Stock Code: 6170

WELLDONE COMPANY

2025
Annual Report

Published on May 26, 2026

This Annual Report is available at:

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

Company Website: https://www.welldone.com.tw

(I) Contact Information of the Spokesperson and Deputy Spokesperson

Spokesperson:	Ho, Ming-Che, President
Tel:	(02)2796-5959
Email:	Li, Po-Yang, Chief Financial Officer
Deputy Spokesperson:	stevenho@welldone.com.tw
Tel:	(02) 2796-5959
Email:	brian_li@welldone.com.tw

(II) Contact Information of the Headquarters, Branches and Plants

Headquarters	
Address:	No. 181, Anmei St., Neihu Dist., Taipei City
Tel:	(02) 2796-5959
Branches	None

(III) Contact Information of the Stock Transfer Agency

Name:	Grand Fortune Securities
Address:	6F., No. 6, Sec. 1, Zhongxiao W. Rd., Zhongzheng Dist., Taipei City
Website:	http://www.gfortune.com.tw/
Tel:	(02)2371-1658

(IV) Contact Information of the CPAs for the Latest Financial Statements

CPAs:	Chiu, Yung-Ming, Liu, Shu-Lin
Accounting Firm:	Deloitte Taiwan
Address:	20F., No. 100, Songren Rd., Xinyi Dist., Taipei City
Website:	www.deloitte.com.tw
Tel:	(02)2725-9988

(V) Name of the Offshore Stock Exchange and Method for Accessing Information on Offshore Securities:

None.

(VI) Company Website: www.welldone.com.tw

Table of Contents

One. Letter to Shareholders

Dear Welldone Shareholders:

On behalf of the Board of Directors, I would like to express my sincere gratitude for your long -standing support and trust in Welldone.

Having assumed the position of Chairman, I am deeply aware of the responsibilities entrusted to me. Over the past several years, through the dedicated efforts of our entire team, Welldone has established a solid foundation in the financial services sector for foreign migrant workers, becoming the first company in Taiwan to obtain a license for small-amount overseas remittance services for migrant workers. After seven years of focused development, Q Pay now has more than 400,000 active members, and the total remittances processed in 2025 exceeded NT$50 billion. These achievements are the result of the collective efforts of all employees. I take great pride in these accomplishments and will build on them as I lead Welldone into its next stage of growth.

[2025 Operating Results]

In 2025, Welldone delivered solid operating results that met the expectations of its shareholders and supporters: consolidated revenue reached NT$3.186 billion, representing a 9.65% increase compared to 2024; net income after tax amounted to NT$437 million, up 32.4% year over year; in addition to the contribution from the growth of the remittance business, valuation gains arising from the appreciation of USD -denominated assets held by the Company also significantly supported net profit; earnings per share increased from NT$3.39 to NT$4.49, while return on equity improved to 21%. The migrant worker remittance business continued to serve as the Company's core source of profitability, while the ticketing services business of Quick Go Travel Co., Ltd. also achieved steady growth, demonstrating that Welldone's strategic presence within the migrant worker lifestyle ecosystem is gradually generating synergies. Please refer to Volume I, "Business Results for the Previous Fiscal Year," for detailed financial information.

[Core Business: Q Pay Migrant Worker Remittance Services]

The migrant worker population in Taiwan has exceeded 859,000, and remittance demand continues to grow steadily, leaving substantial room for further improvement in the penetration rate of legal remittance channels. It is worth noting that informal remittance channels still account for a considerable share of the Taiwan market. For Welldone, this represents not a threat, but an opportunity to be unlocked. As the government continues to strengthen anti -fraud regulations and the liberalization of the Electronic Payment Institution Act further promotes market transparency, remittances currently flowing through informal channels are expected to be gradually redirected toward licensed operators in the future. As a long -established, deeply rooted licensed operator with a strong market foundation, Welldone is positioned to be one of the most direct beneficiaries of this wave of market formalization.

To date, five operators have obtained licenses in this sector, and Welldone welcomes this market validation, as it confirms that our decision seven years ago to enter this market ahead of others was the right one. Q Pay's competitive advantages lie in its service experience gained through prepaid SIM card distribution channels and its multilingual customer support in four languages, as well as the genuine brand trust established among more than 400,000 migrant worker members over the past seven years. These competitive advantages cannot be replicated quickly.

[Telecommunications Prepaid SIM Card Business]

The telecommunications prepaid SIM card business has been affected by tighter application controls under the government's strengthened anti -fraud policies, as well as pricing pressure from declining market rates, creating challenges for revenue growth. The Company has shifted its strategic focus toward strengthening existing customer relationships and consolidating market share, positioning this business as a mature and stable contributor of cash flow to support the continued expansion of the Q Pay business.

I. Business Results for the Previous Fiscal Year

(I) 2025 Business Plan Implementation Results

In 2025, Welldone's consolidated operating revenue reached NT$3.186 billion, representing a 9.65% increase compared with NT$2.905 billion in 2024. Although the telecommunications prepaid SIM card business was affected by the government's strengthened anti -fraud regulations, which constrained growth momentum, the small -amount remittance services for migrant workers continued to be optimized, and both business volume and revenue maintained steady growth. Net income after tax amounted to NT$437 million, representing an increase of 32.4% compared with NT$330 million in 2024, while earnings per share increased from NT$3.39 to NT$4.49.

(II) Budget Implementation Status

The Company does not provide public financial forecast information; therefore, this section is not applicable.

(III) Financial Results and Profitability Analysis

Unit: NT$ Thousand

Item / Year		2025	2024
Financial revenue and expenditure	Operating Revenue	3,186,452	2,905,937
	Gross Profit	997,547	865,392
	Net Income After Tax	437,168	330,117
Profitability	Return on Equity (%)	21%	17%
	Earnings per share (NT$)	4.49	3.39

(IV) Research and Development Status

In research and development, the Company primarily focuses on the optimization and functional development of the Q Pay small -amount remittance system and application, continuously enhancing the user experience for migrant workers, information security protection capabilities, and service efficiency to strengthen the platform's competitiveness.

II. Summary of the 2026 Business Plan

This year, our strategic focus is clearly shifting. The following reflects the management team's commitment to specific and measurable objectives for this year:

(I) Business Guidelines
Centered on Q Pay, we will focus on serving the migrant worker financial services ecosystem.

(II) Expected Sales Volume
In line with the business guidelines and objectives, the target number of active Q Pay members is expected to continue growing and achieve concrete milestones by year -end.

(III) Important Production and Sales Policies

1. Deepen the business synergies between Quick Go Travel Co., Ltd. and Q Pay remittance services, expand integration across the migrant worker ecosystem, and further increase ticketing transaction volume.
2. Continue to strengthen Q Pay's information security framework, multilingual customer service quality, and marketing efficiency to increase member activity and monthly usage frequency.
3. Strengthen prepaid SIM card distribution channels in the telecommunications business to maintain operational stability.

4. The channel distribution business (East Vision Co., Ltd.) will continue to diversify its agency business for European and American brands to reduce reliance on any single product category.

III. Future Development Strategies

Welldone's long -term development direction is clearly defined: focusing on the migrant worker financial services ecosystem, with Q Pay at its core and extending into related lifestyle services. The establishment of Quick Go Travel Co., Ltd. marks the first strategic step in this direction, and going forward, we will continue to evaluate opportunities to expand services that can create tangible value for migrant worker communities.

IV. Impact of the External Competitive Environment, Regulatory Environment, and Overall Operating Environment

In the migrant worker remittance sector, the gradual implementation of regulations will make the market more transparent and better regulated. Welldone remains fully prepared to embrace this more open and competitive environment and believes that stricter regulatory oversight will serve as a key driving force in redirecting informal remittance activities toward legal channels, which will benefit Welldone in the long run given its first -mover advantage.

The telecommunications business environment is expected to remain under pressure in the short term, and the Company will continue to manage this business through a lean operating strategy. The diversified product portfolio comprising German cosmetics, health supplements, and Duracell batteries distributed by the subsidiary East Vision Co., Ltd. will help diversify risks and make additional contributions to Group profit.

[Commitments of the New Management Team]

Since assuming office, the management team has been actively advancing several key internal initiatives:

Technology and System Enhancement: To support future large-scale business growth, we are investing resources in upgrading Q Pay's core system architecture and recruiting talent with fintech expertise to ensure that our technological capabilities are aligned with our business ambitions.

Corporate governance and transparency: I am committed to improving the quality of communication with shareholders so that all stakeholders may gain a clearer understanding of the Company's direction and progress. We plan to establish a more regular shareholder communication mechanism, including considering dedicated inquiry channels and evaluating the feasibility of investor engagement activities.

These initiatives represent foundational investments that may not be immediately reflected in quarterly financial results. However, we firmly believe that strong internal capabilities are essential for the sustainable creation of shareholder value.

[Closing Remarks]

Welldone is in a strong position: the market continues to grow, the business remains profitable, and the brand has built genuine trust within migrant worker communities. Moving forward, our goal is to more fully realize the value of this solid foundation.

We sincerely thank all shareholders for your long-standing support and encouragement. Together with the management team, I will devote our utmost efforts to achieving Welldone's next milestone.

Wishing all shareholders good health and continued success in all your endeavors.

Chairman: Alexander Chen

Two. Corporate Governance Report

I. Profile of the Company's directors, supervisors, president, Vice Presidents, associate managers, and the heads of all Company divisions and branch units

(I) Directors and Independent director

1. Profile of directors and independent director

April 13, 2026

Title	Nationality / place of incorporation	Name	Gender Age	Date elected	Term (years)	Date first elected	Shareholding when elected		Current shareholding		Spouse & minor shareholding		Shareholding by nominee arrangement		Experience (education)	Other position	Executives, Directors or Supervisors who are spouses or within the second degree of kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	R.O.C.	Xinlai Investment Co., Ltd.	N/A	2023.06.14	3	2008.06.13	8,958,000	9.99%	11,191,000	11.51%	0	0.00%	0	0.00%	None	None	None	None	None	None
	R.O.C.	Chen, Alexander	Male 31~40			2014.06.12	0	0.00%	5,000,000	5.14%	0	0.00%	2,588,000	2.66%	Sophia University Chairman, Life Link Co., Ltd.	Chairman, Life Link Co., Ltd Chairman, Quick Go Travel Co., Ltd.	Director	Chen, Tun- Jen	Father-son	None
Director	R.O.C.	Chen, Tun-Jen	Male 71~80	2023.06.14	3	2002.04.26	3,570,158	3.98%	3,570,158	3.67%	5,255,000	5.40%	0	0.00%	National Chengchi University Executive Business Program Graduate Institute of Business Administration, Da-Yeh University Director, National Association of Small and Medium Enterprises, R.O.C.	Director, Life Link Co., Ltd. Director, Quick Go Travel Co., Ltd.	Chairman	Chen, Alexander	Father-son	None
Director	R.O.C.	Ho, Ming-Che	Male 51~60	2023.06.14	3	2002.04.26	1,333,525	1.49%	1,694,525	1.74%	0	0.00%	1,691,000	1.74%	National Chengchi University EMBA Advanced Business Class National Yang Ming Chiao Tung University Department of Management Sciences Shaomei Food Industry Co., LTD./Assistant business manager	Welldone Company/President Chairman, Quick Go Travel Co., Ltd.	None	None	None	None
Director	R.O.C.	Yang, Chiao-Feng	Female 31-40	2023.06.14	3	2023.06.14	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Taipei Medical University / Data Research Assistant Keck Hospital of USC / Process Analysis Assistant Keck Hospital of USC / Business Analyst	Market Consultant, IQVIA Solutions Taiwan Ltd.	None	None	None	None
Independent Director	R.O.C.	Wang, Shen-Huei	Male 61~70	2023.06.14	3	2020.06.16	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Master of Science in Electrical Engineering, Virginia Polytechnic Institute and State University President, Coretronic Corporation Supervisor, YMA Corporation	Supervisor, YMA Corporation	None	None	None	None
Independent Director	R.O.C.	Tsai, Yu-Ping	Male 61~70	2023.06.14	3	2020.06.16	0	0.00%	0	0.00%	0	0.00%	0	0.00%	J.D., Santa Clara University School of Law Chairman, Baoli Asset Management Co., Ltd. President, Allianz Uni-President Property Insurance Co., Ltd. President, Uni-President Securities Investment Trust Co., Ltd.	Chairman, Baoli Asset Management Co., Ltd. Director and President, Hydroionic Technologies Co., Ltd. Director, CellMax Taiwan Co., Ltd. Independent Director, CipherLab Co., Ltd. Vice Chairman, Chinese Association of Valuation	None	None	None	None
Independent Director	R.O.C.	Wang, Teng-Yue	Male 51-60	2023.06.14	3	2023.06.14	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Department of Applied Mathematics, National Yang Ming Chiao Tung University Senior Associate Manager, Gorilla Technology Group Inc.	Chairman, PacketX Technology Co., Ltd.	None	None	None	None

2-1. Major shareholders of corporate shareholders

April 13, 2026

Name of corporate shareholder	Major shareholder of corporate shareholder
Xinlai Investment Co., Ltd.	Yu, Hui-Chin (59.71%)
	Chen, Alexander (40.29%)

2- 2. Major Shareholders of Corporate Shareholders

March 31, 2026

Name of corporate	Major shareholders of the corporate
Acer Inc.	Yuanta/P-shares Taiwan Dividend Plus ETF (2.84%)
	Fuh Hwa Taiwan Technology Dividend Highlight ETF under custody of Taipei Fubon Commercial Bank Co., Ltd. (2.50%)
	Hongrong Investment Co., Ltd. (2.42%)
	Taiwan Cooperative Bank (1.77%)
	Taiwan Business Bank, Ltd. in custody for United Taiwan High Dividend Recovery 30 ETF (1.61%)
	Acer SoftCapital Inc (1.23%)
	Stan Shih (1.15%)
	Rongxin Management Consulting Co., Ltd. (0.75%)
	Rongan Management Consultants Co., Ltd. (0.75%)
	Labor Pension Fund (0.73%)

March 31, 2026

Name of corporate shareholders	Major shareholders of corporate shareholders
Hongrong Investment Co., Ltd.	Shih, Hsuan-Hui (18.64%)
	Shih, Hsuan-Lin (15.41%)
	Shih, Hsuan-Jung (15.41%)
	Yeh, Tzu-Hua (14.68%)
	Shih, Fang-Cheng (7.70%)
	Yeh, Ting-Yu (6.42%)
	Shih, I-Chia (4.86%)
	Shih, I-Ching (3.09%)
	Shih, Tan-Ying (3.09%)
	Shih, Yen-Hsu (3.09%)
Taiwan Cooperative Bank	Taiwan Cooperative Financial Holding Co., Ltd. (100%)
Acer SoftCapital Inc	Acer Inc. (100%)
Rongxin Management Consulting Co., Ltd.	Shih, Hsuan-Jung (43.57%)
	Yeh, Ting-Yu (18.81%)
	Yeh, Chia-Hsuan (18.81%)
	Yeh, Ping-Hsueh (18.81%)
Rongan Management Consultants Co., Ltd.	Shih, Hsuan-Jung (43.57%)
	Yeh, Ting-Yu (18.81%)
	YEH, CHIA-HSUAN (18.81%)
	YEH, PING-HSUEH (18.81%)

3. Directors' professional knowledge and independence status:

(1) Professional qualifications and independence analysis of directors and supervisors

Condition / Name	Professional qualifications and experience	Independence status	Number of other public companies where the director holds a concurrent post of independent director
Chairman Chen, Alexander	He was responsible for the marketing operations of Life Link Co., Ltd. and served as Vice President of the Administration and New Business Development Center of Welldone Co., Ltd., with experience in sales, marketing, and management. He currently serves as Chairman of Life Link Co., Ltd.	(See the table below for details)	
Director Chen, Tun-Jen	Graduated from the Executive MBA Program at National Chengchi University and holds a Master's degree from the Graduate Institute of Business Administration at Da-Yeh University. He founded and currently manages Welldone Co., Ltd. and its subsidiaries.	(See the table below for details)	
Director Ho, Ming-Che	Department of Management Science, National Yang Ming Chiao Tung University; Executive MBA Program, National Chengchi University. He previously served as Assistant Sales Manager of Shaomei Food Industry Co., Ltd. and Chairman of Digital Idea Multimedia Co., Ltd., with extensive experience in sales, marketing, and management. He currently serves as President of Welldone Co., Ltd. and Chairman of Quick Go Travel Co., Ltd.	(See the table below for details)	
Director Yang, Chiao-Feng	Previously served as a Data Research Assistant at Taipei Medical University, Process Analysis Assistant at Keck Hospital of USC, and Business Analyst at Keck Hospital of USC. He currently serves as Market Consultant at IQVIA Solutions Taiwan Ltd.	(See the table below for details)	
Independent Director/Audit Committee member Wang, Shen-Huei	Previously served as President of Coretronic Corporation. He currently serves as Supervisor of YMA Corporation and possesses management experience in the technology industry.	The director, his/her spouse, and relatives within the second degree of kinship have not served as director, supervisor, or employee of the Company or its affiliated companies; the director, his/her spouse, and relatives within the second degree of kinship do not hold any shares of the Company themselves (or in the name of others); the director has not served as director, supervisor, or employee of any other company that has a specific relation with the Company; the director hasn't provided the Company or its affiliated companies with commerce, legal affairs, finance, accounting and other relevant services within the last two years. (See the table below for details)	

Independent Director/Audit Committee member Tsai, Yu-Ping	Holds a Juris Doctor degree from Santa Clara University School of Law. Previously served as President of Allianz Uni-President Property Insurance Co., Ltd. and President of Uni-President Securities Investment Trust Co., Ltd. He currently serves as Chairman of Baoli Asset Management Co., Ltd. and possesses professional expertise and management experience in the financial, insurance, and legal fields.	The director, his/her spouse, and relatives within the second degree of kinship have not served as director, supervisor, or employee of the Company or its affiliated companies; the director, his/her spouse, and relatives within the second degree of kinship do not hold any shares of the Company themselves (or in the name of others); the director hasn't served as director, supervisor, or employee of any other company that has a specific relation with the Company; the director has not provided the Company or its affiliated companies with commerce, legal affairs, finance, accounting and other relevant services within the last two years. (See the table below for details)	Cipherlab Co., Ltd./ Independent Director
Independent Director/Audit Committee member Wang, Teng-Yue	Department of Applied Mathematics, National Yang Ming Chiao Tung University. Previously served as Senior Associate Manager at Gorilla Technology. He currently serves as Chairman of PacketX Technology Co., Ltd.	The director, his/her spouse, and relatives within the second degree of kinship have not served as director, supervisor, or employee of the Company or its affiliated companies; the director, his/her spouse, and relatives within the second degree of kinship do not hold any shares of the Company themselves (or in the name of others); the director hasn't served as director, supervisor, or employee of any other company that has a specific relation with the Company; the director has not provided the Company or its affiliated companies with commerce, legal affairs, finance, accounting and other relevant services within the last two years. (See the table below for details)	

Condition / Name	Does the director have more than five years' work experience and the following professional qualifications?			Independence status (Note)												Number of other public companies where the director holds a concurrent post of independent
	An instructor or higher in a department of commerce, law, finance, accounting, or other academic department related to the business needs of the company in a public or private junior college, college, or university	Judge, public prosecutor, attorney, certified public accountant, or other professional or technical specialist who has passed a national examination and been awarded a certificate in a profession necessary for the business of the company	Have work experience in the area of commerce, law, finance, or accounting, or otherwise necessary for the business of the company	1	2	3	4	5	6	7	8	9	10	11	12	
Chen, Alexander			V						V	V	V	V		V	V	0
Chen, Tun-Jen			V	V	V				V	V	V	V		V	V	0
Ho, Ming- Che			V		V		V	V	V	V	V	V	V	V	V	0
Yang, Chiao-Feng				V	V	V	V	V	V	V	V	V	V	V	V	0
Wang, Shen- Huei			V	V	V	V	V	V	V	V	V	V	V	V	V	0
Tsai, Yu- Ping		V	V	V	V	V	V	V	V	V	V	V	V	V	V	1
Wang, Teng-Yue				V	V	V	V	V	V	V	V	V	V	V	V	0

Note: If each director and supervisor complied with the following conditions two years before they were elected and during their tenure, please mark "√" in the blank below the code of each condition.

(1) Not an employee of the Company or an affiliated company.

(2) Not a director or supervisor of the Company or an affiliated company (however, it does not apply to the concurrent officeholding of an independent director in the Company and its parent company or subsidiary or subsidiaries belonging to the same parent company according to this law or other local laws and regulations).

(3) Not an individual shareholder holding or with his/her spouse, underage children or others holding more than 1% of the total shares already issued by the Company or ranking in the top 10 in terms of shareholding ratio.

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

(5) Not a director, supervisor or employee of a corporate shareholder directly holding more than 5% of the total shares issued by the Company, ranking in the top 5 in terms of shareholding ratio, or assigning a representative to serve as the director or supervisor of the Company according to Article 27-1 or Article 27-2 of the Company Act (however, it does not apply to concurrent officeholding of an independent director in the Company and its parent company or subsidiary or subsidiaries belonging to a same parent company according to this law or other local laws and regulations).

(6) Not a director, supervisor, or employee of another company with more than half of the director seats of the Company or shares with voting rights controlled by a same person (however, it does not apply to the concurrent officeholding of an independent director in the Company and its parent company or subsidiary or subsidiaries belonging to a same parent company according to this law or other local laws and regulations).

(7) Not a director (council member), supervisor or employee of another company or institution who is the same as or the spouse of the chair, president, or person with an equivalent position of the Company (however, it does not apply to the concurrent officeholding of an independent director in the Company and its parent company or subsidiary or subsidiaries belonging to a same parent company according to this law or other local laws and regulations).

(8) Not a director (council member), supervisor or manager or shareholder with shareholding ratio above 5% of a specific company or institution that has financial or business contact with the Company (however, it does not apply to the situation in which the specific company or institution holds more than 20% but less than 50% of the total shares already issued by the company, and concurrently serving as an independent director in the Company and its parent company or subsidiary or subsidiaries belonging to a same parent

company according to this law or other local laws and regulations).

(9) Not a professional, or owner, partner, director (council member), supervisor, or manager of sole proprietorship, partnership, company, or institution providing auditing services for the Company or affiliated companies or relevant commercial, legal, financial, and accounting services with the accumulated compensation amount not exceeding NT$500,000 in the past two years, as well as their spouses. However, it does not apply to members of the remuneration committee, public acquisition deliberation committee. or the M&A special committee that performs its duties in accordance with relevant laws and regulations, including the Securities and Exchange Act or the Business Mergers and Acquisitions Act.

(10) Not the spouse or a relative within the second degree of kinship to any other director.

(11) Not having any of the circumstances stipulated in Article 30 of the Company Act.

(12) Not elected as government, legal person, or its representative according to Article 27 of the Company Act.

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

A. Diversity of the Board of Directors: Diversity policy of the Board of Directors

To strengthen corporate governance and promote the sound development of the composition and structure of the Board of Directors, the members of the Board of Directors of the Company are selected and appointed following the principle of talent orientation with diversified complementary capabilities in cross-industry fields, including basic composition (e.g., age, gender, etc.). They must also have industrial experience and relevant skills in fields like manufacturing, technology, channel, biotechnology, and insurance finance, as well as operation judgment capabilities, leadership, and crisis handling capabilities, etc. to benefit the improvement of the overall performance of the Company. The diversity objectives of the Board of Directors and the fulfillment status are as follows:

(a) The current Board of Directors of the Company consists of seven members (including three independent directors). Collectively, the Board possesses expertise in business judgment, leadership and decision-making, operational management, international market perspective, and crisis management, along with extensive industry experience and professional knowledge. Among the Board members, Chairman Chen, Alexander previously oversaw sales and marketing for the Group's channel distribution business; Director Chen, Tun-Jen founded Welldone Company and has led and managed the Group's affiliated companies; Director Ho, Ming-Che specializes in sales and marketing for channel distribution businesses; Director Yang, Chiao-Feng specializes in the pharmaceutical and medical fields; Independent Directors Wang, Teng-Yue and Wang, Sheng-Hui possess extensive experience in the technology industry; and Independent Director Tsai, Yu-Ping specializes in the insurance and financial sector and holds a Juris Doctor degree. All directors have many years of experience in their respective industries.

(b) All board members are Taiwanese, and two directors are also employees of the Company. The age groups of board members are as follows: two director is aged 31-40; two director is aged 51-60; two directors are aged 61-70; and one director is aged 71-80. One board member is female. In the future, the Company will continue to focus on improving the ratio of female directors among the board members.

In the future, the Company will, in consideration of the operation, business type, and development demand of the Board of Directors, amend the diversity policy as appropriate, including, but not limited to, the standards in basic conditions and values, and professional knowledge and skills, to ensure that board members universally possess the knowledge, skills, and qualities required to execute their duties.

B. Independence of the Board of Directors:

The current Board of Directors of the Company comprises seven members, including

three independent directors who account for 43% of the total director seats.
Except for Chairman Chen, Alexander and Director Chen, Tun-Jen, who have a second degree of kinship, all other directors, including independent directors, do not have any spousal relationship, or kinship with the second degree. Therefore, the directors are not involved in any of the situations stipulated in subparagraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

(II) Profile of the Company's president, Vice Presidents, associate managers, and the heads of all Company divisions and branch units

April 13, 2026

Title	Nationality	Name	Gender	Date elected	Shareholding		Spouse & minor shareholding		Shareholding by nominee arrangement		Experience (education)	Other position	Managers who are spouses or within two degrees of kinship			Remark
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
President	R.O.C.	Ho, Ming-Che	Male	2006.3	1,694,525	1.74%	0	0.00%	1,691,000	1.74%	National Yang Ming Chiao Tung University Department of Management Sciences Shaomei Food Industry Co., Ltd./Business associate manager	Quick Go Travel Co., Ltd./ Chairman	None	None	None	None
Operational Management Center President	R.O.C.	Li, Li-Hsiang	Female	2005.5	55,652	0.06%	0	0.00%	0	0.00%	Da-Yeh University EMAB EAGLE HOLDING CORPORATION/Chief of planning division	None	None	None	None	None
Vice President	R.O.C.	Chen, Alexander	Male	2020.2	5,000,000	5.14%	0	0.00%	2,588,000	2.66%	Sophia University	Welldone Company/ Chairman	None	None	None	None
Telecom Channel Service Business Division Vice President	R.O.C.	Chan, Shih- Jen	Male	2014.1	38,752	0.04%	678	0.00%	0	0.00%	Feng Chia University Department of Water Resources Engineering and Conservation	None	None	None	None	None
Financial Technology Division Senior Associate Manager	R.O.C.	Lu, Chi-Wei	Male	2014.1	25,853	0.03%	22,848	0.02%	0	0.00%	Feng Chia University Department of Business Administration Daodi International Co., Ltd./ Director DaChan Food (Asia) Limited/ Product marketing HUNYA FOODS CO., LTD./ Product marketing	None	None	None	None	None
Chief Financial Officer	R.O.C.	Li, Po-Yang	Male	2022.3	135,000	0.14%	0	0.00%	0	0.00%	MSc in Finance, Lancaster University, UK) Welldone Company/Financial manager	None	None	None	None	None

II. Remuneration of Directors, Supervisors, President, and Vice Presidents in the Most Recent Fiscal Year

(I) Remuneration of directors and independent directors

Unit: NT$ Thousand; Share(s) December 31, 2025

Title	Name	Base compensation (A)								Ratio of total remuneration (A+B+C+D) to net income (%) (Note 10)		Relevant remuneration received by directors who are also employees								Ratio of Total Remuneration (A+B+C+D+E+F+G) to Net income (%) (Note 10)		Compensation paid to directors from an invested company other than the Company's subsidiaries or parent company (Note 11)
		Base compensation (A) (Note 2)		Severance pay (B)		Directors' compensation (C) (Note 3)		Allowance (D) (Note 4)				Salary, bonuses, and allowances (E) (Note 5)		Severance pay (F)		Employee compensation (G) (Note 6)						
																The Company		Companies in the consolidated financial statements (Note 7)				
		The Company	Companies in the consolidated financial statements (Note 7)	The Company	Companies in the consolidated financial statements (Note 7)	The Company	Companies in the consolidated financial statements (Note 7)	The Company	Companies in the consolidated financial statements (Note 7)	The Company	Companies in the consolidated financial statements (Note 7)	The Company	Companies in the consolidated financial statements (Note 7)	The Company	Companies in the consolidated financial statements (Note 7)	Cash	Stock	Cash	Stock	The Company	Companies in the consolidated financial statements	
Chairman	Xinlai Investment Co., Ltd. Chen, Alexander	0	0	0	0	3,387	3,387	6	16	3,393 0.41%	3,403 0.41%	3,812	7,677	104	104	6,332	0	6,332	0	13,641 1.63%	17,516 2.09%	None
Director	Chen, Tun Jen	14,000	14,000	0	0	7,675	7,675	4	14	21,679 2.59%	21,689 2.59%	0	0	0	0	0	0	0	0	21,679 2.59%	21,689 2.59%	None
Director	Ho, Ming Che	0	0	0	0	4,605	4,605	6	6	4,611 1.05%	4,611 1.05%	14,025	14,025	0	0	6,965	0	6,965	0	25,601 5.85%	25,601 5.85%	None
Director	Yang, Chiao Feng	0	0	0	0	2,302	2,302	246	246	2,548 0.58%	2,548 0.58%	0	0	0	0	0	0	0	0	2,548 0.58%	2,548 0.58%	None
Independent Director	Wang, Shen Huei	0	0	0	0	2,302	2,302	253	253	2,555 0.58%	2,555 0.58%	0	0	0	0	0	0	0	0	2,555 0.58%	2,555 0.58%	None
Independent Director	Tsai, Yu-Ping	0	0	0	0	2,302	2,302	253	253	2,555 0.58%	2,555 0.58%	0	0	0	0	0	0	0	0	2,555 0.58%	2,555 0.58%	None
Independent Director	Wang, Teng Yue	0	0	0	0	2,302	2,302	253	253	2,555 0.58%	2,555 0.58%	0	0	0	0	0	0	0	0	2,555 0.58%	2,555 0.58%	None

(1) Please explain the remuneration payment policy, system, standard and structure for independent directors, as well as the relevancy of factors including responsibilities assumed, risks, and input time to the amount of remuneration paid: The remuneration of directors of the Company is determined in accordance with the provisions of the Measures for the Payment of Remuneration to Directors and Supervisors.

(2) Except for the information disclosed in the preceding table, remuneration received by directors of the Company in the most recent fiscal year for providing services to companies included in the financial statements (such as serving as non-employee consultants) was as follows: Director Chen, Tun-Jen received consultant remuneration of NT$440,000.

(3) Former Chairman Chen, Tun-Jen resigned on November 7, 2025. The Board of Directors elected Chen, Wei-Yu, representative of Xinlai Investment Co., Ltd., as the new Chairman, who assumed office on November 8, 2025.

Remuneration Range Table

Range of remuneration	Name of directors			
	Total remuneration (A+B+C+D)		Total remuneration (A+B+C+D+E+F+G)	
	The Company (Note 8)	Companies in the consolidated financial statements (Note 9) H	The Company (Note 8)	Companies in the consolidated financial statements (Note 9) I
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)	Wang, Shen-Huei, Tsai, Yu-Ping, Wang, Teng-Yue, Yang, Chiao-Feng		Wang, Shen-Huei, Tsai, Yu-Ping, Wang, Teng-Yue, Yang, Chiao-Feng	
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)	Representative of Xinlai Investment Co., Ltd.: Chen, Alexander,		Representative of Xinlai Investment Co., Ltd.: Chen, Alexander	
NT$15,000,000 (inclusive) ~ NT$30,000,000 (exclusive)	Chen, Tun-Jen, Ho, Ming-Che		Chen, Tun-Jen, Ho, Ming-Che	
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				

Note 1. Directors' names shall be presented separately (the names of corporate shareholders and the names of their representative shall be presented separately). General directors and independent directors shall also be presented separately, and each amount paid to them shall be summarized and disclosed. If a director holds a concurrent post of president or Vice President, he/she shall fill out this table and the following Table (3-1) or Table (3-2-1).

Note 2. Refers to the salary paid to directors in the most recent fiscal year (including directors' remuneration, position bonus, severance pay, various bonuses and rewards, etc.).

Note 3. Refers to the amount of directors' compensation distributed in the most recent fiscal year with the approval of the Board of Directors.

Note 4. Refers to relevant business execution fees incurred by directors in the most recent fiscal year (including travel expenses, special disbursement, various allowances, dormitory expenses, car provisions, and other expenses in kind). If housing, cars, or other transport means or exclusive individual expenditure are provided, the nature and cost of the assets provided, the actual rent or rent calculated according to fair market price, gasoline expenses, and other payments shall be disclosed. If a driver is allocated, please note the relevant reward paid by the Company to the driver, but this shall not be included in the remuneration.

Note 5. Refers to payments received by directors as concurrent employees (including concurrent posts of president, Vice President, other manager, and employees), including salary, position bonus, severance pay, various bonuses and rewards, travel expenses, special disbursement, various subsidies, dormitories, car provisions, and other expenses in kind. If housing, cars, or other transport means or exclusive individual expenditure are provided, the nature and cost of the assets provided, the actual rent or rent calculated according to fair market price, gasoline expenses, and other payments shall be disclosed. If a driver is allocated, please note the relevant reward paid by the Company to the driver, but this shall not be included in remuneration.

Note 6. Refers to employee compensation (including stock and cash) received by directors as concurrent employees (including concurrent posts of president, Vice President, other manager, and employees). The amount of employee compensation distributed with the approval of the Board of Directors in the most recent fiscal year shall be disclosed. If this amount is impossible to predict, the amount proposed for distribution in the current year shall be proportionally calculated according to the actual amount distributed in the previous year. In this case, Schedule 1-3 shall be filled out separately.

Note 7. The total amount of remuneration paid by all companies (including the Company) in the consolidated statements to the directors of the Company shall be disclosed.

Note 8. In the range of the total amount of remuneration paid by the Company to each director, the names of the directors shall be disclosed.

Note 9. The total amount of remuneration paid by all companies (including the Company) in the consolidated statements to the directors of the Company shall be disclosed, together with the names of directors in the corresponding Remuneration Range Table.

Note 10.Net income after tax refers to the net income after tax in the most recent fiscal year; if the IFRS has already been adopted, net income after tax refers to the net income after tax indicated in the individual or separate financial statements in the most recent fiscal year.

Note 11.a. The amount of relevant remuneration received by directors of the Company from invested companies beyond subsidiaries or the parent company shall be clearly filled out in this column.

b. The amount of relevant remuneration received by directors of the Company from invested companies beyond subsidiaries shall be incorporated in column J of the Remuneration Range Table, if any, and the name of the column shall be changed to "All invested companies".

c. Remuneration refers to salary and compensation (including compensation of employees, directors, and supervisors) and business execution fees as well as other relevant remuneration received by directors of the Company with the identity of director, supervisor, or manager of invested companies beyond subsidiaries.

(II) Remuneration of president and Vice Presidents

Unit: NT$ Thousand; Share(s) December 31, 2025

<table>
<tr><th rowspan="3">Title</th><th rowspan="3">Name</th><th colspan="2">Salary (A) (Note 2)</th><th colspan="2">Severance pay (B)</th><th colspan="2">Bonuses and allowances (C) (Note 3)</th><th colspan="4">Employee compensation (D) (Note 4)</th><th colspan="2">Ratio of Total Amount of Items A, B, C, and D to Net Income After Tax (%) (Note 9)</th><th colspan="2">Amount of employee stock options acquired (Note 5)</th><th rowspan="3">Compensation paid to directors from an invested company or from the Company's subsidiary (Note 10)</th></tr>
<tr><th rowspan="2">The Company</th><th rowspan="2">Companies in the consolidated financial statements (Note 6)</th><th rowspan="2">The Company</th><th rowspan="2">Companies in the consolidated financial statements (Note 6)</th><th rowspan="2">The Company</th><th rowspan="2">Companies in the consolidated financial statements (Note 6)</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 (Note 6)</th><th rowspan="2">The Company</th><th rowspan="2">Companies in the consolidated financial statements (Note 6)</th></tr>
<tr><th>Cash Dividend Amount</th><th>Stock Dividend Amount</th><th>Cash Dividend Amount</th><th>Stock Dividend Amount</th></tr>
<tr><td>President</td><td>Ho, Ming-Che</td><td rowspan="4">13,597</td><td rowspan="4">15,757</td><td rowspan="4">320</td><td rowspan="4">320</td><td rowspan="4">18,926</td><td rowspan="4">20,631</td><td rowspan="4">22,477</td><td rowspan="4">0</td><td rowspan="4">22,477</td><td rowspan="4">0</td><td rowspan="4">55,320
6.60%</td><td rowspan="4">59,185
7.06%</td><td rowspan="4">0</td><td rowspan="4">0</td><td rowspan="4">None</td></tr>
<tr><td>Operational Management Center President</td><td>Li, Li-Hsiang</td></tr>
<tr><td>Executive Office & New Business Development Center Vice President</td><td>Chen, Alexander</td></tr>
<tr><td>Telecom Channel Service Business Division Vice President</td><td>Chan, Shih-Jen</td></tr>
</table>

Remuneration Range Table

Range of remuneration paid to president and Vice Presidents	Name of presidents and Vice Presidents	
	The Company (Note 6)	Companies in the consolidated financial statements(Note 7) 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)		
NT$3,500,000 (inclusive) ~ NT$5,000,000 (exclusive)		
NT$5,000,000 (inclusive) ~ NT$10,000,000 (exclusive)	Chan, Shih-Jen	Chan, Shih-Jen
NT$10,000,000 (inclusive) ~ NT$15,000,000 (exclusive)	Chen, Alexander	Chen, Alexander
NT$15,000,000 (inclusive) ~ NT$30,000,000 (exclusive)	Ho, Ming-Che, Li, Li-Hsiang	Ho, Ming-Che, Li, Li-Hsiang
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		

Note 1. The names of the president and Vice Presidents shall be presented separately, and the amount paid shall be summarized and disclosed. If a director holds a concurrent post of president or Vice President, he/she shall fill out this table as well as Table (1-1) or Table (1-2) above.

Note 2. The salary, position bonus, and severance pay of the president and Vice Presidents in the most recent fiscal year shall be filled out.

Note 3. Various bonuses, rewards, travel expenses, special disbursements, various subsidies, dormitory expenses, car provisions, and other expenses in kind as well as other rewards for the president and Vice Presidents in the most recent fiscal year shall be filled out. If housing, cars, or other transport means or exclusive individual expenditures are provided, the nature and cost of the assets provided, the actual rent or rent calculated according to fair market price, gasoline expenses, and other payments shall be disclosed. If a driver is allocated, please note the relevant reward paid by the Company to the driver, but this shall not be included in remuneration. In addition, salary expenses recognized according to IFRS 2 "Share-based Payment", including employee stock options, new restricted employee shares, and participation in the share subscription by cash capital increase, shall also be included in remuneration.

Note 4. The amount of employee compensation distributed to the president and Vice Presidents with the approval of the Board of Directors in the most recent fiscal year shall be filled out. If this amount is impossible to predict, the amount proposed for distribution in the current year shall be proportionally calculated according to the actual amount distributed last year. In this case, Schedule 1-3 shall be filled out separately. Net income after tax refers to the net income after tax in the most recent fiscal year; if the IFRS is already adopted, net income after tax refers to the net income after tax indicated in the individual or separate financial statements in the most recent fiscal year.

Note 5. The total amount of remuneration paid by all companies (including the Company) in the consolidated statements to the president and Vice Presidents of the Company shall be disclosed.

Note 6. The total amount of remuneration paid by the Company to the president and Vice Presidents shall be disclosed, together with the names of the president and Vice Presidents in the corresponding Remuneration Range Table.

Note 7. The total amount of remuneration paid by all companies (including the Company) in the consolidated statements to the president and Vice Presidents of the Company shall be disclosed, together with the names of the president and Vice Presidents in the corresponding Remuneration Range Table.

Note 8. Net income after tax refers to the net income after tax in the most recent fiscal year; if the IFRS is already adopted, net income after tax refers to the net income after tax indicated in the individual or separate financial statements in the most recent fiscal year.

Note 9. a. The amount of relevant remuneration received by the president and Vice Presidents of the Company from invested companies beyond subsidiaries shall be clearly filled out in this column.

b. The amount of relevant remuneration received by the president and Vice Presidents of the Company from invested companies beyond subsidiaries shall be incorporated into column E of the Remuneration Range Table if any, and the name of the column shall be changed to "All invested companies".

c. Remuneration refers to salary and compensation (including compensation of employees, directors, and supervisors) and business execution fees as well as other relevant remuneration received by the president and Vice Presidents of the Company with the identity of director, supervisor, or manager of invested companies beyond subsidiaries.

(III) Remuneration of the management team

Unit: NT$ Thousand/Share(s) December 31, 2025

	Title	Name	Amount in stock	Amount in cash	Total	As a % of net profit
Managerial officers	President	Ho, Ming-Che	0	27,858	27,858	3.33%
	Operational management Center President	Li, Li-Hsiang				
	Executive Office & New Business Development Center Vice President	Chen, Alexander				
	Telecom Channel Service Business Division Vice President	Chan, Shih-Jen				
	Financial Technology Division Senior Associate Manager	Lu, Chi-Wei				
	Finance Division Senior Manager	Li, Po-Yang				
	Finance Division Chief Accountant	Chu, Chen-Ju				

Note 1. Names and job titles should be disclosed individually, but profit distributions received may be disclosed in aggregate.

Note 2. Fill in the amount of employee profit-sharing compensation (including stocks and cash) received by the managerial officers as approved or expected to be approved by the board of directors for the most recent fiscal year. If the amount cannot be forecasted, disclose the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year. If the Company has already adopted the IFRS, net income means the net income after tax on the parent company only or individual financial report for the most recent fiscal year.

Note 3. The applicable scope of "managerial officers" is defined under the 27 March 2003 FSC Order No. Tai-Cai-Zheng-III-0920001301 as persons in the following positions:

(1) President and officers of equivalent level positions
(2) Vice Presidents and officers of equivalent level positions
(3) Associate managers and officers of equivalent level positions
(4) Head of the finance division
(5) Head of the accounting division
(6) Other personnel in charge of the managerial affairs of the Company with signing rights.

Note 4. If any director, president and Vice President receive profit-sharing compensation (including stocks or cash), complete this table in addition to Table 1-2.

(IV) Remuneration paid to the top five executives with the highest remuneration in a TWSE/TPEx listed company (names and remuneration form disclosed individually)

Unit: NT$ Thousand; Share(s) / December 31, 2025

Title	Name	Salary (A) (Note 2)		Severance pay (B)		Bonuses and allowances (C) (Note 3)		Employee compensation (D) (Note 4)				Ratio of total compensation (A+B+C+D) to net income (%) (Note 6)		Compensation paid to directors from an invested company or from the Company's subsidiary (Note 7)
		The Company	Companies in the consolidated financial statements (Note 5)	The Company	Companies in the consolidated financial statements (Note 5)	The Company	Companies in the consolidated financial statements (Note 5)	The Company		Companies in the consolidated financial Statements (Note 5)		The Company	Companies in the consolidated financial statements	
								Cash	Stock	Cash	Stock			
President	Ho, Ming-Che	5,040	5,040	0	0	8,986	8,986	6,965	0	6,965	0	2.51%	2.51%	None
Operational Management Center President	Li, Li-Hsiang	3,840	3,840	108	108	7,932	7,932	6,332	0	6,332	0	2.17%	2.17%	None
Vice President	Chen, Alexander	2,653	4,813	104	104	1,159	2,864	6,332	0	6,332	0	1.22%	1.68%	None
Telecom Channel Service Business Division Vice President	Chan, Shih-Jen	2,064	2,064	108	108	849	849	2,849	0	2,849	0	0.70%	0.70%	None
Financial Technology Division Senior Associate Manager	Lu, Chi-Wei	2,122	2,122	108	108	3,836	3,836	2,849	0	2,849	0	1.06%	1.06%	None

Note 1. "The top five executives with the highest remuneration" refers to managers of the Company. The standards for recognition of managers shall align with the scope of application of "Managers" stipulated in Order Tai-Tsai-Cheng-San-Tzu No. 0920001301 issued by former Securities and Futures Commission, the Ministry of Finance on March 27, 2003. The principles of the calculation and recognition of "the top five executives with the highest remuneration" refers to the total amount of salary, severance pay and pension, bonus, and allowances, etc. received by managers of the Company from all companies in the consolidated financial statements as well as the amount of employee compensation (i.e., total of items A+B+C+D); the top five are then sorted and recognized based on said amount. If a director serves as a preceding executive, this table and the preceding Table (1-1) shall be filled out.

Note 2. The salary, position bonus, and severance pay of the top five executives with the highest remuneration in the most recent fiscal year shall be filled out.

Note 3. Various bonuses, rewards, travel expenses, allowances, various subsidies, dormitory expenses, car provisions, and other expenses in kind, as well as other rewards for the top five executives with the highest remuneration in the most recent fiscal year shall be filled out. If housing, cars, or other transport means or exclusive individual expenditure are provided, the nature and cost of the assets provided, the actual rent or rent calculated according to fair market price, gasoline expenses, and other payments shall be disclosed. If a driver is allocated, please note the relevant reward paid by the Company to the driver, but this shall not be included in remuneration. In addition, salary expenses recognized according to IFRS 2 "Share-based Payment", including employee stock options, new restricted employee shares, and participation in the share subscription by cash capital increase, shall also be included in remuneration.

Note 4. The amount of employee compensation distributed to the top five executives with the highest remuneration with the approval of the Board of Directors in the most recent fiscal year shall be filled out. If this amount is impossible to predict, the amount proposed for distribution in the current year shall be proportionally calculated according to the actual amount distributed last year. In this case, Schedule 1-3 shall be filled out separately.

Note 5. The total amount of remuneration paid by all companies (including the Company) in the consolidated statements to the top five executives with the highest remuneration of the Company shall be disclosed.

Note 6. Net income after tax refers to the net income after tax indicated in the individual or separate financial statements in the most recent fiscal year.

Note 7. a. The amount of relevant remuneration received by the top five executives with the highest remuneration of the Company from invested companies beyond subsidiaries or the parent company shall be clearly filled out in this column (please indicate "None" if not applicable).

b. Remuneration refers to salary and compensation (including compensation of employees, directors, and supervisors) and business execution fees as well as other relevant remuneration received by the top five executives with the highest remuneration of the Company with the identity of director, supervisor, or manager of invested companies beyond subsidiaries or the parent company.

(V) Ratio of total remuneration for president and Vice Presidents of the Company and all the companies in the consolidated Financial Statements in net profit of the individual financial report after tax shall be illustrated, and remuneration payment policy, standard and combination, establishment procedure of remuneration, relevance between performance and future risk shall be stated.

1. Analysis of the ratio of the total amount of remuneration paid in net income after tax

Unit: NT$ Thousand

	2024		2025	
	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements
Director	27,410	29,518	39,896	39,916
Supervisors	0	0	0	0
President and Vice President (excluding those concurrently serving as Directors and President/Vice Presidents)	40,577	40,587	55,320	59,185
Ratio of the total amount in net income after tax	8.12%	8.37%	11.37%	11.83%

2. Remuneration payment policy, standard and combination:
   (1) The Company sets aside no more than 4% of the surplus distributed in the current year as compensation for directors and supervisors in accordance with the relevant provisions of the Articles of Association.
   (2) The remuneration of the president and Vice Presidents is paid according to relevant measures of the Company for personnel remuneration and based on their seniority and rank. Bonuses and dividends are paid according to the annual operating performance and individual performance.
3. Remuneration procedure:
   (1) The compensation of directors and supervisors distributed from the surplus shall be paid based on the participation of directors and supervisors in corporate operations as well as the value contributed after deliberation of the Remuneration Committee, and submitted to the Board of Directors and relevant Shareholders' Meeting with relevant resolutions.
   (2) The remuneration of the president and heads of departments of the Company shall be established in accordance with the relevant measures of the Company for personnel remuneration, and based on their positions and responsibilities with reference to the remuneration level of the same positions in the industry. Remuneration is applied after deliberation of the Remuneration Committee, and verification and approval by the Board of Directors.
4. Relevancy to operating performance and future risks:
   (1) The compensation of directors and supervisors is a earnings appropriation in nature, with the Company's operating position and financial performance already fully considered.
   (2) The remuneration of the president and Vice Presidents is determined in full consideration of their professional competency, as well as the corporate operation and financial position. The performance of these officers is evaluated according to the scores obtained in daily assessments and the fulfillment status of tracked key performance indicators continually. Furthermore, future possible risks have already been fully considered.

III. Status of Corporate Governance Implementation

(I) Operations of the Board of Directors

The Company re-elected its directors, and set up an Audit Committee in replacement of supervisors in the Annual General Meeting held on June 14, 2023. A total of 6 meetings (A) were held in the most recent fiscal year. The attendance records of directors are as follows:

Title	Name	Attendance in person(B)	By proxy	Attendance rate (%) 【B/A】	Remarks
Chairman	Xinlai Investment Co., Ltd. Representative Chen, Alexander	6	-	100%	
Director	Ho, Ming-Che	6	-	100%	
Director	Chen, Tun-Jen	4	2	67%	
Director	Yang, Chiao-Feng	6	-	100%	
Independent Director	Wang, Shen-Huei	6	-	100%	
Independent Director	Tsai, Yu-Ping	6	-	100%	
Independent Director	Wang, Teng-Yue	6	-	100%	

Other mentionable items:

I. If any of the following circumstances occurs, the dates of the meetings, sessions, contents of proposals, all independent directors' opinions, and the Company's response to these opinions shall be described:

(1) Matters referred to in Article 14-3 of the Securities and Exchange Act.

(2) Matters involving objections or expressed reservations by independent directors mentioned in records or written statements, and requiring resolution by the Board of Directors in addition to the preceding matters:
In the meetings of the Board of Directors held in 2025, no independent director raised any objection or reservation.

II. For the execution of the recusal of directors from relevant proposals due to conflicts of interest, the names of directors, contents of proposals, reason for recusal, and participation in voting shall be described: None.

III. Implementation status of evaluations of the Board of Directors and functional committees:

Frequency	Period	Scope	Method	Content
Once a year	January 1, 2025 to December 31, 2025	Performance of the Board of Directors, Individual Board Members, and Functional Committees (Remuneration Committee and Audit Committee)	Self-evaluation by board members	The performance evaluation of the Board of Directors includes participation in the Company's operations, improvement in the Board of Directors' decision-making quality, composition and structure of the Board of Directors, election and continuing education of directors, and internal control. The performance evaluations of individual board members include understanding of the Company's goals and missions, understanding of the directors' responsibilities, participation in the Company's operations, management and communication of internal relations, expertise and continuing education of directors, and internal control. The performance evaluations of functional committees include participation in the Company's operations, understanding of the functional committees' responsibilities, improvement in the functional committees' decision-making quality, composition of the functional committees and election of members, election of members of the committees, and internal control.

IV. Give an evaluation of the targets that were adopted for strengthening the functions of the Board of Directors during the current and immediately preceding fiscal years (e.g., establishment of an audit committee, enhancement of information transparency, etc.), as well as the actions taken and results achieved.

The Board of Directors serves as the core governing body within the company's corporate governance framework. In accordance with the requirements set forth by the security's regulatory authorities, the current Board is composed of seven (7) directors, including three (3) independent directors. An Audit Committee has been established, consisting of all three independent directors, who serve as ex officio members and perform the supervisory functions previously carried out by supervisors. In addition, the same three independent directors also form the Remuneration Committee. This committee is responsible for evaluating and reviewing the company's overall remuneration policies, and for establishing and regularly reviewing policies, systems, standards, and structures for performance evaluation and compensation of directors and senior management.

(II) Operation of the Audit Committee

The Company set up an Audit Committee in replacement of supervisors in 2020. A total of seven meetings (A) were convened by the Board of Directors in the most recent fiscal year. The attendance of committee members is as follows:

Term of committee members: from June 14, 2023 to June 13, 2026; (A).

Title	Name	Attendance in person(B)	By Proxy	Attendance rate (%) [B/A]	Remarks
Independent Director	Wang, Shen-Huei	5	-	100%	
Independent Director	Tsai, Yu-Ping	5	-	100%	
Independent Director	Wang, Teng-Yue	5	-	100%	

Other matters to be recorded:

I. If any of the following circumstances occurs, the dates of the meetings, sessions, contents of proposals, contents of suggestions or objections from independent directors, results of resolutions of the Audit Committee, and the Company's response to these opinions shall be described:

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

Date	Term	Content of proposal	Resolution Result of Audit Committee	Handling the Opinions Submitted by the Audit Committee
2025/3/14	11th meeting of the 2nd session	1. Proposal for the approval of the Company's 2024 financial statements and earnings appropriation.	Proposal was approved unanimously by all committee members present.	Approved unanimously by all directors present.
		2. Proposal for 2024 Evaluation of the Effectiveness of Internal Control System and Internal Control Statement.	Proposal was approved unanimously by all committee members present.	Approved unanimously by all directors present.
		3. Proposal for statement of anti-money laundering and counter financing terrorism 2024	Proposal was approved unanimously by all committee members present.	Approved unanimously by all directors present.
2025/5/9	12th meeting of the 2nd session	1. Proposal for financial statements of the Company in the first quarter of 2025.	Proposal was approved unanimously by all committee members present.	Approved unanimously by all directors present.
		2. Discussion 2024 financial report of small-amount remittance services business for foreign migrant workers.	Proposal was approved unanimously by all committee members present.	Approved unanimously by all directors present.
		3. Discussion of the proposal on the remuneration of CPAs appointed to verify the financial statements	Proposal was approved unanimously by all committee members present.	Approved unanimously by all directors present.
2025/8/8	13th meeting of	1. Proposal for financial statements of the Company in the second quarter of 2025.	Proposal was approved unanimously by all committee members	Approved unanimously by all directors present.

	the 2nd session		present.	
2025/ 11/7	14th meeting of the 2nd session	1. Proposal for financial statements of the Company in the third quarter of 2025.	Proposal was approved unanimously by all committee members present.	Approved unanimously by all directors present.
		2. Discussion of the proposal to amend the Company's "Regulations Governing Anti-Money Laundering and Counter-Terrorism Financing Operations."	Proposal was approved unanimously by all committee members present.	Approved unanimously by all directors present.
		3. Proposal for establishing the Company's "Regulations Governing the Security Maintenance of Personal Data Files and the Handling of Personal Data Following Business Termination" for the foreign small-amount remittance business for migrant workers, submitted for discussion.	Proposal was approved unanimously by all committee members present.	Approved unanimously by all directors present.
2025/ 12/26	15th meeting of the 2nd session	1. Discussion for audit programme 2026.	Proposal was approved unanimously by all committee members present.	Approved unanimously by all directors present.
		2. Proposal for the amendment to the Company's internal control system and detailed rules for the implementation of the internal audit system under the "Payroll Cycle – Payroll Operations."	Proposal was approved unanimously by all committee members present.	Approved unanimously by all directors present.
		3. Proposal for the adjustment of the appointment of the certifying accountants.	Proposal was approved unanimously by all committee members present.	Approved unanimously by all directors present.
		4. Appointment of Deloitte Taiwan for Accountant Independence and Competency Assessment Form 2026.	Proposal was approved unanimously by all committee members present.	Approved unanimously by all directors present.

(II) Resolution matters not passed by the Audit Committee but approved by more than two thirds of all directors in addition to the preceding matters:

No preceding matters have occurred in the most recent fiscal year.

II. For the implementation of recusal of independent directors from voting on relevant proposals due to conflicts of interest, the names of directors, contents of proposals, reason of recusal, and participation in voting shall be described: None.

III. Communication of independent directors with internal audit officers and CPAs (including major events, methods, results, etc. of communication regarding corporate finance and business conditions):

- Independent Directors and CPAs:
  Certified Public Accountants (CPAs) regularly communicate with the independent directors on matters related to financial statement audits, as well as the Company's financial and operational status. Independent directors may also directly contact the CPAs as needed. The communication between both parties is smooth and effective.
- Independent directors and internal audit officer:
  (1) The internal audit officer shall submit "Audit Report" and "Report on Follow-up of Improvements of Review Deficiencies" regarding the implementation results of the auditing work to the independent directors who will inquire the audit officer by phone or E-mail or notify him/her to handle relevant work if they have doubts or instructions after reviewing the audit report.
  (2) The internal audit officer shall attend Audit Committee meetings as stipulated, and report to and communicate the implementation status of the auditing business regularly (every quarter) with the independent directors.
  (3) The independent directors and the internal audit officer may directly contact each other at any time if needed, with smooth communication channels.

(III) Corporate Governance implementation status and deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
1. Has the Company established and does it disclose its Corporate Governance Best Practice Principles based on the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies?		✓	The Company has not yet established Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies; however, it implements corporate governance following the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies in practice.	In line with the Corporate Governance Best Practice Principles.
2. Shareholding structure & shareholders' rights				
(1) Has the Company established internal operating procedures to deal with shareholders' suggestions, concerns, disputes and litigation, and does the Company implement such procedures in accordance with the procedures?		✓	(1) The Company has appointed a spokesperson and deputy spokesperson to handle related matters. The legal department handles any legal issues that arise.	(1) In line with the Corporate Governance Best Practice Principles.
(2) Does the Company keep a list of its major shareholders with controlling power as well as the ultimate owners of those major shareholders?	✓		(2) The Company keeps a list of its major shareholders as well as the ultimate owners of those major shareholders at any time, and discloses it periodically according to the provisions of relevant laws and regulations.	(2) In line with the Corporate Governance Best Practice Principles.
(3) Has the Company established and does it execute a risk management and firewall system within its affiliated companies?	✓		(3) The Company has established appropriate risk control mechanisms and firewalls in accordance with the “Regulations Governing Supervision of Subsidiaries,” “Regulations Governing Related Party Transactions,” “Procedures for Lending of Funds and Endorsement of Guarantees,” and “Regulations Governing the Acquisition and Disposal of Assets.”	(3) In line with the Corporate Governance Best Practice Principles.
(4) Has the Company established internal rules against insider trading and the use of undisclosed information in securities trading?	✓		(4) The Company has established the “Procedures for the Prevention of Insider Trading” to prohibit insiders from trading securities based on undisclosed market information.	(4) In line with the Corporate Governance Best Practice Principles.
3. Composition and responsibilities of the Board of Directors				
(1) Does the Board of Directors develop and implement a diversity policy for the composition of its members?	✓		(1) The Company has recruited people with different professional backgrounds to form the Board of Directors according to the existing business model	(1) In line with the Corporate Governance Best Practice Principles.

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
			and actual needs, and to make suggestions for the Company's decision-making as appropriate.	
(2) In addition to the legally required Remuneration Committee and Audit Committee, has the Company voluntarily established other functional committees?		✓	(2) In addition to the legally established Remuneration Committee and Audit Committee, the Company has not established any other functional committees, but will evaluate and set up relevant committee(s) in the future as needed.	(2) In line with the Corporate Governance Best Practice Principles.
(3) Has the Company established standards and methods to evaluate the performance of the Board of Directors, conduct evaluations annually and regularly, report the evaluation results to the Board of Directors, and use them as a reference for individual directors' remuneration, nomination and renewal?	✓		(3) The Company has already established the Regulations Governing the Performance of the Board of Directors and Functional Committee to implement periodical performance evaluations and submit the results of performance evaluations to the Board of Directors. This regulation is subsequently applied as reference for the remuneration and nomination of individual board members.	(3) In line with the Corporate Governance Best Practice Principles.
(4) Does the Company regularly evaluate the independence of the CPAs?	✓		(4) 1. At the end of each year, the Company conducts an independence assessment of its appointed certifying accountants (Deloitte Taiwan) and submits the assessment results to the Audit Committee and the Board of Directors. 2. According to the Company's self-assessment conducted on December 26, 2025, the appointed CPAs are not directors or supervisors of the Company, are not shareholders, do not receive any remuneration from the Company, and have no conflict of interest. Therefore, they meet the requirements for auditor independence.	(4) In line with the Corporate Governance Best Practice Principles.
4. Does the Company appoint adequate persons and a chief governance officer in charge of corporate governance matters (including, but not limited to, providing directors and supervisors with the required information for business execution, assisting directors and supervisors in following laws and regulations, handling matters in relation to Board Meetings and Shareholders' Meetings and keep minutes at Board Meetings and Shareholders' Meetings as required by law)?	✓		In accordance with Article 20 of the Directions Governing the Establishment and Exercise of Powers of Boards of Directors by TPEx Listed Companies, the Company's Board of Directors appointed Vice President Alexander Chen as the Corporate Governance Officer. The Finance Division, General Administration Division, Internal Audit Office, and Compliance Office jointly assist in handling corporate governance-related matters. Following Mr. Chen's assumption of the position of Chairman on November 8, 2025, the Board of Directors appointed Chief Financial Officer Po-Yang Li as the Corporate	In line with the Corporate Governance Best Practice Principles.

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
			Governance Officer on December 26, 2025. Additionally, the Company has established a "Standard Operating Procedure for Handling Demands by Directors". The Finance Division is responsible for coordinating and providing the necessary data for the execution of duties by the directors and independent directors, assisting directors in complying with laws and regulations, managing the Board of Directors' and Shareholders' Meetings in accordance with legal requirements, and preparing the minutes for both the Board of Directors and Shareholders' Meetings.	
5. Has the Company established communication channels and build a dedicated section on its website for stakeholders (including, but not limited to, shareholders, employees, customers, and suppliers) to respond to material corporate social responsibility issues in a proper manner?	✓		The Company has designated a spokesperson and a deputy spokesperson, and has established an Investor Relations section (including a Stakeholder Area) and a Sustainability section on its official website to facilitate effective communication with stakeholders and promptly respond to material sustainability issues of concern to them. In addition, the Company discloses financial information, shareholder information, and relevant contact details on both the Market Observation Post System (MOPS) and the Company's official website.	In line with the Corporate Governance Best Practice Principles.
6. Does the Company appoint a professional shareholder service agency to deal with shareholder affairs?	✓		The Company has entrusted the Stock Agency Department of Grand Fortune Securities Co., Ltd. with the handling of affairs related to Shareholders' Meetings.	In line with the Corporate Governance Best Practice Principles.
7. Information disclosure (1) Does the Company have a corporate website to disclose both the Company's financial standing and corporate governance status?	✓		(1) The Company has established a website and regularly discloses information related to its financial performance, business operations, and corporate governance. Company website: www.welldone.com.tw	(1) In line with the Corporate Governance Best Practice Principles.
(2) Does the Company have other information disclosure channels (e.g., an English website, appointing designated people to handle information collection and disclosure, a spokesperson system, and webcasting investor conferences)?	✓		(2) 1. The Company's website is www.welldone.com.tw. Special personnel are assigned to take charge of collecting and disclosing corporate information. 2. The Company has appointed a spokesperson and a deputy spokesperson, with their contact	(2) In line with the Corporate Governance Best Practice Principles.

Item	Implementation status			Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
(3) Does the Company announce and file annual financial reports within two months after the close of the given fiscal year and publicly announce and file the first, second, and third quarterly financial reports and the operation of each month ahead of the required deadline?	✓		information disclosed on the Company's website. 3. Presentation materials and video recordings of institutional investor briefings are also made available on the Company's website. (3) The Company's annual financial reports, financial reports of each quarter, and operation status each month are announced and declared by the finance and accounting division within the stipulated time limit according to relevant laws, regulations and the competent authority's specifications.	(3) In line with the Corporate Governance Best Practice Principles.
8. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices (including, but not limited to, employee rights, employee wellness, investor relations, supplier relations, stakeholder rights, directors' and supervisors' training records, implementation of risk management policies and risk evaluation measures, implementation of customer policies, and participation in liability insurance by directors and supervisors)?	✓		(1) Employee rights: The Company has established personnel rules and regulations according to the relevant provisions of the Labor Standards Act to ensure employees' rights. (2) Employee wellness: The Company actively establishes and provides its employees with a safe and comfortable work environment, e.g., an employee dining hall, an Employee Welfare Committee, group insurance for employees, and education, training, and health checkups, etc. (3) Investor relations: The Company has appointed a spokesperson and deputy spokesperson to handle relevant matters. (4) Supplier relations: The Company has always maintained good relations with suppliers. (5) Stakeholder rights: Stakeholders may communicate with the Company, and provide suggestions to safeguard their legitimate rights and interests. (6) Directors' and supervisors' training records: The Company arranges for directors and independent directors to attend continuing education courses with a good attendance rate. (7) Implementation of risk management policies and risk evaluation measures: The Company has legally	In line with the Corporate Governance Best Practice Principles.

<table>
<tr><th rowspan="2">Item</th><th colspan="3">Implementation status</th><th rowspan="2">Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof</th></tr>
<tr><th>Yes</th><th>No</th><th>Description</th></tr>
<tr><td></td><td></td><td></td><td>established an internal control system and various internal regulations to control various risks.
(8) Implementation of customer policies: The Company strictly follows contracts signed with customers as well as relevant regulations, and set up a customer complaint management system to ensure customers' rights and favorable relations.
(9) Liability insurance for directors and independent directors: The Company purchases liability insurance for directors and independent directors every year.</td><td></td></tr>
<tr><td colspan="5">9. Please explain the improvements made in accordance with the Corporate Governance Evaluation results released by the Taiwan Stock Exchange's Corporate Governance Center, and provide the priorities and plans for improvement with items yet to be improved (not applicable for companies excluded from evaluation).
The Company will continue to evaluate the feasibility of future improvements of parts not scored yet.</td></tr>
</table>

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

1. Members of the Remuneration Committee: Convener, Independent Director Wang, Shen-Huei, Member, Independent Director Tsai, Yu-Ping, and Member, Independent Director Wang, Teng-Yue.
   Members of the Remuneration Committee comprise independent directors. For the relevant working seniority of each member of the Remuneration Committee, professional qualifications, and independent status, please refer to the relevant contents indicated in the schedule of information of directors and independent directors on page 5.
2. Status: The Board of Directors approved the establishment of the Rules of Organization of the Remuneration Committee, and elected members of the Remuneration Committee on December 16, 2011. Now it is the fifth Remuneration Committee with three independent directors as members whose term of office is from June 14, 2023 to June 13, 2026.
3. Responsibilities: The Remuneration Committee aims to assist the Board of Directors in executing and evaluating the Company's overall remuneration and welfare policies as well as the managers' remuneration.
4. Operational status of the Remuneration Committee
   The Remuneration Committee of the Company comprises three members.
   A total of two meetings (A) were held by the Remuneration Committee in the most recent fiscal year.
   The qualifications and attendance of committee members are as follows:

Title	Name	Attendance in person(B)	By Proxy	Attendance rate (%) (B /A) (Note)	Remarks
Convener	Wang, Shen-Huei	2	-	100%	
Committee member	Tsai, Yu-Ping	2	-	100%	
Committee member	Wang, Teng-Yue	2	-	100%	
Other matters to be recorded: 1. If the Board of Directors does not adopt or correct the suggestions made by the Remuneration Committee, it shall explain date and session of meeting of the Board of Directors, content of proposal, resolution results of the Board of Directors as well as the Company's response to the opinions of the Remuneration Committee (if the remuneration passed by the Board of Directors is superior to that suggested by the Remuneration Committee, the deviation and reason shall be explained): None. 2. As for resolution matters of the Remuneration Committee, if any member raises an opposing or qualified opinion with a relevant written statement, the date and session of the Remuneration Committee as well as the content of the proposal, all members' opinions, and handling of these opinions shall be explained: None.					

Note:

(1) If any member of the Remuneration Committee resigns before the end of the year, the date of resignation shall be specified in the remark's column. The actual attendance (%) of this resigning member shall be calculated according to the number of meetings of the Remuneration Committee held in the tenure, and the actual attendance of this member.

(2) If the Remuneration Committee was re-elected before the end of the year, both the new and former members of the Remuneration Committee shall be indicated, and it shall be specified in the remarks column which members are formerly and newly appointed together with the date of re-appointment or re-election. The actual attendance (%) of this resigning member shall be calculated according to the number of meetings of the Remuneration Committee held in the tenure, and the actual attendance of this member.

(V) Implementation status of promotion of sustainable development, deviations from Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof:

Evaluation item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
I. Has the Company established a governance structure to promote sustainable development and set up a full- time (or part-time) unit to promote sustainable development which is handled by senior management authorized by the Board of Directors and supervised and guided by the Board of Directors?	✓		The General General Administration Division of the Company is in concurrent charge of the promotion of sustainable development, and each department involved shall also assist with the joint promotion of sustainable development related affairs, and report to the Board of Directors as needed.	In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.
II. Has the Company implemented a risk evaluation of issues related to corporate operations, including environment, society and corporate governance, according to the materiality principle and established relevant risk management policies or strategies?		✓	The Company has not established relevant risk management policies or strategies regarding issues including the environment, society, and corporate governance related to corporate operations. However, the Company already promotes corporate governance in daily operating activities, strictly abides by laws and regulations, and legally established the internal control system and internal management rules and regulations to control each risk. The Company also actively implements environmental protection and energy conservation work, and participates in social welfare activities, etc.	In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.
III. Environmental issues (I) Has the Company established an environmental management system suitable for the industry in which it operates?	✓		(I) The impact of the Company's operating activities on the environment mainly comes from the electric energy and water resources used in the workplace and waste generated. The Company has already reduced the environmental impact through resource reutilization, elevator energy conservation, corridor lighting, and management of air-conditioning and water resources.	(I) In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.
(II) Does the Company endeavor to utilize all resources more efficiently and use renewable materials that have a low impact on the environment?	✓		(II) The Company’s energy consumption consists solely of electricity supplied by Taiwan Power Company, and no renewable energy is currently used. Nevertheless, to improve electricity efficiency, the Company has implemented the following measures:	(II) In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
			1. Air-conditioning equipment is the Company's primary electricity-consuming equipment. The existing central air-conditioning system automatically adjusts compressor loads based on water temperature. Variable-frequency drives are installed on chilled water pumps to enhance chilled water utilization efficiency, and a central monitoring system is utilized to control the operation and scheduling of various air-conditioning system equipment. 2. When replacing or purchasing electrical equipment, the Company selects high-efficiency, energy-saving products. Traditional lighting fixtures have also been replaced with LED lighting. 3. The Company engages qualified electrical technicians to conduct regular inspections and maintenance of high- and low-voltage power supply equipment to ensure normal operation and avoid unnecessary energy consumption.	
(III) Does the Company evaluate the potential risks and opportunities in climate change with regard to the present and future of its business, and take appropriate action to counter climate change issues?	✓		(III) The General General Administration Division of the Company is assigned to search and evaluate relevant information concerning the potential risks and opportunities brought by climate change to the present and future of the enterprise, provide such information to management as a reference for decision-making, and publicize measures taken by the Company to promote environmental protection and energy conservation to the employees through monthly meetings, posting announcements, and via email, etc.	(III) In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.
(IV) Has the Company calculated greenhouse gas emissions, water consumption, and the total weight of waste in the last two years, and established policies on energy conservation and	✓		(IV) The Company's premises have already established relevant energy conservation measures, including management of operational efficiency, temperature control on air-conditioning equipment, and efficiency	(IV) In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
carbon reduction, greenhouse gas reduction, water reduction, or waste management?			and management of lighting equipment. The Company also advocates for employees to save water and power consumption, and implements waste sorting and recycling in the hope that energy conservation and carbon emission reduction can be realized.	
IV. Social issues (I) Does the Company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	✓		(I) The Company recognizes and supports the spirit and fundamental principles of human rights as set forth in international conventions, including the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization Conventions. In compliance with applicable national labor laws, the Company has established employee “Work Rules” and related management systems to uphold and implement these principles. The Company is committed to respecting human rights in the workplace by upholding the principles of equal pay for equal work, providing a healthy and safe working environment, supporting labor-management dialogue and freedom of association, safeguarding personal data, and ensuring information security. Our human resources and compensation policies are free from discrimination based on gender, race, social class, age, marital status, or family circumstances. We are dedicated to promoting fairness and equality in all aspects of employment, including hiring, working conditions, compensation, benefits, training, performance evaluation, and promotion opportunities.	(I) In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.
(II) Has the Company established and offered proper employee benefits (including compensation, leave, and other benefits) and reflected the business performance or results in employee compensation as appropriate?	✓		(II) (1) The Company has established a Remuneration Committee to periodically evaluate the reasonableness of its compensation policies. A performance evaluation and reward/disciplinary system is also in place to	(II) In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
			appropriately reflect operational performance in employee compensation (2) The Company offers regular salaries along with various employee benefits, such as performance and festival bonuses, wedding and funeral allowances, and childbirth subsidies. (3) The Company has established and implemented an employee leave system according to the Labor Standards Act. (4) The Company has set up an employee sports and leisure room, established an Employee Welfare Committee, purchased group insurance for employees, and provides education and training as well as employee health checkups, etc. (5) The Company emphasizes placing the right talent in the right positions. Currently, the gender ratio is 5:6 between male and female employees, while women represent one-fifth of senior management.	
(III) Does the Company provide a safe and healthy work environment, and does it organize health and safety training for its employees on a regular basis?	✓		(III) The safe and healthy working environment provided by the Company for its employees is as follows: 1. Personnel responsible for general affairs have completed occupational safety and health training courses and obtained completion certificates. 2. The Company arranges regular health examinations for employees every two years to monitor and care for employees' health conditions. 3. Protective measures for the working environment: (1) The Company's working environment complies with relevant building safety inspection regulations for office buildings. Fire protection systems are installed in accordance with fire safety regulations, and annual fire drills are conducted in coordination with the fire	(III) In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
			department. (2) The filters of drinking water dispensers in the pantry are replaced regularly, and water tank cleaning operations are carried out in coordination with the office building management unit to ensure the quality of drinking water. (3) Regular maintenance of the air-conditioning system is conducted, and air-conditioning system upgrade operations are carried out in coordination with the office building management unit to ensure workplace air quality. (4) Designated cleaning personnel clean office areas, restrooms, and pantry areas on a daily basis to maintain a clean and comfortable working environment. 4. Protective measures for personal safety are as follows: (1) The Company has installed security surveillance systems at the entrances on each floor to provide employees with a safe and secure working environment. (2) Access control operations are conducted in coordination with the office building management unit, and routine floor patrol inspections are carried out regularly. (3) Access control management is implemented in coordination with the management unit, and access permissions are assigned based on each employee's operational requirements. 5. Precautions for the implementation of safety maintenance and emergency response measures for disasters have been established, and health, fire safety, and first-aid training sessions and drills are conducted annually. 6. No occupational accidents or injuries involving	

Evaluation item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
			employees occurred during the current year.	
(IV) Has the Company established an effective career development and competency training program for employees?	✓		(4) The HR unit of the Company is assigned to arrange and organize internal and external education and training according to each department's demands: (1) Provide new employees with induction training. (2) Conduct internal training in compliance with the regulations or revisions set forth by the competent authorities. (3) Arrange for employees and supervisors at all levels to participate in external professional training in accordance with the competent authority's regulations and based on employee needs. (4) Arrange job rotations based on employees' capabilities to enhance their career development.	(IV) In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.
(V) Do the Company's products and services comply with related regulations and international rules for customers' health and safety, privacy, sales, labeling and set policies to protect consumers' rights and consumer appeal procedures?	✓		(5) (1). The Company has dealt with its products and services regarding customer health and safety, and privacy, marketing, and labeling in accordance with the relevant regulations and international rules. (2). The Company values customer after-sales services and has established customer customer complaint channels and procedures.	(V) In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
(VI) Has the Company established supplier management policies that require suppliers to comply with relevant laws and regulations related to environmental protection, occupational health and safety or labor rights and supervised its implementation?	✓		(6) (1). For the purchasing of products, equipment, and tools, the Company focuses on the energy conservation and carbon reduction functions of products provided by suppliers to improve corporate social responsibility. (2). The Company prudently evaluates suppliers and the Company does not partner with those who violate corporate social responsibilities and have a material impact on the environment, society, or human rights.	(VI) In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

Evaluation item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
V. Has the Company, referring to the international standards or guidelines for the preparation of reports, prepared CSR reports to disclose non-financial information of the Company? Are the reports certified or assured by a third-party accreditation institution?		✓	1. The Company follows the GRI Universal Standards 2021, published by the Global Sustainability Standards Board (GSSB) in 2021, as its primary comprehensive disclosure framework, and also discloses relevant sustainability practices in accordance with the Sustainability Accounting Standards Board (SASB) Standards. The Company published its "2024 Sustainability Report" in July 2025. Relevant information is also disclosed on the Company's website. 2. The Company's "2024 Sustainability Report" has not obtained assurance or verification opinions from an independent third-party assurance provider.	In line with the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.
VI. If the Company has established its own Sustainability Guidelines in accordance with the "Corporate Governance Best Practice Principles for Sustainable Development of Listed Companies," please describe the operation and differences from the guidelines: The Company has not yet established its own Sustainability Guidelines.				
VII. Other important information that may facilitate understanding of the Company's corporate social responsibility practices: None.				

Climate-Related Information of TWSE/TPEx Listed Company

1 Implementation of Climate-Related Information

Item	Implementation status
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Company has established a part-time unit for greenhouse gas inventory. This unit shall regularly report to the management and the Board of Directors based on the progress to provide reference for decision-making on business operation. The management and the Board of Directors will establish relevant policies on this basis, to strengthen the management of and response to climate risks.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Currently, the main business of the Company is the provision of financial services for migrant workers. It is confirmed through preliminary evaluation that climate risks and opportunities haven't yet imposed any significant impact on the Company's business, strategies and finance.
3. Describe the financial impact of extreme weather events and transformative actions.	As of the publication date of the annual report, the Company hasn't completed the evaluation of the impact of extreme climate incidents and transition actions on its finance.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	As of the publication date of the annual report, the Company hasn't completed the evaluation of the impact of extreme climate incidents and transition actions on its finance.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	Currently, the Company hasn't applied scenario analysis to evaluate its resilience in the face of climate change risks.

6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	Currently, the Company hasn't established any transition plans to respond to and manage climate-related risks.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Currently, the Company hasn't used internal carbon pricing as a planning tool.
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	It is still under evaluation.
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).	Detailed descriptions are provided below.

1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1 Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO_2e), intensity (metric tons CO_2e/NT$million), and data coverage of greenhouse gases in the most recent 2 fiscal years.

The Company has registered capital of less than NT$5 billion. In accordance with the implementation timeline set forth in the "Sustainable Development Roadmap for TWSE- and TPEx-Listed Companies" announced by the Financial Supervisory Commission in March 2022, the Company is required to complete its greenhouse gas inventory by 2026 and obtain verification by 2028.

The Company shall commence greenhouse gas inventory activities for the parent company only financial statements starting in 2025.

Subsidiaries included in the consolidated financial statements shall commence greenhouse gas inventory activities starting in 2026.

The Company conducted a greenhouse gas emissions inventory for 2025 as a reference for subsequent inventory operations in accordance with the planned implementation schedule. The inventory data are as follows.

Operating control method was adopted for the geographical boundary, and the inventory was conducted at No. 181, Anmei St., Neihu Dist., Taipei City, within the scope of Neihu office of Welldone.

The greenhouse gases included in the inventory are carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3).

The greenhouse gas emissions inventory and emission intensity for 2025 are summarized in the table below.

Scope 1 Direct GHG Emission	59.6812
Scope 2 Energy Indirect emissions	230.9847
Total emissions	290.6659

Revenue (NT$million)	3,186
Emission intensity (Total emission NT$million)	0.0912

Note: Greenhouse gas emissions units（tCO_2e）

Note 1. Direct emissions (scope 1, i.e., emissions directly from sources owned or controlled by the Company), indirect energy emissions (scope 2, i.e., indirect greenhouse gas emissions from electricity, heat, or steam) and other indirect emissions (scope 3, i.e., emissions from company activities that are not indirect energy emissions, but originate from sources owned or controlled by other companies).

Note 2. The data coverage scope for direct emissions and indirect energy emissions shall comply with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. Other indirect emissions information may be voluntarily disclosed.

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

Note 4. The intensity of greenhouse gas emissions may be calculated per unit of product/service or revenue, but at least the data calculated in terms of revenue (NT$1 million) shall be disclosed.

1-1-2 Greenhouse Gas Assurance Information

Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.
The Company is a company with the registered capital below NT$5 billion. In accordance with the planned schedule indicated in “Sustainable Development Roadmap for TWSE- and TPEx-Listed Companies” issued by the Financial Supervisory Commission in March 2022, the parent company is expected to complete the verification in 2028; the subsidiaries in the consolidated statements are expected to complete verification in 2029. No assurance report was issued for 2024 and 2025.

Note 1. This information shall be disclosed in compliance with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. If the Company has not obtained a complete greenhouse gas assurance opinion by the date of printing of the annual report, it shall note that “Complete assurance information will be disclosed in the sustainability report.” If the Company does not prepare a sustainability report, it shall note that “Complete assurance information will be disclosed on the Market Observation Post System (MOPS),” and shall disclose the complete assurance information in the annual report of the following fiscal year.

Note 2. The assurance institutions shall meet the directions regarding assurance of sustainability reports prescribed by the TWSE and the TPEx.

Note 3. When preparing the disclosure content, the Company may refer to the best practice reference examples on the TWSE Corporate Governance Center website.

1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.
The Company will conduct its first greenhouse gas inventory in 2025. Therefore, no baseline year or reduction target has been established, and no reduction information is available. **Policies for improving energy efficiency**

- When replacing or purchasing electrical equipment, the Company selects energy-efficient products and gradually replaces traditional lighting with LED lighting.
- The central air-conditioning system uses inverter controls and monitoring systems to reduce energy consumption.
- Dedicated electrical technicians regularly inspect and maintain power supply equipment to ensure normal operation and avoid unnecessary energy consumption.

Policy on the use of recycled materials:

- The Company is not engaged in manufacturing operations and therefore does not use production materials.

Water resource management or reduction targets:

- The Company is not engaged in manufacturing operations and therefore has no water-consuming production processes.
- The Company promotes daily water-saving practices internally.
- Water facilities are upgraded or installed with water-saving designs and equipment.

Waste management or reduction targets:

- The Company is not engaged in manufacturing operations and therefore does not generate process waste.
- Internally advocate green consumption models to reduce the use of disposable products, disposable beverage cups, packaged drinking water, shopping plastic bags, disposable tableware, etc.
- Household waste is sorted and recycled whenever possible.

Note 1: This information shall be disclosed in compliance with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations.

Note 2: The base year shall be the fiscal year in which the greenhouse gas inventory is completed based on the consolidated financial reporting boundary. For example, under the order issued under Article 10, paragraph 2 of the Regulations, a company with capital of NT$10 billion shall complete the inventory for its fiscal 2024 annual consolidated financial report in 2025, so the base year will be 2024. If a company has disclosed its inventory in its consolidated financial report in an earlier year, it may take the earlier fiscal year as its base year. Also, the data for the base year may be calculated based on a single fiscal year or the average of multiple fiscal years.

Note 3: When preparing the disclosure content, the Company may refer to the best practice reference examples on the TWSE Corporate Governance Center website.

(VI) Ethical corporate management and deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
I. Establishment of ethical corporate management policies and programs				
(I) Has the Company established ethical corporate management policies approved by the Board of Directors and specified in its rules and external documents the ethical corporate management policies and practices and the commitment of the Board of Directors and senior management to rigorous and thorough implementation of such policies?	✓		(I) The Company has established the Ethical Corporate Management Best Practice Principles and follows the Company Act, the Securities and the Exchange Act, relevant rules and regulations governing TWSE/TPEx listed companies, and other relevant laws and regulations as the foundation for the implementation of the ethical corporate management.	(I) In line with the Ethical Corporate Management Best Practice Principles.
(II) Has the Company established a risk assessment mechanism against unethical conduct, and analyze and assess on a regular basis the business activity within its business scope which is at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include those specified in Paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies?	✓		(II) The Company has established the Ethical Corporate Management Best Practice Principles, which specify that the Company prohibits the provision or acceptance of illegitimate interests, abides by the procedures for political contributions, and forbids infringements on intellectual property rights and unfair competition. It is also specifically prescribed that the Company and its directors, supervisors, managers, employees, and beneficial owners shall not directly or indirectly provide, promise, require, or accept any illegitimate interests, or adopt any other unethical conduct that violates the principles of integrity and legality, or fiduciary duties when executing corporate duties.	(II) In line with the Ethical Corporate Management Best Practice Principles.
(III) Does the Company provide any solutions to prevent unethical conduct, stipulate procedures, conduct guidelines, punishment for violation as well as appeals and put into practice, review and revise on a regular basis the aforesaid solutions?	✓		(III) The Company engages in commercial activities following the principles of fairness, honesty, legal compliance, and transparency. It has already implemented an ethical corporate management policy to actively prevent unethical conduct. Furthermore, the Company has established the Ethical Corporate Management Best Practice Principles and Code of Ethics, which specifically standardizes matters to which to adhere during the execution of business by personnel of the Company.	(III) In line with the Ethical Corporate Management Best Practice Principles.
II. Fulfillment of ethical corporate management				
(I) Does the Company evaluate business partners' ethical records and include ethics-related clauses in the business contracts signed with the counterparties?	✓		(I) The Company conducts credit investigation work for external commercial activities as appropriate in consideration of the legality and ethical corporate management status of suppliers, customers, and other counterparties. The legal unit is also responsible for	(I) In line with the Ethical Corporate Management Best Practice Principles

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
			reviewing the contractual terms signed, and avoiding entering into transactions with those with unethical conduct.	
(II) Has the Company set up a dedicated unit under the Board of Directors to promote ethical corporate management and regularly (at least once every year) report to the Board of Directors the implementation of ethical corporate management policies and unethical conduct prevention programs?		✓	(II) The Company assigns the President's Office, General Administration Division, and audit unit to jointly promote the operation, supervision, and guidance of corporate ethical management, and report to the Board of Directors as required.	(II) In line with the Ethical Corporate Management Best Practice Principles
(III) Has the Company established policies to prevent conflicts of interest, provide appropriate communication channels, and implement them accordingly?	✓		(III) The Company has established the Ethical Corporate Management Best Practice Principles, Code of Ethics, and other relevant rules and regulations to implement a policy of recusal due to conflicts of interest to prevent such conflicts. The Company has also provided channels for relevant stakeholders to state and explain important interests and relationships.	(III) In line with the Ethical Corporate Management Best Practice Principles
(IV) Has the Company established effective accounting and internal control systems to implement ethical corporate management and have its internal audit department, based on the results of the assessment of the risk of involvement in unethical conduct, formulate audit plans and audit compliance with prevention programs accordingly or entrusted a CPA to conduct the audit?	✓		(IV) The Company has established and implemented a complete accounting policy and internal control system according to the competent authority's provisions to implement ethical corporate management. The internal audit unit is also responsible for implementing compliance audits of the programs used to prevent unethical conduct according to the annual audit plans established.	(IV) In line with the Ethical Corporate Management Best Practice Principles
(V) Does the Company regularly hold internal and external training on ethical corporate management?	✓		(V) The Company advocates ethical corporate management through employee education, training, and meetings.	(V) In line with the Ethical Corporate Management Best Practice Principles
III. Operation of the whistleblowing system (I) Has the Company established both a reward/whistleblowing system and convenient whistleblowing channels? Are appropriate personnel assigned to investigate the accused party?		✓	(I) The Company has not yet established a definite whistleblowing system. However, if employees need to report or communicate relevant matters, they may report anonymously, or report to their line managers, the HR unit, or relevant units in person or via email.	(I) In line with the Ethical Corporate Management Best Practice Principles
(II) Has the Company established standard operating procedures for investigating reported misconduct, follow-up measures to be adopted after investigation, and related confidentiality mechanisms?		✓	(II) The Company has not yet established relevant standard operating procedures and mechanisms. The internal personnel of the Company accept relevant matters reported, and handle such matters with a confidential, prudent, careful, and probative attitude.	(II) In line with the Ethical Corporate Management Best Practice Principles

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and reasons thereof
	Yes	No	Description	
(III) Does the Company protect whistleblowers against improper treatment?	✓		(III) The Company guarantees the confidentiality of employees' appeals or whistleblowing to protect their rights and interests.	(III) In line with the Ethical Corporate Management Best Practice Principles
IV. Strengthening information disclosure Does the Company disclose its ethical corporate management policies and the results of its implementation on the Company's website and MOPS?	✓		The Company has already disclosed some matters related to ethical corporate management, including the Ethical Corporate Management Best Practice Principles and Code of Conduct on the corporate website and MOPS.	In line with the Ethical Corporate Management Best Practice Principles.
V. If the Company has established its own ethical corporate management policies based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, please describe the implementation and any discrepancies: The Company has already established the Ethical Corporate Management Best Practice Principles to specifically standardize matters to follow by Company personnel during the execution of corporate duties, and no material discrepancy has been found.				
VI. Other important information to facilitate a better understanding of the Company's ethical corporate management: (e.g., review and amend its policies) The Company has already established the Ethical Corporate Management Best Practice Principles, and follows the Company Act, the Securities and the Exchange Act, the Business Entity Accounting Act, and other relevant laws and regulations governing TWSE/TPEx listed companies as the foundation for the implementation of ethical corporate management.				

(VII) Other important information regarding corporate governance

Continuing education hours of the Corporate Governance Officer and Audit Officers in 2025 is as follows:

Title	Name	Date of continuing education	Sponsor	Name of course	Duration of continuing education
Corporate Governance Officer 2023/5/11 to 2025/12/25	Chen, Alexander	2025/04/18	Securities and Futures Institute	Corporate Governance 4.0 and Green and Transition Finance Action Plan	3
		2025/04/22	Taiwan Academy of Banking and Finance	Applications, Evaluation, and Management of Generative AI in the Financial Industry	3
		2025/05/02	Taiwan Academy of Banking and Finance	How Enterprises Implement TNFD and Biodiversity-related Financial Disclosures	3
		2025/05/14	Taiwan Academy of Banking and Finance	Enhance the Company’s competitiveness in corporate governance and sustainable finance assessment rankings	3
Corporate Governance Officer Assumed office on December 26, 2025	Li, Po-Yang	None	None	None	None

Tenure: Less than one year					
Auditing manager	Chen, Chieh-Min	2025/09/17	Securities and Futures Institute	The Impact of the Amended Company Act on Corporate Governance and Anti-Money Laundering Compliance	6
		2025/11/26	Securities and Futures Institute	Internal Audit 4.0: Big Data Governance and the Application of Big Data Auditing Technologies	6
Auditing Agent (Chief Accountant)	Chu, Chen-Ju	2025/10/29	Accounting Research and Development Foundation	Workshop on Sustainability Information Preparation and Reporting	6
		2025/11/18	Accounting Research and Development Foundation	Practical Analysis of Internal Control Management for Sustainability Information for Internal Auditors	6

(VIII) Status of the Internal Control System

1. Statement of the Internal Control System

Welldone Company

Statement of the Internal Control System

March 13, 2026

Based on the results of the self-assessment of the Company's internal control system for 2025, the Company hereby declares the following:

1. The Company acknowledges that the establishment, implementation, and maintenance of an internal control system are the responsibilities of the Board of Directors and management. The Company has established such a system to provide reasonable assurance regarding the achievement of the following objectives: the effectiveness and efficiency of operations (including profitability, operational performance, and safeguarding of assets), the reliability, timeliness, transparency, and regulatory compliance of reporting, and compliance with applicable laws and regulations.
2. An internal control system has inherent limitations. Regardless of how well designed, an effective internal control system can only provide reasonable assurance regarding the achievement of the aforementioned objectives. Furthermore, due to changes in the operating environment and circumstances, the effectiveness of the internal control system may change over time. However, the Company's internal control system incorporates self-monitoring mechanisms, and corrective actions are taken promptly once deficiencies are identified.
3. The Company evaluates the effectiveness of the design and implementation of its internal control system based on the assessment items prescribed under the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (the "Regulations"). The assessment items adopted under the Regulations classify internal control systems into five components according to the management control process: 1. Control Environments. 2. Risk Evaluation. 3. Control Activities. 4. Information and Communication, and 5. Monitoring Activities. Each component further comprises various assessment items. Please refer to the Regulations for detailed provisions.
4. The Company has adopted the aforementioned assessment items to evaluate the effectiveness of the design and implementation of its internal control system.
5. Based on the results of the aforementioned evaluation, the Company believes that, as of December 31, 2025, its internal control system (including supervision and management of subsidiaries), with respect to the effectiveness and efficiency of operations, the reliability, timeliness, transparency, and regulatory compliance of reporting, and compliance with applicable laws and regulations, was effectively designed and implemented, and is capable of reasonably ensuring the achievement of the aforementioned objectives.
6. This Statement shall constitute an integral part of the Company's annual report and prospectus and will be publicly disclosed. Any misrepresentation, concealment, or other illegal acts in the disclosed content shall be subject to legal liabilities under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
7. This Statement was approved by the Board of Directors of Welldone Company on March 13, 2026. Of the seven directors present at the meeting, none expressed dissenting opinions, and all approved the contents of this Statement.

Welldone Company

Chairman: Chen, Alexander

President: Ho, Ming-Che

2. For those who commit CPAs to review the internal control system, the CPA review report should be disclosed: None.

(IX) Major resolutions of Shareholders' Meetings and Board Meetings during the most recent fiscal year up to the date of publication of the annual report

1. Important resolutions of Shareholders' Meetings:

Date of meeting	Important resolution	Resolution result	Execution status
Annual General Meeting on June 11, 2025	Acknowledge matter 1. Proposal for the 2024 financial statements and earnings appropriation	<table><tr><td>Voting result</td><td>Ratio in the number of voting rights held by the attending shareholders %</td></tr><tr><td>**Affirmative votes:** 69,352,254 (including 1,134,043 electronic votes)</td><td>95.26%</td></tr><tr><td>**Dissenting votes:** 23,888 (including 23,888 electronic votes)</td><td>0.03%</td></tr><tr><td>**Invalid votes:** 0</td><td>0.00%</td></tr><tr><td>**Abstentions / Unvoted:** 3,424,377 (including 3,422,377 electronic votes)</td><td>4.70%</td></tr></table>	Already implemented
	Discussed matter 1. Proposal for Amendment to the Articles of Incorporation	<table><tr><td>Voting result</td><td>Ratio in the number of voting rights held by the attending shareholders %</td></tr><tr><td>**Affirmative votes:** 69,352,145 (including 1,133,934 electronic votes)</td><td>95.26%</td></tr><tr><td>**Dissenting votes:** 23,743 (including 23,743 electronic votes)</td><td>0.03%</td></tr><tr><td>**Invalid votes:** 0</td><td>0.00%</td></tr><tr><td>**Abstentions / Unvoted:** 3,424,631 (including 3,424,631 electronic votes)</td><td>4.70%</td></tr></table>	Already implemented

2. Major resolutions of Board Meetings are summarized as follows:

Date	Major resolutions	Resolution result	Execution status
2024/3/14	1. Discussion of the proposal for the Company's 2024 financial statements and earnings appropriation.	Approved unanimously by all attending directors.	Currently in progress and scheduled for approval at the 2025 Annual General Meeting.
	2. Proposal for the employee compensation and directors' compensation of the Company in 2024.	Approved unanimously by all attending directors.	Currently in progress and scheduled for approval at the 2025 Annual General Meeting.
	3. Proposal for the Effectiveness Assessment of the Internal Control System and Statement of the Internal Control System in 2024.	All attending directors approved the proposal as submitted without any objection.	Already implemented
	4. Discussion of the proposal on "Statement of Internal Control System for Anti-money Laundering and Counter-financing of Terrorism" in 2024.	All attending directors approved the proposal as submitted without any objection.	Already implemented
	5. Discussion of the proposal on amendment to the Company's "Articles of Association".	Approved unanimously by all attending directors.	Currently in progress and scheduled for approval at the 2025 Annual General Meeting.
	6. Discussion of the convening of the Annual General Meeting of the Company in 2025.	Approved unanimously by all attending directors.	The Annual General Meeting is scheduled to be held on June 11, 2025.
2025/05/09	1. Discussion of the proposal on the financial statements of the Company in	Approved unanimously by all attending directors.	Already implemented

Date	Major resolutions	Resolution result	Execution status
	the 1st quarter of 2025. 2. Discussion of the proposal on the financial report of the foreign migrant worker small-amount remittance services business of the Company in 2024. 3. Discussion of the proposal on the remuneration of CPAs appointed to verify the financial statements. 4. Discussion of the proposal on amendment to the profit distribution in 2024.	 Approved unanimously by all attending directors. Approved unanimously by all attending directors. Approved unanimously by all attending directors.	 Already implemented Already implemented Already implemented
2025/08/08	1. Discussion of the proposal on the financial statements of the Company in the 2nd quarter of 2025. 2. The Company's 2024 Sustainability Report, submitted for review. 3. Proposal for defining the scope of the Company's entry level employee, submitted for discussion.	Approved unanimously by all attending directors. Approved unanimously by all attending directors. Approved unanimously by all attending directors.	Already implemented Already implemented Already implemented
2025/11/07	1. Discussion of the proposal on the Company's financial statements for the third quarter of 2025. 2. Discussion of the proposal to amend the Company's "Regulations Governing Anti-Money Laundering and Counter-Terrorism Financing Operations." 3. Proposal for establishing the Company's "Personal Data File Security Maintenance Plan and Post-Termination Personal Data Processing Procedures" for the foreign small-amount remittance business for migrant workers, submitted for discussion.	Approved unanimously by all attending directors. Approved unanimously by all attending directors. Approved unanimously by all attending directors.	Already implemented Already implemented Already implemented
2025/11/07	1. Proposal for the election of the Chairman of the Company, submitted for election.	Approved unanimously by all attending directors.	Already implemented
2025/12/26	1. Discussion of the proposal on the Company's business plan in 2026. 2. Discussion of the audit plan for the year 2025. 3. Proposal for the amendment to the scope of entry level employee. 4. Proposal for the amendment to the Company's internal control system and detailed rules for the implementation of the internal audit system under the "Payroll Cycle – Payroll Operations." 5. Proposal for the adjustment of the appointment of the certifying accountants. 6. Discussion of the proposal on the appointment of CPAs from Deloitte Taiwan & evaluation of CPAs' independence and adequacy in 2025. 7. Proposal for the appointment of the Corporate Governance Officer.	Approved unanimously by all attending directors. Approved unanimously by all attending directors. Approved unanimously by all attending directors. Approved unanimously by all attending directors. Approved unanimously by all attending directors. Approved unanimously by all attending directors. Approved unanimously by all attending directors.	Already implemented Already implemented Already implemented Already implemented Already implemented Already implemented Already implemented
2026/3/13	1. Discussion of the proposal on the distribution of employee reward and director reward of the Company in 2025 2. Discussion of the proposal on the final statements and profit distribution of	Approved unanimously by all attending directors. Approved unanimously by all attending directors.	In progress, planned to be proposed to the Annual General Meeting in 2025 for acknowledgement In progress, planned to be proposed to the

Date	Major resolutions	Resolution result	Execution status
	the Company in 2024.		Annual General Meeting in 2025 for acknowledgement
	3. Discussion of the proposal on the profit distribution of the Company in 2025.	Approved unanimously by all attending directors.	Already implemented
	4. Proposal for the Effectiveness Assessment of the Internal Control System and Statement of the Internal Control System in 2025.	Approved unanimously by all attending directors.	Already implemented
	5. Discussion of the proposal on "Statement of Internal Control System for Anti-money Laundering and Counter-financing of Terrorism" in 2025.	Approved unanimously by all attending directors.	Already implemented
	6. Proposal for the comprehensive re-election of directors.	Approved unanimously by all attending directors.	The Annual General Meeting is scheduled to be held on June 11, 2025.
	7. Discussion of the convening of the Annual General Meeting of the Company in 2026.	Approved unanimously by all attending directors.	The Annual General Meeting is scheduled to be held on June 11, 2025.
	8. Acknowledgement of the proposal on the Company's signing of a new contract upon the expiration of the bank loan limit contract.	Approved unanimously by all attending directors.	Already implemented
	9. The Company's Banking Relationship Status	Approved unanimously by all attending directors.	Already implemented
2025/04/24	1. Proposal for the nomination and approval of the list of director candidates (including independent directors).	Approved unanimously by all attending directors.	Already implemented
	2. Proposal for exempting the newly elected directors and their representatives from non-competition restrictions.	Approved unanimously by all attending directors.	Already implemented
	3. Proposal to authorize the Chairman and President to fully handle matters relating to remittance account operations with overseas partner banks and remittance companies.	Approved unanimously by all attending directors.	Already implemented
2025/05/08	1. Discussion of the Company's financial statements for the first quarter of 2026.	Approved unanimously by all attending directors.	Already implemented
	2. Discussion of the financial report for the Company's foreign migrant worker small-amount remittance business in 2025.	Approved unanimously by all attending directors.	Already implemented
	3. Discussion of the proposal regarding the "Information System Standards and Security Control Operating Guidelines" for the Company's foreign migrant worker small-amount remittance business.	Approved unanimously by all attending directors.	Already implemented

(X) Any dissenting opinion expressed by a director or supervisor with respect to a major resolution passed by the Board of Directors during the most recent fiscal year and up to the date of publication of the annual report, where said dissenting opinion has been recorded or prepared as a written declaration.

None.

IV. Information on CPA Fees

Unit: NT$ Thousand

Name of accounting firm	Name of CPA	CPA audit period	Audit fee	Non-audit fee (Note)	Total	Remark
Deloitte Taiwan	Chiu, Yung-Ming	January 2025 ~ December 2025	2,400	300	2,700	
	Liu, Shu-Lin					

(I) When the Company changes its accounting firm, and the audit fees paid for the fiscal year in which the change occurs are lower than those paid in the previous fiscal year, the Company shall disclose the audit fees before and after the change, along with the reasons for the difference. None.

(II) When the audit fees for the current fiscal year are reduced by 10% or more compared to the previous fiscal year, the amount of the reduction, the percentage decrease, and the reasons for the reduction shall be disclosed. None.

V. Information on the replacement of CPAs

None.

VI. Whether the Company's Chairperson, President, or Managerial Officer Responsible for Finance or Accounting Matters Has Served at the CPA Firm or Its Affiliated Enterprise in the Most Recent Fiscal Year

None.

VII. Transfers and Pledges of Shareholdings by Directors, Supervisors, Managerial Officers, and Shareholders Holding More Than 10% of the Company's Shares in the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report

(I) Any transfer of equity interests and/or pledge of or change in equity interests by a director, supervisor, managerial officer

Unit: Share(s)

Title	Name	2025		As of April 13, 2026	
		Shareholding increase (decrease)	Pledged share increase (decrease)	Shareholding increase (decrease)	Pledged share increase (decrease)
Chairman	Xinlai Investment Co., Ltd.	1,044,000	0	178,000	0
	Representative: Chen, Alexander	5,120,000	0	(120,000)	0
Director	Chen, Tun-Jen	0	0	0	0
Director/ President	Ho, Ming-Che	125,000	0	0	0
Director	Yang, Chiao-Feng	0	0	0	0
Independent Director	Tsai, Yu-Ping	0	0	0	0
Independent Director	Wang, Shen-Huei	0	0	0	0
Independent Director	Wang, Teng-Yue	0	0	0	0
Operational Management Center President	Li, Li-Hsiang	0	0	0	0
Vice President	Chan, Shih-Jen	0	0	0	0
Senior associate manager	Lu, Chi-Wei	0	0	0	0
Financial officer	Li, Po-Yang	24,000	0	10,000	0
Chief Accountant	Chu, Chen-Ju	0	0	0	0
Shareholders with a shareholding of more than 10%	Xinlai Investment Co., Ltd.	1,044,000	0	178,000	0
Shareholders with a shareholding of more than 10%	Acer Inc.	513,000	0	235,000	0

(II) Information on equity transfers

No counterparty of equity transfer was a related party.

(III) Information on equity pledge

No counterparty of equity pledge was a related party.

VIII. Information on Related-Party Relationships Among the Top Ten Shareholders as Defined in Statement of Financial Accounting Standards No. 6

Name	Current Shareholding		Spouse & minor shareholding		Shareholding by nominees		Information on the relationship among the top ten shareholders, including those who are related parties, spouses, or relatives within the second degree of kinship, and their names and relationships.		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relation	
Acer Inc.	12,460,000	12.81%	0	0%	0	0%	None	None	—
Representative: Chen, Chun-Sheng	0	0%	0	0%	0	0%	None	None	Note
Xinlai Investment Co., Ltd.	11,191,000	11.51%	0	0%	0	0%	None	None	–
Representative: Yu, Hui-Chin	5,255,000	5.40%	3,570,158	3.67%	11,191,000	11.51%	Chen, Alexander	Immediate family member	–
							Xinlai Investment Co., Ltd.	Person in charge of the company	–
Chen, Alexander	5,000,000	5.14%	0	0%	2,588,000	2.66%	Chen, Tun-Jen	Immediate family member	—
							Yu, Hui-Chin	Immediate family member	—
							Zhijing Co., Ltd.	Person in charge of the company	
Yu, Hui-Chin	5,255,000	5.40%	3,570,158	3.67%	11,191,000	11.51%	Chen, Alexander	Immediate family member	–
							Xinlai Investment Co., Ltd.	Person in charge of the company	–
Chen, Tun-Jen	3,570,158	3.67%	5,255,000	5.40%	0	0%	Chen, Alexander	Immediate family member	–
							Xinlai Investment Co., Ltd.	Substantial related party	–
Zhijing Co., Ltd.	2,588,000	2.66%	0	0%	0	0%	None	None	–
Representative: Chen, Alexander	5,500,000	5.14%	0	0%	2,588,000	2.66%	Chen, Tun-Jen	Immediate family member	–
							Yu, Hui-Chin	Immediate family member	–
							Chen, Alexander	Person in charge of the company	–
Ho, Ming-Che	1,694,525	1.74%	0	0%	1,691,000	1.74%	He Xin Investment Co., Ltd.	Person in charge of the company	
He Xin Investment Co., Ltd.	1,691,000	1.74%	0	0%	0	0%	None	None	–
Representative: Ho, Ming-Che	1,694,525	1.74%	0	0%	1,691,000	1.74%	He Xin Investment Co., Ltd.	Person in charge of the company	–
Rui Ding Investment Co., Ltd.	1,682,000	1.73%	0	0%	0	0%	None	None	–
Representative: Li Zhong-Liang	0	0%	0	0%	0	0%	None	None	Note
Lin Jian-Cheng	1,600,000	1.65%	0	0%	0	0%	None	None	Note

Note: Not a related party of the Company, and no related information is available.

Note 1: All the top-10 shareholders shall be presented. For corporate shareholders, names of these shareholders and their representatives shall be presented separately.

Note 2: The calculation of shareholding ratio refers to the calculation of shareholding percentage in one's own name or in the name of his/her spouse, minor children or others.

Note 3: The shareholders presented in the preceding paragraph include legal entities and natural persons, and their relationships shall be disclosed in accordance with the provisions of the Regulations Governing the Preparation of Financial Reports by Issuers.

IX. Shareholdings in a Single Invested Enterprise Held by the Company, Directors, Supervisors, Managerial Officers, and Companies Controlled Directly or Indirectly by the Company, and the Aggregate Shareholding Percentage Thereof

Consolidated shareholding ratio

April 30, 2026 Unit: Shares

Invested Company	Investment by the Company		Investment by directors'/supervisors'/ managers and by companies directly or indirectly controlled by the Company		Total investment	
	Shares	%	Shares	%	Shares	%
Welldone Company	9,762,860	92.26%	7,500	0.08%	9,770,360	92.34%
Quick Go Travel Co., Ltd.	670,000	67.00%	0	0	670,000	67.00%

Three. Capital Raising Status

I. Capital and Shares

(I) Capital and Shares

1. Sources of Capital Stock

Year/ Month	Issue Price (NT$)	Authorized Capital		Paid-in Capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of Capital Stock (NT$)	Capital Increase by Assets Other than Cash	Other
1996.07	10	4,000,000	40,000	4,000,000	40,000	Capital increase of NT$15,000,000 by cash	None	Not yet publicly issued
1997.03	10	8,000,000	80,000	6,600,000	66,000	Capital increase of NT$26,000 by cash	None	Not yet publicly issued
1997.06	10	8,000,000	80,000	8,000,000	80,000	Capital increase of NT$14,000,000 by cash	None	Not yet publicly issued
1998.08	10	20,000,000	200,000	12,000,000	120,000	Capital increase of NT$40,000,000 by cash	None	Not yet publicly issued
1999.12	10	20,000,000	200,000	18,200,000	182,000	Capital increase of NT$50,000,000 by cash/capital increase of NT$12,000,000 by conversion of capital surplus	None	Not yet publicly issued
2000.11	10	21,000,000	210,000	20,288,000	202,880	Capital increase of NT$ 12,740,000 by conversion of capital surplus/capital increase of NT$ 8,140,000 by capitalization of retained earnings	None	Tai-Cai-Zheng No. 90255 dated November 4, 2000
2001.07	10	35,000,000	350,000	24,900,000	249,000	Capital increase of NT$1,901,860 by conversion of employee compensation/capital increase of NT$44,218,140 by capitalization of retained earnings	None	Tai-Cai-Zheng No 142855 dated July 4, 2001
2002.05	10	50,000,000	500,000	32,900,000	329,000	Capital increase of NT$5,000,000 by conversion of employee compensation/capital increase of NT$75,000,000 by capitalization of retained earnings	None	Tai-Cai-Zheng No 127096 dated May 17, 2002
2003.04	10	50,000,000	500,000	32,912,021	329,120	Conversion of convertible corporate bonds to share capital of NT$120,000 in 2003	None	Jing-Shou-Shang-Zi No. 09201116210
2003.08	10	95,000,000	950,000	44,426,091	444,261	Capital increase of NT$16,217,000 by conversion of employee compensation/capital increase of NT$98,924,000 by capitalization of retained earnings	None	Tai-Cai-Zheng-Yi-Zi No. 0920126286
2003.11	10	95,000,000	950,000	44,887,796	448,878	Conversion of convertible corporate bonds to share capital of NT$4,617,000 in 2003	None	Jing-Shang -Shou -Zi No. 09232943850
2004.09	10	95,000,000	950,000	53,359,347	533,594	Capital increase of NT$12,895,000 by conversion of employee compensation/capital increase of NT$71,821,000 by capitalization of retained earnings	None	Jing-Shang -Shou -Zi No. 0931175930
2005.09	10	95,000,000	950,000	59,228,982	592,290	Capital increase of NT$ 5,337,000 by conversion of employee compensation/capital increase of NT$53,359,000 by capitalization of retained earnings	None	Jing-Shang -Shou -Zi No. 09401178330
2006.09	10	95,000,000	950,000	59,305,610	593,056	Conversion of convertible corporate bonds to share capital of NT$766,000 in 2003	None	Jing-Shang -Shou -Zi No. 09501216060
2006.10	10	95,000,000	950,000	65,942,546	659,425	Capital increase of NT$7,140,000 by conversion of employee compensation/capital increase of NT$59,229,000 by capitalization of retained earnings	None	Jing-Shang -Shou -Zi No. 09501235620
2007.09	10	95,000,000	950,000	73,408,708	734,087	Capital increase of NT$8,719,000 by conversion of employee compensation/capital increase of NT$65,943,000 by capitalization of retained earnings	None	Jing-Shang -Shou -Zi No. 09601236070
2008.08	10	95,000,000	950,000	81,624,579	816,246	Capital increase of NT$8,750,000 by conversion of employee compensation/capital increase of NT$73,409,000 by capitalization of	None	Jing-Shang -Shou-Zi No. 09701202950

						retained earnings		
2009.11	10	95,000,000	950,000	89,787,037	897,870	Capital increase of NT$81,624,000 by capitalization of retained earnings	None	Jing-Shang -Shou-Zi No. 09801266490
2011.7	10	150,000,000	1,500,000	89,787,037	897,870	-	None	Jing-Shang -Shou-Zi No. 10001165950
2012.7	10	150,000,000	1,500,000	89,923,964	899,240	Conversion of convertible corporate bonds to 136,927 ordinary shares	None	Jing-Shang -Shou-Zi No. 10101143590
2012.8	10	150,000,000	1,500,000	94,952,038	949,520	Capital increase of NT$50,280,000 by capitalization of retained earnings	None	Jing-Shang -Shou-Zi No. 10101167640
2014.1	10	150,000,000	1,500,000	93,670,038	936,700	Cancellation of 1,282,000 treasury shares	None	Jing-Shang -Shou-Zi No. 10301010270
2015.12	10	150,000,000	1,500,000	91,670,038	916,700	Cancelation of 2,000,000 treasury stocks	None	Jing-Shang -Shou-Zi No. 10401253650
2016.2	10	150,000,000	1,500,000	89,670,038	896,700	Cancelation of 2,410,000 treasury stocks	None	Jing-Shang -Shou-Zi No. 10501029510
2024.11	10	150,000,000	1,500,000	99,670,038	996,700	Capital increase by cash through private placement of NT$400,500,000	None	Jing-Shang -Shou - Zi No. 11230170520
2025.01	10	150,000,000	1,500,000	97,260,038	972,600	Cancelation of 2,410,000 treasury stocks	None	Jing-Shang -Shou - Zi No.11330227160

2. Type of stock

April 13, 2026 Unit: Share(s)

Type of stock	Authorized Capital			Remarks
	Issued Shares	Unissued Shares	Total	
Registered ordinary share	97,260,038	52,739,962	150,000,000	TPEx listed company

3. Shareholder structure

April 13, 2026

Shareholder structure Number	Government Agencies	Financial Institutions	Other Institutional Shareholders	Domestic Natural Persons	Foreign Institutions & Natural Persons	Total
Number of shareholders	0	1	238	61	33,722	34,022
Number of shares	0	25,000	32,388,986	2,773,471	62,072,581	97,260,038
Percentage (%)	0.00%	0.03%	33.30%	2.85%	63.82%	100.00%

(II) List of major shareholders

April 13, 2026

Name of Major Shareholders	Current Shareholding	Shareholding (%)
Acer Inc.	12,460,000	12.81%
Xinlai Investment Co., Ltd.	11,191,000	11.51%
Yu, Hui-Chin	5,255,000	5.40%
Chen, Alexander	5,000,000	5.14%
Chen, Tun-Jen	3,570,158	3.67%
Zhijing Co., Ltd.	2,588,000	2.66%
Ho, Ming-Che	1,694,525	1.74%
He Xin Investment Co., Ltd.	1,691,000	1.74%
Rui Ding Investment Co., Ltd.	1,682,000	1.73%
Lin Jian-Cheng	1,600,000	1.65%

(III) Dividend policy and implementation

1. Dividend policy

   If the Company makes a surplus after final accounting of revenue and expenditure, it shall be used to pay taxes, make up for any accumulated loss, and 10% of the remaining amount shall then be appropriated as statutory surplus reserve; however, it does not apply when the accumulated amount of the statutory surplus reserve has already reached the total capital of the Company. A special surplus reserve may also be set aside based on the Company's operating demand and according to the provisions of the relevant laws and regulations. As for the remaining amount, if any, together with the beginning surplus not distributed, the Board of Directors will propose a earnings appropriation scheme and submit it to the Shareholders' Meeting for distribution following resolution.

   The dividend policy of the Company is determined according to the Company's profitability and future operating development and to protect shareholders' interests. Dividends distributed to shareholders shall not be lower than 50% of the surplus available for distribution in the current year. However, if the earnings available for distribution per share is less than NT$1 in the current year, it may be retained and not distributed. Dividends can be distributed in either cash or stock, and cash dividends shall not be lower than 30% of the total amount.

2. Distribution of dividends approved by the Board of Directors:
   The Board of Directors resolved on March 13, 2026 to distribute cash dividends to shareholders in the amount of NT$389,040,152, representing NT$4 per share. Cash dividends shall be rounded down to the nearest whole New Taiwan dollar, and fractional amounts less than NT$1 shall be recognized as other income of the Company.

3. Expected major changes to the dividend policy: Following the amendment to Article 235 of the Company Act, employee compensation is no longer included in the earnings appropriation statement. Directors' and supervisors' compensation shall likewise no longer be included in the earnings appropriation statement and shall be handled in the same manner as employee compensation.

(IV) Impact on the business performance and earnings per share of the Company resulting from stock dividend distribution proposed at the Shareholders' Meeting

No proposal for stock dividends was discussed in this Shareholders' Meeting.

(V) Compensation of employees, directors, and supervisors

1. The percentages or ranges with respect to employees', directors', and supervisors' compensation, as set forth in the Company's Articles of Incorporation.

   If the Company makes a profit in a given year, it shall allocate 1% to 10% of such profit as employee compensation (of which no less than 30% shall be allocated as compensation to entry-level employees), and no more than 4% as compensation to directors and supervisors. However, if the Company has accumulated losses, an amount shall first be reserved to offset such losses.

2. Accounting treatments when differences occur between the estimated and actual distributed number of employees, directors, and supervisors' compensation

   None.

3. Approval of compensation distribution by the Board of Directors

   The Company, in accordance with Article 19 of the Articles of Incorporation, shall contribute 10% of employees' compensation at NT$63,315,407 and 4% of directors' compensation at NT$25,326,163 and distribute such compensation in cash.

4. The actual distribution of employees', directors', and supervisors' compensation for the previous fiscal year

Unit: NT$

Employee compensation and directors' and supervisors' compensation distributed	Estimated distribution amount in the	Amount actually distributed following resolution	Discrepancy	Reason for discrepancy

using surplus in 2024	financial report	of the Board of Directors		
Employee compensation-Stock	0	0	0	-
Employee compensation-Cash	48,228,929	48,228,929	0	-
Directors' and supervisors' Compensation	19,291,571	19,291,571	0	-

(VI) Share repurchases

None.

II. Status of Corporate Bonds Issuance

None.

III. Status of Preferred Shares Issuance

None.

IV. Status of Issuance of Overseas Depositary Receipts

None.

V. Employee Stock Options

None.

VI. New Restricted Employee Shares

None.

VII. Issuance of New Shares in Connection with Mergers and Acquisitions

None.

VIII. Status of Implementation of Capital Utilization Plans

None.

Four. Operational Highlights

I. Description of the Business

1. Scope of business:
   1. The Company operates the following businesses:

      (1) F113110 Wholesale of Batteries;
      (2) F213110 Retail Sale of Batteries;
      (3) F401010 International Trade;
      (4) CC01090 Manufacture of Batteries and Accumulators;
      (5) IZ99990 Other Industrial and Commercial Services;
      (6) F113020 Wholesale of Electrical Appliances;
      (7) F213010 Retail Sale of Electrical Appliances;
      (8) F118010 Wholesale of Computer Software;
      (9) F218010 Retail Sale of Computer Software;
      (10) F109070 Wholesale of Culture, Education, Musical Instruments and Educational Entertainment Supplies;
      (11) F209060 Retail Sale of Culture, Education, Musical Instruments and Educational Entertainment Supplies;
      (12) F113070 Wholesale of Telecommunication Apparatus;
      (13) F213060 Retail Sale of Telecommunication Apparatus;
      (14) F119010 Wholesale of Electronic Materials;
      (15) F219010 Retail Sale of Electronic Materials;
      (16) F401021 Radio-Frequency Telecommunications Equipment Import Industry
      (17) E701030 Controlled Telecommunications Radio-Frequency Devices Installation Engineering
      (18) G801010 Warehousing;
      (19) I301010 Information Software Services;
      (20) I301020 Data Processing Services;
      (21) I301030 Electronic Information Supply Services;
      (22) IZ12010 Manpower Dispatched;
      (23) I701011 Employment Service;
      (24) F399040 Retail Sale No Storefront;
      (25) IE01010 Telecommunications Service Number Agencies;
      (26) HZ07011 Foreign Migrant Workers Remittances Services;
      (27) ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval.

   2. Business ratios at present

Unit: NT$ Thousand

Main Product(s)	Turnover in 2025	Operating ratio %
Communication services	2,611,974	81.97%
IC and other channel business departments	574,478	18.03%
Total	3,186,452	100.00%

   3. Current products (services) and roadmap

      (1) Data services

      Agency of mobile phone prepaid cards, international telephone prepaid cards, and telecommunication fee-saving card marketing business, international HR intermediary service project, migrant worker remittance, and other related business.

      (2) Channel business

      Cosmetics products: Agency of two major German cosmetics brands (i.e. Essence, Catrice), Korean cosmetics brands (i.e. Peach C, 2aN), individual products from Adidas, and perfume brand Coty.

      Healthcare food: Agency of healthcare food of Doppel herz of Germany.

      Primary Batteries: Agency of battery products of U.S. Duracell and Japanese

TOSHIBA.

Travel agency ticketing services: Assisting customers in purchasing domestic and international travel tickets.

4. New products planned for development

   Constant optimization of small-amount remittance services system applications.

2. Industry overview
   1. Current Status and Development of the Industry
      (1) Telecommunications Product Industry:

      With the rapid proliferation of smartphones and the evolution of mobile applications, the traditional voice business in the telecommunications market has continued to decline, while Internet access services have become the mainstream. This trend has led to a continuous decrease in average telecommunications tariffs. As mobile applications continue to expand, the provision of high value-added services, including remittance and shopping services, has become the primary application and development direction of the industry.

      (2) Small-Amount Remittance Services:

      Taiwan has entered an aging society with a steadily aging population structure. In addition, due to the low willingness of the local workforce to engage in entry-level jobs, demand for migrant workers continues to increase. President Transnet will continue to focus on the migrant worker market by developing migrant worker-friendly online services and technological applications, with the aim of building a comprehensive ecosystem for migrant workers.

      (3) Cosmetics Products:

      Industry Status and Development (Channel-Focused)

      Taiwan's mass-market cosmetics and personal care products market has reached a relatively mature stage, with diversified distribution channels. Due to differences in target customer groups, shopping scenarios, and consumer habits, each channel has gradually developed distinct sales models and operational strategies.

      A. Cosmetic chains (Watsons, Poya and UNIKCY):

      These are the primary sales channels for mass-market cosmetics and deodorant products, accounting for more than half of total sales. Watsons mainly targets urban female consumers and possesses strong marketing and promotional capabilities, with frequent promotional campaigns. POYA, on the other hand, benefits from extensive store coverage and strong engagement with local customer bases, providing stable support for brand sales. Both channels still demonstrate growth potential. Going forward, the Company will continue strengthening new product launches and collaborating on channel promotional activities, while increasing product exposure in checkout areas and key display sections. In addition, fragrance products will be further introduced and displayed in the three UNIKCY department store locations to enhance brand visibility.

      B. Mass Retail Channels (Carrefour and RT-Mart):

      These channels primarily serve family-oriented consumers, with purchasing behavior mainly driven by daily replenishment needs. Hair care and personal cleansing products have maintained stable sales performance. In recent years, however, the frequency of promotional activities and the flexibility of product displays have become somewhat conservative due to the transformation pressures faced by physical retail stores. Nevertheless, these channels remain important platforms for brand distribution and bulk sales.

      C. Supermarkets (PX Mart):

      This channel has shown clear growth momentum. In particular, following adjustments to its proprietary e-commerce platform, membership management system, and cosmetics/personal cleansing sections, PX Mart has become an emerging growth channel for body wash and hair care products. Products with strong cost-performance value and daily replenishment appeal are especially competitive and therefore worthy of long-term investment to expand market share.

D. Other Channels (Independent Drugstores and E-commerce):
Independent drugstores benefit from strong regional customer bases; however, their overall scale remains relatively limited. E-commerce, on the other hand, has become one of the fastest-growing sales channels in recent years, particularly excelling in new product launches, trending product sales, and social media-driven purchasing behavior. Going forward, the Company will continue integrating social media and digital marketing strategies to strengthen online sales momentum while fostering complementary development with physical retail channels, thereby enhancing overall market competitiveness.

(4) Healthcare Products

Market Size and Growth Momentum:

Taiwan’s health supplement market has demonstrated strong growth resilience, driven by increasing public awareness of preventive healthcare and steady demand arising from an aging population. The proportion of the elderly population is expected to exceed 20% in 2025, further stimulating demand for products related to chronic disease prevention, immune support, and gastrointestinal health. Consumer penetration has reached 56%, with annual per capita spending exceeding NT$9,000. In addition, heightened health awareness in the post-pandemic era has continued to accelerate market expansion.

Health supplements in Taiwan have gradually evolved from “non-essential supplements” into part of consumers’ daily necessities. This growth momentum is primarily driven by the following three key factors:

A. Growing Awareness of Preventive Healthcare:
In the post-pandemic era, consumers have placed significantly greater emphasis on immune support and daily nutritional supplementation.

B. Demographic Transformation:
The growing elderly population has increased demand for functional products targeting bone health, vision care, and metabolic management.

C. Trend Toward Precision Nutrition:
Consumers are becoming increasingly concerned with ingredient transparency and scientifically validated efficacy.

(5) Battery products

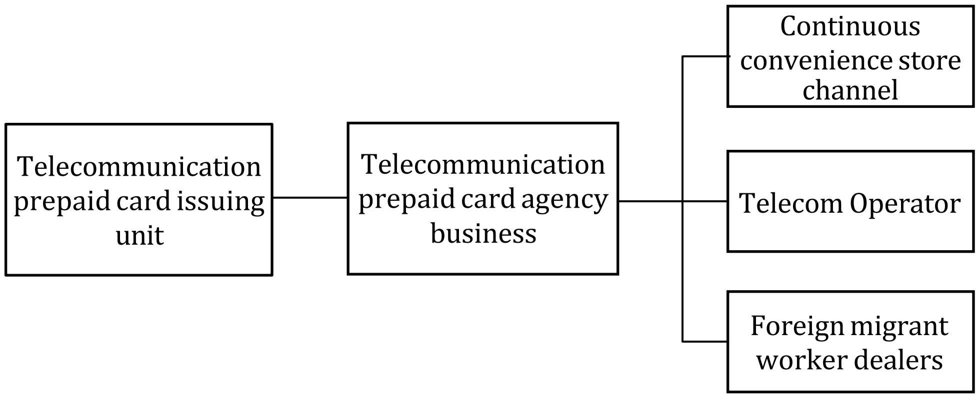
A. Industry Overview
Taiwan’s primary battery industry is a mature and stable consumer goods industry. Its main products include carbon-zinc batteries, alkaline batteries, and primary lithium batteries, which are widely used in daily household applications, lighting equipment, remote controls, toys, clocks, medical devices, as well as certain industrial and security equipment. Although the growing popularity of rechargeable products has slightly reduced some traditional demand, the overall market continues to maintain stable demand due to the advantages of primary batteries, including high convenience, long shelf life, and ease of replacement.

B. Market Development Trends
In recent years, the market structure has continued to evolve. The proportion of low-priced carbon-zinc batteries has gradually declined, while alkaline batteries have become the mainstream product category. Primary lithium batteries mainly serve high-performance and specialized application markets. Overall market growth has become relatively stable; however, the proportion of mid-to-high-end,

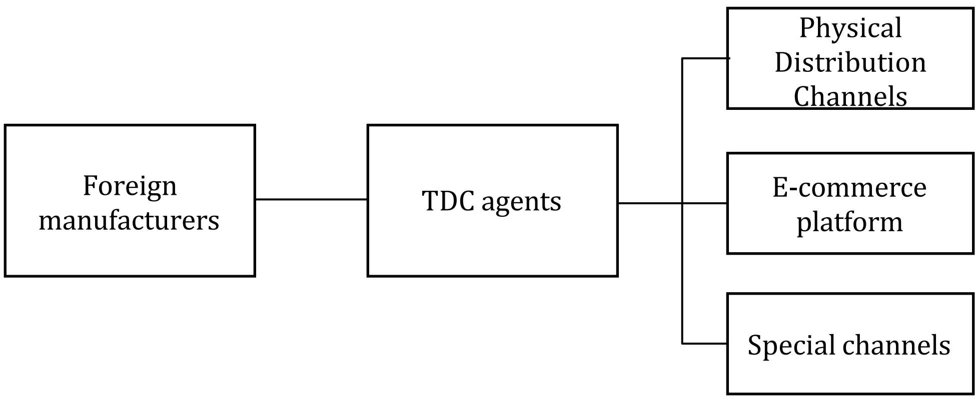
long-lasting, and multi-pack products continues to increase, indicating a trend toward higher value-added products.
In addition, as retail channel formats continue to evolve, market competition has gradually shifted from price-oriented competition toward brand management, product portfolio strategies, channel deployment, and display efficiency management. The development of e-commerce and diversified retail channels has also driven sales models toward the integration of online and offline channels.

C. Future Outlook
Looking ahead, Taiwan's primary battery industry is expected to maintain a mature and stable development trend, with overall demand remaining relatively steady. However, certain application segments and the mid-to-high-end product market still possess growth potential. In response to changes in demand structure, price competition, and increasingly stringent regulatory requirements, industry participants must continue strengthening product portfolios, channel management, brand value, and regulatory compliance capabilities in order to maintain competitive advantages and stable profitability.

2. The relationship between industry supply chains:
(1) Telecommunication product industry:
Since the market becomes gradually saturated regarding the new telecommunication industry, and the services provided by telecommunication system practitioners differ slightly, the relevancy of upstream, midstream, and downstream is much closer. The channel services provided by agents shall be more professional.



(2) Cosmetics channel:



3. Development trend and product competitiveness
(1) Telecommunication product industry
The future development of telecommunication products will focus on broadband, wireless, and mobile trends. The improvement of functions and technologies of smartphones will accelerate the progress of these trends. In the future, mobile phone manufacturers will further speed up the R&D and integration of terminal devices of telecommunication and broadband media to promote the continual development of the industry with telecommunication practitioners. Each

telecommunication practitioner will compete more fiercely through combination of mobile phones with telecommunication services.

(2) Small-amount remittance services business

Following the liberalization under the Act Governing Electronic Payment Institutions, the migrant worker small-amount remittance market has become more transparent and accessible, and new market participants have successively applied for licenses to operate overseas small-amount remittance services for migrant workers. The Company will continue to enhance its service quality, security, and operational efficiency to maintain its competitive advantages.

(3) Cosmetics products

The Company continues to strengthen its partnerships with major beauty retail chains such as POYA and Watsons by actively securing dedicated shelves and key display locations for new products, thereby enhancing brand visibility and driving new product launches.

The Company is also in ongoing discussions with COSMED regarding cooperation opportunities to introduce the Essence and 2aN cosmetic brands into its stores, with the aim of expanding channel presence and increasing market coverage.

In addition, the Company is actively expanding product offerings and promotional resources within PX Mart channels. Through stable product placement and promotional campaigns, the Company seeks to gradually enhance category influence and strengthen its market position.

At the same time, the Company is expanding its e-commerce presence by integrating social media exposure and marketing initiatives to improve new product visibility and consumer conversion rates, while enhancing the synergies between online and offline sales channels.

Competition Status

A. Channel Competition:

The mass-market cosmetics segment is highly competitive, with numerous brands competing for limited shelf space in retail channels. Brands must maintain market visibility through continuous promotional campaigns and new product launches. Key strategies include:

a. Strengthening cooperation with POYA and Watsons, particularly in securing dedicated shelves and key display positions for new products.
b. Actively expanding product categories and promotional resources in PX Mart to strive for category leadership.
c. Simultaneously developing e-commerce channels and leveraging social media trends to improve new product conversion rates.

Checkout areas and primary display shelves are critical exposure locations within retail channels and remain core resources actively pursued by competing brands.

B. Brand Competition:

Major competing brands in the cosmetics market include Maybelline, 1028, heme, and I'M MEME. Their market strategies primarily focus on packaging design, online buzz marketing, and diversified color product offerings to attract younger consumer groups. In the bath and deodorant product categories, major competitors include international brands such as Dove, Nivea, and Rexona, while Taiwanese local brands generally compete through pricing advantages and fragrance differentiation strategies.

C. Digital Marketing Competition:

As consumers' methods of obtaining information continue to evolve, social media management and KOL collaborations have become key factors influencing purchasing decisions. Brands must continue investing resources in social media operations, e-commerce promotion, and short-form video content exposure in order to maintain brand awareness and increase market share.

(4) Healthcare Products

A. Analysis of Key Market Trends

Based on current consumer behavior and product development trends, the following five major development trends have been identified:

a. Precision Nutrition and Personalized Solutions:

Market demand has shifted from "general supplementation" toward "precision solutions." Consumers are increasingly focused on the targeted improvement of specific physiological functions, driving significant growth in personalized nutritional recommendations and customized formulation products.

b. Comprehensive Lifestyle Integration:

The boundaries between health supplements and everyday foods and beverages are becoming increasingly blurred. Products are incorporating ingredients such as magnesium and electrolytes into daily consumption scenarios to enhance convenience and accessibility, thereby shortening the distance between brands and consumers.

c. Digital Channel Deployment and Community-driven Marketing:

Online penetration continues to increase. Brand competition has expanded into digital community management, KOL recommendations, and livestream marketing interactions, with brands building deeper consumer engagement through digital word-of-mouth marketing.

d. Multifunctional Product Formulations (All-in-One):

Consumer behavior is becoming increasingly efficiency-oriented, driving the transition from single-function products toward "multi-functional in one" solutions. Examples include fish oil combined with CoQ10, vitamin B complex combined with fish oil, and compound formulas targeting specific male or female needs, such as pumpkin seed plus cranberry formulations. These products have become mainstream market trends.

e. Sustainable Operations and Clean Labels:

Transparency of ingredient sourcing, additive-free concepts, and vegan-friendly products have become core brand values. Consumer attention to sustainable packaging and clean formulations has become a key factor influencing purchasing decisions.

B. Competitive Landscape and Market Competition Analysis

Taiwan's health supplement market currently demonstrates a "dual-leadership" competitive structure, with different types of brands possessing unique competitive advantages:

a. International Pharmaceutical and Reputable Brands:

Represented by brands such as Doppelherz, Swisse, and Centrum. These companies possess strong pharmaceutical backgrounds, scientific research validation, and comprehensive international product lines. Through professional distribution channels such as chain pharmacies and department store counters, they maintain strong brand authority and stable market share.

b. Leading Domestic Enterprises:

Including Grape King Bio, BRAND'S, and Uni-Bio Science. These companies maintain strong competitiveness through deep cultivation of local distribution channels, flexible pricing strategies, and strong cultural recognition among Taiwanese consumers toward established local brands.

(5) Battery products

A. Product Development Trends

The primary battery market has gradually shifted from a traditional low-price orientation toward a focus on performance and added value. Alkaline batteries have become the mainstream product category, while the proportion of carbon-zinc batteries continues to decline. Overall, market acceptance of mid-to-high-end, long-lasting, and multi-pack products continues to increase, indicating that product development is moving toward higher value-added, product differentiation, and standardized specifications.

B. Market Competition Status

Taiwan's primary battery industry has already become a mature market, with competition no longer limited to price alone. The competitive focus has gradually shifted toward brand awareness, product performance, packaging specifications, channel coverage, display efficiency, and the integration of promotional resources. Although primary batteries continue to be widely used in remote controls, clocks, lighting equipment, toys, and various low-power-consumption products, resulting in relatively stable market demand, competition among brands in retail channel placement, display positioning, and promotional activities remains intense.

In addition, as consumer demand for product quality, performance efficiency, and environmental sustainability continues to increase, industry participants must not only continue optimizing product specifications and packaging combinations, but also strengthen channel management and brand management capabilities to enhance market competitiveness. Overall, primary battery product development is expected to continue progressing toward higher performance, greater added value, and upgraded specifications, while market competition gradually shifts from price-oriented competition toward comprehensive competition centered on brands, channels, and product competitiveness.

3. Technology and research overview
    1. R&D expenses engaged in the current year:
       The Company invested approximately NT$12.34 million in development expenses for small-amount remittance applications during the current year.
    2. Technologies and products successfully developed
       Continued enhancement of the convenience and security of the remittance application.
    3. Future research and development direction
        (1) Telecommunication product industry
            The Company has actively developed towards the orientation of "virtual telecommunication company" and achieved considerable accomplishments. In the future, the Company will continually exert efforts in this direction, and apply the marketing and external resource integration capabilities to integrate the resources from the telecommunication system practitioners, communication practitioners, and content service practitioners, and provide customers with more convenient and diversified mobile or network value-added services, to strengthen the competitiveness of its core values.
        (2) Small-Amount Remittance Business
            Sticking to the direction of safety and efficiency, the Company will continually strengthen the system software and work processes.
4. Short-term and Long-term Business Development Plans:
    1. Short-term Business Development Plan:
        (1) Telecommunication product industry
            The COVID-19 pandemic affected the global economic structure and policies, and people's life styles. At present, there are about 820,000 foreign migrant workers in

Taiwan. With the increased manpower demand in Taiwan, the government will continue its policy on further introducing foreign migrant workers. The Company will insist on the established policy and broaden the sales services of telecommunication voice service product, mobile phone, mobile network service businesses for the foreign migrant workers.

(2) Migrant worker related business

In addition to the original telecommunication prepaid card products, Welldone will also continue to expand each service for the migrant worker market, including the HR intermediary business and migrant worker small-amount remittance services business already initiated, with the objective to continually provide better and diversified services, and value and satisfy the migrant workers' demands.

(3) Cosmetics products

In addition to continuously operating its existing European cosmetics brands, the Company is also actively expanding its agency business for Korean cosmetics brands in response to market trends and consumer demand. Overall, Taiwanese consumers generally demonstrate a high level of acceptance toward Japanese and Korean beauty products, providing a solid market foundation. Meanwhile, European and American cosmetics brands offer greater diversity and innovation in product colors, textures, and product categories, providing consumers with a wider range of cosmetics choices. Through a product portfolio strategy combining European and Korean brands, the Company can satisfy the needs of different consumer groups while further enhancing brand competitiveness and market coverage.

(4) Healthcare products

A. Expand market penetration of core product lines: Focus on flagship products such as Lutein and Fish Oil while developing new product categories to reach different consumer groups and increase market coverage and sales density.

B. Strengthen digital marketing: Utilize new communication methods and social media platforms, such as short-form videos and emerging social platforms, to improve advertising precision and conversion efficiency.

C. Integrate channel strategies: Strengthen the expansion of independent pharmacies and cooperation with third-party e-commerce platforms to establish stable distribution channels and promotional mechanisms.

(5) Battery products

In response to mergers, acquisitions, and rebranding among major retail channels, sales strategies will be adjusted according to different store formats. In addition, traditional sales channels continue to demonstrate a certain level of stability. The Company will increase investment in traditional retail channels and compete with rival brands to capture greater market share.

2. Medium- and long-term business development plans:

(1) Medium- and long-term plans for telecommunication products:

The Company will further develop telecommunications business, and strengthen channels and marketing to continually consolidate the market share.

(2) Medium- and long-term plans for migrant worker related business:

The Company will develop more diversified products and services on the existing basis, and strengthen information security and application convenience to continually accumulate the number of members to expand the service coverage in the hope that the Company can become the most profound and solid network innovative service brand in the migrant worker market, and further drive the business opportunities and flourishing of the overall market.

(3) Medium- and long-term plans for cosmetic products:

A. Continue optimizing the brand portfolio by introducing European and Korean cosmetics brands with strong market potential, while enhancing existing product lines to meet diverse consumer needs.

B. Deepen cooperation with major beauty retail chains and distribution channels, while expanding e-commerce platforms to promote an omni-channel business model integrating both online and offline channels.

C. Strengthen digital marketing and social media engagement through KOL collaborations and content marketing to enhance brand awareness and increase market share.

(4) Medium- and long-term plans for health product:

A. Development of new functional products: Research and develop emerging products such as emotional balance, metabolic regulation and sleep quality based on consumers' health pain points.

B. Transnational cooperation and international layout: Strive to represent other international functional brands.

C. Establishment of brand assets and a membership system: Accumulate member databases, reinforce CRM management and improve brand stickiness and lifelong value.

D. Investment in self-owned formulations and production lines: Reduce the production cost in a long term and master the advantage in quality control.

(5) Medium- and long-term plans for battery products:

The Company aims to gradually shift away from the traditional low-price-oriented strategy toward a focus on performance and added value. It plans to introduce new-specification, high-performance, and cost-effective products from original manufacturers and integrate them with existing product lines. Through these efforts, the Company seeks to expand revenue beyond the limited growth potential of the primary battery market, thereby supporting the long-term development of related businesses.

II. Market and Sales overview

1. Market analysis

1. Major sales regions

The products of the Company mainly include telecommunication prepaid cards, cosmetics products, healthcare products, and disposable consumer batteries, etc., and they are mainly sold in Taiwan.

2. Market share

(1) Telecommunication product industry

Currently, there are more than 870,000 foreign migrant workers in Taiwan. Since they are not locals, they have to apply for prepaid mobile telephone cards, and each migrant worker works for 3-6 years in Taiwan. In other words, there will be several tens of thousands of new users of mobile phone prepaid cards every year.

As an agency of prepaid cards of Taiwan Mobile Co., Ltd., the Company has cultivated the foreign migrant worker market for many years and achieved significant accomplishments, and its market share in the migrant worker markets of Thailand, Vietnam and Indonesia is in a leading position. The monthly user contributions of these foreign migrant workers are not inferior to post-paid customers

(2) Foreign migrant worker small-amount remittance services business:

More than 870,000 foreign migrant workers are working in Taiwan, and many of them find it difficult to handle exchange settlement and remittance of their work income to hometowns in local banks in person due to working time and workplaces. Furthermore, even if these migrant workers visit the banks for the aforesaid operations, they will have obstacle in communicating with the local people. Even intermediary companies can be hired for foreign exchange settlement, problems of uncertain exchange rate and delayed receipt of remittance will be faced, and consequently most migrant workers will choose high- risk illegal remittance. In 2021, after the release of the Act Governing Electronic Payment Institutions, practitioners were able to handle small amount exchange, and provided convenient, quick, and safe remittance services for migrant workers. Although the Company already obtained its first license as a small-amount remittance service for foreign migrant workers in Taiwan, it is expected that the future market competition and challenges will come one after another after the opening of the migrant worker cross-border small-amount remittance services business.

The Company is committed to operating the prepaid card market for foreign migrant workers. Given years of steady growth and the expansion of market share, we have gradually established a leading position in the foreign migrant worker market, and by relying on the mastery of this market, we have set foot in migrant worker HR intermediary business and foreign migrant workers small-amount remittance services business. In the future, we plan to expand our businesses into shopping platforms to satisfy the living needs of foreign migrant workers in Taiwan, hoping to become the best service partner for the migrant workers.

(3) Cosmetics products

The primary operating strategy for cosmetics products is to further strengthen existing distribution channels. By enhancing product portfolios, improving display efficiency, and implementing promotional campaigns, the Company continues to increase sales productivity per retail location and improve channel management efficiency, thereby maintaining stable sales performance and enhancing overall market competitiveness.

(4) Health products

In response to the post-pandemic era, the Company has shifted its growth momentum toward online channels and the expansion of independent pharmacy outlets. Through B2C operations and pharmacist recommendations, the Company aims to reduce communication costs and lower commission expenses associated with physical distribution channels.

(5) Battery products

TOSHIBA Batteries & Cells primarily targets traditional markets with a focus on carbon-zinc batteries, while Duracell is positioned in mainstream markets with an emphasis on alkaline batteries. The Company adopts a dual-brand strategy: in traditional markets, both carbon-zinc and alkaline batteries are promoted; in mainstream markets, Duracell and TOSHIBA brands grow in synergy.

3. Future market supply, demand and growth

(1) Telecommunication prepaid card business:

Currently, the major users of prepaid cards in Taiwan can be divided into two main markets: foreign migrant workers in Taiwan and local Taiwanese consumers. The number of foreign migrant workers in Taiwan increases by tens of thousands each year, while in the local market, prepaid card usage among teenagers continues to rise, and children are also beginning to use prepaid cards at an earlier age. As a result, the market continues to grow steadily.

In addition, prepaid card products continue to expand their value-added and internet access services, which helps increase usage frequency. Therefore, the prepaid card market in Taiwan still has considerable growth potential.

(2) Small-amount remittance services business:

Due to the population structure and industry development, Taiwan has an ever-growing demand for foreign migrant workers, and the government is also gradually opened up to welcome foreign migrant workers. It is anticipated that the small-amount remittance services business for foreign migrant workers will also develop in parallel with the growing number of foreign migrant workers.

(3) Cosmetic products:

As consumers continue to place greater emphasis on personal image and aesthetics, the cosmetics market still demonstrates stable growth potential. Going forward, the market is expected to evolve toward product diversification, rapid product launches, and sales driven by social media marketing. Brands will need to enhance their market competitiveness through innovative products, trend-driven marketing strategies, and digital marketing initiatives. On the supply side, brands continue to launch new products to capture market share; however, brands with unique characteristics and differentiated positioning will still have opportunities to further expand their market presence.

(4) Health products:

According to data from the Ministry of the Interior, the proportion of the population aged 65 and above is expected to exceed 20% by the end of 2025, officially entering what the World Health Organization (WHO) defines as a super-aged society. As public awareness of personal health management continues to rise, annual per capita health-related expenditures have exceeded NT$9,000. Following the pandemic, demand for health-related products has continued to strengthen, further driving market growth.

(5) Battery products:

Taiwan's primary battery market is expected to maintain stable supply conditions in the future. On the demand side, consumption will mainly be driven by household replacement needs and applications for low-power-consumption products, together with demand from certain specialized tool-related applications. Overall, the market size is expected to remain stable. As the market has already reached maturity, future growth momentum is expected to be limited, with primary growth drivers coming from product upgrades, value-added product development, and improvements in channel management efficiency, rather than from significant expansion in overall demand. In recent years, the recycling volume of used dry batteries has remained at a certain scale, while retail channels have continued to maintain stable operations, indicating that the market still possesses a solid and stable demand foundation.

4. Operating goals

The Company is dedicated to the operation of the foreign migrant worker prepaid card market. Based on years' stable growth and expansion of market share, the Company has gradually acquired a leading position in the foreign migrant worker market, and begun to set foot in migrant worker HR intermediary and foreign migrant worker small-amount remittance services business based on its mastery of the market. In the future, the Company plans to further expand its business to shopping platforms to satisfy foreign migrant workers' living needs in Taiwan. Hopefully, the Company will become the best service partner for the migrant workers.

5. Competitive niches

(1) The product lines are broad and complete with the advantages for horizontal extension and vertical integration:

The business of the Company covers telecommunication prepaid card, small amount payment platform, and foreign migrant worker small-amount remittance services, etc. With the advantage of complete channels, the Company can horizontally expand the product lines. Also, thanks to resource integration capabilities, the Company can extend its business to upper and lower reaches. The telecommunication prepaid card business of the Company includes two major fields, i.e., mobile phone prepaid card and international call prepaid card, as well as small amount payment business. The completeness of the product lines and the business scale of the Company are far from the reach of other practitioners; in addition, since migrant workers need convenient and real-time remittance services, small-amount remittance service rendered through the use of APP will become a trend for migrant workers' remittance. The Company obtained its first license as a small-amount remittance service for foreign migrant workers in Taiwan, and will continue to strengthen its service contents to satisfy migrant workers' more comprehensive demands.

(2) Complete channel operation architecture:

The channel operations of the Company differ due to different products. The great breadth and profound cultivation of channels benefit the improvement of the sales energy of existing products. In addition, for the future competition, channel breadth also helps improve the flexibility of strategic applications and win the market competition at the fastest. Secondly, the Company has stably controlled the market prices, to avoid the price competition among different channels, secure the profits of each channel, and realize the stable market growth. Furthermore, it also benefits the Company to acquire trust and support from the upstream suppliers.

6. Advantages, disadvantages and responsive strategy in future development

(1) Advantages

(A) Stable growth of telecommunication services in Taiwan:

The telecommunications business of Taiwan has flourished after liberalization. Although the rates for data services, multimedia services, and broadband applications continue to decline, the number of foreign migrant workers using these services grows, and diversified products are developed. In the future, the telecommunication market will growth towards the same niches with the expansion of the market.

(B) Enlargement of functions of prepaid cards:

In the era of the Internet, a safe payment mechanism has become the most important and most difficult link in e-commerce. Currently, the telecommunication prepaid card accounting system has already developed towards the integration of e-commerce platforms. Therefore, the future telecommunication prepaid cards will be used not only in telephone services but also as an important payment tool for the small amount consumption of e-commerce in the future, e.g., online games, online library, and MP3 downloading. Therefore, the scale of the prepaid card market will grow exponentially due to the expansion of functions.

(2) Disadvantages

Due to the advancement of internet communication applications and changes in consumer usage behavior, voice call traffic has declined, resulting in reduced demand for voice prepaid cards. In addition, following the liberalization under the Act Governing Electronic Payment Institutions, the market has become more transparent and accessible, and new market participants have gradually entered the market, intensifying competition.

(3) Correspondent measures

Give play to the market advantage of the Company, and strengthen the marketing of Internet cards in the telecommunication product business to sustain market share and profits. Also, services, safety, and efficiency shall be continually strengthened in the small-amount remittance services business to enhance the Company's competitive advantages.

2. Important purposes and production process Telecommunication products:

1. Main products and usages

Main product	Main usage
Prepaid Card	Mobile phone number user license and call charge prepayment and recharging, and international and local telephone call charge prepayment and recharging

2. Production process

No production process is involved since the Company is engaged in the agency of sales of telecommunication prepaid cards.

3. Supply of Key Raw Materials

The Company acts as a sales agent for prepaid cards, with Taiwan Mobile Co., Ltd. being the main supplier of its products.

4. Information of major suppliers and customers in the last two years

1. Information of major customers

Unit: NT$ Thousand

	2024				2025				As of 2026 Q1			
Item	Name	Amount	Proportion of net purchase for the year (%)	Relationship with the Issuer	Name	Amount	Proportion of net purchase for the year (%)	Relationship with the Issuer	Name	Amount	Proportion of net purchase for the year (%)	Relationship with the Issuer
1	Company A	453,443	15.6%	None	Company A	427,371	13.4%	None	Company A	105,432	12.8%	None
2	Company D	106,745	3.7%	None	Company D	128,713	4.1%	None	Company D	31,199	3.8%	None
3	Company C	101,515	3.5%	None	Company B	105,289	3.3%	None	Company E	27,317	3.3%	None
	Other	2,244,234	77.2%		Other	2,525,079	79.2%		Other	659,290	80.1%	
	Net purchase	2,905,937	100%		Net purchase	3,186,452	100%		Net purchase	823,238	100%	

2. Information of major suppliers

Unit: NT$ Thousand

	2024				2025				As of 2026 Q1			
Item	Name	Amount	Proportion of net sales for the year (%)	Relationship with the Issuer	Name	Amount	Proportion of net sales for the year (%)	Relationship with the Issuer	Name	Amount	Proportion of net sales for the year (%)	Relationship with the Issuer
1	Company X	1,636,740	68.44%	None	Company X	1,391,939	61.54%	None	Company X	233,953	47.49%	None
	Other	754,855	31.56%		Other	869,817	38.46%		Other	258,638	52.51%	
	Net sales	2,391,595	100.00%		Net sales	2,261,756	100.00%		Net sales	492,591	100.00%	

5. Production volume and value in the past two years: None
6. Sales volume and value in the past two years

Unit: 1,000 pcs / NT$ Thousand

Main Products \ Year / Sales Volume	2024				2025			
	Domestic sales		Export sales		Domestic sales		Export sales	
	Volume	Value	Volume	Value	Volume	Value	Volume	Value
Data service department	3,025	2,308,693	-	-	2,884	2,611,979	-	-
IC and other channel business departments	9,332	597,170	2	74	9,235	568,242	53	6,231
Total	12,357	2,905,863	2	74	12,119	3,180,221	53	6,231

III. Employee Information for the Two Most Recent Fiscal Years and up to the Date of Publication of the Annual Report

Unit: Person

FY		2024	2025	As of March 31, 2026
No. of Employee	Management personnel	32	33	33
	General personnel	82	82	78
	Operators	0	24	24
	Total	114	139	135
Average Age		38	38	42
Average experience		4.6	4.6	7.3
Education (%)	PhD	0%	1%	1%
	Graduate School	10.7%	11.5%	11%
	University/ College	66.6%	68.9%	71%
	Senior High School	20.7%	17.7%	16%
	Others	2%	1%	1%

IV. Environmental Protection Expenditures

The main products of the Company are prepaid cards and game card packs which are agency business and do not involve manufacturing process. The pollution prevention and control of the Company are described as follows:

1. Environmental protection status stipulated in laws and regulations:
   (1) Polluting facility establishment license or pollution discharge license that shall be applied: Not applicable.
   (2) Payment of pollution prevention and control expenses payable: Not applicable.
   (3) Dedicated unit and personnel required for environmental protection: Not applicable.
2. Investments in major equipment for the prevention and control of environmental pollution, along with their purposes and potential benefits: None.
3. The Company's efforts to improve environmental pollution in the past two years and as of the publication date of the annual report: None.
4. Total losses (including compensation) and penalties incurred due to environmental pollution in the past two years and as of the publication date of the annual report: None.
5. Estimated major environmental protection capital expenditures of the Company for the next two years: None.

V. Labor Relations

(I) The Company attaches great importance to employees' welfare and growth, and promotes employees to hold its shares. Also, it emphasizes on employees' training and development. A harmonious labor-capital relationship is one of the factors that contribute to the business success of an enterprise. The Company has always maintained favorable labor relations since its establishment, and has never been involved in any labor dispute.

1. Employee Welfare

The Employee Welfare Committee of the Company was established on January 25, 1999, and approved by the competent authority for filing according to 88 Pei-Hsien-Lao-Fu-Tzu No. 1663 Document.

The workers elect representatives to form an Employee Welfare Committee every year, and the Company sets aside a fixed amount of welfare benefits every month to the Employee Welfare Committee's account. The main welfare items of the Company and the Employee Welfare Committee are as follows:

(1) Library: Prepared with books, magazines, and newspaper for employees to read.
(2) Mid-autumn Festival and Dragon Boat Festival: Gifts and cash gifts are provided for employees on these festivals.
(3) Emergency relief, condolence payments for marriage, funeral, and celebrations, and birth allowance are provided according to the measures for employee welfare as well as the Labor Standards Act.
(4) Employee welfare insurance: In addition to the labor insurance and health insurance stipulated in the government, the Company also purchases employee group insurance including term life insurance, accident insurance, and hospital medical treatment.
(5) Handling of various kinds of study and training: Carry out internal and external education and training on an irregular basis according to the training demand of each unit to improve their professional skills.
(6) Employee tourism
(7) Other welfare activities: A cash gift is provided for every employee on their birthdays; lottery drawing activity is convened at the year-end dinner for employees.
(8) Employee massage room: The Company employs visually impaired massage therapists to provide shoulder and neck massage services for employees to help relieve physical and mental stress.

An employee dividend subscription system is implemented additionally to practice the ideal of "employees are shareholders". The Company would retain 10% of capital increase by cash for the employees to subscribe to realize the goal of joint management.

2. Retirement mechanism

The Company established "Labor Retirement Reservice Supervisory Committee" on June 15, 1998, to take charge of auditing and supervising the appropriation, storage, and disbursement of pension. Also, 2% of the salaries actually paid by the Company in each month of this year was set aside and deposited to the pension account opened at the Bank of Taiwan. The Company began to implement its pension system since July 1, 2005 to coordinate the latest labor retirement system adopted by the government.

3. Labor agreements

The Company hasn't established a trade union organization at present, but regular labor-capital meetings are held. With emphasis placed on a harmonious labor-capital relationship and employees' interests, the company has not only established reasonable remuneration, leave, and retirement systems according to relevant laws and regulations, but also implemented welfare measures involving safety and health, recreation and leisure, health insurance, in-service education and training, employee stock options and employee compensation, which has been deeply recognized by employees.

4. Employee development:

Welldone Company regards its employees as the cornerstone of sustainable development. To support this belief, the Company organizes general education and training programs for all employees on a quarterly basis. These programs aim to enhance employees' understanding of the Company's current operations, broaden their perspectives on industry trends, relieve stress, and improve overall quality of life.

Implementation status of employee education and training in 2025

Item	Number of Training	Total participants	Total hours	Total cost
Induction training for new employees	12	7	121.5	0
Professional functional Training	14	21	85.5	31,699
Officer talent training	16	16	48	51,000
Training of general knowledge	17	327	224.5	0
Total	59	371	479.5	82,699

5. Code of professional ethics:

Item	Content
Physiological Hygiene	1. Health checkups: The new employees are provided with health checkups upon entry, while in-service employees are provided with regular checkups every year or every two years according to the Occupational Safety and Health Act. 2. The Company has set up employee sports and leisure room, and allocated a rhythm classroom, fitness facilities, basketball game machines, table tennis, and visual/audio reading room, etc. so that sports and rest places are provided for the employees. 3. Work environment health: Smoking is comprehensively prohibited in the workplaces as stipulated, and health lectures, CPR first-aid training are organized periodically. Also, offices and the building are cleaned and disinfected on a regular basis to keep environmental health.
Mental Health	1. Provide appeal channels according to the Company's work rules and "Regulations Governing the Prevention and Control of Sexual Harassment" to maintain the order of the work environment.
Employee Insurance	1. Purchase labor insurance (including occupational disaster insurance) and health insurance, and appropriate and pay worker's pension according to law. 2. Purchase group insurance, accident insurance, medical insurance, cancer insurance, occupational disaster insurance, etc. for employees. 3. Purchase travel accident insurance with insured sum of NT$5 million for employees during their business travels.

Disaster Prevention	1. Organize self-defense fire protection formation training at least twice a year.
Building and Access Control Safety	1. An access control system has been established to control the main entrance and exit. 2. Sign a contract with a security company to allocate 24h on- duty security guards and a security system to assure the safety of the building. 3. A monitoring system room is set up to check the conditions of the peripheral areas and internal public areas of the building. 4. Require the visitors to register and change certificates.
Maintenance and Inspection of Equipment	1. Apply for the overhaul of fire safety facilities every year according to the provisions of the Fire Services Act. 2. Regularly check, maintain, and preserve the equipment in the building according to relevant regulations or the professional manufacturers' suggestions, including electrical equipment, generators, air-conditioning equipment, water dispensing equipment, water storage facilities, environmental cleaning and disinfection facilities, life equipment, etc.

Maintaining the moral values and reputation of the Company is the responsibility of every member of Welldone. The Company requires all colleagues, managers, and members of the Board of Directors to follow and observe its beliefs transparently and honesty, obey the Company's guidelines, rules, and regulations, and follow the reasonable commanding by officers at each level. They may reflect their opinions to the officers at each level and human resources unit at any time if any, and the officers at each level shall take charge of commanding and supervising the work according to the spirit of hierarchical responsibility.

Related disciplines and rules:

(1) All the personnel shall adopt honest behaviors and follow moral principles, especially when a conflict of interest arises between their own interests and their positions.

(2) Maintain the confidentiality of confidential business and information of the Company.

(3) Be fair and selfless when exercising the duties of purchasing and auditing, and avoid any biased behavior.

(4) All the colleagues must cultivate a sense of integrity and pay attention to maintaining the reputation of the Company. None of them may utilize their positions to require treatment and bestowal or accept commission, reward and other improper interests from manufacturers or customers.

(5) The management of the Company must also set a good example; under the supervision of the Board of Directors, the managers of the Company are responsible for clearly disclosing financial information to the competent authority and the investors.

In addition, the Company has established relevant work rules and employee reward and punishment measures. All the regulations are notified to the employees for observation so that they know clearly of the code of conduct. The Company will reward or punish employees in a real-time according to the preceding provisions when employees have deeds that need to be encouraged or disciplined.

6. Protective measures for work environment and employees' personal safety
7. Employees' code of conduct and code of ethics

(1) Establishment of work rules:

The Company has established "Work Rules of Employees" with reference to relevant laws and regulations, in order to clearly stipulate the rights and obligations of the Company and the workers, improve a modern Operational management system, and urge all the employees to work together to seek common development.

(2) Implementation of hierarchical responsibility system:

1. Establishment of "Work Verification and Approval Authority and Signing Flow Form": Implement work flows and strengthen hierarchical responsibility management to effectively standardize the work authority of each rank.
2. Establishment of "Post Authorization and Agent System": Implement an authorization mechanism level by level to ensure the normal operation of each business.
3. Division of work of each department: Clearly standardize each department's work responsibilities and organizational functions per function to implement the professional labor division of each unit and reinforce the core competitiveness of the Company.

(3) Implementation of measures for attendance and leave management:
The Company has established a complete attendance system in "Work Rules of Employees" to make sure that employees establish good disciplines to improve their work quality, and have rules to follow regarding their attendance and leave application.

(4) Establishment and execution of measures for employees' performance as well as reward and punishment:
In order to ensure the work progress, motivate the morale, the Company handles performance assessment for their employees every year as basis for reward and punishment, promotion, salary adjustment, or bonus or dividend distribution.

(5) Implementation of protection of business secrets:
In order to ensure the Company's business interests and competitiveness, employees shall keep business or job secrets externally to maintain the Company's interests and goodwill. Employees need to sign employment contracts, confidentiality contracts, and warranty for use of information equipment. The Company shall provide relevant education, training, and messages to improve employees' awareness of information security.

(6) Measures for prevention, control, and handling of sexual harassment:
In order to prevent the occurrence of sexual harassment in the workplaces and improve the concept of gender equality, the Company has already clearly stipulated relevant standards in "Work Rules of Employees", and announced relevant laws and regulations as well as appeal channels, to standardize employees' behaviors in the workplaces.

(II) Losses arising from labor disputes in the most recent year and as of the publication date of this annual report, and disclosure of the potential estimated amount and countermeasures to date and in the future.
None.

VI. Cybersecurity Management

(I) Describe the cybersecurity risk management framework, cybersecurity policies, concrete management programs, and investments in resources for cybersecurity management:

Information security organization:

1. The Information Department is the unit responsible for the planning, development, maintenance, management, and supporting of the computer information system in the Company. The data sources and users of the information system are each user department.

2. One officer and several information specialists are appointed at the administration office under the Information Department.
3. In addition to reporting to the line manager, the head of the Information Department shall also, in response to each project, convene the head of each department to report the planning and development direction and progress of relevant information system of the Company.

Cybersecurity policy:

1. Equipment security control: Ensure the integrity and safety of information equipment.
2. Archives safety control: Establish and execute a backup plan.
3. Data file (database) management: Prevent unauthorized query and change of data.
4. System security monitoring: Ensure the security and continual operation of the information system.
5. Incident response: Implement Incident response in case of an emergency.

Specific management programs:

1. Equipment security control
   (1) Check the conditions of hardware and air-conditioning equipment on a daily basis.
   (2) Unauthorized personnel are not allowed to enter the computer room.
2. Archives security control
   Data files and database are automatically backed up every day as scheduled.
3. Data file and database management
   (1) The establishment, modification and deletion of database shall go through approval and authorization procedures.
   (2) The auditing function of the database is utilized to check each change of the data files and database every day.
   (3) Those who are not authorized personnel or have no whitelist IP are unable to access the database.
4. System security monitoring
   (1) Antivirus software is automatically updated every day as scheduled.
   (2) Check the status of the firewall every day to see if any abnormality exists.
   (3) The administrators shall replace accounts and passwords periodically.
   (4) Check the system records of network service items every day, and track the abnormal conditions.
5. Incident response
   When a host failure or database error occurs, a recovery plan work will be executed.
   Resources engaged in the cybersecurity management:
   (1) Renew contracts with the manufacturers of firewall and ERP system every year to ensure the cybersecurity and maintain the updating and upgrading of the information system.
   (2) Periodically execute a penetration test to ensure that the system is safe and free from loopholes.
   (3) Periodically execute the drills of recovery plan work to cope with the demand upon emergencies.

(II) List any losses suffered by the Company in the most recent fiscal year and up to the publication date of the annual report due to significant cybersecurity incidents, the possible impacts thereof, and the response measures taken or to be taken. If a reasonable estimate cannot be made, the reasons shall be explained.

Welldone’s overseas small-amount remittance business for foreign migrant workers was subject to a hacker attack in August 2025. Due to inadequate information security control measures in the testing environment, customer data was leaked, and the Company was fined NT$260,000 by the competent authority. Apart from the amount of the penalty, this cybersecurity incident did not result in any other losses to the Company, nor did it affect the Company's operations.

The hacker attack occurred because the firewall in the testing environment had not been updated, allowing hackers to exploit firewall vulnerabilities to infiltrate the testing environment and steal customers' personal data used for testing purposes. The Company has implemented corrective measures and allocated sufficient budget to strengthen information security, including regular firewall updates, network segmentation, system vulnerability patching, installation of EDR (Endpoint Detection and Response), as well as enhanced employee education training and simulation drills.

VII. Material Contracts

Type of Contract	Party	Contract Duration	Major Content	Restriction
Prepaid card distribution contract	Taiwan Mobile Co., Ltd.	2024/01/01-2025/12/31	Prepaid card and recharging card distribution and sales	None

Five. Review and Analysis of Financial Position, Financial Performance, and Risk Matters

I. Financial Position Comparative Analysis

Unit: NT$ Thousand

Item \ Year	2025	2024	Difference	
			Amount	%
Current assets	3,652,091	3,793,759	(141,668)	-3.73%
Fixed assets	389,492	394,624	(5,132)	-1.30%
Other assets	332,326	283,168	49,158	17.36%
Total assets	4,373,909	4,471,551	(97,642)	-2.18%
Current liabilities	2,191,799	2,473,872	(282,073)	-11.40%
Non-current Liabilities	37,630	37,040	590	1.59%
Total liabilities	2,229,429	2,510,912	(281,483)	-11.21%
Share capital of common stock	972,601	972,601	0	0%
Capital surplus	456,857	456,827	30	0.01%
Retained earnings	671,765	537,712	134,053	24.93%
Other equity interest	29,069	(20,248)	49,317	-243.56%
Non-controlling interest	14,188	13,747	441	3.21%
Total equity	2,144,480	1,960,639	183,841	9.38%

Notes:
1. Retained earnings: Primarily increased due to the increase in net profit for the current year, resulting in higher unappropriated retained earnings.
2. Other equity interest: Primarily increased due to the rise in unrealized valuation gains on investments in equity instruments measured at fair value through other comprehensive income (FVOCI).

II. Financial Performance Comparative Analysis

Unit: NT$ Thousand

Item \ Year	2025	2024	Increased (Decreased) Amount	Percent Change
Net Operating Revenue	3,186,452	2,905,937	280,515	9.65%
Operating Costs	2,188,905	2,040,545	148,360	7.27%
Gross profit	997,547	865,392	132,155	15.27%
Operating expenses	684,721	598,352	86,369	14.43%
Operating Income	312,826	267,040	45,786	17.15%
Non-operating income and expenses	233,393	148,425	84,968	57.25%
Income Before Tax	546,219	415,465	130,754	31.47%
Income Tax Profit (Expenses)	(108,459)	(85,794)	(22,665)	-26.42%
Net Income	437,760	329,671	108,089	32.79%
Items not reclassified to profit or loss	48,681	(4,252)	52,933	-1,244.90%
Total Comprehensive Income for the Current Period	486,441	325,419	161,022	49.48%

Analysis and description of change (increase/decrease) of the ratio(s):
1. Non-operating income and expenses: Mainly resulted from the increase in USD exchange gain in the migrant worker remittance business.
2. Pre-tax profit/net profit for the current period: Mainly resulted from the increase in operating income and USD exchange gain.
3. Items not reclassified to profit or loss: Primarily increased due to the rise in unrealized

valuation gains on investments in equity instruments measured at fair value through other comprehensive income (FVOCI).

Expected sales quantity and basis, possible impact on the Company's future finance and business operations, and response measures:

In 2026, the Company will grow continuously and stably, and actively march towards the path of expansion of core business related industries:

1. For the telecommunications business, the Company will further develop the telecommunications business, strengthen channels and marketing, and continue to consolidate the market share;
2. For the migrant worker related business, the Company will develop more diversified products and services, expand the number of users served, and accumulate the number of members based on the existing services;
3. For the channel business, the Company will, based on the existing products like cosmetics and channels, continue to d expand agency distribution rights for cosmetics and healthcare food related products, and expand the product breadth and improve the operating efficiency and profits.

III. Cash Flow Analysis

(I) Analysis of changes in Cash Flow for the most recent fiscal year and remedial measures for cash inadequacy

Unit: NT$ Thousand

Opening cash balance (1)	Net Cash Flow from operating activities for the year (2)	Net Cash Flow from Investing Activities for the year (3)	Net cash flow from financing activities for the year (4)	Amount influenced by change in exchange rate (5)	Cash surplus (shortfall) (1)+(2)+(3)+(4)+(5)	Remedial measures for cash inadequacy	
						Investment plan	Financing plan
445,949	278,949	(12,898)	(338,659)	0	373,341	-	-

(II) Liquidity analysis in the last two years

Item \ Year	2025	2024	Increase (Decrease) ratio
Cash flow ratio	12.73%	16.39%	(3.66) %
Cash flow adequacy ratio	66.52%	47.57%	18.95 %
Cash reinvestment ratio	-1.01%	6.56%	(7.57) %
Analysis and description of change (increase/decrease) in ratio(s): No significant change occurred in the current period.			

(III) Cash Flow analysis for the coming year

Unit: NT$ Thousand

Opening cash balance (1)	Estimated net Cash Flow from operating activities for the year (2)	Estimated Net Cash Flow from Investing Activities for the year (3)	Cash surplus (shortfall) (1)+(2)-(3)	Remedial measures for cash inadequacy	
				Investment plan	Financing plan
373,341	300,000	-350,000	323,341	-	-

IV. Impact of Major Capital Expenditures in the Most Recent Fiscal Year on the Company's Financial and Business Operations

(I) Application of major capital expenditures, capital sources, and nature of capital expenditure planned for investment in the next five years: None.

(II) Estimated revenue: None.

V. Reinvestment Policy, Main Reasons for Profit or Loss and Improvement Plans, and Investment Plans for the Coming Year

Unit: NT$ Thousand

Item \ Description	Amount	Policy	Main reason for profit (loss)	Improvement plan	Other investment plans in the future
Life Link Co., Ltd.	4,344	Long-term investment	Diversified Distribution Channels Supporting Stable Market Expansion	NA	Determined based on the future market status
Quick Go Travel Co., Ltd	773	Long-term investment	Diversified Distribution Channels Supporting Stable Market Expansion	NA	Determined based on the future market status

VI. Risk Analysis and Assessment for the Most Recent Fiscal Year and as of the Publication Date of the Annual Report

(I) Impact of interest rate and exchange rate fluctuation and inflation on the Company's profitability for the most recent fiscal year and as of the publication date of the annual report, and future countermeasures:

1. Impact of change in interest rate in the most recent fiscal year on the Company's profit or loss, and future countermeasures: The cash flow of the Company is adequate with favorable debt credit. The cost for bank loans is relatively inexpensive. Therefore, the impact of change in interest rate on the Company's profit or loss was insignificant.
2. Impact of change in exchange rate on the Company's profit or loss, and future countermeasures: In 2025, exchange gain recognized by the Company reached NT$239,784,000, accounting for 7.53% of the operating revenue in current year. Since the subsidiary was engaged in selling and purchasing transactions valuated using foreign currency, the assets and liabilities affected by the influence of the exchange rate were periodically inspected, and appropriately adjusted to control the risks resulting from the fluctuation of foreign exchange.
3. Impact of inflation in the most recent fiscal year on the Company's profit or loss and future responsive measures: Currently, the main policy of the government is to stimulate economic development and implement low interest rate; it is expected that inflation is not a concern within a short term.

(II) Policies, main causes of gains or losses and future measures with respect to high- risk, high-leveraged investments, lending or endorsement guarantees, and derivatives transactions

1. The maximum limit of endorsement guarantees provided by the Company for others reached 50% of the net worth in 2025, i.e., NT$1,065,146,000. As of the end of 2025, the Group was not involved in the situation regarding provision of endorsement guarantees for others.
2. In 2025, the Company’s lending of funds to others was handled in accordance with its “Procedures for Lending Funds and Endorsements/Guarantees.” The maximum amount available for lending to others was 20% of net worth, totaling NT$426,058 thousand. As of the end of 2025, the consolidated company had no instances of lending funds to others.
3. The Company didn't engage in high-risk, high-leveraged investments as of the end of 2025, while the Group was engaged in the trading of financial derivatives with the purpose of avoiding risk of exchange rate instead of profitability.

(III) Future research and development plans, and estimated expenditures

The Company’s primary research and development activities focus on mobile application development. Future R&D plans will emphasize enhancing security and operational efficiency. The estimated R&D expenditure for the coming year is approximately NT$20 million.

(IV) Effect of important policies adopted on the Company's financial operations and changes in the legal environment at home and abroad, and measures to be taken in response

The Company obtained Taiwan’s first license for overseas small-amount remittance services for migrant workers in October 2021. Following the liberalization under the Act Governing Electronic Payment Institutions, the market has become more transparent and widely accessible, and competition in this market has intensified. Therefore, the Company will continue to enhance its service quality, security, and operational efficiency to strengthen its competitive advantages.

(V) Effect of technological changes and industrial changes on the Company's financial performance and solutions

The Company pays special attention to the technological changes and industrial changes in terms of its network service business. New technological or industrial changes are expected to bring new markets and business opportunities. Through the improvement and integration of services, new added value may be created, and the Company's competitiveness may be strengthened.

(VI) Effect on the Company's crisis management of changes to the Company's corporate image, and measures to be taken in response

The Company has always maintained a steady and down-to-earth corporate image regarding its operation, and no major impact of changes to the corporate image has been imposed on the Company.

(VII) Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures being or to be taken

As of the publication date of the annual report, the Company didn't have any plan for merger and acquisitions.

(VIII) Expected benefits and possible risks associated with any plant expansion, and mitigation measures being or to be taken

As of the publication date of the annual report, the Company didn't have any plan for plant expansion.

(IX) Risks associated with any consolidation of sales or purchasing operations, and mitigation measures being or to be taken

The telecommunications business of the Company mainly focuses on the agency and sales of prepaid telecom cards for migrant workers, and the Company has maintained stable relationships with suppliers and customers, which would result in a phenomenon of centralization. It is mainly resulted from the maturity of the telecommunication market and the industrial characteristics and factors. In order to lower the risk of business simplification, the Company has always continually and actively developed relevant service industries involving telecommunication and network.

(X) Effect upon and risk to the Company in the event a major quantity of shares belonging to a director, supervisor, or shareholder holding greater than a 10% stake in the Company is transferred or otherwise changes hands, and mitigation measures being or to be taken

During the most recent fiscal year and up to the publication date of this annual report, all equity transfers or changes involving the Company’s directors, supervisors, or shareholders holding more than 10% of shares were duly conducted in accordance with relevant regulations requiring prior approval and post-reporting procedures. There were no significant equity transfers, and thus no material impact on the Company.

(XI) Effect upon and risk to the Company associated with any change in governance personnel or top management, and mitigation measures being or to be taken The Company was not involved in this situation as of the publication date of the annual report.

(XII) Disclosure of issues in dispute, monetary amount of claims, filing date, parties involved, and status of any litigation or other legal proceedings within the latest fiscal year and as of the publication date of the annual report where the Company and/or any of its directors, supervisors, President, person in charge, shareholders with 10% or more share ownership, or affiliates involved in pending litigation, legal proceedings or administrative proceedings, or a final judgment or ruling which may have a material adverse effect on the Company's shareholder equity or price of securities

None.

(XIII) Other important risks, and mitigation measures being or to be taken

1. Management of other risks and responsive measures

(1) Market risk
   A. Change in consumption pattern: With the emerging of smartphones, the voice call charges of foreign migrant worker prepaid cards decreased accordingly, while the demand for Internet access quickly increased. Therefore, with respect to product planning and strategies, the Company has begun to emphasis the Internet access function in order to maintain its market leading position.
   B. Fierce market competition: With the decline of call charge rate, the average telephone traffic consumption expenditure presented a declining trend. Strategically, the Company will divide further niche market segments to promote products with different attributes and thus strengthen the market competitiveness.

(2) Financial risk
   A. Interest rate risk
   Due to the presence of loans with floating interest rate, the Company has been exposed to the risk of change in interest rate. In 2025, it was measured that the change in interest rate by 5% impacted the profit or loss by NT$1,492,000. Also, the Company maintains the loans with floating interest rate as a response to lower the risk of change in interest rate.
   B. Exchange rate risk
   Due to the engagement in the selling and purchasing transactions valuated using foreign currency, the Group would be exposed to the risk of fluctuation of market exchange rate. In 2024, the impact of the change in exchange rate by 5% on the profit or loss of the Group was measured. To be specific, the net income after tax was increased by NT$62,341,000 after depreciation of NTD by 5%. To avoid the decrease of value of foreign currency assets and the fluctuation of future cash flows due to change in exchange rate, the Group periodically checks the assets and liabilities affected by the exchange rate, and makes appropriate adjustments to control the risk resulting from the fluctuation of foreign currency exchange rate.
   C. Inflation
   The main business of the Company is agency with quick product turnover rate and price elasticity. Therefore, the risk of inflation didn't have a material impact on the Company.

(3) Liquidity risk
To hold fast to the principles of stable operation and sound finance, the Company periodically evaluates the operating status and long-term and short-term capital, maintains appropriate bank limit, and issues convertible corporate bonds, etc. to fully support and respond to the demand of each operating or capital expenditure.

(4) Credit risk
The business type of the Company is mainly about cash collection. The accounts receivable is relatively centralized on several customers who are not related to each other though. In order to sustain the quality of accounts receivable, the Company has implemented a policy to transact with objects of good credit standing, and continually evaluate their financial position and historical transaction records.

(5) Legal risk
The Company has a legal department which emphasizes the review of legal matters at ordinary times. Besides, the nature of the main operation contracts of the Company is sales and agency, and therefore it does not have the concern over disputes or damages regarding fundamental breach.

(6) Information security risk

System Security Monitoring

A. Professionals in the Company are responsible for handling matters related to information system security prevention and crisis handling, to prevent computer network crimes and crises and safeguard the information system.

B. Establish a security control mechanism for the computer network system to ensure the safety of network data transmission, protect network-connected work, and prevent unauthorized system access to result in the disclosure of confidential data.

C. Strengthen the network security management particularly for cross-company computer network systems, and install antivirus software internally and network firewall externally to prevent the invasion of computer viruses and malicious malware from paralyzing the Company's network system.

D. The firewall shall be periodically checked after being established, and firewall software may be reinforced with appropriate approval.

The information security risks are evaluated as follows:

A. Loss of database due to virus

B. Abnormality of system operation due to malicious attacks

C. Data tampering due to invasion of hackers

D. Data extraction due to Trojan horse attacks

Responsive Measures:

A. Equipment security control
   a. Check the conditions of hardware and air-conditioning equipment on a daily basis.
   b. Unauthorized personnel are not allowed to enter the computer room.

B. Archives security control
   Customer data files and database are automatically backed up every day as scheduled.

C. Data file and database management
   a. The establishment, modification and deletion of database shall go through approval and authorization procedures.
   b. The auditing function of the database is utilized to check each change of the data files and database every day.
   c. Those who are not authorized personnel or have no whitelist IP are unable to access the database.

D. System security monitoring
   a. Antivirus software is automatically updated every day as scheduled.
   b. Check the status of the firewall every day to see if any abnormality exists.
   c. The administrators shall replace accounts and passwords periodically.
   d. Check the system records of network service items every day, and track the abnormal conditions.

E. Incident response
   When a host failure or database error occurs, a recovery plan work will be executed.

2. Risk management organization and responsible executing units
   Under the aforesaid policy, the top manager of each related department is the person responsible for supervising and controlling the management of each risk, and mastering each risk at any time. The Company has also appointed an Auditing Office to formulate an annual audit plan every year, check and evaluate the implementation status of each control, and provide suggestions on improvement as appropriate, to

ensure that the risk management policies are continuously and effectively implemented. The main executing units of each risk matter of the Company are as follows:

Risk management	Responsible department	Risk related matters
Strategy and Operating Risk	President Office	Be responsible for drafting the Company's operation guidelines and evaluating and analyzing the operating benefits.
Market Risk	Product Marketing Division	Be responsible for market surveys, competitor analysis, and product strategies and planning.
Financial Risk	Finance Division	Be responsible for capital dispatching and control, as well as interest rate, and long/short-term capital plans, etc.
Liquidity Risk		
Legal Risk	Compliance Office	Be responsible for litigation and non-litigation matters as well as relevant legal affairs.
Information Security Risk	Information Department	Be responsible for monitoring and managing the equipment, system, and database.

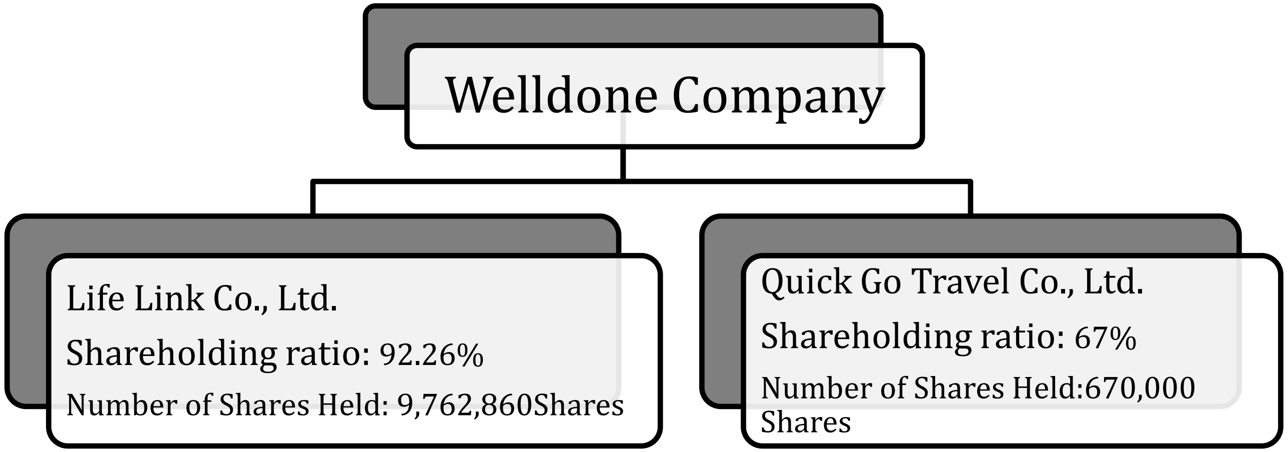
VII. Other Major Events

None.

Six. Special Disclosure

I. Information on Affiliated Companies

(I) Organization Chart of Affiliated Companies



(II) Basic information on affiliates

Unit: NT$ Thousand/Foreign currency 1,000

Name of Affiliate	Date of Incorporation	Address	Paid-in Capital	Primary Business and Production Projects
Life Link Co., Ltd.	2006/12/06	7F., No. 148, Sec. 4, Zhongxiao E. Rd., Da'an Dist., Taipei City	NT$105,822	Agency, retail and wholesale of Duracell alkaline batteries, Toshiba eco-friendly batteries, healthcare food and cosmetics
Quick Go Travel Co., Ltd.	2024/08/08	12 F-4, No. 56, Sec. 4, Nanjing E. Rd., Songshan Dist., Taipei City	NT$10,000	Specializing in the procurement of domestic and international tickets on behalf of customers

(III) Information on common shareholders in companies with controlling and subordinate relationships:

None

(IV) Business scope and division of responsibilities among affiliated companies, and labor division:

The businesses operated by the Company and its affiliated enterprises cover telecommunications, distribution channel operations, and travel agency ticketing services. These businesses are managed by the Company and its affiliated enterprises based on their respective areas of professional specialization and division of responsibilities (please refer to p.53 “Operational Highlights” and p.83 “Affiliate Business Overview”).

(V) Information on directors, supervisors, and President of affiliates:

March 31, 2026

Name of Affiliate	Position	Name or Representative	Shareholding	
			Number of Shares	Percentage of Ownership
Life Link Co., Ltd.	Chairman	Welldone Company (Representative: Chen, Alexander)	9,762,860	92.26%
	Director	Welldone Company (Representative: Chen, Peng-Yang)		
	Director	Welldone Company (Representative: Lo, Chih-Cheng)		
	Director	Welldone Company (Representative: Chen, Tun-Jen)		
	Director	Welldone Company (Representative: Chen Cheng-Liang)		
	Supervisor	Lin, Cheng-Sheng		
Quick Go Travel Co., Ltd.	Chairman	Welldone Company (Representative: Ho, Ming-Che)	670,000	67.00%
	Director	Welldone Company (Representative: Chen, Tun-Jen)		
	Director	Welldone Company (Representative: Chen, Alexander)		
	Director	Welldone Company (Representative: Li, Li-Hsiang)		
	Director	Hsieh, Hung-Ming		
	Supervisor	Liao, Hui-Chen		

(VI) Affiliate Business Overview

December 31, 2025; Unit: NT$ Thousand; EPS in NT$

Name of Affiliate	Capital	Total Assets	Total Liabilities	Net Value	Operating revenue	Operating Profit	Profit or Loss (After Tax)	Earnings per share (after-tax, NT$1)
Welldone Company	972,600	4,011,879	1,881,587	2,130,292	2,611,979	296,355	437,168	4.49
Life Link Co., Ltd.	105,822	490,891	352,163	138,728	571,956	8,803	4,344	0.41
Quick Go Travel Co., Ltd.	10,000	11,756	1,315	10,441	3,025	795	774	0.77

(VII) Consolidated financial statements of affiliates

Please refer to the 2025 audited consolidated financial statements of the parent and subsidiaries certified by the CPA.

(VIII) Business report of affiliates: N/A.

II. Status of Private Placement of Securities in the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report

Private Placements of Securities

Item	1st private placement in 2023 Issue date: December 12, 2023
Type of private placement securities	Common stock
Date of approval by the shareholders meeting and amount approved	Date of shareholder meeting approval: June 14, 2023 Approved amount: Not exceeding 10,000,000 shares; 10,000,000 shares were issued in the current private placement.
The basis and rationality of price setting	According to the “Directions for Public Companies Conducting Private Placements of Securities,” for TWSE-listed or TPEx-listed stock, it shall be based on the higher of the following two reference prices: (1) The simple average closing price of common shares of a TWSE listed or TPEx listed company on either the 1, 3, or 5 business days before the price determination date, after adjustment for any distribution of stock dividends, cash dividends, or capital reduction, or (2) The simple average closing price of common shares of a TWSE listed or TPEx listed company for 30 business days before the price determination date, after adjustment for any distribution of stock dividends, cash dividends, or capital reduction. (3) The price for privately placed shares may not be lower than 80 percent of the reference price. Thus, the privately placed price is based on NT$47.12, the average closing price of the three business days before the price determination date, and set at 85% of the reference price. The method and conditions comply with the Directions.
The way to select specific people	(1) The specific persons selected shall be limited to strategic investors according to Article 43-6 of the Securities and Exchange Act and (2002) Tai- Cai-Zheng-Yi-Zi No. 0910003455 dated June 13, 2002 of the former Securities and Futures Commission under the Ministry of Finance, while the shareholders’ meeting is proposed to authorize the board of directors to review the qualification of placees. (2) Selected placee: Acer
Necessary reasons for handling private placement	Seek technical cooperation or strategic alliance opportunities with domestic and foreign industry giants, and replenish operating and working capital.
Payment Completion Date	2023/8/17

<table>
<tr><td rowspan="2">Information on the placees</td><td>Counterparty of the private placement</td><td>Qualifications</td><td>Subscription quantity</td><td>Relationship with the Company</td><td>Participation in the Company's operations</td></tr>
<tr><td>Acer Inc.</td><td>An issuer shall comply with the preceding of Subparagraph 2 of paragraph 1 of Article 43-6</td><td>10,000,000 Shares</td><td>NA</td><td>NA</td></tr>
<tr><td>Actual subscription (or conversion) price</td><td colspan="5">NT$40.05</td></tr>
<tr><td>Difference between the actual subscription (or conversion) price and the reference price</td><td colspan="5">The privately placed price is based on NT$47.12, the average closing price of the three business days before the price determination date, and set at 85% of the reference price. The method and conditions comply with the Directions; the price set is not lower than 80 percent of the reference price as resolved by the shareholders meeting.</td></tr>
<tr><td>Impacts of private placement on shareholders' equity (for example, increase of cumulative losses)</td><td colspan="5">Compared with a public offering, privately placed negotiable securities shall not be transferred freely within three years to ensure a long-term partnership between the Company and its strategic investment partners; additionally, the Board of Directors is authorized to deal with private placement according to the Company's actual operation demands, which will also effectively enhance its fund-raising maneuverability and flexibility. As a whole, private placement should have a positive effect on shareholders' equity.</td></tr>
<tr><td>Fund utilization of private placement and project implementation progress</td><td colspan="5">The operating fund was used on August 30, 2023</td></tr>
<tr><td>Private placement benefits</td><td colspan="5">Lower the Company's business risks to replenish its operating capital, and enhance its future operational performance.</td></tr>
</table>

Note 1. Adjust the number of columns according to the actual number of private placements conducted. If there were multiple private placements of securities, fill in all the required information separately for each.
Note 2. Fill in the type of private placement securities, e.g., common shares, preferred shares, convertible preferred shares, preferred shares with warrants, straight corporate bonds, convertible corporate bonds, corporate bonds with warrants, overseas convertible corporate bonds, global depositary receipts, or employee share subscription warrants, etc.
Note 3. In the case of a private placement of corporate bonds for which approval by the shareholders meeting is not required, fill in the date of approval by the board of directors and the amount approved.
Note 4. If the placees for a private placement case have already been arranged, the relationship between the placees and the Company should also be described.
Note 5. Adjust the number of cells to match the actual number of the counterparties.
Note 6. Specify whether the counterparty is qualified under subparagraph 1, 2, or 3 of paragraph 1 of Article 43-6 of the Securities and Exchange Act.
Note 7. The actual subscription (or conversion) price refers to the subscription (or conversion) price set at the time of actual issuance of the private placement securities.

III. Other necessary statements

None.

Seven. Whether There Have Been Any Events in the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report that Have Had a Material Impact on Shareholders' Equity or the Market Price of the Company's Securities as Specified in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act: None