (Note10): The company	Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%) (Note10): All companies in the consolidated financial statements (Note7)	Compensation paid to Directors from an invested company other than the Company's subsidiaries or parent company (Note11)
Independent Director	Christopher Chang	5,400	5,400	–	–	–	–	570	570	5,970 0.51%	5,970 0.51%	–	–	–	–	–	–	–	–	5,970 0.51%	5,970 0.51%	None
Independent Director	Cheng Ching Huang																					None
Independent Director	Nien-Tsu Chiang																					None

1. Please state the payment policy, system, standards and structure for the remuneration of Independent Directors, and describe the relevance to the amount of remuneration according to the responsibilities, risks, time invested and other factors: The Independent Directors of the company do not participate in the distribution of directors' remuneration. The remuneration is determined in consideration of the Company's overall operating performance, future business risks and development trends of the industry, as well as individual performance and contribution to the company's performance. Related performance evaluation and remuneration reasonableness are reviewed by the Remuneration Committee and the Board of Directors and the remuneration system is reviewed in a timely manner based on the actual operating conditions and relevant laws and regulations, in order to strike a balance between the company's sustainable operations and risk control.
2. Remuneration to Directors for rendering services (such as consultants) in favor of the companies included in the financial statements in the most recent year other than the disclosures in the above table：None.

Note: The total remuneration for drivers in 2024 is NT$1.7 million

Remuneration of Directors

Title	Name (Note 1)	Remuneration: Base Compensation (A) (Note2): The company	Remuneration: Base Compensation (A) (Note2): Companies in the consolidated financial statements (Note7)	Remuneration: Severance Pay (B): The company	Remuneration: Severance Pay (B): Companies in the consolidated financial statements (Note7)	Remuneration: Bonus to Directors (C) (Note3): The company	Remuneration: Bonus to Directors (C) (Note3): Companies in the consolidated financial statements (Note7)	Remuneration: Allowances (D) (Note4): The company	Remuneration: Allowances (D) (Note4): Companies in the consolidated financial statements (Note7)	Ratio of Total Remuneration (A+B+C+D) to Net Income (%) (Note10): The company	Ratio of Total Remuneration (A+B+C+D) to Net Income (%) (Note10): Companies in the consolidated financial statements (Note7)	Relevant Remuneration Received by Directors Who are Also Employees: Salary, Bonuses, and Allowances (E) (Note5): The company	Salary, Bonuses, and Allowances (E) (Note5): Companies in the consolidated financial statements (Note7)	Severance Pay (F): The company	Severance Pay (F): Companies in the consolidated financial statements (Note7)	Profit Sharing-Employee Bonus (G) (Note6): The company: Cash	Profit Sharing-Employee Bonus (G) (Note6): The company: Stock	Profit Sharing-Employee Bonus (G) (Note6): Companies in the consolidated financial statements: Cash	Profit Sharing-Employee Bonus (G) (Note6): Companies in the consolidated financial statements: Stock	Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%) (Note10): The company	Ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income (%) (Note10): Companies in the consolidated financial statements (Note7)	Compensation paid to Directors from an invested company other than the Company's subsidiaries or parent company (Note11)
Chairman	Steve Lee	13,485	13,485	–	–	4,532	4,532	1,484	1,484	19,501 1.68%	19,501 1.68%	–	–	–	–	–	–	–	–	19,501 1.68%	19,501 1.68%	None

Range of Remuneration	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The company (Note8)	Companies in the consolidated financial statements (Note 9) H	The company (Note8)	Companies in the consolidated financial statements (Note 9) I
Under NT$ 1,000,000	Yong-Shin Development Co., Ltd. Representative： Chung-Chou Chang、 Bin-Fu Chen、 Charles Sung Shan-Yue Industrial Co., Ltd Representative： Chain-Cheng Lee Bank of Taiwan Co., Ltd. Representative： Mei-Ling Wu Wei-Hsin Wang Hsiu-Shiang Liu	Yong-Shin Development Co., Ltd. Representative： Chung-Chou Chang、 Bin-Fu Chen、 Charles Sung Shan-Yue Industrial Co., Ltd Representative： Chain-Cheng Lee Bank of Taiwan Co., Ltd. Representative： Mei-Ling Wu Wei-Hsin Wang Hsiu-Shiang Liu	Yong-Shin Development Co., Ltd. Representative： Chung-Chou Chang、 Bin-Fu Chen、 Charles Sung Shan-Yue Industrial Co., Ltd Representative： Chain-Cheng Lee Bank of Taiwan Co., Ltd. Representative： Mei-Ling Wu Wei-Hsin Wang Hsiu-Shiang Liu	Yong-Shin Development Co., Ltd. Representative： Chung-Chou Chang、 Bin-Fu Chen、 Charles Sung Shan-Yue Industrial Co., Ltd Representative： Chain-Cheng Lee Bank of Taiwan Co., Ltd. Representative： Mei-Ling Wu Wei-Hsin Wang Hsiu-Shiang Liu
NT$1,000,000 (inclusive)~ NT$2,000,000 (exclusive)	Independent Director： Christopher Chang Nien-Tsu Chiang	Independent Director： Christopher Chang Nien-Tsu Chiang	Independent Director： Christopher Chang Nien-Tsu Chiang	Independent Director： Christopher Chang Nien-Tsu Chiang
NT$2,000,000 (inclusive) ~NT$3,500,000 (exclusive)	Shan-Yue Industrial Co., Ltd Independent Director： Cheng Ching Huang	Shan-Yue Industrial Co., Ltd Independent Director： Cheng Ching Huang	Shan-Yue Industrial Co., Ltd Independent Director： Cheng Ching Huang	Shan-Yue Industrial Co., Ltd Independent Director： Cheng Ching Huang
NT$3,500,000 (inclusive)~NT$5,000,000 (exclusive)	-	-	-	-
NT$5,000,000 (inclusive)~ NT$10,000,000 (exclusive)	-	-	-	-
NT$10,000,000 (inclusive) ~ NT$15,000,000 (exclusive)	Yong-Shin Development Co., Ltd. Bank of Taiwan Co., Ltd.	Yong-Shin Development Co., Ltd. Bank of Taiwan Co., Ltd.	Yong-Shin Development Co., Ltd. Bank of Taiwan Co., Ltd.	Yong-Shin Development Co., Ltd. Bank of Taiwan Co., Ltd.
NT$15,000,000 (inclusive) ~ NT$30,000,000 (exclusive)	Steve Lee	Steve Lee	Steve Lee	Steve Lee
NT$30,000,000 (inclusive)~ NT$50,000,000 (exclusive)	-	-	-	-
NT$50,000,000 (inclusive)~ NT$100,000,000 (exclusive)	-	-	-	-
Over NT$100,000,000	-	-	-	-
Total	14	14	14	14

Note 1: The name of directors shall be listed separately (for institutional shareholders, the name of institutional shareholders and representative shall be listed separately), and the payments shall be disclosed collectively. If a director also serves as a General Manager or Deputy General Manager, he/she should fill up this form and the (3-1) or (3-2) below.

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

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

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

Note 5: Remuneration for directors concurrently holding positions in the Company (for positions that include the General Manager and Deputy General Manager, other managerial officers, or employees) shall include salaries, job remuneration, severance, bonuses, performance fees, transport fees, special expenses, various subsidies, accommodation, vehicles, and provision of physical items and services. If housing, vehicle or other means of transportation, or personal expense is provided, the nature and cost of the asset provided, the rental calculated based on the actual cost or the fair market value, fuel, and other payments shall be disclosed.

If a driver is provided, please note the remuneration paid to such driver. However, such remuneration shall not be included. Furthermore, any compensation recognized in the IFRS 2 Share-Based Payment section, including issuance of employee stock options, new restricted employee shares and capital increase by stock subscription, should be included in the calculation of remuneration.

Note 6: For directors concurrently holding positions in the Company in 2024 (including the General Manager, Deputy Manager, other managerial officers, or employees) and receiving the remuneration (including stock and cash), the employee remuneration paid in 2023 upon the approval of the Board of Directors shall be disclosed. If such remuneration cannot be estimated, the remuneration to be distributed in 2024 shall be based on the proportion of the remuneration distributed last year and filled in Schedule 1-3.

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

Note 8: For the total remuneration in various items paid out to the Company directors, the name of each director shall be disclosed in the corresponding range of the remuneration.

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

Note 10: Net income refers to the net income in 2024; if IFRS is adopted, the net income refers to the net income in parent Company only or individual financial report in 2024.

Note 11: a. Compensations received by the directors from other non-subsidiary companies invested by the Company shall be disclosed in this column.

b. If the director receives remuneration from investments in other companies that are not subsidiaries of this Company, the said remuneration shall be included in Column J in the remuneration range table. The name of the column shall also be changed to “All investments in other companies”.

c. Remuneration refers to the compensation, rewards (including rewards distributed to employees, directors and supervisors) and remuneration related to business expenses that are received by the company's directors who serve as directors, supervisors or managerial officers at investment companies other than subsidiaries.

Note 12：〔-〕 in the table means 〔0〕.

＊The content disclosed in this table is based on a concept different from the Income Tax Act. The purpose of the table is for the disclosure of information, instead of taxation.

Remuneration of Supervisors: None

Remuneration of the President and Vice President

<table>
<tr><th rowspan="3">Title</th><th rowspan="3">Name
(Note1)</th><th colspan="2">Salary(A)
(Note2)</th><th colspan="2">Severance Pay (B)</th><th colspan="2">Bonuses and Allowances (C)
(Note3)</th><th colspan="4">Profit Sharing- Employee Bonus
(D)
(Note4)</th><th colspan="2">Ratio of total compensation (A+B+C+D) to net income (%)
(Note8)</th><th rowspan="3">Compensation paid to Directors from an invested company other than the Company's subsidiaries or parent company
(Note9)</th></tr>
<tr><th rowspan="2">The company</th><th rowspan="2">Companies in the consolidated financial statements
(Note5)</th><th rowspan="2">The company</th><th rowspan="2">Companies in the consolidated financial statements
(Note5)</th><th rowspan="2">The company</th><th rowspan="2">Companies in the consolidated financial statements
(Note5)</th><th colspan="2">The company</th><th colspan="2">Companies in the consolidated financial statements
(Note5)</th><th rowspan="2">The company</th><th rowspan="2">Companies in the consolidated financial statements
(Note5)</th></tr>
<tr><th>Cash</th><th>Stock</th><th>Cash</th><th>Stock</th></tr>
<tr><td>President</td><td>Chao-Feng Chen</td><td rowspan="7">14,308</td><td rowspan="7">14,308</td><td rowspan="7">402</td><td rowspan="7">402</td><td rowspan="7">11,164</td><td rowspan="7">11,164</td><td rowspan="7">2,120</td><td rowspan="7">-</td><td rowspan="7">2,120</td><td rowspan="7">-</td><td rowspan="7">27,994
2.41%</td><td rowspan="7">27,994
2.41%</td><td>None</td></tr>
<tr><td>Senior Vice President serving as the chief corporate governance officer concurrently</td><td>Nicholas N.C. Sheu</td><td>None</td></tr>
<tr><td>General Auditor</td><td>Su-Chen Lin</td><td>None</td></tr>
<tr><td>HQ Chief compliance officer and AML/CFT compliance officer</td><td>Tsui-Jung Chen</td><td>None</td></tr>
<tr><td>Executive Vice President</td><td>Chia-Lin Sheu</td><td>None</td></tr>
<tr><td>Senior Vice President</td><td>Andrew Hsieh</td><td>None</td></tr>
<tr><td>Senior Vice President</td><td>Allen Cheng</td><td>None</td></tr>
</table>

Note: The total remuneration for drivers in 2024 is NT$936 thousand.

Range of Remuneration	Name of President and Senior Vice Presidents	
	The company (Note6)	Companies in the consolidated financial statements (Note7) E
Under NT$ 1,000,000	-	-
NT$1,000,000 (inclusive) ~ NT$2,000,000 (exclusive)	-	-
NT$2,000,000 (inclusive) ~ NT$3,500,000 (exclusive)	Nicholas N.C. Sheu Su-Chen Lin Allen Cheng Chia-Lin Sheu Tsui-Jung Chen	Nicholas N.C. Sheu Su-Chen Lin Allen Cheng Chia-Lin Sheu Tsui-Jung Chen
NT$3,500,000 (inclusive) ~ NT$5,000,000 (exclusive)	Andrew Hsieh	Andrew Hsieh
NT$5,000,000 (inclusive) ~ NT$10,000,000 (exclusive)	-	-
NT$10,000,000 (inclusive) ~ NT$15,000,000 (exclusive)	Chao-Feng Chen	Chao-Feng Chen
NT$15,000,000 (inclusive) ~ NT$30,000,000 (exclusive)	-	-
NT$30,000,000 (inclusive) ~ NT$50,000,000(exclusive)	-	-
NT$50,000,000 (inclusive) ~ T$100,000,000(exclusive)	-	-
Over NT$100,000,000	-	-
Total	7	7

＊ Disclosure is required regardless of the occupational title. Positions that are equivalent to the presidency and senior vice presidency (such as President, CEO, Director) should be disclosed.

Note 1: The names of President and Senior Vice Presidents shall be listed separately and the payments shall be disclosed collectively. If a director also serves as a President or Senior Vice Presidents, he/she should fill this form and (1-1) or (1-2) above.

Note 2: President and Senior Vice Presidents' compensations in the most recent year (including salary, professional compensation and severance).

Note 3: Compensations of President and Senior Vice Presidents concurrently holding positions in the Company shall include bonuses, performance fees, transport fees, special expenses, various subsidies, accommodation, vehicles, and provision of physical items and services. If housing, vehicle or other means of transportation, or personal expense is provided, the nature and cost of the asset provided, the rental calculated based on the actual cost or the fair market value, fuel, and other payments shall be disclosed. If a driver is provided, please note the remuneration paid to such driver. However, such remuneration shall not be included. Furthermore, any compensation recognized in the IFRS 2 Share-Based Payment section, including issuance of employee stock options, new restricted employee shares and capital increase by stock subscription, should be included in the calculation of remuneration.

Note 4: Employee compensations (including shares and cash) given to President and Senior Vice Presidents as approved by the Board of Directors for the most recent fiscal year shall be disclosed. But in case an estimated figure cannot be derived, this year's budgeted compensations shall be calculated based on last year's actual compensations. Please fill Schedule 1-3 with related information. Net profit refers to the after-tax net income for the most recent fiscal year; for those that have already adopted the IFRS principles, net profit refers to the after-tax net income in individual or consolidated financial reports for the most recent fiscal year.

Note 5: Total compensations of various items paid out to this Company's President and Senior Vice Presidents by all companies (including this Company) listed in the consolidated statement shall be disclosed.

Note 6: Names of the Company's President and Senior Vice Presidents shall be disclosed in the range corresponding to the total of compensations paid to them.

Note 7: Total compensation of various items paid to every President and Senior Vice Presidents of this Company by all companies (including this Company) listed in the consolidated statement shall be disclosed. The name of the President and Senior Vice Presidents shall also be disclosed in the proper compensation range.

Note 8: Net income refers to the after-tax net income for the most recent fiscal year; for those that have already adopted the IFRS principles, net income refers to the after-tax net income in individual or consolidated financial reports for the most recent fiscal year.

Note 9: a. Compensations of the Company's President and Senior Vice Presidents received from other non-subsidiary companies invested by this Company shall be disclosed in this column.

b. If the President and Senior Vice Presidents of the Company receives remuneration from investment companies other than subsidiaries, the amount of remuneration received by the President and Senior Vice Presidents from investment companies other than subsidiaries shall be combined into Column E of the table for ranges of remuneration, and this column shall be renamed as "All Investment Companies".

(Merge)

c. Remuneration refers to the compensation, rewards (including rewards distributed to employees, directors and supervisors) and remuneration related to business expenses that are received by the company's President and Senior Vice Presidents who serve as directors, supervisors or managerial officers at investment companies other than subsidiaries.

Note 10:〔-〕 in the table means 〔0〕.

＊The content disclosed in this table is based on a concept different from the Income Tax Act. The purpose of the table is for the disclosure of information, instead of taxation.

Employee Bonus of the Executive Officers

Unit: NT$ thousands

	Title (Note 1)	Name (Note 1)	Employee Bonus - in Stock (Fair Market Value)	Employee Bonus - in Cash	Total	Ratio of Total Amount to Net Income (%)
	President	Chao-Feng Chen				
	Senior Vice President serving as the chief corporate governance officer concurrently	Nicholas N.C. Sheu				
	General Auditor	Su-Chen Lin				
	Chief compliance officer of the head office serving as the AML/CFT compliance officer concurrently	Tsui-Jung Chen				
	Executive Vice President	Chia-Lin Sheu				
	Senior Vice President	Andrew Hsieh				
	Senior Vice President	Allen Cheng				
	Vice President	Chih-Chieh Huang				
	Vice President	Yuan-Yi Liao				
	Vice President	Jimmy Chu				
	Vice President	Hong-Hsing Chuang				
	Vice President	Steven Lin	-	5,745	5,745	5,745
	Senior Manager	Yung-Fu Su				0.49%
	Senior Manager	Kent Lee				
	Senior Manager	Chih-Hung Wang				
	Senior Manager	Yu-Jen Hsiao				
	Senior Manager	Chyi-Shyang Chio				
	Senior Manager	Jonathan Tu				
	Senior Manager	Chin-Ho Lin				
	Senior Manager	Cathi Chen (Note5)				
	Senior Manager	Ming-Fang Rao (Note 6)				
	Manager	Chiu-Shan Chung				
	Manager	Eric Hsu				
	Manager	April Wang				
	Manager	Wun-Bin Hou				
	Manager	Ben Yu				
	Manager	Shang-Jen Tung				
	Manager	Kuan-Yeu Chen				
	Manager	Kuan-Yeu Chen				
	Manager	Ting-Kuo Huang				
	Manager	Shih -Ting Hsiao				
	Manager	Ching-Tzung Lu				
	Manager	Gavin Hsiao				
	Manager	Ming-Ta Tan				
	Manager	Ben Hsu (Note 7)				
	Manager	Nan-Chou Liu (Note 8)				
	Accounting Manager	Pi-Chen Wang				

Note 1: Individual names and titles shall be disclosed, but compensations received can be disclosed as total sum.

Note 2: Employee compensations (including shares and cash) given to managers as approved by the Board of Directors for the most recent fiscal year shall be disclosed. But in case an estimated figure cannot be derived, this year's budgeted compensations shall be calculated based on last year's actual compensation distribution proportion.

After-tax net income refers to the after-tax net income for the most recent fiscal year; for those that have already adopted the IFRS principles, after-tax net income refers to the after-tax net income in parent company only or individual financial reports for the most recent fiscal year.

After-tax net income

Note 3: The scope of the term "manager" will be applied based on the below standards as stated by Memorandum No. 1120384295 issued on October. 4, 2023 by the TPEX:
(1) President and its equivalent (2) Senior Vice President and its equivalent
(3) Vice President and its equivalent (4) Supervisor of Finance Department
(5) Supervisor of Accounting Department (6) Other personnel authorized to manage Company operations and sign for approval.
Note 4: If Directors, President or Senior Vice President have received employee compensations (including shares and cash), this form shall be filled out in addition to table 1 -2.
Note 5: Appointment on April 1, 2024
Note 6: Dismissal on June 30, 2024
Note 7: Appointment on September 1, 2024
Note 8: Dismissal on November 1, 2024
Note 9: 〔-〕 in the table means 〔0〕

3.2.4 Comparison of Remuneration for Directors, Supervisors, Presidents and Vice Presidents in the Most Recent Two Fiscal Years and Remuneration Policy for Directors, Supervisors, Presidents and Vice Presidents

Analysis of Ratio of Total Compensations Paid to Directors, Supervisors, the President and Vice Presidents by the Company and All Companies Listed in the Consolidated Financial Statements to Net Income in the Most Recent Two Years

Unit：NT$ thousands

Job title	2024				2023			
	Total remuneration		Percentage of after-tax net profit (%)		Total remuneration		Percentage of after-tax net profit (%)	
	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements
Directors	59,088	59,088	5.08	5.08	53,447	53,447	5.46	5.46
Supervisors (Note)	-	-	-	-	-	-	-	-
President and Vice Presidents	27,994	27,994	2.41	2.41	26,902	26,902	2.75	2.75

Note: The Company set up an Audit Committee on June 6, 2014 to replace the supervisor function, so it was not applicable since 2015.

Policies, Standards and Packages of Director Remuneration, as well as Procedures for Determining Remuneration, and Its Correlations with Business Performance and Future Risk Exposure

Reasonable remuneration are paid to Directors in accordance with Article 35-1 of the Company's Corporate Charter which stipulates that "If the Company posts a profit in a particular year, one (1) percent to five (5) percent of the profit shall be distributed as employee bonus, whereas less than five (5) percent of the profit shall be distributed as Directors remuneration (excluding Independent Directors)...", this is to combine the Company's operating performance and Directors' contributions to the Company's performance to provide remuneration for the Directors. Salaries are paid to the President and senior Vice President in accordance with the Company's Rules Governing the Management of Compensation for Managerial Officers, and by taking into consideration the salary level of the position in the industry to which the Company belongs, the scope of duties within the Company and the manager’s contributions to the Company's operating goals. Rules related to performance appraisal for the Company's Directors and managerial officers serve as the basis for determining remuneration. In addition to the Company's overall operating performance, the future operating risks and development trend of the industry, an individual's performance accomplishments and his/her contributions to the Company's performance shall also be taken into account in order to determine reasonable remuneration. The Remuneration Committee and the Board of Directors shall review related performance appraisal and the reasonableness of the remuneration determined. The Company's remuneration procedure shall be reviewed periodically, based on the actual business performance and the relevant laws and regulations to maintain a balance between the Company's sustainable business continuity and risk control.

Our company has established a comprehensive management system for addressing material sustainability issues and has set clear short-, medium-, and long-term goals encompassing environmental, social, and governance (ESG) aspects. We are committed to maximizing our positive impact on society and the environment to achieve sustainable corporate development. Furthermore, we have linked compensation factors to sustainability performance indicators and included it as a key performance indicator in annual performance evaluations.

Key Performance Indicator		Percentage（%）
Department Performance		50
Management Performance		5
Corporate Governance Performance		15
Sustainable Development	Implementation of Key ESG Issues -- Environmental Protection (E): Climate Change Management -- Social Responsibility (S): Product Marketing and Information Transparency, Talent Development and Training, Talent Attraction and Retention, Employee Health and Workplace Safety -- Corporate Governance (G): Ethical Business Practices, Regulatory Compliance, Corporate Governance, Information Security and Customer Privacy, Operational Performance, Digital Finance and Innovation, Risk Management	4
Talent Development		4
Work Innovation		12
Work Attitude		10
		100

2.3 Implementation of Corporate Governance

2.3.1 Board of Directors

A total of Six (6) 【A】meetings of the Board of Directors were held in the previous period. The attendance of director and supervisor were as follows:

Title	Name	Attendance in Person【B】	By Proxy	Attendance Rate (%)【B/A】	Remarks
Chairman	Steve Lee	6	0	100	
Director	Yong-Shin Development Co., Ltd. Representative: Chung-Chou Chang	6	0	100	
Director	Yong-Shin Development Co., Ltd. Representative: Bin-Fu Chen	6	0	100	
Director	Yong-Shin Development Co., Ltd. Representative: Charles Sung	6	0	100	
Director	Yong-Shin Development Co., Ltd. Representative: Chain-Cheng Lee	6	0	100	
Director	Bank of Taiwan Co., Ltd. Representative: Hsiu-Shiang Liu	6	0	100	Dismissal 2025.02.19
Director	Bank of Taiwan Co., Ltd. Representative: Mei-Ling Wu	5	1	83.33	
Director	Bank of Taiwan Co., Ltd. Representative: Wei-Hsin Wang	6	0	100	

Title	Name	Attendance in Person【B】	By Proxy	Attendance Rate (%)【B/A】	Remarks
Director	Christopher Chang	6	0	100	
Independent Director	Cheng Ching Huang	6	0	100	
Independent Director	Nien-Tsu Chiang	6	0	100	

Note 1: If director / supervisor are corporate shareholders, the representative of the corporate shareholder should be disclosed.
Note 2: (1) If any director/supervisor is dismissed before the end of fiscal year, the date of dismissal should be disclosed, and the actual attendance rate is determined based on the duration of the directorship.
(2) If any director/supervisor is dismissed/appointed before the end of fiscal year, the appointment date should be disclosed, and the actual attendance rate is determined based on the duration of the directorship.

Attendance of Independent Directors to the sessions of the Board in 2024

◎：in person; ☆: by proxy; ＊: Absent;

Session (Date) / Name	the 6th meeting of the 27th Board of Directors (1/13/2024)	the 7th meeting of the 27th Board of Directors (3/13/2024)	the 8th meeting of the 27th Board of Directors (4/26/2024)	the 9th meeting of the 27th Board of Directors (8/23/2024)	the 10th meeting of the 27th Board of Directors (10/25/2024)	the 11th meeting of the 27th Board of Directors (12/27/2024)
Christopher Chang	◎	◎	◎	◎	◎	◎
Cheng Ching Huang	◎	◎	◎	◎	◎	◎
Nien-Tsu Chiang	◎	◎	◎	◎	◎	◎

Other required disclosure:

I. If the operation of the Board of Directors includes one of the following circumstances, the date, period of the Board of Directors, the contents of proposals, all Independent Directors' opinion and the reaction toward Independent Directors' opinions by the Company shall be specified.

(I) All conditions listed in Article 14-3 of the Securities and Exchange Act.
Not applicable, as the Company has established the Audit Committee. Based on Paragraph 1, Article 14-5 of the Securities and Exchange Act, Article 14-3 of the Act is not applicable

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

II. In regards to the recusal of independent directors from voting due to conflict of interests, the name of the independent directors, the proposal, reasons for recusal due to conflict of interests and voting outcomes should be stated:

(I) 6th meeting of 27th Board of Directors: A motion was proposed to request authorization of renewal of the lease of the Company’s real estate to G-RUN CORPORATION. Director Bin-Fu Chen served as the director of G-RUN CORPORATION from March 21, 2013 to November 8, 2018, who has explained the conflict of interest he was involved in and recused himself from discussion and voting. A motion was proposed to request authorization of appointment of Hong Jiang Co., Ltd. to organize the advertising projects. The spouse of Chairman Steve Lee, Ms. Mu-Heng Wu, would serve as the representative of the juristic person director, Taiming Assurance Broker Co., Ltd. (TABC), and Director Chain-Cheng Lee would serve as the Chairman of the juristic person, Taiwan Navigator Asset Investment Co., Ltd., represented by Taiming Assurance Broker Co., Ltd. (TABC), both of whom have explained the conflict of interest they were involved in and recused themselves from discussion and voting. A motion submitted at 2nd meeting of 5th Remuneration Committee was proposed to the Board for discussion. When discussing the motion about compensation to Chairman Steve Lee, he explained the conflict of interest he was involved in and recused heself from discussion and voting.

(II) 7th meeting of 27th Board of Directors: The minute of 3rd meeting of 5th Remuneration Committee was submitted. When discussing 2023 allocation of remuneration to directors representing the juristic person, Bank of Taiwan, Director Hsiu-Hsiang Liu, Director Mei-Ling Wu and Director Wei-Hsin Wang have explained the conflict of interest they were involved in and recused themselves from discussion and voting. When discussing the motion about 2023 allocation of remuneration to Chairman Steve Lee, the director representing the juristic person, Yong-Shin Development Co., Ltd. and the director representing the juristic person, Dongshanyue Industrial Co., Ltd., Chairman Steve Lee, Director Chung-Chou Chang, Director Bin-Fu Chen, Director Charles Sung and Director Chain-Cheng Lee have explained the conflict of interest they were involved in and recused themselves from discussion and voting.

(III) 9th meeting of 27th Board of Directors: Regarding the proposed donation to the Taiwan Fire and Marine Foundation, with Chairman Steve Lee being the donated party's Chairman, and Vice Chairman Charles Sung and Director Chain-Cheng Lee being the donated party's directors, they have recused themselves from discussion and voting after explaining their conflicts of interest.

(IV) 10th meeting of 27th Board of Directors: A motion was proposed to request authorization for renewal of the lease of the Company's real estate to the stakeholder, Taiming Assurance Broker Co., Ltd.. Director Chain-Cheng Lee is the Chairman of Taiwan Navigator Asset Investment Co., Ltd., the juristic person represented by the directors of Taiming Assurance Broker Co., Ltd, and has explained the conflict of interest recused himself from discussion and voting.

(V) 11th meeting of 27th Board of Directors: A motion was proposed to request authorization of renewal of the lease of the Company's real estate to the stakeholder, Sirtec International Co., Ltd.. Chairman Steve Lee would be the juristic person representative of Taiwan Navigator Asset Investment Co., Ltd., the director of Sirtec International Co., Ld., and Director Chain-Cheng Lee would be the Chairman of Taiwan Navigator Asset Investment Co., Ltd., both of whom have explained the conflict of interest they were involved in and recused themselves from discussion and voting.

(VI) 12th meeting of 27th Board of Directors: A motion was proposed to request authorization for investment in Top Taiwan XV Venture Limited Partner. Chairman Steve Lee is the juristic person representative of Taiwan Navigator Asset Investment Co., Ltd., the director of Sirtec International Co., Ld., and Director Chain-Cheng Lee is the Chairman of Taiwan Navigator Asset Investment Co., Ltd. They have explained their conflicts of interest recused themselves from discussion and voting. The motion for remuneration to independent directors is proposed accordingly. Independent Director Liang-Chi Chang and Independent Director Nien-Tsu Chiang have explained their conflicts of interest recused themselves from discussion and voting. The motion for distribution of the 2024 year-end performance bonus to the Chairman of the Company, Steve Lee, is proposed accordingly. Chairman Steve Lee has explained the conflict of interest and recused himself from discussion and voting.

(VII) 13th meeting of 27th Board of Directors: The motion for remuneration to Director I-Pao Lin, the representative of Bank of Taiwan, a juristic person shareholder of the Company is proposed accordingly. When discussing the motion about remuneration to Director I-Pao Lin, she has explained the conflict of interest and recused herself from discussion and voting. The motion for 2024 director remuneration is proposed accordingly. When discussing the 2024 allocation of remuneration to the directors representing the juristic person, Bank of Taiwan, Director Mei-Ling Wu, Director I-Pao Lin and Director Wei-Hsin Wang have recused themselves from discussion and voting. When discussing the 2024 allocation of remuneration to Chairman Steve Lee, the director representing the juristic person, Yong-Shin Development Co., Ltd. and the director representing the juristic person, Dongshanyue Industrial Co., Ltd., Chairman Steve Lee, Director Chung-Chou Chang, Director Bin-Fu Chen, Director Charles Sung and Director Chain-Cheng Lee explained their conflicts of interest recused themselves from discussion and voting

III. The information regarding self or peer evaluation cycle and frequency, evaluation scope, method and evaluation content for the Board of Directors, please refer to page 51 for the implementation of the Board.

IV. Goals (e.g., establishing an Audit Committee, enhancing information transparency) primed to enhance the Board of Directors' professionalism and the assessment on their execution process for the year and the most recent year:

(I) For the basis of implementation of the Board of Directors' external performance assessment, and the independence of the assessment unit, assessment method and date, assessment criteria, assessment results and the Company's future improvement plan, please refer to the Board of Directors' 2024 performance assessment results on Page 52.

(II) The Company established the Audit Committee on June 6, 2014 and 6 meetings of the Audit Committee were convened in 2024.

(III) To facilitate management and execution of the sustainable business development, Sustainable Development Committee is established on June 16, 2023 to replace Ethical Management Committee.

Implementation on the Evaluation of the Board of Directors:

Evaluation cycle (Note 1)	Once a year.
Period of evaluation (Note 2)	from January 1, 2024 to December 31, 2024
Scope (Note 3)	The scope of the evaluation of the Board of Directors includes the evaluation of the performance of the entire Board of Directors, individual Board members, the Audit Committee, the Remuneration Committee, Sustainable Development Committee and Risk Management Committee.
Evaluation method (Note 4)	Performance evaluation is conducted through internal self-evaluation by the Board of Directors, self-evaluation by Board members, and peer evaluations. If the term of office of the subjects of the preceding paragraphs does not expire in that year, the performance evaluation shall be conducted during the term of office in that year.
Evaluation content (Note 5)	The Company shall consider its situation and needs to establish the criteria for board performance evaluation, and shall include at least the following five major aspects: I. Extent of participation in the Company's operations. II. Improvement in the quality of the Board's decision-making. III. Composition and structure of the Board of Directors. IV. Election of Directors and Continuing Education. V. Internal Control. The measurement items of the self-assessment questionnaire for Board members and peers should include at least the six following aspects: I. Familiarity with the Company's goals and undertakings. II. Awareness of Directors' responsibilities. III. Extent of participation in the Company's operations. IV. Internal relationship management and communication. V. Professionalism and continuing education of Directors. VI. Internal Control. The measurement items of the Audit Committee's performance evaluation should include at least the five following aspects: I. Extent of participation in the Company's operations. II. Recognition of the Audit Committee's responsibilities. III. Improvement in the quality of decision-making of the Audit Committee. IV. The composition of the Audit Committee and the selection of its members. V. Internal Control. The measurement items of the Remuneration Committee's performance evaluation

	should include at least the four following aspects: I. Extent of participation in the company's operations. II. Recognition of the Remuneration Committee's responsibilities. III. Improvement in the quality of decision-making of the Remuneration Committee. IV. Composition and Selection of Remuneration Committee Members The measurement items of the Sustainability Development Committee's performance evaluation should include at least the four following aspects: I. Extent of participation in the company's operations. II. Recognition of the Sustainability Development Committee's responsibilities. III. Improvement in the quality of decision-making of the Sustainability Development Committee. IV. Composition and Selection of Sustainability Development Committee Members. The measurement items of the Risk Management Committee's performance evaluation should include at least the four following aspects: I. Extent of participation in the company's operations. II. Recognition of the Risk Management Committee's responsibilities. III. Improvement in the quality of decision-making of the Risk Management Committee. IV. Composition and Selection of Risk Management Committee Members.

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

Note 2: Fill in the covered period of the evaluation for the Board of Directors, for example: the performance evaluation of the Board from January 1, 2019 to December 31, 2019.

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

Note 4: The methods of evaluation include internal self-evaluation by the board members, peer evaluation, appointment of external professional institutions, experts, or other appropriate methods to carry out the evaluation of performance.

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

(1) The evaluation of performance for the board: at least include the level of participation in the operations for the Company, the quality of decisions for the board, the composition and structure of the board, selection of Directors and training, internal control, etc.

(2) The evaluation of performance for individual Directors: at least include the handling of goals and tasks for the Company, the responsibilities for Directors, and the level of participation in the operations for the Company, the management and communication for internal relationship, the profession of Directors, training, and internal control, etc.

(3) The evaluation of performance for the functional committees: the level of participation in the company operations, the responsibilities of the functional committees, the quality of decisions of the functional committees, the composition of the functional committee, the selection for members, internal control, etc.

The Board of Directors' performance assessment results

Basis of implementation	According to Article 3 of the "Regulations Governing the Board of Directors' Performance Assessment" of the Company, the Board of Directors' performance assessment shall be performed by a professional independent institution or external team of experts at least once every three years.
Entity performing the assessment and independence thereof	In July 2024, the Company commissioned the Taiwan Corporate Governance Association (hereinafter referred to as Taiwan Corporate Governance Association) to perform the 2024 Board of Directors' performance assessment. The Taiwan Corporate Governance Association has undertaken the performance assessment of the Board of Directors both as a whole and individually. It upholds a fair, objective and honesty attitude, and remains completely independent. It has also signed a non-disclosure agreement and

	statement on independence and ethical management.
Assessment Method and Date	The Company completed the self-assessment covering the period from September 1, 2023 to August 31, 2024. The Taiwan Corporate Governance Association assessment member and specialist conducted the documentary specialists and members of the Company's self-assessment unit conducted the assessment jointly. On November 4, 2024, the Taiwan Corporate Governance Association expert and members of the Company's self-assessment unit conducted an on-site visit to the Company. The attendees included the Chairman of the Board, conveners of the Audit Committee, Remuneration Committee, Risk Management Committee and Sustainable Development Committee, Independent Directors, the President, Chief Corporate Governance Officer, General Auditor, Head of the Audit Committee, Chief Compliance Officer of the Head Office and Manager of the Risk Management Office.
Assessment Criteria	The Taiwan Corporate Governance Association conducts the performance assessment on the Board of Directors in five major aspects: (I) The composition and division of labor of the Board of Directors (II) The direction and supervision of the Board of Directors (III) Authorization and risk management of the Board of Directors (IV) Communication and cooperation with the Board of Directors (V) Self-discipline and improvement of the Board of Directors
Assessment results	The Taiwan Corporate Governance Association issued the performance assessment report on the Board of Directors on November 18, 2024. The contents thereof are summarized as following and submitted to the 10^{th} meeting of the 27^{th} Board of Directors on December 27, 2024. (I) Characteristics of Corporate Governance The Company's Board of Directors members have expertise in economics, business administration, finance, insurance, taxation, information and other fields, and are capable of making important decisions relating to business operations and business management. In addition to the Remuneration Committee and Audit Committee, the Company established the Risk Management Committee in October 2010 and the Sustainable Development Committee in June 2023. The Independent Directors make up the members of the four functional committees. The Company has appointed a chief Corporate Governance Officer, who shall supervise matters relating to the Board of Directors and shareholders' meetings, prepare Board of Directors and Shareholders' meeting minutes, assist in Directors' assumption of their duties and continuing education, provide information needed by Directors to perform their duties, assist in Directors' compliance with laws, report to the Board of Directors on the qualifications of the independent directors relating to their qualifications, election and the term of office, and other matters stipulated in the Company's Articles of Incorporation. The Company's Chairman of the Board adopts an open leadership policy to direct the Company, and Board of Directors' meetings proceed in an open-minded manner. The Chairman values focusing on brainstorming ideas and respects the opinions all Board members, so that all of the motions proposed by the Board of Directors can be fully discussed, and the quality of the decision making can be improved accordingly. When electing the Board of Directors, the Company takes into consideration their professionalism, independence and diversity. All the

	Independent Directors are elite in the relevant industry and are willing to serve the Board. They participate in the Board's operations and contribute their own expertise, in order to help the Board leverage performance. The Company values the cultivation and succession planning of the management personnel, including creation of a key talent pool and regular inventory-taking, utilization of training plans, project tasks and promotions, and any other methods to cultivate the competency. In April of each year, the management development plan implementation results will be reported to the Board of Directors to strengthen the depth and scope of functions of the Board of Directors, and continue to add to the sustainable development momentum for the Company. (II) Suggestions for Assessment After the comprehensive evaluation by the Taiwan Corporate Governance Association, the following suggestions are proposed: 1. The Company has set up a whistle-blowing hotline and mailbox on its website, and announced the system for handling whistle-blowing cases. The Legal Compliance Department is responsible for handling related cases. In order to enable the Board of Directors and the whistle-blowing system to connect with each other closely, the Company is recommended to enable the independent directors (the Audit Committee) to receive all whistle-blowing information simultaneously, and further strengthen the whistle-blowing mechanism and functions. 2. The performance of the Company's General Auditor is assessed by the Chairman of the Board. It is recommended that the opinions of the independent directors (Audit Committee) be considered to implement the independent directors' responsibilities of internal audit supervision. 3. It is recommended that communication channels between the internal audit staff and the independent directors should be arranged (such as closed meetings), in order to exercise the Audit Committee's internal supervisory function and internal control system. 4. The current scoring method applicable to the self-assessment questionnaire for the performance of the Company's Board of Directors adopts the "Yes" or "No" format. It is recommended that the reliability and discriminative power of the Board's performance self-assessment results should be enhanced by expanding it to a Likert scale (e.g., 1 to 5 points), in order to accurately reflect the effectiveness of the Board, functional committees, and individual directors in guidance and overseeing, and also to facilitate better communication, review, and improvement of the assessment outcomes.
The Company's future improvement plan	1. Upon receipt of any whistle-blowing case, the Legal Compliance Office shall report it to the President and Chairman of the Board, and provide the information about the case to independent directors. 2. According to the existing laws and regulations, the performance of the Company's General Auditor is assessed by the Chairman of the Board, and then the information about the performance evaluation and remuneration is submitted to the Remuneration Committee consisting of independent directors for review. The Iindependent Directors' suggestions shall be taken into consideration before the Chairman assesses the General Auditor's performance. The Company will discuss them in order to strengthen corporate governance and have the independent directors fulfill the responsibilities of internal audit supervision.

	3. The Company will hold a communication meeting between the Audit Committee and the internal audit officers and a meeting between the directors and the internal auditors on the deficiencies of the internal control system at least once per year, and prepare the meeting minutes. 4. The self-evaluation questionnaire scoring method attached to the Company's "Regulations Governing the Board of Directors' Performance Assessment" will be amended to a Likert scale in accordance with the "Sample Template of the Regulations Governing the Board of Directors' Performance Assessment." The amended questionnaire will be adopted to perform the 2024 internal performance assessment on the Board of Directors upon agreement per the resolution of the Board of Directors meeting in January 2025.

2.3.2 Audit Committee (or Participating Supervisors at Board Meetings）

The Company's Audit Committee is composed of all Independent Directors. The key work and audit items include:

1.Adoption or amendment of an internal control system pursuant to Article 14-1.
2.Assessment of the effectiveness of the internal control system.
3.Adoption or amendment, pursuant to Article 36-1, of handling procedures for financial or operational actions of material significance, such as acquisition or disposal of assets, derivatives trading, extension of monetary loans to others, or endorsements or guarantees for others.
4.A matter bearing on the personal interest of a director.
5.A material asset or derivatives transaction.
6.A material monetary loan, endorsement, or provision of guarantee.
7.The offering, issuance, or private placement of any equity-type securities.
8.The hiring or dismissal of an attesting CPA, or the compensation given thereto.
9.The appointment or discharge of a financial, accounting, or internal auditing officer.
10.Annual and semi-annual financial reports.
11.Any other material matter so required by the Company or the Competent Authority.

A. Audit Committee

A total of six (6)【A】Audit Committee meetings were held in the previous period. The attendance of the independent directors was as follows:

Title	Name	Attendance in Person【B】	By Proxy	Attendance Rate (%) 【B/A】	Remarks
Independent Director	Christopher Chang	6	0	100	
Independent Director	Cheng-Ching Huang	6	0	100	
Independent Director	Nien-Tsu Chiang	6	0	100	

Other required disclosure:

I. If the audit Committee has any of the following issues; the date, period, proposal content, the resolution of the Audit Committee and the Company's reaction toward the audit Committee's opinions shall be specified.

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

Audit Committee Term/Date	Proposal	Objections or Issues raised by the Audit Committee
4th Term 5th Meeting (2024.01.31)	1.Resolved to appoint Hong Jiang Co., Ltd. to organize the advertising projects, "2022 activity series" and "2023 activity series."	No
	2.Resolved to renew the lease of the Company's premises at 1F and 2F, No. 617, No. 619 and No. 621, Zhongzheng Road, Xinzhuang District, New Taipei City, to G-RUN CORPORATION.	No
	Audit Committee Resolution: The Chair consulted all Independent Directors in attendance and the proposals were passed unanimously by the Independent Directors in attendance and filed for discussion in the board meeting. Response of the Company to the opinions of the Audit Committee: the Board acted in favor of the motion in common consent.	
4th Term 6th Meeting (2024.03.12)	1.Resolution of the 2023 Anti-Money Laundering and Counter Terrorism Financing Internal Control System Self-Assessment Report and Anti-Money Laundering and Counter Terrorism Financing Internal Control System Statement	No
	2.Resolution of 2023 internal control system Self-Assessment Report and the Company's 2023 Internal Control System Statement.	No
	3.Resolution of the Company's 2023 Financial Report.	No
	4.Resolution for appointing the CPAs Chen-Hsiu Yang and Wen-Yea Shyu of Deloitte, Taiwan to audit the 2024 financial and taxation statements and their remuneration.	No
	Audit Committee Resolution: The Chair consulted all Independent Directors in attendance and the proposals were passed unanimously by the Independent Directors in attendance and filed for discussion in the board meeting. Response of the Company to the opinions of the Audit Committee: the Board acted in favor of the motion in common consent.	
4th Term 8th Meeting (2024.08.22)	1. Resolution of the Company's Financial Report for the first half of 2024.	No
	2. Resolution of the amendment to the Article 11 of the Operating Procedures for Acquisition and Disposal of Assets	No

Audit Committee Term/Date	Proposal	Objections or Issues raised by the Audit Committee
	3. Resolution of the amendment to the Article 2 of the "Procedures for Engaging in Derivative Transactions"	No
	4. Resolution for the donation to "Taiwan Fire & Marine Foundation".	No
	Audit Committee Resolution: The Chair consulted all Independent Directors in attendance and the proposals were passed unanimously by the Independent Directors in attendance and filed for discussion in the board meeting. Response of the Company to the opinions of the Audit Committee: the Board acted in favor of the motion in common consent.	
4th Term 9th Meeting (2024.10.24)	Resolution of the continuing leasing of Company's property to Taiming Assurance Broker Co., LTD, one Company's stakeholder,	No
	Audit Committee Resolution: The Chair consulted all Independent Directors in attendance and the proposals were passed unanimously by the Independent Directors in attendance and filed for discussion in the board meeting. Response of the Company to the opinions of the Audit Committee: the Board acted in favor of the motion in common consent.	
4th Term 10th Meeting (2024.12.26)	1. Resolution of the 2025 Company Audit Plan. 。	No
	2.Resolution of the amendment to the Article 5 of Internal Control System	No
	3. Resolution of the continuing leasing of Company's property to Sirtec International, one Company's stakeholder.	No
	Audit Committee Resolution: The Chair consulted all Independent Directors in attendance and the proposals were passed unanimously by the Independent Directors in attendance and filed for discussion in the board meeting. Response of the Company to the opinions of the Audit Committee: the Board acted in favor of the motion in common consent.	
4th Term 11th Meeting (2025.01.20)	1. It is resolved to appoint the investment trust companies, Uni-President Assets Management Corp. and Fuh Hwa Securities Investment Trust Co., Ltd., as the discretionary investment trust service providers for Taiwan stocks.	No
	2. It is resolved to authorize the investment in the incorporation of Top Taiwan XV Venture Limited Partner.	No
	Audit Committee Resolution: The Chair consulted all Independent Directors in attendance and the proposals were passed unanimously by the Independent Directors in attendance and filed for discussion in the board meeting. Response of the Company to the opinions of the Audit Committee: the Board acted in favor of the motion in common consent.	

Audit Committee Term/Date	Proposal	Objections or Issues raised by the Audit Committee
4th Term 12th Meeting (2025.03.06)	1.Resolution of the 2024 Anti-Money Laundering and Counter Terrorism Financing Internal Control System Self-Assessment Report and Anti-Money Laundering and Counter Terrorism Financing Internal Control System Statement	No
	2.Resolution of 2024 internal control system Self-Assessment Report and the Company's 2024 Internal Control System Statement.	No
	3.Resolution of the Company's 2024 Financial Report.	No
	4.Resolution for appointing the CPAs Chen-Hsiu Yang and Wen-Yea Shyu of Deloitte, Taiwan to audit the 2025 financial and taxation statements and their remuneration.	No
	Audit Committee Resolution: The Chair consulted all Independent Directors in attendance and the proposals were passed unanimously by the Independent Directors in attendance and filed for discussion in the board meeting. Response of the Company to the opinions of the Audit Committee: the Board acted in favor of the motion in common consent.	

(II) In addition to the items in the preceding, any resolutions passed by two-thirds of the directors but not been approved by the Audit Committee: None.

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

III. Communication among independent directors and internal audit supervisors and CPA (shall include material matters, methods, and results of communication on the Company's finance and state of business):

(I) The head of internal audit and the independent directors shall meet at least once every quarter, and the Audit Committee shall report on the status of the Company's audit and the execution of internal control measures in its 2024 Annual Meeting. In the event of major irregularities, a meeting may be convened at any time to discuss and communicate.

(II) The independent directors and the head of internal audit shall hold a symposium at least once a year to fully communicate and make records on issues such as the company's internal auditing deficiencies and improvement plans, and submit the meeting minutes of the symposium to the Board of Directors for a report.

(III) The independent directors and accountants shall meet at the audit committee meeting at least four (4) times a year to fully communicate on the Company's financial and business conditions, audit reports and the 2024 audit plan. In case of major irregularities, they may convene meetings to discuss and communicate at any time.

Summary of communication:

Date	Venue	Parties Involved	Issues	Results
113.03.12	Audit Committee	1.Company's Chief Auditor 2.Company's Chief Accounting Officer and CPA	1. Report on the Company's audit operations in the second half of 2023. 2. Report on the Company's 2023 internal control system Self-Assessment Report and the Company's 2023 Internal Control System Statement. 3. Review of the Company's 2023 Financial Report.	1. Approved for the records. 2. The chair consulted all Committee Members in attendance. The proposals were passed unanimously and filed for discussion in the board meeting. 3. The chair consulted all Committee Members in attendance. The proposals were passed unanimously and filed for discussion in the board meeting.
113.04.25	Audit Committee	1.Company's Chief Auditor 2.Company's Chief Accounting Officer and CPA	1. Report on the Improvement Status of deficiencies identified in General Audits and Self-Inspections for the Second Half of 2023. 2.Review the Company's financial report for the first quarter of 2024.	1. Approved for the records. 2. The chair consulted all Committee Members in attendance. The proposals were passed unanimously and filed for discussion in the board meeting.
113.08.22	Audit Committee	1.Company's Chief Auditor 2.Company's Chief Accounting Officer and CPA	1. Report on the Company's audit operations in the first half of 2024. 2. Communication with the Company's CPA regarding the 2024 the audit plan and the audit for the second quarter of 2024. 3. Review the Company's financial report for the first half of 2024.	1. Approved for the records. 2.. Approved for the records. 1. The chair consulted all Committee Members in attendance. The proposals were passed unanimously and filed for discussion in the board meeting.
113.10.24	Audit Committee	1.Company's Chief Auditor 2.Company's Chief Accounting Officer and CPA	1. Report on the Improvement Status of deficiencies identified in General Audits and Self-Inspections for the First Half of 2024. 2. Review the Company's financial report for the third quarter of 2024.	1. Approved for the records. 2.The chair consulted all Committee Members in attendance. The proposals were passed unanimously and filed for discussion in the board meeting.

Date	Venue	Parties Involved	Issues	Results
113.10.25	Board members and Internal Auditors	1. Company's Chief Auditor 2. Internal Auditors	1.Analysis of the status for internal auditing. 2.The auditing deficiencies in the first half of 2024 and the improvement measures 3.The focus of financial inspection in 2024 - Nonlife insurance companies. 4.The main auditing deficiencies in the first half of 2024 - nonlife insurance companies. 5.Cases of enforcement in nonlife insurance industry from January to September in 2024.	Approved for the records.
2024.12.26	Audit Committee	Company's Chief Auditor	Review the Company's 2025 audit plan	The chair consulted all Committee Members in attendance. The proposals were passed unanimously and filed for discussion in the board meeting.

B. Attendance of Supervisors at Board Meetings: N/A, Company has Audit Committee set up in lieu of the functions of Supervisors.

2.3.3 State of Corporate Governance, Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
1. Has the Company established and disclosed its code of practices on corporate governance based on "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies?"	✓		The Company has established the "Corporate Governance Best Practice Principles" in accordance with the "Corporate Governance Best Practice Principles for Insurance Companies" and the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and disclosed on the Company's official website under the Company's important regulations (https://www.tfmi.com.tw).	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
2. The shareholding structure of the Company and shareholders' rights (1) Did the company establish an internal procedure for handling shareholder proposals, inquiries, disputes, and litigation? Are such matters handled according to the internal procedure? (2) Did the company maintain a register of major shareholders with controlling interest as well as a register of persons exercising ultimate control over those major shareholders? (3) Did the company establish and enforce risk control and firewall systems with its affiliate enterprises?	 ✓ ✓ ✓		(1) The Company has designated a spokesperson, acting spokesperson, and shareholder service personnel to process shareholders' suggestions, questions, and disputes. The contact methods are disclosed on the Company's official website (https://www.tfmi.com.tw) to protect shareholder interests. (2) The Company has established shareholder service personnel to manage related information and assigned a professional shareholder service agency to provide the latest information. (3) The Company and its affiliated enterprises adopted independent management of their assets and finances. The Company has also established the "Procedures Governing the Acquisition and Disposal of Assets," "Procedures on Transactions with Stakeholders," "Regulations on Financial Businesses and	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
(4) Did the company formulate internal regulations that prohibit company insiders from trading securities using information not disclosed to the market?	✓		Transactions with Stakeholders," "Internal Regulations on Transactions with Stakeholders," and "Reinvestment Management Regulations" to provide guidance. (4) The Company has established the "Regulations on Prevention of Conflicts of Interest and Insider Trading" and "Procedures for Handling Material Internal Information" to prevent internal staff from trading securities based on information that has not been disclosed to the market. The regulations are placed in the Company's internal regulations and announced on the Company's official website. (https://www.tfmi.com.tw)	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
3. Organization and responsibilities of the Board of Directors (1) Has a policy of diversity been established and implemented for the composition of the board of directors?	✓		(1) The Company's Corporate Governance Best Practice Principles provides that, to improve the structure of the Board of Directors, the Members of the Board should be diversified in terms of different professional backgrounds (such as legal, accounting, and industrial backgrounds), gender, or sectors. The composition of the members of the Board should have gender equality and incorporate knowledge, skills, and ethics required for the performance of duties. The Members of the Board elected by the Company on June 16, 2023 and their representatives all meet the preceding qualifications for improving the structure of the Board of Directors	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
(2) In addition to Salary and Remuneration Committee and Audit Committee established according to law, has the company voluntarily established other functional committees?	✓		and enhance the Company's corporate governance, details please refer to page 38. (2) The Company has established functional committees as follows: 1. Risk Management Committee: An Independent Director serves as Convener. The Risk Management Committee follows regulations, implements risk management system, effectively manages and correctly assesses the reasonable risks in the Company's business operations and assists the Board of Directors in recognizing the necessary risks in the insurance industry, establish appropriate risk management mechanisms and culture, and ensure the validity of risk management. A Risk Management Office is established to oversee the operations of the Committee. 2. Remuneration Committee: The Committee is responsible for establishing a system of evaluation and regularly reviews the performance of the Directors and managers as well as remuneration policies, systems, standards, structures, and related affairs. 3. Audit Committee: The main mission of the Committee is to supervise the Company’s affairs. A. The fair presentation of the Company's financial reports. B. Appointment or dismissal of the certifying CPAs and evaluation of their independence and performance. C. The effective implementation	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
(3) Does the company establish standards and method for evaluating Board performance, conduct annual performance evaluations, submit performance evaluation results to the Board, and use the results as a basis for determining the remuneration and nomination of individual Directors?	✓		of the Company's internal control system. D. The compliance to relevant regulations and rules. E. Management of existing or potential risks. 4. Sustainable Development Committee (established June 16 2023 to replace Ethical Management Committee): To assist and promote all business activities to be in align with ethical management, stable and sustainable business development, adheres to government laws and code of ethics, creating values for all the stakeholders while promising sustainable growth. (3) The Company has formulated the Directors Performance Evaluation Procedures, which stipulates the procedures and indicators conducted for the annual Board evaluation, and the results of evaluation should be completed before the end of the first quarter of the following year. The Company's Directors' evaluation indicators are as follows: 1.The performance evaluation of the Board of Directors includes five major aspects: A. Extent of participation in the company's operations. B. Improvement in the quality of the Board's decision-making. C. Composition and structure of the Board of Directors. D. Election of Directors and Continuing Education. E. Internal Control.	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			2.The performance evaluation of Board members includes six major aspects: A. Familiarity with the Company's goals and undertakings. B. Awareness of Directors' responsibilities. C. Extent of participation in the Company's operations. D. Internal relationship management and communication. E. Professional and continuing education of Directors. F. Internal Control. 3.The Audit Committee's performance evaluation includes five major aspects: A. Extent of participation in the company's operations. B. Recognition of the Audit Committee's responsibilities. D. Improvement in the quality of decision-making of the Audit Committee. E. The composition of the Audit Committee and the selection of its members. F. Internal Control. 4.The performance evaluation of the Remuneration Committee includes four major aspects: A. Extent of participation in the company's operations. B. Recognition of the Remuneration Committee's responsibilities. C. Improvement in the quality of decision-making of the Remuneration Committee. D. Composition and Selection of Remuneration Committee	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			Members. 5. Performance Evaluation of the Sustainability Development Committee The evaluation of the Sustainability Development Committee's performance encompasses four key aspects: A. Level of participation in company operations. B. Awareness of committee responsibilities. C. Enhancement of decision-making quality. D. Composition and selection of committee members. 6. Performance Evaluation of the Risk Management Committee The evaluation of the Risk Management Committee's performance includes four key aspects: A. Level of participation in company operations. B. Awareness of committee responsibilities. C. Enhancement of decision-making quality. D. Composition and selection of committee members. The evaluation results are to be categorized as "excellent", "acceptable" and "need improvement". The evaluation results were presented to the Board of Directors on March 07, 2025. The results of the performance evaluation for 2024 were "excellent" for each board member, the Audit Committee and the Remuneration Committee.	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
(4) Does the company regularly	✓		(4) To maintain the independence of	

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
implement assessments on the independence of the CPAs?			the CPAs and comply with regulations, the Company evaluates the independence of CPAs every year in accordance with the No. 10 Statement on Professional Ethics Standards for ROC Accountants on The Independence of Audits and Review Engagements. The evaluation items are as follows: A. Statement of Independence B. Direct or indirect material financial interests C. Currently serving or having served as the Company's Director, Supervisor, or other positions that could seriously affect the audit in the most recent two years. D. Defended the Company's views or opinions that may affect his/her independence. E. The CPA and the audit team did not suffer or feel any threat from the Company that may cause it to be unable to maintain objectivity and clarify professional skepticism. The CPA and the audit team did not provide any non-auditing services that may affect their independence. F. There were no other occurrences of conditions specified in the No. 10 Statement on Professional Ethics Standards that may affect their independence. The Company conduct an assessment in reference to the 5 elements / 13 indicators based on	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			the AQI provided by the external auditors. In reference to the AQI indicators, the Company confirmed that the CPAs and their offices were superior to the average level in the same industry in terms of training hours, turnover rate, and quality control support capabilities. Meanwhile, the Company will continue to implement digital audit mechanism in next three years, in order to improve audit efficiency and quality. Said assessment report and AQI were also submitted to the Audit Committee and Board of Directors for review. According to the assessment, Cheng Xiu Yang, CPA and Wen-Ya Hsu, CPA of Deloitte Taiwan appointed by the Company in 2024 and 2025 have satisfied the requirements regarding independence and competence.	
4. Does the TWSE/TPEx listed company have a dedicated unit/staff member in charge of the Company's corporate governance affairs (including but not limited to providing information required for director/supervisor's operations, convening Board/Shareholder meetings in compliance with the law, apply for/change company registry and producing meeting minutes of Board/Shareholder meetings)?	✓		(I) In order to protect the rights of shareholders and strengthen the functions of the Board of Directors, the Company has allocated the appropriate corporate governance personnel in the legal compliance office, financial department and planning department. In the 19th meeting of the 25th Board of Directors on April 26, 2019, a resolution was passed to appoint Vice President Nicholas Sheu as the head of Corporate Governance. He has been in charge of legal affairs and procedures for more than three	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			years. His main responsibilities are to supervise and manage the meetings for Board of Directors and shareholders in accordance with the law, to prepare the minute book for the Board and shareholders, to assist Directors taking office and training, to provide Directors with the necessary information to conduct businesses, to assist Directors following laws and report the qualification of the independent Directors to the Board, and any other matters stipulated by the Company Charters or contracts. (II) 2024 the Head of Corporate Governance supervised and implemented corporate governance matters with the support of relevant units: 1. Assisted Directors to provide the necessary information regarding the business and to follow with laws and regulations. 2. Handled all matters relating to the Meetings of the Board and Shareholders in accordance with the law. 3. Prepare the minute books for the meeting of the Board and Shareholders. 4. Process Director changes. 5. Provide at least 6 hours of OJT training sessions for the Directors. 6. 2023 D&O liability insurance policy renewal for the Board of Directors. 7. Assist in conducting the External Performance	

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			Evaluation of the Board of Directors. 8. Strengthen information disclosure: to safeguard Shareholder' rights and implement equal treatment of Shareholders, and the disclosure of English financial reports. 9. According to the index item of "Corporate Governance Evaluation," regularly review the implementation of corporate governance related matters with various authorities to follow with the laws. 10. Evaluate owns performance against the Articles of the "Corporate Governance Best Practice Principles for Insurance Companies." (III) The OJT of the corporate governance officer are listed under page 113.	
5. Has the company established channels of communication for stakeholders (including but not limited to shareholders, employees, customers and suppliers), dedicated a section of your company's website for stakeholder affairs and adequately responded to stakeholders' inquiries on significant corporate social responsibility issues?	✓		Our company has established a Stakeholder Section on the official website as a communication channel to address corporate social responsibility issues of concern to stakeholders. Communication with stakeholders is managed by the relevant business units, with dedicated personnel responding to key social responsibility topics. For more details, please refer to our Sustainability Report and the Stakeholder Section on our official website: https://www.tfmi.com.tw/.	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
6. Does the Company commission professional services agencies to hold Shareholders' Meetings and other relevant affairs?	✓		The Company has appointed the Department of Stock Affairs at IBF Securities Co., Ltd. to process affairs related to shareholders' meetings.	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
7. Information disclosure (1) Did the Company establish a website to disclose information on financial operations and corporate governance?	✓		(1)The Company has established an official website (https://www.tfmi.com.tw). A dedicated department is responsible for information collection and prompt updates of content of the website. Related financial and business information, Directors' attendance in Board of Directors meetings and their continuing education are also regularly disclosed on the website. In addition, the Company has established an Investor Service area for investor queries.	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
(2) Did the company adopt other means of information disclosure (such as establishing an English language website, delegating a professional to collect and disclose company information, implement a spokesperson system, and disclosing the process of investor conferences on the company website)?	✓		(2)The Company has established an English website to provide foreign investors with related information, and set up a dedicated unit responsible for updating the important information on the Market Observation Post System (MOPS) and financial information. The Company has also established the Rules Governing Spokespersons to implement a unified spokesperson system. The Company held two investor conferences in 2024, and has disclosed the relevant information on its official website.	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies
(3) Does the Company publish annual financial statements within two months after the end of each fiscal year, and report Q1, Q2, and Q3 financial statements, as well as monthly operation results, before the prescribed time limit?		✓	(3) The Company follows the Article 36 of Securities and Exchange Act and Article 36 of the Regulations Governing the Preparation of Financial Reports for Insurance Enterprises, published the annual financial report within seventy-five (75) days after the end of each fiscal year; discloses the first, second, and third quarter financial	The Company disclosed the annual financial report within seventy-five (75) days after the end of the fiscal year in accordance with the law.

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			reports and the monthly operating situation within the prescribed time limit.	
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance (Including but not limited to employee's rights, employee care, investor relations, supplier relations, stakeholders' rights, further studies of Directors and Supervisors, implementation of risk management policies and measurement standards, implementation of customer policies and purchase of liability insurance for the Directors and Supervisors of the Company)?	✓		(1) The Company conducts business in accordance with the Company Act and related laws and regulations. The Company's Articles of Incorporation established clear regulations on the appropriation of employee remuneration. The "Work Rules" established in accordance with the Labor Standards Act safeguards the rights and interests of employees. The Company also protects the rights and interests of employees through periodic labor-management meetings between representatives of the employees and management, the Labor Retirement Reserve Supervisory Committee, Sexual Harassment Prevention, Complaint, and Resolution Committee, Personnel Evaluation Committee. (2) The company established the Employee Welfare Committee to organize group insurance for employees, conduct periodic medical examination, birthday parties, company outings, and provide subsidies for multiple clubs and activities to promote employees' physical and mental health. (3) The Company maintains long-term relationships with investors, established a spokesperson and acting spokesperson system, provides shareholders and corporate investors with contact windows, announces monthly	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			operating performance reports, organizes annual general shareholders' meetings, establishes good communication channels with investors, periodically discloses financial information, and implements information disclosure and transparency to protect shareholder rights and interests. (4) The Company participates in the Risk Management Society of Taiwan, R.O.C., Chinese Insurance Service Association, and Taiwan Financial Services Roundtable as Group Member to increase the level of the Company's internal risk management skills and related measures. The Company also periodically invites insurance Clients to participate in health and wealth management seminars organized by the Company. The Company also collaborates with universities to organize seminars on risks and insurance to advance domestic insurance and financial education activities, increase the public's understanding of insurance, and promote social stability. (5) The Company has established the "Procedures on Transactions with Stakeholders," "Internal Regulations on Transactions with Stakeholders," "Internal Regulations on Transactions with Stakeholders," and "Regulations on Financial Businesses and Transactions with Stakeholders," to provide guidance. (6) The Company's Directors have all participated in continued education	Consistent with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			(please refer to page 113-114 of the Annual Report) and announced the progress of their training courses on the Market Observation Post System. (7) The Company has established the Risk Management Committee, which convenes at least once each quarter. An Independent Director serves as the Convener to implement regulations, oversee the implementation of the risk management system, effectively manage and correctly assess the risks in the Company's business operations and to assist the Board of Directors in recognizing the risks in the insurance industry, establish appropriate risk management mechanisms and culture, and ensure the validity of risk management. A Risk Management Office is established to oversee the operations of the Committee. (8) The Company regularly conducts internal control assessment tasks on various departments and subsidiaries as preventative controls. The Audit Department assigns auditing personnel to conduct related auditing and management tasks. (9) The Company has established a unit responsible for consumer disputes, a toll-free customer service line (0809-068-888), and an online message system on the Company's official website. The Company has maintained free communication channels with customers and implementation was	

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			successful. Consumer disputes are processed in accordance with the "Fair Trade Act" and "Financial Consumer Protection Act" and the Company's policies are rigorously implemented. (10) The Company convenes a meeting of the Board of Directors once each month and the Directors' participation has been excellent. The attendance information is also disclosed on the Market Observation Post System. (11) The Company has purchased liability insurance for Directors, Supervisors and important corporate officers. (12) To establish regulations required for the corporate governance system to achieve the effects of early warning before audits and perform the functions of internal control, the Company has established the Legal Compliance Department in accordance with the "Regulations Governing Implementation of Internal Control and Auditing System of Insurance Enterprises" to take charge of the planning, management, and implementation of the legal compliance system. (13) To protect shareholder interests and encourage shareholders to participate in corporate governance, the Company voluntarily adopted electronic voting as one of the channels for exercising voting rights in the shareholders meeting in 2015 to	

Assessed Item	Current Operation (Note 1)			Deviation from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			fully utilize technology for information disclosure and voting for the purpose of increasing shareholder attendance rates at Shareholder Meetings and to ensure that shareholders exercise their rights.	

9.Please specify the Company's measures to improve the items listed in the corporate governance review by the Taiwan Stock Exchange's Corporate Governance Center and the improvement plans for items to be improved.

Improvement already imposed:

1. The Company’s 2024 annual general meeting was held on May 31.
2. The Company’s “Risk Management Committee Charters” were amended, and three independent directors were appointed to serve as the Committee members.
3. The Company’s “Regulations Governing the Board of Directors’ Performance Assessment” were amended to expressly state that the external assessment on the Board’s performance shall be conducted at least once every three years. The Company entrusted the Taiwan Corporate Governance Association to conduct the external performance assessment on the Board of Directors in 2024, and issued the Board of Directors performance assessment report on November 18.
4. The Company’s intellectual property management plan was formulated, and the implementation result was reported to the Board of Directors in December.
5. Adjust the specific and clear dividend policy disclosed in the annual report of the shareholders’ meeting.
6. The Board of Directors reported the Company’s 2024 sustainability management policy, short-, medium- and long-term goals, and implementation status in April and August.
7. The Board of Directors submitted the Company’s 2023 ESG report for discussion in August.

Items to be improved as the first priority:

1. Formulate the specific measures to enhance corporate value and submit the same to the Board of Directors, and disclose the relevant information in the “Corporate Value Enhancement Plan” section on the MOPS .
2. The 2024 GHG inventory and assurance of the Company’s head office and branches are expected to be completed in 2025.
3. Assessment on the implementation of the Company’s internal carbon pricing.

Note: Provide a brief description in the appropriate column, regardless whether "yes" or "no" is selected.

2.3.4 Remuneration Committee

A. Information on Members of Remuneration Committee

Qualification Status(Note 1) Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Independent Director (Convener) Christopher Chang	Department of Law, National Chengchi University Professional Experience: Independent Director, Taiwan Fire and Marine Insurance (2023 onwards) Member, TFMI Remuneration Committee (2012 onwards) Director, Grand River D. Limited (2022 onwards) Independent Director, Wistron Corporation (2021 onwards) Chairman, Continental Development Corp (2021~2022) Senior Consultant, Chairman's office, Continental Engineering Corp (2009 ~ 2010) Independent Director, Continental Engineering Corp (1995 ~ 2004) Consultant / President, Dean Development Company (2008 ~ 2010) Partner / Consultant, Lee and Li Attorneys-at-Law (1989 ~ 2008) Free from any circumstances referred to in Article 30 of the Company Act.	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of any director, supervisor or manager of the Company or its affiliates. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 5. Not a director, supervisor, or employee of any corporate shareholder that has 5% or higher of the total shares issued by the Company, or of the top-5 corporate shareholders of the Company, or the corporate shareholders who appoint their	0

Qualification Status(Note 1) Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		representatives to serve as the director or supervisor the Company in accordance with Paragraph 1 or Paragraph 2 of Article 27 of the Company Act. 6. Not a director, supervisor or employee of any company controlled by the same person that holds a majority of the directors or voting shares of the Company. 7. Not a director, supervisor or employee of any company who is the same person as, or the spouse of, Chairman and President or equivalent of the Company. 8. Not a director, supervisor, officer, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. 9. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any of its affiliates, or that provides commercial, legal, financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof. 10. Not a spouse or relative of the second degree of kinship of any other directors. 11. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.	

Qualification Status(Note 1) Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Independent Director Cheng Ching Huang	MBA University of Tennessee, Knoxville Professional Experience: Independent Director, Taiwan Fire and Marine Insurance (2020 onwards) Director, Agricultural Credit Guarantee Fund (2012 ~ 2018) Director, R.O.C. Bills Finance Association (2014 ~ 2017) Director, R.O.C. Bills Finance Association (2017 ~ 2020) Director, Trust Association of R.O.C. (2013 ~ 2016) Supervisor of the Company (2008 ~ 2014) Manager of International Banking Dept. Manager of Finance Dept. Manager of Heping Branch, Manager of OBU and Credit Review Dept., Land Bank of Taiwan (2002 ~ 2011) Director, United Taiwan Bank (2005 ~ 2006) Free from any circumstances referred to in Article 30 of the Company Act.	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a natural-person shareholder who holds shares, together with those held by the person’s spouse, minor children, or held by the person under others’ names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of any director, supervisor or manager of the Company or its affiliates. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of a natural-person shareholder who holds shares, together with those held by the person’s spouse, minor children, or held by the person under others’ names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 5. Not a director, supervisor, or employee of any corporate shareholder that has 5% or higher of the total shares issued by the Company, or of the top-5 corporate shareholders of the Company, or the corporate shareholders who appoint their representatives to serve as the director or supervisor the Company in accordance with Paragraph 1 or Paragraph 2 of Article 27 of the Company Act.	0

Qualification Status(Note 1) Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		6. Not a director, supervisor or employee of any company controlled by the same person that holds a majority of the directors or voting shares of the Company. 7. Not a director, supervisor or employee of any company who is the same person as, or the spouse of, Chairman and President or equivalent of the Company. 8. Not a director, supervisor, officer, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. 9. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any of its affiliates, or that provides commercial, legal, financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof. 10.Not a spouse or relative of the second degree of kinship of any other directors. 11.Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.	
Independent Director Nien-Tsu Chiang	PhD, Department of Law, National Chengchi University PhD, Department of Industrial and Business Management, Macau University of Science	1. Not an employee of the Company or its affiliates. 2. Not a director or supervisor of the Company or its affiliates. 3. Not a natural-person shareholder	0

Qualification Status(Note 1) Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	and Technology Master, IBMBA, National Chengchi University Professional Experience: Independent Director, Taiwan Fire and Marine Insurance (2020 onwards) Assistant Professor, Department of Finance, National Dong Hua University (2021 – 2024) Assistant Professor, Undergraduate Degree Program of Rift Valley Interdisciplinary Shuyuan, National Dong Hwa University (2024 onwards) Adjunct Assistant Professor, College of Law, National Chengchi University (2018 ~ 2020) Chairman, Awakening Foundation (2018 ~ 2020) Adjunct Assistant Professor, Department of Business Administration, Nanhua University (2008 ~ 2018) Consultant on Judicial Reform Act, Judicial Reform Foundation (2011 ~ 2017) Free from any circumstances referred to in Article 30 of the Company Act.	who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 4. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of any director, supervisor or manager of the Company or its affiliates. Not a spouse, relative within the second degree of kinship or lineal relative within the third degree of kinship of a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of 1% or more of the total number of issued shares of the Company or ranking in the top 10 in holdings. 5. Not a director, supervisor, or employee of any corporate shareholder that has 5% or higher of the total shares issued by the Company, or of the top-5 corporate shareholders of the Company, or the corporate shareholders who appoint their representatives to serve as the director or supervisor the Company in accordance with Paragraph 1 or Paragraph 2 of Article 27 of the Company Act. 6. Not a director, supervisor or employee of any company controlled by the same person that holds a majority of the directors or voting shares of the Company.	

Qualification Status(Note 1) Name	Professional qualification and experience (Note 1)	Compliance of independence (Note 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
		7. Not a director, supervisor or employee of any company who is the same person as, or the spouse of, Chairman and President or equivalent of the Company. 8. Not a director, supervisor, officer, or shareholder holding 5% or more of the shares, of a specified company or institution that has a financial or business relationship with the Company. 9. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the Company or any of its affiliates, or that provides commercial, legal, financial, accounting or related services to the Company or any of its affiliates for which the provider in the past 2 years has received cumulative compensation not exceeding NT$500,000, or a spouse thereof. 10.Not a spouse or relative of the second degree of kinship of any other directors. 11.Not a governmental, juridical person or its representative as defined in Article 27 of the Company Act.	

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

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

Note 3: Condition of independence: state that the members of the Remuneration Committee meet the conditions of independence, including but not limited to whether the members, their spouses, or relatives within the second degree of kinship serve as directors, supervisors or employees of the Company or its affiliates; the number and proportion of shares of the Company held by the members, their spouses, or relatives within the second degree of kinship (or in the name of others); whether they act as directors, supervisors or employees in a company that has a specific relationship with the Company (refer to Article 6, paragraph 1, subparagraphs 5~8 of the Measures for the Establishment and Exercise of Powers of the Compensation and Remuneration Committee of Companies Listed on the Stock Exchange or Trading at the Business Office of a Securities Firm); the amount of remuneration received from the Company or its affiliates for providing business, legal, financial, accounting and other services in the past two years.

B. The Remuneration Committee shall exercise the care of a prudent manager to fulfill the following duties, and submit recommendations for Board of Directors discussion:

1. Review of the Remuneration Committee charter regularly and provide revision suggestions whenever necessary.
2. Establish a regular system of review and evaluation on the Director and managers' performance, as well as remuneration policies, systems, standards, and structures.
3. Periodically evaluate and establish compensation and benefits for Directors and managers.

C. Remuneration Committee

1. Remuneration committee consists of three members.
2. The 5th term of the current committee: June 16, 2023 to June 15, 2026.
   The committee has met 5 times (A) (January 1, 2024 to March 31, 2025). The attendance and qualifications of committee members are as follows:

Title	Name	Number of attendance (B)	Number of attendance via proxy	Attendance Rate (%) 【B/A】	Remarks
Independent Director	Christopher Chang	5	0	100	2025.01.01 Start to serve as the position of Convener
Independent Director	Cheng Ching Huang	5	0	100	2025.01.01 Step down from the position of Convener
Independent Director	Nien-Tsu Chiang	5	0	100	

Other required disclosure:

1. Items determined by the Remuneration Committee

Remuneration Committee Term and Date	Proposal
5th Term Remuneration Committee 2nd Meeting (2024/01/31)	1. 2023 Year-end performance bonus for Company Chairman Mr. Steve Lee.
	2. 2023 Year-end performance bonus for Company Vice Chairman Mr. Charles Sung.
	3. 2023 Year-end performance bonus for Company managers.
	4. Adjustment for the compensation of managers.
	5. Proposal to release project incentive bonus for managers from June 1, 2023 to December 30, 2023.
	Remuneration Committee resolution: The proposals were passed unanimously by the Committee Members in attendance. The Company's actions in response to the opinions of the Remuneration Committee: All the Directors in attendance voted in favor of the resolution.
5th Term Remuneration Committee 3rd Meeting	1. The Company regularly review the regulation related to Remuneration Committee.
	2. Proposal for the distribution of the remuneration to employees and Directors for 2023.
	3. Proposal for the distribution of the remuneration to Directors for 2023.

	(2024/03/13)	4. Adjustment for the compensation of managers.	
		Remuneration Committee resolution: The proposals were passed unanimously by the Committee Members in attendance. The Company's actions in response to the opinions of the Remuneration Committee: All the Directors in attendance voted in favor of the resolution.	
	5th Term Remuneration Committee 4th Meeting (2024/08/22)	1. Discussion on amendments to certain provisions of the Company's "Board Performance Evaluation Procedures."	
		2.Discussion on amendments to Article 13 of the Company's "Managerial Compensation Management Procedures."	
		3.Discussion on amendments to certain provisions of the Company's "Managerial Benefits Implementation Guidelines."	
		4. Adjustment for the compensation of managers.	
		5. Review of special bonus for management level is submitted herein.	
		6. Proposal to release project incentive bonus for managers from January 1, 2024 to July 31, 2024.	
		Remuneration Committee's resolution: Item 3, the Company's "Directions for Implementation of Managers' Benefits," Article 7 providing that "...managers are allowed to apply for reimbursement of the benefits..." shall be amended to "...managers are allowed to apply for reimbursement of benefits within the limit of ..." The case was approved upon the text correction. The other parts of the case were unanimously approved by all present members upon the chairperson's inquiry. The Company's response to the Remuneration Committee's opinions: Approved by all attending directors.	
	5th Term Remuneration Committee 5th Meeting (2025/01/20)	1.Report on the appointment of Independent Director Liang-Chi Chang as the Convener and Chairperson of the 5th Committee, effective January 1, 2025.	
		2.Discussion on the amendment of Articles 3, 6, and 8 of the Company's "Board Performance Evaluation Regulations."	
		3. Report on the proposed remuneration for independent Board of Directors.	
		4. 2024 Year-end performance bonus for Company Chairman Mr. Steve Lee.	
		5. 2024 Year-end performance bonus for Company President Mr. Chao-Feng Chen.	
		6. 2024 Year-end performance bonus for Company managers.	
		7. Proposal to release project incentive bonus for managers from August 1, 2024 to December 31, 2024.	
		Remuneration Committee's resolution: Item 2, when discussing the motion for remuneration to Independent Director Christopher Chang, he explained the conflict of interest and recused himself from discussion and voting, and Independent Director Chen-Ching Huang was appointed to act as the deputy chairperson. When discussing the motion for remuneration to Independent Director Nien-Tsu Chiang, he explained his conflict of interest and recused himself from discussion and voting. The other parts of the case were unanimously approved by all present members upon the chairperson's inquiry. The Company's response to the Remuneration Committee's opinions: Approved by all attending directors.	

5th Term Remuneration Committee 6th Meeting (2025/03/06)	1. The Company regularly review the regulation related to Remuneration Committee.	
	2. Remuneration for Ms. Yi-Bao Lin representative of the corporate Director Bank of Taiwan Co., Ltd.	
	3. Proposal for the distribution of the remuneration to employees and Directors for 2024.	
	4. Proposal for the distribution of the remuneration to Directors for 2024.	
	Remuneration Committee resolution: The proposals were passed unanimously by the Committee Members in attendance. The Company's actions in response to the opinions of the Remuneration Committee: All the Directors in attendance voted in favor of the resolution.	

2. If the Board of Directors declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the remuneration committee's opinion (eg., the remuneration passed by the Board of Directors exceeds the recommendation of the Remuneration Committee, the circumstances and cause for the difference shall be specified): None.
3. Resolutions of the Remuneration Committee objected to by members or subject to a qualified opinion and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.

2.3.5 The composition, responsibilities and operation of the Company's Sustainable Development Committee

1. Information on the operation of the Sustainable Development Committee
   (1) The Company's Sustainable Development Committee consists of 3 members.
   (2) The term of office to be held by the members of 1st Committee: June 16, 2023 to June 15, 2026.

   The Sustainable Development Committee has held two meeting (A) in the most recent year and up to the publication date of the annual report. The qualifications and attendance of the Committee members are as follows:

Title	Name	Number of attendance (B)	Number of attendance via proxy	Attendance Rate (%) 【B/A】	Remarks
Independent Director	Nien-Tsu Chiang	2	0	100	2025.01.01 Start to serve as the position of Convener
Independent Director	Cheng Ching Huang	2	0	100	2025.01.01 Step down from the position of Convener
Independent Director	Christopher Chang	2	0	100	–

Other required disclosure:

Resolutions by the Sustainable Development Committee:

Sustainable Development Committee Term and Date	Proposal
1st Term Sustainable Development Committee 2nd meeting (2024. 04. 25)	The Company plans to formulate the 2024 sustainability management policy and short-, medium- and long-term goals.
	Resolution of the Sustainable Development Committee: 1. The case was approved upon the text correction and reported to the Board of Directors. 2. In view of the importance of human rights protection issues, the Social Responsibility Team of the Sustainable Development Promotion Group has added human rights protection issues to the major issues, management policies and short, medium and long-term goals in 2024. After the Committee's discussion in August, it will be reported to the Board of Directors.
1st Term Sustainable Development Committee 3rd meeting (2024. 08. 22)	1. The 2023 ESG report of Taiwan Fire & Marine Insurance Co., Ltd. is submitted accordingly.
	Resolution of the Sustainable Development Committee: The case was unanimously approved by all present members upon the chairperson's inquiry, and submitted to the Board of Directors meeting for discussion.
	2. The Company's 2024 sustainability plan includes the human rights protection management policies and short-, medium- and long-term goals.
	Resolution of the Sustainable Development Committee: The case was unanimously approved by all present members upon the chairperson's inquiry.

2. Responsibilities of the Sustainable Development Committee of the Company

(1) Formulation, promotion and enhancement of the Company's sustainable development policy, annual plan and strategy.

(2) Review, tracking and amendment of the implementation and results of the Company's sustainable development.

(3) Supervision of disclosure of sustainable information and review of the ESG report.

(4) Supervision of the execution of the business under the Company's Sustainable Development Best Practice Principles or other matters related to the implementation of the sustainable development resolved by the Board of Directors.

2.3.6 Company’s performance in the area of sustainable development, any deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons.

Assessed Item	Current Operation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
I. Does the Company build the corporate framework to promote the sustainable development, with a specific (or part-time) unit set up and is the management authorized by the Board of Directors to handle matters, and how the Board of Directors supervise it?	✓		(I) The Company established the “CSR Committee” in 2014. 1st meeting of 27th Board of Directors on June 16, 2023 resolved to establish the “Sustainable Development Committee” under the direction of the Board of Directors. The Committee consists of three independent directors. (II)With the Sustainable Development Committee set up, a task force has been established, with President as the Convener, Senior Vice President as the vice Convener, four sub-teams have established for specific topics involving ESG, and Planning Department to be the coordinator. Each sub-team has a team leader, one secretary, and several team members, and the short-term, mid-term and long-term goals and promotion plan are set based on the important issues identified by the stakeholders. The Committee meets at least twice a year, and may convene meetings at any time as needed, to supervise and review the progress of the taskforce’s work in the sustainable development promotion, and to propose adjustments in a timely manner. The Committee reports the implementation of sustainable development to the Board of Directors at least once a year. The Board of Directors reviews the implementation and results, and when necessary, direct the taskforce to make adjustments to facilitate the implementation of relevant plans. (III) The sustainable development taskforce convenes progress review meeting on a quarterly basis. The Planning Department compiles the Company’s sustainable planning and execution result and reports the same to the Board of Directors. On April 26, 2024, the Board was presented with a review report on the implementation of sustainability initiatives for 2023, and on August 23, 2024, a report was submitted detailing the company's sustainability performance as of June 30, 2024.	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.
II. Whether the Company conducts the risk assessment on the environment, society and corporate governance issues related to the Company’s operation and adopts related risk management policies or	✓		The 2024 TFMI ESG Report is to mainly disclose territory scope pertaining to Taiwan, including business activities and services with TFMI 44 business operation offices, and environmental issues relating to the TFMI HQ only.	Consistent with the Sustainable Development Best Practice

Assessed Item	Current Operation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
strategies? (Note 2)			The Company identifies sustainability as the management goal and policy, applies the four defining principles, namely stakeholder inclusiveness, sustainability context, materiality and completeness, in accordance GRI Standards, identifies major issues through the four procedures including "Identification, Analysis, Confirmation, Impact" to have the issues analyzed and sorted in order via the ESG committee meeting and based on colleagues' feedback, and then decides the ESG issue related to the Company's operations, establishes the management policy, and adopts related risk management policies or strategies to ensure the effective fulfillment of related practices. Please refer to the Company's ESG Report.	Principles for TWSE/TPEx Listed Companies.
III. Environmental issues (I) Does the Company have an appropriate environmental management system established in accordance with its industrial characteristics?	✓		(I) 1. The Company establishes Safety and Sanitary voluntarily management system in accordance with Insurance Industry Labor Safety System, complied with environment-related laws and regulations, protecting natural environment, and used its best effort to contribute to the environmental sustainability while carrying out business activities. 2. In accordance to standard set by the Ministry of Labor, the office environment is regularly checked against safety and health protocols.	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.
(II) Is the Company committed to enhancing the efficient utilization of energy and using renewable materials that have a low impact on the environment?	✓		(II) The Company is committed to enhancing the efficient utilization of available resources to mitigate the impact posed to the environment 1. Maintain and clean ventilation filter and cooling tower of the air conditioning system periodically to improve the cooling performance. 2. Promote the paperless office, establish various cloud systems, adopt the online bulletin to communicate various messages, and replace written signature with electronic signature to achieve energy conservation and carbon reduction. 3. Demand that the employees bring their own cups to reduce paper cup usages and use recycled envelopes for interoffice transfers. 4. Replace the toilets and faucets with water-conservation mechanisms. 5. Apply eco-friendly toners for copy	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

Assessed Item	Current Operation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			machines or printers, and have the toner cartridges recycled by professional service providers; set up recycling bins to improve the recycling performance.	
(III) Does the Company assess potential risks and opportunities associated with climate change, and undertake responsive measures?	✓		(III) Extreme climate changes have caused multiple natural catastrophes in the world, and posed negative impacts to economic activities and financial markets. Taiwan is situated in the territory where typhoons and earthquakes occur frequently. In order to minimize Company's business risk arising from the loss caused to customers' property due to any natural catastrophic events, the Company establishes the emergency response team to exercise safety protection programs, so that the Company's ability to manage the crisis from any critical disaster may be improved effectively and the losses in the Company's human resource or property or customers' property may be mitigated accordingly. With respect to the natural disasters that might cause material losses, the Company applies risk models, Risk Management Solutions® (RMS) and AIR Worldwide® (AIR), to assess and analyze the risks. The results show that the Company's stable financial structure can strongly support its solvency to cover the natural disaster risks.	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.
(IV) Does the Company maintain statistics on greenhouse gas emission, water usage and total waste volume in the last two years, and implement policies aimed at reducing greenhouse gas, water, and waste?	✓		(IV) 1. In response to the government's goal of "net zero emissions by 2050," the statistics generated by the Company in the past two years and the relevant management measures for energy conservation, carbon reduction and waste reduction are stated as follows: (1) Greenhouse gas emission: Please refer to 1-1-1 Greenhouse gas inventory information for the Company's greenhouse gas emissions of the past two years. (are listed under page 100) (2) Water consumption: The total water consumption of all branches in 2023 totaled 12,237 cubic meters; the total water consumption of all branches in 2024 totaled 11,784 cubic meters. (3) Waste: The weight of document destruction of the head office totaled 25,390kg in 2023. The weight of document destruction of the head office totaled 18,610kg in 2024.	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

Assessed Item	Current Operation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			2. The Company gathers statistics about GHG emissions and water consumption each year. The impact of climate changes to the financial service industry is considered minor. Considering that the GHG emissions are primarily caused by power consumption, in response to the climate changes and GHG emission reduction trend, the Company adopts the “Energy-Conservation and Carbon-Reduction Policy” and “Directions for Saving Expenses” to reduce carbon primarily based on power conservation. Meanwhile, the Company will continue to promote the energy management-based method and various energy-conservation plans. The energy-conservation policies including but not limited to: (1) The air-conditioning system is divided into various sections and can be controlled based on each section needs. The room temperature shall be maintained at 26–28°C, and electric fans may be used. No air-conditioning is needed, if only few workers are working overtime. (2) The lighting system is divided into various sections and can be controlled based on each section needs. Lights shall be turned off when not in need and turned off in part (for any units other than sales units) during the lunch break. (3) OA machine shall set on the power-saving mode. Any electric of appliance or equipment (e.g. computer and copy machine) that may remain idle for a long term (e.g. meeting, business trip, lunch break, days off or holidays) shall be turned off. (4) For the water-conservation, fuel-conservation and paper-conservation policies, please refer to the preceding paragraph (2) for details. 3. For the verification of the information about the Company, please refer to 1-1-2 Greenhouse Gas Assurance Information. (are listed under page 100)	
IV. Social issues (I) Does the Company develop its policies and procedures in accordance with laws and the International Bill of Human Rights?	✓		The Company complies with labor laws and regulations, respects the internationally recognized laborers’ basic human rights, and adopts the human rights protection policies and practices. Related management policies and procedures are all intended to protect employees’ due interests and rights. The	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed

Assessed Item	Current Operation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			Company also adopts the employment policy free from any discriminative treatment. Employees will never be treated discriminatively based on gender, race, marriage and religion. Meanwhile, no forced or compulsory labor or violation of employees' interest issue has arisen in the Company. The Company also builds the workplace for gender equality and adopts the unpaid parental leave. Meanwhile, the Company provides its employees with family care leave, menstruation leave, maternity leave and paternity leave, and also the lactation room. In order to extend care for employees' health, the Company arranges the annual health examination, quarterly physician's on-site service and monthly health bulletin. The Company also adopts the "Sexual Harassment Prevention Policy and Complaint & Discipline Regulations," "Regulations Governing Processing of Employee Complaints" and "Personnel Review Regulations" to deal with the relevant human right issues. The Company organized the education and training courses related to human right issues (e.g. fair dealing, finance friendly, ethical management and occupation safety education) in 2024, and identified them as the courses which all employees are required to attend. Meanwhile, all directors were arranged to participate in the "Friendly Finance and Convention on the Rights of Persons with Disabilities (CRPD)" course. The participation rate was 100%.	Companies.
(II) Does the Company adopt and implement reasonable employee benefit policy (including remuneration, vacation and other benefits), and reflect the operating performance or results to the remuneration to employees adequately?	✓		(II) The Company has adopted its work rules pursuant to laws to practice the welfare and interest critical to employees with respect to remuneration, leave, benefits and gender equality, so that both male and female workers may enjoy the opportunities for equal pay for equal work and equal promotion. In 2024, 56.6% of the whole employees were female; 45.8% of the management level were female; and 12.1% of the executive manager level were female. The Company has established the Remuneration Committee responsible for reviewing the managers' performance evaluation and remuneration policy periodically. The Company establishes a fair performance evaluation system to link the Company's overall strategic goals and colleagues' personal work goals, and extends the recognition and rewards to the outperforming colleagues to ensure that the Company's pay level is	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

Assessed Item	Current Operation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			market-competitive.	
(III) Does the Company provide employees with a safe and healthy work environment, and provide safety and health education to employees regularly?	✓		(III) In order to keep employees safe, the Company adopts the “Safety and Health Work Rules,” appoints the central personnel in charge of safety, health and emergency issues, organizes the “occupational safety and health session” each year, which are identified as the education and training courses which all employees are required to attend. In 2024, total of 921 training hours were attended by total of 921 personnel. For maintenance of employees’ health, the Company releases the monthly health bulletins and appoints healthcare personnel and physicians to provide on-site services, and arranges annual health examination in order to maintain the employees’ health and ensure that employees may keep balance between work and physical and mental health. In 2024, the company launched a Health Promotion & Weight Loss Program, achieving a total weight reduction of 450.1 kg over six months. In 2024, there were two workplace injury cases, both involving traffic accidents during employees' commutes, and no fire incidents. Improvement measures in response to fire: There has been no fire incident suffered by the Company in recent years. The Company has installed fire alarms, fire extinguishers and other facilities. The Company also regularly inspects and tests fire facilities to ensure their functions and promptly repair and replacement of damaged equipment. The headquarters has established a comprehensive fire protection plan and formed In-house Fire Brigade.	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.
(IV) Does the Company have an effective career development training program established for employees?	✓		(IV)The Company not only creates a fair environment to foster employees’ career development, enabling employees to evaluate their personal performance and future development through the performance review, but also organizes the annual education and training program based on the adaptive plans combining internal self-organized training, external institution’s training,	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

Assessed Item	Current Operation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			department's internal training and overseas professional training. The courses cover the education and training for new employees, underwriting & claims, marketing, management, languages and general education. The Company assigns personnel to attend the training courses based on the curriculum, assisting employees with their long-term career development and growth, further to enabling the Company's development to bond with personal goals.	
(V) Has the Company complied with laws and international standards with respect to customers' health, safety and privacy, marketing and labeling in all products and services offered, and implemented consumer protection policies and complaint procedures?	✓		(V) The insurance proposal and policy wording for all insurance products strictly follow the "Directions for Review of Products for Insurance of the Person," "Directions for Insurance Product Review," "Regulations Governing Pre-sale Procedures for Insurance Products" and any other related requirements. The promotion DM intended for marketing purposes is adopted in accordance with the "Self-Discipline Rules for Insurers' Advertising Solicitation." All of the sales representatives engaged in the marketing or selling have acquired all licenses needed, also satisfying annually required education and training hours. They would also provide salesperson the customer analysis report in accordance with relevant laws, operating requirements and customer suitability in order to protect consumer interests and rights. Any consumer dispute is settled pursuant to the Company Consumer Dispute Handling Procedure and Consumer Dispute Handling Guidelines to protect consumers' interests and rights; thus, implementing Fair Dealing Policy.	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.
(VI) Whether the Company adopts any specific suppliers' management policy demanding that the suppliers should comply with the related regulations governing environmental protection, occupational safety and health or laborers' human rights, and how the policy is implemented?	✓		(VI) When conducting procurement operations, our company strictly adheres to the internal regulations outlined in the "Procurement Operations Guidelines." Additionally, we disclose the supplier management policy and related compliance standards on our official website under the following path: https://www.tfmi.com.tw/Supplier-Management As part of the procurement process, all departments are required to have suppliers complete the "Supplier CSR and ESG Self-Assessment Form" and the "Supplier CSR Commitment Letter"	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

Assessed Item	Current Operation			Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons
	Yes	No	Summary	
			before proceeding with subsequent procurement activities. Suppliers that have a product or service supply relationship or business dealings with our company are expected to fulfill their corporate social responsibilities, promote environmental sustainability, uphold basic human rights, and comply with relevant legal regulations while practicing sustainable development. For example, when procuring equipment such as air conditioners, printers, fax machines, and other office devices, our company includes the evaluation of whether supplier products meet energy-saving and environmental protection regulations or standards as part of the procurement criteria.	
V. Whether the Company prepares the report disclosing the Company's non-financial information, such as the sustainability report, based on the guidelines or directions of reports applicable internationally? Whether the said report has been affirmed by a third-party certification unit?	✓		The Company has prepared the ESG report in accordance with the sustainability principles, such as the GRI Standards published by the Global Reporting Initiative (GRI), the SASB Standards published by the Sustainability Accounting Standards Board (SASB) and suggestions on climate-related financial disclosure proposed by the Task Force on Climate-Related Financial Disclosures (TCFD). With respect to the 2023 ESG report prepared by the Company, Deloitte Taiwan has executed the effective assurance and issued the limited assurance report in accordance with the "ISAE 3000: Assurance Engagements other than Audits or Reviews of Historical Financial Information" to prove the compliance with the disclosure requirements under GRI 2021 and the "Rules Governing the Preparation and Filing of ESG Reports by TWSE Listed Companies."	Consistent with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.
VI. If the Company has established its own sustainable development principles based on "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies," please describe any discrepancy between the principles and their implementation: NONE				
VII. Other information material relating to the Company implementation of sustainable development: 1. For environmental protection related matters: 1. The Company practices the green procurement, when selecting suppliers, always choose the eco-friendly material products provider, to mitigate the impact posed by waste to the environment. 2. For the purpose of energy conservation and carbon reduction, the control over on/off of the air conditioning system is adopted. The machine is set to be on at 07:30–17:30 from May to September of each year, and at 08:30–17:00 from October of each year until April of the next year. 3. Design the residential fire insurance policy to be merged with the recept, promote the issuance of e-policy proactively to reduce printed documents and consumption of paper. 4. Promote paperless office, establish various cloud systems, adopt the online bulletin for office communication, and replace written signature with electronic signature. 5. For the automobile insurance operations, the Company promotes and implements the electronic insurance certificate, with a view to achieving the paperless operations. All steps taken above are to reduce carbon emission and fulfilling the Company's corporate social responsibility.				

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<tr><th rowspan="2">Assessed Item</th><th colspan="3">Current Operation</th><th rowspan="2">Deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, and Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary</th></tr>
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2. Community participation and social charity activities: The Company upholds its philosophy “Cherish the Moment and Guard the Future” when fulfilling its corporate social responsibility. It established the “TFMI Foundation” in September 2015 to integrate resources and start its community participation and social charity activities, including: 1. Sponsorship of the Chongguang Cup National Junior Baseball Championship Games, sponsor women’s softball team from the University of Taipei for participation in the corporate league under the name of TFMI Bulldog Team, and alliance with Taoyuan City Government to form Taoyuan TFMI Men’s Volleyball Team to participate in the Top Volley League. We also co-host the Financial and Health Trends Forum with Smart Investment Weekly to promote financial literacy and well-being. 2. Sponsor various art and cultural events and shows organized by The Paper Windmill Arts and Educational Foundation, and proactively support the Foundation’s “Save Faust” plan to promote the anti-drug campaigns on school campus. 3. Donation to the Taipei City - The First Child Development Center affiliated to the First Social Welfare Foundation, Andrew Charity Association and Development Center for the Spinal Cord Injured, continue to support the developmentally delayed children’s special education and care the disadvantaged group.
3. Human rights: The Company complies with the labor-related laws and regulations and respects the laborers’ basic human rights recognized internationally. Meanwhile, the Company also adopts the “Human Rights Concerns and Practices” and discloses the same on its website. Further, in order to provide the employees with the uninterrupted communication channels, the Company adopts the “Workplace Sexual Harassment Prevention Policy and Complaint & Discipline Regulations,” installs the hotline therefor, sets forth the “Regulations Governing Processing of Employee Complaints” and convenes the “labor–management meeting” on quarterly basis. For the employees’ reward, punishment and promotion, the Company establishes the Personnel Review Committee dedicated to support employees’ interests and rights fairly and impartially.
4. Safety and health: Since August 2005, the Company has applied the Labor Safety and Health Act and related regulations and assembled employees from various departments, totaling 11 persons, to attend the labor safety training program for unit supervisors. The Company’s Occupational Safety and Health Work Rules and safety and health management at all levels have been approved by various local Departments of Labor, and also posted on the “Labor Safety and Health” page for all employees’ reference. The occupational safety and health management from various units are required to practice the automatic inspection system and education & training plan, with a view to achieving the goal for “zero occupational disaster.”
5. Green Energy Investment: Since August 2023, Our company has invested NT$200 million in AcSun Energy, generating stable annual returns from electricity sales. AcSun Energy owns two subsidiaries and currently operates solar power plants with a total installed capacity of 71.18 MW. In 2024, its green energy generation reached 99.71 million kWh. Based on the Bureau of Energy's 2023 electricity carbon emission coefficient of 0.494 kg CO_2 per kWh, this equates to a reduction of 49,257 metric tons of CO_2 emissions. In addition to signing solar power purchase agreements with Taiwan Power Company (Taipower), AcSun Energy also secures green energy transfer contracts with private enterprises. Moving forward, the company will continue expanding its power plant projects and actively promoting green energy sales services.
6. Sustainable transformation plan: The Company has established a sustainable transformation plan for talent cultivation and development, and talent attraction and retention. Meanwhile, from 2016 to 2018, special reserve was appropriated as the expenses for the sustainable transformation plan for employees. As of 2019, the balance thereof may be expended continuously. In 2024, a total of 73 training sessions (e.g. sustainable financial basic competency certification training courses, sustainable financial advanced competency certification training courses, Personal Data Protection Act practices, compliance courses, personal insurance claims professional enhancement courses, information security system expert certification courses, and new ESG regulations, etc.) were organized at the cost of NT$1,224 thousand in total.
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2.3.7 Climate-related information about the Company

1 Climate-related information implementation

Item	Execution
1. Describe the monitoring and governance of climate-related risks and opportunities by the Board of Directors and the management.	1. The Company has established Risk Management Committee and Sustainable Development Committee subordinated to the Board of Directors. Each, according to its functions, regularly reviews the development, establishment, and performance of the Company's overall risk management mechanism, and disclosed based on the guide and framework under the Climate-Related Financial Disclosures released by the Taskforce on Climate-Related Financial Disclosures (TCFD) the related information on the four major scopes including governance, policy, risk management, and indicator & goal, to identify and take inventory of the potential climate change risks, opportunities, and financial impact in the Company's operations. It also sets forth the risk management strategies against major risks as a part of the action plan to address climate change. The dedicated unit shall report the implementation of related risk management strategies to the Board of Directors at least once per year. The Board of Directors shall review the execution and result thereof, and direct the taskforce to make adjustment for the plans implementation if necessary.
2. Describe how the identified climate risks and opportunities affect the Company's business, strategy and finance (short, medium, and long term).	2. The climate risks and opportunities are primarily identified by various departments subject to the different business characteristics. The relevant risks are also identified based on the tangible risks and transformation risks. In the short term, sudden climate disasters may increase the claims' level and thereby affect the Company's operating performance. In the medium term, climate change may lead to an increase in insurance risk and thereby affect the Company's reinsurance cost and capital increase. In the long run, climate change may lead to structural changes in insurance demand, e.g. a reduction in the supply of insurance coverages in high-risk areas. New business opportunities may have risen from climate change, e.g. the development of new climate-related insurance products and services, and use of climate data to assess risks and ensure rate adequacy.
3. Describe the financial impact posed by extreme weather incidents and transformation actions.	3.Extreme weather incidents would pose significant financial impacts on the Company, which might result in the following situations: (1)Increase in claim costs: Extreme weather incidents might result in a large number of insurance claims and increase in the Company's claim costs. (2)Reassessment on risk: Extreme weather incidents might increase the risk in certain areas or number of events. Therefore, the Company might need to

Item	Execution
	reassess risks and adjust insurance premiums, thereby affecting its revenue. (3)Increase in reinsurance costs: When extreme weather incidents become more frequent, reinsurers will increase reinsurance fees to cover higher risks. (4)Damage to brand image: If the Company is unable to respond to the impact posed by extreme weather incidents effectively, its brand image may be damaged and, therefore, the customers' loyalty and business growth will be adversely affected. (5)Decrease in investment income: Extreme weather incidents may cause market instability, affect investment returns, and have a negative impact on the Company's financial condition. In order to cope with the challenges, the Company has formulated appropriate extreme weather incident risk management strategies, including assessing extreme weather risks, formulating appropriate reinsurance policies, setting forth response measures for climate change, and developing innovative insurance products to respond to the emerging risks.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	4.In 2022, the Company amended the Risk Management Policy to include climate change risk as one of the risks that may have a significant impact on the Company, and established the new "Climate Change Risk Management Standards" as the regulation governing the management and monitoring of climate change risk. Climate change risk management consists of the following elements: (1)Risk management and monitoring: Establish an assessment method to identify departments, trading counterparts, and customers (including current and potential trading counterparts and customers) with climate-related risks, and assess the impact to be posed by them. Establishment of climate-related risk exposure management and continuous monitoring mechanism. For departments, trading counterparts and customers with significant climate-related risks, relevant mechanisms may be established to manage the climate-related risks identified, and the trading counterparts and customers are encouraged to take necessary measures to mitigate their climate-related risks. (2)Scenario analysis and stress testing: Possessing the ability to conduct qualitative or quantitative scenario analysis and stress testing to assess the impact posed by climate-related risks. Set the normal and severe scenarios under qualitative or quantitative risk indicators, and set long-term or short-term scenarios for strategic planning and risk management. (3)Investment management: Establish appropriate

Item	Execution
	procedures to assess and manage climate-related risks involved by the investment portfolio. Additional review mechanisms shall be available for investment portfolio involving higher climate-related risks. Regularly assess the changes in climate-related risks involved by the investment portfolio as a basis for adjustment of investment positions. Responsibilities of relevant climate change risk management units of the Company: The Board of Directors shall continue to supervise the management and disclosure of climate-related risks. The sales units shall assess the impact posed by climate-related risks and incorporate corresponding control measures into their respective operational mechanisms. The Risk Management Office shall supervise the implementation of sales units and ensure that they comply with relevant regulations. The internal audit unit shall ensure the business and risk management implementation, or supervise the climate-related risk control measures.
5.If a scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and main financial impacts as applied shall be described.	5. Based on the scenarios referred to in 4.5 and 8.5 of the Representative Concentration Pathway (RCP) of the Intergovernmental Panel on Climate Change (IPCC), the Company analyzes and evaluates the possible climate-related impacts to the Company's business, operating strategies, finance and investment status under different climate scenarios. The Risk Management Committee gathers all units to assess and discuss the impact posed by climate change on operations based on the business scope, identify risks and opportunities proactively, and determine the possible impacts on finance, business, and operations, together with the probability of occurrence, to identify the Company's climate-related risks and opportunities. Then, the Risk Management Committee shall formulate sound and long-term response policies and action plans and regularly track the implementation results to ensure that climate-related risks and opportunities can be controlled and improved effectively.
6.If there is a transformation plan in place to manage climate-related risks, specify the contents of the plan, and the indicators and targets used to identify and manage physical risks and transformation risks.	6. Our company adopts a digitalization and low-carbon business strategy, actively creating a low-carbon operational environment in response to international and societal carbon reduction initiatives. We have begun ISO 14064-1 greenhouse gas inventory and verification processes and plan to implement ISO 14001 environmental management system certification to drive the company's transition toward low carbon operations. We are committed to enhancing sustainable investments, increasing the proportion of digitalized green products and services, promoting energy and resource industries,

Item	Execution
	and developing climate-resilient insurance products. Through these efforts, we aim to support the green transformation of the industrial chain and contribute to the shared goal of mitigating global warming.
7.If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.	7.Our company has not yet established an internal carbon pricing system. We plan to evaluate its implementation as a carbon reduction mechanism after completing the greenhouse gas inventory and verification processes for our headquarters and branch offices.
8.If climate-related goals are set, the activities covered, the scope of greenhouse gas emissions, the planning period, and the progress achieved each year should be explained; if carbon offsets or renewable energy certificates (RECs) are used to achieve the goals, it is necessary to explain the source and quantity of credited carbon reduction or quantity of credited RECs.	8. The Environmental Protection Task Force under our company's Sustainable Development Committee has established management policies for key sustainability issues related to energy and emissions management. These include greenhouse gas inventory and carbon reduction, energy usage management, full adoption of LED energy-saving lighting, water resource management, and paper reduction. Additionally, short-term, mid-term, and long-term carbon reduction targets have been set. In 2024, our company did not utilize carbon offsets or Renewable Energy Certificates (RECs).
9.Greenhouse gas inventory and assurance status, as well as reduction goals, strategies, and concrete action plans (to be specified in 1-1 and 1-2 separately).	9. According to the Taiwan Stock Exchange Corporation letter No. 1110004505, dated March 21, 2022, our company qualifies as an individual listed company with a paid-in capital of less than NT$5 billion and falls under the third phase of greenhouse gas (GHG) inventory requirements. Under this phase, the company must complete its GHG inventory by 2026 and verification by 2028. Following the ISO 14064-1:2018 standard and our internal GHG Inventory Management Procedure, our company conducted a 2023 GHG inventory for 2022, covering the headquarters and all branch offices. We have completed the GHG inventory list and report and plan to finalize the 2024 GHG inventory and verification process for 2023 emissions by 2025.

1-1 The Company's GHG Inventory and Assurance in the Most Recent Two Years

1-1-1 GHG Inventory Information

Describe the GHG emission volume, measured in tCO2e, intensity, measured in tCO2e/NTD million, and data coverage for the most recent two years.

The Company's greenhouse gas organization boundary is set based on the "Operational Control Approach." In 2023, the head office and 47 branches were identified as organizational boundaries. In 2024, the head office and 48 branches were identified as the organization boundaries.

year	Scope 1 (metric tons of CO_2)	Scope 2 (metric tons of CO_2)	Total (metric tons of CO_2)	Emission Intensity (metric tons of CO_2 per Million NTD)
112	87.6838	786.8314	874.5152	0.1292
113	67.6617	775.6034	843.2651	0.1149

Note 1: The greenhouse gas intensity is calculated based on the annual operating revenue of the Company as the denominator.

Note 2: As of the publication date of the annual report, the greenhouse gas emissions information for 2024 is still being assesed by the British Standards Institute (BSI). Please refer to the ESG report for the assured information on the emissions.

Note 1: Direct emissions (Scope 1, i.e. directly from emission sources owned or controlled by the Company), indirect emissions (Scope 2, i.e. indirect GHG emissions from imported electricity, heat or steam) and other indirect emissions (Scope 3, i.e. emissions generated from the Company's activities that are not indirect energy emissions but come from emissions sources owned or controlled by other companies).

Note 2: The data coverage of direct emissions and indirect energy emissions shall be handled pursuant to the schedule defined by Paragraph 2, Article 10 of the Standards. Other indirect emissions data may be disclosed voluntarily.

Note 3: GHG inventory standards: Greenhouse Gas Protocol (GHG Protocol) or International Organization for Standardization (ISO) ISO 14064-1.

Note 4: The intensity of GHG emissions can be calculated per unit of product/service or turnover, but at least the data calculated in terms of turnover (NTD million) shall be stated.

1-1-2 GHG Assurance Information

Describe the status of assurance in the last 2 years up to the date of publication of the annual report, including the scope of assurance, assurance institution, assurance criteria, and assurance opinions.

The Company shall be identified as a standalone TWSE-listed company with a paid-in capital of less than NT$5 billion which may apply Stage 3 GHG inventory (namely, the inventory shall be completed in 2026, while the verification shall be completed in 2028). In 2023 we have completed GHG inventory based on Headquarter and IT department as the boundary, and in 2024, expanded to branch offices including service centers as boundary. We are planned to apply for assurance in 2025. All schedule are ahead of governing authority regulation.

The Company has yet to receive the complete greenhouse gas assurance opinions prior to the date of publication of the annual report in the assurance process of the Company's 2024 greenhouse gas inventory. For the complete assurance information, please refer to the ESG report.

Note 1: The schedule defined in Paragraph 2, Article 10 of the Standards shall apply. If the Company fails to obtain the complete GHG assurance opinions by the date of publication of the annual report, it is necessary to specify that "full assurance information will be disclosed in the sustainability report." If the Company does not prepare a sustainability report, it is necessary to specify that "full assurance information will be disclosed on the Market Observation Post System" and disclose the full assurance information in the annual report for next year.

Note 2: The assurance institution shall comply with the requirements about sustainability report assurance institutions defined by Taiwan Stock Exchange Corporation and the Taipei Exchange.

Note 3: Please refer to the Best Practice Reference Examples on the website of the Corporate Governance Center of Taiwan Stock Exchange for the contents of disclosure.

1-2 GHG reduction goals, strategies and concrete action plans

Describe the GHG reduction base year and data, reduction goals, strategies, and concrete action plans, as well as the achievement of the reduction goals.
2023 is set as the base year for Company's GHG reduction. Through the GHG inventory, energy use management, paper reduction, water usage control and other energy saving policies, the Company set forth the carbon emission reduction goals from the base year. The short-term goal aims to reduce carbon emissions by 3% before 2025. The mid-term goal aims to reduce carbon emissions by 30% before 2030. The long-term goal aims to achieve net-zero emissions by 2050.

Note 1: The schedule defined in Paragraph 2, Article 10 of the Standards shall apply.

Note 2: The base year shall refer to the year in which the inventory is completed by identifying the consolidated financial statements as the boundary. For example, according to Paragraph 2, Article 10 of the Standards, companies with capital more than NT$10 billion shall complete the inventory of 2024 consolidated financial statements in 2025. Therefore, the base year is 2024. If the Company has completed the inventory of onsolidated financial statements earlier, the year of completion shall be considered as the base year. Further, the data of the base year can be calculated based on one single year or the average of several years.

Please refer to the Best Practice Reference Examples on the website of the Corporate Governance Center of Taiwan Stock Exchange for the contents of disclosure.

2.3.8 Implementation of Codes of Ethical Conduct and Measures

Assessed Item	Current Operation (Note)			Deviation from Codes of Ethical Conduct Best Practice Principles for TWSE or TPEx Listed Companies and Reasons
	Yes	No	Summary	
1. Formulating Codes of Ethical Conduct Policies and Programs (1) Has the Company established an ethical policy that was approved by the Board of Directors, and declare its codes of ethical conduct policy and methods in its internal regulations and external documents, as well as the commitment of its Board and management to implement the policies? (2) Has the company established mechanisms for assessing the risk of unethical conduct, periodically analyze and assess operating activities within the scope of business with relatively high risk of unethical conduct, and formulate an unethical conduct prevention plan on this basis, which at least includes preventive measures for conduct	✓ ✓		(1)The Company has established its Codes of Ethical Conduct that specify its ethical conduct policies and the commitment of the Board of Directors and senior management to actively implement these principles. (2)The Company has "Codes of Ethical Conduct," "Procedures for Ethical Management and Guidelines for Conduct," "Guidelines for Preventing Dishonest Conducts" and "Fraudulent or Dishonest Conduct & Whistleblower Policy" and "Codes of Ethics" as guidelines, prohibiting directors, managers, and all employees of the Company	Consistent with the Codes of Ethical Conduct Best Practice Principles for TWSE/TPEx Listed Companies

Assessed Item	Current Operation (Note)			Deviation from Codes of Ethical Conduct Best Practice Principles for TWSE or TPEx Listed Companies and Reasons
	Yes	No	Summary	
specified in Article 7, Paragraph 2 of the Codes of Ethical Conduct Best- Practice Principles for TWSE/TPEx Listed Companies?			from engaging in business activities stipulated in the Paragraph 2 of Article 7 of the "Codes of Ethical Conduct Best Practice Principles for TWSE/GTSM Listed Companies" or in other business activities. Specifically prohibiting bribery, fraud, insider trading and other dishonest behaviors, with thorough investigation and disciplinary actions guidelines. In the event of confirmed violations, the punishment will be imposed according to the severity of the circumstances. In addition to regulating donations in the "Procedural Rules of Board Meetings," it also sets the "Regulations for Donations" to strengthen the management of various donations; the "Rules of Employment" also clearly stipulated that employees should not use their powers to obtain illegal benefits, and accept hospitality, gifts, and kickbacks, and prevent improper acts such as bribery and illegal political contributions. In addition, the Company has insurance product development committee to assess the legal compliance, consumer rights and price reasonableness associated with insurance products. The Company also set forth relevant guidelines in the "Codes of Ethical Conduct" to prevent products or services from directly or indirectly harming the interests, health and safety of customers or other stakeholders, and monitor the	

Assessed Item	Current Operation (Note)			Deviation from Codes of Ethical Conduct Best Practice Principles for TWSE or TPEx Listed Companies and Reasons
	Yes	No	Summary	
			appropriateness and legality of insurance products. The Company has completed the self-assessment of business activities with high risk of unethical conduct within its business scope on October 30, 2024, and the results have been compiled and provided to the Audit Office as next year's Audit Plan reference.	
(3) Did the company specify operating procedures, guidelines for conduct, punishments for violation, rules of appeal in the unethical conduct prevention plan, and has the plan been implemented, periodically reviewed and revised?	✓		(3) The Company has established Procedures for Ethical Management and Guidelines for Conduct, which specify various forms of unethical conduct, as well as the control mechanism and operating procedures for preventing unethical conduct. Furthermore, the Company has established its Work Rules and the Codes of Ethics that are communicated to all the employees of the Company so that they fully understand and follow through. At the beginning of each year, when the Board of Directors presented the previous period report on the status of ethical management, the "Codes of Ethical Conduct" will be reviewed and revised when necessary.	
2. Implementing Codes of Ethical Conduct (1) Does the company evaluate the ethical records of parties it does business with and stipulate ethical conduct clauses in business contracts?	✓		(1) The Company carefully chooses its counterparties during business dealings and pays attention to the ethics record of counterparties. The Company also includes terms on integrity and honesty in the contracts.	Consistent with the Codes of Ethical Conduct Best Practice Principles for TWSE/TPEx Listed Companies

Assessed Item	Current Operation (Note)			Deviation from Codes of Ethical Conduct Best Practice Principles for TWSE or TPEx Listed Companies and Reasons
	Yes	No	Summary	
(2) Did the company establish a dedicated unit under the board of directors to promote ethical corporate management, and periodically (at least once a year) report to the Board of Directors and supervise the implementation of the ethical conduct policy and unethical conduct prevention plan?	✓		(2) To strengthen the management of ethical corporate operations, the Company has established a Sustainability Development Committee under the Board of Directors and designated the Planning Department as the dedicated unit (full-time or part-time) responsible for promoting ethical business practices. This unit is specifically tasked with formulating and overseeing the implementation of ethical business policies, operational procedures, and codes of conduct. It also reports annually to the Board on the execution of ethical business practices in the previous year. On January 31, 2024, the Planning Department reported to the Board on the implementation status of ethical business operations and the response measures for incidents involving unethical conduct. Upon review, the Company's efforts and measures in fulfilling ethical business practices are in compliance with legal requirements, including the obligation to report to the Board at least once a year.	
(3) Does the company establish policies to prevent conflict of interests, provide appropriate channels for filing related complaints and implement the policies accordingly?	✓		(3) The Company has established rules for recusal of directors in the Procedure Rules of Board Meetings, in which resolutions involving the interests of any directors shall be voted upon in accordance with the rules of	

Assessed Item	Current Operation (Note)			Deviation from Codes of Ethical Conduct Best Practice Principles for TWSE or TPEx Listed Companies and Reasons
	Yes	No	Summary	
			procedure. In addition, the Company has also established internal rules and regulations including the Regulations Governing the Prevention of Conflict of Interest and Insider Trading, the Guidelines on Financial Transactions and Trading with Stakeholders, the Internal Practice Guidelines on Transactions with Stakeholders, the Procedures for Handling Transactions with Stakeholders and the Guidelines on the Prevention of Conflicts of Interest of Persons Engaged in Investments in Domestic Equity Instruments to strictly implement policies for preventing conflicts of interest.	
(4) Does the company have effective accounting system and internal control systems set up to facilitate ethical conduct, does the internal auditing unit formulate audit plans based on unethical conduct risk assessment results, and does it audit compliance with the unethical conduct prevention plan or commission a CPA to perform the audit?	✓		(4) The Company has established an accounting system and hired accounting personnel to take charge of accounting affairs. In addition, the Company also prepares financial statements in accordance with the Regulations Governing the Preparation of Financial Reports by Insurance Enterprises, and its financial statements are audited or reviewed by CPAs to ensure the fairness of financial statements. The Company established internal control systems and procedures for handling control operations in accordance with the Regulations Governing the Implementation of Internal Control and Auditing System of Insurance Enterprises.	

Assessed Item	Current Operation (Note)			Deviation from Codes of Ethical Conduct Best Practice Principles for TWSE or TPEx Listed Companies and Reasons
	Yes	No	Summary	
(5) Does the company regularly hold internal and external educational trainings on ethical conduct management?	✓		The Company has also set up the position of Chief Auditor and the Auditing Office, to carry out review of each department according to the annual audit plan for internal control implementation. Every year, the Company commissions Deloitte & Touche to perform external audit of the Company's Internal Control System, and prepare an internal control system audit report. (5) The Company regularly organizes on-the-job training sessions with regard to ethical conduct management every year so that the directors, managerial officers, employees, trustees and main controllers of the Company understand their commitment towards ethical conduct management, related policies and prevention plans, as well as the consequences of engaging in unethical behavior. Directors, senior managers, and company employees have completed mandatory hours of education and training for ethical conduct management in 2024. The number of trainings amounted to 931 person/hour and the total training hours was 1,862 hours.	
3. Implementation of the Company's Whistleblowing System (1) Does the company establish concrete whistleblowing and reward system and have a direct	✓		(1) For internal and external personnel who wish to report any case that is unlawful, unethical or	Consistent with the Codes of Ethical Conduct Best Practice Principles for TWSE/TPEx Listed Companies

Assessed Item	Current Operation (Note)			Deviation from Codes of Ethical Conduct Best Practice Principles for TWSE or TPEx Listed Companies and Reasons
	Yes	No	Summary	
reporting channel in place, and assign an appropriate person to communicate with the alleged violator?			in violation of the Company's ethical conduct behavior and involves the Malfeasance Reporting System established by the Company, the Company has established a whistleblowing mailbox (EthicalManagement@tfmi.com.tw) on its official website to provide whistleblowers with a channel to report any malfeasance. After a case is filed, the Auditing Office will handle the case and identify the relevant facts. If it is confirmed that an employee has in fact violated relevant laws or the Company's codes of ethical conduct policies and regulations, punishments against the employee shall be handled in accordance with the Company's Work Rules and Regulations Governing Personnel Evaluation, and punishments shall also be publicly announced.	
(2) Does the company establish standard procedures for investigating reported cases, and does it take subsequent measures and implement a confidentiality mechanism after completing investigation?	✓		(2) The Company has set up a specific whistleblowing system in accordance with its Codes of Ethical Conduct Principles, Malfeasance Reporting System and Guidelines on the Prevention of Unethical Behavior, with the purpose of preserving the confidentiality of whistleblowers' identities and the content of their reports, as well as protecting whistleblowers from inappropriate treatment due to whistleblowing.	
(3) Does the company provide proper whistleblower protection?	✓		(3) The Company's Auditing Office is responsible for handling related whistleblowing cases and preserving strict confidentiality of	

Assessed Item	Current Operation (Note)			Deviation from Codes of Ethical Conduct Best Practice Principles for TWSE or TPEx Listed Companies and Reasons
	Yes	No	Summary	
			whistleblowers' identities to prevent them from inappropriate treatment due to whistleblowing.	
4.Enhancing Information Disclosure Does the company disclose its ethical conduct management practices and the implementation effectiveness of such practices on its official website or MOPS?	✓		The Company has disclosed the implementation of ethical conduct management and the measures it has taken on its official website (https://www.tfmi.com.tw) and in annual reports. The Company keeps abreast of the development of domestic and overseas regulations associated with ethical conduct management from time to time, as well as reviews and improves its ethical conduct management policies in order to enhance the effectiveness of its ethical conduct management.	Consistent with the Codes of Ethical Conduct Best Practice Principles for TWSE/TPEx Listed Companies
5. If the Company has established its own Codes of Ethical Conduct in accordance with the Corporate Social Responsibility Best Practice Principles for TWSE or TPEx Listed Companies, state the deviation from the principles and its implementation: To enhance the Company's management and sound business operations, the Company has established its own Codes of Ethical Conduct in accordance with the Corporate Social Responsibility Best Practice Principles for TWSE or TPEx Listed Companies, with the purpose of demonstrating the Company's corporate culture that includes ethical conduct and implementing its business philosophy which focuses on honesty, transparency and accountability. The Company also adheres to the implementation of these principles, which is consistent with the Codes of Ethical Conduct Best Practice Principles for TWSE or TPEx Listed Companies.				
6. Other important information that facilitate the understanding of the implementation of ethical conduct management: (such as review and amendment of the Company's Codes of Ethical Conduct): The Company introduces the implementation of ethical conduct management in the Company through various types of advertising and public welfare activities, thereby enabling the public to understand the Company's ethical conduct management belief.				

Note: Brief descriptions should be provided in the appropriate column, regardless whether "yes" or "no" is selected.

2.3.9 Other important information for better understanding of implementation of corporate governance may be disclosed.

A. The Company enacted the "Procedures for Material Information Handling" to prevent insider trading and establish mechanisms for handling and disclosing material insider information; preventing inappropriate leaks of information for ensuring the consistency and accuracy of information disseminated to external entities. The Procedures are placed on the Company's internal regulations section for all employees to follow and the provide relevant course and training for the directors, managers, and employees regarding the Procedures at least once every year to prevent violations or insider trading.

Implementation of Insider Trading Prevention:

When	Who	Course Content
Oct 25, 2024	Directors / Independent Directors	Internal Material Information Handling Procedure, Confidentiality Statement, Reasons and how to identify Insider Trading and examples.
August – December 2024 E-learning	Managers / Employees	

Note: Total trainees: 921 people, total training hours: 460.5 hours.

Directors and managers are prohibited from trading Company stocks within 30 days prior to the disclosure of annual financial statements and within 15 days prior to the disclosure of quarterly financial statements, namely the closure period. The implementation is stated as follows:

(1) The Company prohibits insiders trading securities using information not disclosed to the market. According to the “Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies” amended by TWSE on December 8, 2021, the Company’s Board of Directors approved the amendments to the “Regulations Governing Prevention of Conflict of Interest and Insider Trading” on April 29, 2022, stating that any personnel who may access the contents of financial statements and related sales performance before the same are disclosed when performing their job duties, including (but not limited to) directors and managers are prohibited from trading Company stocks and other equity securities held within 30 days prior to the disclosure of annual financial statements and within 15 days prior to the disclosure of quarterly financial statements, namely the closure period.

(2) Since July 2022, the Company has started to notify each and all directors and managers to comply with the requirements on the prohibition of transactions via email, within 10 days and 1 day prior to the book closure period before the meeting, whenever the Board of Directors reviews the annual and quarterly financial statements.

B. As a responsible institutional investor, to improve corporate governance, make full use of the Company's funding, exercise the Company's influence on the market and investee, the Company signed a compliance statement for the "Stewardship Principles" on June 28, 2018 and published the said information on the Corporate Governance Center of Taiwan Stock Exchange and the Company's official website.

C. Friendly financial service promotional practices: In order to continue to strengthen the friendly financial services and enhance the awareness of the protection of the rights and interests of disadvantaged groups, the Company organizes the “Friendly Finance Convention on the Rights of Persons with Disabilities (CRPD)” training program for its directors, managers and employees at least once per year. The contents thereof cover the protection of the rights and interests of the policy holders who are elderly, mentally and physically challenged and disadvantaged groups (including but not limited to, economic disadvantaged, foreign migrant workers, indigenous people and new residents).

D. Creation of the corporate culture valuing information security: In order to address the business development and technological progress, the Company continues to improve information security protection. The Company provides information security training for directors to enhance the control by the members of the Board of Directors over the information security and supervise the Company's establishment of information security risk management framework, formulate information security policies, and incorporate information security risks into business decision-making to promote the organizational culture valuing information security.

E. Continuing education of the Company Directors in 2024

Title	Name	Date of Appointment	Training Date	Organizer	Course Title	Training Hours	Training in compliance with regulation or not
Chairman	Steve Lee	2023.06.16	113.09.05	Taiwan Corporate Governance Association	Observation on the Information Related to the Application of IFRS 17 by the Non-life Insurance Industry	7	Yes
			113.09.05	Taiwan Corporate Governance Association	Sustainable Finance and Corporate Sustainability Strategy		
			113.09.05	Taiwan Corporate Governance Association	Sharing of Management Practices for Money Laundering Prevention and Combating the Financing of Terrorism by the Banking Industry		
Director	Chung-Chou Chang	2023.06.16	113.09.05	Taiwan Corporate Governance Association	Observation on the Information Related to the Application of IFRS 17 by the Non-life Insurance Industry	7	Yes
			113.09.05	Taiwan Corporate Governance Association	Sustainable Finance and Corporate Sustainability Strategy		
			113.09.05	Taiwan Corporate Governance Association	Sharing of Management Practices for Money Laundering Prevention and Combating the Financing of Terrorism by the Banking Industry		
Director	Bin-Fu Chen	2023.06.16	113.09.05	Taiwan Corporate Governance Association	Observation on the Information Related to the Application of IFRS 17 by the Non-life Insurance Industry	7	Yes
			113.09.05	Taiwan Corporate Governance Association	Sustainable Finance and Corporate Sustainability Strategy		
			113.09.05	Taiwan Corporate Governance Association	Sharing of Management Practices for Money Laundering Prevention and Combating the Financing of Terrorism by the Banking Industry		

Title	Name	Date of Appointment	Training Date	Organizer	Course Title	Training Hours	Training in compliance with regulation or not
Director	Charles Sung	2023.06.16	113.09.05	Taiwan Corporate Governance Association	Observation on the Information Related to the Application of IFRS 17 by the Non-life Insurance Industry	7	Yes
Director	Charles Sung	2023.06.16	113.09.05	Taiwan Corporate Governance Association	Sustainable Finance and Corporate Sustainability Strategy		
			113.09.05	Taiwan Corporate Governance Association	Sharing of Management Practices for Money Laundering Prevention and Combating the Financing of Terrorism by the Banking Industry		
Director	Chain-Cheng Lee	2023.06.16	113.09.05	Taiwan Corporate Governance Association	Observation on the Information Related to the Application of IFRS 17 by the Non-life Insurance Industry	7	Yes
			113.09.05	Taiwan Corporate Governance Association	Sustainable Finance and Corporate Sustainability Strategy		
			113.09.05	Taiwan Corporate Governance Association	Sharing of Management Practices for Money Laundering Prevention and Combating the Financing of Terrorism by the Banking Industry		
Director	Hsiu-Shiang Liu	2023.06.16	113.09.05	Taiwan Corporate Governance Association	Observation on the Information Related to the Application of IFRS 17 by the Non-life Insurance Industry	7	Yes
			113.09.05	Taiwan Corporate Governance Association	Sustainable Finance and Corporate Sustainability Strategy		
			113.09.05	Taiwan Corporate Governance Association	Sharing of Management Practices for Money Laundering Prevention and Combating the Financing of Terrorism by the Banking Industry		
Director	Mei-Ling Wu	2023.06.16	113.09.05	Taiwan Corporate Governance Association	Observation on the Information Related to the Application of IFRS 17 by the Non-life Insurance Industry	7	Yes
			113.09.05	Taiwan Corporate Governance Association	Sustainable Finance and Corporate Sustainability Strategy		
			113.09.05	Taiwan Corporate Governance Association	Sharing of Management Practices for Money Laundering Prevention and Combating the Financing of Terrorism by the Banking Industry		

Title	Name	Date of Appointment	Training Date	Organizer	Course Title	Training Hours	Training in compliance with regulation or not
Director	Wei-Hsin Wang	2023.06.16	113.09.05	Taiwan Corporate Governance Association	Observation on the Information Related to the Application of IFRS 17 by the Non-life Insurance Industry	7	Yes
			113.09.05	Taiwan Corporate Governance Association	Sustainable Finance and Corporate Sustainability Strategy		
			113.09.05	Taiwan Corporate Governance Association	Sharing of Management Practices for Money Laundering Prevention and Combating the Financing of Terrorism by the Banking Industry		
Independent Director	Christopher Chang	2023.06.16	113.09.05	Taiwan Corporate Governance Association	Observation on the Information Related to the Application of IFRS 17 by the Non-life Insurance Industry	7	Yes
			113.09.05	Taiwan Corporate Governance Association	Sustainable Finance and Corporate Sustainability Strategy		
			113.09.05	Taiwan Corporate Governance Association	Sharing of Management Practices for Money Laundering Prevention and Combating the Financing of Terrorism by the Banking Industry		
Independent Director	Cheng Ching Huang	2023.06.16	113.09.05	Taiwan Corporate Governance Association	Observation on the Information Related to the Application of IFRS 17 by the Non-life Insurance Industry	13	Yes
			113.09.05	Taiwan Corporate Governance Association	Sustainable Finance and Corporate Sustainability Strategy		
			113.09.05	Taiwan Corporate Governance Association	Sharing of Management Practices for Money Laundering Prevention and Combating the Financing of Terrorism by the Banking Industry		
			113.12.10	Taiwan Academy of Banking and Finance	Analysis on the Sustainable Trend and Risks and Opportunities Over Business Administration		
			113.12.17	Taiwan Academy of Banking and Finance	How do directors and supervisors supervise the establishment and implementation of a sound risk management system by the company		

Title	Name	Date of Appointment	Training Date	Organizer	Course Title	Training Hours	Training in compliance with regulation or not
Independent Director	Nien-Tsu Chiang	2023.06.16	113.07.03	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit Forum	10	Yes
			113.09.05	Taiwan Corporate Governance Association	Observation on the Information Related to the Application of IFRS 17 by the Non-life Insurance Industry		
			113.09.05	Taiwan Corporate Governance Association	Sustainable Finance and Corporate Sustainability Strategy		
			113.09.05	Taiwan Corporate Governance Association	Sharing of Management Practices for Money Laundering Prevention and Combating the Financing of Terrorism by the Banking Industry		

F. The managers' participation in related corporate governance studies and training in 2024 as follows:

Title	Name	Training Date	Course Title	Organizer	Hours
President	Chao-Feng Chen	2024.08.30	2024 Seminar on Catastrophe Risk Management	Taiwan Residential Earthquake Insurance Fund	3
		2024.09.13	2024Conference on ERM in the Insurance Industry Financial Stability and Resilience	Taiwan Insurance Guaranty Fund	5
		2024.12.10	2025 Economics and Insurance Development Forum	Taiwan Insurance Institute	6
Executive Vice President	Chia-Lin Sheu	2024.09.05	Sustainable Finance and Corporate Sustainability Strategy	Taiwan Corporate Governance Association	3
Senior Vice President	Allen Cheng	2024.09.05	Sustainable Finance and Corporate Sustainability Strategy	Taiwan Corporate Governance Association	3
Senior Vice President	Andrew Hsieh	2024.10.01	2024 Forum - Corporate Governance in the Insurance Industry	Financial Supervisory Commission R.O.C.(Taiwan) Insurance Buerau	5
		2024.12.10	2025 Economics and Insurance Development Forum	Taiwan Insurance Institute	6
Senior Vice President and chief corporate governance officer	Nicholas N.C. Sheu	2024.05.16	Sustainability Knowledge Empowerment and Awareness Program	BCSD Taiwan	7
		2024.09.05	Observation on the Information Related to the Application of IFRS 17 by the Non-life Insurance Industry	Taiwan Corporate Governance Association	3
		2024.10.01	2024 Forum - Corporate Governance in the Insurance Industry	Financial Supervisory Commission R.O.C.(Taiwan) Insurance Buerau	5

Title	Name	Training Date	Course Title	Organizer	Hours
General Auditor	Su-Chen Lin	2024.09.05	Sustainable Finance and Corporate Sustainability Strategy	Taiwan Corporate Governance Association	3
		2024.10.01	2024 Forum - Corporate Governance in the Insurance Industry	Financial Supervisory Commission R.O.C.(Taiwan) Insurance Buerau	5
		2024.11.19	2024 Internal Audit in the Insurance Industry	Financial Examination Bureau, Financial Supervisory Commission	2
HQ Chief compliance officer and AML/CFT compliance officer	Tsui-Jung Chen	2024.05.27-2024.06.24	AML/CTF Personnel In-Service Training Program	Taiwan Insurance Institute	12
		2024.06.26-2024.08.09	Compliance Personnel In-Service Training Program	Taiwan Insurance Institute	15
		2024.08.29	2024 Enhancing Insurance Industry Legal Compliance Conference	Financial Supervisory Commission R.O.C.(Taiwan) Insurance Buerau	6
		2024.09.05	Sustainable Finance and Corporate Sustainability Strategy	Taiwan Corporate Governance Association	3
		2024.10.01	2024 Forum - Corporate Governance in the Insurance Industry	Financial Supervisory Commission R.O.C.(Taiwan) Insurance Buerau	5
Vice President	Jimmy Chu	2024.12.10	2025 Economics and Insurance Development Forum	Taiwan Insurance Institute	6
Vice President	Chih-Chieh Huang	2024.03.28	Risk Management Education and Training for Directors and Senior Management Personnel	Taiwan Insurance Guaranty Fund	3
		2024.08.29	2024 Enhancing Insurance Industry Legal Compliance Conference	Financial Supervisory Commission R.O.C.(Taiwan) Insurance Buerau	6
		2024.09.05	Sustainable Finance and Corporate Sustainability Strategy	Taiwan Corporate Governance Association	3
		2024.09.13	2024Conference on ERM in the Insurance Industry Financial Stability and Resilience	Taiwan Insurance Guaranty Fund	5
Vice President	Hong-Hsing Chuang	2024.05.27-2024.06.24	AML/CTF Personnel In-Service Training Program	Taiwan Insurance Institute	12
		2024.08.29	2024 Enhancing Insurance Industry Legal Compliance Conference	Financial Supervisory Commission R.O.C.(Taiwan) Insurance Buerau	6
		2024.08.30	2024 Seminar on Catastrophe Risk Management	Taiwan Residential Earthquake Insurance Fund	3
Senior Manager	Chin-Ho Lin	2024.05.27-2024.06.24	AML/CTF Personnel In-Service Training Program	Taiwan Insurance Institute	12
		2024.06.26-2024.08.09	Compliance Personnel In-Service Training Program	Taiwan Insurance Institute	15
		2024.09.05	Sustainable Finance and Corporate Sustainability Strategy	Taiwan Corporate Governance Association	3
		2024.09.13	2024Conference on ERM in the Insurance Industry Financial Stability and Resilience	Taiwan Insurance Guaranty Fund	5

Title	Name	Training Date	Course Title	Organizer	Hours
Senior Manager	Cathi Chen	2024.06.12-2024.06.20	Internal Audit Workshop for General Management – Accounting business	Taiwan Insurance Institute	30
		2024.08.30	2024 Seminar on Catastrophe Risk Management	Taiwan Residential Earthquake Insurance Fund	3
		2024.09.13	2024Conference on ERM in the Insurance Industry Financial Stability and Resilience	Taiwan Insurance Guaranty Fund	5
		2024.11.22	2024 Insider Shareholding Transaction Legal Compliance Awareness Seminar	Taiwan Stock Exchange Corporation	3
Senior Manager	Yu-Jen Hsiao	2024.05.27-2024.06.24	AML/CTF Personnel In-Service Training Program	Taiwan Insurance Institute	12
		2024.06.26-2024.08.09	Compliance Personnel In-Service Training Program	Taiwan Insurance Institute	15
Manager	Eric Hsu	2024.03.28	Risk Management Education and Training for Directors and Senior Management Personnel	Taiwan Insurance Guaranty Fund	3
		2024.05.27-2024.06.24	AML/CTF Personnel In-Service Training Program	Taiwan Insurance Institute	12
		2024.06.26-2024.08.09	Compliance Personnel In-Service Training Program	Taiwan Insurance Institute	15
		2024.08.30	2024 Seminar on Catastrophe Risk Management	Taiwan Residential Earthquake Insurance Fund	3
		2024.09.05	Sustainable Finance and Corporate Sustainability Strategy	Taiwan Corporate Governance Association	3
		2024.09.13	2024Conference on ERM in the Insurance Industry Financial Stability and Resilience	Taiwan Insurance Guaranty Fund	5
Manager	April Wang	2024.05.27-2024.06.24	AML/CTF Personnel In-Service Training Program	Taiwan Insurance Institute	12
		2024.06.26-2024.08.09	Compliance Personnel In-Service Training Program	Taiwan Insurance Institute	15
Manager	Ming-Ta Tan	2024.6.26-2024.08.09	Compliance Personnel In-Service Training Program	Taiwan Insurance Institute	15
		2024.10.15-2024.10.23	Internal Audit Workshop for General Management – Accounting business	Taiwan Insurance Institute	30
		2024.10.25	2024 Insider Shareholding Transaction Legal Compliance Awareness Seminar	Taiwan Stock Exchange Corporation	3
Manager	Shang-Jen Tung	2024.08.30	2024 Seminar on Catastrophe Risk Management	Taiwan Residential Earthquake Insurance Fund	3

Title	Name	Training Date	Course Title	Organizer	Hours
Manager	Kuan-Yeu Chen	2024.08.30	2024 Seminar on Catastrophe Risk Management	Taiwan Residential Earthquake Insurance Fund	3
Manager	Ching-Tzung Lu	2024.05.27-2024.06.24	AML/CTF Personnel In-Service Training Program	Taiwan Insurance Institute	12
		2024.06.26-2024.08.09	Compliance Personnel In-Service Training Program	Taiwan Insurance Institute	15
Manager	Wun-Bin, Hou	2024.10.25	2024 Insider Shareholding Transaction Legal Compliance Awareness Seminar	Taiwan Stock Exchange Corporation	3
Manager	Ben Hsu	2024.11.15	2024 Insider Shareholding Transaction Legal Compliance Awareness Seminar	Taiwan Stock Exchange Corporation	3
Manager	Ben Yu	2024.05.27-2024.06.24	AML/CTF Personnel In-Service Training Program	Taiwan Insurance Institute	12
		2024.06.26-2024.08.09	Compliance Personnel In-Service Training Program	Taiwan Insurance Institute	15
Accounting Manager	Pi-Chen Wang	2024.06.20-2024.06.21	Continuing Training Class for Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges	Accounting Research and Development Foundation	12
		2024.09.05	Sustainable Finance and Corporate Sustainability Strategy	Taiwan Corporate Governance Association	3

G. Refer to VIII. Other critical information conducive to understanding the operation of corporate governance on page 72 of the Annual Report.

2.3.10 Implementation of Internal Control System

A. Internal Control System Statement

Taiwan Fire & Marine Insurance Co., Ltd.
Internal Control System Statement

The findings of the internal-inspections of the Internal Control System of the Company for the period from January 1, 2024 to December 31, 2024 are as follow:

I. The Company acknowledges that the Company's Board of Directors and managers are responsible for establishing, implementing, and maintaining an adequate internal control system. Its goals are to provide reasonable assurance on the target achievement on the results of operations, financial reporting, and legal compliance. The goal of operations is to pursue results and efficiency in operations including profitability, performance and asset security; the goal of financial reporting is to ensure reliability of external financial reporting; the goal of legal compliance is to ensure compliance with relevant laws and regulations. The legal compliance system is part of the internal control system dedicated to achieving legal compliance goals. Financial records and statements are prepared in accordance with the Insurance Act and related regulations based on consistent basis of preparation and they are results of the internal control system for financial reporting.

II. There are inherent limitations to even the most well-designed internal control system. An effective internal control system can only reasonably ensure the achievement of the aforementioned 3 goals. The effectiveness of the internal control system may be subject to changes due to extenuating circumstances beyond our control. Nevertheless, the Company's internal control system contains self-monitoring mechanisms and the Company takes immediate remedial actions in response to any identified deficiencies.

III. The Company determines the effectiveness of the design and implementation of its internal control system in accordance with the "Regulations Governing Implementation of Internal Control and Auditing System of Insurance Enterprises" (hereinafter referred to as the "Regulations") promulgated by the Financial Supervisory Commission. The aforementioned judgment is also based on the items for evaluating the effectiveness of the internal control system in the "Regulations." The criteria adopted by the Regulations identify five key components of managerial internal control: 1. Control environment; 2. Risk assessment; 3. Control activities; 4. Information and communication; and (5) Monitoring. Each component includes a number of items for evaluation. Please refer to the "Regulations" for information on the items.

IV. The Company has evaluated the effectiveness of the design and implementation of its internal control system according to the previously mentioned criteria.

V. Based on the results of the aforementioned review, the Company believes that the internal control system implemented during the specified period—including operations, financial reporting, information security, and regulatory compliance—has been effectively designed and executed. Except for the matters listed in the attached schedule, the system can reasonably ensure that the Board of Directors and management are informed of the degree to which operational objectives are achieved, as well as the attainment of financial reporting and regulatory compliance objectives. Additionally, the Company considers its financial records and statements to have been prepared in accordance with the Insurance Act and relevant regulations, with consistent application of the underlying principles, ensuring their accuracy and reliability.

VI. This statement shall become the primary content of the Annual Report and prospectus. Any falsehood, concealment, or other illegality in the content made public will involve legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act as well as regulations related in the Insurance Act.

VII. This Statement has been approved by the meeting of Board of Directors on March 7, 2025.

Respectively submitted to

Financial Supervisory Commission

Undersigned:

Chairman: Steve Lee

President: Chao-Feng Chen

Chief Auditor: Su-Chen Lin

Chief Compliance Officer: Tsui-Jung Chen

Chief Information Security Officer: Hung-Chih Hsieh

March 7, 2025

Attachment

Taiwan Fire & Marine Insurance Co., Ltd.
Issues-to-be-improved and Improvement Plan for Internal Control System
(Basis date: December 31, 2024)

Issues-to-be-improved	Improvement	Completion Date
The Financial Supervisory Commission conducted the 2023 general business audit on the Company on March 18, 2024, and found that the Company violated the Insurance Act within certain insurance operations and, therefore, the Company was fined NT$1.6 million and few corrections. I. Lease land from _______, construct buildings on the land, and then lease the land and buildings on the land for rent. II. In 2022, the internal auditor found that there was a discrepancy between the working capital stated by Banqiao Branch and the bank's statement of account for unknown reasons. The Branch failed to report it to the risk management unit pursuant to the internal regulations and thereby caused a result detrimental to the safe asset management. Meanwhile, when contracting the advertising activities in 2021 and 2022, it failed to present the advertising needs, execute the evaluation on effects, or explain the supplier selection process and reasons of selection. Further, the commencement date of the contract appears to be earlier than the date of execution.	I.The Company has disposed of the relevant buildings. II. 1. The Company has established the "Regulations Governing Management of Working Capital and Petty Cash" and follows it to facilitate the reporting and tracking of operational risks. 2. The Company also established the "Operating Regulations Governing Procurement" for advertising operations, which expressly state the compliance requirements and level of authority for the operating procedures.	(I) Improvement completed. (II) Improvement completed.

B. CPA Review Report

Review on Internal Control System
Independent Auditor's Reasonable Assurance Report

To the Board of Directors of Taiwan Fire & Marine Insurance Co., Ltd.:

For the design and execution of the internal control system of Taiwan Fire & Marine Insurance Co., Ltd. (hereinafter referred to "you") related to its external financial reporting (including the internal control system for financial reporting and reporting to the competent authorities), protection of asset safety (to protect assets from unauthorized access, use and disposal) and legal compliance on December 31, 2024, and the Declaration of Internal Control System issued by Taiwan Fire & Marine Insurance Co., Ltd. on March 3, 2025, considering that its internal controls related to its external financial reporting (including the internal control system for financial reporting and reporting to the competent authorities), protection of asset safety (to protect assets from unauthorized access, use and disposal) and legal compliance should have been designed and implemented effectively on December 31, 2024, we have performed the necessary procedures.

Assurance of the subject matter, information of the subject matter, and applicable criteria

For the subject matter hereof and information of the subject matter, please refer to the design and execution of your internal control system related to the external financial reporting (including the internal control system for financial reporting and reporting to the competent authorities), protection of asset safety (to protect assets from unauthorized access, use and disposal) and legal compliance on December 31, 2024, and the Declaration of Internal Control System issued by you on March 7, 2025, considering that your internal controls related to its external financial reporting (including the internal control system for financial reporting and reporting to the competent authorities), protection of asset safety (to protect assets from unauthorized access, use and disposal) and legal compliance should have been designed and implemented effectively on December 31, 2024, as attached hereto.

The applicable benchmarks for measuring or assessing said subject matter and its information refer to the effectiveness of the internal control system under the Regulations Governing Implementation of Internal Control and Auditing System of Insurers and Regulations Governing Foreign Investments by Insurance Companies.

Inherent limitations

There is limitation inherent to the internal control system, no matter how perfect the design. Your company may not be able to prevent or detect mistakes or wrongdoings which have already occurred with the aforementioned internal control system. Any change in the environment of the future may downgrade the level of compliance of the internal system. The effectiveness of the internal control system in current period cannot be guaranteed in the future.

Management's responsibilities

The responsibility of your management is to establish an internal control system in accordance with the Regulations Governing Implementation of Internal Control and Auditing System of Insurers and relevant laws and regulations, review it from time to time to maintain the effective design and implementation of the internal control system, and then issue the statement of internal control system accordingly upon assessment on the effectiveness thereof.

Auditor's Responsibilities

The responsibility of this accountant is to perform the necessary procedures in accordance with Article 26 of the Regulations Governing the Implementation of Internal Control and Audit Systems for Insurance Enterprises, the Regulations Governing Foreign Investments by Insurance Enterprises, the Financial Supervisory Commission (FSC) rulings Letter No. 10602506430 issued on January 15, 2018, Letter No. 10904350082 issued on January 22, 2021, the Guidelines for Accountants Conducting Internal Control Audits of Insurance Enterprises, and the FSC ruling Letter No.

1110466860 issued on March 6, 2023, as well as Assurance Standard No. 3000, "Assurance Engagements Other than Audits or Reviews of Historical Financial Information." The purpose is to obtain reasonable assurance regarding the subject matter and related information and to conclude whether, in all material respects, they comply with the applicable criteria and are fairly presented.

Independence and quality management practices

Our office and we have complied with the independence and other ethical requirements of the Norm of Professional Ethics for Accountants, which are based on the following principles: integrity, fairness and objectivity, professional ability and due care, confidentiality, and professional conduct. Additionally, our office complies with the Quality Management Standard No. 1 "Quality Management of CPA Firms," which stipulates the quality management system to be designed, implemented and executed by a CPA firm, including policies or procedures related to compliance with the code of professional ethics, professional standards and applicable laws and regulations.

Summary of procedures implemented

We plan and execute the necessary procedures based on professional judgment to obtain the relevant subject matter and evidence about the information of the subject matter. The procedures implemented include understanding the Company's internal control system, evaluating the process by which the management evaluates the effectiveness of the overall internal control system, and testing and evaluating the accuracy of its internal control system and external financial reporting (including the internal control system for financial reporting and reporting to the competent authorities), protection of asset safety (to protect assets from unauthorized access, use and disposal) and legal compliance related to the effectiveness of the design and implementation of the internal control system, as well as other assurance procedures as we deem necessary.

Assurance conclusion

In the opinion of this accountant, the design and implementation of your company's internal control system as of December 31, 2024, concerning external financial reporting (including the accuracy of reports submitted to the regulatory authority under the internal control system for financial reporting), asset protection (ensuring assets are not acquired, used, or disposed of without authorization), and regulatory compliance, are effective in all material respects, in accordance with the Regulations Governing the Implementation of Internal Control and Audit Systems for Insurance Enterprises and the Regulations Governing Foreign Investments by Insurance Enterprises, except for the internal control deficiencies and improvement plans stated in the attached Internal Control Statement of Taiwan Fire & Marine Insurance Co., Ltd. Furthermore, the statement issued by your company on March 7, 2025, declaring that the internal control system related to external financial reporting, asset protection, and regulatory compliance is effectively designed and implemented, is fairly presented in all material respects.

Deloitte, Taiwan

Chen-Hsiu Yang, CPA　　　　Wen-Yea Shyu, CPA

March 7, 2025

2.3.11 Key resolutions adopted by the Shareholders' Meeting and the Board of Directors in the most recent fiscal year up to the publication date of this annual report

A. Important resolutions of the 2024 general shareholders meeting and implementation status:

Date of Meeting	Key Resolutions	Implementation Status
2024.05.31	1. 2023 Business Report and financial statements.	All the resolutions have been fully implemented in accordance with the resolutions.
	2. 2023 earnings distribution proposal.	The distribution of bonus for shareholders totaling NT$470 million in accordance with the resolution of the shareholders' meeting has been completed on July 12, 2024.
	3. Company Charter amendment.	Completed the amendment registration with the Ministry of Economic Affairs in accordance with regulations.
	4. Approval of the amendments to the Procedural Rules of General Meetings.	All the resolutions have been fully implemented in accordance with the contents of the resolutions.

B. Major resolutions of Board Meetings during 2024 and as of the date of this Annual Report

Date of Meeting	Major resolutions	Resolution
2024.03.13	1.The time and place for the Company's 2024 Annual General Shareholders' Meeting and the time and place for receiving shareholders' proposals. 2.Resolution of the Company's 2023 Financial Report. 3.The distribution of the Company's 2023 earnings. 4. Approved the Company's 2023 Business Report Proposal. 5.The remuneration of employees and Directors of the Company for the year 2023. 6. Resolution of the Company's Procedural Rules of General Meetings	The Chairman consulted all the Directors present, and they voted in favor of the resolution without dissent.
2024.04.26	Resolution of the Company's Financial Report for the first quarter of 2024	The Chairman consulted all the Directors present, and they voted in favor of the resolution without dissent.
2024.08.23	1. Resolution of the Company's Financial Report for the first half of 2024. 2. The amendments to the Operating Procedures for the Acquisition and Disposal of Assets. 3. Resolution of the Company's donation to "Taiwan Fire & Marine Foundation".	The Chairman consulted all the Directors present, and they voted in favor of the resolution without dissent.

Date of Meeting	Major resolutions	Resolution
2024.10.25	Resolution of the Company's Financial Report for the third quarter of 2024	The Chairman consulted all the Directors present, and they voted in favor of the resolution without dissent.
2024.03.07	1.The time and place for the Company's 2025 Annual General Shareholders' Meeting and the time and place for receiving shareholders' proposals. 2.Resolution of the Company's 2024 Financial Report. 3. Approved the Company's 2024 Business Report Proposal. 4.The remuneration of employees and Directors of the Company for the year 2024. 5. Resolution of Company Charter amendment.	The Chairman consulted all the Directors present, and they voted in favor of the resolution without dissent.

2.3.12 Major content of any dissenting opinions on entry or stated in a written statement made by directors or Supervisors regarding key resolutions of board meetings during the past fiscal year up to the publication date of this report: None.

2.3.13 The Company's risk management organization, framework, and policies

A. Risk management organization

The Company's related risk management units include the Board of Directors, Risk Management Committee, Risk Management Department, business units, and the Audit Department.

(1) Board of Directors: Establish suitable risk management mechanisms and risk management culture and approve appropriate risk management policies. Learn about the risks in insurance operations, establish the effective risk management, and bear ultimate responsibilities for overall risk management.

(2) Risk Management Committee: A functional committee established in October 2010 and placed under the jurisdiction of the Board of Directors. This committee shall consist of at least three members, all of whom shall be directors. A majority of the members must be independent directors, and one of them shall serve as the convener, who must be an independent director with a professional background in finance, insurance, accounting, or financial management. The committee shall convene once per quarter and may hold additional meetings as needed. Its responsibilities include formulating risk management policies, frameworks, and organizational functions, establishing qualitative and quantitative management standards, and reporting on overall risk management to the board of directors at least once every six months to ensure effective risk management implementation.

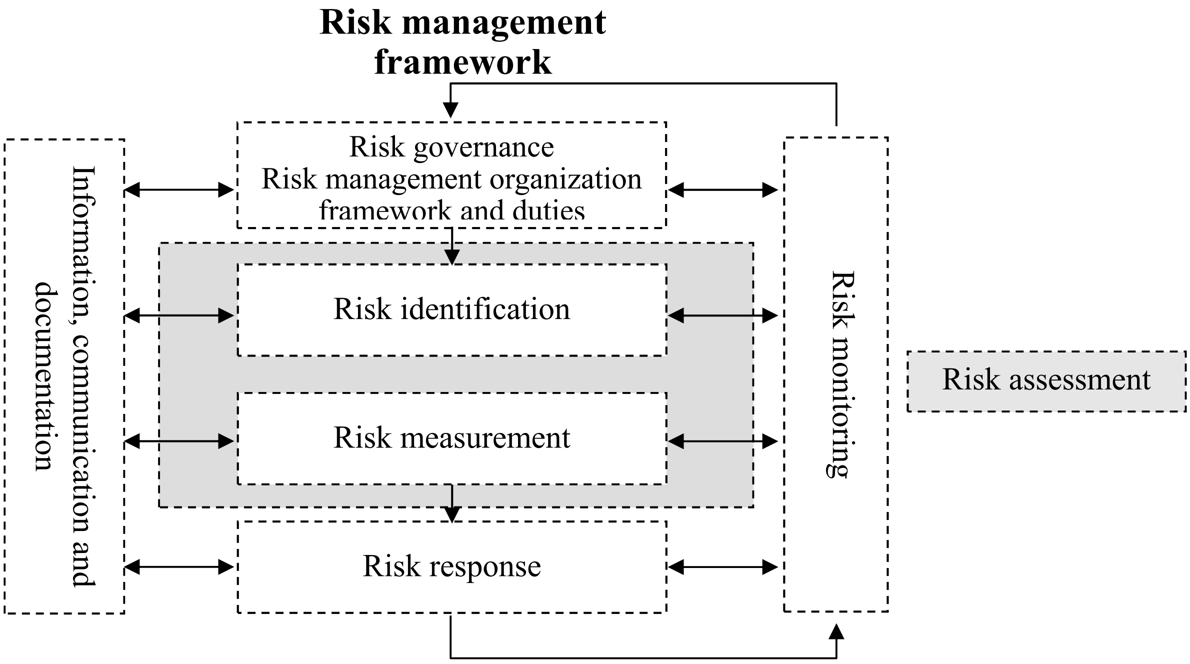
(3) Risk Management Department: The Risk Management Department was established in September 2010 and it is responsible for the monitoring, measurement, and assessment of the Company's risks. It also helps formulate and execute the risk management policy approved by the Board of Directors. The Department regularly files related risk management reports and assists in conducting stress tests and back tests whenever necessary.

(4) Business units: Business units are responsible for the identifying and monitoring of risks, reporting the risk exposure status, and excess risk report. Regularly review various risks and limits to ensure the effective implementation by business units within the risk limit. Measure the impact level of risks when incidents occur and deliver prompt and accurate risk information. Unit supervisors shall be responsible for daily risk management and reporting and they shall adopt necessary response strategies to supervise regular delivery of related risk management information to the Risk Management Department.

(5) Audit Department: Review the implementation status of risk management in all units in accordance with related regulations.

B. Risk management framework

The Company's risk management framework includes risk governance, risk management organizational framework and duties, risk identification, risk measurement, risk monitoring and information, communication, and documentation. They are shown in the figure below:



C. Risk management policy

The risk management policy is the Company's highest guiding principles for risk management. Through healthy risk management mechanisms, the Company and subsidiaries identify, measures, supervise, and control related risks in all operations to limit potential risks within reasonable levels, optimize the balance of risks and rewards, meet claim requests, improve core competitiveness, and improve the Company's long-term value. The Company's operates within nonlife insurance and the main risks include insurance risks, credit risks, market risks, liquidity risks, operational risks, and asset and liability risks. The Company has established risk management procedures for the six main types of risks to consolidate and manage risks. The risks and management methods are as follows:

(1) Insurance risk management policy: Insurance risk refers the risks borne by the Company after they are transferred from the insured to the Company upon payment of the insurance premiums. They are risks of losses due to non-expected changes when the Company pays for insurance claims and related expenses in accordance with the contract. Such risk of losses caused by unexpected changes include product design and pricing risks, insurance underwriting risks, reinsurance risks, catastrophe risks,

compensation claim risks, and preparatory fund risks. They are processed through risk management procedures including prior risk identification, measurement, risk response, monitoring, and post-incident management in business operations to control potential risks within reasonable and sustainable levels.

(2) Credit risk management policy: Credit risks refer to risks involving creditors' downgrade of credit or failure to repay debts or inability or refusal of transaction counterparties to perform their obligations. They include items involved in insurance businesses and fund utilization. Management mechanisms include prior credit level limit management and continuous monitoring and follow-up management after incidents. Credit level limits include position authorization limits, concentration limits, and credit rating limits.

(3) Market risk management policy: Market risks refer to potential risks of losses of assets due to market price fluctuations of the value of assets over a certain period. The scope includes changes in interest rates, equity securities, exchange rates, value of real estate. Management mechanisms include position authorization limits, concentration limits, and credit rating limits as well as VaR value analysis, sensitivity analysis, and other non-mandatory limits and operating procedures for cases where the aforementioned limits are exceeded.

(4) Liquidity risk management policy: Liquidity risks refer to funding liquidity risks where the Company cannot cash in on assets or obtain sufficient funding and thus cannot perform due obligations or market liquidity risks where the Company faces significant changes in market when disposing or offsetting positions it holds due to insufficient market depth or market disorder. The management mechanisms are established independent of the fund usage units of transaction units. Indicators and limits have been established for both fund liquidity risks and market liquidity risks to monitor the impact of the Company's fund inflow and outflow on liquidity. In addition, the Company avoids risk concentration in regards to asset distribution and transaction counterparty risk exposure.

(5) Operating risks management policy: Operating risks refer to risks of direct or indirect losses caused by internal operation procedures, inappropriate actions or errors of personnel or systems, or external incidents. The units responsible for operations of the Company have established operating risk monitoring and control as well as key indicators to regularly inspect and report their own evaluation mechanisms. The goal is to detect existing or potential risks and take prompt measures to offset risks.

(6) Asset and liability risks: Asset and liability risks refer to risks caused by inconsistencies between the value of assets and liabilities. The related business units of the Company shall adopt suitable asset and liability management for market risks that may be caused by interest rate or exchange rate variation to formulate, execute, monitor, and correct related strategies for asset and liabilities and achieve established financial goals.

(7) Climate change risk management guidelines:

Climate change risk is categorized into “tangible risk” and “transformation risk.” “Tangible risk” arises from direct or indirect losses caused by specific natural catastrophe or climate pattern changes. “Transformation risk” arises from the process of transformation to a low-carbon economy resulting from the effects of laws and regulations, low-carbon emission technologies and social preferences. The Company identifies, measures and controls related risks through risk management procedure in order to control risks that might arise from the business operation and investment planning to a reasonable and tolerable level.

D. Operation of the Risk Management Committee

(1) The Company's Risk Management Committee consists of 3 members.

(2) 6th Term Committee duration: From June 16, 2023 to June 15, 2026

In the most recent year and as of the date of the annual report publication, the Risk Management Committee held 5 meetings (A). The qualifications and attendance of the members are as follows:

Title	Name	Number of attendance (B)	Number of attendance via proxy	Attendance Rate (%) 【B/A】	Remarks
Independent Director	Cheng Ching Huang	5	0	100	Convener
Independent Director	Nien-Tsu Chiang	2	0	100	Appointment 2024.09.04
Independent Director	Christopher Chang	2	0	100	Appointment 2024.09.04
Member	Chao-Feng Chen	3	0	100	Dismissal 2024.09.04
Member	Tsui-Jung Chen	3	0	100	Dismissal 2024.09.04
Member	Eric Hsu	3	0	100	Dismissal 2024.09.04
Member	Chih-Chieh Huang	3	0	100	Dismissal 2024.09.04
Member	Chin-Ho Lin	3	0	100	Dismissal 2024.09.04
Member	Chih-Hung Wang	3	0	100	Dismissal 2024.09.04
Member	Andrew Hsieh	3	0	100	Dismissal 2024.09.04
Member	Allen Cheng	3	0	100	Dismissal 2024.09.04

(3) Resolutions of the Risk Management Committee：

Term / Date	Proposal Details	Board's Response
6th Term Risk Management Committee 4th meeting (2024.02.22)	Present the Company's "Risk Management Report for 2H of 2023"	Approved by all attending directors. (2024.03.13)
	Resolution by the Risk Management Committee: Approved by all present members unanimously.	
6th Term Risk Management Committee 5th meeting (2024.04.23)	1. Present the Company's "Risk Management Report for Q1 of 2024"	–
	2. Present the Company's "2024 Self-Risk and Solvency Assessment Report"	Approved by all attending directors. (2024.04.26)
	Resolution by the Risk Management Committee: Approved by all present members unanimously.	

Term / Date	Proposal Details	Board's Response
6th Term Risk Management Committee 6th meeting (2024.08.21)	1. Report the implementation results of the Company's "2024 Analysis on Insurance Companies' Climate Change Scenarios"	Approved by all attending directors. (2024.08.23)
	2. Report on the amendments to the "Risk Management Best Practice Principles for Insurance Companies" and "FAQ for Risk Management Best Practice Principles"	Approved by all attending directors. (2024.08.23)
	3. Present the Company's "Overall Risk Management Report for 1H of 2024"	Approved by all attending directors. (2024.08.23)
	Resolution by the Risk Management Committee: Approved by all present members unanimously.	
6th Term Risk Management Committee 7th meeting (2024.12.26)	1. Present the Company's "Risk Management Report for Q3 of 2024"	−
	2. Propose the maximum retained limits for each insurance type and the maximum retained limits for each insurance type and approve the maximum retained limits applicable to supervisors in 2025	−
	3. The Company intends to maintain the "Risk Management Policy" and keep the risk appetite unchanged.	Approved by all attending directors. (2024.12.27)
	4. The Company intends to keep the provisions of the "Self-Risk and Solvency Assessment Policy" unchanged.	−
	5. Formulate the Company's 2025 "Risk Control Mechanism for Natural Disaster Insurance" and "Catastrophic Risk Accumulation Value and Maximum Loss Risk Assessment"	Approved by all attending directors. (2024.12.27)
	Resolution by the Risk Management Committee: Approved by all present members unanimously.	
6th Term Risk Management Committee 8th meeting (2025.03.06)	1. Present the Company's "Risk Management Report for 2H of 2024"	Approved by all attending directors. (2025.03.07)
	2. Present the Company's "2025 Self-Risk and Solvency Assessment Report"	Approved by all attending directors. (2025.03.07)
	3. Propose to amend the Company's "Risk Management Policy"	Approved by all attending directors. (2025.03.07)
	Resolution by the Risk Management Committee: Approved by all present members unanimously.	

(4) Responsibilities of the Company's Risk Management Committee

① Draft the policies, structures, organizational functions of risk management, establish the qualitative and quantitative management standards (such as risk appetite and risk limit, etc.), report to the Board regularly and reflect the implementation of risk management to the Board in timely manner, and propose the necessary improvement advices.

② Execute the Board's decisions of risk management, and regularly review the performance for development, establishment, and execution of the risk management mechanism at the Company level.

③ Assist and supervise the risk management activities conducted by each department.

④ Assist review on the operations related to determination of risk limit.

⑤ Adjusted the risk categories, limit allocation, and assumption approach depending on the changes of circumstance.

⑥ Coordinate the interactions and communications of cross-department risk management.

⑦ Evaluation on capital adequacy.

⑧ Performance management after risk adjustment.

2.3 Information on CPA service fees

Unit: Thousand NTD

Accounting Firm	Name of CPA	Period Covered by CPA's Audit	Audit Fees	Non-audit Fee	Total
Deloitte & Touche	Cheng-Hsiu Yang	January 1, 2024 to December 31, 2024	1,960	7,285	9,245
	Wen-Yea Shyu	January 1, 2024 to December 31, 2024			

Remarks：

1. The audit fees only include the professional fees for audit, review and re-audit on financial statements and auditing of the financial forecast as referred to in Item 3, Subparagraph 1, Paragraph 1 of Article 24 of the Regulations Governing the Preparation of Financial Reports by Insurance Enterprises.
2. The non-auditing fees refer to the professional fees for certification services including tax certification, audit on internal control system, examination of capital adequacy ratio and IB filing reports, audit on compulsory automobile liability insurance, review on annual reports and project consulting services, and ESG consultant fees.

Note 1: If any change of the CPA firm results in the reduction of audit remuneration from the previous year, please disclose the audit remuneration before and after the change and the cause of such change: None.

Note 2: If the audit remuneration was reduced by more than 10% from the previous year, the actual amount, proportion, and reasons for the reduction must be disclosed: None.

2.4 Information on Replacement of CPA：

In 2024, in response to the internal work adjustment of Deloitte Taiwan, the external auditors, Wang-Sheng Lin, CPA and Wen-Ya Hsu, CPA, were replaced by Cheng-Hsiu Yang, CPA and Wen-Yea Shyu, CPA.

2.5 The Company's Chairman, General Manager, or any managerial officer in charge of finance or accounting matters has held a position at its CPA's accounting firm or at an affiliated enterprise in the most recent year：None.

2.6 Equity transfer or changes to equity pledge of directors or managerial officers holding more than ten percent (10%) of company shares during the year prior to the publication date of this report:

2.6.1 Transfer of shares and changes in equity pledge of directors, managers, and primary shareholders:

Unit: Shares

Title (Note 1)	Name	2024		As of March 31 of the year	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
Director/Chairman	Steve Lee	-	-	-	-
Director of Corporate shareholder	Yong-Shin Development Co., Ltd.	-	-	-	-
Director	Charles Sung	-	-	-	-
Director	Chung-Chou Chang	9,000	-	-	-
Director	Bin-Fu Chen	-	-	-	-
Director of Corporate shareholder	Shan-Yue Industrial Co., Ltd.	-	-	-	-
Director	Chain-Cheng Lee	-	-	-	-
Director of Corporate shareholder	Bank of Taiwan Co., Ltd.	-	-	-	-
Director	Mei-Ling, Wu	-	-	-	-
Director	Wei-Hsin Wang	-	-	-	-
Director	Hsiu-Shiang Liu (Note 2)	-	-	-	-
Director	Yi-Bao Lin (Note 3)	-	-	-	-
Independent Director	Cheng Ching Huang	–	–	–	–
Independent Director	Nien-Tsu Chiang	–	–	–	–
Independent Director	Christopher Chang	–	–	–	–
President	Chao-Feng Chen	-	-	15,000	-
Senior Vice President	Nicholas N.C. Sheu	-	-	-	-
General Auditor	Su-Chen Lin	-	-	-	-
Chief Compliance Officer	Tsui-Jung Chen	-	-	-	-
Executive Vice President	Chia-Lin Sheu	-	-	-	-
Senior Vice President	Andrew Hsieh	-	-	-	-
Senior Vice President	Allen Cheng	-	-	-	-
Vice President	Chih-Chieh Huang	-	-	-	-
Vice President	Yuan-Yi Liao	-	-	-	-
Vice President	Jimmy Chu	-	-	-	-
Vice President	Hong-Hsing Chuang	-	-	-	-
Vice President	Steven Lin	-	-	-	-
Senior Manager	Yung-Fu Su	-	-	-	-
Senior Manager	Kent Lee	-	-	-	-
Senior Manager	Chih-Hung Wang	-	-	-	-
Senior Manager	Yu-Jen Hsiao	-	-	-	-
Senior Manager	Chyi- Shyang Chio	–	–	–	–
Senior Manager	Jonathan Tu	(5,000)	-	-	-
Senior Manager	Ming-Fang Rao (Note 4)	-	-	-	-
Senior Manager	Chin-Ho Lin	-	-	-	-
Manager	Chiu-Shan Chung	–	–	–	–
Manager	Eric Hsu	–	–	–	–

Title (Note 1)	Name	2024		As of March 31 of the year	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
Manager	Wun-Bin, Hou	(3,000)	-	3,000	-
Manager	April Wang	-	-	9,000	-
Manager	Nan-Chou Liu (Note 5)	-	-	-	-
Manager	Ben Yu	-	-	-	-
Manager	Shang-Jen Tung	-	-	-	-
Manager	Feng-Wei Chen	-	-	-	-
Manager	Kuan-Yeu Chen	-	-	-	-
Manager	Ting-Kuo Huang	-	-	-	-
Manager	Shih-Ting Hsiao	-	-	-	-
Manager	Ching-Tzung Lu	1,000	-	-	-
Manager	Gavin Hsiao	-	-	-	-
Senior Manager	Cathi Chen (Note 6)	-	-	-	-
Manager	Ming-Ta Tan (Note 7)	-	-	-	-
Manager	Ben Hsu (Note 7)	-	-	-	-
Accounting Manager	Pi-Chen Wang	-	-	-	-

Note 1：Shareholders who hold more than ten (10) percent of the Company's shares shall be noted as major shareholders and listed separately.
Note 2：Dismissal on February 19, 2025
Note 3：Appointment on February 19, 2025
Note 4：Dismissal on June 30, 2024
Note 5：Dismissal on November 01, 2024
Note 6：Appointment on April 01, 2024
Note 7：Appointment on September 01, 2024
Note 8：〔-〕 in the table means 〔0〕

2.6.2 Information of change in equity

Any transfer of equity interests by a director, supervisor, managers, or shareholder with a stake of more than 10 percent where the counterparty in any such transfer of equity interests is a related party：None.

2.6.3 Information of change in equity

Any pledge of equity interests by a director, supervisor, managers, or shareholder with a stake of more than 10 percent where the counterparty in any such pledge of equity interests is a related party：None.

2.7 Information regarding the top 10 shareholders in terms of number of shares held, who are related parties or each other's spouses and relatives within the second degree of kinship

Unit: Shares; %

Name (Note 1)	Current Shareholding		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Name	Relationship	
Bank of Taiwan Co., Ltd. Representative: joanne Ling	64,608,278	17.84%	-	-	-	-	None	None	None
Navigator Investment Co., Ltd. Representative: Mu-Heng Wu	25,168,675	6.95%	-	-	-	-	Jia-Der Investment Co., Ltd. Steve Lee Navigator Real Estate Co., Ltd. Navigator Real Estate Co., Ltd. Tong-Sheng Development Co., Ltd.	The Chairman is the same person A Director and spouse of the Chairman of Navigator Investment Navigator Investment is a corporate director of Navigator Construction	None
Yong-Shin Development Co., Ltd. Representative: Chain-Cheng Lee	24,158,535	6.67%	-	-	-	-	Tong-Sheng Development Co., Ltd. Navigator Real Estate Co., Ltd. Navigator Investment Co., Ltd Qiao-Nong Investment Co., Ltd. Jia-Der Investment Co., Ltd. Steve Lee	The Chairman is the same person The Chairman is the same person	None
Qiao-Nong Investment Co., Ltd. Representative: Julie Lee	11,026,843	3.04%	-	-	-	-	Yong-Shin Development Co., Ltd. Steve Lee	Corporate director A family member within the second degree of kinship of the Chairman of Chiao Nung Investment	None
Taichung Commercial Bank Co., Ltd. Representative: Ruey-Tsang Lee	10,662,000	2.94%	-	-	-	-	None	None	None
Navigator Real Estate Co., Ltd. Representative: Chain-Cheng Lee	10,601,122	2.93%	-	-	-	-	Steve Lee Navigator Investment Co., Ltd. Yong-Shin Developme	A Director and a family member within the second degree of kinship of the Chairman	None

Name (Note 1)	Current Shareholding		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Number of Shares	Shareholding Percentage	Name	Relationship	
							nt Co., Ltd. Tong-Sheng Development Co., Ltd.	of Navigator Investment Corporate director The Chairman is the same person The Chairman is the same person	
Land Bank of Taiwan Co., Ltd. Representative: Ying-Ming He	10,237,317	2.83%	-	-	-	-	None	None	None
Jia-Der Investment Co., Ltd. Representative: Mu-Heng Wu	7,966,520	2.20%	-	-	-	-	Navigator Investment Co., Ltd. Navigator Real Estate Co., Ltd. Steve Lee	The Chairman is the same person Corporate director Spouse of the Chairman of Chia Te Investment	None
Steve Lee	7,509,939	2.07%	1,030,229	0.28%	-	-	Navigator Investment Co., Ltd. Navigator Real Estate Co., Ltd. Tong-Sheng Development Co., Ltd.	A Director and spouse of the Chairman of Navigator Investment A Director and a family member within the second degree of kinship of the Chairman of Navigator Investment A Director and a family member within the second degree of kinship of the Chairman of Tong Sheng Investment	None
Tong-Sheng Development Co., Ltd. Representative: Chain-Cheng Lee	6,912,556	1.91%	-	-	-	-	Navigator Real Estate Co., Ltd. Yong-Shin Development Co., Ltd. Steve Lee	The Chairman is the same person The Chairman is the same person A Director and a family member within the second degree of kinship of the Chairman of Tong Sheng Investment	None

Note 1：List out the top 10 shareholders. List both the titles of the shareholders and the names of the representatives for institutional shareholders.
Note 2：The calculation of proportion of shareholding shall be the holding by the person, spouse, and dependents or in the name of a third party separately.
Note 3：The aforementioned shareholders for disclosure shall include institutional shareholders and natural persons, with the relations between the shareholders as required by the Criteria for the Compilation of Financial Statements by Securities Issuers.
Note 4: "-" in the table means "0".

2.8 Number of shares held by the company, its directors, supervisors, managerial officers and directly or indirectly controlled undertakings in the same invested companies, and the consolidated shareholding ratio

Comprehensive Shareholding Percentage

Unit: Shares; %

Investment (Note)	Investments of the Company		Investments of Directors, Supervisors, Managers and directly or indirectly controlled businesses		Total Investments	
	Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage	Number of shares	Shareholding Percentage
TOP TAIWAN X VENTURE CAPITAL CO., LTD.	16,458,750	24.75	-	-	16, 458, 750	24.75
AcSun Energy Inc.	20,000,000	20.00	-	-	20,000,000	20.00

Note : The investment is made under equity method.

III、Capital Overview

3.1、Shares and Dividends

3.1.1 Capital Sources

A. Issued Shares

Month/ Year	Par Value (NT$)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount (NT$)	Shares	Amount (NT$)	Sources of Capital	Capital Increased by Assets Other than Cash	Other
7/2003	10	353,600,000	3,536,000,000	280,662,800	2,806,628,000	Capital Increase by Earning	0	Note1
8/2004	10	353,600,000	3,536,000,000	304,091,500	3,040,915,000	Capital Increase by Earning	0	Note2
8/2005	10	353,600,000	3,536,000,000	316,857,000	3,168,570,000	Capital Increase by Earning	0	Note3
9/2010	10	600,000,000	6,000,000,000	363,816,400	3,638,164,000	Capital Increase by Earning	0	Note4
12/2015	10	600,000,000	6,000,000,000	362,200,400	3,622,004,000	Treasury Stocks Nullifying 1,616,000	0	Note5

Note 1: Decree No. 0920131648 issued by MOF
Note 2: Decree No. 0930135221 issued by FSC
Note 3: Decree No. 0940131068 issued by FSC
Note 4: Decree No. 0990041289 issued by FSC
Note 5: Decree No. 10401263610 issued by MOEA

B. Type of Stock

Share Type	Authorized Capital			Remarks
	Issued Shares	Un-issued Shares	Total Shares	
Common Shares	362,200,400	237,799,600	600,000,000	None

C. Information for Shelf Registration

Securities Type	Preparing to Issue Amount		Issued Amount		Purpose and Effect for Issued Shares	Issue Period for Unissued Shares	Remarks
	Total Shares	Authorized Amount (NT$ thousands)	Shares	Price (NT$)			
None	-	-	-	-	-	-	None

3.1.2 List of Major Shareholders

As of 3/31/2025

Shareholder's Name	Shareholding	
	Shares	Percentage (%)
Bank of Taiwan	64,608,278	17.84
Navigator Investment Co., Ltd.	25,168,675	6.95
Yong-Shin Development Co., Ltd.	24,158,535	6.67
Qiao-Nong Investment Co., Ltd.	11,026,843	3.04
Taichung Commercial Bank Co., Ltd.	10,662,000	2.94

Shareholder's Name	Shareholding	
	Shares	Percentage (%)
Navigator Real Estate Co., Ltd.	10,601,122	2.93
Land Bank of Taiwan	10,237,317	2.83
Jia-Der Investment Co., Ltd.	7,966,520	2.20
Steve Lee	7,509,939	2.07
Tong-Sheng Development Co., Ltd.	6,912,556	1.91

3.1.3 Dividend policy and implementation status

A. Dividend policy established in the Articles of Incorporation

When allocating the net profits for each fiscal year, the Company shall first offset its losses in previous years and pay for all taxes before setting aside 20% of the profits remaining balance as Legal capital reserve, until the accumulated legal capital reserve equals the Company's paid-in capital. Special capital reserve shall then be appropriated or reversed from the balance pursuant to relevant laws and regulations. The Board of Directors shall, pursuant to the dividend policy specified in Article 37, draft the proposal for appropriation of earnings based on the remaining balance, if any, combined with accumulated unappropriated earnings at the beginning of the period and unappropriated earnings of the current year and submit it to the shareholders' meeting for resolution.

The Company operates in the nonlife insurance industry which has remained competitive after the opening of the insurance market. To strengthen the Company's undertaking and repayment capacity, future funding requirements, and satisfy shareholders' demand for cash inflow, the Board of Directors has adopted a stable and balanced dividend policy for the earnings distribution for the current year and it adjusted the proportion of stock and cash dividends. Cash dividends shall be no lower than 10% of the total dividends. However, if the cash dividends are lower than NT$0.1 per share, they may be distributed as stock dividends.

B. Specific dividend policy: Distribution of dividends in previous years

Year	Cash dividends	Distribution date
2019	1.00	2020.7.10
2020	1.10	2021.7.15
2021	0.75	2022.5.10
2022	1.00	2023.7.31
2023	1.30	2024.7.12
2024	(Note)	To be determined

Note: As of the date of publication of the annual report, the Company has not completed the procedures for the distribution of the 2024 earnings.

Although the dividend distribution ratio is not specified in the Company's Articles of Incorporation, the percentage of earnings provided for distribution may be determined for strengthening the Company's undertaking and repayment capacity, future funding requirements, and satisfying shareholders' demand for cash inflow. It shall be processed after it is resolved in the shareholders' meeting.

Our dividend distribution principle for the next three years shall be as follows: After deducting corporate income taxes, making up for any accumulated losses, and allocating statutory reserves, special reserves, director's remuneration, and employee remuneration from the annual net profit, the distributable profit shall be determined. The dividend payout ratio shall be no less than 20% of the total distributable profit, and the cash dividend payout ratio shall be no less than 10% of the total dividend.

C. Dividend distribution to be proposed to the shareholders' meeting

As of the date of publication of the annual report, the Company has not completed the procedures for the distribution of the 2024 earnings.

D. Any expected material changes to the dividend policy shall be further explained: None.

3.1.4 The impacts of issuing stock grants in this Shareholder's Meeting on the Company's operational performance and dividend per share:

The dividend distribution to be proposed to the shareholders' meeting does not include stock dividends and this item is therefore inapplicable.

3.1.5 Compensation for employees, Directors, and Supervisors

A. Percentage or range of rewards distributed to employees and Directors as stipulated in the Company's Articles of Incorporation:

In the event the Company makes a profit during the fiscal year, it shall set aside 1% to 5% of its annual profit to employees as profit sharing bonus and no higher than 5% of its annual profit to Directors as compensation (Not including Independent Directors). If there are cumulative losses, the Company shall appropriate funds to make up for such losses.

B. Accounting treatment for the basis of estimating the amount of the employees' remuneration and Director's remuneration for this fiscal period, the basis of calculating the number of shares to be distributed as employees' remuneration, and for any discrepancy between the actual amount distributed and the estimated figures.

The Company's remuneration for employees and Directors shall be 1% to 5% and under 5% of the earnings before tax of the year and before deducting remuneration for employees and Directors. The proposed employee remuneration of NT$36 million and Director Remuneration of NT$36 million for 2025 were appropriated based on the aforementioned 2.4976% of the pre-tax profit. The Board of Director approved to distribute employee remuneration of NT$36 million and Director Remuneration of NT$36 million in the meeting on March 7, 2025.

If there are changes made to the amount after the issuance of annual financial report, the changes shall be accounted for as changes in accounting estimates and recognized in the financial statements of the following year.

C. Status of compensation distribution as approved by the Board of Directors

(1) The Board of Director resolved to distribute employee bonus of NT$36 million and Director Remuneration of NT$36 million in cash in the Board meeting on March 7, 2025.

(2) If there is any discrepancy between the Board of Directors' proposal for the distribution of remuneration for employees and Directors and the estimated amount of recognized expenses for the current fiscal year, the amount, causes and treatment of such discrepancy shall be disclosed: No such discrepancy.

D. Actual distribution of remunerations for employees, Directors, and Supervisors (including the number, sum, and price of shares distributed), and where there were discrepancies with the recognized remuneration for employees, Directors, and Supervisors, the difference, cause, and treatment of the discrepancy be described.

Unit: NT$1,000

Distribution Item	Actual Distribution	Amount Passed in the Original Board Meeting (2024)	Difference
Remuneration of employees	0	31,008	Undistributed
Remuneration to Directors and Supervisors	31,008	31,008	None

3.1.6 Status of company share buyback

The Company did not buy back shares in 2024 and up to March 31, 2025.

3.2 Issuance of Corporate Bonds: None

3.3 Issuance of Preferred Shares: None

3.4 Issuance of Global Depositary Shares: None

3.5 Issuance of Employee Stock Option Plan: None

3.6 Issuance of Employee Restricted Stock: None

3.7 Issuance of New Share Issuance in Connection with Mergers and Acquisitions: None

3.8 Financing Plans and Implementation: None

IV. Operational Highlights

4.1 Business activities

4.1.1 Business scope

A. Main business: Direct insurance policies and reinsurance business.

(1) Direct written policies

①Fire insurance
②Marine Cargo Insurance
③Marine Hull Insurance
④Fishing Vessel Insurance
⑤Aviation Insurance
⑥Automobile Insurance
⑦Money Insurance
⑧Bond and Credit Insurance
⑨Liability Insurance
⑩Engineering Insurance
⑪Personal Accident Insurance
⑫Other Property Insurance

(2) Reinsurance: Inward business of various lines of domestic and foreign insurance

B. Breakdown of Total Premium in 2024, based on business lines.

(1) Premium of direct policies written was NT$8.87 billion, 94.63% of total premium.
(2) Premium of inward reinsurancewas NT$503 million, 5.37% of the total premium.

C. Breakdown of Total Premium in 2024, based on business line.

(1) Automobile Insurance	38.65%
(2) Commercial Fire Insurance	14.93%
(3) Residential Fire Insurance	11.29%
(4) Compulsory Automobile Liability Insurance	8.31%
(5) Personal Accident Insurance	7.46%
(6) Liability Insurance	4.82%
(7) Engineering Insurance	3.94%
(8) Marine Cargo Insurance	3.72%
(9) Other Property Insurance	2.63%
(10) Others*	4.25%

Note: Products that account for less than 2% of the total written premiums are collectively indicated under Others.

D. Products and Services Currently Planned

2025 the Company focus on FinTech, digital portals, e-operations, online insurance procurement and mobile office mechanisms to strengthen product development and promotion; improve operational efficiency. Adheres to the principles of fair treatment, financial services, and customer orientation, comprehensively improving customer service quality and customer insurance protection. In response to changes in the market, laws and regulations, and consumer needs, the Company continues to design product portfolio packages with innovative product design and launch differentiated products. We have also adopted a market segmentation strategy and makes full use of the advantages of multiple strategic alliances and professional associations to expand the market reach whereby to improve the company's overall operating performance.

4.1.2 State of the Industry

A. Current State and Development of the Industry

In 2024, premium income of nonlife insurance market exhibited growth of 10.90%, reached NT$270 billion. Besides credit bond and fishing vessel insurance lines, all other business lines showed growth momentum, especially for commercial fire, engineering, liability, hull, aviation, health and personal liaiblity insurance lines all have achieved double-digit growth.

Looking ahead to Taiwan's non-life insurance market in 2025, government policies aimed at promoting green energy development—such as offshore wind power, solar energy, and energy storage infrastructure—will benefit the performance of engineering and liability insurance. The tourism industry is expected to recover to pre-pandemic levels, with increased travel activity. The digitalization of residential fire insurance policies will gradually roll out, enhancing operational efficiency and supporting environmental sustainability policies. Continued robust domestic economic activity will further support business expansion and contribute to growth in the non-life insurance market.

However, there are still concerns over inflation both domestically and globally. Rising labor and material costs may lead to higher claim payouts. Labor shortages and increased prices for raw materials may cause project delays. Climate change has increased the risk of catastrophic events, making risk control more difficult and potentially leading to higher loss ratios. Additional challenges include geopolitical tensions in the Taiwan Strait, increased compliance costs related to ESG sustainability, the implementation of IFRS 17, and the Fair Treatment of Customers regulations. Moreover, the growing frequency of cyberattacks and the high investment costs in digitalization may continue to impact the operations of the non-life insurance market.

B. Development Trends and Competition for Various Products

(1) Fire Insurance

The 2024 total fire insurance market written premium (including natural perils coverage) was NT$45.49 billion, a yoy growth rate of 13.20%. The total premium for commercial fire line was NT$38.27 billion, yoy growth rate of 15.06%. The main reason behind the growth was due to increasing insured value and reinsurance rate for the mega accounts. For the residential fire, as the real estate market is affected by government policy, rising interest rates, and the inflation, the total residential fire insurance has slowed its growth to 1.5% only (from 5.4% of previous year), premiums level at NT$7.2 billion. The 2024 take-up rate of residential earthquake insurance was 38.89%, a slight increase from 37.85% of 2023.

For the commercial fire insurance market in 2025, with the current hard reinsurance market, the premium written will be increased but only mildly. Residential fire insurance, in light of healthy economic situation, government's new loan policy for first-time home buyers, may have effect to increase the public's willingness to purchase home and therefore increase the sales for residential fire insurance.

(2) Automobile Insurance

In 2024, the overall automobile insurance market continued to register a yoy growth 7.69%, the total automobile insurance premium reached NT$134 billion. The noncompulsory automobile insurance premium was NT$114.75 billion, a growth rate of 8.60%; the compulsory automobile liability insurance premium reached NT$19 billion, growth rate of 1.40%. This is contributed by the new vehicle sales growth of 11%. With the inflation, the increase in the frequency and severity in the loss experience, the rate has increased as well.

In 2025, as the negative impact of the material shortfall and pandemic has diminished, the vehicle production will be back to normal, and bring back prosperity in the motor industry; and at the same time, the nonlife insurance association is pushing for the independent rating scheme for the electric vehicles, and with the aforementioned premium rate increase, the overall auto insurance premium income for the coming year is expected to maintain growth.

(3) Marine Cargo Insurance

In 2024, the overall market written premium of marine cargo insurance line was NT$7.7 billion, yoy growth rate of 9.92%.

For 2024, Cargo insurance will continue to face hardened reinsurance market due to continuing of Russia-Ukraine War, rising inflation, increasing shipping costs, and reinsurance costs, the insurance premium rate will continue to be affected; we expect that the premium written will increase by 5%.

(4) Marine Hull Insurance

In 2024, the overall market written premium of hull insurance was NT$2.35 billion, a yoy increase of 10.58%. For the fishing vessel insurance, market written premium was NT$1.32 billion, yoy growth rate of 4.80%.

The hull insurance market in 2025 will continue to increase due to the strict underwriting, continuing of Russia-Ukraine War, rising inflation, increasing shipping costs, and hardened reinsurance market. The overall written premium from hull insurance line will have an overall 5% to 8% growth.

(5) Aviation insurance

In 2024, the overall market written premium of aviation insurance was NT$1,355.4 million, yoy growth rate of 40.18%.

For 2025, the total written premium is expected to increase due to the ease of global coronavirus effect, increase of international traveling and increase of the war rate.

(6) Casualty Insurance

In 2024, the overall market written premium of casualty insurance line (including liability, bond, and other properties) was NT$33.60 billion, yoy growth of 12.58%. Within this category, the total credit guarantee insurance written premium was NT$1.97 billion, yoy growth of 4.91%; the total liability insurance written premium was NT$19.77 billion, yoy growth of 14.49%; and, the total other property insurance premium was NT$11.85 billion, negative growth rate of 12.88%.

Looking forward to 2024, the growth will be in the premium rate re-evaluation, increase of the travel activities, various large events, and launch of new cyber related insurance products; it is expected to grow by 8% for the whole market.

(7) Engineering insurance

In 2024, the overall engineering insurance market recorded a total of NT$16.76 billion in insurance premium, a growth rate of 50.38%. The main contributing factor is the green energy project expansion and reinsurance cost driving the primary rate increase.

In terms of outlook for 2025, as the government continue to actively promote green energy projects and the continuing of the high reinsurance costs, it is expected that the overall engineering insurance market will continue to grow.

(8) Accident and Health Insurance

In 2024, the overall market premium for accident and health lines reached NT$22.53 billion, a yoy growth rate of 2.64%; and the market health insurance written premium was NT$4.49 billion, a negative growth rate of 10.97%.

The accident and health insurance market for the coming year, the growth momentum will be slow, as the market still affected by pandemic risks and the coverage tighten on the line. However as for the travel insurance, due to booming in the tourism and increasing insurance demand, it is expected that the growth rate of travel insurance line will be greatly improved.

4.1.3 Overview of technology and R&D

A total of 51 New Insurance Products Submitted in 2024：

1 TFMI Hull Insurance _ JWC Hull War, Piracy, Terrorism and Related Perils (18th December 2023)
2 TFMI Accidental Pollution Liability Insurance (for Taiwan Power Company)
3 TFMI Commercial General Liability Insurance - Contractual Liability Limitation Clause
4 TFMI Residential Fire Insurance - Waiver of Subrogation Rights Clause
5 TFMI Building Inherent Defect Insurance (for Residential Building at Fuxing South Road Sec2 of Baopu Construction Inc)
6 TFMI Building Inherent Defect Insurance (for Residential Building at Nanning Road of Baopu Construction Inc)
7 TFMI Commercial General Liability Insurance - PFAS Exclusion Clause
8 TFMI Aviation Insurance - Satellite Pre-launch and Launch Insurance
9 TFMI Travel Comprehensive Insurance – Accident Transportation Expense Clause
10 TFMI Electronic Vehicle Insurance
11 TFMI Commercial General Liability Insurance Deductible Clause (A)
12 TFMI Electronic Vehicle Insurance (for businesses)
13 TFMI Automobile Insurance – Third Party Liability Insurance for Taxi (Electronic Vehicles)
14 TFMI Fishing Vessel Due Diligence Clause
15 TFMI New Sunny Life Personal Accident Insurance - Facial Trauma Insurance Benefits Clause
16 TFMI New Sunny Life Personal Accident Insurance - Earthquake Insurance Benefits Clause
17 TFMI New Sunny Life Personal Accident Insurance - Hospital Caregiving Insurance Benefits Clause
18 TFMI New Sunny Life Personal Accident Insurance - Supplemental Disability Coverage for Severe Injuries Insurance Benefits Clause
19 TFMI New Sunny Life Personal Accident Insurance – Elevator Accident Clause
20 TFMI New Sunny Life Personal Accident Insurance – Maximum Benefit Limit for Designated Accidents and Periods Insurance Benefits Clause
21 TFMI New Sunny Life Personal Accident Insurance – Holiday Injury Accident Clause
22 TFMI New Sunny Life Personal Accident Insurance – Overseas Injury Accident Clause
23 TFMI New Sunny Life Personal Accident Insurance – Outpatient Surgical Care Insurance Benefits Clause
24 TFMI New Sunny Life Personal Accident Insurance – Spousal Simultaneous Accidental Death Insurance Benefits Clause
25 TFMI New Sunny Life Personal Accident Insurance
26 TFMI New Sunny Life Personal Accident Insurance – Fire Accident Insurance Benefit Clause
27 TFMI New Sunny Life Personal Accident Insurance – Automatic Renewal Clause
28 TFMI New Sunny Life Personal Accident Insurance – Motor Vehicle Accident Insurance Benefit Clause
29 TFMI New Sunny Life Personal Accident Insurance – Severe Burn Injuries Insurance Benefit Clause

30 TFMI New Sunny Life Personal Accident Insurance – Intensive Care Hospitalization Insurance Benefit Clause
31 TFMI New Sunny Life Personal Accident Insurance – Accident Medical Expense (Daily Limit) Insurance Benefit Clause
32 TFMI New Sunny Life Personal Accident Insurance – Dermatoplasty for Accidental Burns Insurance Benefit Clause
33 TFMI New Sunny Life Personal Accident Insurance – Public Transportation Accident Clause
34 TFMI New Sunny Life Personal Accident Insurance – Burn Unit Daily Allowance Insurance Benefit Clause
35 TFMI New Enjoy Life Personal Accident Insurance
36 TFMI New Enjoy Life Personal Accident Insurance –Automatic Renewal Clause
37 TFMI New Enjoy Life Personal Accident Insurance –Severe Burn Injuries Insurance Benefit Clause
38 TFMI New Enjoy Life Personal Accident Insurance –Outpatient Surgical Care Insurance Benefits Clause
39 TFMI New Enjoy Life Personal Accident Insurance – Dermatoplasty for Accidental Burns Insurance Benefit Clause
40 TFMI Motor Bicycle Comprehensive Insurance – Excess Liability Insurance Benefit Clause – Type A
41 TFMI Insurance Contract Rights Transfer Notice Clause
42 TFMI Cyber Insurance Intercompany Exclusion Clause
43 TFMI Cyber Insurance Territory Restriction Clause
44 TFMI Cyber Insurance Ransomware Event Sublimit and Coinsurance Clause
45 TFMI Motor Vehicle Material Damage Insurance - Battery Self-Ignition Clause (Electronic Vehicle Specific)
46 TFMI Motor Vehicle Material Damage Insurance - Charging Period Clause (Electronic Vehicle Specific)
47 TFMI Motor Vehicle Third Party Liability Insurance - Charging Period Clause (Electronic Vehicle Specific)
48 TFMI Launch & In-Orbit Insurance (B)
49 TFMI New Sunny Life Personal Accident Insurance – Hospital Discharge Insurance Benefit Clause
50 TFMI New Sunny Life Personal Accident Insurance – Specific Transportation Accident Clause
51 TFMI Aviation Crew Insurance - Master Group Personal Accident Policy

4.1.4 Long- and Short-term Business Development Plans

A. Short-term Business Plans

(1) Provide new product mixes and differentiated services that meet market demands, laws and regulations, and customer needs

(2) Target client base, build up market segmentation, put forth cross selling strategy, and implement various sales promotion and awards to stimulate sales productivity.

(3) Diversify investments to lower risks and increase yield rate. Also evaluate real estate investments to stabilize income from rental properties.

(4) Intensify strategic alliances with sales channels and makes use of advantages in rates and diversified channels to expand the targets market.

(5) Strengthen Insurtech and mobile insurance platform capabilities, continue to expand enhance e-commerce channel to increase customer purchasing flexibility; optimize insurance purchasing procedures, promote electronic insurance policy issuance to expand business scale, improve efficiency, and increase convenience levels for customers to purchase insurance.

(6) Strengthen customer loss prevention services and practice prudent underwriting, enhance quality business portfolio and screen sales channels for quality risks to mitigate customer and risks take on, while increase retained premium level and insurance surplus to maintain stable profits.

(7) Implement the principle of fair treatment, customer protection, and friendly service guidelines; with emphasis on customer rights, and provide new products and differentiated services that meet customer needs and improve customer service level.

B. Long-term Business Development Plans

(1) Under the six core values: Professionalism, Integrity, Innovative, Teamwork, Caring, and Efficiency. TFMI adheres to the policy of stability and customer-orientation, through the supervision of the Board and Sustainable Development Committee, build up a comprehensive corporate culture which corporate compliance, environmental protection and social responsibility all embedded in our daily business operation.

(2) In recognition the risk and opportunity that brought forth by the climate change, develop weather related new insurance products and services. In addition, push for internal environmental initiative and energy conservation mechanism, such as paper reduction, equipment efficiency increase, reduce energy consumption, and waste reduction, all in the effort of carbon emission reduction due to our daily operation.(

(3) Periodically examine the development, deployment and action plan of company's risk management scheme. Through scientific modelling and data analysis that have been put forth the risk management strategy, including risk diversion, transfer and reinsurance planning to reduce the potential risk that would affect the Company.

(4) Conduct market survey and research, identify the most climate affected territory and industry, put forth market strategy. Provide all-rounded client service, including but not limited to risk evaluation, management and protective insurance programs to cater to the client needs.

(5) In responding to the changes in the consumption, continue to enhance e-commerce platform, promoting digitization in sales, claims, policy management services. Increase the level of the customer's services and efficiency.

(6) Establishing a transparent and responsible corporate governance framework ensures compliance with regulations and ethical standards, safeguarding shareholder rights. Emphasizing corporate ethics and values, establishing a code of conduct ensures the integrity of employees and partners.

(7) Adhering to corporate governance, fulfilling corporate social responsibility, and advancing sustainable development goals such as environmental protection, promote green insurance and sustainable development principles. This includes reducing carbon emissions, supporting green energy and environmentally friendly projects, actively fulfilling corporate social responsibility, participating in charitable activities and social donations, and implementing corporate sustainability.

4.2 Market and Sales Overview

4.2.1 Market Analysis

A. Areas of distribution for principal products of the Company and market shares

Unit: NT$ thousands

Insurance Category	Direct Premium Written ($)	Income Premium of the Domestic Nonlife Insurance Market ($)	Market Share (%)	Sales Region
Residential Fire Insurance	1,001,915	7,221,677	13.87	Taiwan, Penghu, Kinmen and Matsu
Aviation Insurance	80,335	1,355,457	5.93	Taiwan, Penghu, Kinmen and Matsu
Fishing Vessel Insurance	75,637	1,321,488	5.72	Taiwan, Penghu, Kinmen and Matsu
Marine Hull Insurance	111,477	2,357,849	4.73	Taiwan, Penghu, Kinmen and Matsu
Marine Cargo Insurance	330,486	7,693,630	4.30	Taiwan, Penghu, Kinmen and Matsu
Compulsory Automobile Liability Insurance	737,111	19,922,409	3.70	Taiwan, Penghu, Kinmen and Matsu
Commercial Fire Insurance	1,324,992	38,276,115	3.46	Taiwan, Penghu, Kinmen and Matsu
Automobile Insurance	3,430,110	114,751,017	2.99	Taiwan, Penghu, Kinmen and Matsu
Personal Accident Insurance	662,282	22,534,027	2.94	Taiwan, Penghu, Kinmen and Matsu
Liability Insurance	427,598	19,777,488	2.16	Taiwan, Penghu, Kinmen and Matsu
Health Insurance	94,263	4,499,331	2.10	Taiwan, Penghu, Kinmen and Matsu
Engineering Insurance	349,643	16,766,576	2.09	Taiwan, Penghu, Kinmen and Matsu
Other Insurance	233,257	11,851,087	1.97	Taiwan, Penghu, Kinmen and Matsu
Bond and Credit Insurance	14,714	1,972,819	0.75	Taiwan, Penghu, Kinmen and Matsu
Total	8,873,819	270,300,970	3.28	Taiwan, Penghu, Kinmen and Matsu

Source: Insurance Premiums of Member Companies from January to December 2024 Compiled by the Nonlife Insurance Association of the Republic of China.

B. State and Growth of Market - A view on the Supply and Demand

(1) Supply

①As of the end of 2024, there are 14 non-life insurance companies in Taiwan and five foreign operators. The top three accounted for 47.19% of total revenue and each with a market share of over 9%.

②Market competition continues, insurers are strived to develop new products and product packaging to differentiate position.

③The authorities are strict on the regulation applied to maintain market stability and development.

(2) Demand

①The government promoting economic revitalization measures, which is conducive to public infrastructure construction and other investment plans.

②The government emphasizing on the infrastructure development and green energy, will bringing demand in engineering and liability insurance needs.

③The authorities focusing on FinTech development, stimulating the creation of multi-purpose new technology application on web servicing and Insurtech. With relaxation on the online transaction regulations for the insurance products, will increase flexibility, therefore promote growth in the premium level; also, with the e-policy issuance, the administrative costs can be reduced and to promote environmental continuity.

(3) Growth

In light of Net-Zero policy, government is promoting the new energy vehicles, and as the number of the motor vehicles is continued on the rise, the insurance premium level increase due to the inflation, we are looking at the premium growth continuing in the motor insurance lines. Growth will also come from continuing online purchasing lines due to relax of the related regulation and Insurtech emphasis; engineering and liability lines of business, as more emphasis is on the green energy and infrastructure; property insurance lines as natural peril losses are more prominent.

C. Positive and Negative Factors Affecting our Competitiveness, our Long-term Development, and our Response Strategies

(1) Favorable Factors

①The global economy is steadily growing, and inflation continues to slow down. On January 17, the International Monetary Fund (IMF) predicted that the global economic growth rate would be 3.3%. Taiwan's economy, influenced by global trends, relies on investment and consumer spending for growth. External demand has once again become the main driver of economic growth. The Directorate-General of Budget, Accounting, and Statistics (DGBAS) forecasts Taiwan's domestic economic growth rate for 2025 to be 3.14%.

②The supervision of the authorities will help maintain market order and ensure that insurance rates return to reasonable risk adequacy level.

③Domestic economies and recovery of tourism activities will aid business development in the relevant insurance lines.

(2) Unfavorable Factors

①The global economy faces several risks, including monetary policies that suppress economic growth, increased sovereign debt pressure in emerging and developing economies, and rising food and energy prices due to climate impacts and geopolitical tensions.

②Electric car maintenance and spare parts are expensive that they do not match the current rates.

③The increase in costs for implementation of the two major accounting change, IFRS17 and ICS2.0, and effects posed to the operation therefor.

④The supply condition in the reinsurance market, and effect posed by recurrence of natural catastrophic events caused by extreme weather conditions.

(3) Response Strategies

① Enhance education and training on professional knowledge, service quality, and service differentiation to increase the professional knowledge, sales skills, and quality service of sales staff.

② Provide customers with comprehensive risk management and damage prevention services to strengthen customer satisfaction, create competitive advantages, and add value to the company.

③ Continuously optimize operational systems to enhance overall work efficiency and customer convenience.

④ Design product portfolio projects, innovate product content, and enhance product availability based on market conditions, regulatory requirements, and consumer demands.

⑤ Introduce niche products, select high-quality business, utilize cross-selling, and expand business scale.

⑥ Utilize the advantages of strategic alliance channels to strengthen the expansion of high-quality small and medium-sized businesses.

4.2.2 Description and Development of Main Products

A. Description of Main Products

(1) Fire Insurance

①Basic Residential Fire and Earthquake Insurances

Residential Fire Insurance provides coverage for fires, lightning strikes, explosions, aircraft crash and fallen parts, motor vehicle collisions, damages from smoke, strikes, riots, harassment, malicious destructive behavior, burglary and other dangerous incidents, offer compensation for such incidents occurred to residential housings. This insurance also provides compensation for debris removal expenses or temporary housing expenses. In addition, personal properties are also automatically included in the coverage, with 30% of the main policy sum insured, and capped at NT$800,000.

Basic Residential Third-party Liability Insurance covers injuries, deaths or property damages caused to third parties due to fires, lightning strikes, explosions, fire smoke damage, or other accidents during the insurance period for which the insured person is liable for compensation in accordance with the law and is requested by third parties to provide compensation in accordance the provisions of the insurance contract. The compensation limit during the insurance period is capped at NT$24 million.

Residential Glass Insurance covers losses of broken glass windows, doors, curtains walls to the covered residential building due to accidents, and offers compensation for such losses.

Residential Typhoon and Flood Insurance is to include the losses due to typhoon and flood affecting the area, based on the limit set in the Table of Limit for the subject area.

Basic Residential Earthquake Insurance provides coverage for damages sustained by residential buildings due to earthquakes, as well as fires, explosions, landslides, land subsidence, sliding, cracking, bursts, and any earthquake induced tsunami, tides, floods.

②Commercial Fire Insurance

Whether it is an office building, shop, factory, or warehouse, damage or loss of the subject insured is caused by fire, explosions or lightning strikes shall be compensated.

③Fire Allied Perils Insurance

To meet the needs of insured, the following coverage can be included in the fire insurance policy: A. Explosion B. Earthquake C. Typhoon and flood D. Aircraft crash, motor vehicle collision E. Strike, riot, civil commotion, malicious damage F. Automatic fire device seepage G. Burglary H. Rent loss I. Business interruption J. Water stain K. Smoke L. Terrorism M. Third party liability.

(2) Marine Cargo Insurance

The Marine Cargo Insurance provides coverage for the damage or loss to the cargo during their shipping process. The marine cargo insurance covers cargo at sea, in air, and on land.

(3) Marine Hull Insurance

The Marine Hull Insurance covers damage and loss of the hull and machinery due to accidents. The collision liability and transportation fee are also included. All ships in transition, in tow, in construction, undergoing repairs or in berth may be insured. Insurance for containers and shipowners' liability are also under the coverage of hull insurance line.

(4) Fishing Vessel Insurance

The fishing vessel insurance provides compensation for damage or loss of the fishing vessels, machinery equipment, or fishing equipment due to accidents.

(5) Aviation Insurance

The aviation insurance provides coverage for damage or loss of the aircraft due to accidents as well as the legal liabilities of the owner and user of the aircraft for compensation arising from damage or loss of the aircraft or accidents.

(6) Automobile Insurance

Automobile insurance provides coverage for liabilities of damage or loss of vehicles, and injuries, death, and damage to the third parties caused by accidents. The main insurance categories include compulsory automobile liability, third party liability, vehicle damage, and theft. The insured person may choose additional coverages including insurance for typhoons, floods, earthquakes, excess liability coverage, driver personal accident, passenger liability, and third party compensation fees, roadside assistance, etc.

(7) Money Insurance

Money insurance provides coverage for the insured's loss of cash due to thefts, robberies, fires, explosions, or during delivery, in storage, or at the counter.

(8) Bond and Credit Insurance

The bond and credit insurance provides coverage for the insured's loss associated with unethical behavior of employees or the debtors' failure to fulfill debt obligations. The insurance categories include fidelity bond, travel agent performance bond, construction performance bond, construction advance payment bond, etc.

(9) Liability Insurance

Liability insurance provides coverage for any accidents that caused damage to third parties for which the insured is liable in accordance with law. The Company provides public liability, contractor liability, employers' liability, product liability, financial institutions professional indemnity, elevator accident liability, golfers' liability, etc.

(10) Engineering Insurance

Engineering insurance includes construction all risk, erection all risk, electronic equipment, construction plant and machinery, machinery breakdown, and broiler pressure vessel insurance lines.

(11) Other Property Insurance

Fine art comprehensive insurance, burglary insurance, glass insurance, and others.

(12) Personal Accident Insurance

Personal accident insurance provides coverage for disabilities or death of the insured caused by accidents. Such products include personal accident insurance and group accident insurance.

(13) Comprehensive Travel Insurance

Comprehensive travel insurance provides coverage for disabilities or death of the insured caused by accidents while travelling (with a maximum period of 180 days). Coverages include disabilities or death as well as medical expenses, sudden illness overseas, emergency expenses, travel inconvenience, third party liabilities, and residential property loss.

(14) Rental Property Compensation Insurance

For expenses caused by named incidents that the insured person might suffer from property rental as either lessor or renter during the insurance period, insurance benefits shall be paid in accordance with the insurance contract.

B. Development process

The insurance products designed and developed by non-life insurance company factored in past loss experience and expenses when setting the premium rates and all insurance products shall be submitted to the authority for approval or registration before issuance.

4.2.3 State of supply of main raw materials: Not applicable.

4.2.4 The names of customers who accounted for more than 10% of sales for any given year within the last two years, their purchase amount and proportion, and reasons for changes (increase or decrease) in sales:

A. Names of the top ten customers in the two most recent years, the amount, ratio, and reasons for increase and reduction of such sales:

The Company is an insurance company and does not have one main client who account for over 10% of operating revenue. Therefore, this requirement is not applicable.

B. Names of the top ten suppliers in the two most recent years, the amount, ratio, and reasons for increase and reduction of such sales: Not applicable.

4.3. Employee Information

Employee information in the last two years up to the printing of this Report

Year		2024	2023	Current Year as of March 31, 2025
Number of Employees (Note)	Full-time employees	923	912	920
	Contractual personnel	0	0	0
	Workmen	0	0	0
	Total	923	912	920
Average Age		43.4	43.2	43.3
Average Years of Service		10.5	10.5	10.5
Education Background Distribution Percentage	Ph.D.	0.1%	0.1%	0.1%
	Master's	10.4%	10.2%	10.2%
	Bachelor's and other Higher Education	84.1%	82.9%	84.6%
	High School	5.2%	6.6%	5.0%
	Below High School	0.2%	0.2%	0.1%

4.4. Spending on environmental protections

Up to date of publication, the Company has not caused nor been affected by any pollution loss.

4.5. Labor relations

4.5.1 Employee welfare

A. The Company has established the Employee Welfare Committee in accordance with the Employee Welfare Fund Act. We regularly organize meetings to promote employee welfare and we implement various employee welfare measures to improve employees' quality of life.

B. The welfare measures organized by the Company's Employee Welfare Committee and Human Resources Department include:

(1) Benefits and subsidies: Cash gift for three Chinese festivals, birthday cash gift, wedding cash gift, funerary subsidies, etc.

(2) Cultural and leisure activities: Monthly birthday parties, year-end party and lucky draw events, club activities, and tourism activities.

(3) Other subsidies: Emergency relief, group insurance, family member group insurance, employee health examination, etc.

C. In addition to the cash gift for the three Chinese festivals and wedding cash gift for employees, the Company also subsidized and established various social clubs in accordance with the Club subsidies guidelines to encourage employee participation in leisure activities and promote connections. As the Company values employees, provides all employees with health examination and employee group insurance. Life insurance, accident insurance, medical insurance, and cancer insurance are included to provide employees with extensive coverage.

4.5.2 Studies and training

A. The Company has established the Professional Insurance License Examination Incentives to encourage employees to study and gain related professional skills. We provide rewards and assistance measures to encourage employees to obtain various professional licenses and actively cultivate professional insurance talents.

B. To help build employees' professional insurance skills, we also regularly organize education and training given by employees who serve as internal lecturers so that employees may exchange and share their experience. We also organize employees' participation in external professional courses based on business and employee development requirements to gain professional knowledge.

C. The annual training plan for employees are detailed training program covering all areas of topics including management, operations, sales and administrative functions, based on each employees' function and levels. In 2024, 611 training sessions were organized for a total of 42,297 hours. The average training hours were 46 hours per person, and the total training expenses was NT$4.5 million.

D. In order to enhance the professional corporate identity of the Company, cultivate insurance professionals, encourage employees to attend continuing education programs and pass professional certifications, the Company formulates relevant regulations governing subsidies. Subject to the insurance business core and related professional level, the certifications are divided into the following four categories: Category 1 for the non-life insurance professional certificate/license, including qualification of the non-life insurance sales representatives, non-life insurance claims executive managers, life insurance claims executive managers, non-life insurance actuaries and external auditors; Category 2 for the non-life insurance related certificate/license, including risk management specialists, risk data analysis specialists, corporate risk management specialists, AML/CTF professionals and various insurance exams; Category 3 for the financial investment certificate/license, including securities investment analysts, futures trading analysts and futures trading analysts; Category 4 for other professional certificates/licenses, including attorney-at-law, CPAs and information security technician, etc.. The Company provides tutoring courses, a teaching materials subsidy, study leave, registration fee subsidy, exam qualification incentives, expenses for applications for certificates/licenses and annual membership fee subsidy and other rewards.

E. In order to enhance the awareness toward information security and personal data protection, the Company organizes the 3-hour "information security promotion" and 2-hour "Personal Data Protection Act" courses each year, and includes them in the mandatory education and training programs for all employees. In 2024, the Company also organized the 2-hour "Information Security Trojans: Social Engineering and Hacker's Attack Techniques" courses, which were attended by a total of 212 trainees. Dedicated information security personnel shall attend professional information security training programs for more than 15 hours each year.

The top ten training session hours in 2024 were as follows:

Category		Course Title	Date	Number of Participants	Total Hours
Internal training	1	Fair Dealing Principle in financial service industry	January~ December	921	2,763
	2	Education and Training on Friendly Financial Service Standards	January~ December	921	460.5
	3	Education and Training on Procedures for Handling Material Inside Information	January~ December	921	460.5
	4	Information Security Courses	January~ December	921	2,763
	5	Corporate Ethical Management Education and Training	January~ December	921	1,842
	6	Anti-Money Laundering and Combat Financing of Terrorism	January~ December	921	1,842
	7	Personal Information Protection Act	January~ December	921	1,842
	8	Occupational Safety and Health Education and Training	January~ December	921	921
	9	Rules of Insurance Salesperson Management - Regulations of Reward and Punishment for Soliciting	January~ December	921	460.5
	10	Workplace Sexual Harassment Prevention Education and Training	January~ December	921	460.5
External training	1	AML/CTF Personnel In-Service Training Program - Anti-Corruption and Whistleblower Protection Practices	May	30	90
	2	AML/CTF Personnel In-Service Training Program - Amended Laws and Regulations Governing AML/CTF at home and abroad (including Target Financial Sanction and International Prevention of Proliferation of Weapons)	May	30	90
	3	AML/CTF Personnel In-Service Training Program - Utilization of Emerging Technology to Management Anti-Money Laundering and Financial Crime Risk	June	30	90
	4	AML/CTF Personnel In-Service Training Program - Money Laundering and Terrorism Financing Trends and Types	June	30	90
	5	Compliance Personnel In-Service Training Program - Protection of Personal Data Disclosure	June	32	96
	6	Compliance Personnel In-Service Training Program - Amended Laws & Regulations	July	32	96
	7	Compliance Personnel In-Service Training Program - Analysis on Major Domestic Insurance Fraud Cases	July	32	96
	8	Compliance Personnel In-Service Training Program - AI application and Information Security Protection in Insurance Technology	July	32	96
	9	Compliance Personnel In-Service Training Program - New Insurance Products for Sale and Related Requirements	August	32	96
	10	Conference on Improvement of Compulsory Automobile Liability Insurance Underwriting and Claims	October	26	91

5.5.3 Retirement Scheme

A. The Company established the Labor Retirement Guidelines to take care of employees after retirement, foster cooperation between employees and the management, and improve work efficiency.

B. To comply with the Labor Pension Act released on July 1st 2005, the Company appropriates pension funds for employees who opt for the new system to their personal pension accounts. The Company also appoints actuaries to evaluate and calculate labor pension preparatory fund and file actuary reports in accordance with IAS 19 as an important basis for the adjustment of the Company's appropriation of pension preparatory funds to fully protect employees' retirement benefits.

C. The Company appropriated a total of NT$8.9 million to the Department of Trusts of the Bank of Taiwan in 2024 as labor pension preparatory fund under the old system. The cumulative account balance of the labor pension preparatory fund at the end of the year was NT$72.8 million. At the same time, the Company also appropriates 6% of the employees' monthly salaries to the personal pension account of employees under the new labor pension system. The total fund accumulated under the new system was NT$30.9 million for 2024.

D. Working environment and employee safety protection measures

1. In order to protect the employees' personal safety and working environment, the Company has formulated the "Directions for Human-Factor Hazard Prevention Plans," "Directions for Plans to Prevent Diseases Triggered by Abnormal Workload," "Directions for Plans to Protect Maternal Health at Workplace" and "Directions for Plans to Prevent Infringement upon Job Duty." According to said plans, in 2024, the Company implemented three items to prevent musculoskeletal injuries due to work, 12 items to help avoid mental and physical burnout due to abnormal workloads, 3 items to protect maternal health in the workplace and 2 items to prevent the occurrence of infringement
2. In order to effectively achieve the safety and health management requirements, before formulating or implementing the safety and health management system, the Company conducts the comprehensive hazard survey to identify all of the Company's current operations that might cause any casualty or accidents, and reviews and assesses the safety and health management performance to set health and safety goals as the basis for the health and safety management system, with the ultimate goal of "zero disasters and zero accidents." The same are applicable to all safety and health hazards that the Company has directly or indirectly caused or are expected to pose some impact. The person-in-charge is required to organize the safety and health risk assessment group and supervise the execution of hazard identification and risk assessment and approval of review results. The risk assessment unit consists of all risk assessment personnel, safety and health personnel, and personnel familiar with the operations on site, and is responsible for executing safety and health hazard identification and risk assessment. The heads of various relevant units are responsible for helping the execution of safety and health hazard identification and risk assessment. Estimate the size of the risk and determine whether the risk is tolerable throughout the entire process. In addition to the hazards and risks caused by the operations of the Company's colleagues, the risks that might be caused by the operations of the contractor and visitors and use of the facilities and services provided by the other units shall be also considered. For fire prevention, the Company assesses the potential of fire and analyzes the possible factors, such as fire expansion and casualties, including potential fire factors and fire risk protection measures, potential hazards to personnel and evacuation measures, fire safety management and fire emergency response planning, and risk identification and effective disaster response measures in the least favorable situations (such as arson committed at nighttime or by internal personnel).

3. The regular inspections include without limitation to:
   (1) Conduct the performance test of low voltage assemblies and switchboards of the electrical equipment (including various relays, meters, and switches thereof) and the insulation of low-voltage power equipment, earthing resistance and other safety equipment status each year; privately prepare outdoor low-voltage power distribution lines, equipment with heat dissipating parts such as lamps and resistors, check if there is any risk over overheating; check if the electrical wire package is damaged or the charging department is exposed enough to lead to leakage; check if the electrical equipment is operating normally, whether the plug and socket are fixed securely; whether the electrical wire contact is connected well and packaged securely; try to reduce the use of extension cords as much as possible; if it is necessary, confirm if the device is fastened safely and within the safety load absolutely; check if the switch and socket are heated or discolored due to defective contact.
   (2) Monthly fire safety: Are fire extinguishers prepared in place? Are the locations and instructions of the fire extinguishers in public areas understood?
   (3) Monthly overall environment: Whether the lighting and ventilation are operating normally; whether the environment and passage are cleaned, whether the floor is clean, and whether no water accumulation exists.
   (4) Semi-annual health medicine: After the health box is used, is it closed and placed back in its original position precisely? Are the health medicines held in the box expired?
   (5) In order to maintain the health of colleagues and provide a friendly working environment, the Company provides the indoor workplace within the building equipped with the central air conditioning system in accordance with the Regulations Governing Implementation of Labor Working Environment Monitoring, which shall be subject to the carbon dioxide concentration test once every six months.

       The Company has 10 business locations equipped with the air conditioning system, which shall be subject to the carbon dioxide concentration test once every six months.
4. In order to protect the safety of employees at various workplaces, the workplaces are equipped with security systems or police-community alarm systems, and the Company maintains the public accident liability insurance each year and conducts fire inspections pursuant to fire protection laws and regulations.
5. In order to maintain the physical health, the Company requires that new employees undergo a health checkup and also organizes health checkups for its current employees and tracks and maintains employees' physical health each year. Further, in order to prevent employees from physical injuries due to accidents, the Company provides group insurance to employees each year, including life insurance, accident insurance, medical insurance and cancer insurance, etc., aiming to provide its employees with comprehensive safety protection. Meanwhile, the Company issues an online health newsletter on a monthly basis and contracts nurses and physicians to provide on-site services to maintain the employees' health and ensure the balance between the work and the employees' mental and physical well-being. Meanwhile, the Company promoted the "Health Promotion and Weight Loss Program" in 2024. The loss of weight accumulated for six months amounted to 450.1kg. In 2024, there were two occupational accidents occurring to the employees (both were traffic accidents during the commuting to and from work), but there were no incidents of fire.

6. The Company has been following the Occupational Safety and Health Act and related regulations since August 2005. It has assigned 11 employees from various departements to take part in various trainings for occupational safety. The Company's Occupational Health and Safety Work Rules and various occupational health and safety supervisors have been registered with local Labor Bureaus and posted on the "Employee Safety and Health" section on the webpage for reference. The occupational safety and health supervisor of each unit implements various automatic inspection systems and education and training programs to achieve the goal of "zero-incident".

4.5.5 Establishment of the Employee Code of Conduct or Ethics

Company "Code of Ethical Conduct" and "Working Rules" clearly stipulated the behavior and ethics for the employees, and was disclosed on the official website of the Company (https://www.tfmi.com.tw) and internal webpage.

4.5.6 Related certifications obtained from the relevant competent authorities by personnel associated with the transparency of financial information as of the publication date of the Annual Report

Certification Type	Organizer	Number of Employees
Basic Proficiency Test on Enterprise Internal Control	Securities and Futures Institute	3
Sustainable Finance Certification	Taiwan Academy of Banking Finance Taiwan Insurance Institute	3
Sustainable Development Basic Test	Taiwan Academy of Banking Finance Securities and Futures Institute Taiwan Insurance Institute	13
Official Member of the Actuarial Institute of Chinese Taipei	Actuarial Institute of Chinese Taipei	1
Nonlife Insurance Sales Representative Qualifications	Nonlife Insurance Association of the Republic of China	887
Nonlife Insurance Underwriting and Claims Officer Qualifications	Nonlife Underwriters Society of the Republic of China	69
Personal Insurance Sales Representative Qualifications	Life Insurance Association of the Republic of China	268
Personal Risk Management Officer	Risk Management Society of Taiwan	4
Nonlife Insurance Broker	Examination Yuan	4
Nonlife Insurance Agent	Examination Yuan	3
Life Insurance Broker	Examination Yuan	1

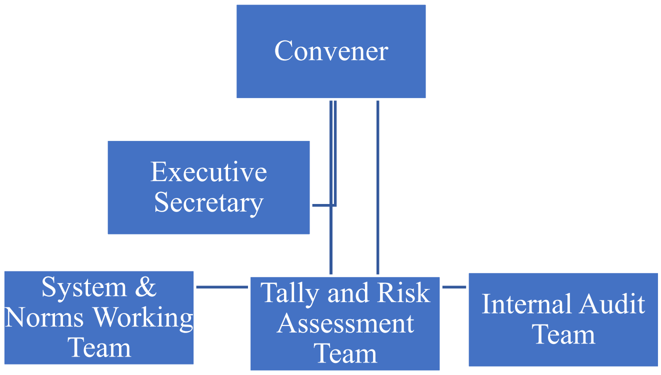
4.5.7 The Company invites representatives from staff and management levels to regular employee-management meetings each quarter and publishes various meeting minutes and implementation status to enhance employee-management relationships, foster cooperation, and improve work performance.

4.5.8 List the losses due to labor disputes in the most recent fiscal year up to the publication date of this annual report, and disclose the estimated amount arising both at present and in the future and the corresponding countermeasures. If the amount cannot be reasonably estimated, facts of which estimation cannot be made shall be explained: None.

4.6 Information Security Management

4.6.1 Cyber Security Management Strategy and Framework

1. The Company has established the Information Security Management System (ISMS) under the international standards, "ISO/IEC 27001." The Information Security Committee framework is identified in the following figure. The Information Security Committee meeting will be convened periodically on a yearly basis. The Committee will also report the state in the annual information security operations to the Board of Directors.



2. The Company applied for renewal of the information security insurance underwritten by Mingtai Insurance Co., Ltd. in 2024. The insurance covers the cyber security incidents including disclosure of data, ransomware and cyber crimes. A third party's claim extends to the confidentiality and privacy obligation, cyber security liability and media liability. The insured value amounted to NT$10,000,000.

3. The Company performs the "Information Security Promotion and Training" with respect to all employees for a 3-hour training session annually. Each unit's completion rate attains 100%. Meanwhile, the personnel from the information security dedicated unit need to undergo the professional information security training courses for more than 15 years each time on a yearly basis.

4.6.2 Cyber Security Risk and Responsive Measures

1. In response to ISO 27001, the Company needs to renew the certification each year. The Company has passed the BSI certification, ISO 27001 Information Security Management Operations, in December 2024, and confirmed the on-going validity of the certificate. The Company follows the international standards in order to ensure the confidentiality, completeness and availability of information operations, practice the information security maintenance, review and improvement, and provide stabler, safer and more fine-quality information services.
2. Following the FSC issued Principles Governing Computer Information System Security Evaluation for the Insurers, the Company has completed category 1, 2, and 3 information security evaluation in 2024. The evaluation indicators include (1) information framework inspection; (2) online activity inspection; (3) network equipment, server and terminal equipment inspection; (4) network equipment, server and IoT equipment, and compliance by users accessing the Internet; (5) safety inspection; (6) compliance inspection; (7) social engineering exercise; (8) DDoS exercise, etc.

3. In order to improve the information security operations, the Company scans servers in accordance with the “Self-Regulations Governing Information Security Protection by Insurers” on a quarterly basis. The Company keeps noting the system risk to satisfy the competent authority’s information security requirements.

4.6.3 Major Cyber security incidents

The Company had not experienced any major cyber security incidents by the date of publication of the annual report.

4.7 Main Reinsurance Contract

Contract	Reinsurer	Contract Period	Contents/Coverage	Restriction Clause
Reinsurance Contract	**Central Reinsurance Corporation**	Jan. 01, 2024 Dec. 31, 2024	Reinsurance contracts for fire, catastrophe, marine, engineering, liability, motor, personal accident, and health insurance policies.	Contract Exclusions Clause.
	Munich Reinsurance Company	Jan. 01, 2024 Dec. 31, 2024	Reinsurance contracts for marine, liability, and motor insurance policies.	Contract Exclusions Clause.
	Partner Reinsurance Europe SE	Jan. 01, 2024 Dec. 31, 2024	Reinsurance contracts for fire, marine, engineering, liability, and motor insurance policies.	Contract Exclusions Clause.
	Swiss Re Asia Pte. Ltd.	Jan. 01, 2024 Dec. 31, 2024	Reinsurance contracts for catastrophe, marine, liability, and motor insurance policies.	Contract Exclusions Clause.
	Transatlantic Reinsurance Company	Jan. 01, 2024 Dec. 31, 2024	Reinsurance contracts for fire, catastrophe, marine, engineering, and liability insurance policies.	Contract Exclusions Clause.

V、Review of financial position, business performance and risk issues

5.1. Comparative Analysis of Financial Conditions

Unit: NT$thousands

Item \ Year	2024 December 31	2023 December 31	Difference	
			Amount	%
Cash and cash equivalents	3,778,443	3,141,324	637,119	20.28
Receivable	740,961	730,398	10,563	1.45
Financial assets and loans (Note 1)	16,323,176	15,402,407	920,769	5.98
Reinsurance contract asset	2,908,234	2,336,514	571,720	24.47
Property and equipment	354,882	364,359	(9,477)	(2.60)
Right-of-use assets	41,768	55,290	(13,522)	(24.46)
Intangible assets	10,588	12,479	(1,891)	(15.15)
Other Assets (Note 1)	751,784	767,448	(15,664)	(2.04)
Assets	24,909,836	22,810,219	2,099,617	9.20
Payables	1,263,281	1,142,550	120,731	10.57
Lease liabilities	44,598	63,686	(19,088)	(29.97)
Insurance liabilities and insurance contract reserves with financial product's nature	10,825,005	9,793,088	1,031,917	10.54
Reserve for liabilities	40,229	58,234	(18,005)	(30.92)
Other liabilities (Note 1)	464,676	562,905	(98,229)	(17.45)
Total Liabilities	12,637,789	11,620,463	1,017,326	8.75
Capital stock	3,622,004	3,622,004	-	-
Capital surplus	98,964	98,962	2	-
Retained earnings	8,027,461	7,188,481	838,980	11.67
Other items under equity	523,618	280,309	243,309	86.80
Stockholders' Equity	12,272,047	11,189,756	1,082,291	9.67

Note 1:(1)The financial assets and loans include financial assets at fair value through profit or loss, investment under equity method, other financial assets, financial assets at fair value through other comprehensive income, and investment property.

(2)Other assets include the deferred income tax assets and other assets.

(3)Other liabilities include the income tax liabilities for the period, deferred income tax liabilities, and other liabilities.

Note 2:〔-〕 in the table means 〔0〕

Descriptions:

The analysis is for the changes of 20% or more from before to after the period, with the amount of NT$10 million or more:

(1) Cash and cash equivalents

The increase in cash and cash equivalents by NT$637,119 thousand this year from the previous year was primarily a result of the increase in bank deposits by NT$488,884 thousand and commercial paper by NT$149,155 thousand.

(2) Reinsurance contract asset

The increase in the reinsurance contract assets by NT$571,720 thousand this year from the previous year was primarily a result of the increase in ceding claims reserve by NT$538,250 thousand.

(3) Right-of-use assets and lease liabilities
The decrease in the right-of-use assets and lease liabilities by NT$13,522 thousand and NT$19,088 thousand respectively this year from the previous year was primarily a result of the expiration of several lease contracts in the previous year, conclusion of new lease contracts, and recognition of the right-of-use assets and lease liabilities from the start date of the leases.

(4) Reserve for liabilities
The decrease by NT$18,005 thousand this year from the previous year was primarily a result of the decrease in net defined benefit liabilities.

(5) Other items under equity
The increase by NT$243,309 thousand this year from last year was primarily a result of the increase in the valuation income at fair value through other comprehensive income.

5.2. Analysis of Financial Performance

Analysis of Financial Performance

Unit: NT$ thousands

Item \ Year	2024	2023	Increase (decrease) amount	Change %
Operating Revenue	7,340,275	6,768,286	571,989	8.45
Operating Costs	4,452,504	4,115,988	336,516	8.18
Operating Expenses	1,507,226	1,471,841	35,385	2.40
Operating Income	1,380,545	1,180,457	200,088	16.95
Non-operating Income and Expenses	(1,315)	(2,203)	888	40.31
Profit before Tax	1,379,230	1,178,254	200,976	17.06
Tax Expense	216,901	199,985	16,916	8.46
Income from Continuing Operation Net Income	1,162,329	978,269	184,060	18.81

Descriptions:

Analysis focusing on the increase/decrease changes for 10% or more

(1) Operating income, profit before income tax from continuing operation and net profit for the period from continuing operations
The increase in the operating income, net profit before tax from continuing operations, and net income from continuing operations by NT$200,088 thousand, NT$200,976 thousand, and NT$184,060 thousand, respectively, this year from last year was primarily a result of the increase in the net gains on investments in 2024.

(2) Non-operating Income and ExpensesES
The increase in non-operating income and expenses by NT$888 thousand this year from the previous year was primarily a result of the increase in interest expenses on lease liabilities and the increase in gain on disposal of property and equipment.

5.3. Review and Analysis of Cash Flow

Analysis of cash flow

Unit: NT$ thousands

Opening cash balance ①	Annual net cash flow from operating activities ②	Net cash inflow (outflow) from investment and fundraising activities in this year ③	Cash balance (inadequacy) amount ① +②+③	Remedial measures for cash inadequacy	
				Investment plan	Fundraising plan
3,141,324	1,139,613	(502,494)	3,778,443	None	None

Note:

1. Analysis on the cash flow changes of the current year:
   (1) Operating activities
   The net cash inflow of NT$1,139 million is primarily due to the pre-tax net profit of NT$1,379 million, the net change in insurance liabilities of NT$470 million, the decrease of NT$415 million in financial assets measured at fair value through profit or loss, and the increase of NT$1,081 million in financial assets measured at amortized cost.
   (2) Investment activities
   The net cash inflow of NT$5.6 million is mainly due to the acquisition of property and equipment of NT$8 million, the acquisition of intangible assets of NT$5.7 million, the acquisition of investment properties amounting to NT$4.5 million, and the disposal of investment properties amounting to NT$23.8 million.
   (3) Financing activities
   The net cash outflow of NT$508 million, primarily resulted from the distribution of cash dividends of NT$471 million.
2. Remedial action for cash deficit and liquidity analysis: Not applicable.
3. Cash liquidity analysis for the next year:

Opening cash balance ①	Estimated annual net cash flow from operating activities ②	Annual net cash inflow (outflow) from financing activities ③	Expected cash balance (inadequacy) amount ①+②+③	Estimated remedial measures for cash inadequacy	
				Investment plan	Fundraising plan
3,778,443	348,193	(470,861)	3,655,775	None	None

5.4. Impact of major capital expenditures on corporate finances and business for the most recent year

5.4.1 The use and funding sources of major capital expenditures and the nature of capital expenditures in investments in the next five years: None.

5.4.2 Projected potential benefits: None.

5.5. Investment policy in the past year, profit/loss analysis, improvement plan, and investment plan for the coming year:

The Company's investment policy is based on the principle of obtaining long-term stable profits and dispersing of risks. The main investments are distributed to public investments, special stocks with fixed income, and venture capital with high potential for growth. The cash dividends distributed by investees in 2024 amounted to NT$65.2 million. The Company shall carefully select investment targets in the future to increase return on equity and profitability.

5.6. Risk analysis and assessment of the most recent year up to the publication date of this report

5.6.1 Impact of interest rates and exchange rate fluctuations, as well as inflation on the Company's profit and loss, as well as future response measures

As inflation continues to subside, the Fed cut interest rates by 1% throughout 2024. For the time being, the target range of the Federal Funds Rate remains 4.25%–4.50%. According to the dot plot released by the Fed after the meting in March 2025, most officials expect that the Federal Funds Rate median will fall between 3.75% and 4.00% in 2025, indicating there may be room for a rate cut of 0.5% throughout the year. In response to the electricity price hikes in Taiwan and in order to suppress the expectation toward the increasing inflation, the Central Bank of Taiwan raised the discount rate by 0.125% to make it attain 2.0% in March 2024. It is expected that the interest rate will remain unchanged this year. Since the Company does not borrow funds from banks or issue bonds, any future interest rate adjustments have no impact on the Company's liabilities. In terms of assets, given that the labor market and economy remain resilient in the USA, and inflation is retreating sluggishly, and with policies adopted by the new US President, Trump, likely to boost the expectation toward inflation, the USD bond yields still stay high in the recent years. The Company will take the opportunity to adjust the weight of overseas investment-grade bonds denominated in USD and investment-grade bonds denominated in NTD from time to time, in order to maintain stable interest revenue.

The Company's foreign investments primarily focus on USD-denominated assets, in addition to the few RMB-denominated assets. Considering that the Fed still maintains the expectation toward the quantitative easing (QE) policy, the interest rate spread to emerging countries is expected to be mitigated, and funds are expected to flow back to emerging markets. Notwithstanding, the market has successively adjusted the percentage adopted by the Fed downward so as to limit the declining interest spread between the USA and Taiwan. The New Taiwan dollar is expected to maintain a slow appreciation against the USD. The Company will keep watching interest rate trends and adjust foreign currency investment positions promptly. If necessary, the Company will utilize various foreign exchange hedging instruments, such as forward foreign exchange transactions, in order to mitigate the effect posed by the changes in foreign exchange rates on the Company's income.

The CPI increased by 2.18% on average in 2024, a decline compared to the CPI, 2.49%, in 2023. Looking ahead to this year, international institutions forecast that the oil price will fall back from the previous year, and the range of increase in the service price is expected to slow down. The Directorate General of Budget, Accounting and Statistics (DGBAS) of Executive Yuan forecasts that the CPI will rise by 1.93% this year. That is, inflation will continue to subside. The Company will continue to observe the effects posed by inflation to interest rate and foreign exchange rate, and use the best effort to achieve the target of stable profit based on the principles of safety and liquidity.

7.6.2 The policies to engage in high-risk, high-leverage investments, lending funds to others, endorsements and guarantees, and the transactions of derivative products, the main reasons for profits and losses, and future response measures

The Company has not engaged in any high-risk, high-leverage investment, loans to other parties, provided any endorsement and guarantee, or conducted transactions in derivatives.

5.6.3 Future R&D plans and related expenditure expected to be invested:

1. The R&D Plan for the recent year
 (1) Insurance Products
  ①TFMI Property Rental-Specific Incident Loss Expense Compensation Insurance (For Landlords of Rental Properties and Residential Leasing Businesses)
  ②TFMI Motor Insurance - Roadside Assistance Expense Endorsement - Type B
2. The R&D Plan scheduled completion date
 (1) Insurance Products：Progress upto March 30, 2025
  ①The scheduled rate review for motor insurance and commercial fire insurance is set to begin in the second quarter of 2025 and will be completed by the third quarter.
  ②A rate adequacy analysis of product pricing for personal accident insurance and one-year health insurance will be conducted. Products other than PA, health, motor, and commercial fire insurance will be selected based on accounting categories, with those meeting specific conditions analyzed for rate adequacy in accordance with regulatory guidelines. After completing the said analyses, the results will be incorporated into the comprehensive evaluation report of the Insurance Product Post-Sales Management Meeting for 2024 and submitted to the Board of Directors in the second quarter.
 (2) Information Technology System：Progress up to March 30, 2024
  ISO27001 Information Technology System verification approval, 30% completion.
3. The R&D Expensiture planned and completion schedule
 (1) Insurance Products：Continue in developing unique personal and commercial insurance products tailored to the customer needs.
 (2) Information Technology System:

ITEM	Research Fee (NT$)	Completion Status	Completion Date
ISO27001 Information Technology System verification	3,000,000	30%	October 2024

4. Reasons that will hinder the success of development
 (1) Laws and regulations
 (2) Experience rating information accessibility
 (3) Market change

5.6.4 Financial impacts and responsive measures due to change of local and foreign regulations in recent years:

To align Taiwan's non-life insurance industry with International Financial Reporting Standard 17 (IFRS 17), the Financial Supervisory Commission (FSC) announced implementation plans in Q3 2018, with full adoption scheduled for 2026. In response, our company established a cross-departmental IFRS 17 Transition Task Force on September 18, 2018, targeting parallel testing in 2024 and opening balance as of January 1st 2025. The Taskforce has conducted gap analysis, data requirement assessments, financial impact evaluations on insurance contract liabilities, and determining system adjustments or implementation methods. Currently, the Company is continuing to build and adjust information systems. Moving forward, it will revise company strategies, workflows, and internal control systems as planned, with progress on transition preparations reported quarterly to the Board of Directors.

5.6.5 Financial impacts and responsive measures due to technological or industrial changes in the last year: Please refer to the Cyber Security Risk and Responsive Measures on Page 154 of the annual report.

5.6.6 Crisis management, impacts, and responsive measures due to change of corporate image in the last year: None.

5.6.7 Expected benefits, risks and responsive measures in relation to mergers and acquisitions undertaken in the last year: None.

5.6.8 Expected benefits, risks and responsive measures associated with plant expansions in the last year: Not applicable.

5.6.9 Risks and responsive measures associated with concentrated sales or purchases in the last year: Not applicable.

5.6.10 Impacts, risks and responsive measures following a major transfer of shareholding by directors, supervisors, or shareholders with more than 10% ownership interest in the last year: None.

5.6.11 Impacts, risks and responsive measures associated with a change of management: None.

5.6.12 Major litigations, non-contentious cases, or administrative litigations involving the company or any director, supervisor, president, person-in-charge or major shareholder 196 with more than 10% ownership interest, whether concluded or pending judgment, that are likely to pose significant impact to shareholders' equity or security prices of the company. Disclose the nature of dispute, the amount involved, the date the litigation first started, the key parties involved, and progress as of the publication date of this annual report: None.

5.6.13 Other material risks and responsive measures: None.

5.7. Other important disclosures: None.

VI、Special Remarks

6.1 Affiliated companies: None.

6.2 Private placement of securities in the last year up till the publication date of this annual report: None.

6.4 Other supplementary information: None.

VII、Any occurrence of event defined under Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act in the previous year up till the publication date of this annual report that significantly impacted shareholders' equity or security prices: None.