

Stock Code: 2816



旺旺友聯產物保險股份有限公司  
Union Insurance Co., Ltd.

# 2025 Annual Report

**Date of publication: Published on March 31, 2026**

**M.O.P.S.: [mops.twse.com.tw](http://mops.twse.com.tw)**

**Company Website: [www.wwunion.com](http://www.wwunion.com)**

## I. Name, Title, Tel. and E-mail of Spokesperson and Deputy Spokesperson

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Title:	Deputy General Manager	Deputy General Manager
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### Branch Address and Tel:

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Taipei Branch	9F., No. 453, Sec. 2, Wenhua Rd., Banqiao Dist., New Taipei City 220, Taiwan (R.O.C.)	(02) 22576455
Taoyuan Branch	2F., No. 6, Sec. 2, Daxing W. Rd., Taoyuan City 330, Taiwan (R.O.C.)	(03) 3019211
Hsinchu Branch	3F.-2, No. 55, Dongguang Rd., East Dist., Hsinchu City 300, Taiwan (R.O.C.)	(03) 5753966
Taichung Branch	4F., No. 230, Sec. 3, Wenxin Rd., Xitun Dist., Taichung City 407, Taiwan (R.O.C.)	(04) 23141666
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Chiayun Branch	9F.-1, No. 336-1, Xingye W. Rd., West Dist., Chiayi City 600, Taiwan (R.O.C.)	(05) 2356999
Tainan Branch	6F., No. 75, Nanmen Rd., West Central Dist., Tainan City 700, Taiwan (R.O.C.)	(06) 2260603
Kaohsiung Branch	10F., No. 533, Zhongshan 2nd Rd., Qianjin Dist., Kaohsiung City 801, Taiwan (R.O.C.)	(07) 2010201
North Kaohsiung Branch	1F. & 2F., No. 74, Jieshou Rd., Gangshan Dist., Kaohsiung City 820, Taiwan (R.O.C.)	(07) 6256656
Pingtung Branch	No. 19-4, Gongyuan Rd., Pingtung City 900, Taiwan (R.O.C.)	(08) 7333579

## III. Name, Address, Website and Tel. of Stock Transfer Handling Agency

Name: Stock Affairs Agency Department of IBF Securities Co., Ltd.

Address: 15F., No. 188, Sec. 5, Nanjing E. Rd., Songshan Dist., Taipei City 105, Taiwan (R.O.C.)

Website: [www.ibfs.com.tw](http://www.ibfs.com.tw)

Tel.: (02)2528-8988

**IV. Name of CPAs, Name, Address, Website and Tel. of Accounting Firm for the Latest Financial Statements**

CPA: CPAs Cheng-Yen Wu and Pei-Ju Tsai

Accounting Firm: KPMG

Address: 68F., No. 7, Sec.5, Xinyi Rd. Taipei (TAIPEI 101 Tower)

Website: [www.kpmg.com.tw](http://www.kpmg.com.tw)

Tel.: (02)8101-6666

**V. Name of Overseas Listing Securities Exchange Office and the Way to Inquire: None.**

**VI. Company Website: [www.wwunion.com](http://www.wwunion.com)**

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# Chapter 1 Letter to Shareholders

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Dear Shareholders,

First, we hereby express our tremendous gratitude to our shareholders and employees. In 2025, Union Insurance achieved remarkable results through the collective efforts of all employees. Our premium income from signed policies reached a historic high, totaling NT\$13.98 billion, representing an increase of NT\$320 million compared to NT\$13.66 billion in 2024, reflecting a growth rate of 2.34%. The Company's premium income accounted for 4.9% of the total non-life insurance market premium of NT\$285.6 billion, ranking eighth in the market. The Company continued to pursue the expansion of high-quality business in underwriting, comprehensively assessed its risk-bearing capacity, and properly planned reinsurance arrangements to gradually strengthen its underwriting capabilities. With the continuous growth of business operations and the increase in retained premiums, overall underwriting profit reached a historical high.

On the investment side, the Company maintained a sound liquidity allocation and adopted an appropriate asset allocation strategy. However, due to the impact of tariff-related issues and market volatility in 2025, investment performance was slightly affected, though the overall investment performance remained at a stable level.

Due to the Company's exceptional underwriting performance, Taiwan Ratings has continued to affirm the Company's operating results as satisfactory. With prudent capital management, the Company's capital adequacy and profitability relative to its risk profile remain at a very strong level. Consequently, Taiwan Ratings assigned a "twAA" Issuer Credit Rating (ICR) and Insurer Financial Strength Rating (IFSR), both with a Stable outlook. Standard & Poor's and A.M. Best have likewise continued to recognize the Company's solid performance, assigning ratings of "A-" and "A-(Excellent)", respectively, both with a Stable outlook.

The Company's operation results in 2025 and the business plan for 2026 are summarized below, respectively:

## **I. 2025 Business Report**

### **(I) Business Plan Implementation Results**

The total premium revenue for the year was NT\$14,376,095 thousand: The written premium revenue was NT\$13,980,925 thousand, which accounted for 97.25% of the total premium revenue, and the reinsurance premium revenue was NT\$395,170 thousand, which accounted for 2.75% of the total premium revenue.

The amount and proportion of each insurance category are shown in the table below:

Premium Revenue, 2025

Unit: NT\$ thousands; %

Coverage/Item	Premium revenue	Reinsurance premium revenue	Total premium revenue
Fire insurance	2,516,763	54,621	2,571,384
Marine insurance	330,734	4,053	334,787
Land and aviation insurance	89,017	0	89,017
Liability insurance	3,916,152	6,084	3,922,236
Guarantee insurance	46,114	3,170	49,284
Other property insurance	4,767,275	27,094	4,794,369
Accident insurance	1,212,032	6,462	1,218,494
Health insurance	187,031	0	187,031
Compulsory automobile liability insurance	915,807	293,686	1,209,493
Total	13,980,925	395,170	14,376,095
Proportion to total premium revenue %	97.25%	2.75%	100.0%

(II) Budget Execution

The Company did not issue financial forecasts for 2025, so there is no budget execution.

(III) Financial Revenue and Expenditure, Profitability Analysis

The profit indicators are as follows:

Profitability Indicators

Unit: %

Item	2024	2025
Return on Assets	5.70%	4.31%
Return on Equity	18.21%	13.56%
Return on Fund Utilization	3.67%	1.55%
Return on Investment	3.38%	1.44%
Retention Combined Ratio	91.51%	89.19%
Retention Expenses Ratio	37.40%	37.58%
Retention Loss Ratio	54.11%	51.61%

(IV) Research and Development

Over the past year, the global economic environment continued to face inflationary pressures, climate change, and geopolitical uncertainties. However, as markets gradually adjusted and industry structures underwent transition, Taiwan's property and casualty insurance industry, driven by increased risk awareness and advances in digital technology, sustained solid growth momentum. Faced with a rapidly changing business environment, the Company continued to strengthen its risk management capabilities and its operational resilience, and actively seized opportunities presented by industry transition to address future challenges.

The Company is committed to placing customer needs at the center of its operations, continuously advancing product innovation and service optimization, and implementing the principle of fair treatment of customers, thereby improving customer experience and long term value. In response to the development of digital technologies, big data and digital applications were proactively introduced, underwriting, claims handling, and online policy-purchase services were optimized, and operational efficiency and information security were strengthened. With respect to sustainable development, and in alignment with the government's 2050 net zero policy, the company developed insurance products related to green energy and climate risks and assisted enterprises in strengthening their risk management. Simultaneously promoted welfare activities and microinsurance, thereby implementing Corporate Social Responsibility. Going forward, the Company will continue to deepen risk management and digital transformation, progressing toward sound operations and sustainable development.

## **II. Summary of Business Plan for 2025**

### **(I) Operating Directions**

The Company adheres to the business policy of "ethical corporate management, steady growth, and sustainable development," inherits the Group's core values of "favor, self-confidence, and great unity," and is committed to establishing a long term stable operational foundation. With respect to operations, it implemented legal compliance and internal control systems, strengthened risk management mechanisms to ensure stable operations and sound capital. At the same time, it adopted a customer-centric approach, provided diverse and high-quality insurance products and digital services, and enhanced customer experience and trust. In terms of sustainable development, the Company continued to deepen corporate governance, advanced various ESG measures, and, in alignment with the "Taiwan 2050 Net Zero Emissions" policy, actively developed green energy and sustainability-related insurance products. By integrating professional teams and channel resources, we enhanced operational efficiency and advanced toward the shared prosperity of the enterprise, customers, and society as a long term management target.

### **(II) Sales Estimate**

Looking forward to 2026, the Company will continue to promote and encourage the innovation of peer products. Regarding channels, in addition to consolidating the source business of auto dealers, the Company will also strengthen the development of other channels and improve the performance of online insurance through various channels. It is estimated that the insurance premiums for 2026 will reach NT\$14.6 billion, a growth of 4.79% from 2025.

### **(III) Key Production and Distribution Policy**

#### **1. Deepened multi-channel integration and enhanced market penetration and business momentum**

We integrated resources from international insurance brokers, domestic insurance agents, and digital channels; strengthened both the depth and breadth of channel cooperation; expanded corporate and individual customer segments; increased market share; and continued to optimize channel management mechanisms to reinforce stable business growth.

2. Optimized product strategy layout and strengthened differentiation and risk protection capabilities  
The Company continued to refine its product structure and developed commercial insurance, personal insurance, and green energy and emerging risk products to meet diverse customer needs and enhance market competitiveness. It also strengthened product innovation capabilities to respond to market changes.
3. Refined underwriting and risk management mechanisms and enhanced underwriting quality and profitability  
By using data analysis and risk-tiered management, we dynamically adjusted underwriting policies and rate strategy, optimized the business structure and expense controls to achieve prudent operations and improved profitability, and strengthened loss-ratio control and the efficient deployment of capital.
4. Strengthened the cultivation of professional talent and organizational effectiveness to support long term development  
A systematic talent training and professional certification system was established to enhance employee professional capabilities and service quality, strengthen organizational competitiveness and operational resilience, and promote cross-department collaboration and knowledge transfer. At the same time, we strengthened talent's ability to integrate product innovation, channel management, and risk management to support business development and the implementation of the Company's overall strategy.
5. Promoted digital transformation and technology applications to enhance operational efficiency and customer experience  
We continued to develop digital service platforms, automated underwriting and claims systems, and mechanisms for integrating external information; optimized operational processes and improved the timeliness and convenience of customer service; and strengthened the application of data to enhance the quality of decision-making. At the same time, it implemented paperless operations, aligned with the international trend of environmental sustainability and sustainable development, and proactively moved toward digitalized operations to enhance the Company's overall competitive advantage.
6. Promoted an ESG sustainable development strategy to strengthen corporate responsibility and risk resilience  
We will integrate the concept of sustainable development into management decisions and business operations, continue to strengthen corporate governance, climate risk management, and the practice of social responsibility, and develop green insurance and sustainable finance related products in order to respond to international trends and competent authorities' policies and to enhance the Company's long term competitiveness and brand value.

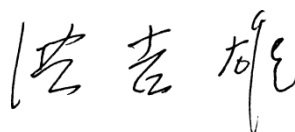

### III. The influence of the external environment, legal environment and overall business environment and future development strategies of the Company

In response to changes in the global economy and environment, increasingly stringent supervisory regulations, and the rapid advancement of technology, the Company has upheld the core principles of "stability, safety, and innovation," and has continued to strengthen its operational resilience and risk management capabilities. In the area of information security governance, we will continue to build a comprehensive information security protection framework and enhance overall information security governance maturity to ensure operational security and the protection of customer data. At the same time, we will actively introduce and apply FinTech to optimize operational processes and service models, thereby improving service efficiency and customer experience.

Going forward, Union Insurance Co., Ltd. will continue to adhere to management principles of integrity management, stable growth, and sustainable development, deepen legal compliance and corporate governance mechanisms, and continuously enhance insurance professional capabilities and product and service quality, in order to pursue long term stable underwriting profits and operational performance, thereby enhancing overall shareholder value.

Additionally, the Company internalized the concept of Corporate Social Responsibility into its business decision-making, actively promoted inclusive finance and society care measures, continued to expand protections for vulnerable groups, and, through diverse participation in public welfare and the promotion of financial education, exerted the insurance industry's society influence and social responsibility, striving to become the most trusted insurance company in the minds of its customers.

Thank you again for the trust and support of the shareholders and the hard work and contribution of all employees. Finally, we hope that both the Company and the employees will be better than ever!

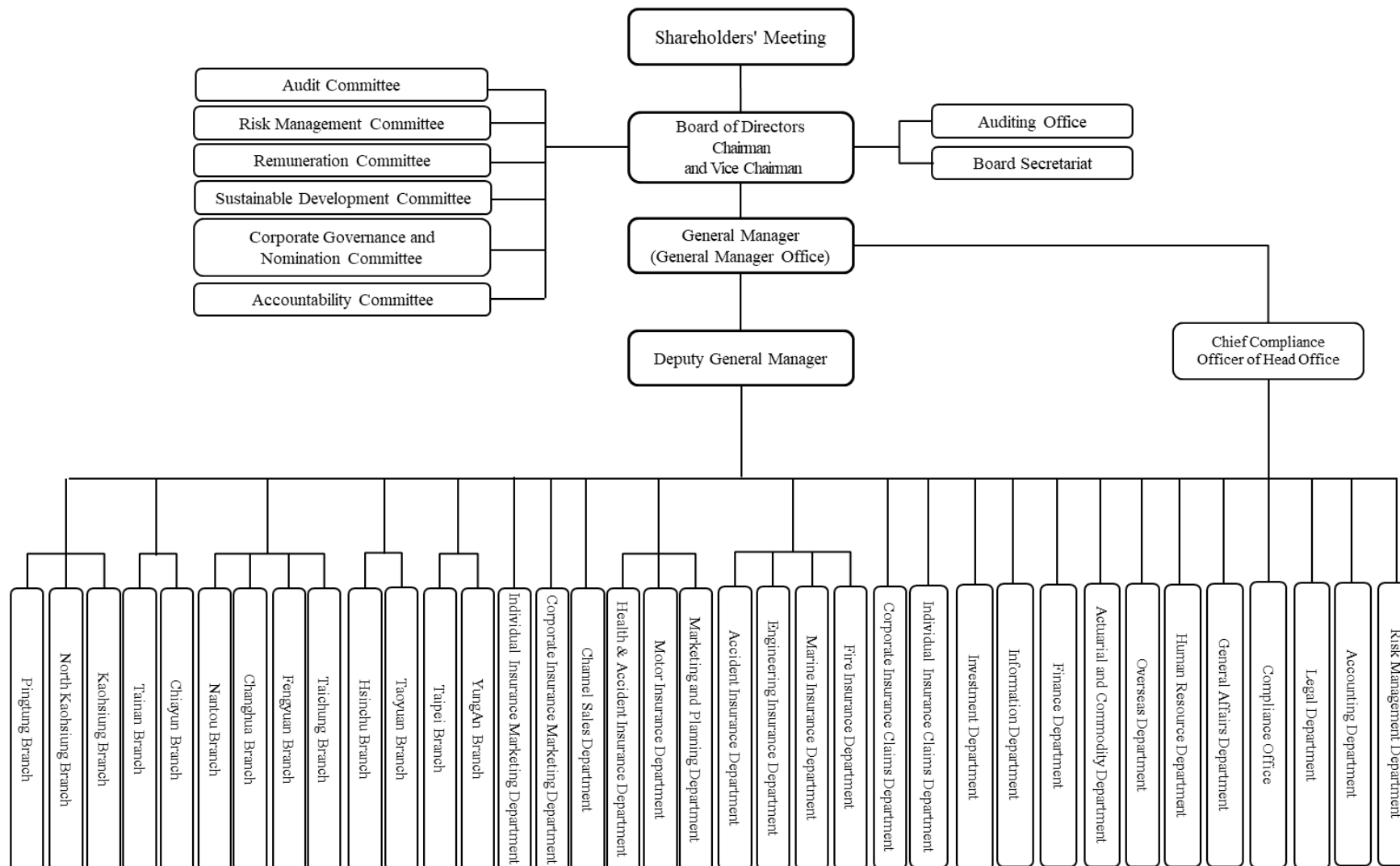
Chairman  

# Chapter 2 Report on Corporate Governance

## I. Organizational System

### (I) Organizational Chart

March 31, 2026



## (II) Business Conducted by Major Departments

Department	Supervisor	Position	Departmental Responsibilities
General Manager Office	Tzu-Ming Liu	General Manager	Responsible for managing all aspects of the Company's operations in accordance with the decisions of the Board of Directors and under the direction of the Chairman.
Auditing Office	Li-Hung Wang	Chief Auditor	Manage the investigation and evaluation of the internal control system, and the establishment and execution of the annual internal audit operation audit plan.
Board Secretariat	Tai-Lung Chen (Concurrent)	Deputy General Manager	Oversee corporate governance affairs.
Chief Compliance Officer	Ching-Hua Ke	Chief Compliance Officer of Head Office	Manage legal compliance business.
General Manager Office	Fu-Cheng Wu	Deputy General Manager	Supervising the business of the investment department.
General Manager Office	Shao-Yun Pan	Deputy General Manager	Supervise the business of Fire Insurance Department, Marine Insurance Department, Engineering Insurance Department and Accident Insurance Department.
General Manager Office	Tai-Lung Chen	Deputy General Manager	Supervise the operations of the Legal Department and the Human Resources Department.
General Manager Office	Wan-Hua Tsai	Deputy General Manager	Supervise the operations of Marketing and Planning Department, Motor Insurance Department, and Health & Accident Insurance Department.
General Manager Office	Sheng-Kuang Tsao	Deputy General Manager	Supervise the operations of the YuanAn Branch and the Taipei Branch.
General Manager Office	Kuo-Chung Yen	Deputy General Manager	Supervise the operations of the Taichung, Fengyuan, Changhua, and Nantou branches.
General Manager Office	Jui-Lin Hsu	Deputy General Manager	Supervise the operations of the Chiayun Branch and the Tainan Branch.
General Manager Office	Sung-Yen Lai	Deputy General Manager	Supervise the operations of the Kaohsiung, North Kaohsiung, and Pingtung branches.
Marketing and Planning Department	Wan-Hua Tsai (Concurrent)	Deputy General Manager	Responsible for marketing performance management, media relations, resource integration, marketing support, sustainable development and e-commerce business promotion, and customer service.
Risk Management Supervisor	Shu-Chuan Wu	Assistant Vice President	Responsible for the implementation of the Company's daily risk monitoring, measurement and evaluation.
Corporate Insurance Marketing Department	Sung-Tse Chang	Senior Assistant Vice President	Focus on the development of direct corporate business and international insurance agency business.
Individual Insurance Marketing Department	Tso-Yi Yeh	Manager	Focus on the development of individual, exhibition business and small and medium-sized insurance agency channel business.
Motor Insurance Department	Hsing-Kun Wu	Senior Manager	Responsible for operational management and underwriting matters of automobile insurance.
Health & Accident Insurance Department	Hui-Ying Li	Senior Assistant Vice President	Responsible for operational management and underwriting matters of health & accident insurance.
Accident Insurance Department	Shao-Yun Pan (Concurrent)	Deputy General Manager	Responsible for the operation and management of liability insurance and special new kinds of insurance and the underwriting matters.
Marine Insurance Department	Chuan-Sheng Tsui	Assistant Vice President	Responsible for the operation and management of cargo transportation insurance and ship insurance and the underwriting matters.
Fire Insurance Department	Che-Chang Hsu	Senior Assistant Vice President	Responsible for the operation and management of fire insurance and residential fire insurance and the underwriting matters.

<b>Department</b>	<b>Supervisor</b>	<b>Position</b>	<b>Departmental Responsibilities</b>
Engineering Insurance Department	Ying-Chang Wu	Manager	Responsible for the operation and management of engineering insurance and the underwriting matters.
Corporate Insurance Claims Department	Kuo-Chun Hung	Senior Assistant Vice President	Responsible for fire insurance, engineering insurance, cargo transportation insurance, ship insurance, financial insurance, liability insurance, etc. related claims.
Individual Insurance Claims Department	Sen-Jung Liu	Senior Manager	Responsible for motor insurance and health & accident insurance claims.
Actuarial and Commodity Department	Min-Yuan Hsu	Manager	Responsible for product development and submission for review, product rate review, various reserve funds, visa actuarial related work and professional research.
Overseas Department	Yu-Hsuan Yang	Manager	Responsible for reinsurance affairs, policy contract operations, and international business affairs management.
Human Resource Department	Tai-Lung Chen (Concurrent)	Deputy General Manager	Responsible for personnel administrative assessment, management, and trainings.
General Affairs Department	Ta-Chun Wu	Senior Assistant Vice President	Responsible for general affairs and property management.
Information Department	Chun-Yu Hsu	Assistant Vice President	Responsible for application system development and maintenance, information movable property management, statistical report production and database management, e-commerce, and information security.
Compliance Office	Ching-Hua Ke (Concurrent)	Chief Compliance Officer of Head Office	Legal compliance business planning, management, and implementation.
Legal Department	Tai-Lung Chen (Concurrent)	Deputy General Manager	Responsible for corporate legal affairs, insurance subrogation recovery, and other litigation-related matters.
Accounting Department	Fei-Wen Kuo	Senior Assistant Vice President	Responsible for budget compilation, review and control, accounting system formulation, accounting statistics and final accounts, financial report preparation, tax and stock affairs, reporting and other matters required by laws and regulations.
Finance Department	Chang-Hsiao Hsueh	Senior Assistant Vice President	Responsible for premiums, commissions, cashiers, and fund management.
Investment Department	Chang-Hsiao Hsueh (Concurrent)	Senior Assistant Vice President	Investment management.
Channel Sales Department	Sung-Tse Chang (Concurrent)	Senior Assistant Vice President	Responsible for marketing and promoting domestic financial channels and various business channels.
YungAn Branch	Sheng-Kuang Tsao (Concurrent)	Deputy General Manager	Responsible for managing the marketing and promotion of branches.
Taipei Branch	Chin-Pin Huang	Senior Assistant Vice President	Responsible for managing the marketing and promotion of branches.
Taoyuan Branch	Pi-Tu Wu	Assistant Vice President	Oversee the operations of the Hsinchu Branch and manage the marketing and promotion of the branch.
Hsinchu Branch	Hsu-Nan Yen	Manager	Responsible for managing the marketing and promotion of branches.
Taichung Branch	Ching-Hsin Lin	Manager	Responsible for managing the marketing and promotion of branches.
Fengyuan Branch	Tung-I Lai	Senior Assistant Vice President	Responsible for managing the marketing and promotion of branches.
Changhua Branch	Kuo-Chung Yen (Concurrent)	Deputy General Manager	Responsible for managing the marketing and promotion of branches.
Nantou Branch	Mei-Ling Chen	Manager	Responsible for managing the marketing and promotion of branches.

<b>Department</b>	<b>Supervisor</b>	<b>Position</b>	<b>Departmental Responsibilities</b>
Chiayun Branch	Kuo-Jung Cheng	Senior Manager	Responsible for managing the marketing and promotion of branches.
Tainan Branch	Jui-Lin Hsu (Concurrent)	Deputy General Manager	Responsible for managing the marketing and promotion of branches.
Kaohsiung Branch	Sung-Yen Lai (Concurrent)	Deputy General Manager	Responsible for managing the marketing and promotion of branches.
North Kaohsiung Branch	Yuan-Hsien Tsai	Manager	Responsible for managing the marketing and promotion of branches.
Pingtung Branch	Mei-Hui Tseng	Manager	Responsible for managing the marketing and promotion of branches.

## II. Information on the Directors, Supervisors, General Manager, Deputy General Managers, Assistant Vice Presidents, and the Persons in Charge of Divisions and Branch Units

### Directors and Supervisors (1)

As of March 31, 2026

Position	Nationality/ Place of Registration	Name	Gender and Age	Date Elected	Term of Office	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Major Experience (Education)	Other Position Concurrently Held at the Company and Other Companies	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Note
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Position	Name	Relationship	
Chairman	R.O.C. & Australia	Chi-Hsiung Hung	Male 81~90	2025.05.27	Three years	2010.10.29	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Department of Law, National Chung Hsing University	None	Corporate Insurance Claims Department Senior Assistant Vice President	Kuo- Chun Hung	Father and son	None
Vice Chairman	R.O.C.	Shao-Chung Tsai	Male 41~50	2025.05.27	Three years	2007.11.19	0	0.00%	0	0.00%	0	0.00%	0	0.0%	Canadian Int'l School (Singapore)	(Note 2)	None	None	None	None
Director	R.O.C.	Want Want Co., Ltd.	- -	2025.05.27	Three years	2007.11.19	46,689,943	20.88%	46,689,943	20.88%	0	0.00%	0	0.00%	None	None	None	None	None	None
	R.O.C.	Representative: Ching-I Lu	Female 51~60	2025.05.27	Three years	2023.07.17	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Master of Management, London School of Political Economy, U.K.	Deputy General Manager, Twitcher Taiwan Limited, Taiwan Branch (B.V.I) and Representative, Qi Chen Management Consulting Co., Ltd.	None	None	None	None
Director	R.O.C.	Want Want Co., Ltd.	- -	2025.05.27	Three years	2007.11.19	46,689,943	20.88%	46,689,943	20.88%	0	0.00%	0	0.00%	None	None	None	None	None	None
	R.O.C.	Representative: Chia-Ying Ma	Male 61~70	2025.05.27	Three years	2013.07.01	0	0.00%	0	0.00%	0	0.00%	0	0.00%	PhD in Business and Economics, Leihg University	(Note 3)	None	None	None	None
Director	R.O.C.	Want Want Co., Ltd.	- -	2025.05.27	Three years	2007.11.19	46,689,943	20.88%	46,689,943	20.88%	0	0.00%	0	0.00%	None	None	None	None	None	None
	R.O.C.	Representative: Yung-Tsung Hung	Male 51~60	2025.05.27	Three years	2022.06.24	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Master of the Institute of Finance, National Central University	Senior Deputy General Manager, Twitcher Taiwan Limited, Taiwan Branch (B.V.I) and Director, OCEAN PLASTICS CO., LTD.	None	None	None	None

Position	Nationality/ Place of Registration	Name	Gender and Age	Date Elected	Term of Office	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Major Experience (Education)	Other Position Concurrently Held at the Company and Other Companies	Executives, Directors or Supervisors who Are Spouses or within the Second Degree of Kinship			Note
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Position	Name	Relationship	
Director	R.O.C.	Want Want Co., Ltd.	- -	2025.05.27	Three years	2007.11.19	46,689,943	20.88%	46,689,943	20.88%	0	0.00%	0	0.00%	None	None	None	None	None	None
	R.O.C.	Representative: Zi-Ming Liu	Male 61~70	2025.05.27	Three years	2018.02.27	6,265	0.00%	6,265	0.00%	0	0.00%	0	0.00%	Department of Mechanical Engineering, National Chin Yi University of Technology	General Manager of the Company	None	None	None	None
Independent Director	R.O.C.	Dong-Liang Wang	Male 61~70	2025.05.27	Three years	2019.06.18	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Master of Law, Institute of Law, Chinese Culture University	Director of Dong- Liang Wang Law Firm	None	None	None	None
Independent Director	R.O.C.	Huang-Chi Liu	Male 51~60	2025.05.27	Three years	2022.06.24	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Master of Law, Institute of Law, Tunghai University	(Note 4)	None	None	None	None
Independent Director	R.O.C.	Wen-Tsung Chen	Male 71~80	2025.05.27	Three years	2025.05.27	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Master of Business Administration , Regis University	Independent Director of HIYES INTERNATION AL CO., LTD.	None	None	None	None

Note 1: Information regarding employment as of March 31, 2026.

Note 2: Mr. Shao-Chung Tsai serves as Chairman of the following companies: Yidingwang Co., Ltd.; New Silk Road Model Agency Co., Ltd.; EeLin Entertainment Co., Ltd.; Wang Chia Enterprise Co., Ltd.; Norwares Overseas Inc.; and K VENTURES CO., LTD. Serves as a director of the following organizations: Want Want China Holdings; CTV Cultural Enterprise; Tsai Ho Wang Business Co., Ltd.; CHENG LU INDUSTRIAL CO., LTD.; I-Lan Foods Industrial Co., Ltd.; REN WANT CO., LTD.; San Want Investment Co., Ltd.; China Times Publishing Co., Ltd.; Digital Commercial Times Co., Ltd.; Infotimes Co., Ltd.; Apollo Survey & Research Co. Ltd; Yen-Ming Tsai Charity Foundation; Straits Exchange Foundation; Wang Peng Investment Co., Ltd.; Wang Yi Xia Co., Ltd.; Jia Peng Development Co., Ltd.; Shine Time International Entertainment Co., Ltd.; Nuowant Biomedical Technology Co., Ltd.; and Want Times Investment Co., Ltd. Serves as a supervisor of the following companies: San Want Hotel Co., Ltd.; How Want Co., Ltd.; Want Pu Construction Co., Ltd.; Yun Zong Enterprise Co., Ltd.; and Wulai Tourism Co., Ltd.

Note 3: Companies in which Mr. Chia-Ying Ma holds the position of independent director [TSC AUTO ID TECHNOLOGY CO., LTD., MEDEON BIODESIGN, INC., RICHWAVE TECHNOLOGY CORP. and HIYES INTERNATIONAL CO., LTD.]. Companies in which Mr. Chia-Ying Ma holds the position of director [Shih-Jen Wen Culture and Education Foundation, China Central Investment Co., Ltd., Xinyutai Co., Ltd., and TA TUN ELECTRIC WIRE & CABLE CO., LTD.]. Served as Supervisor of Noisy Corporation and as a professor at Soochow University.

Note 4: Mr. Huang-Chi Liu is the Chairman of Wanze Company Ltd. and Jingpin Development Industries Corporation, the Vice Chairman of Long Bon International Co., Ltd. and Taisun Enterprise, the Independent Director of Mayer Steel Pipe Corp., Chun Yuan Steel Industry Co Ltd, and Sung Gang Corp. Ltd., the Director of Eastern Home Shopping & Leisure Co., Ltd., Eastern Hotels & Resorts, Sheng Cheng Co., Ltd. and Lian Teh Industrial Development Foundation, the Supervisor of Suneast Engineering and Development Co., and the Presiding Lawyer of Authenticity Attorneys-at-Law.

Note 5: In case that the Chairman and the General Manager or their equivalents (top manager) are assumed concurrently by the same person, or two persons who are spouses or relatives within 1 degree of kinship, the reason, rationality, necessity and corresponding measures (such as increasing the number of Independent Directors, and more than half of the Directors not concurrently serving as employees or managers) should be described: None.

**Table 1. Major shareholders of corporate shareholders:**

March 31, 2026

Name of Corporate Shareholder (Note 1)	Major Shareholders of Corporate Shareholders (Note 2)
Want Want Co., Ltd.	Yen-Ming Tsai 70.364%, Yu-Man Peng 16.224%, Chung-Chung Tsai 6.818%, Wang-Chia Tsai 6.594%

Note 1: For Directors and Supervisors who are the representatives of corporate shareholders, the names of the corporate shareholders shall be disclosed.

Note 2: Please specify names of the major shareholders of the given corporate shareholder (top ten shareholders) and the ratio of shareholding. Where the major shareholder is a corporation, please complete the following Table 2.

**Table 2. Major Shareholders of Institutional Shareholders with Corporations as Their Major Shareholders**

March 31, 2026

Name of Corporate Shareholder (Note 1)	Major Shareholders of Corporate Shareholders (Note 2)
N/A	-

Note 1: If the major shareholder in Table 1 above is a corporation, the name of the corporation should be entered.

Note 2: Please specify names of the major shareholders of the given corporate shareholder (top ten shareholders) and the ratio of shareholding.

## Information on Directors and Supervisors (II)

March 31, 2026

### I. Disclosure of Professional Qualifications of Directors and Supervisors and Independence of Independent Directors:

Qualifications Name	Professional Qualification and Experience	Independence	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
Chi-Hsiung Hung (Chairman)	<ol style="list-style-type: none"> <li>1. Professional director qualified by the FSC and was the General Manager of the Company.</li> <li>2. There are no restrictions on part-time employment and compliance with Article 3 of the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry".</li> </ol>	<p>The Board of Directors of the Company consists of nine directors, including two natural person directors, three independent directors and 4 directors representing corporate shareholders, with 33% of the directors being independent. The Chairman of the Board of Directors and the General Manager of the Company are not the same person, nor are they spouses or first-degree relatives of each other; there are no spousal or second-degree relatives among the Directors. The Board of Directors of the Company is independent and none of the directors are subject to the provisions of Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act.</p>	None
Shao-Chung Tsai (Vice Chairman)	<ol style="list-style-type: none"> <li>1. Qualified as a professional director approved by the FSC.</li> <li>2. There are no restrictions on part-time employment and compliance with Article 3 of the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry".</li> </ol>	<p>The Board of Directors of the Company consists of nine directors, including two natural person directors, three independent directors and 4 directors representing corporate shareholders, with 33% of the directors being independent. The Chairman of the Board of Directors and the General Manager of the Company are not the same person, nor are they spouses or first-degree relatives of each other; there are no spousal or second-degree relatives among the Directors. The Board of Directors of the Company is independent and none of the directors are subject to the provisions of Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act.</p>	None
Ching-I Lu (Director)	<ol style="list-style-type: none"> <li>1. Was the Deputy General Manager of Hua Nan Investment Trust, now a Deputy General Manager, Twitcher Taiwan Limited, Taiwan Branch (B.V.I)</li> <li>2. There are no restrictions on part-time employment and compliance with Article 3 of the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry".</li> </ol>	<p>The Board of Directors of the Company consists of nine directors, including two natural person directors, three independent directors and 4 directors representing corporate shareholders, with 33% of the directors being independent. The Chairman of the Board of Directors and the General Manager of the Company are not the same person, nor are they spouses or first-degree relatives of each other; there are no spousal or second-degree relatives among the Directors. The Board of Directors of the Company is independent and none of the directors are subject to the provisions of Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act.</p>	None

Qualifications Name	Professional Qualification and Experience	Independence	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
Chia-Ying Ma (Director)	<ol style="list-style-type: none"> <li>1. Professor in the Department of Accounting of Soochow University and has the qualification of professional director approved by the FSC.</li> <li>2. There are no restrictions on part-time employment and compliance with Article 3 of the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry".</li> </ol>	<p>The Board of Directors of the Company consists of nine directors, including two natural person directors, three independent directors and 4 directors representing corporate shareholders, with 33% of the directors being independent. The Chairman of the Board of Directors and the General Manager of the Company are not the same person, nor are they spouses or first-degree relatives of each other; there are no spousal or second-degree relatives among the Directors. The Board of Directors of the Company is independent and none of the directors are subject to the provisions of Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act.</p>	4
Yung-Tsung Hung (Director)	<ol style="list-style-type: none"> <li>1. Former Senior Deputy General Manager of Mercuries Life Insurance Co., Ltd.</li> <li>2. There are no restrictions on part-time employment and compliance with Article 3 of the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry".</li> </ol>	<p>The Board of Directors of the Company consists of nine directors, including two natural person directors, three independent directors and 4 directors representing corporate shareholders, with 33% of the directors being independent. The Chairman of the Board of Directors and the General Manager of the Company are not the same person, nor are they spouses or first-degree relatives of each other; there are no spousal or second-degree relatives among the Directors. The Board of Directors of the Company is independent and none of the directors are subject to the provisions of Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act.</p>	None
Tzu-Ming Liu (Director)	<ol style="list-style-type: none"> <li>1. General Manager of the Company, qualified as a professional director approved by the FSC.</li> <li>2. There are no restrictions on part-time employment and compliance with Article 3 of the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry".</li> </ol>	<p>The Board of Directors of the Company consists of nine directors, including two natural person directors, three independent directors and 4 directors representing corporate shareholders, with 33% of the directors being independent. The Chairman of the Board of Directors and the General Manager of the Company are not the same person, nor are they spouses or first-degree relatives of each other; there are no spousal or second-degree relatives among the Directors. The Board of Directors of the Company is independent and none of the directors are subject to the provisions of Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act.</p>	None

Qualifications Name	Professional Qualification and Experience	Independence	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
Dong-Liang Wang (Independent Director)	<ol style="list-style-type: none"> <li>1. Qualified as professional director approved by the FSC and is currently the President of Dong-Liang Wang Law Firm.</li> <li>2. There are no restrictions on part-time employment and compliance with Article 3 of the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry".</li> </ol>	<ol style="list-style-type: none"> <li>1. Met the independence requirements for Independent Directors set forth in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.</li> <li>2. I, my spouse, and relatives within the second degree did not serve as Director, Supervisor, or employee of the Company or its affiliates.</li> <li>3. I (including my spouse, my minor children, or shares held in another person's name) held 0 shares, representing 0% of the Company's outstanding shares, and I was not among the Company's shareholders holding more than 1% nor among the top ten natural person shareholders.</li> <li>4. I had not served as a Director, Supervisor, or employee of any company that had a specific relationship with the Company (see Article 3, Paragraph 1, Subparagraphs 5-8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies).</li> <li>5. Complied with the provisions of Article 26-3, Paragraphs 3 and 4, of the Securities and Exchange Act.</li> <li>6. In the past two years, no business, legal, financial, or accounting services were provided to the Company or its affiliates, nor was any remuneration received.</li> </ol>	None
Huang-Chi Liu (Independent Director)	<ol style="list-style-type: none"> <li>1. Mr. Liu has the qualification of professional director approved by the FSC and served as a judge of the Taiwan High Court, a judge and presiding judge of the Taipei District Court, and now the managing attorney at the Authenticity Attorneys-at-Law.</li> <li>2. There are no restrictions on part-time employment and compliance with Article 3 of the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry".</li> </ol>	<ol style="list-style-type: none"> <li>1. Met the independence requirements for Independent Directors set forth in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.</li> <li>2. I, my spouse, and relatives within the second degree did not serve as Director, Supervisor, or employee of the Company or its affiliates.</li> <li>3. I (including my spouse, my minor children, or shares held in another person's name) held 0 shares, representing 0% of the Company's outstanding shares, and I was not among the Company's shareholders holding more than 1% nor among the top ten natural person shareholders.</li> </ol>	3

Qualifications Name	Professional Qualification and Experience	Independence	Number of Other Public Companies where the Individual Concurrently Serves as an Independent Director
		<p>4. I had not served as a Director, Supervisor, or employee of any company that had a specific relationship with the Company (see Article 3, Paragraph 1, Subparagraphs 5–8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies).</p> <p>5. Complied with the provisions of Article 26-3, Paragraphs 3 and 4, of the Securities and Exchange Act.</p> <p>6. In the past two years, no business, legal, financial, or accounting services were provided to the Company or its affiliates, nor was any remuneration received.</p>	
Wen-Tsung Chen (Independent Director)	<p>1. Previously served as Director of the Taiwan North District National Taxation Bureau, Ministry of Finance.</p> <p>2. There are no restrictions on part-time employment and compliance with Article 3 of the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry".</p>	<p>1. Met the independence requirements for Independent Directors set forth in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.</p> <p>2. I, my spouse, and relatives within the second degree did not serve as Director, Supervisor, or employee of the Company or its affiliates.</p> <p>3. I (including my spouse, my minor children, or shares held in another person's name) held 0 shares, representing 0% of the Company's outstanding shares, and I was not among the Company's shareholders holding more than 1% nor among the top ten natural person shareholders.</p> <p>4. I had not served as a Director, Supervisor, or employee of any company that had a specific relationship with the Company (see Article 3, Paragraph 1, Subparagraphs 5–8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies).</p> <p>5. Complied with the provisions of Article 26-3, Paragraphs 3 and 4, of the Securities and Exchange Act.</p> <p>6. In the past two years, no business, legal, financial, or accounting services were provided to the Company or its affiliates, nor was any remuneration received.</p>	1

Note 1: Information regarding employment as of March 31, 2026.

Note 2: Chia-Ying Ma, Yung-Tsung Hung, Zi-Ming Liu and Ching-I Lu are representatives of Want Want Co., Ltd.

## II. Diversity and Independence of the Board of Directors:

### (I) Diversity of the Board of Directors:

- (1) Policies and objectives: in accordance with Article 20 of the Company's "Corporate Governance Best Practice Principles."

The Board of Directors of the Company consists of 9 directors, including 2 natural person directors, 3 independent directors and 4 directors representing corporate shareholders.

In response to the global movement towards gender equality, the Company places a strong emphasis on achieving gender equality in the composition of our Board of Directors. We have established a policy that mandates the inclusion of at least one Director of a different gender. Currently, there are 8 male members (88.89%) and 1 female member (11.11%) on the Company's Board of Directors, the proportion of female Directors did not reach one-third of the seats.

Regarding the reasons why the seats held by any one gender on the Company's 27th Board of Directors did not reach one-third, and the measures adopted to enhance gender diversity among Directors, the explanations were as follows:

1. The reason for not reaching one-third: The Company operated in the insurance industry; candidates for Director were required to meet the qualifications prescribed by the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry," and were not permitted to violate the restrictions on concurrent positions or the prohibitions against engaging in competitive activities. When the Company solicited potential candidates for nomination to the 27th Board of Directors, it found through extensive inquiries that women Directors with professional insurance backgrounds were particularly scarce in the talent market, and that most had already been employed by other financial and insurance companies. Consequently, the Company had only one female Director among the members of the 27th Board of Directors.
2. Measures adopted to enhance director gender diversity: The Company had established a Director talent database encompassing candidates from industry, government, and academia. It was expected that, at the next election, the database would serve as a reference for the Company and nominating shareholder, and the Company set a target that seats held by any one gender would reach one-third.

The Board of Directors of the Company shall guide the Company strategies, supervise the management levels, and be responsible for the Company and the shareholders. For various work and arrangement of the Company's governance system, the Authority of the Board of Directors shall be fully exercised according to regulations, Articles of Association, or Shareholders Meeting resolutions of.

The Company's board structure shall consist of at least five directors, depending on the scale of the operation and development, the ownership of major shareholders, and actual operating needs. The establishment of independent directors shall carefully consider the reasonable professional combination and the objective conditions for independent exercise of powers.

The composition of the Board of Directors shall be determined by taking diversity into consideration. It is advisable that directors concurrently serving as the Company's managerial officers do not exceed one-third of the total number of the board members, and that an appropriate policy on diversity based on the Company's business operations, operating dynamics, and development needs be formulated and include, without being limited to, the following two general standards:

- I. Basic qualification and value: gender, age, nationality, and culture.
- II. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills and industry experience.

The directors should generally have the knowledge, skills and self-cultivation required for performing their duties. In order to achieve the ideal targets of corporate governance, the general abilities that the Board of Directors should be equipped with are stated below:

- I. Capability to make sound business judgments.
- II. Accounting and financial analysis capabilities.
- III. Operating and management ability.
- IV. Risk management and response.
- V. Crisis management capability.
- VI. Financial insurance expertise.
- VII. Global market viewpoint.
- VIII. Leadership skills.
- IX. Capability to make decisions.

The Board of Directors shall be aware of the Company's operational risk exposure, such as market risk, credit risk, liquidity risk, operational risk, legal risk, reputation risk, and other types of risk relating to the securities firm's operation, to ensure effectiveness of risk management and shall be ultimately responsible for risk management.

In order to strengthen corporate governance and promote the sound development of the composition and structure of the Board of Directors, the Company's Board of Directors should have a diverse membership. The current Board of Directors consists of 9 directors (including 3 independent directors) with a composition that covers a wide range of ages, industry experience, expertise, and abilities.

1. Age:  
The average age of the current Board of Directors is 62.6 years old, including 2 directors aged 71 to 80 years old, 4 directors aged 61 to 70 years old, 2 directors aged 51 to 60 years old, and 1 director aged 41 to 50 years old.
2. Industrial experience:  
Each director has experience in a wide range of industries, including banking, insurance, securities, asset management, tourism, information, and media publishing, helping to provide policy guidance from a multi-faceted perspective.
3. Professional expertise and competence:  
Board members have extensive experience and expertise in business, finance and accounting, law, finance, mathematics and actuarial science, overseas operations, and information, and make decisions together with diverse expertise.
4. Composition:  
The percentage of female directors is 11.11%, the percentage of directors with manager status is 11.11%, and the percentage of independent directors is 33.33%.  
The Company currently has 9 directors, including 3 independent directors. All of the Company's independent directors meet the requirements of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" regarding independence. All the directors (9) of the Company are not spouse or second degree relative of each other. Therefore, the Company meets the requirement that more than half of the directors shall not have spouse or family relation within the second kinship set forth in Article 26-3, Paragraph 3 of the Securities and Exchange Act.

(2) Implementation of the Diversity Policy for Board of Directors

**Implementation of the Diversity Policy for Board of Directors**

Diversity indicators Name/ Gender	Professional background and industry experience	Make sound business judgments	Accounting and financial analysis	Operating and management	Risk management knowledge	Crisis management	Financial insurance expertise	International market perspective	Leadership skills	Capability to make decisions
Chi-Hsiung Hung/Male	v	v	v	v	v	v	v	v	v	v
Shao-Chung Tsai/Male	v	v	v	v	v	v	v	v	v	v
Hai-Lun Xu/Female (Dismissed from office on May 27, 2025)	v	v	v	v	v	v	v	v	v	v
Ching-I Lu/Female	v	v	v	v	v	v	v	v	v	v
Chia-Ying Ma/Male	v	v	v	v	v	v	v	v	v	v
Yung-Tsung Hung/Male	v	v	v	v	v	v	v	v	v	v
Zi-Ming Liu/Male	v	v	v	v	v	v	v	v	v	v
Dong-Liang Wang/Male	v	v	v	v	v	v	v	v	v	v
Huang-Chi Liu/Male	v	v	v	v	v	v	v	v	v	v
Wen-Tsung Chen/Male	v	v	v	v	v	v	v	v	v	v
Yu-Fung Ma/Male (Dismissed from office on May 27, 2025)	v	v	v	v	v	v	v	v	v	v

**Analysis of the current situation of the Board of Directors' diversity policy**

Item  Name of Director	Basic composition						Experience/Field of Work						Background Information							
	Nationality/Place of Registration	Gender	Serve concurrently as the Company's employee	Age			Years for serving as a director of other public offering companies			Finance/Accounting/Legal	Health Management/Medical Treatment	Hotel/Tourism	Financing Control/Banking/Insurance	Information/Telecom/Other	Manufacturing/Investment/Others	Professionals (Professor/Lawyer/Accountant)	Business	Law	Public Administration	Business Management
				41 to 50	51 to 60	Above 61	Under 3 years	3-9 years	Over 9 years											
Chi-Hsiung Hung	R.O.C. & Australia	Male			V			V				V					V		V	
Shao-Chung Tsai (Note 1)	R.O.C.	Male		V				V	V		V	V	V	V		V			V	
Hai-Lun Xu (Note 3)	R.O.C.	Female		V				V	V					V		V			V	
Ching-I Lu	R.O.C.	Female		V		V			V			V		V		V			V	
Chia-Ying Ma	R.O.C.	Male			V			V	V						V					
Yung-Tsung Hung	R.O.C.	Male		V			V					V		V		V			V	
Tzu-Ming Liu	R.O.C.	Male	V		V		V					V				V			V	
Dong-Liang Wang	R.O.C.	Male			V		V		V						V		V			
Huang-Chi Liu	R.O.C.	Male		V				V	V						V		V		V	
Wen-Tsung Chen (Note 2)	R.O.C.	Male			V			V	V			V		V		V	V		V	
Yu-Fung Ma (Note 3)	R.O.C.	Male			V			V	V			V			V	V			V	

Note 1: Appointed on May 27, 2025.

Note 2: Newly appointed on May 27, 2025.

Note 3: Resigned on May 27, 2025.

- (II) **Independence of the Board of Directors:** Among the 9 directors of the Company, 3 independent directors account for 33%. Only one director concurrently serves as the general manager of the Company. There is no spouse or relatives within the second degree of kinship among the members of the board of directors (including directors and independent directors).

### III. General Manager, Deputy General Managers, Associate Managers, and Supervisors of All the Company's Divisions and Branch Units

As of March 31, 2026

Position	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Major Experience (Education)	Other Position Concurrently Held at Other Companies	Managerial Officer who Are Spouses or within the Second Degree of Kinship			Note
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Position	Name	Relationship	
General Manager	R.O.C.	Tzu-Ming Liu	Male	2018.04.12	6,265	-					Graduated from the Mechanical Engineering Department, National Chin Yi Junior College	None	None	None	None	
Chief Auditor	R.O.C.	Li-Hung Wang	Female	2017.08.10	10,797	-	641	-			Graduated from the Department of Insurance, Tamkang University	None	None	None	None	
Board Secretariat Supervisor (concurrent)	R.O.C.	Tai-Lung Chen	Male	2024.07.01							Graduated from Department of Law, Fu Jen Catholic University	None	None	None	None	
Chief Compliance Officer of Head Office	R.O.C.	Ching-Hua Ke	Female	2015.07.01							Graduated from the Law Department of National Taiwan University	Company's Compliance Office Supervisor (concurrent)	None	None	None	
Deputy General Manager	R.O.C.	Fu-Cheng Wu	Male	2021.05.01							Graduated from the Master's Program, Department of Finance, National Central University	None	None	None	None	
Deputy General Manager	R.O.C.	Shao-Yun Pan	Male	2022.07.05							Graduated from the Institute of Mechanical Engineering, National Central University	Concurrently served as Head of the Accident Insurance Department of the Company.	None	None	None	
Deputy General Manager	R.O.C.	Tai-Lung Chen	Male	2023.11.01							Graduated from Department of Law, Fu Jen Catholic University	Board Secretariat, Legal Department, and Human Resource Department Supervisor (concurrent)	None	None	None	
Deputy General Manager	R.O.C.	Wan-Hua Tsai	Female	2022.07.05							Graduated from Banking and Insurance Department, Feng Chia University	Marketing and Planning Department Supervisor (concurrent)	None	None	None	
Deputy General Manager	R.O.C.	Sheng-Kuang Tsao	Male	2018.09.26							Graduated from Electrical Engineering Department, Chien Hsin Junior College	YuanAn Branch Supervisor (concurrent)	None	None	None	
Deputy General Manager	R.O.C.	Kuo-Chung Yen	Male	2022.07.05							Graduated from Banking and Insurance Department, Practice Home Economics College	Changhua Branch Supervisor (concurrent)	None	None	None	
Deputy General Manager	R.O.C.	Jui-Lin Hsu	Male	2022.07.05	1,050	-					Graduated from Management Master's Program, National Chiayi University	Tainan Branch Supervisor (concurrent)	None	None	None	
Deputy General Manager	R.O.C.	Sung-Yen Lai	Male	2023.11.01							Graduated from the Department of Business Management, Lingdong College of Technology	Kaohsiung Branch Supervisor (concurrent)	None	None	None	
Marketing and Planning Department Supervisor (concurrent)	R.O.C.	Wan-Hua Tsai	Female	2011.02.01							Graduated from Banking and Insurance Department, Feng Chia University	None	None	None	None	

Position	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Major Experience (Education)	Other Position Concurrently Held at Other Companies	Managerial Officer who Are Spouses or within the Second Degree of Kinship			Note
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Position	Name	Relationship	
Assistant Vice President of the Risk Management Department	R.O.C.	Shu-Chuan Wu	Female	2011.08.01							Graduated from the Department of Commercial Mathematics, Soochow University	None	None	None	None	
Corporate Insurance Marketing Department Senior Assistant Vice President	R.O.C.	Sung-Tse Chang	Male	2018.04.01							Graduated from the Department of Business Administration (Science), Tamsui Oxford University College	Channel Sales Department Supervisor (concurrent)	None	None	None	
Individual Insurance Marketing Department Manager	R.O.C.	Tso-Yi Yeh	Male	2024.07.01							Graduated from the Department of Finance, Longhua University of Science and Technology.	None	None	None	None	
Motor Insurance Department Senior Manager	R.O.C.	Hsing-Kun Wu	Male	2022.08.01	1,967	-					Graduated from the Department of Materials and Resources Engineering, National Taipei University of Technology	None	None	None	None	
Health & Accident Insurance Department Senior Assistant Vice President	R.O.C.	Hui-Ying Li	Female	2018.09.06							Graduated from Insurance Finance Management Institute, Chaoyang University of Technology	None	None	None	None	
Served as Head of the Accident Insurance Department of the Company (Concurrent)	R.O.C.	Shao-Yun Pan	Male	2025.08.01							Graduated from the Institute of Mechanical Engineering, National Central University	None	None	None	None	
Marine Insurance Department Assistant Vice President	R.O.C.	Chuan-Sheng Tsui	Female	2019.07.01							Graduated from Insurance Graduate Institute, Tamkang University	None	None	None	None	
Fire Insurance Department Senior Assistant Vice President	R.O.C.	Che-Chang Hsu	Male	2015.07.01							Graduated from the Department of Insurance, Ming Chuan University	None	None	None	None	
Engineering Insurance Department Manager	R.O.C.	Ying-Chang Wu	Male	2024.09.01							Graduated from the Department of Civil Engineering, Tamkang University	None	None	None	None	
Corporate Insurance Claims Department Senior Assistant Vice President	R.O.C.	Kuo-Chun Hung	Male	2019.07.01							Graduated from Civil Engineering Department, National United University	None	None	None	None	
Individual Insurance Claims Department Senior Manager	R.O.C.	Sen-Jung Liu	Male	2022.08.01							Graduated from the Institute of Ocean Law, National Taiwan Ocean University	None	None	None	None	
Manager of Actuarial and Commodity Department	R.O.C.	Min-Yuan Hsu	Male	2026.01.01							Graduated from the Master's Program in the Graduate Institute of Statistical Science, National Chung Cheng University	Director of Chun Chin Food International Co., Ltd. (concurrent)	None	None	None	
Overseas Department Manager	R.O.C.	Yu-Hsuan Yang	Female	2025.06.18							Graduated from the Department of Textiles and Clothing at Private Fu Jen Catholic University.	None	None	None	None	

Position	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Major Experience (Education)	Other Position Concurrently Held at Other Companies	Managerial Officer who Are Spouses or within the Second Degree of Kinship			Note
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Position	Name	Relationship	
Human Resource Department Supervisor (concurrent)	R.O.C.	Tai-Lung Chen	Male	2019.04.27							Graduated from Department of Law, Fu Jen Catholic University	None	None	None	None	
General Affairs Department Senior Assistant Vice President	R.O.C.	Ta-Chun Wu	Male	2026.02.02	55,000	0.02%					Master of Financial Management, Loyola University	Supervisor of Shengang Electric Machinery Co., Ltd. (concurrent)	None	None	None	
Information Department Assistant Vice President	R.O.C.	Chun-Yu Hsu	Male	2020.08.01							Graduated from the Mathematical Coefficient Statistics Group, Tamkang University	None	None	None	None	
Compliance Office Supervisor (concurrent)	R.O.C.	Ching-Hua Ke	Female	2019.07.01							Graduated from the Law Department of National Taiwan University	None	None	None	None	
Legal Department Supervisor (concurrent)	R.O.C.	Tai-Lung Chen	Male	2015.10.01							Graduated from Department of Law, Fu Jen Catholic University	None	None	None	None	
Accounting Department Senior Assistant Vice President	R.O.C.	Fei-Wen Kuo	Female	2012.02.23							Graduated from Risk Management and Insurance Institute, Ming Chuan University	None	None	None	None	
Finance Department Senior Assistant Vice President	R.O.C.	Chang-Hsiao Hsueh	Male	2015.06.24							Graduated from the Industrial Management Department, Union Junior College	Investment Department Supervisor (concurrent)	None	None	None	
Head of the Investment Department (concurrent)	R.O.C.	Chang-Hsiao Hsueh	Male	2025.10.01							Graduated from the Industrial Management Department, Union Junior College	None	None	None	None	
Channel Sales Department Supervisor (concurrent)	R.O.C.	Sung-Tse Chang	Male	2023.11.01							Graduated from the Department of Business Administration (Science), Tamsui Oxford University College	None	None	None	None	
YungAn Branch Supervisor (concurrent)	R.O.C.	Sheng-Kuang Tsao	Male	2022.07.05							Graduated from Electrical Engineering Department, Chien Hsin Junior College	None	None	None	None	
Taipei Branch Senior Assistant Vice President	R.O.C.	Chin-Pin Huang	Male	2018.04.27							Graduated from the Banking and Insurance Department, Opening Continuing Education College, National Taipei College of Business	None	None	None	None	
Taoyuan Branch Manager	R.O.C.	Pi-Tu Wu	Male	2022.07.05							Graduated from the Department of Mechanical Engineering (Science), Chienkuo Junior College of Technology	None	None	None	None	
Hsinchu Branch Manager	R.O.C.	Hsu-Nan Yen	Male	2021.01.01							Graduated from Finance Master Program, Feng Chia University	None	None	None	None	
Taichung Branch Manager	R.O.C.	Ching-Hsin Lin	Male	2020.02.01							Graduated from the Institute of Finance and Law, Lingdong University of Science and Technology	None	None	None	None	

Position	Nationality	Name	Gender	Date Elected	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominees		Major Experience (Education)	Other Position Concurrently Held at Other Companies	Managerial Officer who Are Spouses or within the Second Degree of Kinship			Note
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Position	Name	Relationship	
Fengyuan Branch Senior Assistant Vice President	R.O.C.	Tung-I Lai	Male	2021.04.01							Graduated from Accounting Statistics Department, Tsou Ton Commercial and Technical Vocational High School	None	None	None	None	
Changhua Branch Supervisor (concurrent)	R.O.C.	Kuo-Chung Yen	Male	2008.12.15							Graduated from Banking and Insurance Department, Practice Home Economics College	None	None	None	None	
Nantou Branch Manager	R.O.C.	Mei-Ling Chen	Female	2022.07.05	248	-					Graduated from the Department of Business Administration, National Taichung Commercial College	None	None	None	None	
Chiayun Branch Senior Manager	R.O.C.	Kuo-Jung Cheng	Male	2016.01.01							Graduated from Chemical Engineering Department, WuFeng Junior College	None	None	None	None	
Tainan Branch Supervisor (concurrent)	R.O.C.	Jui-Lin Hsu	Male	2016.01.01	1,050	-					Graduated from Management Master's Program, National Chiayi University	None	None	None	None	
Kaohsiung Branch Supervisor (concurrent)	R.O.C.	Sung-Yen Lai	Male	2022.07.05							Graduated from the Department of Business Management, Lingdong College of Technology	None	None	None	None	
North Kaohsiung Branch Manager	R.O.C.	Yuan-Hsien Tsai	Male	2023.11.01							Graduated from the Civil Engineering Department, South Asia Technical College	None	None	None	None	
Pingtung Branch Manager	R.O.C.	Mei-Hui Tseng	Female	2021.03.01							Graduated from the Institute of International Business, National Pingtung Institute of Commerce	None	None	None	None	

Note 1: Information regarding General Manager, Deputy General Managers, Associate Managers and heads of departments and branches, or equivalent positions shall be disclosed regardless of the job titles.

Note 2: Work experiences of anyone in the table above that are related to their current roles, such as previous employment at CPA firms or employment in affiliated companies, should be disclosed along with job titles and responsibilities.

Note 3: If the General Manager or personnel with equivalent position (chief officer) and the Chairman are the same person, spouses or relatives within first degree of kinship, relevant information on the reasons, reasonability, necessity, and measures to be taken accordingly (e.g., by way of increasing the number of independent directors and having half of the directors not serving as employees or officers concurrently) shall be addressed.

### III. Remuneration Paid During the Most Recent Fiscal Year to Directors (Including Independent Directors), Supervisors, General Manager and Deputy General Managers

(1-1) Remuneration of General Directors and Independent Directors

As of December 31, 2025

Unit: NT\$ thousands

Position	Name	Remuneration Paid to Directors								Total A, B, C, D as % of EAIT		Relevant Remuneration Received by Directors who Are Also Employees								Total A, B, C, D, E, F, G as % of EAIT		Remuneration from Invested Companies Other than Subsidiaries or the Parent Company		
		Base Compensation (A)		Severance Pay and Pension (B)		Directors (C) (Note 7)		Business Execution Expenses (D)				Salary, Bonus, and Allowance (E)		Severance Pay and Pension (F)		Employee Remuneration (G) (Note 7)								
		The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	Cash amount	Stock amount	Cash amount	Stock amount	The Company	All Companies in Financial Statements			
General directors	Corporate Director	Want Want Co., Ltd.																						
	Chairman	Hung-Hsiung Hung (Note 6)																						
	Vice Chairman	Shao-Chung Tsai (Note 6)																						
	Chairman	Want Want Co., Ltd. Legal Representative: Chi-Hsiung Hung (Note 3)																						
	Director	Want Want Co., Ltd. Legal Representative: Hai-Lun Xu (Note 3)																						
	Director	Want Want Co., Ltd. Legal representative: Ching-I Lu	14,414	14,414	-	-	5,400	5,400	1,850	1,850	21,664 2.08%	21,664 2.08%	9,343	9,343	117	117	207	-	207	-	31,331 3.01%	31,331 3.01%	None	
	Director	Want Want Co., Ltd. Legal Representative: Chia-Ying Ma																						
	Director	Want Want Co., Ltd. Legal representative: Yung-Tsung Hung (																						
	Director	Want Want Co., Ltd. Legal representative: Zi-Ming Liu																						

Position	Name	Remuneration Paid to Directors								Total A, B, C, D as % of EAIT		Relevant Remuneration Received by Directors who Are Also Employees								Total A, B, C, D, E, F, G as % of EAIT		Remuneration from Invested Companies Other than Subsidiaries or the Parent Company		
		Base Compensation (A)		Severance Pay and Pension (B)		Directors (C) (Note 7)		Business Execution Expenses (D)				Salary, Bonus, and Allowance (E)		Severance Pay and Pension (F)		Employee Remuneration (G) (Note 7)								
		The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	Cash amount	Stock amount	Cash amount	Stock amount	The Company	All Companies in Financial Statements			
Independent Director	Dong-Liang Wang																							
	Huang-Chi Liu																							
	Wen-Tsung Chen (Note 6)	2,879	2,879	-	-	-	-	1,215	1,215	4,094	4,094	0.39%	0.39%	-	-	-	-	-	-	4,094	4,094	0.39%	0.39%	None
	Yu-Fung Ma (Note 3)																							

Other than disclosures in the above table, remuneration paid to directors for providing services (e.g., providing consulting services as a non-employee) for all companies in consolidated financial statements in the most recent year: NT\$ 0 thousand

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

- (1) In accordance with Paragraph 2, Article 36 of the Articles of Incorporation of the Company: The Board of Directors is delegated to make reasonable remuneration for the Independent Directors whose remuneration shall not be included in the Company's earnings distribution. The remuneration of the Company's directors (including traffic allowance) is based on the provisions of Article 17 of the Articles of Incorporation, and the amount of such remuneration shall be determined by the Board of Directors based on the industry standard.
- (2) The Company has rules for the remuneration of directors and functional members. The remuneration of independent directors of the Company is a fixed monthly remuneration, so they no longer participate in the distribution of earnings.
- (3) The Company has established evaluation methods for directors and managerial officers' performance and remuneration, which requires that long-term performance goals shall be consistent with the concept of sustainable operation and stable income, and avoid high-risk business operations or high-volatility investments strategy.

Note 2: Based on the data of employment of 2025.

Note 3: The term of office expired on May 26, 2025.

Note 4: Retirement pension includes payments and withdrawals.

Note 5: The driver compensation of NT\$1,907 thousand is not included.

Note 6: Newly appointed on May 27, 2025.

Note 7: The "-" in the table represents "0".

## (1-2) Remuneration paid to directors (including Independent Directors):

## Range of Remuneration

Range of Remuneration Paid to Directors	Name of Director			
	Total Amount of Remuneration (A+B+C+D)		Total Amount of Remuneration (A+B+C+D+E+F+G)	
	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements
Less than NT\$1,000,000	Wen-Tsung Chen, Yu-Fung Ma and Representatives of Want Want Co., Ltd.: Hai-Lun Xu, Ching-I Lu, Yung-Tsung Hung and Zi-Ming Liu	Wen-Tsung Chen, Yu-Fung Ma and Representatives of Want Want Co., Ltd.: Hai-Lun Xu, Ching-I Lu, Yung-Tsung Hung and Zi-Ming Liu	Wen-Tsung Chen, Yu-Fung Ma and Representatives of Want Want Co., Ltd.: Hai-Lun Xu, Ching-I Lu, and Yung-Tsung Hung	Wen-Tsung Chen, Yu-Fung Ma and Representatives of Want Want Co., Ltd.: Hai-Lun Xu, Ching-I Lu, and Yung-Tsung Hung
NT\$1,000,000 (inclusive)~NT\$2,000,000 (exclusive)	Shao-Chung Tsai, Dong-Liang Wang, Huang-Chi Liu and Representative of Want-Want Food Co. Ltd.: Chia-Ying Ma	Shao-Chung Tsai, Dong-Liang Wang, Huang-Chi Liu and Representative of Want-Want Food Co. Ltd.: Chia-Ying Ma	Shao-Chung Tsai, Dong-Liang Wang, Huang-Chi Liu and Representative of Want-Want Food Co. Ltd.: Chia-Ying Ma	Shao-Chung Tsai, Dong-Liang Wang, Huang-Chi Liu and Representative of Want-Want Food Co. Ltd.: Chia-Ying Ma
NT\$2,000,000 (inclusive)~NT\$3,500,000 (exclusive)	-	-	-	-
NT\$3,500,000 (inclusive)~NT\$5,000,000 (exclusive)	Want Want Co., Ltd.	Want Want Co., Ltd.	Want Want Co., Ltd.	Want Want Co., Ltd.
NT\$5,000,000 (inclusive)~NT\$10,000,000 (exclusive)			Representative of Want Want Co., Ltd.: Zi-Ming Liu	Representative of Want Want Co., Ltd.: Zi-Ming Liu
NT\$10,000,000 (inclusive)~NT\$15,000,000 (exclusive)				
NT\$15,000,000 (inclusive)~NT\$30,000,000 (exclusive)	Hung-Hsiung Hung (Note 2)	Hung-Hsiung Hung (Note 2)	Hung-Hsiung Hung (Note 2)	Hung-Hsiung Hung (Note 2)
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	12 persons	12 persons	12 persons	12 persons

Note 1: Corporate directors and representatives are listed respectively.

Note 2: Disclosure of remuneration for serving as corporate representative director and as a natural person director was made.

(2) Supervisor's remuneration (with the aggregate remuneration range and disclosure method): None (Since June 24, 2016, the Company replaced the supervisor's function with an Audit Committee)

(3-1) Remunerations paid to General Managers and Deputy General Managers (Summarized in accordance with the range of remuneration disclosed)

December 31, 2025

Unit: NT\$ thousands

Position	Name	Salary (A)		Severance Pay and Pension (B)		Bonus and Special Subsidies (C)		Remuneration of Employee (D) (Note 3)				Total A, B, C, D as % of EAIT (%)		Remuneration from Invested Companies Other than Subsidiaries or the Parent Company
		The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company	All Companies in Financial Statements	The Company		All Companies in Financial Statements		The Company	All Companies in Financial Statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
General Manager	Tzu-Ming Liu	22,124	22,124	1,217	1,217	18,821	18,821	1,235	-	1,235	-	43,397 4.16%	43,397 4.16%	None
Deputy General Manager	Sheng-Kuang Tsao													
Deputy General Manager	Fu-Cheng Wu													
Deputy General Manager	Shao-Yun Pan													
Deputy General Manager	Wan-Hua Tsai													
Deputy General Manager	Jui-Lin Hsu													
Deputy General Manager	Kuo-Chung Yen													
Deputy General Manager	Tai-Lung Chen													
Deputy General Manager	Sung-Yen Lai													
Chief Auditor	Li-Hung Wang													
Chief Compliance Officer of Head Office	Ching-Hua Ke													

Note 1: The driver compensation of NT\$1,027 thousand is not included. Note 2: Retirement pension includes payments and withdrawals. Note 3: Remuneration of employee is calculated based on the proportion of the actual allotment amount in previous years to calculate the amount to be allotted this year. Note 4: Note: The "-" in the table represents "0".

## (3-2) Range of Remuneration

Range of Remuneration Paid to the General Manager and Deputy General Managers	Name of General Manager and Deputy General Managers	
	The Company	All Companies in Financial Statements
Less than NT\$1,000,000	-	-
NT\$1,000,000 (inclusive)~NT\$2,000,000 (exclusive)		
NT\$2,000,000 (inclusive)~NT\$3,500,000 (exclusive)	Wan-Hua Tsai, Kuo-Chung Yen, Tai-Lung Chen, Li-Hung Wang, Ching-Hua Ke	Wan-Hua Tsai, Kuo-Chung Yen, Tai-Lung Chen, Li-Hung Wang, Ching-Hua Ke
NT\$3,500,000 (inclusive)~NT\$5,000,000 (exclusive)	Sheng-Kuang Tsao, Fu-Cheng Wu, Shao-Yun Pan, Jui-Lin Hsu, Sung-Yen Lai	Sheng-Kuang Tsao, Fu-Cheng Wu, Shao-Yun Pan, Jui-Lin Hsu, Sung-Yen Lai
NT\$5,000,000 (inclusive)~NT\$10,000,000 (exclusive)	Tzu-Ming Liu	Tzu-Ming Liu
NT\$10,000,000 (inclusive)~NT\$15,000,000 (exclusive)	-	-
NT\$15,000,000 (inclusive)~NT\$30,000,000 (exclusive)	-	-
NT\$30,000,000 (inclusive)~NT\$50,000,000 (exclusive)	-	-
NT\$50,000,000 (inclusive)~NT\$100,000,000 (exclusive)	-	-
Over NT\$100,000,000	-	-
Total	11 persons	11 persons

(4-1) The remuneration of the top five executives with the highest remuneration at a listed company (name and remuneration shall be disclosed individually): Not applicable.

(4-2) The name of the managerial officers and the status of the distribution:

December 31, 2025  
Unit: NT\$ thousands

	Position	Name	Stock amount	Cash amount	Total	Ratio of total amount to net profit after tax (%)
Managerial Officer	General Manager	Tzu-Ming Liu	-	3,327	3,327	0.32%
	Deputy General Manager	Sheng-Kuang Tsao				
	Deputy General Manager	Fu-Cheng Wu				
	Deputy General Manager	Shao-Yun Pan				
	Deputy General Manager	Wan-Hua Tsai				
	Deputy General Manager	Jui-Lin Hsu				
	Deputy General Manager	Kuo-Chung Yen				
	Deputy General Manager	Tai-Lung Chen				
	Deputy General Manager	Sung-Yen Lai				
	Chief Auditor	Li-Hung Wang				
	Chief Compliance Officer of Head Office	Ching-Hua Ke				
	Senior Assistant Vice President	Chin-Pin Huang				
	Senior Assistant Vice President	Tung-I Lai				
	Assistant Vice President	Pi-Tu Wu				
	Manager	Hsu-Nan Yen				
	Manager	Ching-Hsin Lin				
	Manager	Mei-Ling Chen				
	Senior Manager	Kuo-Jung Cheng				
	Manager	Mei-Hui Tseng				
	Manager	Yuan-Hsien Tsai				
	Senior Assistant Vice President	Sung-Tse Chang				
	Senior Assistant Vice President	Hui-Ying Li				
	Senior Assistant Vice President	Che-Chang Hsu				
	Assistant Vice President	Chuan-Sheng Tsui				
	Senior Assistant Vice President	Kuo-Chun Hung				
	Senior Assistant Vice President	Ta-Chun Wu				
	Manager	Tso-Yi Yeh				
	Assistant Vice President	Yi-Cheng Wu (Note 7)				
	Assistant Vice President	Shu-Chuan Wu				
	Senior Manager	Sen-Jung Liu				
	Manager	Ying-Chang Wu				
	Senior Manager	Hsing-Kun Wu				
Assistant Vice President	Chun-Yu Hsu					
Manager	Min-Yuan Hsu					
Manager	Yu-Hsuan Yang					
Chief Financial Officer	Chang-Hsiao Hsueh					
Chief Accountant	Fei-Wen Kuo					

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

Note 2: Please specify the employee bonus (including stocks and cash) to be allocated to the managerial officers as approved by the Board of Directors in the most recent year. If it is impossible to impute the same, the amount to be allocated this year shall be based on that allocated physically last year. The earnings after tax refers to the earnings after tax in the most recent year. If the IFRSs are adopted, the earnings after tax shall refer to the earnings after tax identified in the entity or individual financial statement for the most recent year.

Note 3: The scope of application for the term "managerial officer" shall follow the approved document with Reference No. T.C.Z.S.Z. No. 0920001301 dated March 27, 2003. Its scope of application shall be as follows:

- (1) General Manager and equivalents
- (2) Deputy General Manager and equivalents
- (3) Associate Manager and equivalents
- (4) Supervisor of Finance Department
- (5) Supervisor of Accounting Department
- (6) Other persons who have the right to manage and sign for the Company

Note 4: If any director, General Manager or deputy general managers has received employee bonus (including stock dividend and cash dividend), please complete Table 1-2 and also this table.

Note 5: It is based on the incumbency data as of December 31, 2025.

Note 6: Remuneration of employee is calculated based on the proportion of the actual allotment amount in previous years to calculate the amount to be allotted this year.

Note 7: Resigned on January 1, 2026.

Note 8: The "-" in the table represents "0".

- (5) Specify and compare the salary to directors, General Managers and Deputy General Managers of the Company in proportion to the earnings after tax from the Company and companies included in the consolidated financial statements in the most recent 2 years, and specify the policies, standards, combinations, procedure of decision-making of remunerations and their relation to business performance and future risk.

Position	2025 Ratio of total remunerations of directors, supervisors, General Manager, and deputy general managers to net income after tax:	2025 Ratio of the total remunerations paid by the Company and all companies in the financial report to the Company's directors, supervisors, General Manager and deputy general managers to net income after tax:	2023 Ratio of total remunerations of directors, supervisors, General Manager, and deputy general managers to net income after tax:	2023 Ratio of the total remunerations paid by the Company and all companies in the financial report to the Company's directors, supervisors, General Manager and deputy general managers to net income after tax:
Director	2.47%	2.47%	1.94%	1.94%
Independent Director				
Supervisor (None)				
General Manager and Deputy General Managers	4.16%	4.16%	3.52%	3.52%

- (6) **The Company's remuneration policies, standards and combinations, the remuneration determination procedure and the correlation between business performance and future risks**

- I. The remuneration of the Company's directors (including traffic allowance) is based on the provisions of Article 17 of the Articles of Incorporation, and the amount of such remuneration shall be determined by the Board of Directors based on the industry standard. The remuneration for the Directors of the Company is based on a monthly salary, and transportation allowances are provided according to actual attendance at board meetings and their respective functional committees. No variable compensation is distributed. The remuneration for non-executive Directors is not linked to performance. The remuneration of the Chairman also includes an annual performance bonus and is handled in accordance with the "Performance System and Evaluation Mechanism of the Chairman And General Manager".
- II. The remuneration of managerial officers appointed by the Company is based on Article 31 of the Articles of Incorporation, which shall be reported to the Board of Directors by the Chairman for discussion. The salary and remuneration system of appointed managerial officers adopts a monthly salary system plus various bonuses. The monthly salary includes the salary and various allowances. The bonuses are in the nature of incentives or rewards and depend on the Company's overall operating performance in the year and the achievement of the unit, such as year-end, dividends, variable performance bonuses, etc. The Company established an employee stock trust in 2023, which includes the appointed managers who are also entitled to benefits such as bonuses. The remuneration of the General Manager also includes annual performance (year-end) bonuses, and is handled in accordance with the "Performance System and Evaluation Mechanism of the Chairman And General Manager". The retirement pension of appointed managerial officers shall be processed in accordance with their appointment contracts.  
To encourage senior executives to prioritize sustainable business development, the personal performance evaluations of the Chairman, General Manager and senior executives include sustainable development performance indicators. The year-end bonuses and employee compensation for the Chairman, General Manager, Deputy General Manager, and higher-ranking personnel, are determined by individual performance evaluations that incorporate sustainability performance metrics. These metrics are weighted at 5%, which serves as the basis for the issuance of bonuses or compensation.

- III. Regarding the distribution of variable bonuses in the Company's directors and appointed managerial officers, the Company's overall business performance for the year and the comprehensive evaluation of the operating performance of the units under its jurisdiction shall be considered, and attention shall be paid to the reasonableness and fairness and the provisions of Article 36 of the Articles of Incorporation during the deliberation.
- IV. The compensation paid to directors and managerial officers of the Company, after being discussed by the Remuneration Committee, is submitted to the Board of Directors for further approval.
- V. The Company has set up the "Evaluation Method for Performance and Salary of Directors and Managerial Officers", in order to respond to the future changes in the financial and economic environment at home and abroad. Also, the Company's remuneration policy all incorporates possible future risks into the evaluation criteria to avoid guiding directors and managerial officers are engaged in behaviors that exceed the Company's risk appetite in pursuit of salary compensation.
- VI. In 2025, overall operational performance was stable. Shareholders' equity increased from NT\$7.31 billion at the end of 2024 to NT\$8.05 billion, representing a growth of 10%. As a result, Directors' compensation was increased accordingly.

#### IV. Implementation of Corporate Governance

##### (I) Operations of the Board of Directors:

##### Information on Operations of the Board of Directors

A total of twelve (14) meetings [A] of the Board of Directors were held in the most recent year. The attendance of directors and supervisors was as follows:

Position	Name (Note 1)	Number of Actual Attendances (Appearances) (B)	Attendance by Proxy	Actual Attendance Rate (%) [B/A] (Note 2)	Note
Chairman	Chi-Hsiung Hung	14	0	100%	Reelected on May 27, 2025.
Vice Chairman	Shao-Chung Tsai	7	1	87.5%	Appointed on May 27, 2025; required to attend 8 meetings.
Director	Hai-Lun Xu	5	1	83.3%	Resigned from office on May 27, 2025; required to attend 6 meetings.
Director	Chia-Ying Ma	13	1	92.9%	Reelected on May 27, 2025.
Director	Tzu-Ming Liu	14	0	100%	Reelected on May 27, 2025.
Director	Yung-Tsung Hung	14	0	100%	Reelected on May 27, 2025.
Director	Ching-I Lu	12	2	85.7%	Reelected on May 27, 2025.
Independent Director	Dong-Liang Wang	14	0	100%	Reelected on May 27, 2025.
Independent Director	Huang-Chi Liu	14	0	100%	Reelected on May 27, 2025.
Independent Director	Wen-Tsung Chen	8	0	100%	Newly appointed on May 27, 2025; required to attend 8 meetings.
Independent Director	Yu-Fung Ma	6	0	100%	Resigned from office on May 27, 2025; required to attend 6 meetings.

Other matters to be recorded:

- I. If any of the following applies to the operations of the Board of Directors, the date and session of the Board meeting, the content of the proposal, opinions of all Independent Directors and the Company's actions in response to the opinions of Independent Directors shall be stated:
  - (I) Circumstances referred to in Article 14-3 of the Securities and Exchange Act:  
The Company has established an Audit Committee in accordance with Article 14-5, Paragraph 1 of the Securities and Exchange Act and thus is not subject to the provisions of Article 14-3 of the Securities and Exchange Act.

(II) Other than the matters mentioned above, other resolutions that are objected and reserved by the Independent Directors and are documented or stated: None.

II. Regarding recusals of directors from voting due to conflicts of interests, the names of the directors, contents of motions, reasons for recusal, and results of voting shall be specified: As shown in the following table.

Session (Date)	Subject	Directors Recused	Reasons for Recusal	Voting
The 35th meeting of the 26th Board of Directors (2025.1.20)	Discussed the performance bonus of the Company's Chairman and General Manager in 2024 and reviewed the appropriateness of the "Performance System and Evaluation Mechanism for Chairman and General Manager"	Chi-Hsiung Hung Tzu-Ming Liu	Related to personal interests and thus recused due to conflict.	All the directors involved in the interest relationship recused themselves appropriately and did not take part in the discussion and voting. After the chair consulted the directors who did not need to recuse themselves, the proposal was passed without objection.
	Discussed the performance evaluation of managerial officers appointed by the Company in 2024 and their year-end bonus	Chi-Hsiung Hung	Related to personal interests and thus recused due to conflict.	All the directors involved in the interest relationship recused themselves appropriately and did not take part in the discussion and voting. After the chair consulted the directors who did not need to recuse themselves, the proposal was passed without objection.
The 36th meeting of the 26th Board of Directors (2025.2.26)	Amendments to some provisions of the Company's Articles of Incorporation	Chi-Hsiung Hung Hai-Lun Xu Chia-Ying Ma Yung-Tsung Hung Ching-I Lu Tzu-Ming Liu	Related to personal interests and thus recused due to conflict.	All the directors involved in the interest relationship recused themselves appropriately and did not take part in the discussion and voting. After the chair consulted the directors who did not need to recuse themselves, the proposal was passed without objection.
The 37th meeting of the 26th Board of Directors (2025.3.11)	Discussed the 2024 employee and director remuneration distribution plan	Chi-Hsiung Hung Hai-Lun Xu Chia-Ying Ma Yung-Tsung Hung Ching-I Lu Tzu-Ming Liu	Related to personal interests and thus recused due to conflict.	All the directors involved in the interest relationship recused themselves appropriately and did not take part in the discussion and voting. After the chair consulted the directors who did not need to recuse themselves, the proposal was passed without objection.
The 38th meeting of the 26th Board of Directors (2025.3.27)	Review of the list of candidates for the 27th Board of Directors and Independent Directors nominated by the Company's shareholders	Chi-Hsiung Hung Chia-Ying Ma Yung-Tsung Hung Ching-I Lu Tzu-Ming Liu Dong-Liang Wang Huang-Chi Liu	Related to personal interests and thus recused due to conflict.	All the directors involved in the interest relationship recused themselves appropriately and did not take part in the discussion and voting. After the chair consulted the directors who did not need to recuse themselves, the proposal was passed without objection.

Session (Date)	Subject	Directors Recused	Reasons for Recusal	Voting
The 2nd meeting of the 27th Board of Directors (2025.6.27)	Discuss the traveling fees and remuneration for the members of the 27th Board of Directors of the Company	Chi-Hsiung Hung Shao-Chung Tsai Chia-Ying Ma Yung-Tsung Hung Ching-I Lu Tzu-Ming Liu Dong-Liang Wang Huang-Chi Liu Wen-Tsung Chen	Related to personal interests and thus recused due to conflict.	All the directors involved in the interest relationship recused themselves appropriately and did not take part in the discussion and voting. After the chair consulted the directors who did not need to recuse themselves, the proposal was passed without objection.
	The Company's appointment and removal of managerial officers and their remuneration	Chi-Hsiung Hung Tzu-Ming Liu	Related to personal interests and thus recused due to conflict.	All the directors involved in the interest relationship recused themselves appropriately and did not take part in the discussion and voting. After the chair consulted the directors who did not need to recuse themselves, the proposal was passed without objection.
	Discussion of remuneration distribution case of the Company's appointed managerial officers in 2024	Chi-Hsiung Hung Tzu-Ming Liu	Related to personal interests and thus recused due to conflict.	All the directors involved in the interest relationship recused themselves appropriately and did not take part in the discussion and voting. After the chair consulted the directors who did not need to recuse themselves, the proposal was passed without objection.
The 8th meeting of the 27th session (2025.12.23)	Draft amendments to certain provisions of the "Regulations on Remuneration Payments for Director and Functional Committee Members"	Chi-Hsiung Hung Shao-Chung Tsai Chia-Ying Ma Yung-Tsung Hung Ching-I Lu Tzu-Ming Liu	Related to personal interests and thus recused due to conflict.	All the directors involved in the interest relationship recused themselves appropriately and did not take part in the discussion and voting. After the chair consulted the directors who did not need to recuse themselves, the proposal was passed without objection.
The 9th meeting of the 27th session (2026.1.27)	Discussed the performance bonus of the Company's Chairman and General Manager in 2025 and reviewed the appropriateness of the "Performance System and Evaluation Mechanism for Chairman and General Manager"	Chi-Hsiung Hung Tzu-Ming Liu	Related to personal interests and thus recused due to conflict.	All the directors involved in the interest relationship recused themselves appropriately and did not take part in the discussion and voting. After the chair consulted the directors who did not need to recuse themselves, the proposal was passed without objection.
	Discussed the performance evaluation of managerial officers appointed by the Company in 2025 and their year-end bonus	Chi-Hsiung Hung	Related to personal interests and thus recused due to conflict.	All the directors involved in the interest relationship recused themselves appropriately and did not take part in the discussion and voting. After the chair consulted the directors who did not need to recuse themselves, the proposal was passed without objection.

Session (Date)	Subject	Directors Recused	Reasons for Recusal	Voting
The 10th meeting of the 27th session (2026.3.12)	Discussed the 2025 employee and director remuneration distribution plan	Chi-Hsiung Hung Shao-Chung Tsai Chia-Ying Ma Yung-Tsung Hung Ching-I Lu Tzu-Ming Liu	Related to personal interests and thus recused due to conflict.	All the directors involved in the interest relationship recused themselves appropriately and did not take part in the discussion and voting. After the chair consulted the directors who did not need to recuse themselves, the proposal was passed without objection.

III. Disclose the evaluation cycles, evaluation periods, scope and method of evaluation, and contents of evaluation for evaluating the performance of the Board members (on themselves or peers), and fill in the attached Table 2 (2) Implementation of Evaluation for the Board of Directors.

(2) Implementation of Evaluation for the Board of Directors.

Frequency (Note 1)	Period (Note 2)	Scope (Note 3)	Method (Note 4)	Content (Note 5)
Once a year	Evaluate the performance of the Board of Directors from May 27, 2025 to December 31, 2025 (Note)	Includes the performance of the entire Board of Directors, individual directors, and the functional committees (Audit Committee, Remuneration Committee, Risk Management Committee, and Sustainable Development Committee).	Internal self-evaluation of Board of Directors, self-evaluation of Board members, peer evaluation and self-evaluation of functional committees members	Performance self-evaluation of the Board of Directors as a whole and individual directors, performance evaluation of functional committees (Audit Committee, Remuneration Committee, Risk Management Committee, and Sustainable Development Committee)

Note: As the Company completed an early re-election of all directors at the annual shareholders' meeting on May 27, 2025, the questionnaire for the 2025 evaluation year was distributed to all members of the 27th Board of Directors (including 6 non-independent directors and 3 independent directors, totaling 9 members). Only those who have served as directors for at least 6 months during 2025 and continue to hold office are included.

\* The 27th Board of Directors: Chi-Hsiung Hung as Chairman; Shao-Chung Tsai as Vice Chairman; Chia-Ying Ma, Ching-Yi Lu, Zi-Ming Liu, and Yung-Tsung Hung as Directors; and Dong-Liang Wang, Huang-Chi Liu, and Wen-Tsung Chen as Independent Directors.

The results of the performance evaluation of the Board of Directors in 2025 are shown as follows:

(I) Self-evaluation of Board performance:

The Board's performance evaluation has 50 parameters ranging over seven aspects. The average evaluation scored "Excellent (5)" (rounded to the nearest whole number), reflecting good performance by the Board of Directors in guiding and supervising business strategies, major business activities, and risk management, for establishing an appropriate internal control system, and for actively participating in environmental, social, and corporate governance (ESG) initiatives. The overall operation of the Board is considered excellent and is in line with corporate governance practices.

Seven aspects of self-evaluation	Evaluation item	Overall average
A. Involvement in the Company's business activities	12 items	5
B. Improving the quality of Board decisions	12 items	5
C. Composition and structure of the Board of Directors	7 items	5
D. Election and continuing education of directors	7 items	5
E. Internal control	7 items	5
F. Participation in principles for fair treatment of customers	3 items	5
G. Participation in ESG initiatives	2 items	5
Evaluation result	Excellent (5)	

(II) Self-evaluation of Board member performance:

The performance of the Board members is evaluated on 23 parameters ranging over six dimensions. The average evaluation was "Excellent (5)"(rounded to the nearest whole number), showing that all directors have a positive effect on efficiency and effectiveness of the Board.

Six aspects of self-evaluation	Evaluation item	Overall average
A. Alignment with the Company's goals and tasks	3 items	5
B. Recognition of directors' responsibilities	3 items	5
C. Involvement in the Company's business activities	8 items	5
D. Management and communication of internal relations	3 items	5
E. Expertise and continuing education of the Directors	3 items	5
F. Internal control	3 items	5
Evaluation result		Excellent (5)

(III) Self-evaluation of functional committee performance:

Each performance of the functional committees is evaluated on 73 parameters ranging over five aspects. The average evaluation rates as "Excellent (5)" (rounded to the nearest whole number), reflecting its overall excellence in operation and in line with corporate governance, which has resulted in improved Board operations.

Five aspects of self-evaluation	Audit Committee		Remuneration Committee		Risk Management Committee		Sustainable Development Committee	
	Evaluation item	Overall average	Evaluation item	Overall average	Evaluation item	Overall average	Evaluation item	Overall average
A. Degree of participation in company operations	4 items	5	4 items	5	3 items	5	4 items	5
B. Awareness of the duties of the functional committees	6 items	5	3 items	5	3 items	5	3 items	5
C. Improving functional committee's decision-making	7 items	5	10 items	5	2 items	5	5 items	5
D. Composition of functional committee, and election and appointment of committee members	3 items	5	3 items	5	2 items	5	2 items	5
E. Internal control	3 items	5	1 item	5	2 items	5	3 items	5
Rating result	Excellent (5)		Excellent (5)		Excellent (5)		Excellent (5)	

Note 1: Refers to the execution cycle of the Board evaluation, such as once a year.

Note 2: It refers to the period covered by the evaluation of the Board of Directors, such as evaluating the performance of the Board of Directors from May 27, 2025 to December 31, 2025.

As the Company completed an early re-election of all directors at the annual shareholders' meeting on May 27, 2025, the questionnaire for the 2025 evaluation year was distributed to all members of the 27th Board of Directors (including 6 non-independent directors and 3 independent directors, totaling 9 members). Only those who have served as directors for at least 6 months during 2025 and continue to hold office are included.

Note 3: The scope of evaluation includes the performance of the entire Board of Directors, individual directors, and the functional committees (Audit Committee, Remuneration Committee, Risk Management Committee, and Sustainable Development Committee).

Note 4: Methods of evaluations include the self-evaluation of the Board, self-evaluation by individual Board members, peer evaluation, and evaluation by appointed external professional institutions, experts, or other appropriate methods.

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

- (1) Evaluation of performance for the Board of Directors: Including participation in the operation of the Company, the quality of the Board of Directors' decision making, composition and structure of the Board of Directors, election and continuing education of the directors, and internal control.
- (2) Evaluation of performance for the individual board members: Including alignment of the goals and missions of the Company, awareness of the duties of a director, participation in the operation of the Company, management of internal relationship and communication, the director's professionalism and continuing education, and internal control.
- (3) Evaluation of performance for the Audit Committee: Including participation of the Audit Committee, Remuneration Committee, Risk Management Committee, and Sustainable Development Committee in the operation of the Company, awareness of the duties of each functional committee, the quality of decisions made by each functional committee, makeup of each functional committee and election of its members, and internal control.

IV. Targets for strengthening the functions of the Board of Directors in the current fiscal year and the most recent fiscal year (e.g., establishing an audit committee and enhancing information transparency), and evaluation of target implementation:

- (I) The Company currently has 3 independent directors and established an Audit Committee, and has formulated "Rules Governing the Scope of Powers of Independent Directors" and "Audit Committee Charter" in accordance with laws and regulations, in order to facilitate the independent directors' exercising of their powers.

- (II) In order to enhance the professional knowledge of directors and implement corporate governance, the Company arranges for all directors every year the continuing education courses required for corporate governance and business operations and meet the number of class hours prescribed by the competent authority.
- (III) The results of the performance evaluation of the Company's 2025 Board of Directors have been disclosed on the Company's website: Public Information/Other Corporate Governance Matters/Board Performance Evaluation Methods and Implementation Status.

V. Attendance of Independent Directors in Each Board of Directors' Meeting in the most recent fiscal year

2025 Attendance	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) (B/A)	Note
Dong-Liang Wang	V	V	V	V	V	V	V	V	V	V	V	V	V	V	14	0	100%	Reelected on May 27, 2025.
Yu-Fung Ma	V	V	V	V	V	V	N/A							6	0	100%	Dismissed from office on May 27, 2025	
Huang-Chi Liu	V	V	V	V	V	V	V	V	V	V	V	V	V	V	14	0	100%	Reelected on May 27, 2025.
Wen-Tsung Chen	N/A						V	V	V	V	V	V	V	V	8	0	100%	Newly appointed on May 27, 2025.

Note: Re-election was held at the annual shareholders' meeting on May 27, 2025.

Description of symbols: V: Attended in person ★: Attended by proxy  
X: Did not attend N/A: Did not take office or was dismissed and did not participate

Note 1: Chia-Ying Ma, Zi-Ming Liu, Yung-Tsung Hung and Ching-I Lu are representatives of Want Want Co., Ltd.

Note 2:

- (1) Where directors or supervisors resign before the end of the year, the "remark" column shall be annotated with the date of resignation. Actual presence (attendance) rate (%) shall be calculated using the number of Directors' Meetings convened and actual presence (attendance) during the term of service.
- (2) If a director or supervisor is re-elected before the end of the accounting year, the names of the current and previous director or supervisor shall be listed and their appointment status and re-election date shall be noted in the "Remarks" column. Their attendance rate (%) to Board session shall be calculated based on the number of meetings called and the actual number of sessions they attended, during the term of office.

**(II) Audit Committee or Attendance of Supervisors at Board Meetings:**

The Audit Committee held 11 meetings (A) in the most recent year; the attendance of independent directors is summarized as follows:

Position	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) [B/A] (Note)	Note
Independent Director	Dong-Liang Wang	11	0	100%	Reelected to a consecutive term on May 27, 2025.
Independent Director	Huang-Chi Liu	11	0	100%	Reelected to a consecutive term on May 27, 2025.
Independent Director	Yu-Fung Ma	6	0	100%	Resigned after re-election on May 27, 2025; required to attend 6 meetings.
Independent Director	Wen-Tsung Chen	5	0	100%	Newly appointed after re-election on May 27, 2025; required to attend 5 meetings.

Other matters to be recorded:

I. With regard to the implementation of the Audit Committee, if any of the following circumstances occurs, the dates, terms of the meetings, contents of motions, all Audit Committee resolutions, and the Company's handling of such resolutions shall be specified.

(I) Circumstances referred to in Article 14-5 of the Securities and Exchange Act:

Date of meeting/session	Resolutions	Resolution results of the Audit Committee	The Company's response to the opinions of the Audit Committee
The 26th meeting of the 3rd term (2025.03.11)	Discussed the 2024 Statement of Internal Control System	All independent directors of the Audit Committee approved and passed the	The Board of Directors adopted the proposal without any objection.

		proposal.	
	Discussed the 2024 Final Statement	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors approved the proposal as submitted and submitted it to the 2025 annual shareholders' meeting for approval.
	Discussed the proposal on CPAs evaluation and performance appraisal, appointment and remuneration	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.
	The proposal on the Statement on Internal Control System of Anti-Money Laundering and Countering the Financing of Terrorism for 2024 issued by the Chairman (Director Chairman), General Manager, Chief Auditor (Auditor), Head of Anti-Money Laundering and Countering the Financing of Terrorism of the Company	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.
The 27th meeting of the 3rd term (2025.03.27)	Amendment to some provisions of the Company's Articles of Association No. 010 "Procedures for Acquisition or Disposal of Assets".	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors approved the proposal as submitted and submitted it to the 2025 annual shareholders' meeting for discussion.
The 28th meeting of the 3rd term (2025.04.30)	About the Company's financial report for Q1 2025	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.
	Amendments to the certain provisions and attachments of the Company's General Principles for Establishing the Company's Pre-Approved Non-Assurance Service Policy	All independent directors of the Audit Committee approved and passed the proposal.	
The 30th meeting of the 3rd term (2025.05.22)	Amendment to some provisions of the Company's internal control system	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.
The 2nd meeting of the 4th term (2025.08.26)	About the Company's financial report for H1 2025	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.
The 3rd meeting of the 4th term (2025.10.31)	About the Company's financial report for Q3 2025	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.
The 5rd meeting of the 4th term (2025.12.23)	Reviewed the Company's "Derivative Financial Commodity Transaction and Risk Management Operating Procedures"	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.
	Amendment to some provisions of the Company's Articles of Association No. 10 "Procedures for Acquisition or Disposal of Assets".	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors approved the proposal as submitted and submitted it to the 2026 annual shareholders' meeting for discussion.
	Amendment to some provisions of the Company's internal control system	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.
The 6th meeting of the 4th term (2026.1.27)	Amended certain provisions of the Company's "Accounting System"	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.
	Case on the reassignment of the Company's attesting actuary	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.

The 7th meeting of the 4th term (2026.3.12)	Discussed the 2025 Statement of internal control system	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.
	Discussed the business report, financial statements, and profit distribution table for 2025.	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors approved the proposal as submitted and submitted it to the 2026 annual shareholders' meeting for approval.
	The proposal on the Statement on Internal Control System of Anti-Money Laundering and Countering the Financing of Terrorism for 2025 issued by the Chairman (Director Chairman), General Manager, Chief Auditor (Auditor), Head of Anti-Money Laundering and Countering the Financing of Terrorism of the Company	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.
The 8th meeting of the 4th term (2026.3.26)	Amendments to the attachments of the Company's General Principles for Establishing the Company's Pre-Approved Non-Assurance Service Policy	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.
	Discussed the proposal on CPAs evaluation and performance appraisal, appointment and remuneration	All independent directors of the Audit Committee approved and passed the proposal.	The Board of Directors adopted the proposal without any objection.

(II) Other matters which were not approved by the Audit Committee but were approved by two-thirds or more of all Directors: None.

II. Regarding recusals of independent directors from voting due to conflicts of interest, the names of the independent directors, contents of motions, reasons for recusals, and results of voting shall be specified: None.

Session (Date)	Subject	Directors Recused	Reasons for Recusal	Voting
-	-	-	-	-

III. Communication between the independent directors, chief internal auditor, and CPAs (including the key items, methods, and results of audit of finances and operations).

Implementation: The Company's internal audit supervisor and accountants, in accordance with regulations, attended the meetings of the Audit Committee to report internal audit business and financial reports in accordance with regulations.

Date	Channels of Communication	Target	Communication Matters	Communication Results	Suggestions from independent directors
2025.3.11	Audit Committee	Chief Auditor	Discussion case: Discussed the 2024 Statement of Internal Control.	After the Chairman consulted all the independent directors present at the meeting, the proposal was passed without objection, and was submitted to the Board for discussion.	No opinions
		CPAs	Discussion case: The Company's Business Report and Financial Statements for 2024.	After the Chairman consulted all the independent directors present at the meeting, the proposal was passed without objection, and was submitted to the Board for discussion.	No opinions
2025.5.22	Audit Committee	Chief Auditor	Discussion case: Proposed amendment to certain provisions of the Company's internal control system.	After the Chairman consulted all the independent directors present at the meeting, the proposal was passed without objection, and was submitted to the Board for discussion.	No opinions
2025.8.26	Audit Committee	CPAs	Discussion case: About the Company's financial report for H1 2025.	After the Chairman consulted all the independent directors present at the meeting, the proposal was passed without objection, and was submitted	No opinions

					to the Board for discussion.	
	2025.12.23	Audit Committee	Chief Auditor	Discussion case: Discussed the Company's 2026 audit plan.	After the Chairman consulted all the independent directors present at the meeting, the proposal was passed without objection, and was submitted to the Board for discussion.	No opinions
		Audit Symposium	Chief Auditor of the Company	Internal Audit Communication	Understood.	No opinions

Note:

- \* If an independent director resigns before the end of the accounting year, the resignation date shall be noted in the "Remarks" column. His or her attendance rate (%) will be calculated on the basis of number of Audit Committee meetings held during his or her tenure and number of such meetings attended.
- \* If any independent director is re-elected before the end of the accounting year, the names of current and previous independent directors shall be listed and their appointment status and re-election date shall be noted in the "Remarks" column. His or her attendance rate (%) will be calculated on the basis of number of Audit Committee meetings held during his or her tenure and number of such meetings attended.

**Supervisors' participation in the operation of the Board of Directors: Not applicable. The Company has established an Audit Committee on June 24, 2016 and no longer has supervisors.**

Note:

- \* Where a supervisor resigns before the end of the fiscal year, the Remark column shall be filled with the supervisor's resignation date, whereas his/her percentage of attendance in person (%) shall be calculated based on the number of meetings held by the Board of Directors and the actual number of meetings attended during his/her term of office.
- \* If a supervisor is re-elected before the end of the accounting year, the names of the current and previous director or supervisor shall be listed and their appointment status and re-election date shall be noted in the "Remarks" column. His or her attendance rate (%) will be calculated on the basis of number of such meetings attended during his or her tenure.

**(III) The Company’s corporate governance operation and its differences from the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons thereof:**

Evaluation Item	Status (Note 1)		Description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
I. Does the Company establish and disclose its corporate governance best-practice principles based on the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies?	V		The Company has established the “Corporate Governance Best Practice Principles”, which is disclosed on the Company’s website, in accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” and the “Corporate Governance Best Practice Principles for Insurance Enterprises”.	No deviation.
II. Shareholding structure & shareholders' rights	V		The Company has established internal control procedures for “stock operations” and has a spokesperson system. The Company has designated specialist staff to handle suggestions, doubts and disputes from shareholders to the Company, and entrusted professional stock agency companies to assist in providing suggestions.	No deviation.
(I) Does the Company establish and implement internal operating procedures to deal with shareholders’ suggestions, doubts, disputes, and litigations?	V		The Company has established internal control procedures for “stock operations” and has a spokesperson system. The Company has designated specialist staff to handle suggestions, doubts and disputes from shareholders to the Company, and entrusted professional stock agency companies to assist in providing suggestions.	No deviation.
(II) Does the Company possess a list of its major shareholders with controlling power as well as the ultimate owners of those major shareholders?	V		The Company has established shareholder service personnel to manage related information and consigned a professional shareholder service agency to provide latest information. No lending behavior between the Company and affiliated enterprises. In accordance with the regulations of the competent authority, the Company has separately formulated the “Procedures for Dealing with Other Transactions Other Than Lending with Interested Parties”, the “Rules Governing Other Transactions Other Than Lending with Interested Parties Handled by the Management Department Authorized by the Board of Directors”, the “Rules Governing Internal Major Information Processing and Prevention of Insider Transaction Management”, the “Procedures for Acquiring or Disposing of Assets”, the “Rules Governing Compliance With Regular Transactions Between the Company and Domestic And Foreign Insurance-Related Businesses, and Prevention of Conflicts of Interest for Insider Transactions” and other relevant regulations for compliance.	No deviation.
(III) Does the Company establish and execute a risk management and firewall system within its affiliates?	V		The Company has established the “Procedures for Handling Material Inside Information and Preventing Insider Transactions”, which prohibits the Company’s internal personnel from buying or selling the Company’s stocks or other nature of securities when they learn of the Company’s major internal information on their own or in the name of others.	No deviation.

Evaluation Item	Status (Note 1)		Description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No		
(IV) Does the Company establish internal rules against insiders using undisclosed information to trade in securities?	V		To ensure legal compliance, Article 10 of the Company's "Corporate Governance Best Practice Principles," as approved by the Board of Directors, expressly prohibits, among other things, directors from trading the Company's shares during the closed period, including the 30 days prior to the announcement of the annual financial report and the 15 days prior to the announcement of each quarterly financial report. In addition to communicating this requirement to directors, it is also posted on the Company's internal website for all employees to follow and publicly disclosed on the Company's official website. In addition, directors and insiders are notified by email that they are prohibited from trading the Company's shares during the closed period, namely the 30 days prior to the announcement of the annual financial report and the 15 days prior to the announcement of each quarterly financial report.	No deviation.
III. Composition and responsibilities of the Board of Directors				
(I) Is the composition of the Board of Directors determined by taking appropriate policy based on diversity and specific management objectives and ensure the actual implementation?	V		In the "Corporate Governance Best Practice Principles", the Company stipulates that the composition of the Board of Directors shall have a diversified principle and policy, and state the basic requirements, professional knowledge and skills and capabilities that the Board of Directors shall have, in order to achieve the ideal goal of corporate governance. For details of diversification, please refer to pages 12-14 of the Company's annual report. The Company currently has an Audit Committee, a Remuneration Committee, a Risk Management Committee, a Sustainable Development Committee, an Accountability Committee and a Corporate Governance and Nomination Committee.	No deviation.
(II) Does the Company voluntarily establish other functional committees in addition to the legally-required Remuneration Committee and Audit Committee?	V		The Company has established a Board of Directors and directors' performance evaluation method as the Board's performance evaluation method. The results of the performance evaluation are reported to the Board of Directors before the first quarter of each year, and the profits are used as the relevant reference basis for directors' remuneration and nomination for renewal.	No deviation.

Evaluation Item	Status (Note 1)		Description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
(III) Does the Company establish standards and methods to evaluate the performance of the Board of Directors, conduct the evaluation annually and regularly, report the results of evaluations to the Board of Directors, and use them as a reference for individual directors' remuneration and nomination and renewal?	V		The Company, in order to maintain the signing CPA's uncompromised independence and to comply with relevant laws and regulations, established standards for assessing a CPA's independence and competence, and annually (once per year) assessed the signing CPA's independence and competence (Note 2).	No deviation.
(IV) Does the Company regularly evaluate the independence of the CPAs?	V		In 2026, the Company reviewed the 2024 Audit Quality Indicators (AQIs) report provided by the signing CPA, evaluating five major dimensions and 13 indicators. The assessment confirmed that the certified public accountants and their affiliated firms excel in audit experience, training hours, and professional support capabilities compared to their peers. Furthermore, they continue to apply digital tools to optimize and enhance audit quality. Based on the resolutions of the Audit Committee and the Board of Directors on March 26, 2026, the 2025 signing CPAs Cheng-Yen Wu, Pei-Ju Tsai and 2026 newly appointed CPAs Ya-Wen Hsiao and Pei-Ju Tsai were confirmed to meet the Company's independence and competency assessment criteria.	No deviation.
IV. Has the Company set up a full-time (part-time) unit or appointed designated personnel to handle governance related affairs (including but not limited to supplying information requested by the directors and supervisors, processing company registration and change of registration and preparing minutes of the board meetings and shareholders' meetings)?	V		The Company has assigned one corporate governance supervisor and one corporate governance officer in accordance with regulations to take charge of corporate governance related matters.	No deviation.

Evaluation Item	Status (Note 1)		Description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
V. Does the Company establish communication channels and a dedicated section on the company website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers) to respond to material corporate social responsibility issues in a proper manner?	V		The communication between the Company and the interested parties is handled by the responsible unit. Also, the Company has formulated the “Procedures for Dealing with Other Transactions Other Than Lending with Interested Parties”, the “Rules Governing Other Transactions Other Than Lending with Interested Parties Handled by the Management Department Authorized by the Board of Directors” and other relevant regulations for mutual compliance. The dedicated unit of the Company handles stock affairs including legal and non-legal issues according to the existing procedure. All shareholders of the Company are able to ask for our stock service via the hotline, email or the Company’s website. The Company has also set up corporate governance zone on the website to provide related parties with information about corporate governance.	No deviation.
VI. Does the Company appoint a professional shareholder service agency to deal with shareholder affairs?	V		The Company has appointed the Department of Stock Affairs at Waterland Securities Co., Ltd. to process affairs related to shareholders meetings.	No deviation.
VII. Information disclosure				
(I) Does the Company have a website to disclose the financial operations and corporate governance status?	V		The Company’s website is: <a href="http://www.wwunion.com">http://www.wwunion.com</a> . In accordance with the “Information Disclosure Management Measures for Property Insurance Industry” promulgated by the Financial Regulatory Commission, we regularly disclose and update relevant financial, business, and corporate governance related matters on the website.	No deviation.
(II) Has the Company established any other information disclosure channels (e.g. maintaining a website in English, designating people to handle information collection and disclosure, appointing spokespersons, webcasting investors' conference, etc.)?	V		The Company has a spokesperson and a deputy spokesperson, and arranges dedicated units responsible for company information collection and disclosure. The significant external announcement shall be made according to regulations in "Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities". The Company has an English website for foreign investors to access relevant information.	No deviation.

Evaluation Item	Status (Note 1)		Description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
(III) Does the Company publicly announce and file the 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?		V	The Company is engaged in financial and insurance business. There are many matters to be disclosed in the financial statements, which takes time to fill in and check, so it fails to announce and declare its annual financial report within two months after the end of the year. However, the financial reports of the first, second and third quarters were all announced and declared in advance before the stipulated period, and the operating situations of each month were all announced and declared in advance before the stipulated period.	The Company is engaged in financial and insurance business. There are many matters to be disclosed in the financial statements, which takes time to fill in and check, so it fails to announce and declare its annual financial report within two months after the end of the year. However, the financial reports of the first, second and third quarters were all announced and declared in advance before the stipulated period, and the operating situations of each month were all announced and

Evaluation Item	Status (Note 1)		Description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
				declared in advance before the stipulated period.
VIII. Is there any other important information to facilitate a better understanding of the Company's corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, 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)?	V		<p>(I) Employee Rights and Interests: The Company's work rules, and internal regulations shall be all handled in accordance with the Labor Standards Law and relevant laws and regulations.</p> <p>(II) Employee Care: In addition to regular annual cash gifts, the Company also provides subsidies to employees for organizing club activities and organizing employee travels from time to time. In addition, when employees and their family members encounter weddings, funerals, celebrations, and injuries, the Company and the Company's Welfare Committee provide gift money or condolences in accordance with the Company's internal regulations. In addition, the Company regularly conducts health checks for employees, and also insures group accident and medical insurance for employees from life insurance companies.</p> <p>(III) Investor Relations: The Company has a spokesperson system. If investors have any questions, they can get in touch with the Company's spokesperson.</p> <p>(IV) Supplier Relations: The Company maintains a fair and harmonious relationship with suppliers, adhering to the principle of fair treatment.</p> <p>(V) Rights of Stakeholders: The relationship between the Company and the interested parties and the exercise of rights shall be processed in accordance with relevant laws and regulations.</p> <p>(VI) Continuing education of directors and supervisors: The directors' continuing education was conducted in accordance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies" in 2025. The situation is as follows:</p>	No deviation.

Evaluation Item	Status (Note 1)		Description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof
	Yes	No		
			<p>(VII) Implementation of risk management policies and risk measurement standards: The risk management of the Company is at a strategic position, and risks are taken into consideration when forming related decisions. The Company identifies, measures, monitors and reports risks through qualitative or quantitative management methods and maintains the possible risks from operating activities within an acceptable range in order to pursue steady operating policy and uphold the spirit of consistent execution. In terms of risk measurement, the Company shall consider the nature, scale and complexity of each business and operating activity, set appropriate quantitative methods or qualitative standards for each type of risk, regularly review various key risk indicators and risk limits, and make layered reporting in accordance with relevant regulations. The Company also formulates “Operational Crisis Response Measures” in accordance with Article 6 of the “Key Points for Handling Financial Institutions’ Operational Crisis”, and has a Risk Management Committee to effectively monitor, manage and respond to various risks that may arise in the course of business operations. In addition to the above measures, the Company has formulated internal regulations associated with risk control, including the “Insurance Risk Management Measures”, the “Catastrophe Risk Management Measures”, the “Provision Risk Management Measures”, the “Asset Liability Coordination Risk Management Measures”, the “Operational Outsourcing Risk Management Principles and Operating Procedures”, the “Key Risk Indicators Notification Operation Method”, the “Market Risk Management Method”, the “Credit Risk Management Method”, the “Liquidity Risk Management Method”, the “Operation Risk Management Method”, the “Emerging Risk Management Method”, the “Climate Change Risk Management Measures”, etc., in order to pay attention to and effectively improve the related matters of risk control at any time.</p> <p>(VIII) Implementation of Customer Policies: The exercise of the rights and obligations of the Company and its customers is in principle handled in accordance with the contractual contents contained in the insurance policy. The Company also has a customer service office and a free customer service line to maintain a smooth communication channel with customers.</p>	

Evaluation Item	Status (Note 1)		Description	Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
			(IX) Purchase of liability insurance for all current members of the Board of Directors: The Company has taken out liability insurance for all directors (including independent directors), with an sum insured of US\$5 million.	
<p><b>IX. Improvements made in the most recent fiscal year in response to the results of corporate governance evaluation conducted by the Corporate Governance Center of the Taiwan Stock Exchange Corporation, and improvement measures and plans for items yet to be improved.</b></p> <p>In the most recent annual release, the Corporate Governance Center published the results of the 11th corporate governance evaluations; the Company was placed in the top 36%~50%.</p> <p>* Corrective actions completed: 1. The Company convened the 2025 Annual Shareholders' Meeting prior to the end of May 2025. 2. Formulated the intellectual property management plan of the Company, and reported its implementation status to the Board of Directors.</p> <p>* Priority strengthening items: Going forward, the Company will, in accordance with overall business development and sustainability trends, prioritize reviewing the direction of supply chain management, continue to focus on related issues such as protection of the environment, occupational safety, and labor equity, and progressively promote the implementation of related sustainability issues to facilitate long term stable development.</p>				

Note 1: Regardless of whether "Yes" or "No" is selected, provide a brief description in the "Description" column.

Note 2: Evaluation Standards for the Independence and Competence of CPAs:

Evaluation Item	Evaluation result	Independence and Competence of CPAs
The CPA is employed by the Company for a regular position, receives a fixed salary, or is its director or supervisor.	No	Yes
CPAs have served as directors, supervisors, managerial officers of the Company, or employees who have a significant influence on visa cases, and have been dismissed for less than 2 years.	No	Yes
The accounting firm and the Company are related parties to each other.	No	Yes
A CPA and the person in charge or manager of the Company have a spouse or second-degree relative relationship.	No	Yes
CPAs or their spouses and minor children have an investment or interest-sharing relationship with the Company.	No	Yes
CPAs or their spouses and minor children have funds to borrow from the Company.	No	Yes
CPAs have been consecutively commissioned for seven years.	No	Yes
Obtained an independent statement issued by the accountant.	Yes	Yes
The quality and timeliness of services, such as auditing and taxation, meet the established requirements.	Yes	Yes
During the assessment year, the Company was subject to litigation or regulatory correction related to its financial reporting.	No	Yes

Evaluation Item	Evaluation result	Independence and Competence of CPAs
During the assessment year, the accounting firm suffered significant damage to its scale or reputation.	No	Yes
The interactions between the CPA and the Company's management and chief internal auditor.	Yes	During the audit process, the CPA maintained interactions with both management and the chief internal auditor, and regularly attended meetings of the Audit Committee and the Board of Directors.

Table:

Position	Name	Accumulated Total Hours	Course Contents			
			Date	Training Institution	Course Name	Hours
Chairman	Chi-Hsiung Hung	11.5	2025/08/28	Taiwan Institute of Directors	Sustainable Transition of the Financial and Insurance Industry in Climate Risk and Social Responsibility	3.0
			2025/09/02	Taiwan Institute of Directors	Best Practices for Implementing Fair Customer Treatment Principles and Inclusive Finance in the Insurance Industry	3.0
			2025/10/31	Union Insurance Co., Ltd.	Information Security Education and Training	1.0
			2025/12/11	KPMG	IFRS 17 Training for the Board of Directors and Supervisors	3.0
			2025/12/23	Union Insurance Co., Ltd.	Anti-money laundering and counter financing terrorism and operational procedures for handling material internal information and preventing insider trading	1.5
Vice Chairman	Shao-Chung Tsai	11.5	2025/08/28	Taiwan Institute of Directors	Sustainable Transition of the Financial and Insurance Industry in Climate Risk and Social Responsibility	3.0
			2025/09/02	Taiwan Institute of Directors	Best Practices for Implementing Fair Customer Treatment Principles and Inclusive Finance in the Insurance Industry	3.0
			2025/10/31	Union Insurance Co., Ltd.	Information Security Education and Training	1.0
			2025/12/11	KPMG	IFRS 17 Training for the Board of Directors and Supervisors	3.0
			2025/12/23	Union Insurance Co., Ltd.	Anti-money laundering and counter financing terrorism and operational procedures for handling material internal information and preventing insider trading	1.5
Independent Director	Dong-Liang Wang	11.5	2025/08/28	Taiwan Institute of Directors	Sustainable Transition of the Financial and Insurance Industry in Climate Risk and Social Responsibility	3.0
			2025/09/02	Taiwan Institute of Directors	Best Practices for Implementing Fair Customer Treatment Principles and Inclusive Finance in the Insurance Industry	3.0
			2025/10/31	Union Insurance Co., Ltd.	Information Security Education and Training	1.0
			2025/12/11	KPMG	IFRS 17 Training for the Board of Directors and Supervisors	3.0
			2025/12/23	Union Insurance Co., Ltd.	Anti-money laundering and counter financing terrorism and operational procedures for handling material internal information and preventing insider trading	1.5
Independent Director	Huang-Chi Liu	17.5	2025/08/12	Taiwan Investor Relations Institute	Essential duties and practical case studies for directors and insiders of listed companies	3.0
			2025/08/28	Taiwan Institute of Directors	Sustainable Transition of the Financial and Insurance Industry in Climate Risk and Social Responsibility	3.0
			2025/09/02	Taiwan Institute of Directors	Best Practices for Implementing Fair Customer Treatment Principles and Inclusive Finance in the Insurance Industry	3.0
			2025/11/10	Taiwan Investor Relations Institute	Strengthened corporate governance and legal compliance through current-events case studies	3.0
			2025/10/31	Union Insurance Co., Ltd.	Information Security Education and Training	1.0
			2025/12/11	KPMG	IFRS 17 Training for the Board of Directors and Supervisors	3.0
			2025/12/23	Union Insurance Co., Ltd.	Anti-money laundering and counter financing terrorism and operational procedures for handling material internal information and preventing insider trading	1.5

Position	Name	Accumulated Total Hours	Course Contents			
			Date	Training Institution	Course Name	Hours
Independent Director	Wen-Tsung Chen	14.5	2025/08/28	Taiwan Institute of Directors	Sustainable Transition of the Financial and Insurance Industry in Climate Risk and Social Responsibility	3.0
			2025/09/02	Taiwan Institute of Directors	Best Practices for Implementing Fair Customer Treatment Principles and Inclusive Finance in the Insurance Industry	3.0
			2025/09/05	Taipei Foundation Of Finance	Blockchain in FinTech: Insights from Stablecoins	3.0
			2025/10/31	Union Insurance Co., Ltd.	Information Security Education and Training	1.0
			2025/12/11	KPMG	IFRS 17 Training for the Board of Directors and Supervisors	3.0
			2025/12/23	Union Insurance Co., Ltd.	Anti-money laundering and counter financing terrorism and operational procedures for handling material internal information and preventing insider trading	1.5
Director	Chia-Ying Ma	20.5	2025/08/12	Taiwan Institute of Directors	Introduction to U.S. tariffs and Advance Pricing Agreements (APA)	3.0
			2025/08/28	Taiwan Institute of Directors	Sustainable Transition of the Financial and Insurance Industry in Climate Risk and Social Responsibility	3.0
			2025/09/02	Taiwan Institute of Directors	Best Practices for Implementing Fair Customer Treatment Principles and Inclusive Finance in the Insurance Industry	3.0
			2025/10/13	Taiwan Institute of Directors	2025 ESG, CSR, and sustainable governance as the prevailing trend	3.0
			2025/11/21	Taiwan Stock Exchange Corporation	2025 Insider Equity Transaction Compliance and Legal Awareness Seminar	3.0
			2025/10/31	Union Insurance Co., Ltd.	Information Security Education and Training	1.0
			2025/12/11	KPMG	IFRS 17 Training for the Board of Directors and Supervisors	3.0
			2025/12/23	Union Insurance Co., Ltd.	Anti-money laundering and counter financing terrorism and operational procedures for handling material internal information and preventing insider trading	1.5
Director	Tzu-Ming Liu	11.5	2025/08/28	Taiwan Institute of Directors	Sustainable Transition of the Financial and Insurance Industry in Climate Risk and Social Responsibility	3.0
			2025/09/02	Taiwan Institute of Directors	Best Practices for Implementing Fair Customer Treatment Principles and Inclusive Finance in the Insurance Industry	3.0
			2025/10/31	Union Insurance Co., Ltd.	Information Security Education and Training	1.0
			2025/12/11	KPMG	IFRS 17 Training for the Board of Directors and Supervisors	3.0
			2025/12/23	Union Insurance Co., Ltd.	Anti-money laundering and counter financing terrorism and operational procedures for handling material internal information and preventing insider trading	1.5
Director	Yung-Tsung Hung	19.5	2025/03/20	Taiwan Academy of Banking and Finance	Corporate Governance Lecture	3.0
			2025/04/17	ITRI	Net-zero emissions, global plastic reduction, and opportunities in the carbon credit market	2.0
			2025/07/09	Taiwan Stock Exchange (TWSE)	Cathay Pacific Sustainable Finance and Climate Change Summit	3.0
			2025/08/28	Taiwan Institute of Directors	Sustainable Transition of the Financial and Insurance Industry in Climate Risk and Social Responsibility	3.0
			2025/09/02	Taiwan Institute of Directors	Best Practices for Implementing Fair Customer Treatment Principles and Inclusive Finance in the Insurance Industry	3.0
			2025/10/31	Union Insurance Co., Ltd.	Information Security Education and Training	1.0
			2025/12/11	KPMG	IFRS 17 Training for the Board of Directors and Supervisors	3.0
			2025/12/23	Union Insurance Co., Ltd.	Anti-money laundering and counter financing terrorism and operational procedures for handling material internal information and preventing insider trading	1.5

Position	Name	Accumulated Total Hours	Course Contents			
			Date	Training Institution	Course Name	Hours
Director	Ching-I Lu	15.5	2025/02/21	Taiwan Corporate Governance Association	Current Global Economy Situation	1.0
			2025/04/15	Taiwan Corporate Governance Association	Case analysis of corporate control disputes	3.0
			2025/08/28	Taiwan Institute of Directors	Sustainable Transition of the Financial and Insurance Industry in Climate Risk and Social Responsibility	3.0
			2025/09/02	Taiwan Institute of Directors	Best Practices for Implementing Fair Customer Treatment Principles and Inclusive Finance in the Insurance Industry	3.0
			2025/10/31	Union Insurance Co., Ltd.	Information Security Education and Training	1.0
			2025/12/11	KPMG	IFRS 17 Training for the Board of Directors and Supervisors	3.0
			2025/12/23	Union Insurance Co., Ltd.	Anti-money laundering and counter financing terrorism and operational procedures for handling material internal information and preventing insider trading	1.5

(IV) Composition, Responsibilities and Operations of the Remuneration Committee

1. **Professional Qualifications and Independence Analysis of Remuneration Committee Members**

Title	Qualifications Name	Professional Qualification and Experience	Independence Criteria	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
Independent Director (convener)	Yu-Fung Ma (Note 1)	<ol style="list-style-type: none"> <li>1. Has the qualification of professional director approved by the FSC, now an assistant professor in the Department of Finance at Shih Chien University.</li> <li>2. There are no restrictions on part-time employment and compliance with Article 3 of the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry".</li> <li>3. Member of the Audit Committee with expertise in accounting and finance, previously an assistant professor at St. John's University with teaching expertise in financial accounting, auditing, and management of financial institutions (banking, securities and futures, insurance).</li> </ol>	<ol style="list-style-type: none"> <li>1. Met the independence requirements for Independent Directors set forth in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.</li> <li>2. I, my spouse, and relatives within the second degree did not serve as Director, Supervisor, or employee of the Company or its affiliates.</li> <li>3. I (including my spouse, my minor children, or shares held in another person's name) held 0 shares, representing 0% of the Company's outstanding shares, and I was not among the Company's shareholders holding more than 1% nor among the top ten natural person shareholders.</li> <li>4. I had not served as a Director, Supervisor, or employee of any company that had a specific relationship with the Company (see Article 3, Paragraph 1, Subparagraphs 5-8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies).</li> <li>5. Complied with the provisions of Article 26-3, Paragraphs 3 and 4, of the Securities and Exchange Act.</li> <li>6. In the past two years, no business, legal, financial, or accounting services were provided to the Company or its affiliates, nor was any remuneration received.</li> </ol>	1
Independent Director (convener)	Wen-Tsung Chen (Note 2)	<ol style="list-style-type: none"> <li>1. Previously served as Director of the Taiwan North District National Taxation Bureau, Ministry of Finance.</li> <li>2. There are no restrictions on part-time employment and compliance with Article 3 of the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry".</li> </ol>	<ol style="list-style-type: none"> <li>1. Met the independence requirements for Independent Directors set forth in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.</li> <li>2. I, my spouse, and relatives within the second degree did not serve as Director, Supervisor, or employee of the Company or its affiliates.</li> <li>3. I (including my spouse, my minor children, or shares held in another person's name) held 0 shares, representing 0% of the Company's outstanding shares, and I was not among the Company's shareholders holding</li> </ol>	1

Title	Qualifications Name	Professional Qualification and Experience	Independence Criteria	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
			<p>more than 1% nor among the top ten natural person shareholders.</p> <p>4. I had not served as a Director, Supervisor, or employee of any company that had a specific relationship with the Company (see Article 3, Paragraph 1, Subparagraphs 5–8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies).</p> <p>5. Complied with the provisions of Article 26-3, Paragraphs 3 and 4, of the Securities and Exchange Act.</p> <p>6. In the past two years, no business, legal, financial, or accounting services were provided to the Company or its affiliates, nor was any remuneration received.</p>	
Independent Director	Dong-Liang Wang	<p>1. Qualified as professional director approved by the FSC and is currently the President of Dong-Liang Wang Law Firm.</p> <p>2. There are no restrictions on part-time employment and compliance with Article 3 of the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry".</p>	<p>1. Met the independence requirements for Independent Directors set forth in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.</p> <p>2. I, my spouse, and relatives within the second degree did not serve as Director, Supervisor, or employee of the Company or its affiliates.</p> <p>3. I (including my spouse, my minor children, or shares held in another person's name) held 0 shares, representing 0% of the Company's outstanding shares, and I was not among the Company's shareholders holding more than 1% nor among the top ten natural person shareholders.</p> <p>4. I had not served as a Director, Supervisor, or employee of any company that had a specific relationship with the Company (see Article 3, Paragraph 1, Subparagraphs 5–8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies).</p> <p>5. Complied with the provisions of Article 26-3, Paragraphs 3 and 4, of the Securities and Exchange Act.</p> <p>6. In the past two years, no business, legal, financial, or accounting services were provided to the Company or its affiliates, nor was any remuneration received.</p>	0

Title	Qualifications Name	Professional Qualification and Experience	Independence Criteria	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
Independent Director	Huang-Chi Liu	<ol style="list-style-type: none"> <li>1. Mr. Liu has the qualification of professional director approved by the FSC and served as a judge of the Taiwan High Court, a judge and presiding judge of the Taipei District Court, and now the managing attorney at the Authenticity Attorneys-at-Law.</li> <li>2. There are no restrictions on part-time employment and compliance with Article 3 of the "Guidelines on Qualifications for Responsible Persons in the Insurance Industry".</li> </ol>	<ol style="list-style-type: none"> <li>1. Met the independence requirements for Independent Directors set forth in Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.</li> <li>2. I, my spouse, and relatives within the second degree did not serve as Director, Supervisor, or employee of the Company or its affiliates.</li> <li>3. I (including my spouse, my minor children, or shares held in another person's name) held 0 shares, representing 0% of the Company's outstanding shares, and I was not among the Company's shareholders holding more than 1% nor among the top ten natural person shareholders.</li> <li>4. I had not served as a Director, Supervisor, or employee of any company that had a specific relationship with the Company (see Article 3, Paragraph 1, Subparagraphs 5–8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies).</li> <li>5. Complied with the provisions of Article 26-3, Paragraphs 3 and 4, of the Securities and Exchange Act.</li> <li>6. In the past two years, no business, legal, financial, or accounting services were provided to the Company or its affiliates, nor was any remuneration received.</li> </ol>	3

Note 1: Resigned after re-election on May 27, 2025.

Note 2: Newly appointed after re-election on May 27, 2025.

**The responsibilities of the Company's Remuneration Committee are as follows:**

- (1) Periodically reviewing the Remuneration Committee Charter and making recommendations for amendments.
- (2) Establishing and regularly reviewing the BOD and upper management's performance evaluation in conjunction with the remuneration policies, systems, standards, and structure.
- (3) Periodically assessing the degree to which performance goals for the directors, supervisors, and managerial officers of this Corporation have been achieved, setting the types and amounts of their individual compensation based on the results of the reviews conducted in accordance with the performance assessment standards.
- (4) Establish performance evaluation and compensation standards for business personnel and for insurance brokers and agents with whom the Company conducts business.

## 2. Operational Status of the Remuneration Committee

- (1) There are three members in the Remuneration Committee of the Company.
- (2) Current Remuneration Committee Term: From May 27, 2025 to May 26, 2028. A total of 7 (A) Remuneration Committee meetings were held in the most recent year. The information and attendance of the members was as follows:

Position	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) [B/A] (Note)	Note
Convener	Yu-Fung Ma	3	0	100%	Resigned after re-election on May 27, 2025; required to attend 3 meetings.
Convener	Wen-Tsung Chen	4	0	100%	Newly appointed after re-election on May 27, 2025; required to attend 4 meetings.
Committee Member	Dong-Liang Wang	7	0	100%	Reelected to a consecutive term on May 27, 2025.
Committee Member	Huang-Chi Liu	7	0	100%	Reelected to a consecutive term on May 27, 2025.

### **Resolutions of the Remuneration Committee in 2025**

#### **Remuneration Committee of Union Insurance Co., Ltd.**

Session/Time Date	Resolutions	Resolution results	The Company's handling of the opinions of the Remuneration Committee
The 16th meeting of the 5th term January 20, 2025	Discussed the performance bonus of the Company's Chairman and General Manager in 2024 and reviewed the appropriateness of the "Performance System and Evaluation Mechanism for Chairman and General Manager"	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	Submitted to the Board of Directors, and after the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
	Discussed the performance evaluation of managerial officers appointed by the Company in 2024 and their year-end bonus	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	Submitted to the Board of Directors, and after the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
The 17th meeting of the 5th term February 26, 2025	Establishment of the Scope and Periodic Evaluation for "Front-line Employees" in 2025	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	The proposal was submitted to the Board of Directors and approved by all directors present.
	Amendments to some provisions of the Company's Articles of Incorporation	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	Submitted to the Board of Directors, and after the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
	Amendments to some provisions of the "Measures of Performance Evaluation for the Board of Directors and Its Members".	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	The proposal was submitted to the Board of Directors and approved by all directors present.
The 18th meeting of the 5th term March 11, 2025	Discussed the 2024 employee and director remuneration distribution plan	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	Submitted to the Board of Directors, and after the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to

			avoid, the proposal was passed without objection.
The 1st meeting of the 6th term June 27, 2025	Discuss the traveling fees and remuneration for the members of the 27th Board of Directors of the Company	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	Submitted to the Board of Directors, and after the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
	Discussion of remuneration distribution case of the Company's appointed managerial officers in 2024	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	Submitted to the Board of Directors, and after the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
The 3rd meeting of the 6th term November 27, 2025	Draft amendments to certain provisions of the "Regulations on Remuneration Payments for Director and Functional Committee Members"	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	The proposal was submitted to the Board of Directors and approved by all directors present.
The 4th meeting of the 6th term December 23, 2025	Amendment to the Scope and Periodic Evaluation for "Front-line Employees" in 2025	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	The proposal was submitted to the Board of Directors and approved by all directors present.
	Draft amendments to certain provisions of the "Regulations on Remuneration Payments for Director and Functional Committee Members"	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	Submitted to the Board of Directors, and after the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
The 5th meeting of the 6th term January 27, 2026	Establishment of the Scope and Periodic Evaluation for "Front-line Employees" in 2026	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	The proposal was submitted to the Board of Directors and approved by all directors present.
	Review the Company's "Remuneration Committee Charter"	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	The proposal was submitted to the Board of Directors and approved by all directors present.
	Discussed the performance bonus of the Company's Chairman and General Manager in 2025 and reviewed the appropriateness of the "Performance System and Evaluation Mechanism for Chairman and General Manager"	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	Submitted to the Board of Directors, and after the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
	Discussed the performance evaluation of managerial officers appointed by the Company in 2025 and their year-end bonus	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	Submitted to the Board of Directors, and after the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.

The 6th meeting of the 6th Board of Directors March 12, 2026	Discussed the 2025 employee and director remuneration distribution plan	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	Submitted to the Board of Directors, and after the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
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Other matters to be recorded:

- I. If the Board of Directors refuses to adopt or amends a recommendation of the Remuneration Committee, the date of the meeting, the session, the contents of the motion, the results of the resolutions by the Board of Directors, and the Company's response to the Remuneration Committee's opinion (e.g., if the remuneration passed by the Board of Directors exceeds the recommendation of the Remuneration Committee, the circumstances and cause for the difference shall be specified) shall be specified: None.
- II. If there are resolutions of the Remuneration Committee to which members object or express reservations, and for which there is a record or declaration in writing, the date of the meeting, the session, the contents of the motion, all members' opinions and the response to members' opinion shall be specified: None.

Note:

- (1) Where a committee member may be relieved from duties before the end of the fiscal year, please specify the date of his/her discharge in the "Remarks" Section. His/her actual attendance rate (%) to the committee meeting shall be calculated based on the number of meetings called and actual number of meetings he/she attended, during his/her term of office.
- (2) If a Remuneration Committee member is re-elected before the end of the accounting year, the names of current and previous members shall be listed and their appointment status and re-election date shall be noted in the "Remarks" column. His or her attendance rate (%) will be calculated on the basis of number of Remuneration Committee meetings held during his or her tenure and number of such meetings attended.

#### (V) Implementation of the Company's Risk Management Committee:

1. The Risk Management Committee of the Company consists of three independent directors.

The main tasks are as follows:

- (1) Formulate risk management policies, structures, and organizational functions, establish quality management and quantitative management standards, and regularly and timely report to the Board of Directors for the implementation of risk management and necessary improvements.
- (2) Execute the Board of Directors' risk management decisions and regularly review the development, implementation, and performance of the Company's overall risk management mechanism.
- (3) Assist and supervise the risk management of each department.
- (4) Assist in reviewing relevant operations related to the formulation of risk limits.
- (5) Adjust the risk category, risk limit allocation, and commitment method depending on the environment.
- (6) Coordinate cross-department interaction and communication of risk management functions.

2. Current Remuneration Committee Term: From May 27, 2025 to May 26, 2028. A total of 3 (A) meetings were held in the most recent year. The attendance was as follows:

Position	Name	Attendance in Person (B)	Attendance by Proxy	Attendance Rate (%) [B/A] (Note)	Note
Convenor/ (Independent Director)	Huang-Chi Liu	3	0	100%	Reelected on May 27, 2025.
Committee member/ (Independent Director)	Dong-Liang Wang	3	0	100%	Reelected on May 27, 2025.
Committee member/ (Independent Director)	Wen-Tsung Chen	3	0	100%	Newly appointed on May 27, 2025.

3. The important proposals discussed at the meeting in the recent fiscal year are as follows:

- (1) Proposal submitted to the Board for the establishment of the "2025 Corporate Risk Appetite", the "2025 Foreign Exchange Risk Limits", and the revision of certain provisions of the "Risk Management Policy and Guiding Principles" in January.

- (2) Discussion and Review of the "2025 Own Risk and Solvency Assessment (ORSA) Supervisory Report" in March
- (3) In June, the Board reviewed and deliberated on the 2025 Climate Change Scenario Analysis Report.
- (4) Quarterly report to the Board of Directors on the Company's overall risk management operations.

(February 2025: "Q4 2024 Risk Management Report", April 2025: "Q1 2025 Risk Management Report", July 2025: "Q2 2025 Risk Management Report", October 2025: "Q3 2025 Risk Management Report")

**(VI) Operations of the Company's Sustainable Development Committee:**

To promote sustainable development goals and policies, and to enhance the Board of Directors' oversight and management of sustainability issues, Union Insurance Co., Ltd. has elevated the "Sustainable Development Committee" to a functional committee under the Board of Directors in 2024. The committee will be chaired by an Independent Director, with three Independent Directors serving as its members. The committee convenes every three months to report on the effectiveness of the execution of ESG (Environmental, Social, and Governance) initiatives. Additionally, it presents an annual report to the Board of Directors detailing the execution status from the previous year and outlining the execution plan for the current year.

1. The primary responsibilities of the Company's Sustainable Development Committee are as follows:
  - (1) Approval of the Corporate Sustainability Annual Plan and Strategic Direction.
  - (2) Supervise the direction of the Company's sustainable development policies and initiatives, and regularly track the progress of their implementation.
  - (3) Regularly assess the implementation status and effectiveness of the Company's sustainable development plans, and report the annual execution results to the Board of Directors each year.
  - (4) Approval of the Framework for Preparing the Sustainability Report.
  - (5) Approval or filing of other matters related to corporate sustainability.
2. Current Remuneration Committee Term: From May 27, 2025 to May 26, 2028. A total of 3 (A) meetings were held in the most recent year. The attendance was as follows:

	Position	Name	Number of Actual Attendance (Appearance) (B)	Attendance by Proxy	Actual Attendance (Appearance) Rate (%) [B/A]	Note
1	Independent Director/ Convenor	Huang-Chi Liu	3	0	100%	Reelected on May 27, 2025.
2	Independent Director/ Committee Member	Dong-Liang Wang	3	0	100%	Reelected on May 27, 2025.
3	Independent Director/ Committee Member	Wen-Tsung Chen	3	0	100%	Newly appointed on May 27, 2025.

3. The important proposals discussed at the meeting in the recent fiscal year are as follows:

Session/Time Date	Resolutions	Resolution results	The Company's response to the opinions of the Sustainable Development Committee
The 1st meeting of the 2nd term 2025.08.26	1. Implementation Status of Sustainable Development from April to June 2025. 2. Preparation of the 2024 Sustainability Report	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	None
The 2nd meeting of the 2nd term 2025.11.27	1. Implementation Status of Sustainable Development from July to September 2025. 2. Amendments to some provisions of the Company's "Sustainable Development Best-Practice Principles"	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	None
The 3rd meeting of the 2nd term 2026.03.12	1. 2025 Sustainable Development Performance and 2026 Sustainable Development Work Plan.	The chairman consulted all shareholders in attendance present, and they voted in favor of the resolution without objection.	None

**(VII) Operations of Accountability Committee:**

In response to the FSC's policy promoting the implementation of the accountability map system in the insurance industry, the Company resolved through a Board of Directors meeting on December 23, 2025, to establish an Accountability Committee as a functional committee under the Board. An independent director serves as the convener, and 3 independent directors serve as members of the Committee. The term of office is the same as that of the Board of Directors, with a three-year term. Members may be re-elected upon completion of their term; however, continuous service shall not exceed three consecutive terms.

1. The Company's Accountability Committee had the following primary responsibilities: The Committee, acting under the authorization of the Board of Directors and with the due care of a prudent administrator, shall faithfully perform the following duties and submit its recommendations to the Board of Directors for approval:
  - (1) Review of the investigation report.
  - (2) Resolution on the accountability case.
2. Current Remuneration Committee Term: From December 23, 2025 to May 26, 2028. A total of 0 (A) meetings were held in the most recent year. The attendance was as follows:

	Position	Name	Number of Actual Attendance (Appearance) (B)	Attendance by Proxy	Actual Attendance (Appearance) Rate (%) [B/A]	Note
1	Independent Director/ Convener	Dong-Liang Wang	N/A	N/A	N/A	The Accountability Committee was established on December 23, 2025. No meetings were convened during 2025.
2	Independent Director/ Committee Member	Huang-Chi Liu	N/A	N/A	N/A	
3	Independent Director/ Committee Member	Wen-Tsung Chen	N/A	N/A	N/A	

- The important proposals discussed at the meeting in the recent fiscal year: None.

**(VIII) Operation of the Corporate Governance and Nomination Committee**

- The Company's Corporate Governance and Nomination Committee had the following primary responsibilities:
  - Handled the nomination of candidates for Director and Independent Director of the Company, and reviewed the qualifications of the Director and Independent Director candidates.
  - Established standards for the professional knowledge, skills, experience, gender and other aspects of diverse backgrounds, and for independence, required of members of the Board of Directors, Independent Director, and senior managerial officers; and, on that basis, identified, evaluated, and nominated candidates for Director, Independent Director, and senior managerial officers.
  - Conducted an assessment of the independence of the Independent Director.
  - Establish and periodically review the directors' continuing education plan, as well as the succession plans for directors and senior executives.
  - Established and amended the Company's Corporate Governance Best Practice Principles.
- Current Remuneration Committee Term: From December 23, 2025 to May 26, 2028. A total of 0 (A) meetings were held in the most recent year. The attendance was as follows:

	Position	Name	Number of Actual Attendance (Appearance) (B)	Attendance by Proxy	Actual Attendance (Appearance) Rate (%) [B/A]	Note
1	Chairman/ Convener	Chi-Hsiung Hung	N/A	N/A	N/A	The Corporate Governance and Nomination Committee was established on December 23, 2025. No meetings were convened during 2025.
2	Director/ Committee Member	Tzu-Ming Liu	N/A	N/A	N/A	
3	Independent Director/ Committee Member	Dong-Liang Wang	N/A	N/A	N/A	
4	Independent Director/ Committee Member	Huang-Chi Liu	N/A	N/A	N/A	
5	Independent Director/ Committee Member	Wen-Tsung Chen	N/A	N/A	N/A	

- The important proposals discussed at the meeting in the recent fiscal year: None.

**(IX) Chief Corporate Governance Officer:**

1	Name /Professional Title of the Chief Corporate Governance Officer	Tai-Lung Chen/Deputy General Manager
2	Date of Adoption by the Board of Directors	The 38th meeting of the 24th Board of Directors on 5/21/2019
3	Eligibility conditions	In accordance with Article 23 of the "Key Points for the Establishment and Exercise of Functions and Powers of the Board of Directors of Listed Companies of Taiwan Stock Exchange Co., Ltd.", he has been in charge of legal affairs, compliance with laws and regulations and corporate governance related affairs in financial related institutions and public companies for more than three years.
4	Concurrent employment	Human Resource and Legal Department Supervisor (concurrent)

5	Terms of reference	<p>(1) To handle communication and contact matters between the controlling shareholders and the Company in accordance with the law.</p> <p>(2) Execute related affairs for the Board of Directors, Audit Committee, Remuneration Committee and shareholders' meetings.</p> <p>(3) Prepare meeting minutes for the meetings of the Board of Directors, Audit Committee, Remuneration Committee and shareholders' meetings.</p> <p>(4) Assist directors in taking office and continuing education.</p> <p>(5) Provide data necessary for directors to perform their business.</p> <p>(6) Assist directors to comply with laws and regulations.</p> <p>(7) Report to the Board of Directors on the examination results of the qualifications of independent directors during the nomination, election, and tenure period in accordance with relevant laws and regulations.</p> <p>(8) Handle matters related to director changes.</p> <p>(9) Other matters stipulated in the articles of association or contract.</p>																																																																																													
6	Key points of annual business execution	<p>(1) The board members are regularly informed about the latest legal and regulatory developments in the company's business areas and corporate governance.</p> <p>(2) According to the Corporate Governance Best Practice Principles, Independent Directors assist in arranging meetings with the head of internal audit or CPAs when necessary to meet and understand the Company's financial operations.</p> <p>(3) Develop annual training plans and organizing courses for Independent Directors and Directors. All Directors completed the annual education courses and required hours for 2025.</p> <p>(4) Handle matters related to the Board of Directors to facilitate the proceedings of the meetings, including providing the necessary information for Board of Directors and directors to carry out their duties, scheduling agendas, sending meeting notifications, and preparing minutes.</p> <p>(5) Assist in handling matters related to the operation of the shareholders' meeting.</p> <p>(6) Conduct 2025 evaluations of the performance of the Board of Directors as a whole, individual directors and each functional committee and submit the evaluation results to the Board of Directors for review and improvement.</p> <p>(7) To handle communication and contact matters between the controlling shareholders and the Company in accordance with the law.</p> <p>(8) Handle the re-election of the 27th Board of Directors of the Company and assist Directors with matters related to assuming office.</p> <p>(9) Handle the establishment of an Accountability Committee, a corporate governance and Nomination Committee, and other functional committees.</p> <p>For the performance of the Chief Corporate Governance Officer's duties, please refer to this annual report "IV. Implementation of Corporate Governance" (p. 31-36).</p>																																																																																													
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**Implementation of Promoting Sustainable Development and Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof**

Promotion Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
I. Does the Company establish a governance structure to promote sustainable development, and set up a full-time (part-time) unit to promote sustainable development, which is authorized by the Board of Directors to be handled by senior management, and the supervision of the Board of Directors?	v		<p>To strengthen its sustainable development management, the Company established the “Corporate Social Responsibility Committee” in 2015, which was renamed the “Sustainable Development Committee” in 2022. To further enhance the Board’s oversight of sustainability issues, the “Sustainable Development Committee” was upgraded in 2024 to a functional committee under the Board of Directors. An independent director serves as the convener, and the Committee holds regular meetings every three months to report on ESG-related implementation performance. The Marketing and Planning Department serves as the dedicated unit, staffed by both full-time and part-time personnel, to promote sustainable development.</p> <p>The Sustainable Development Committee sets up corporate governance, customer care, employee care, environmental sustainability, social welfare and goods and services groups. The groups discuss the implementation guidelines from time to time to implement the promotion of sustainable development. Its membership and work duties are as follows:</p> <ol style="list-style-type: none"> <li>1. Corporate Governance-The Compliance Office, Auditing Office, Board Secretary Office, Risk Management Department, and Accounting Department are responsible for ethical corporate management, organizational strategy, risk management, legal compliance, internal control, and maintenance of shareholder rights.</li> <li>2. Customer Care-The Individual Insurance Claims Department, Corporate Insurance Claims Department, Information Department, Risk Management Department, each insurance department, Customer Service Center and other departments are responsible for customer relationship maintenance, customer information confidentiality, information security, consumer rights protection, and other related matters.</li> <li>3. Employee Care-The Human Resource Department and the General Affairs Department are responsible for employee compensation and benefits, functional management, labor relations, employee education and trainings, and the creation of a friendly employment environment.</li> <li>4. Environmental Sustainability - The General Affairs Department and Risk Management Department are mainly responsible for environmental protection, pollution reduction, green procurement, supply chain management, and climate change response measures.</li> <li>5. Social Welfare - The Marketing Planning Department and the General Affairs Department are mainly responsible for the promotion of micro insurance, vulnerable care, community participation in public welfare activities, culture and sports, financial promotion, environmental protection issues, etc.</li> <li>6. Goods and services - The Information Department is primarily responsible for enhancing digital financial services, while each Insurance Department is responsible for developing green insurance products related to sustainability and renewable energy.</li> </ol>	No deviation

Promotion Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof						
	Yes	No	Description							
			<p>The Sustainable Development Committee convened four meetings in 2025, and one meeting has been held as of March 2026. In addition to tracking the implementation results of each group, it also identifies sustainable issues of concern to the company's operation and stakeholders, in order to check whether the annual implementation plan needs to re-formulate the coping strategy and implementation plan, in order to ensure that the sustainable development strategy is fully implemented in the company's daily operation. On March 12, 2026, the Committee reported to the Board of Directors the results of implementation in 2025, the status of stakeholder communications and the implementation plan for 2026.</p> <p>The Board of Directors supervises the Sustainable Development Committee in promoting sustainable development, including the assessment and review of sustainable development indicators, related risk policies and response strategies, the risks and opportunities of the four core elements of the Task Force on Climate-Related Financial Disclosures (TCFD) framework, and their disclosure in the sustainability report, as well as the implementation plan and improvement items of the corporate governance evaluation, the analysis of core competitiveness issues and review of countermeasures, the corporate In addition, we will also disclose in the sustainability report the implementation plan and improvement plan of the corporate governance evaluation, analysis of the company's core competitiveness and review of countermeasures, the strategic map of sustainable management and the achievement of target control, and the education, training, promotion and commitment of honest management.</p>							
II. Has the Company assessed the environmental, social, and corporate governance risks related to its operations based on the principle of materiality and established related risk management policies or strategies?	v		<p>The data disclosed in this report is from January 2025 to December 2025, with the Company's ESG management and achievements as the main focus. The boundary of the risk assessment is all operating activities in Taiwan, and the relevant data and explanations are mainly the head office and branches. The Company's Sustainable Development Committee follows the AA1000 SES Stakeholder Engagement Standard to identify 12 categories of stakeholders that are highly relevant to the organization's operational impacts. The committee also integrates the material topic analysis process outlined in the GRI Universal Standards 2021. A survey was conducted to understand the perspectives of senior management and stakeholders on various sustainability topics, while also taking financial materiality into consideration. The Company has established a management policy based on the information requirements of the GRI Standards, positioning it as the core of our sustainable development efforts. This aims to facilitate communication with stakeholders and guide the development of related risk management policies and strategies. The specific details are as follows:</p> <table border="1"> <thead> <tr> <th>Material Issue</th> <th>Risk Assessment</th> <th>Explanation</th> </tr> </thead> <tbody> <tr> <td>Environment</td> <td>Corporate Environmental Protection and Sustainable Development</td> <td> <ol style="list-style-type: none"> <li>1. Formulate the "Corporate Environment, Energy-saving and Carbon-Reduction Management Measures", and annually count greenhouse gas emissions and water consumption, and continue to implement energy-saving and carbon-reduction policies.</li> <li>2. Incorporate climate change risk management into the overall risk management policy and integrate it into the Company's current overall risk management procedures and mechanisms.</li> </ol> </td> </tr> </tbody> </table>	Material Issue	Risk Assessment	Explanation	Environment	Corporate Environmental Protection and Sustainable Development	<ol style="list-style-type: none"> <li>1. Formulate the "Corporate Environment, Energy-saving and Carbon-Reduction Management Measures", and annually count greenhouse gas emissions and water consumption, and continue to implement energy-saving and carbon-reduction policies.</li> <li>2. Incorporate climate change risk management into the overall risk management policy and integrate it into the Company's current overall risk management procedures and mechanisms.</li> </ol>	No deviation
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Promotion Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>3. Promote energy-friendly activities, implement green procurement policies, and mitigate environmental impacts in order to achieve the goal of sustainable operation.</p>	
		Social	<p>Employee rights protection, talent cultivation and occupational safety and health</p> <p>In order to maintain the health of employees and create a good working environment, the Company has formulated the “Occupational Safety and Health Work Code”, the “Occupational Safety and Health Management Plan”, the “Office Air Quality Monitoring Implementation Plan”, and established the General Affairs Department to take charge of labor safety affairs.</p>	
		Corporate Governance	<p>Compliance</p> <p>1. Stable and sound corporate governance ensures the sustainable development of the corporate organization. The Company safeguards the rights and interests of its shareholders and other interested parties and formulates the “Corporate Governance Best Practice Principles”, the “Policy on Ethical Corporate Management”, the “Codes of Ethical Conduct”, the “Operational Crisis Response Measures”, "Procedures for Handling Transactions with Stakeholders Other Than Loans" and "Operational Guidelines for Financial Transactions between the Company and Related Parties".</p> <p>2. Also, the Company has formulated the “Principles for Fair Treatment of Customers” and formed an “Implementation Team for Promoting Fair Treatment of Customers Plan” to ensure that every customer can receive fair and undifferentiated treatment.</p> <p>3. We ensure all promotion and execution of the Company’s various businesses in line with the relevant laws and regulations by implementing the mechanism of internal control system.</p>	
			<p>Strengthen the functions of Directors</p> <p>The Company arranges a variety of continuing education courses for its board members to enhance decision-making quality, strengthen supervisory capabilities, and ultimately improve the effectiveness of the Board of Directors. The training topics include: ESG Sustainable Development Trends and the TNFD Framework for Nature-related Risks, IFRS 17 Training for the Board of Directors and Supervisors, Applying the Principle of Fair Treatment of Customers to Senior-Friendly Services and the Prevention of Financial Exploitation, Operational Procedures for Handling Material Internal Information and Preventing Insider Trading, Anti-Money Laundering and Countering the Financing of Terrorism, and Information Security Education and</p>	

Promotion Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>Training, etc. These initiatives ensure the operational effectiveness of the Board and provide a diversified understanding of sustainability-related issues, aligning the Board with international trends.</p> <p>Stakeholder Communication Through multiple communication channels, understand and collect the issues concerned by stakeholders, respond to the issues concerned quickly and appropriately according to the importance and priority of the issues concerned by stakeholders, maintain a good and smooth communication channel, and obtain valuable advice and suggestions through Union Insurance Co., Ltd. in the process of communication with stakeholders, so as to truly understand the substantive needs and expectations of stakeholders, In order to identify the potential risks and management opportunities faced by the enterprise, and truly safeguard the rights and interests of stakeholders and trust in Union Insurance Co., Ltd., Union Insurance Co., Ltd. will continue to revise and improve to meet the enterprise's sustainable business philosophy.</p>	
III. Environmental Issues (I) Has the Company established an appropriate environmental management system based on its industrial characteristics?	v		The Company is an insurance industry, not in a major pollution and energy consuming industry, but the Company still regards environmental protection as the key point of a sustainable enterprise. Therefore, the Enterprise Environment and Energy Conservation and Carbon Reduction Management Measures is formulated. The General Affairs Department is responsible for drafting, promoting and maintaining relevant environmental management systems and specific action plans. In addition, the Company has established the “Corporate Environmental Protection and Energy Conservation and Carbon Reduction Management Guidelines,” and held environmental education and guidance for all colleagues.	No deviation
(II) Does the Company strive to improve energy efficiency and use recycled materials with low impact on the environment?	v		Promote the concepts of power saving, water saving, and paper reduction to employees on a regular basis, and implement environmental protection concepts in daily work, including replacing office lighting equipment with LED lamps, replacing old power-consuming air conditioners and electrical appliances, and replacing the equipment that complies with environmental protection standards. Computer equipment procurement must comply with the principles of green procurement; photocopying paper is made from crops, natural forests are not cut down, and raw materials are collected by planting trees by themselves.	No deviation

Promotion Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof																						
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(III) Does the Company evaluate the potential risks and opportunities of climate change for its business now and in the future, and take relevant measures to address them?	v		In order to attach importance to climate change issues and management, the Company integrates climate change risks into the overall “Risk Management Policy and Guiding Principles”, takes the identified climate related risks as the basis for the formulation of risk acceptance and operation plan investigation, and is continuously supervised by the Board of Directors to ensure the effectiveness of risk management and bear the ultimate responsibility of overall risk management. In addition, the Company initiates climate change risk management procedures every year. The “Climate Change Risk Management Team” assesses potential risks and opportunities that climate change may bring, develops appropriate response measures, and integrates relevant information into risk management in the report, which shall be submitted to the Risk Management Committee and the Board of Directors. The Company's assessment of climate-related risks and opportunities, along with the corresponding response measures, is detailed in this annual report's Climate-Related Information of TWSE & TPEX Listed Companies.	No deviation																						
(IV) Does the Company collect data for greenhouse gas emissions, water usage and waste quantity in the past two years, and set greenhouse gas emissions reduction, water usage reduction, and other waste management policies?	v		<p>Greenhouse Gas Emissions:</p> <p>1. The carbon emissions for 2024 are calculated using the operational control approach, covering 39 operational sites: the head office, 13 branch offices, 16 service centers, and 9 communication offices.</p> <p>2. The carbon emissions for 2025 are calculated using the operational control approach, covering 39 operational sites: the head office, 13 branch offices, 16 service centers, and 7 communication offices. The ISO 14064-1 greenhouse gas inventory report is expected to be completed by the end of August 2026.</p> <p>In 2024, the Company included Scope 1 direct emissions sources, such as emissions from company vehicles, refrigerant leakage, and Scope 3 indirect emissions sources, such as emissions from employee business travel. In 2025, employee commuting was included among scope 3 indirect emissions sources.</p> <table border="1"> <thead> <tr> <th>Plant area</th> <th>Scope</th> <th>Unit</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td rowspan="4">Head Office/Branches</td> <td>Scope 1</td> <td>metric tons CO2e</td> <td>259.6877</td> <td>639.9756</td> </tr> <tr> <td>Scope 2</td> <td>metric tons CO2e</td> <td>619.8512</td> <td>786.5240</td> </tr> <tr> <td>Scope 3</td> <td>metric tons CO2e</td> <td>49.1731</td> <td>406.1118</td> </tr> <tr> <td>Total</td> <td>metric tons CO2e</td> <td>928.712</td> <td>1834.6114</td> </tr> </tbody> </table> <p>The Company's major carbon emissions are generated from purchased electricity. Therefore, we focus on energy-saving measures. The head office, branch offices, and communication offices regularly clean and maintain air conditioning filters to ensure optimal cooling efficiency, reduce electricity consumption, and gradually replace outdated and inefficient air conditioning equipment. We procure equipment with environmental protection labels, energy-saving labels, water-saving labels, and high EER (Energy Efficiency Ratio) ratings. Additionally, an automatic inspection plan has been established and is being effectively implemented.</p>	Plant area	Scope	Unit	2024	2025	Head Office/Branches	Scope 1	metric tons CO2e	259.6877	639.9756	Scope 2	metric tons CO2e	619.8512	786.5240	Scope 3	metric tons CO2e	49.1731	406.1118	Total	metric tons CO2e	928.712	1834.6114	No deviation
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			<p>Water Consumption:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Unit</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Tap Water</td> <td>million liters</td> <td>13,992</td> <td>13,555</td> </tr> <tr> <td>per capita water consumption</td> <td>million liters per capita</td> <td>12.4</td> <td>12.4</td> </tr> </tbody> </table> <p>In 2024, the Company upgraded to bidet toilets to improve the comfort of the employees' working environment. As a result, there has been an increase in water usage. However, this change has led to a reduction in the amount of toilet paper waste. This year, we will gradually replace faucets with water-saving models.</p>		Year	Unit	2024	2025	Tap Water	million liters	13,992	13,555	per capita water consumption	million liters per capita	12.4	12.4	
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IV. Social Issues (1) Does the Company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	v		<p>The Company attaches great importance to labor rights and interests, recognizes and supports the principles disclosed in international human rights conventions such as the United Nations Universal Declaration of Human Rights, the United Nations Global Covenant and the Convention of the International Labour Organization. The "Human Rights Policy of Union Insurance Co., Ltd." was approved by the Board of Directors and published on the company's website, formulates relevant labor and ethics policies in accordance with its guidelines, and regularly holds labor and capital meetings and employee welfare committees, Communicate and exchange on the promotion of labor capital cooperation, coordination of labor capital relations, improvement of working conditions and labor welfare planning issues, so as to build a diversified and inclusive friendly workplace. When the Company has major operational changes that affect the rights and interests of employees, advance notice will be handled in accordance with labor-related laws and regulations, and explanations will be made to employees in a timely manner.</p> <p>The human rights policy or procedure related training courses in 2025 include anti-corruption, anti bribery, honest operation, personal asset protection and information security. The total number of employees trained is 17,308, the total number of training person hours is 29,504.5 hours, and the employee training rate is 100%.</p> <p>The Company's human rights management policies and specific plans are summarized as follows:</p> <table border="1"> <thead> <tr> <th>Human rights management policy</th> <th>Specific scheme</th> </tr> </thead> <tbody> <tr> <td>Provide a safe and healthy working environment Assist employees in maintaining their physical and mental health, as well as achieving a work-life balance.</td> <td>Please refer to V for the relevant instructions of "Protective Measures for Work Environment and Employees' Personal Safety" in industrial relations. Offer a free health examination every two years, which goes beyond legal requirements. A complete and well-structured promotion channel. Paid birthday leave and hospitalization care leave are provided.</td> </tr> </tbody> </table>		Human rights management policy	Specific scheme	Provide a safe and healthy working environment Assist employees in maintaining their physical and mental health, as well as achieving a work-life balance.	Please refer to V for the relevant instructions of "Protective Measures for Work Environment and Employees' Personal Safety" in industrial relations. Offer a free health examination every two years, which goes beyond legal requirements. A complete and well-structured promotion channel. Paid birthday leave and hospitalization care leave are provided.	No deviation								
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Promotion Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			Prohibit forced labor and abide by the labor laws and regulations of the local government	Implement the leave system, encourage employees to pay attention to the balance between work and life, and regularly remind employees of the number of days they should take leave.
(II) Does the Company establish and implement reasonable employee welfare measures (including salary, leave and other benefits) and appropriately reflect operational performance or results in employee compensation?	v		<p>1. The Company's employee remuneration includes monthly salary, year-end bonus and employee remuneration. Year-end bonuses are distributed based on the Company's operating performance and individual employee performance for the year, and employee remuneration is based on the Company's Articles of Incorporation. If the Company had a profit for the year, at least 1 percent of profits should have been allocated to employee remuneration, and frontline employee remuneration must not have been less than 0.5 percent. However, if there are still accumulated losses, certain profits shall first be allocated to make up for accumulated losses, then the remaining balance shall be made available to allocate any bonuses or compensations.</p> <p>2. The Company has established an Employee Welfare Committee. In 2025, the Company allocated nearly NT\$16.86 million for employee welfare funds. In accordance with relevant labor laws and regulations, the Company has implemented various employee welfare measures. The welfare initiatives jointly organized by the Employee Welfare Committee, the General Affairs Department, and the Human Resources Department are listed below:</p> <p>(1) Various types of gift money/subsidies: Year-end bonus, gift money for three Chinese festivals, birthday gift money, wedding gift money, maternity allowance, injury and illness condolences and funeral condolences.</p> <p>(2) Activity subsidies: Domestic employee travel, company and association subsidies, employee education and training, and year-end party.</p> <p>(3) Other benefits: Employee stock trust, paid leave for employees' children's new school enrollment and graduation ceremonies, paid birthday leave, paid hospital care leave, discounts for employee shopping, health check-ups and group insurance.</p> <p>3. The Company is committed to creating a family friendly inclusive workplace, caring for the physical, mental and family health of each employee, hoping to build a friendly workplace, so that employees have peace of mind during pregnancy and childbirth, and expecting employees to achieve a balance of body, mind and spirit between work and family.</p> <p>The Company provides employees with maternity leave, paternity leave, family care leave, and prenatal rest leave in accordance with legal regulations, in order to create a supportive environment for reproduction. Additionally, employees are eligible for a childbirth subsidy of NT\$10,000 per child. The Company also offers benefits such as "Child's Graduation Ceremony Leave" and "Child's New Student Enrollment Leave". Employees' children who are graduating this year can apply for one day of paid leave for the graduation ceremony by submitting the invitation letter or relevant proof. Similarly, employees' children under 8 years old who are starting kindergarten or elementary school can apply for one day of paid leave for the first day of school by submitting the admission notice or relevant proof. This policy</p>	No deviation

Promotion Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			<p>encourages employees to be actively involved in their children's growth process and promotes a healthy work-life balance.</p> <p>When employees of the Company have childcare needs, they are free to apply for parental leave, enabling them to maintain a healthy work-life balance without any concerns. In 2025, there were a total of 20 individuals eligible for parental leave (9 males and 11 females). Out of these, 9 individuals (2 males and 7 females) actually applied for parental leave.</p>	
(III) Does the Company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis?	v		<ol style="list-style-type: none"> <li>1. A regular employee health examination was conducted every two years.</li> <li>2. An evacuation drill was conducted each April, and fire safety training sessions were conducted in April and November.</li> <li>3. The Company established the "Occupational Safety and Health Code," and employees were required to complete internal training courses annually in accordance with the regulations.</li> <li>4. The Company established an "Automatic Inspection Program" under which vehicles, drinking-water dispensers, generators, air-conditioning equipment, and AED units each underwent periodic safety inspections and maintenance at varying intervals measured in months or years.</li> <li>5. Health education articles were posted on the Company's intranet at a rate of two articles per week.</li> <li>6. Office carbon dioxide concentrations were measured once every three months and served as the basis for air quality improvement. Regularly inspect the lighting, air-conditioning, and fire-fighting equipment in the working environment to maintain the cleanliness of the environment. Regularly conduct check-ups for employees, and hire workplace nurses to provide health consultations and conduct occupational health and safety seminars. Also cooperate with the government's major epidemic announcement and publicity. However, there is no relevant certification at present.</li> <li>7. In 2025, the number of employees suffering from occupational accidents was 0. The number of employees suffering from occupational disasters was 0, accounting for 0% of the total number of employees at the end of the year, and there was 0 fire incidents. The Company conducted 1,090 occupational safety and health education and training for employees in 2025, with a training rate of 100%.</li> </ol>	No deviation
(IV) Has the Company established an effective competency development career training program for employees?	v		<p>In addition to the "general knowledge" and professional courses for new recruits, the company's education system also includes "functional education and training", "class education and training", "project knowledge education and training" and "knowledge sharing self inspiration education and training". Through different functional training, new recruits can accelerate their familiarity with the work content and integrate into the Company culture, so as to condense the centripetal force of the Company. In addition, it can also pass on practical experience through course interaction and advanced predecessors in the workplace, establish a good and correct working attitude and concept, and greatly shorten the labor pains in the workplace. For senior employees, Union Insurance Co., Ltd. encourages students to step out of the comfort zone, learn new skills and improve their competitiveness. In order to make the Company transfer smoothly from generation to generation, an agent system is established through department rotation, so as to cultivate and strengthen</p>	No deviation

Promotion Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof																									
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			<p>personal communication management skills and problem-solving ability, and improve the overall human resource quality of the Company. In 2025, the average annual training hours per person were 37.73 hours, with a total of 22,761 participants and a total of 41,274.8 hours.</p> <table border="1"> <thead> <tr> <th>Position Level</th> <th>Male</th> <th>Female</th> <th>Total Hours</th> <th>Average Hours</th> </tr> </thead> <tbody> <tr> <td>Management employee</td> <td>7,147.80</td> <td>5,763.00</td> <td>12,910.80</td> <td>50.43</td> </tr> <tr> <td>General employee</td> <td>11,236.50</td> <td>17,127.50</td> <td>28,364.00</td> <td>33.85</td> </tr> <tr> <td>Total Hours</td> <td>18,384.30</td> <td>22,890.50</td> <td>41,274.80</td> <td></td> </tr> <tr> <td>Average Hours</td> <td>39.45</td> <td>36.45</td> <td>37.73</td> <td></td> </tr> </tbody> </table>	Position Level	Male	Female	Total Hours	Average Hours	Management employee	7,147.80	5,763.00	12,910.80	50.43	General employee	11,236.50	17,127.50	28,364.00	33.85	Total Hours	18,384.30	22,890.50	41,274.80		Average Hours	39.45	36.45	37.73		
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(V) Does the Company comply with relevant laws and regulations and international standards, and has a policy and complaint procedure to protect the rights of consumers or customers with respect to the health and safety of customers, customer privacy, marketing and labeling of products and services?	v		<p>The Company provides insurance products to compensate policyholders for losses incurred due to insurance events. All marketing materials, application forms, policy terms, and premium rates for the products offered are handled in accordance with relevant insurance regulations. Regarding product marketing materials, in addition to strictly complying with relevant government regulations, the Company has also established internal "Guidelines for the Management of Advertising, Business Solicitation, and Promotional Materials" to ensure staff compliance. All services provided to policyholders are carried out in compliance with the "Personal Data Protection Act". The Company has implemented an Information Security Management System (ISMS) and obtained ISO 27001:2022 certification for information security management. Additionally, a Personal Information Management System (PIMS) has been established, and the Company has been certified with the BS 10012 for personal data protection. In order to safeguard the rights and interests of financial consumers, the Company has established the "Financial Consumption Dispute Resolution System", which has been approved and implemented by the Board of Directors, set up a "Policyholder Service and Appeal Center" to handle customer complaints, provided a 24-hour 0800 toll-free hotline. Also, the Company has "Contact Us" on its official website, providing all-weather insurance professional services.</p>	No deviation																									
(VI) Has the Company formulated supplier management policies that require suppliers to comply with relevant regulations on environmental protection,	v		<p>In order to work with contractors to implement corporate social responsibility, promote sustainable environmental development and safeguard basic human rights, the Company regularly visits outsourced printing companies every year to ensure that they meet the requirements of environmental protection and maintenance of labor standards. For the procurement of information equipment and electrical equipment, manufacturers are also required to provide products with environmental protection and energy saving labels, in order to jointly promote environmental protection with suppliers, reduce environmental impact, and achieve the goal of environmentally sustainable operation.</p>	No deviation																									

Promotion Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
occupational safety and health and labor rights, and requested their reporting on the implementation of such issues?				
V. Has the Company prepared reports that reveal non-financial information, such as sustainable development reports, with reference to international reporting standards or guidelines? Are the reports certified or assured by a third-party accreditation body?	v		The Company's sustainability report is prepared in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021 published by the Global Sustainability Standards Board, the Climate-Related Financial Disclosures for Insurance Sector, and the Insurance Industry Standards of the Sustainability Accounting Standards Board (SASB), and the Company has commissioned KPMG to conduct independent limited assurance for Union Insurance Co., Ltd. in accordance with the first to fourth items that should be disclosed by the financial and insurance industry in accordance with Paragraph 3, Article 4 of the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies and the Assurance Standard Bulletin No. 1 "Assurance Cases That Are Not Historical Financial Information Audit or Review" issued by the Accounting Research and Development Foundation (formulated concerning the International Standard on Assurance Engagements (ISAE) 3000), and on the assurance subject-matter information disclosed under the insurance standards issued by the Sustainability Accounting Standards Board (SASB). The statement of assurance opinions is expected to be obtained by the end of June 2025. Sustainability reports from previous years are publicly available on the company's official website: <a href="https://www.wwunion.com/?p=16085">https://www.wwunion.com/?p=16085</a>	No deviation
VI. If the Company has its own code of practice for sustainable development in accordance with the Sustainable Development Best Practice Principles of TWSE/TPEX-Listed Companies, please describe the differences between its operation and the code: The Company passed the "Corporate Social Responsibility Principles" and "Corporate Social Responsibility Policy" at the 27th Meeting of the 23rd Board of Directors on July 30, 2015. In response to the amendment of laws and regulations, it was approved at the 33rd meeting of the 25th session of the board of directors on January 19, 2022 to amend the name to "Sustainable Development Best-Practice Principles" and "Sustainable Development Policy". There is no deviation between the Company's actual operations and these principles and policies.				
VII. Other important information to help understand the implementation of sustainable development: The Company participates in activities related to community development, charitable organizations and local government organizations through in kind donations.				
Driving goals	Action	Implementation results		
Social co-prosperity Through charitable involvement, Union Insurance Co., Ltd. upholds the spirit of "giving back to society what is taken from society," by supporting underprivileged groups in the community. We hope to support vulnerable children, elders and specific groups to obtain basic care, security and needs, so as to promote social harmony.				
Vulnerable care	Support social welfare unit activities, leverage corporate influence, and build good relationships.	* Sponsored the "Good Day, Walk Together" charity walk organized by the Syin-Lu Social Welfare Foundation and invited 98 colleagues to participate.		

Promotion Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
Support nationwide fitness and wellness initiatives			<ul style="list-style-type: none"> <li>* Provided sponsorship for the Taipei 101 Vertical Marathon.</li> <li>* Sponsored the “Yuxiang Cup National Wheelchair Badminton Championship” organized by the Changhua County Association for the Physically Disabled for nine consecutive years.</li> <li>* Sponsored the “2025 Cycling Around Taiwan for Love” event organized by the Autism Society of Taiwan.</li> </ul>	
Promote volunteer spirit		Sponsor charity concerts	<ul style="list-style-type: none"> <li>* Sponsored 10 public welfare concerts of "Making Dedication a Glory" by Want Want China Times</li> <li>* Sponsored 7 public welfare concerts of "The Elderly Train" by Want Want China Times</li> </ul>	
Community residents' health care		Promote health and medical seminars and organize blood donation drives	<ul style="list-style-type: none"> <li>* Co-organized the "preventive medicine" lecture series and held a total of 4 sessions in the northern, central, and southern Taiwan. The seminar covered medical knowledge related to gastrointestinal health maintenance, dementia care, oral health education, and cardiovascular protection.</li> <li>* Collaborated with the Taiwan Blood Services Foundation to organize the "Blood Donation with Love, Because You're Here" blood donation event, which is held simultaneously in six locations: Taipei, Banqiao, Zhongli, Taichung, Tainan, and Kaohsiung.</li> </ul>	
<p><b>Inclusive finance</b> In order to ensure equal access to insurance services for disadvantaged individuals, small and micro enterprises, and fresh members of society who are easily overlooked by traditional finance, Union Insurance strives to meet the needs of various social classes and become an important driving force for improving social happiness through education and insurance products.</p>				
Knowledge promotion		Popularization of insurance knowledge and policy oriented insurance promotion	<ul style="list-style-type: none"> <li>* In 2025, anti-fraud awareness was promoted at 3 public-welfare events and 6 co-organized seminars.</li> <li>* Sponsored the Taiwan Financial Services Roundtable' Financial Services Education Public Welfare Fund.</li> </ul>	
Micro insurance		Donate premiums for micro insurance	* Donated a total of 13 social welfare organizations in 2025	
<p><b>Art and cultural creation</b> In recent years, there has been increasing public attention to arts and cultural creativity. Taiwan’s cultural and creative industries are rich in diverse ideas and vitality. Union Insurance Co., Ltd. also contributes by sponsoring arts and cultural events, aiming to enhance public interest in artistic creation and appreciation. This allows people to experience the joy of art while also supporting cultural development.</p>				
Promote artistic and cultural activities		Promotion and popularization of art and literature education	<ul style="list-style-type: none"> <li>* Sponsored seniors aged 65 and above from the Taichung Daya Club of Kiwanis to attend the “2025 WenPingSao Double Ninth Festival Appreciation Concert [Grandchildren’s Affection].”</li> <li>* Sponsored underprivileged children to attend the tickets for the FOCASA Circus Festival organized by Tainan City Cultural Foundation.</li> </ul>	
<p><b>Sustainability Actions</b> The Company continued to advance sustainable initiatives and actively participated in and supported various public welfare activities. It addressed the issue of environment protection and biodiversity; through the allocation of resources and Social Participation, it enhanced public awareness of and attention to sustainable development. Simultaneously, by integrating local care with environmental education, the Company strengthened connections between the enterprise and society, exerted a positive influence, and implemented Corporate Social Responsibility.</p>				
Biodiversity		We implemented biodiversity initiatives, supported local traditional crop conservation programs, and concurrently promoted food and	<ul style="list-style-type: none"> <li>* Sponsorship of Tse-Xin Organic Agriculture Foundation’s ESG Seed Conservation Proposal: Local Crops × Traditional Knowledge × Ecological Sustainability.</li> </ul> <p>The initiative supported local traditional crop conservation programs by assisting the restoration of millet and other crops to preserve agricultural genetic diversity, and it integrated indigenous agricultural knowledge to</p>	

Promotion Item	Implementation Status (Note 1)			Deviations from the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Description	
			agricultural education and friendly cultivation practices to enhance society's awareness of biodiversity and food security.	promote ecological sustainable development. At the same time, it promoted food and agricultural education and the adoption of friendlier farming practices, heightened society's awareness of biodiversity and food security, reduced environmental burdens, strengthened awareness of natural ecosystem conservation, and fulfilled corporate sustainability responsibilities.

Note 1: If "Yes" is selected in the operating status, please explain the important policies, strategies, and measures adopted, and the implementation status; if "No" is selected in the operating status, please specify the difference reason and explain related future policies and plans for strategies and measures in the column "Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof".

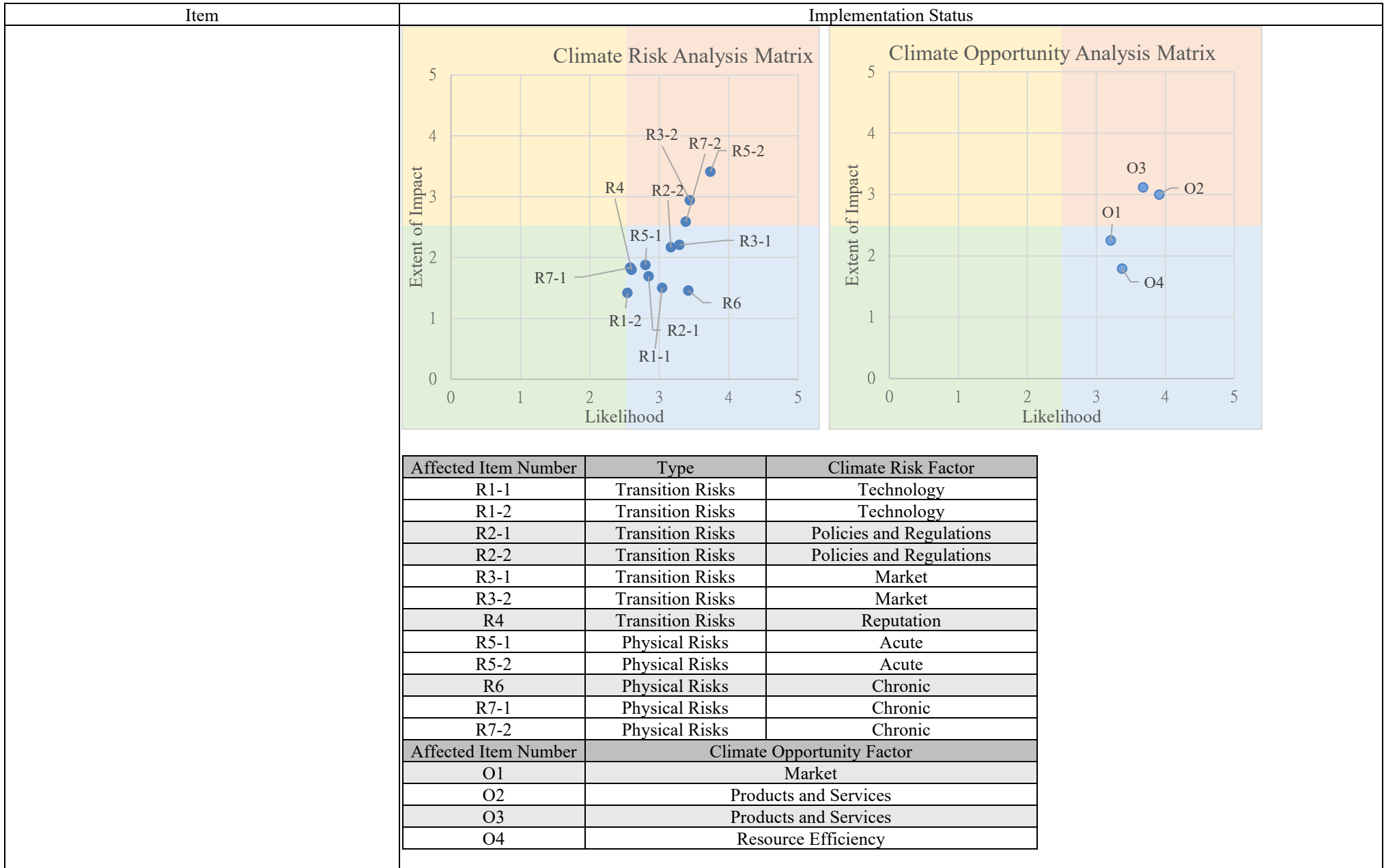
Note 2: The principle of materiality refers to environmental, social and corporate governance issues that have significant impacts on the company's investors and other stakeholders.

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

## Climate-Related Information of TWSE & TPEX Listed Companies

### 1. Implementation Status of Climate-related Information

Item	Implementation Status
<p>1. Describe the supervision and governance of climate-related risks and opportunities by the Board of Directors and management.</p>	<p>In order to establish an effective governance framework, the Board of Directors acts as the highest supervisory unit for climate-related risks of Union Insurance Co., Ltd, providing guidance, supervision, and management of climate-related risks, and promoting comprehensive climate strategies and policies. A Risk Management Committee has been established under the Board of Directors, responsible for reviewing and supervising the implementation of the risk management mechanism, reporting to the Board of Directors in a timely manner and proposing necessary improvements. The Risk Management Department submitted four reports to the Risk Management Committee and four reports to the Board of Directors in 2025.</p> <p>Union Insurance Co., Ltd. has established the Climate Change Risk Management Team to promote climate change-related issues, track the implementation of climate-related risk management by various teams and departments, and include it in the quarterly risk management report for submission to the Risk Management Committee and the Board of Directors. The Climate Change Risk Management Team held a total of 3 meetings in 2025.</p> <p>To continuously track, manage, and identify potential opportunities arising from climate change, the Company established a Sustainable Development Committee at the Board of Directors level, chaired by an Independent Director, which is responsible for the decision-making and oversight of the Company's sustainable development initiatives. It comprises six sub-groups: Corporate Governance, Customer Care, Employee Welfare, Environmental Sustainability, Social Engagement, and Product Services. The committee covers the three major aspects of ESG—Governance (G), Environment (E), and Society (S)—aiming to strengthen the Company's management framework, promote environmental protection, and fulfill social responsibilities, thereby enabling the Board of Directors to effectively safeguard the interests of the Company, employees, shareholders, and stakeholders. The committee holds regular quarterly meetings to review and discuss the implementation of various work objectives, including low-carbon investment, promotion of green operations, and the development of ESG-oriented insurance products.</p>
<p>2. Explain how the identified climate risks and opportunities impact the company's business, strategy, and finances (short-term, medium-term, and long-term).</p>	<p>To assess the potential risks and opportunities that climate change may pose to the Company, climate-related factors are timely incorporated into business strategy planning and decision-making processes. This approach aligns with government policies and supports the corporate energy transition. The Company actively promotes various environmental protection, energy-saving, and carbon reduction measures, works to reduce greenhouse gas emissions, and advocates for green financial services, all with the aim of mitigating and adapting to the operational impacts brought about by climate change. Union Insurance Co., Ltd. identifies and assesses climate-related risks and opportunities through discussions involving various business units. The Company evaluates each factor based on the "likelihood of occurrence" and "potential impact", using the results to prioritize material risks. For the top-ranked items, the Company provides an overview of the financial impacts and corresponding response measures across different time horizons—short-, medium-, and long-term—to explain how climate change-related issues may affect its business operations.</p>



Item	Implementation Status				
	Type	Relevant Risk Issues / Scope of Impact		Potential Financial Impact	Response Measures or Monitoring Mechanisms
	Transition Risks	Policies and Regulations	Stringent policies or regulations on greenhouse gas emission reduction or energy efficiency may increase greenhouse gas emission costs	Increase in Operating Costs	The Company has established the "Enterprise Environment and Energy Conservation and Carbon Reduction Management Measures" to promote various environmental protection, energy-saving, and carbon reduction measures, reduce greenhouse gas emissions, conserve electricity, save paper, and other related concrete actions.
				Impairment of the Value of Investment Positions	<ol style="list-style-type: none"> <li>1. Establish the "Institutional Investor Due Diligence Governance Code" as a guiding principle for promoting and implementing responsible investment</li> <li>2. Strengthen pre-investment assessments to avoid involvement in controversial industries or industries and investment targets with potential ESG risk factor deterioration concerns</li> </ol>
		Technology	Digital finance and progressive paperless services have become current environmental protection trends and were expected to increase the costs of the low-carbon transition.	Increase in Operating Costs	<ol style="list-style-type: none"> <li>1. Continuously develop advanced financial technologies, new products, and innovative development strategies.</li> <li>2. Respond to government policies by promoting electronic insurance policies; launch online insurance application services</li> <li>3. Implement green procurement and use products with environmental protection and energy-saving labels</li> </ol>
				Impairment of the Value of Investment Positions	<ol style="list-style-type: none"> <li>1. Establish the "Institutional Investor Due Diligence Governance Code" as a guiding principle for promoting and implementing responsible investment</li> <li>2. Strengthen pre-investment assessments to avoid involvement in controversial industries or industries and investment targets with potential ESG risk factor deterioration concerns</li> </ol>
	Market	Sustainable-related financial products/services have become one of the key market and corporate evaluation criteria. Failing to continuously develop relevant ESG financial products could result in losing the climate change-related market, leading to	Impairment of the Value of Investment Positions	<ol style="list-style-type: none"> <li>1. Establish the "Institutional Investor Due Diligence Governance Code" as a guiding principle for promoting and implementing responsible investment</li> <li>2. Strengthen pre-investment assessments to avoid involvement in controversial industries or industries and investment targets with potential ESG risk factor deterioration concerns</li> </ol>	
			Decrease in Operating Revenue	The "Innovation Research and Development and Technology Application Committee" is responsible for planning and continuously monitoring the market, as well as for	

Item	Implementation Status				
			business and customer loss, and revenue decline.	developing green financial products, providing relevant thematic products that meet customer needs.	
	Reputation		Failure to actively engage in climate change issues of concern to stakeholders may impact the Company's image and reputation.	<ol style="list-style-type: none"> <li>1. Establish the "Institutional Investor Due Diligence Governance Code" as a guiding principle for promoting and implementing responsible investment</li> <li>2. Strengthen pre-investment assessments to avoid involvement in controversial industries or industries and investment targets with potential ESG risk factor deterioration concerns</li> </ol>	
				<ol style="list-style-type: none"> <li>1. Continuously promote sustainability-related action plans, including selecting suppliers and investment targets that fulfill corporate responsibility.</li> <li>2. Establish communication channels for each stakeholder group, effectively responding to the issues and needs of each stakeholder, enabling all stakeholders to support the Company in advancing toward green and sustainable development goals.</li> </ol>	
	Type	Relevant Risk Issues / Scope of Impact		Potential Financial Impact	Response Measures or Monitoring Mechanisms
	Physical Risks	Acute - The severity of extreme weather events, such as typhoons and floods, has increased.	<ol style="list-style-type: none"> <li>1. Abnormal events caused by extreme weather conditions, such as typhoons and heavy rainfall, leading damage to operational sites and equipment, interruptions in operations, and casualties among personnel.</li> </ol>	Business Interruption, Asset Value Impairment	<ol style="list-style-type: none"> <li>1. Established "Operational Crisis Response Measures," "Information Security Emergency Response Plan and Operational Procedures," and other business continuity and response mechanisms, while regularly conducting off-site backup drills to ensure normal operations can be maintained during disaster events.</li> <li>2. Priority is given to urban areas for operational locations, focusing on buildings with high seismic resistance and situated in non-flood-prone areas, to minimize the impact during disaster events.</li> <li>3. For operational site equipment, risks are transferred and losses are compensated through insurance to mitigate the impact on the Company.</li> </ol>
			<ol style="list-style-type: none"> <li>2. Abnormal events resulting from extreme weather conditions, such as typhoons and heavy rainfall, leading to asset losses for insured clients</li> </ol>	Increase in Losses	<ol style="list-style-type: none"> <li>1. In response to events such as earthquakes, typhoons, and floods, regular assessments of the maximum potential losses are conducted using disaster models. Based on these assessments, suitable reinsurance contracts are established to achieve risk diversification.</li> </ol>

Item	Implementation Status				
			and adversely affecting the value of investment portfolios.		<ol style="list-style-type: none"> <li>2. Utilize internal databases and conduct flood risk assessment analyses to monitor disaster risk exposure and implement mitigation actions.</li> <li>3. The Loss Prevention Unit regularly provides data on disaster risk trend maps for each county and city to assist the underwriting unit in adjusting its underwriting operations.</li> <li>4. The "Liquidity Risk Management and Emergency Funding Demand Operation Guidelines" have been established to implement appropriate response measures in the event of liquidity funding needs or emergency situations arising from losses due to natural disasters.</li> </ol>
		Chronic - Changes in rainfall (water) patterns and extreme variations in climate patterns, rising average temperatures, and rising sea levels	Rising average temperatures or sea levels causing damage to operational sites or equipment, and resulting in business interruption	Increase in Operating Costs, Decrease in Asset Value	<ol style="list-style-type: none"> <li>1. Established "Operational Crisis Response Measures," "Information Security Emergency Response Plan and Operational Procedures," and other business contingency mechanisms, while regularly conducting off-site backup drills to ensure normal operations can be maintained during disaster events.</li> <li>2. Priority is given to urban areas for operational locations, focusing on buildings with high seismic resistance and situated in non-flood-prone areas, to minimize the impact during disaster events.</li> <li>3. For operational site equipment, risks are transferred and losses are compensated through insurance to mitigate the impact on the Company.</li> </ol>
			Rising sea levels causing asset losses for insured clients or impacting the value of investment positions.	Increase in Losses	<ol style="list-style-type: none"> <li>1. In response to events such as earthquakes, typhoons, and floods, regular assessments of the maximum potential losses are conducted using disaster models. Based on these assessments, suitable reinsurance contracts are established to achieve risk diversification.</li> <li>2. Utilize internal databases and conduct flood risk assessment analyses to monitor disaster risk exposure and implement mitigation actions.</li> <li>3. The Loss Prevention Unit regularly provides data on disaster risk trend maps for each county and city to assist the underwriting unit in adjusting its underwriting operations.</li> <li>4. The "Liquidity Risk Management and Emergency</li> </ol>

Item	Implementation Status				
					Funding Demand Operation Guidelines" have been established to implement appropriate response measures in the event of liquidity funding needs or emergency situations arising from losses due to natural disasters.
	Type	Relevant Opportunities / Scope of Impact		Potential Financial Impact	Response Measures or Monitoring Mechanisms
	Opportunities	Products and Services	Develop or increase low-carbon and climate resilience products and services to meet demand and increase revenue.	Increase in Revenue	The Product Department of Union Insurance Co., Ltd. is responsible for planning and continuously monitoring the market, as well as for developing green financial products, providing relevant thematic products that meet customer needs.
		Market	Enter new or emerging markets to increase new business opportunities and boost premium income.	Increase in Revenue	Invest in research, development, and innovation for various green insurance products, services, or climate change customer mediation solutions to meet customer needs and increase the Company's premium income. For example: green energy power insurance (such as hydro, wind power insurance, etc.), weather insurance, etc.
		Resource Efficiency	Improve the efficiency of the Company's energy use in operations.	Increased operating costs and enhanced corporate image	Construct solar power panels on company-owned premises to reduce electricity purchases, with any excess renewable electricity available for sale.
3. Describe the impact of extreme weather events and transition actions on finance.	<p><b><u>Financial impact of extreme weather events</u></b>  Through internal discussions, inventory assessments, and evaluations, the Company has identified that extreme weather events, such as typhoons and heavy rainfall, along with rising average temperatures and sea levels, may damage operational sites or equipment, disrupt operations, or result in personnel casualties. This could lead to operational interruptions and a decrease in asset value, potentially causing asset losses for insured clients, impacting the value of investment positions, and consequently increasing the Company's losses.</p> <p><b><u>Financial impact of transition actions</u></b>  Under transition risks, the low-carbon economy transformation may face extensive changes in policies and regulations, technology, markets, and reputation. The tightening of policies or regulations concerning greenhouse gas reduction and energy conservation may lead to increased operating costs. Failure to comply with climate-related policies or regulations could result in penalties, adversely affecting the Company's reputation and leading to a loss of business and customers, as well as a decline in revenue.</p>				

Item	Implementation Status
<p>4. Describe how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system.</p>	<p>Union Insurance Co., Ltd. has incorporated climate risk issues into the Company's risk management system. The "Risk Management Policy and Guiding Principles," has established a yearly review to reduce business with companies or industries that are highly sensitive to environmental or climate change risks, as part of climate-related risk management. The Company has also established the "Climate Change Risk Management Guidelines," through which the "Climate Change Risk Management Team" discusses and identifies the impact scope of physical and transition risks, including: <b>physical risks</b> primarily based on the geographic location of assets, evaluating the level of impact of physical risks faced by specific areas; regularly confirming whether its operational sites and the insurance business it operates (e.g., typhoon risk, flood insurance) are located in disaster-prone areas influenced by climate-related risk factors and their exposure positions. Assess the impact of <b>transition risks</b> by considering the exposure of carbon-related (high-carbon emissions or high-energy consumption) assets. Understand international trends in low-carbon transition-related policies, new technologies, and climate-related risk management, and assessing their impact on our operations. Prioritize the identification of industries with high transition risks in terms of investment exposure.</p>
<p>5. If scenario analysis is used to assess the resilience to climate change risk, the scenarios, parameters, assumptions, analytical factors, and key financial impacts should be described.</p>	<p>To strengthen climate resilience and to establish related management measures and response actions, we regularly referenced data from the Network for Greening the Financial System (NGFS) and the Intergovernmental Panel on Climate Change (IPCC), and used scenario analysis to prioritize the assessment of the potential financial impact on entities closely related to core business activities and on transition climate risks. This assessment included expected losses on stake and debt positions caused by carbon pricing, the exposure of our operating sites and investment property to flooding, and the exposure of typhoon and flood insurance underwriting targets.</p> <ol style="list-style-type: none"> <li>1. Carbon price/fee causing expected losses in equity/debt positions Due to the impact of regulations and policies stemming from climate change, the anticipated losses in investment targets and debt positions have increased. Consequently, the Company has utilized the climate scenarios provided by the Network for Greening the Financial System (NGFS) to evaluate the financial implications of carbon pricing trends under various scenarios. The results are used as a reference for subsequent carbon reduction or climate action initiatives.</li> <li>2. Flooding causing the exposure level of the company's own operating locations, investment properties, and typhoon and flood insurance coverage targets. Flood-related disasters may adversely affect the Company's operational sites, investment properties, and flood insurance coverage targets. Consequently, the Company utilizes the climate scenarios established by the Intergovernmental Panel on Climate Change (IPCC) to evaluate the flood disaster exposure levels of assets held or invested in during various periods. The results will be used as a reference for formulating climate risk response measures and determining insurance product limits.</li> </ol>
<p>6. If there is a transformation plan in place to address climate-related risks, describe the details of the plan, including the indicators and objectives used to identify and manage both physical and transitional risks.</p>	<p>In response to <b>physical risks</b>, gradually reduce the proportion of insured assets located in high-risk areas (such as those prone to typhoons, floods, landslides, and rising sea levels) each year; In response to <b>transition risks</b>, gradually reduce the proportion of carbon-related assets/ assets with high climate transition risks in its investment and insurance business portfolios each year;</p>
<p>7. If internal carbon pricing is used as a planning tool, the basis for the price determination should be described.</p>	<p>The Company planned to treat the costs of procuring renewable energy certificates as a carbon pricing cost and, in accordance with the Company's cost allocation rules, to allocate those costs to each unit for carbon emissions reduction management.</p>

Item	Implementation Status
<p>8. If climate-related targets are set, information on the activities covered, the scope of GHG emissions, the planning period, and the annual progress of achievement should be described; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon reduction credits offset or the quantity of renewable energy certificates (RECs) should be described.</p>	<p>Climate-related objectives include:</p> <p>I. Operational Aspects</p> <p>(1) The inventory reports for scope 1 and 2 will be completed by the end of June 2026.</p> <p>(2) To reduce electricity consumption and carbon emissions, with the goal of reducing carbon emissions per million revenue by 2% in 2026 compared to 2025.</p> <p>II. On the insurance product front, continuously provide green insurance solutions tailored for green industries, including: engineering insurance (solar energy, offshore wind power), residential fire insurance, etc.</p> <p>(1) Residential fire insurance has driven the upgrade of insurance for green energy building materials, growing by 3% over last year.</p> <p>(2) Supporting new energy policies, developing offshore wind power insurance, with wind power premium market share accounting for 5%.</p> <p>III. Regarding investment business, the sustainable development bond budget was increased and a list of high-carbon industries was established. The investment unit conducts climate change risk assessments before investing and engages in discussions accordingly.</p> <p>Currently, carbon offsets or renewable energy certificates have not been used.</p>
<p>9. Greenhouse gas inventory and assurance status, reduction targets, strategies, and specific action plans (to be completed in 1-1 and 1-2).</p>	

Greenhouse Gas Inventory and Verification Status of the Company in the Last Two Years

**1-1-1 Greenhouse Gas Inventory Information**

Description of GHG emissions (metric tons of CO <sub>2</sub> e), intensity (metric tons of CO <sub>2</sub> e/NT\$ million) and data coverage for the last two years				
<p>1. The carbon emissions for 2024 are calculated using the operational control approach, covering 39 operational sites: the head office, 13 branch offices, 16 service centers, and 9 communication offices.</p> <p>2. The carbon emissions for 2025 are calculated using the operational control approach, covering 39 operational sites: the head office, 13 branch offices, 16 service centers, and 7 communication offices.</p>				
Plant area	Scope	Unit	2024	2025
Head Office/Branches	Scope 1	metric tons CO <sub>2</sub> e	259.6877	639.9756
	Scope 2	metric tons CO <sub>2</sub> e	619.8512	786.5240
	Scope 3	metric tons CO <sub>2</sub> e	49.1731	406.1118
	Total	metric tons CO <sub>2</sub> e	928.712	1834.6114

**1-1-2 Greenhouse Gas Assurance Information**

Explanation of the greenhouse gas assurance status for the two most recent fiscal years as of the printing date of the annual report, including the scope of assurance, assurance provider, assurance standards, and assurance opinions.

As of the date of the annual report publication, no assurance has been conducted, it is expected to be completed by 2027.

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

Explanation of the base year and data for greenhouse gas reduction, reduction targets, strategies, specific action plans, and the status of achieving reduction targets.

<b>Strategic Direction</b>	Implement energy conservation and carbon reduction measures, including saving electricity, conserving water, and avoiding resource wastage
<b>Reduction Target</b>	<p><b>2026 Short-term target:</b>                  Reduce per capita carbon emissions by 1% by 2026 (with 2025 as the base year)                  Reduce per capita water consumption by 0.1% by 2026 (with 2025 as the base year)                  Electricity saving per capita reduce by 1.1% by 2026 (with 2025 as the base year)</p> <p><b>2026 to 2030 medium-term target:</b>                  Reduce per capita carbon emissions by 5% by 2030 (with 2025 as the base year)                  Reduce per capita water consumption by 0.8% by 2030 (with 2025 as the base year)                  Electricity saving per capita reduce by 5% by 2030 (with 2025 as the base year)</p> <p><b>2033 Long-term target:</b>                  Reduce per capita carbon emissions by 7% by 2032 (with 2025 as the base year)                  Reduce per capita water consumption by 1% by 2032 (with 2025 as the base year)                  Electricity saving per capita reduce by 7% by 2032 (with 2025 as the base year)</p>
<b>Target Result</b>	The increase in carbon emissions was due to differences in the emission sources identified in the 2025 inventory compared to 2024. 2025 Short-term target: Increase per capita carbon emissions by 32% by 2025 (with 2024 as the base year) Reduce per capita water consumption remained by 2025 (with 2024 as the base year) Electricity saving per capita reduce by 32% by 2025 (with 2024 as the base year)
<b>Action Plan</b>	<ul style="list-style-type: none"> <li>■ Promote energy saving and carbon reduction to colleagues</li> <li>■ Replacement of Old Electrical Equipment</li> </ul>

**Implementation of ethical corporate management and difference between the implementation and the "Ethical Corporate Management Best Practice Principles for TWSE & TPEX Listed Companies" and reasons thereof**

Evaluation Item	Status (Note 1)		Description	Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
I. Establishment of ethical corporate management policies and programs				No deviation.
(I) Does the Company have policies and practices for ethical corporate management passed by the BOD and clearly state them in regulations and publicly available documents? Do the BOD and senior management make commitments to actively implement those business policies?	Yes		The Company has established the "Guidelines for Ethical Corporate Management" and "Procedures for Ethical Management and Guidelines for Conduct," which have been implemented upon approval of the Board of Directors through resolutions. The aforesaid regulations have specified the ethical corporate management policies and practices and stipulated that the directors, supervisors, managers, employees, and mandataries of SinoPac Holdings and persons having substantial control shall not engage in unethical conduct and shall commit themselves to the rigorous and thorough implementation of the ethical corporate management policies both in internal management and external business activities.	No deviation.
(II) Does the Company establish an evaluation mechanism for the risk of unethical conduct that regularly analyzes and evaluates business activities with higher risks of unethical conduct in the business scope? Does the Company formulate a plan to prevent unethical conducts, which at least covers the precautionary measures prescribed in Article 7 Paragraph 2 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?	Yes		The Company's "Policy on Ethical Corporate Management" has referred to the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies". The Company formulates preventive plans and measures for receiving improper benefits, political contributions, donations or sponsorships, infringement of intellectual property rights, conflicts of interest, leakage of trade secrets, insider trading, etc., analyzes and evaluates business activities with a higher risk of dishonesty on a monthly basis through the operational risk checklist.	No deviation.
(III) Does the Company establish relevant policies which are duly enforced to prevent unethical conduct and provide implementation procedures, guidelines, consequences of violation and complaint procedures in such policies?	Yes		The Company has established the "Procedures for Ethical Management and Guidelines for Conduct," which specify the ethical corporate management practices and prevention programs against unethical conduct, including operating procedures, guidelines, punishments for violations, a disciplinary and appeal system, and guide all employees on how to prevent unethical conduct such as offering and acceptance of improper benefits when conducting business.	No deviation.

Evaluation Item	Status (Note 1)		Description	Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
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?	Yes		In order to confirm the objective integrity conditions of the transaction manufacturers, the Company's undertaking unit first confirms the legal compliance of the counterparty and whether there are credit deficiencies before the transaction, and establishes the integrity clause and related penalties for breach of contract depending on the nature of the contract. The manufacturers will be required to make compensations as agreed if fail to perform it.	No deviation.
(II) Has the Company established an exclusively dedicated unit supervised by the Board of Directors to be in charge of ethical corporate management and does it report to the Board of Directors the implementation of ethical corporate management policies and prevention programs on a regular basis (at least once a year)?	Yes		<p>The Company has designated the Board Secretariat as the dedicated unit responsible for integrity management affairs, tasked with promoting integrity management policies and reviewing implementation results. It also reports regularly (at least once a year) to the Board of Directors on the formulation and supervision of integrity management policies and preventive measures. On January 27, 2026, it reported to the Board on the implementation status for 2025:</p> <ol style="list-style-type: none"> <li><u>Education, Training, and Compliance Communication:</u> The Company has conducted online training courses and assessments on the Fair Customer Treatment Principles, the Ethical Corporate Management Best Practice Principles, and the whistleblowing system. In addition, topics such as "Integrity Management Regulations and Case Studies," "Whistleblower Protection and the Company's Procedures for Reporting Illegal Conduct and Case Handling," "Procedures of Handling Material Inside Information and Prevention of Insider Trading," and "Protection of Intellectual Property Rights" have been incorporated into the training curriculum. Through videos and case discussions, employees are reminded of key precautions to observe when performing their duties to prevent unethical conduct.</li> <li><u>Regular Audit:</u> An integrity risk assessment was conducted to identify occurrences of dishonest conduct. Risk assessments were carried out on operational activities at all operating locations. Operational</li> </ol>	No deviation.

Evaluation Item	Status (Note 1)		Description	Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
(III) Does the Company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement such policy properly?	Yes		<p>management units performed periodic self-inspections and self-assessments to achieve effective control and implementation. The audit office conducted regular audits to ensure the operation of the overall mechanism and to jointly manage and prevent the occurrence of dishonest conduct.</p> <p>3. <u>Whistleblowing System and Protection of Whistleblowers:</u> The Company has established a specific whistleblowing system under the “Procedures for Reporting Illegal Conduct and Case Handling” to actively prevent unethical behavior. Anyone who becomes aware of internal illegal conduct may file a report. The compliance office served as the dedicated unit for receiving whistleblower reports. In addition to handling reports alleging dishonest conduct by the Company's personnel, it also posted on the official website, as a disclosure, the email inbox directly used by the Audit Committee (Independent Director) to send and receive messages. If the reported matters involved Directors or senior management, they were reported to the Audit Committee. In addition, a whistleblower protection system has been established to ensure the confidentiality of the whistleblower's identity and the content of the report. The Company is committed to protecting whistleblowers from any improper treatment or retaliation due to their reporting. If the reported matter is verified to be true, appropriate rewards will be given to the whistleblower.</p> <p>In order to prevent conflicts of interest, the Company has established the “Codes of Ethical Conduct”, the “Procedure for Processing Matters Other Than Lending with Interested Parties” and the “Specifications for the Company and Domestic and Foreign Insurance-Related Businesses in Compliance with Regular Transactions, Conflicts of Interest Prevention, and Insider Trading Practices”, and set up E-mails such as the investor service window and the special area for interested parties as statement channels.</p>	No deviation.

Evaluation Item	Status (Note 1)		Description	Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
(IV) To implement relevant policies on ethical conduct, has the Company established effective accounting and internal control systems and assign an internal audit unit to develop relevant auditing plans according to the assessment results of unethical conduct risks? Does the Company inspect the implementation of such auditing plans or assign CPAs to implement the auditing?	Yes		The Company has an accounting system and handles related matters in accordance with the “Regulations Governing the Preparation of Financial Reports by Insurance Enterprises”. The Company has established an internal audit system, a self-inspection system, a regulatory compliance system, and a risk management system in accordance with regulations to maintain an effective internal control system operation. The audit unit conducts regular inspections in accordance with the “Regulations Governing Implementation of Internal Control and Audit System of Insurance Enterprises”. The Company also handles the accountant audit system in accordance with the “Regulations Governing Implementation of Internal Control and Audit System of Insurance Enterprises”.	No deviation.
(V) Does the Company regularly hold internal and external educational trainings on operational integrity?	Yes		The Company conducts education and training related to ethical corporate management every year to enable board members, managerial officers, and employees to understand the policies and plans of ethical corporate management and the legal consequences of violations. The education and training courses (including legal compliance, personal data protection law, risk management, accounting and finance, auditing, information security, insurance agent management rules, sustainable development, anti-money laundering and counter-terrorist financing, financial service industry principles for fair treatment of customers, and ethical corporate management education and training, etc.) in 2025 totaled 19,786 participants, and the total number of training hours was 31,146. All directors and managers of the Company have signed the "Integrity Management Policy Compliance Declaration", with a total of 46 signatories, achieving a 100% signing rate.	No deviation.
III. Operation of the whistle-blowing system (I) Does the company establish both a reward/whistle-blowing system and convenient whistle-blowing channels? Are appropriate personnel assigned to the accused party?	Yes		The Company has set up “Reporting Illegal Acts and Its Acceptance Measures”, and has an investor service window, and has a special area for interested parties on the Company’s official website to handle complaints and reports and other related matters.	No deviation.

Evaluation Item	Status (Note 1)		Description	Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
(II) Does the company establish the standard operating procedures for investigating reported misconduct, follow-up measures to be taken after the investigation, and related confidentiality mechanisms?	Yes		The Company has formulated “Reporting Illegal Acts and Its Acceptance Measures”, “Guidelines for Reward Reporting and Claiming Illegal Cases”, “Communication Management Measures with Stakeholders”, and “Codes of Ethical Conduct”, and shall implement standard operating procedures for processing and confidentiality mechanism accordingly. The Company has established “Reporting Illegal Acts and Its Acceptance Measures”, “Guidelines for Reward Reporting and Claiming Illegal Cases”, “Communication Management Measures with Stakeholders”, and “Codes of Ethical Conduct”, and shall implement standard operating procedures for processing and whistleblower protection system accordingly.	No deviation.
(III) Does the Company provide protection for whistle-blowers against receiving improper treatment?	Yes			No deviation.
IV. Strengthen information disclosure Does the company disclose the ethical corporate management policies and the results of its implementation on the company website and MOPS?	Yes		The Company discloses the “Ethical Corporate Management Best Practice Principles” and “Policy on Ethical Corporate Management” on the Company’s website and the Market Observation Post System (MOPS), and has a corporate governance column to disclose relevant information.	No deviation.
V. The Company has established its own ethical corporate management principles based on the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”, please describe the implementation and any deviations from the Principles: No deviation.				
VI. Any other important information on the Company’s implementation of ethical corporate management (such as the status of its reviews and amendments of its “Ethical Corporate Management Best Practice Principles”): The Company’s Board of Directors has passed the “Report of Illegal Acts and Its Acceptance Measures”, “Corporate Governance Best Practice Principles”, “Ethical Corporate Management Best Practice Principles” and “Policy on Ethical Corporate Management” for compliance.				

Note 1: Regardless of whether "Yes" or "No" is selected, provide a brief description in the "Description" column.

**(X) Please disclose access to the Company's Corporate Governance Best Practice Principles and related rules and regulations, if any.**

Corporate governance B items are provided in the “Public Information” section of the Company’s official website for the general public and investors to inquire about relevant information and regulations.

The Company’s website is <http://www.wwunion.com>

**(XI) Other information enabling better understanding of the Company's corporate governance.**

1. The Company's material information is disclosed in a timely manner and posted on the website designated by the competent authority and the Company's official website.
2. The Company's Board of Directors has passed the "Corporate Governance Best Practice Principles", "Ethical Corporate Management Best Practice Principles", "Policy on Ethical Corporate Management" and "Reporting Illegal Acts and Their Acceptance Measures" for compliance.
3. In order to facilitate and encourage shareholders to participate in corporate governance and exercise shareholder rights, the Company has adopted electronic methods as one of the channels for exercising voting rights since 2016.

## **(XII) Status of Internal Control System**

### **1. Statement of Internal Control System**

#### **Union Insurance Co., Ltd. Statement on Internal Control System**

Based on the results of self-inspection of the Company's internal control system for the period from January 01, 2025 to December 31, 2025, the Company hereby declares as follows:

- I. The Company is aware that the establishment, implementation and management of the internal control system is the responsibility of the Board of Directors and management and the Company has established this system. The purpose of the internal control system is to provide reasonable assurance for the achievement of operational, financial reporting and legal compliance. The goal of operation is to pursue the effectiveness and efficiency of operation, including the objectives of profitability, performance and asset safety; The goal of financial reporting is to pursue reliable external financial reporting; the goal of legal compliance is to pursue compliance with relevant laws and regulations. The legal compliance system is part of the internal control system, i.e. achievement of the goal of legal compliance; financial records and statements are prepared in accordance with the insurance law and relevant regulations, and are part of the results of the internal control system for financial reporting.
- II. The internal control system has its inherent limitations. No matter how perfect the design is, an effective internal control system can only provide reasonable assurance for the achievement of the above three goals. Moreover, due to changes in the environment and circumstances, the effectiveness of the internal control system may change accordingly. However, the Company's internal control system has a self-monitoring mechanism, and once the missing is identified, the Company will take corrective action.
- III. The Company judges whether the design and implementation of the Company's internal control system is effective in accordance with the provisions of the "Regulations Governing Implementation of Internal Control and Audit System of Insurance Enterprises" (hereinafter referred to as the "Implementation Regulations") issued by the Financial Regulatory Commission. The above judgment is also based on the judgment items for the effectiveness of the internal control system stipulated in the "Implementation Regulations". The internal control system is divided into five elements: 1. control environment, 2. risk assessment, 3. control operation, 4. information and communication, and 5. supervision operation. Each element also includes a number of judgment items. Please refer to the provisions of the "Implementation Regulations" for the aforementioned items.
- IV. The Company has adopted the above-mentioned internal control system to judge the project and check the effectiveness of the design and implementation of the internal control system.
- V. Based on the inspection results of the preceding paragraph, the Company believes that the design and implementation of the internal control system (including operation, financial reporting, overall implementation of information security and legal compliance) during the opening period is effective. In addition to the matters listed in the attached table, it can reasonably ensure that the Board of Directors and managers are aware that the degree of achievement of operation goal, and financial reporting and legal compliance goals have been achieved. The Company also believes that the financial records and statements are prepared in accordance with the Insurance Law and relevant regulations, the basis of preparation is consistent, and their correctness is fair.
- VI. If the Company is a public offering company, the following statement shall be added: This statement will become the main content of the Company's annual report and public prospectus. If the above-mentioned public content is false, concealed or involves other illegal matters, it will assume the legal liability under Articles 20, 32, 171 and 174 of the Securities and Exchange Act or relevant provisions of the Insurance Law.

VII. This statement was approved by the Board of Directors of the Company on March 12, 2026.

Sincerely  
Financial Supervisory Commission

Declarant: Union Insurance Co., Ltd.

Chairman: Chi-Hsiung Hung (Signature/seal)

General Manager: Zi-Ming Liu (Signature/seal)

Chief Auditor: Li-Hung Wang (Signature/seal)

Chief Compliance Officer of Head Office: Ching-Hua Ke (Signature/seal)

Chief Information Security Officer (Director of Information Security Task Force): Pao-Chin  
Chuang (Signature/seal)

March 12, 2026

Union Insurance Co., Ltd.  
Matters to Be Strengthened and Improvement Plan for the Internal Control System  
(Reference date: December 31, 2025)

Matters to be strengthened	Improvement measure	Scheduled completion time for improvement
None		

## **Statement on Internal Control System for Anti-Money Laundering and Counter-Terrorist Financing**

It is declared on behalf of Union Insurance Co., Ltd. that from January 1, 2025 to December 31, 2025, the Company established an internal control system and implemented risk management in compliance with the laws related to money laundering prevention and terrorism prevention, and was audited by the independent audit department and the audit results were regularly reported to the Board of Directors and Supervisors/Audit Committee/Board of Supervisors. After careful assessment, the internal control and legal compliance of each unit to prevent money laundering and combat terrorism were effectively implemented, except for the matters in the "Matters to Be Strengthened and Improvement Plan for Anti-Money Laundering and Counter-Terrorist Financing" attached.

Sincerely

Financial Regulatory Commission

Declared Union Insurance Co., Ltd.

Chairman: Chi-Hsiung Hung

(Signature/seal)

General Manager: Zi-Ming Liu

(Signature/seal)

Chief Auditing Officer/Senior Auditor: Li-Hung Wang

(Signature/seal)

Head of Anti-Money Laundering and Counter-Terrorist Financing: Ching-Hua Ke

(Signature/seal)

March 12, 2026

Matters to Be Strengthened and Improvement Plan for Anti-Money Laundering and  
Counter-Terrorist Financing  
(Reference date: December 31, 2025)

Matters to be strengthened	Improvement measure	Scheduled completion time for improvement
None		

## **2. CPAs' Audit Report on Internal Control System**

### **Auditor's Reasonable Assurance Report**

For review by Union Insurance Co., Ltd.:

The design and implementation of the internal control system of Union Insurance Co., Ltd. (hereinafter referred to as "the Company") regarding external financial reports (including the correctness of the report information reported to the competent authority in accordance with of financial reports), asset security (preventing assets from being obtained, used and disposed of without authorization) and legal compliance on December 31, 2025, regarding effective design and implementation of the internal control system as of March 12,2026, as assessed against external financial reporting (including the correctness of the report information reported to the competent authority in accordance with of financial reports), asset security (preventing assets from being obtained, used and disposed of without authorization) and legal compliance have been declared in a statement by the Company, a declaration regarding effective design and implementation as of December 31, 2024, which has been subject to the necessary procedures performed by our auditor.

#### **Subject Matter, Subject Matter Information, and Applicable Criteria**

The subject matter and subject matter information of this confirmation case respectively are the design and implementation of the internal control system of Union Insurance Co., Ltd. (hereinafter referred to as "the Company") regarding external financial reports (including the correctness of the report information reported to the competent authority in accordance with of financial reports), asset security (preventing assets from being obtained, used and disposed of without authorization) and legal compliance on December 31, 2025, regarding effective design and implementation of the internal control system as of March 12, 2026, as assessed against external financial reporting (including the correctness of the report information reported to the competent authority in accordance with of financial reports), asset security (preventing assets from being obtained, used and disposed of without authorization) and legal compliance have been declared in a statement by the Company,a declaration regarding effective design and implementation as of December 31, 2025, please refer to the attachment for details.

The criteria used for measuring or evaluating the aforementioned subject matter and information of it are the effectiveness of the internal control system of the Regulations Governing Implementation of Internal Control and Auditing System of Insurance Enterprises and the Regulations Governing Foreign Investments by Insurance Companies.

#### **Inherent Limitations**

Due to the inherent limitations of any internal control system, the aforementioned internal control system of Union Insurance Co., Ltd. may still fail to prevent or detect errors or fraud that have already occurred. Furthermore, changes in the future environment may result in decreased adherence to internal control systems. Consequently, the effectiveness of the internal control system during this period does not ensure its effectiveness in the future.

## **Responsibilities of the Management**

The responsibility of the Company's management is to establish an internal control system in accordance with the Regulations Governing Implementation of Internal Control and Auditing System of Insurance Enterprises and related laws and regulations, and to review it from time to time to maintain the design and implementation of the internal control system in an effective manner, and to issue a statement of internal control system after evaluating its effectiveness.

## **Responsibilities of the CPAs**

The CPAs planned and performed audit in accordance with Article 26 of the Regulations Governing Implementation of Internal Control and Audit System of Insurance Enterprises, Financial-Supervisory-Insurance-Corporate No. 10602506430 Letter issued on January 15, 2018 and Financial-Supervisory-Insurance-Corporate No. 10904350082 Letter issued on January 22, 2021 regarding the code for CPAs to perform audit of internal control system in the insurance industry and the generally accepted auditing standards to provide a reasonable assurance as to whether the above internal control system of the Company is maintained in all material respects. This audit includes understanding the Company's internal control system, evaluating the management's process of evaluating the effectiveness of the overall internal control system, testing and evaluating the effectiveness of the design and implementation of the internal control system, and other audit procedures deemed necessary by the CPAs. The CPAs believe that this audit can provide a reasonable basis for the opinions expressed.

## **Independence of the CPAs and Quality Management Regulations**

KPMG and our CPAs have complied with the requirements of the Norm of Professional Ethics for Certified Public Accountants with respect to independence and other ethical standards, which are based on the principles of integrity, impartiality and objectivity, professional competence and professional due diligence, confidentiality and professional conduct. Furthermore, the "Quality Management for Accounting Firms," thereby maintaining a comprehensive quality management system that includes written policies and procedures related to compliance with professional ethics, professional standards, and applicable laws and regulations.

## **General Description of the Procedures Performed**

The auditor has planned and executed necessary procedures, using professional judgment, to gather evidence pertaining to the subject matter and the information regarding the subject matter. The procedures performed include obtaining an understanding of the Company's internal control system, evaluating the effectiveness of management's process for assessing the overall effectiveness of the internal control system and evaluating the effectiveness of the design and implementation of the internal control system in relation to external financial reporting (including the correctness of the report information reported to the competent authority in accordance with of financial reports), asset security (preventing assets from being obtained, used and disposed of without authorization) and legal compliance, and other audit procedures deemed necessary by the CPAs.

**Confirmed Conclusion**

According to the opinions of the CPAs, design and implementation of the internal control system of the Company regarding external financial reports (including the correctness of the report information reported to the competent authority in accordance with of financial reports), asset security (preventing assets from being obtained, used and disposed of without authorization) and legal compliance on December 31, 2025 can maintain effectiveness in all material respects in accordance with the Regulations Governing Implementation of Internal Control and Auditing System of Insurance Enterprises and the Regulations Governing Foreign Investments by Insurance Companies; the statement of the Company dated March 12, 2026 regarding effective design and implementation of the internal control system regarding external financial reports (including the correctness of the report information reported to the competent authority in accordance with of financial reports), asset security (preventing assets from being obtained, used and disposed of without authorization) and the internal control system related to legal and regulatory compliance, with a statement that, as of December 31, 2024, the design and implementation were effective, and legal compliance as evaluated is appropriate in all material respects.

KPMG

Cheng-Yen Wu

CPA:

Pei-Ju Tsai

March 12, 2026

**(XIII)Major Resolutions of Shareholders' Meeting and Board Meetings within the current fiscal year and as at the date of the Annual Report:**

**Major Resolutions of Board Meetings within 2025 and as at the Date of the Annual Report**

<b>Meeting Date</b>	<b>Summary of Major Proposals</b>	<b>Resolution</b>
2025.01.20	Discussed the performance bonus of the Company's Chairman and General Manager in 2024 and reviewed the appropriateness of the "Performance System and Evaluation Mechanism for Chairman and General Manager"	After the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
	Discussed the performance evaluation of managerial officers appointed by the Company in 2024 and their year-end bonus	After the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
2025.02.26	Amendments to some provisions of the Company's Articles of Incorporation	After the Chairman consulted all the directors present, the proposal was passed without objection.
2025.03.11	Discussed the 2024 Statement of Internal Control System	After the Chairman consulted all the directors present, the proposal was passed without objection.
	Discussed the 2024 employee and director remuneration distribution plan	After the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
	Discussion on the 2024 Earnings Distribution Plan	After the Chairman consulted all the directors present, the proposal was passed without objection.
	Discussion on the date, time, place, meeting procedures, content of the main proposals and other related matters of 2025 regular shareholders' meeting	After the Chairman consulted all the directors present, the proposal was passed without objection.
	Discussed the proposal on CPAs evaluation and performance appraisal, appointment and remuneration	After the Chairman consulted all the directors present, the proposal was passed without objection.
	Regarding the Company's proposal for a comprehensive election of the 27th term Board of Directors.	After the Chairman consulted all the directors present, the proposal was passed without objection.
2025.03.27	Amendment to some provisions of the Company's Articles of Association No. 010 "Procedures for Acquisition or Disposal of Assets".	After the Chairman consulted all the directors present, the proposal was passed without objection.
	Review of the list of candidates for the 27th Board of Directors and Independent Directors nominated by the Company's shareholders	After the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
2025.04.30	About the Company's financial report for Q1 2025	After the Chairman consulted all the directors present, the proposal was passed without objection.
2025.05.22	Amendment to some provisions of the Company's internal control system	After the Chairman consulted all the directors present, the proposal was passed without objection.
	Amendment to certain articles of the Company's Article Compilation "Procedures for Handling Investments in Public and Social Welfare Projects."	After the Chairman consulted all the directors present, the proposal was passed without objection.
2025.05.27	Proposal for electing the Chairman and the Vice President of the Company	After the Chairman consulted all the directors present, the proposal was passed without objection.
	Appointment of members of functional committees under the Board of Directors and election of conveners	After the Chairman consulted all the directors present, the proposal was passed without objection.

<b>Meeting Date</b>	<b>Summary of Major Proposals</b>	<b>Resolution</b>
2025.06.27	Discussion of remuneration distribution case of the Company's appointed managerial officers in 2024	After the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
2025.08.26	About the Company's financial report for H1 2025	After the Chairman consulted all the directors present, the proposal was passed without objection.
2025.10.31	About the Company's financial report for Q3 2025	After the Chairman consulted all the directors present, the proposal was passed without objection.
2025.11.27	Revision of certain provisions of the Company's "Procedures for Handling Investments in Public and Social Welfare Projects."	After the Chairman consulted all the directors present, the proposal was passed without objection.
	Amendments to some provisions of the Company's 043 "Sustainable Development Best-Practice Principles"	After the Chairman consulted all the directors present, the proposal was passed without objection.
2025.12.23	Reviewed the Company's "Derivative Financial Commodity Transaction and Risk Management Operating Procedures"	After the Chairman consulted all the directors present, the proposal was passed without objection.
	Amendment to some provisions of the Company's Articles of Association No. 10 "Procedures for Acquisition or Disposal of Assets".	After the Chairman consulted all the directors present, the proposal was passed without objection.
2026.01.27	Discussed the performance bonus of the Company's Chairman and General Manager in 2025 and reviewed the appropriateness of the "Performance System and Evaluation Mechanism for Chairman and General Manager"	After the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
	Discussed the performance evaluation of managerial officers appointed by the Company in 2025 and their year-end bonus	After the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
	Proposal on the reassignment of the Company's attesting actuary	After the Chairman consulted all the directors present, the proposal was passed without objection.
2026.03.12	Discussed the 2025 employee and director remuneration distribution plan	After the directors involved in the interest relationship followed the principle of recusal, and the chair consulted the directors who did not need to avoid, the proposal was passed without objection.
	Discussed the Business Report and Financial Statements for 2025	After the Chairman consulted all the directors present, the proposal was passed without objection.
	Discussion on the 2025 Earnings Distribution Plan	After the Chairman consulted all the directors present, the proposal was passed without objection.
	Discussion on the date, time, place, meeting procedures, content of the main proposals and other related matters of 2026 regular shareholders' meeting	After the Chairman consulted all the directors present, the proposal was passed without objection.
2026.03.26	Amended certain provisions of the Company's "Rules of Procedure for Shareholders' Meetings"	After the Chairman consulted all the directors present, the proposal was passed without objection.

Major resolutions made at the regular shareholders' meeting 2025 and the implementation thereof

Meeting Date	Major resolutions of the shareholders' meeting	Resolution	Implementation Status
2025.5.27	1 Approve the ratification of The Company's Business Report and Financial Statements for 2024	After the chair consulted all the attending shareholders, the proposal was passed without objection.	It has been announced and submitted to the competent authority in accordance with the law for record-keeping.
	2 Approve the ratification of the Company's earning distribution plan for 2024		The earnings distribution plan has been announced in accordance with the law. Distribution of common stock cash dividend: NT\$1.5 per share, totaling NT\$335,412,000. The cash dividend payment date for common stocks is July 14, 2025.
	3 Adopt the proposal on amending some provisions of the Procedures for the Acquisition or Disposal of Assets of the Company.		Handled in accordance with the resolution and has been publicly announced for implementation.
	4 Approve the amendments to some provisions of the Company's Articles of Incorporation		Handled according to the resolution and reported to the Ministry of Economic Affairs for approval of change registration.
	5 Approve the election of 9 directors (including 3 independent directors) for the 27th term of Board of Directors of the Company, and the elected list is as follows: 1. Director: Chi-Hsiung Hung 2. Director: Shao-Chung Tsai 3. Director of Want Want Co., Ltd. Representative: Ching-I Lu 4. Director of Want Want Co., Ltd. Representative: Chia-Ying Ma 5. Director of Want Want Co., Ltd. Representative: Yung-Tsung Hung 6. Director of Want Want Co., Ltd. Representative: Zi-Ming Liu 7. Independent Director: Dong-Liang Wang 8. Independent Director: Huang-Chi Liu 9. Independent Director: Wen-Tsung Chen		Handled according to the election results, and reported to the Ministry of Economic Affairs for approval of change registration.

**(XIV) Recorded or written statements made by any director or supervisor which specified dissent to important resolutions passed by the Board of Directors during the most recent year and up to the date of publication of this annual report: None.**

**V. Information on Certifying CPA(s) (I): If the firm has changed its certified public accountant (CPA) during the most recent two fiscal years and the subsequent interim period, the following information shall be disclosed:**

Unit: NT\$ thousands

Accounting Firm Designation	Name of CPA	Audit Period	Audit Fees	Non-audit Fees	Total	Note
KPMG	Cheng-Yen Wu	2025.01.01-2025.12.31	2,740	4,555	7,295	None
	Pei-Ju Tsai					

Non-audit fees include services such as internal control attestation, tax attestation, English translation of financial statements, employee payroll review, ESG corporate sustainability advisory, tax adjustments, and IFRS 17 project services.

Note: If there has been a change of CPAs or accounting firm during the current fiscal year, the Company shall disclose the information regarding the audit period covered by the predecessor CPAs or accounting firm and successor CPAs or accounting firm as well as the reasons for change thereof in the commentary column, and disclose the audit and non-audit public fees paid in order. For non-audit fees, the service contents shall be noted.

**Information on Replacement of CPAs (II):**

(I) Former CPAs

Date of Replacement	None		
Replacement Reasons and Explanations			
	Situation / Party	CPA	Client
Describe whether the Company terminated or the CPA did not accept the appointment	Termination by the Company		
	No longer accept (continue) appointment		
Opinions and reasons for the inspection report other than unqualified opinions issued in the last two years	None		
Deviation from the insurance industry	Yes		Accounting principles or practices
			Disclosure of financial statements
			Audit scope or steps
	None	v	Others
	Explanation		
Other Revealed Matters (Those that shall be disclosed in accordance with Items 1-4, Subparagraph 2, Article 24 of the Regulations Governing the Preparation of Financial Reports by Insurance Enterprises)	None		

(II) Successor CPAs: (not applicable)

Name of CPA Firm	
Name of CPA	
Date of Appointment	
Inquiries into Accounting Treatments or Principles for Specific Transactions and Possible Opinions on Financial Statements before Appointment	
Succeeding CPA's written opinion of disagreement toward the former CPA	

(III) Former CPAs' Reply to Disclosures under Items 1 and 2-3, Subparagraph 6, Article 10 of the Guidelines.

The Company shall submit the matters stipulated in Paragraph 1 and Item 3 in the preceding paragraph to the former CPAs in writing, and notify the former CPAs to respond via writing within ten days if the former CPAs hold different opinions. The Company shall disclose the former CPA's written response: None.

**VI. Information About Chairman, General Manager, and Financial or Accounting Manager of the Company Who Has Worked with the CPA Firm Which Conducts the Audit of the Company or Affiliate to Said Firm in the Most Recent Year: None**

**VII. Shareholder Equity Transfer and Equity Pledge Changes Exceeding 10%: Share changes by directors, supervisors, managerial officers, and major shareholders**

Unit: Share

Position	Name	2025		Year-to-date through March 31, 2026	
		Increase (decrease) in number of shares held	Increase (decrease) in number of shares pledged	Increase (decrease) in number of shares held	Increase (decrease) in number of shares pledged
None			-	-	-

Note: It is based on the incumbency data as of December 31, 2025.

**Information about Equity Transfer**

Unit: NT\$ thousands, shares

Name	Reason for Equity Transfer	Trading Date	Trading Counterpart	Relationship between trading counterpart and the Company, directors, supervisors, manager and shareholders who hold more than 10% of the Company's shares	Number of Shares	Trading Price
None						

Note 1: Fill the name of the Company's directors, supervisors, managerial officers and shareholders with shareholding percentage exceeding ten (10) percent.

Note 2: Please specify acquisition or disposal.

**Equity pledge information:** The Company's equity pledge transactions are relative to per capita financial institutions, and there is no pledge of equity as of December 31, 2025.

Name	Reasons for pledging shares changed	Date of Change	Trading Counterpart	Relationship between trading counterpart and the Company, directors, supervisors, manager and shareholders who hold more than 10% of the Company's shares	Number of Shares	Shareholding Ratio	Ratio of Pledge	Pledged (Redeemed) Amount
None								

**VIII. Relationship information, if among the Company's ten largest shareholders any one is a related party or a relative within the second degree of kinship of another**

**Relationships among the company's ten largest shareholders**

March 31, 2026 (the number of shares held in the register of shareholders on the closing date); Unit: Shares, %

NAME	SHARES HELD IN PERSON		SPOUSE & MINOR SHAREHOLDING		SHAREHOLDING BY NOMINEES		INFORMATION ON TOP 10 SHAREHOLDERS IN PROPORTION OF SHAREHOLDINGS, WHO ARE RELATED TO ONE ANOTHER, OR ARE KIN AT THE SECOND TIER RELATED TO ONE ANOTHER, THEIR NAMES AND RELATIONSHIP (NOTE 4)		NOTE
	Number of Shares	Shareholding Ratio %	Number of Shares	Shareholding Ratio %	Number of Shares	Shareholding Ratio %	Designation (or Name)	Relationship	
Want Want Co., Ltd.	46,689,943	20.88	0	0	0	0	1. Yen-Ming Tsai, director of Tsai Ho Want/Wang Chia 2. Yu-Man Peng, director of Tsai Ho Want 3. Cheng-Chiang Tsai, supervisor of Tsai Ho Want	1. Share the same director 2. Share the same director 3. Share the same supervisor	
Yu-Sheng Li (Representative of WANT WANT CO., LTD.)	0	0	0	0	0	0	None	None	
TSAI HO WANT ENTERPRISES CO., LTD.	49,961,671	22.34	0	0	0	0	1. Yu-Man Peng, director of Want Want Co., Ltd. 2. Chung-Chung Tsai, director of Wang Chia 3. Yen-Ming Tsai, director of Wang Chia/Want Want Co., Ltd. 4. Cheng-Chiang Tsai, supervisor of Want Want Co., Ltd.	1. Share the same director 2. Share the same director 3. Share the same director 4. Share the same supervisor	
Yu-Man Peng (Representative of TSAI HO WANT ENTERPRISES CO., LTD.)	0	0	0	0	0	0	Want Want Co., Ltd.	Director	
Wang Chia Enterprise Co., Ltd.	48,480,873	21.68	0	0	0	0	1. Chung-Chung Tsai, director of Tsai Ho Want 2. Yen-Ming Tsai, director of Tsai Ho Want/Want Want Co., Ltd.	1. Share the same director 2. Share the same director	
Shao-Chung Tsai (Representative of Wang Chia Enterprise Co., Ltd.)	0	0	0	0	0	0	TSAI HO WANT ENTERPRISES CO., LTD.	Director	
H.Y. TSAI CO., LTD.	3,743,478	1.67	0	0	0	0	1. Yen-Jung Tsai, Shao-Jen Tsai, directors of Shao Yuan 2. Mei-Hsiu Tseng, supervisor of Shao Yuan	1. Share the same director 2. Share the same supervisor	
Yen-Jung Tsai (Representative of H.Y. TSAI CO., LTD.)	0	0	0	0	0	0	Shao Yuan Co., Ltd.	Director	
Shao Yuan Co., Ltd.	1,256,972	0.56	0	0	0	0	1. Yen-Jung Tsai, Shao-Jen Tsai, directors of H.Y. TSAI 2. Mei-Hsiu Tseng, supervisor of H.Y. TSAI	1. Share the same director 2. Share the same supervisor	

NAME	SHARES HELD IN PERSON		SPOUSE & MINOR SHAREHOLDING		SHAREHOLDING BY NOMINEES		INFORMATION ON TOP 10 SHAREHOLDERS IN PROPORTION OF SHAREHOLDINGS, WHO ARE RELATED TO ONE ANOTHER, OR ARE KIN AT THE SECOND TIER RELATED TO ONE ANOTHER, THEIR NAMES AND RELATIONSHIP (NOTE 4)		NOTE
	Number of Shares	Shareholding Ratio %	Number of Shares	Shareholding Ratio %	Number of Shares	Shareholding Ratio %	Designation (or Name)	Relationship	
Yen-Jung Tsai (Representative of Shao Yuan Co., Ltd.)	0	0	0	0	0	0	H.Y. TSAI CO., LTD.	Director	
TAINET COMMUNICATION SYSTEM CORP.	3,972,850	1.78	0	0	0	0	None	None	
Huasheng International Investment Co., Ltd. (Representative of TAINET COMMUNICATION SYSTEM CORP.)	0	0	0	0	0	0	None	None	
Chien-Hsiung Li	3,106,746	1.39	0	0	0	0	None	None	
Yuanta Commercial Bank Co., Ltd. served as trustee for the dedicated asset account of the employee stock ownership trust of Want Want Union Insurance Company.	1,738,376	0.78	0	0	0	0	None	None	
Citibank Custody: Berkeley Capital SBL/PB Investment Account	1,453,535	0.65	0	0	0	0	None	None	
Shih-Han Chiu	1,264,300	0.57	0	0	0	0	None	None	

Note 1: Number of shares held by the top ten shareholders at the close of business on the book closure date.

Note 2: All the top 10 shareholders should be listed. For institutional shareholders, their names and the name of their representatives should be listed separately.

Note 3: Shareholding percentage is calculated separately based on the number of shares held in the name of the person, his/her spouse and minors, and others.

Note 4: Relationship between the aforementioned shareholders (including juristic and natural persons) shall be disclosed.

## IX. The number of shares held by the investment business, and combined to calculate the comprehensive shareholding ratio

### Total equity stake held

December 31, 2025 Unit: shares; %

Investee business (Note: The Company's long-term investments)	Ownership by the Company		Investment by Directors/Managerial Officers and Companies Directly or Indirectly Controlled by the Company		Total Ownership	
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio
None						

## Chapter 3 Capital Overview

### I. Source of Capital

Unit: shares; NT\$

Year/ Month	Par Value	Authorized Capital		Paid-in Capital		Note		
		Number of Shares	Amount	Number of Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Others
1963.01	NT\$10	1,500,000	15,000,000	1,500,000	15,000,000	Company establishment, cash capital increase	None	
2004.08	NT\$10	623,631,981	6,236,319,810	623,631,981	6,236,319,810	Capital increase by retained earnings NT\$299,034,800 Capital increase by capital reserve NT\$216,542,440	None	Note 1
2004.11	NT\$10	623,631,981	6,236,319,810	567,134,981	5,671,349,810	Capital reduction by treasury stock NT\$564,970,000	None	Note 2
2005.08	NT\$10	623,631,981	6,236,319,810	606,834,430	6,068,344,300	Capital increase by retained earnings NT\$170,140,500 Capital increase by capital reserve NT\$226,853,990	None	Note 3
2006.12	NT\$10	623,631,981	6,236,319,810	587,054,430	5,870,544,300	Capital reduction by treasury stock NT\$197,800,000	None	Note 4
2007.08	NT\$10	623,631,981	6,236,319,810	50,000,000	500,000,000	Capital reduction NT\$5,370,544,300	None	Note 5
2007.08	NT\$10	623,631,981	6,236,319,810	200,000,000	2,000,000,000	Private offering NT\$1,500,000,000	None	Note 6
2008.10	NT\$8.27	623,631,981	6,236,319,810	260,459,493	2,604,594,930	Private offering NT\$604,594,930	None	Note 7
2009.08	NT\$10	623,631,981	6,236,319,810	200,000,000	2,000,000,000	Capital reduction NT\$604,594,930	None	Note 8
2009.08	NT\$25	623,631,981	6,236,319,810	220,000,000	2,200,000,000	Private offering NT\$200,000,000	None	Note 9
2010.03	NT\$22.5	623,631,981	6,236,319,810	260,000,000	2,600,000,000	Capital increase by cash NT\$400,000,000	None	Note 10
2012.08	NT\$10	623,631,981	6,236,319,810	200,000,000	2,000,000,000	Capital reduction NT\$600,000,000	None	Note 11
2014.09	NT\$10	623,631,981	6,236,319,810	212,960,000	2,129,600,000	Capital increase by retained earning NT\$129,600,000	None	Note 12
2020.09	NT\$10	623,631,981	6,236,319,810	223,608,000	2,236,080,000	Capital increase by retained earning NT\$106,480,000	None	Note 13

Note 1: Approved by Letter No. (1) Financial-Supervisory-Securities-I-0930130468 dated July 9, 2004.

Note 2: Approved by Letter No. (3) Financial-Supervisory-Securities-III-0930143632 dated October 12, 2004.

Note 3: Approved by Letter No. (1) Financial-Supervisory-Securities-I-0940127016 dated July 12, 2005.

Note 4: Approved by Letter No. (3) Financial-Supervisory-Securities-III-0950150157 dated October 30, 2006.

Note 5: Approved by Letter No. (1) Financial-Supervisory-Securities-I-0960037255 dated August 17, 2007.

Note 6: Approved by Letter No. (1) Financial-Supervisory-Insurance-I-09602102650 dated August 16, 2007.

Note 7: Approved by Letter No. (2008) Financial-Supervisory-Insurance-I-09702190860 dated October 28, 2008.

Note 8: Agreed to reduce capital by Letter Fa Financial-Supervisory-Securities-Corporate-0980037873 dated August 4, 2009.

Note 9: Agreed to increase capital by Letter Cai Financial-Supervisory-Insurance-Corporate-09802136860 dated July 28, 2009.

Note 10: Agreed to handle by Letter Fa Financial-Supervisory-Insurance-Corporate-0980069513 dated January 19, 2010.

Note 11: Agreed to reduce capital by Letter Fa Financial-Supervisory-Securities-Corporate-1010031788 dated July 24, 2012.

Note 12: Agreed to increase capital by Letter No. (2014) Financial-Supervisory-Securities-Corporate-No. 1030030149 dated August 15, 2014.

Note 13: Declared effective by the Financial Supervisory Commission on August 14, 2020.

Note 14: The Company's paid-in capital is NT\$2,236,080,000 as of March 31, 2026.

March 31, 2026

Share Type	Authorized Capital			Note
	Outstanding Shares (Issued)	Unissued Shares	Total	
Common stock	223,608,000 shares	400,023,981 shares	623,631,981 shares	None

Note: Please specify whether the stock refers to TWSE or TPEx stock (the stock forbidden from being traded in TWSE or GTSM, if any, shall be identified).

## Information on Shelf Registration System

Type of Securities	Securities to be issued		Quantity of Issued Shares		Purpose and Expected Benefit of Issued Shares	Period in Which Unissued Shares to be Issued	Note
	Total Quantity	Approved Amount	Number of Shares	Price			
None							None

## II. List of Major Shareholders

March 31, 2026

(Number of Shares Held at the Close of Business on the Book Closure Date)

Name of Major Shareholders	Shareholding	Shares Held	Shareholding Ratio (%)
TSAI HO WANT ENTERPRISES CO., LTD.		49,961,671	22.34
Wang Chia Enterprise Co., Ltd.		48,480,873	21.68
Want Want Co., Ltd.		46,689,943	20.88
TAINET COMMUNICATION SYSTEM CORP.		3,972,850	1.78
H.Y. TSAI CO., LTD.		3,743,478	1.67
Chien-Hsiung Li		3,106,746	1.39
Yuanta Commercial Bank Co., Ltd. served as trustee for the dedicated asset account of the employee stock ownership trust of Want Want Union Insurance Company.		1,738,376	0.78
Citibank Custody: Berkeley Capital SBL/PB Investment Account		1,453,535	0.65
Shih-Han Chiu		1,264,300	0.57
Shao Yuan Co., Ltd.		1,256,972	0.56

## III. Dividend Policy and Implementation of the Company

### (I) Dividend Policy:

- The Company's dividend policy as stipulated in the Articles of Incorporation:

If there are earnings, the Company shall first pay the tax, make up the losses in previous years and set aside a legal capital reserve at 20% of the earnings left over, until the accumulated legal capital reserve has equaled the total capital of the Company; then set aside special capital reserve or reverse special reserve in accordance with relevant laws or regulations or as requested by the authorities in charge. After that, the Company may delegate the Board of Directors, depending on the operating circumstance, to allocate a certain portion of retained earnings as a reserve, then the remaining balance plus unappropriated retained earnings in previous years shall be calculated in an Earnings Distribution Proposal and submitted to the Shareholders' Meeting for approval.

The Board of Directors is delegated to make reasonable remuneration for the Independent Directors whose remuneration shall not be included in the Company's earnings distribution.

The Company is in the property insurance industry. In addition to complying with government policies and meeting the capital adequacy ratio, corporate development must strengthen the company's underwriting energy and liquidity. The Company's policy of allocating dividends is subject to the current and future investment environment, capital requirements, market competition and capital budget of the company, taking into account the interests of shareholders, balancing dividends and long-term financial planning of the Company. The Board of Directors prepares the Earnings Distribution plan every year according to the law. The distribution of earnings may be distributed in cash dividends or stock dividends. However, the ratio of cash dividends shall not be less than 10% of the total dividends, except in the event that cash dividends are less than NT\$0.1 per share, in which case stock dividends may be distributed instead. -

2. Concrete and explicit dividend policy:

Dividend distribution in the most recent fiscal year:

Year	Cash dividends	Stock dividends	Cash dividend distribution date
2020	0.80	-	2021.09.15
2021	1.00	-	2022.08.26
2022	-	-	-
2023	-	-	-
2024	1.5	-	2025.07.14
2025	1.5	-	To be determined

Although the articles of incorporation of the Company does not specify the dividend distribution ratio, it shall be adjusted according to the consideration of shareholders' interests and the long-term financial planning of appropriately meeting shareholders' needs for cash inflow and the capital needs of the company's future investment environment, that is, considering the factors such as strengthening the company's underwriting energy, improving the company's core capital and risk bearing capacity, and maintaining the level of net worth ratio, and shall be handled after the resolution of the shareholders' meeting.

Dividend distribution for the next three years is expected to be no less than 30% of the distributable earnings generated at that year, which is arrived at by subtracting the annual earnings from payment for tax and duties, payment made to offset previous deficits, and allocation of legal reserves, special reserves, and remuneration for directors and employees; in principle, cash dividends distributed shall not be less than 10% of total dividends distributed.

**(II) The Company's dividend distribution:**

- I. On March 12, 2026, the Company's Board of Directors passed the resolution of NT\$589,547,045 in the 2025 available surplus to distribute shareholders' cash dividends of NT\$335,412,000. Calculated based on the actual number of outstanding shares of the Company on December 31, 2025, the allotted cash dividend per share is NT\$1.5.
- II. The earnings distribution proposal has been approved by the Board of Directors but is pending resolution by the Shareholders' Meeting.

**(III) Please specify any material changes in the expected dividend policy: None.**

**IV. Impact of the Stock Grants Proposed by the Shareholders' Meeting on the Company's Operating Performance, Earnings per Share and Return on Investment:**

The Company does not have stock grants in stock dividends appropriated from earnings proposed by the shareholders' meeting in 2026, so it is not applicable.

**V. Compensation to directors and employees:**

- (I) Percentage or range of rewards distributed to employees and directors as stipulated in the Company's Articles of Association:  
If the Company generates a profit in a fiscal year, it shall allocate at least 1% for employee remuneration, with the remuneration for grassroots employees not being less than 0.5%. Additionally, no more than 3% shall be allocated for Director remuneration. However, in the case of accumulated losses, the losses must be offset first before allocating the remaining balance.  
Employee compensations shall be distributed in stocks or in cash and delegate the Board of Director to determine it each year within the scope of provisions.  
The compensation distribution of employee and directors shall be performed by the Board of Directors with a resolution of more than two-thirds of the directors present and a majority of the directors' attendance, and report to the shareholders' meeting.
- (II) The estimated basis for the estimated amount of compensation for employees and directors, the calculation basis for the number of shares allocated for the compensation of stocks, and the accounting treatment if the actual allotted amount differs from the estimated amount:  
The amount of remuneration for employees and directors of the Company in 2025 is estimated based on the number of distributions stipulated in the Company's Articles of Incorporation. If there is a difference between the actual distribution amount and the estimated amount, it will be recognized as the 2025 profit and loss according to the accounting estimate change processing principle.

- (III) Information on the proposed distribution of employees and directors' compensation approved by the Board of Directors:

On March 12, 2026, the Board of Directors resolved that:

Distribution items	Estimated amount of the recognized expenses in the year.	Number of board resolutions	Difference handling situation
Director compensation - Cash	5,400,000	5,400,000	No deviation
Employee compensation - Cash	27,000,000	27,000,000	No deviation
Employee compensation - Stock	None	None	No deviation

- (IV) The actual allocation of employee bonus and remuneration to directors in the previous year (including the number, amount and stock price of allocated shares), the deviation between the actual allocation and the estimated figures, if any, and cause and treatment thereof:

For 2024, the Company allocated NT\$27,000,000 in cash as employee remuneration and allocate NT\$6,000,000 to director remuneration. This is consistent with the amount recognized for the year 2024.

**VI. The Company's Stock Repurchase: None.**

**VII. Corporate Bonds: None.**

**VIII. Preferred Shares: None.**

**IX. Global Depository Receipts (GDRs): None.**

**X. Employee Stock Options: None.**

**XI. Employee Restricted Stock: None.**

**XII. The names of the managers and top ten employees who obtained the employee stock option certificates, and the status acquisition and subscription: None.**

**XIII. The names of the managers and top ten employees who obtained the new restricted employees' right shares, and the acquisition status: None.**

**XIV. Mergers and Acquisitions, or as Assignee of New Shares Issued by Another Company: None. Chapter 18. Fund Utilization Plans and Implementation: None.**

**XV. Status of Financing Plans and Implementation: None.**

## Chapter 4 Business Overview

### I. Business Activities

#### (I) Business Scope

##### 1. Contents of Major Business:

The Company belongs to the property insurance industry, and are engaged in various property insurance and sales and services approved by the competent authority. The main types of insurance are as follows:

- (1) Fire insurance: Residential fire insurance, residential earthquake insurance, commercial fire insurance, commercial earthquake insurance, typhoon and flood insurance.
- (2) Transportation insurance: Cargo insurance, hull insurance, fishing vessel insurance, aviation insurance, cargo carrier liability insurance, and maritime contractor liability insurance.
- (3) Motor insurance: Arbitrary car body damage insurance, arbitrary motor liability insurance, compulsory automobile liability insurance, and compulsory motorcycle liability insurance.
- (4) Engineering insurance: Construction comprehensive insurance, installation engineering insurance, construction machinery insurance, boiler insurance, machinery insurance, and electronic equipment insurance.
- (5) Liability insurance: General liability insurance, professional liability insurance, agricultural insurance, guarantee insurance, personal comprehensive insurance, commercial comprehensive insurance, and other property insurance.
- (6) Accident insurance: Group accident insurance, personal accident insurance, travel safety insurance, micro insurance.
- (7) Health insurance: Group medical insurance, personal medical insurance.

##### 2. Proportion:

Unit: NT\$ thousands/ %

Item	Total premium revenue	Proportion of written premium business %
Fire insurance	2,571,384	17.89
Marine insurance	334,787	2.33
Land and aviation insurance	89,017	0.62
Liability insurance	3,922,236	27.28
Guarantee insurance	49,283	0.34
Other property insurance	4,794,370	33.35
Accident insurance	1,218,494	8.48
Health insurance	187,031	1.3
Compulsory automobile liability insurance	1,209,493	8.41
<b>Total</b>	<b>14,376,095</b>	<b>100.00</b>

##### 3. The Company's current products (services):

Union Voluntary Motor Major Accident Insurance  
Union Voluntary Motor Physical Damage Insurance (B)  
Union Voluntary Motor Third Party Liability Insurance  
Union Voluntary Motor Physical Damage Insurance (A)  
Union Passengers Liability Insurance for Commercial Bus Industry  
Union Voluntary Motor Physical Damage Insurance (C)  
Union Voluntary Motor Theft Insurance for Limited Sum Insured Amount  
Union Voluntary Motor Theft Insurance

Union Voluntary Motor Employers Liability Insurance  
 Union Voluntary Motor Travelers Liability Insurance  
 Union Voluntary Motor Carriers Liability Insurance  
 Union Motor Comprehensive Insurance for Testing Drive of Car Dealers  
 Union Voluntary Motor Physical Damage Insurance for Fire Accident  
 Union Voluntary Motor Compensation Insurance for Natural Disasters  
 Union Voluntary Motor Insurance for Courtesy Purpose  
 Union Voluntary Motor Car-to-Car Collision Insurance for Non-Commercial Purpose  
 Union Voluntary Motor Window Glass Insurance  
 Union Driver's Liability Insurance for Non-Commercial Purpose  
 Union Comprehensive Voluntary Motor Third Party Liability Insurance  
 Union Compulsory Automobile Liability Insurance  
 Union Compulsory Motorcycle Liability Insurance  
 Union Motor Third Party Liability Insurance for Taxi  
 Union Motor Third Party Liability Insurance for Commercial Bus Industry  
 Union Motor Passenger Liability Insurance for Commercial Bus Industry  
 Union Motor Driver Injury Insurance-For Business  
 Union Motorcycle Comprehensive Insurance for Third Party  
 Union Motor Bodily Injury Liability Insurance for Passengers  
 Union Voluntary Motor Third Party Liability Insurance for Non-Commercial Purpose – Combined Single Limit type  
 Union Residential Earthquake Total Loss Insurance  
 Union Commercial Fire Insurance  
 Union Residential Tangible Personal Property Fire and Theft Insurance  
 Union Residential Fire and Basic Earthquake Insurance  
 Union Comprehensive Commercial Fire Insurance for Commercial Purpose  
 Union Comprehensive Residential Miscellany Insurance  
 Union Comprehensive Shop Insurance  
 Union Comprehensive Homeowner Insurance Basic Terms and Conditions  
 Union Comprehensive Homeowner Insurance  
 Union Carriers' Liability Insurance (A)  
 Union Carriers' Liability Insurance (B)  
 Union Freight Forwarders' Liability Insurance  
 Union Insurance Institute Cargo Clauses (A)  
 Union Insurance Institute Cargo Clauses (B)  
 Union Insurance Institute Cargo Clauses (C)  
 Union Insurance Institute Cargo Clauses (Air Cargo)  
 Union Insurance Institute Air Cargo Clauses (C)  
 Union Insurance Institute Cargo Clauses (All Risks)  
 Union Insurance Institute Cargo Clauses (W.A.)  
 Union Insurance Institute Cargo Clauses (F.P.A.)  
 Union Insurance Postal Parcel Insurance – All Risks  
 Union Insurance Institute Frozen Food Clauses (A)  
 UNION INSURANCE INSTITUTE FOSFA TRADES CLAUSES ( C )  
 Union Insurance Institute Frozen Meat Clauses (A) – 24 Hours Breakdown  
 Union Insurance Institute Cargo Clauses (A) 2009  
 Union Insurance Institute Cargo Clauses (Air)(excluding sendings by Post) 2009  
 Union Insurance Marine Insurance Institute Time Clauses - Hulls (1/10/83)  
 Union Insurance Air Cargo Carrier Liability Insurance  
 Union Insurance Land Cargo Carriage Insurance Clauses (A)  
 Union Insurance Land Cargo Carriage Insurance Clauses (B)  
 Union Insurance Fishing Vessel Insurance  
 Union Insurance Yacht Insurance  
 Union Insurance Fishery Vessel Crew Employer's Liability Insurance  
 Union Insurance Recreational Fishery Vessel Accident Liability Insurance  
 Union Insurance Helicopter Airframe & Liability Insurance  
 Union Insurance - Shiprepairer's Liability Clauses (1/1/90)  
 Union Insurance - ROC AVIATION COMPANY, LIMITED AVIATION HULL "ALL RISKS" AND LIABILITY INSURANCE/ PASSENGER AND CREW PERSONAL ACCIDENT INSURANCE  
 Union Insurance - INSTITUTE YACHT CLAUSES  
 Union Insurance - EMERALD PACIFIC AIRLINES AVIATION HULL (INCLUDING SPARES AND EQUIPMENT) AND LIABILITY INSURANCE PASSENGER AND CREW PERSONAL ACCIDENT INSURANCE  
 Union Insurance - DAILY AIR CORPORATION AVIATION HULL AND SPARES ALL RISKS AND LIABILITY INSURANCE HULL AND SPARES WAR AND ALLIED PERILS INSURANCE PASSENGER AND CREW PERSONAL ACCIDENT INSURANCE  
 Union Insurance Stock Throughput Insurance Open Cover (A001)  
 Union Insurance Operator's Liability Insurance  
 Union Institute Air Cargo Clauses(All Risks)(excluding sendings by post)  
 Union Insurance Marine Cargo Insurance Open Cover(A002)  
 Union Insurance Shipowner's Liability Insurance  
 Union Insurance Stock Throughput Insurance Open Cover (A002)  
 Union Insurance Marine Cargo Container/Carriage Equipment Coverage Policy (A001)  
 Union Insurance - MS AMLIN ASIA PACIFIC PTE LTD POLICY CONDITION  
 Union Insurance - AMERICAN YACHT FORM R12  
 Union Insurance Institute Cargo Clauses (B) 2009  
 Union Insurance Institute Cargo Clauses (C) 2009

Union Insurance Stock Throughput Insurance Open Cover (A003)  
 Union Insurance - TP AVIATION INTERNATIONAL CO., LTD AVIATION HULL AND SPARES ALL RISKS, HULL WAR RISKS, PREMISES, HANGARKEEPERS AND PRODUCTS LIABILITY, THIRD PARTY AND PASSENGER LIABILITY AND PERSONAL ACCIDENT (AIR TRAVEL ONLY) INSURANCE  
 Union Insurance Marine Cargo Container/Carriage Equipment Coverage Policy(A002)  
 Union Insurance Stock Throughput Insurance Open Cover (A004)  
 Union Directors and Officers Liability Insurance  
 Union Comprehensive Jeweler's Block Insurance  
 Union Group Personal Accident Insurance  
 Union Accounts Receivable Credit Insurance (Export Credit)  
 Union MRT Passenger's Liability Insurance  
 Union Construction Payment Bond  
 Union Construction Bid Bond  
 Union Construction Maintenance Bond  
 Union Construction Retention  
 Union Construction Advance Payment Bond  
 Union Construction Performance Bond  
 Union Public Liability Insurance  
 Union Oil Business Liability Insurance  
 Union Loss Adjusters Association Professional Indemnity Insurance  
 Union Safe Box Liability Insurance  
 Union Security Company's Liability Insurance  
 Union Maintenance Bond  
 Union Adjusters Professional Indemnity Insurance  
 Union Agents Brokers Professional Indemnity Insurance  
 Union Liquidators Professional Indemnity Insurance  
 Union Architects and Engineers Professional Indemnity Insurance  
 Union Comprehensive Arts Insurance  
 Union Lawyers Professional Indemnity Insurance  
 Union Toxic Chemical Substances Handlers' Liability Insurance  
 Union Glass Insurance  
 Union Fidelity Bond  
 Union Overseas Study Performance Bond Insurance  
 Union Golfer's Liability Insurance  
 Union Golf Course Blanket Insurance  
 Union Commercial Property Floater's Insurance  
 Union Cash Insurance  
 Union Product Liability Insurance  
 Union Accidental Pollution Liability Insurance  
 Union Accountants Liability Insurance  
 Union Program Interruption Insurance  
 Union Advance Payment Bond Insurance  
 Union Elevator's and Lifters Liability Insurance  
 Union Employer's Liability Insurance  
 Union Bankers Blanket Bond  
 Union Performance Bond  
 Union Contractors Liability Insurance  
 Union Medical Malpractice Professional Indemnity Insurance  
 Union Railway Transportation Liability Insurance  
 Union Burglary Insurance  
 Union RoHS Comprehensive Insurance  
 Union Comprehensive Medical Organizations Liability Insurance  
 Union Directors & Officers Liability Insurance  
 Union Home Member's Accident Liability Insurance  
 Union Travel Industry Bond (A)  
 Union Travel Industry Bond (B)  
 Union Adjusters' Professional Indemnity Insurance  
 Union Comprehensive Excellence Employers Insurance  
 Union Insurance Agents and Brokers Professional Indemnity Insurance  
 Union Directors & Officers Liability Insurance (Elite version)  
 Union Directors & Officers Liability Insurance (Top version)  
 Union Commercial General Liability Insurance (Occurrence basis – Type A)  
 Union Comprehensive Group Overseas Business Travel Insurance  
 Union New Comprehensive Credit Cards Insurance  
 UNION COMMERCIAL GENERAL LIABILITY INSURANCE  
 Union Criminal Executor Liability Insurance  
 Union Trade Credit Insurance Selective Policy  
 Union Pharmacist Liability Insurance  
 Union Insurance Contractor's All Risks Insurance  
 Union Insurance Erection All Risks Insurance  
 Union Insurance Contractors' Plant and Machinery Insurance  
 Union Insurance Boiler Insurance  
 Union Insurance Machinery Insurance  
 Union Insurance Electronic Equipment Insurance  
 Union Passenger Carrier Liability Insurance (A)  
 Union Travel Agency Liability Insurance

Union Overseas Study Agency Professional Indemnity Insurance  
 Union Directors & Officers Liability Insurance (Prosperity I) CLAIMS MADE POLICY  
 Union Directors & Officers Excess Liability Insurance Policy (Prosperity I) CLAIMS MADE POLICY  
 Union New Comprehensive Travel Insurance (overseas version)  
 Union Comprehensive Machinery Insurance  
 Union Contractors' All Risks Insurance  
 Union Erection All Risks Insurance  
 Union Comprehensive General Liability Policy (A)  
 Union Motion Picture And TV Production Insurance  
 Union Childcare Provider Professional Indemnity Insurance  
 Union Product Comprehensive Liability Insurance  
 Union Commercial General Liability Policy(B)  
 Union Motor Extended Warranty Expenses Insurance  
 Union Motor Warranty Expenses Insurance  
 Union Contingency Cancellation and Abandonment Policy  
 Union Public Bicycles Liability Insurance  
 Union Hole-in-One Insurance  
 Union Policemen Liability Insurance  
 Union Jujube Crop Insurance  
 Union Land Administration Agents Professional Indemnity Insurance  
 Union Information Security Protection Insurance (A)  
 Union Product Comprehensive Liability Insurance (A)  
 Union Personal Accident Insurance (Type - Individual & Group)  
 Union Personal Disability Insurance  
 Union Armed Force Group Personal Accident Insurance  
 Union Group Personal Accident Insurance (C)  
 Union Mountain Climbing Accident Insurance  
 Union "Gin-Want" Individual Personal Accident Insurance  
 Union Group Personal Accident Insurance for persons on boat  
 Union Micro Individual Personal Accident Insurance  
 Union "Gin-Man-Yi" Individual Personal Accident Insurance  
 Union Group Personal Accident Insurance (A)  
 Union Micro Group Personal Accident Insurance  
 Union "Want-Want Bao" Group Personal Accident Insurance  
 Union Business Travel Group Personal Accident Insurance  
 Union Off-Duty Group Personal Accident Insurance  
 Union "Ping-An Want" Group Personal Accident Insurance  
 Union On-Duty Group Personal Accidental Insurance  
 Union New Travel Insurance (Domestic Type)  
 Union 3-year Term Personal Accident Insurance  
 Union Group Personal Accident Insurance for Volunteer  
 Union Travel Personal Accident Insurance  
 Union Group Personal Accident Insurance (B)  
 Union Business Travel Group Personal Accident Insurance (B)  
 Union Contractor's Group Personal Accident Insurance  
 Union "Ing Want" Individual Personal Accident Insurance  
 Union Comprehensive Specific Activity Insurance  
 Union "Jian Kang Want Want" Daily Hospitalization Insurance  
 Union Group 1-year Term Medical Reimbursement Insurance  
 Union "Want Want Hsing" Daily Hospitalization Insurance  
 Union Group Daily Hospitalization Insurance  
 Union Group Cancer Death Policy  
 Union Group Cancer Policy  
 Union Group Medical Reimbursement Insurance  
 Union Group Health Policy  
 Union Dread Disease Policy (A)  
 Union Individual Cancer Death Policy  
 Union Individual Cancer Policy  
 Union Individual Cancer Medical Expenses Policy  
 Union Dread Disease Policy (B)  
 Union Pets Insurance  
 Union Drone Liability Insurance  
 Union Employer's Liability Insurance  
 Union Group Personal Accident for Hydrostatic Pressure Tester & Blaster  
 Union Administration Agents Professional Indemnity Insurance  
 Union Mobile Equipment Insurance  
 Union Designated Driving Industry Liability Insurance  
 Union Personal Liability Insurance  
 Union Information Security Protection Insurance  
 Union Personal Liability Insurance (Type A)  
 Union Drone Liability Insurance-Simple Operation Type  
 Union Specified Professions Professional Liability Insurance (A)  
 Union Overseas Emergency Illness Health Policy  
 Union Mobile Phone Insurance  
 Union Group Personal Accident Insurance for vessel testing persons  
 UNION COMMERCIAL GENERAL LIABILITY INSURANCE Primary and Non-Contributory  
 Insurance Clause (A)

Union "Gin-Mei-Man" Individual Personal Accident Insurance  
 Union Personal Overseas Travel Inconvenience Insurance  
 Union Domestic Travel Injury Medical Insurance (for those under 15 years of age)  
 Union Domestic Travel Blanket Insurance (for those under 15 years of age)  
 Union Architects, Technicians and Firemen Professional Indemnity Insurance  
 Union Mobile Equipment Lease Insurance  
 Union Cyber Enterprise Risk Management Insurance  
 Union Pets Universal Insurance  
 Union Water Recreation Liability Insurance  
 Union CyberEdge Excess Policy  
 Union Cyber Security Insurance  
 Union Single Project Specific Construction Liability Insurance  
 Union Overseas Individual Emergency Illness Medical Health Policy  
 Union Elderly Individual Personal Accident Insurance  
 Union Mobile Equipment Occupancy Insurance  
 Union Passenger Transportation Industry Liability Insurance  
 Union Travel Children's Injury Medical Travel Safety Insurance  
 Union Digital Business and Data Protection Insurance  
 Union Group Personal Accident Insurance (Applicable to Substitute Military Service Draftees, Reserve Substitute Service Personnel and the Service Group Management Centers, and Civil Defense Training Personnel under the Ministry of the Interior)  
 Union Voluntary Motor Physical Damage Insurance – Type A (Electric Vehicle Exclusive) – For Private Use  
 Union Voluntary Motor Physical Damage Insurance – Type B (Electric Vehicle Exclusive) – For Private Use  
 Union Voluntary Motor Physical Damage Insurance – Type C (Electric Vehicle Exclusive) – Waiver of Deductible for Vehicle-to-Vehicle Collision Loss  
 Union Voluntary Motor Theft Loss Insurance (Electric Vehicle Exclusive) – For Private Use  
 Union Voluntary Motor Third-Party Liability Insurance (Electric Vehicle Exclusive) – For Private Use  
 Union Voluntary Motor Physical Damage Insurance – Type A (Electric Vehicle Exclusive) – For Commercial Use  
 Union Voluntary Motor Physical Damage Insurance – Type B (Electric Vehicle Exclusive) – For Commercial Use  
 Union Voluntary Motor Physical Damage Insurance – Type C (Electric Vehicle Exclusive) – Waiver of Deductible for Vehicle-to-Vehicle Collision Loss – For Commercial Use  
 Union Voluntary Motor Theft Loss Insurance (Electric Vehicle Exclusive) – For Commercial Use  
 Union Voluntary Motor Third-Party Liability Insurance (Electric Vehicle Exclusive) – For Commercial Use  
 Union Voluntary Motor Employer's Liability Insurance (Electric Vehicle Exclusive)  
 Union Voluntary Motor Passenger Liability Insurance (Electric Vehicle Exclusive)  
 Union Commercial Taxi-Specific Automobile Third-Party Liability Insurance (Electric Vehicle Exclusive)  
 Union Cyber Security Insurance (A)  
 Union Commercial Machinery Comprehensive Insurance  
 Union Commercial Professional Liability Insurance  
 Union Insurance Stock Throughput Insurance Open Cover (A009)  
 Union On-Duty Group Personal Accidental Insurance (Applicable during the physical (re-)examination and conscription lottery period for draftees in Taichung City)  
 Union Driver's Liability Insurance for Commercial Purpose  
 Union Comprehensive Shop Insurance  
 Union Voluntary Motor Car-to-Car Collision Insurance for Commercial Purpose  
 Union On-Duty Group Personal Accidental Insurance (Applicable to personnel assigned to special duties)  
 Union Insurance - DAILY AIR CORPORATION AVIATION HULL AND SPARES ALL RISKS AND LIABILITY INSURANCE / AIRPORT OWNERS AND OPERATORS LIABILITY / HULL AND SPARES WAR AND ALLIED PERILS INSURANCE/ PASSENGER AND CREW PERSONAL ACCIDENT INSURANCE  
 Union Comprehensive Machinery Insurance (B)-01  
 Union Comprehensive Machinery Insurance (B)-02  
 Union Comprehensive Machinery Insurance (B)-03  
 Union Comprehensive Machinery Insurance (B)-04

4. New products and services planned to be developed:

- (1) We deepened our engagement across the green energy industry chain, expanded opportunities in sustainable business, and, through financial services, strengthened climate resilience to support the widespread provision of reliable and affordable modern energy.
- (2) We analyzed emerging technology trends, aligned them with government policies and industry developments, developed innovative products, and enhanced loss prevention techniques.
- (3) Actively responded to the government's green energy policies, researched and developed green-energy-related products, and implemented ESG.
- (4) Strengthened the adequacy of product-rate pricing, enhanced the sensitivity of risk identification, and assisted in screening for high-quality business.

- (5) The principle of treating customers fairly was implemented, and diverse service channels were provided for different age groups, genders, persons with physical and mental disabilities, and other specific populations.

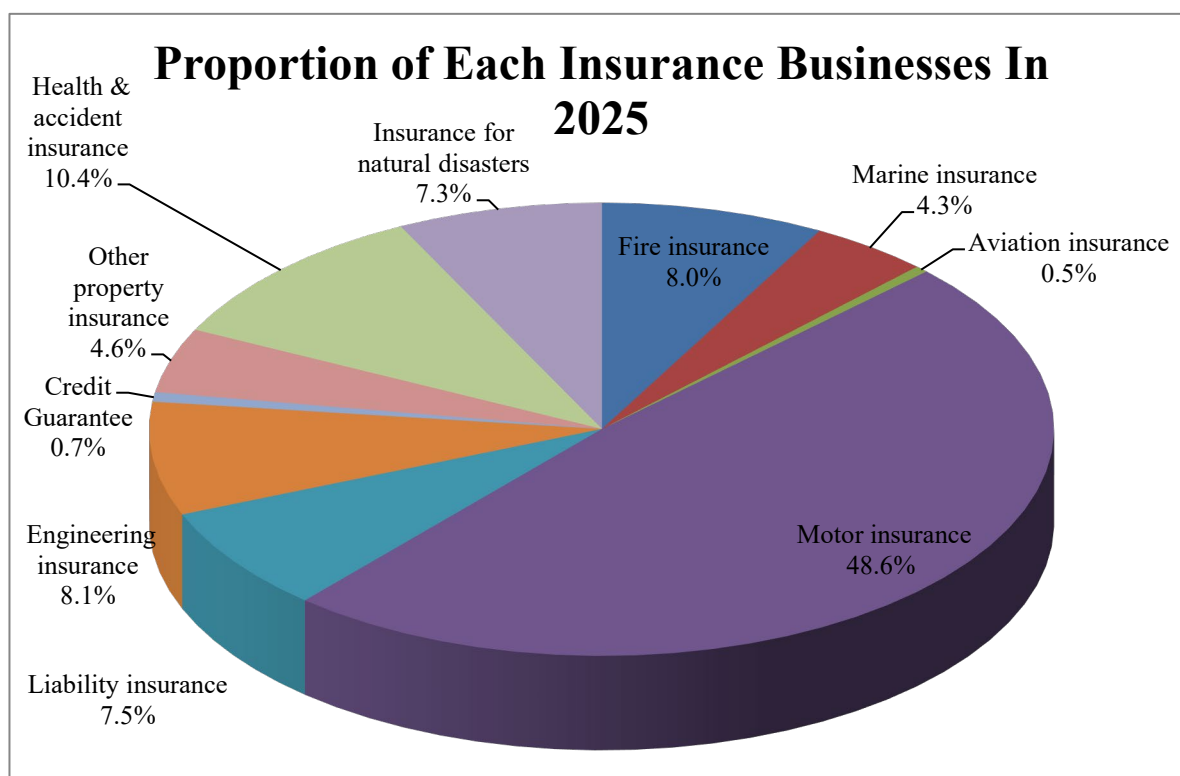
**(II) Industry Overview:**

**1. Industry Status**

According to statistics from the Non-Life Insurance Association of the Republic of China, the domestic property insurance market written premium income reached NT\$285.6 billion in 2025, with an increase of NT\$15.3 billion or 5.7% compared with the previous year's NT\$270.3 billion.

Unit: NT\$ Million

Year/Item	Fire insurance	Marine insurance	Aviation insurance	Motor insurance	Liability insurance	Engineering insurance	Credit guarantee	Other property insurance	Health & accident insurance	Insurance for natural disasters	Total	
2024	Premium	24,104	11,373	1,355	134,673	19,778	16,767	1,973	11,851	27,033	21,394	270,301
	Ratio	8.9%	4.2%	0.5%	49.8%	7.3%	6.2%	0.8%	4.4%	10.0%	7.9%	100%
2025	Premium	22,838	12,224	1,356	138,851	21,346	23,076	1,942	13,205	29,799	20,964	285,601
	Ratio	8.0%	4.3%	0.5%	48.6%	7.5%	8.1%	0.7%	4.6%	10.4%	7.3%	100%
Growth Rate	-5.3%	7.5%	0.0%	3.1%	7.9%	37.6%	-1.6%	11.4%	10.2%	-2.0%	5.7%	



Source: The Non-Life Insurance Association of the Republic of China

According to statistics from the Non-Life Insurance Association of the Republic of China, the distribution of the market share of various property insurance in 2025, the share of auto optional insurance reached 48.6%, which is still the highest among all types of insurance, followed by health & accident insurance, engineering insurance, fire insurance, liability insurance, and insurance for natural disasters, totaling 41.3%, and the remaining insurance types totaled 10.1%.

## 2. Industry Developments

In 2025, Taiwan's property and casualty insurance industry, building on the preceding year's steady growth, experienced continued expansion of the overall market; however, growth momentum gradually shifted from being driven by cyclical economic conditions to being driven by structural transition. As the effects of the pandemic abated and corporate investment momentum persisted, premium volumes were expected to remain on a growth trajectory, although the pace of growth was expected to moderate.

In terms of lines of business development, fire insurance and engineering insurance benefited from semiconductor plant expansions, public infrastructure projects, and demand arising from the energy transition, and retained growth momentum; the auto insurance market, however, had become mature and competition had intensified, prompting insurers to place greater emphasis on risk selection and precise pricing to improve underwriting quality and profitability.

In accordance with the competent authorities' recent policy direction, the non-life insurance industry was required, in addition to strengthening its core business operations and risk control, to actively address the issue of climate change and emerging risk, and to enhance its overall risk-bearing and management capabilities. The FSC also continued to promote a reorientation of the insurance industry toward its core protective function, to strengthen capital adequacy and solvency, and to encourage insurers to develop insurance products that met society's needs.

Under this trend, property and casualty insurers actively promoted ESG and sustainable development, and they continued to develop green insurance products, such as renewable energy insurance, protections for transition risk related to the low-carbon transition, and climate-related endorsements. At the same time, in response to increased corporate information security and digital risks, demand for cyber insurance and new types of liability insurance also continued to grow, becoming an important driver of the market.

In terms of the supervisory framework, with IFRS 17 and the next-generation solvency regime scheduled to take effect in 2026, 2025 served as a critical transition year. Operators must continually strengthen their capital structure, risk management mechanisms, and the quality of information disclosure in order to meet supervisory requirements and enhance market confidence.

In the area of digital transformation, the property and casualty insurance industry continued to deepen applications of AI and big data, deploying them in underwriting, claims handling, fraud prevention, and customer service processes to improve operational efficiency and service quality, and strengthened risk identification and differentiated competitive capabilities through data analysis.

Overall, in 2025 Taiwan's non-life insurance market continued its steady growth trend and, under the competent authorities' strengthened supervision and guidance of sustainability policies, moved toward "strengthening fundamentals," "returning to the essence of protection," and "enhancing risk management capabilities." Future industry competition was expected to focus on product innovation, sustainable transition, and digital capabilities. At the same time, it remained necessary to respond prudently to climate risks, volatility in the international reinsurance market, and the challenges posed by regulatory transitions in order to maintain long term sound operations.

### **3. Relationship Amongst Upstream, Midstream, and Downstream of the Industry**

The insurance industry is different from the production business. The product insurance company business underwrites other risks of non-life insurance. It mainly sells insurance contracts. In addition to the direct solicitation of insurance companies from insurers, some of them are sold through insurance brokers and agents. Therefore, the latter is downstream of the source of insurance business. In addition, the business undertaken is for risk dispersion, and reinsurance arrangements are used to increase the underwriting capacity to support business development. Therefore, reinsurance companies are in the upstream of the insurance industry. Insurance companies improve business quality and gain a competitive advantage by relying on downstream (insurance brokers and agents) and their own market development capabilities, underwriting technology, and management performance. At the same time, they can expand their business through appropriate arrangements for upstream reinsurance to increase underwriting capacity.

Under the trend of climate change, the development of ESG, and the strengthening of regulatory oversight, interactions among upstream, midstream, and downstream became increasingly close; reinsurance terms, product design, and distribution channel services all moved toward a deepening of risk management and sustainability-oriented development. Simultaneously, the application of digital technologies also promoted information integration across the industry chain and enhanced operational efficiency.

Overall, the three parties must maintain a high degree of coordinated cooperation to improve underwriting quality, expand business development, and strengthen industry resilience.

### **4. Product Development Trends and Competition Landscape**

The concept of risk insurance, knowing the danger is not in danger is deeply rooted in the minds of individuals and enterprises, so everyone has the concept and demand for risk dispersion, so that insurance is an irreplaceable product. However, in the past, the protection provided by various insurance companies was not very different, resulting in fierce competition among product insurers to cut prices.

In recent years, property and casualty insurers progressively shifted toward differentiated, value-oriented development, actively invested in product innovation, and developed insurance products that possessed unique characteristics not offered by others, in order to differentiate themselves in the market and improve profitability. In addition to optimizing traditional insurance lines, product development had been extended to renewable energy insurance, climate risk-related coverage, cyber insurance, and new forms of liability insurance, in order to respond to changes in the business operating environment and the needs of emerging risk.

Amid strengthened regulatory oversight and the trend toward IFRS 17 adoption, the property and casualty insurance industry placed greater emphasis on precise pricing and risk assessment, and progressively shifted from pursuing premium growth to prioritizing underwriting quality and long term underwriting profit. As digital technology developed, firms leveraged data analytics and technological applications to improve product design capabilities and the customer experience, thereby strengthening their competitive advantage in the market.

### **(III) Technology and R&D Overview**

#### **1. R&D expenses invested this year:**

Faced with the severe challenges posed by extreme climate-induced floods, wildfires, and earthquakes, the organization built resilience by deepening international cooperation and implementing research and development investments. At the same time, through key competency training that supported employee mastery of emerging skills, market competitiveness was enhanced and further progress was made toward the concept of sustainable development.

#### **2. Successfully developed technologies or products this year:**

- (1) Union Comprehensive Medical Organizations Liability Insurance Elevator Liability Supplementary Clause
- (2) Union Comprehensive Medical Organizations Liability Insurance Consolation Fund Expenses Supplementary Clause
- (3) Union Comprehensive Medical Organizations Liability Insurance Priority Payment Supplementary Clause
- (4) Union Comprehensive Medical Organizations Liability Insurance Extension Notification of Changes in Medical Personnel Supplementary Clause
- (5) Union Public Liability Insurance Specially Agreed Supplementary Clause (Applicable to CPC Corp., Taiwan)
- (6) Union Comprehensive Medical Organizations Liability Insurance Parking Lot Supplementary Clause
- (7) Union On-Duty Group Personal Accidental Insurance (Applicable during the physical (re-)examination and conscription lottery period for draftees in Taichung City)
- (8) Union Personal Accident Insurance (Individual and Family) Accident Medical Insurance Benefits (Actual Expense Reimbursement Type) Supplementary Clause (Type B)
- (9) Union Property Insurance W078 Accidental Contamination Supplementary Clause
- (10) Union Insurance JWC Listed Areas Clause
- (11) Union Property Insurance F66 Endorsement for Equipment Business Interruption Insurance Supplementary Clause
- (12) Union Property Insurance W079 Small Claims Clause Supplementary Clause
- (13) Union Property Insurance F67 Migration Supplementary Clause
- (14) Union 13113A Reinstatement/Replacement Value
- (15) Union Driver's Liability Insurance for Commercial Purpose
- (16) Union Property Insurance Additional Risk Premium for the Automobile Transportation Industry Supplementary Clause
- (17) Union Property Insurance Notice to the Client under Professional Liability Insurance Supplementary Clause
- (18) Union Property Insurance Notice to the Client under Professional Special Agreement Liability Insurance
- (19) Union Property Insurance Professional Liability Insurance Waiver of Subrogation Supplementary Clause
- (20) Union Property Insurance Professional Delayed Delivery Supplementary Clause
- (21) Union Property Insurance Professional Liability Insurance Computer Virus and Hacker Risks Exclusion Supplementary Clause
- (22) Union Liability Insurance Professional Priority Payment Supplementary Clause
- (23) Union Liability Insurance Cross Liability Supplementary Clause
- (24) Union Bankers Blanket Bond Automated Service Equipment Cash Shortage Supplementary Clause
- (25) Union Directors & Officers Liability Insurance Change of Applicable Territory Supplementary Clause
- (26) Union Comprehensive Shop Insurance
- (27) Union Comprehensive Shop Insurance Natural Disaster Liability Supplementary Clause
- (28) Union Comprehensive Shop Insurance Waiver of Subrogation Rights Supplementary Clause
- (29) Union Comprehensive Shop Insurance Tenant's Fire Liability Supplementary Clause
- (30) Union Comprehensive Shop Insurance Food Poisoning Liability Supplementary Clause
- (31) Union Comprehensive Shop Insurance Parking Lot Liability Supplementary Clause
- (32) Union Comprehensive Shop Insurance Elevator Liability Supplementary Clause
- (33) Union Comprehensive Shop Insurance Advertising Boards and Signage Liability Supplementary Clause
- (34) Union Comprehensive Shop Insurance Consolation Money Supplementary Clause
- (35) Union Property Insurance Cash Insurance Supplementary Clause Excluding Coverage for Failure to Fulfill Safeguarding Obligations

- (36) Union Cash Liability Insurance Overpayment Supplementary Clause
- (37) Union Voluntary Motor Car-to-Car Collision Insurance for Commercial Purpose
- (38) Union Motor Driver Injury Insurance Injury Medical Benefit Supplementary Clause-For Business
- (39) Union Property Insurance Shop Comprehensive Insurance Product Liability Insurance Coverage Supplementary Clause – Occurrence Basis Coverage Model
- (40) Union Property Insurance J05 Extension of Business Interruption Period Due to Deterioration Supplementary Clause
- (41) Union Property Insurance J07 Other Expenses Excluding Extra Expense Coverage During Business Interruption Supplementary Clause
- (42) Union Property Insurance J08 Public Electricity, Water Supply, and Gas Supply Interruptions Supplementary Clause
- (43) Union Property Insurance J09 Delayed Repair Supplementary Clause
- (44) Union Property Insurance J10 Expanded Supplier Supplementary Clause
- (45) Union Property Insurance J11 Expansion of Customer Scope Supplementary Clause
- (46) Union Property Insurance J61 Refractory Materials or Brick (Stone) Construction of Industrial Smelting Furnaces and Boilers Supplementary Clause
- (47) Union Property Insurance J63 Conveyor Belts and Chains Supplementary Clause
- (48) Union Property Insurance J64 Electrical Wires and Non-Power Cables Supplementary Clause
- (49) Union Property Insurance J65 Electrical Machinery Rewinding Supplementary Clause
- (50) Union Property Insurance J66 Combustion Engines (e.g., Diesel and Gas Engines) Supplementary Clause
- (51) Union Property Insurance J67 Components Along Hot Gas Piping of Gas Turbines Supplementary Clause
- (52) Union Property Insurance J69 Submersible Pumps and Deep-Well Pumps Supplementary Clause
- (53) Union Property Insurance J70 Embossing Machinery and Equipment Inspection and Repair Supplementary Clause
- (54) Union Property Insurance J74 Sum Insured on a Unit Price Basis Supplementary Clause
- (55) Union Property Insurance J75 Exhaust Duct Purification Equipment Supplementary Clause
- (56) Union Property Insurance J117 Transmission and Distribution Power Lines Supplementary Clause
- (57) Union Comprehensive Machinery Insurance (B)-01
- (58) Union Insurance Exhibition Risks Clause
- (59) Union Property Insurance F05A Electronic Equipment Comprehensive Insurance Coverage of Typhoon, Flood, Earthquake, Volcanic Eruption, and Tsunami Supplementary Clause
- (60) Union Property Insurance F06A Electronic Equipment Comprehensive Insurance Coverage of Flood Damage in Basements or Below-Ground Premises Supplementary Clause
- (61) Union Property Insurance W080 Public Authority Supplementary Clause
- (62) Union Property Insurance W081 Inability to Access Adjacent Property to the Insured Premises Supplementary Clause
- (63) Union Property Insurance W082 Claims Preparation Expenses Supplementary Clause
- (64) Union Insurance — Sanctions Limitation Clause (LMA3100A)
- (65) Union Insurance — Premium Payment Clause LSW3001
- (66) Union Comprehensive Machinery Insurance (B)-02
- (67) Union Insurance - DAILY AIR CORPORATION AVIATION HULL AND SPARES ALL RISKS AND LIABILITY INSURANCE / AIRPORT OWNERS AND OPERATORS LIABILITY / HULL AND SPARES WAR AND ALLIED PERILS INSURANCE/ PASSENGER AND CREW PERSONAL ACCIDENT INSURANCE
- (68) Union Insurance Seepage and Pollution Exclusion Clause (01/01/89)
- (69) Union Property Insurance W083 Additional Coverage for Professional Technical Fees Supplementary Clause
- (70) Union Property Insurance W084 Automatic Reinstatement of Insurance Amount Supplementary Clause
- (71) Union Property Insurance B13 Installation All Risks Insurance Management Fee Supplementary Clause
- (72) Union Property Insurance P51A Network Loss and Electronic Data Exclusions Supplementary Clause LMA5401
- (73) Union 13133 Microfracture Endorsement 1 (LMA5516)
- (74) Union 13134 Institute radioactive contamination, chemical, biological, biochemical and electromagnetic weapons exclusion clause (CL370)
- (75) Union 13135 Property Cyber And Data Exclusion (LMA5401)
- (76) Union 13136 War and Terrorism Exclusion Endorsement (NMA2918)
- (77) Union Property Insurance Public Liability Insurance Supplementary Clause for Accidental Pollution Liability (Type D)
- (78) Union Commercial General Liability Insurance Contractual Liability Clause(A)
- (79) Union Commercial General Liability Insurance Supplemental Payment of Injury Treatment and Death Consolation Fee Clause

- (80) Union Property Insurance Claims for Frozen/Refrigerated Cargo Supplementary Clause
- (81) Union Property Insurance A33B Water Conservancy Works Supplementary Clause
- (82) Union 13137 Supplier and Customer Extension Clause
- (83) Union 13138 Functional Replacement Cost Clause
- (84) Union Comprehensive Machinery Insurance (B)-03
- (85) Union 1302A Cover for Underground Machinery and Equipment
- (86) Union 13117A Transmission and Distribution Line
- (87) Union 13103A Defects of Material Workmanship Design (LEG 2/96)
- (88) Union 13139 Average Clause (NMA 348)
- (89) Union 13140 War and Civil War Exclusion (NMA 464)
- (90) Union 13141 Radioactive Contamination Exclusion(NMA1622)
- (91) Union 13142 Sanction Limitation and Exclusion Clause (LMA3100)
- (92) Union 13143 Total Asbestos Exclusion
- (93) Union 13144 Fraudulent Claims Clause (LMA 5062)
- (94) Union 13145 Application of Sublimits Endorsement (LMA5130)
- (95) Union 13146 Political Risk Exclusion
- (96) Union 1302B Cover for Underground Machinery and Equipment
- (97) Union 13147 Energy Cyber Affirmation and Limited Exclusion
- (98) Union Property Insurance P01A Coverage of Strike, Riot, and Civil Commotion Supplementary Clause
- (99) Union Property Insurance P22A Additional Insurance of Land Transportation Supplementary Clause
- (100) Union Property Insurance P23D Additional Coverage for Adjacent Property Supplementary Clause
- (101) Union On-Duty Group Personal Accidental Insurance (Applicable to personnel assigned to special duties)
- (102) Union Property Insurance New Travel Comprehensive Insurance (Overseas) Increased Accidental Death Benefit Due to Animal Attack Supplementary Clause
- (103) Union Property Insurance W085 Agreed Provisions of Mass Rapid Transit System Construction Insurance Supplementary Clause
- (104) Union Property Insurance W086 Agreed Provisions of Mass Rapid Transit System Construction Insurance Supplementary Clause A
- (105) Union Property Insurance W087 Agreed Provisions of Mass Rapid Transit System Construction Insurance Supplementary Clause B
- (106) Union Property Insurance W088 Agreed Provisions of Mass Rapid Transit System Construction Insurance Supplementary Clause C
- (107) Union Property Insurance W089 Agreed Provisions of Mass Rapid Transit System Construction Insurance Supplementary Clause D
- (108) Union Property Insurance W090 Agreed Provisions of Mass Rapid Transit System Construction Insurance Supplementary Clause E
- (109) Union Property Insurance W091 Agreed Provisions of Mass Rapid Transit System Construction Insurance Supplementary Clause F
- (110) Union Personal Overseas Travel Inconvenience Insurance Waiver of Certain Claim Documents in the Event of Flight Delay Supplementary Clause
- (111) Union Comprehensive Machinery Insurance (B)-04
- (112) Union 13148 Electronic Date Recognition Exclusion
- (113) Union 13149 Microorganism Exclusion (LMA5018)
- (114) Union 13150 Biological or Chemicals Materials Exclusion (NMA2962)
- (115) Union 13151 Territorial Exclusion: Russia, Ukraine and Belarus (LMA5583B)
- (116) Union Insurance Special Clause for Re-Packing Expenses
- (117) Union Insurance Territorial Exclusion: Belarus, Russia and Ukraine

### **3. R&D Plan**

- (1) The Company gained insight into shifts in consumer behavior, encouraged employees to pursue innovation, and actively engaged in insurance product research and development to strengthen its competitiveness.
- (2) Monitored market dynamics and competitive and cooperative relationships, proactively responded to the government's green energy policies, and pursued high-quality business opportunities to increase market share.
- (3) Established a top-down integrity management culture and embedded the principle of fair treatment of customers throughout all operational processes to safeguard customer equity.
- (4) Offer a range of service channels to address insurance needs related to aging, singlehood, low birth rates, and pets.

- (5) Gain insights into customer needs and develop simple, easy-to-understand, affordable, and marketable personal insurance products targeting potential customers.
- (6) In accordance with government policies and insurance laws, we actively provided society and various industries with comprehensive risk assessment and insurance planning.
- (7) We deepened talent development and, through the continuous refinement of core competencies, strengthened the organization's competitiveness and productivity.

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

##### **Short-term:**

1. **Enhancing Professional Competence and Service Quality:**  
Continued efforts were made to enhance the professional competence of underwriting and claims personnel, to implement the principles of fair customer treatment and customer-friendly financial services, and, through education and training and the acquisition of professional certifications, to strengthen the team's professional capabilities and service quality.
2. **Optimized Business Structure and Underwriting Quality:**  
We actively expanded quality business and prudently screened distribution channels, implemented underwriting policies and reinforced claims oversight, and increased retained premiums to stabilize profitability and strengthen our risk-bearing capacity.
3. **Enhanced Operational Efficiency and Cost Management:**  
Implemented process optimization and upgraded information systems, reduced operating costs, and deepened awareness of cost management to improve overall operational efficiency and competitiveness.
4. **Deepen Digital Transformation and Channel Digitization:**  
In line with the industry's digitalization trend, we continued to develop mobile services and e-commerce applications, strengthened digital integration across channels, and enhanced customer experience and service efficiency.
5. **Promoted Product Innovation and Precision Pricing:**  
In response to climate change, information security risks, and industry transformation needs, we developed diversified and differentiated product offerings (such as green insurance and cyber insurance) and strengthened rate-testing and precision-pricing capabilities to enhance underwriting profitability.
6. **Strengthened ESG Governance and Sustainable Talent Development:**  
Implemented internal ESG training to deepen employee awareness of sustainability issue, and integrated corporate governance and risk management mechanisms to enhance the effectiveness of sustainability strategy implementation.
7. **Implemented Low-Carbon Operations and Digital Services:**  
Measures such as paperless policies, online policy purchases, and digital claims processing were continuously promoted to reduce carbon emissions and resource consumption, while balancing operational efficiency and environmental sustainability.

##### **Long-Term:**

1. **Strengthened Operating Fundamentals and Risk Management Capabilities**  
The company continued to optimize its business structure and product mix, strengthened underwriting policies and risk-control mechanisms, properly managed risk accumulation, and, in line with IFRS 17 and the new first-generation solvency regime, enhanced capital adequacy and long term operational resilience.
2. **Implementation of Corporate Social Responsibility and Brand Image**  
The Company had consistently expressed concern for society and had participated in social welfare activities, leveraging its insurance expertise to promote a society safety net, deepened corporate social responsibility, and increased brand trust and society influence.

3. **Deepening Digital Transformation and Information Security Governance**  
Constructed a customer-oriented digital service system, integrated information systems and data-application capabilities, and strengthened information security protections and personal-data protection mechanisms to address the risk challenges posed by digital finance and information security.
4. **Promoted the Integration of Resources with Enterprise Risk Management**  
We integrated the Company's internal resources, implemented an enterprise risk management mechanism, strengthened cross-departmental risk identification and response capabilities, and improved operational efficiency and the quality of decision-making, with the target of achieving stable profitability and maximizing shareholder equity.
5. **Development of Green Insurance and Emerging Risk Products**  
The Company continued to develop renewable energy, electric vehicle, and ESG-related insurance products (such as solar photovoltaic and wind-power engineering insurance), and expanded coverage to include climate risk and low-carbon transition-related protections, in order to capture the market opportunities driven by the net zero transition.
6. **Strengthened ESG Governance and Sustainability Disclosure Capabilities**  
In accordance with the IFRS Sustainability Disclosure Standards, we enhanced our ability to identify, measure, and disclose climate and sustainability risks; integrated internal control, actuarial, compliance, and risk management mechanisms; established a comprehensive sustainability governance framework; and strengthened stakeholder trust.
7. **Deepened the Foundation for Corporate Governance and Sustainable Operation**  
Adhering to the Group's management philosophy, we strengthened legal compliance, professional capabilities, and corporate governance, and integrated digital transformation with a sustainability strategy to continuously enhance our competitive advantage and advance toward becoming the insurance company most trusted by customers.

## II. Overview of Market and Production and Marketing Situation

### (I) Market Analysis

#### 1. The Company's main insurance sales regions for 2025

Unit: NT\$ thousands

Regions	Premium	Regions	Premium
Keelung City	100,881	Yunlin County	191,291
Taipei City	5,211,098	Chiayi County	253,803
New Taipei City	1,292,238	Tainan City	963,931
Taoyuan County	1,131,607	Kaohsiung City	1,392,846
Hsinchu County	479,274	Pingtung County	369,475
Miaoli County	193,225	Yilan County	107,702
Taichung City	1,475,359	Hualien County	78,462
Changhua County	440,292	Taitung County	54,146
Nantou County	245,295	Total	13,980,925

#### 2. Market share and business structure of the Company in 2025

Unit: %

Union Insurance	Fire insurance	Marine insurance	Motor insurance	Marine hull & aviation insurance	Engineering insurance	Health & accident insurance	Other insurance	Typhoon flood insurance	Total
Market share	5.6%	3.7%	5.4%	2.1%	4.4%	4.7%	3.0%	6.3%	4.9%
Business structure	14.8%	2.3%	53.9%	0.7%	7.3%	10.0%	7.8%	3.2%	100.0%

Note: Source: The Non-Life Insurance Association of the Republic of China

### **3. Market supply and demand and market growth in the future**

#### **(1) Supplies**

As consumer behavior shifted and digital technologies advanced rapidly, the supply side of the property and casualty insurance industry was transitioning from a traditional product-oriented model to a service model centered on customer needs. The insurance company has continued to advance digital transformation and has also employed data analytics and technological applications to strengthen product design, underwriting efficiency, and the customer service experience, thereby improving overall operational effectiveness. With respect to digital development, industry participants actively expanded services such as online real-time underwriting, remote insurance enrollment, and digital claims, thereby enhancing service convenience and timeliness, and employed data applications to accurately identify customer needs in response to market diversification and personalization trends. In addition, as climate change, information security risks, and corporate transformation needs increased, the supply side continued to develop green insurance, cyber insurance, and emerging risk protection products, and strengthened product differentiation and market competitiveness. Overall, the supply side of the property and casualty insurance industry was expected to move toward "digitization," "customer orientation," and the "deepening of sustainability and risk management." Through technology and innovation it aimed to enhance service value in order to support the industry's long term, stable growth.

#### **(2) Demands**

On the demand side, as awareness of enterprise risk management increased and the government promoted its 2050 net zero emissions policy, demand for risk protection related to the green energy industry, sustainable supply chain, and the low-carbon transition continued to increase, driving market growth for renewable energy insurance, green finance, and climate-risk-related products. In addition, digital transformation generated demand related to information security and business interruption risks, which significantly increased enterprises' demand for cyber insurance and protection against emerging risk, thereby creating a new wave of market momentum. In the personal insurance market, as demographic structures changed and lifestyles diversified, demand for niche products such as senior care and pet insurance gradually increased, prompting non-life insurers to develop more differentiated products to enhance market penetration. Overall, as the risk awareness of society at large has heightened and the concept of protection has become increasingly mature, demand for property and casualty insurance products will continue to grow steadily and evolve toward greater diversification and customization.

#### **(3) Growth Potential**

Under the competent authorities' proactive promotion of digital finance development and the enhancement of the regulatory environment, the property and casualty insurance sector's degree of digitalization continued to increase; penetration rates for online policy purchases and e-commerce channels grew steadily, driving market expansion and innovation in service models.

At the same time, global trends in sustainable development and net zero emissions were creating structural growth opportunities for the property and casualty insurance industry. Property and casualty insurers gradually transitioned from traditional risk underwriters into corporate "ESG risk management partners," and, through product design, underwriting policies, and risk advisory services, assisted companies in strengthening climate risk resilience and governance capabilities.

In the environment dimension (E), the rising frequency of extreme climate events drove growth in demand for natural disaster insurance, agricultural insurance, and green energy insurance. In the society dimension (S), companies, responding to supply chain and ESG rating requirements, pushed up demand for liability insurance and cyber insurance. In the corporate governance dimension (G), with the promotion of TCFD, SASB, and IFRS sustainability disclosure standards, insurance services gradually integrated risk management and information disclosure functions. Overall, ESG risks will become an important driver of long term growth in the property and casualty insurance industry, prompting the market to transition from its traditional role of providing protection to a new phase that integrates risk management and sustainable development.

#### **4. Competitive niches:**

##### **(1) Strengthened Operating Fundamentals and Risk Management Capabilities**

The company continued to optimize its business structure and product mix, strengthened underwriting policies and risk-control mechanisms, properly managed risk accumulation, and, in line with IFRS 17 and the new first-generation solvency regime, enhanced capital adequacy and long term operational resilience.

##### **(2) Implementation of Corporate Social Responsibility and Brand Image**

The Company had consistently expressed concern for society and had participated in social welfare activities, leveraging its insurance expertise to promote a society safety net, deepened corporate social responsibility, and increased brand trust and society influence.

##### **(3) Deepening Digital Transformation and Information Security Governance**

Constructed a customer-oriented digital service system, integrated information systems and data-application capabilities, and strengthened information security protections and personal-data protection mechanisms to address the risk challenges posed by digital finance and information security.

##### **(4) Promoted the Integration of Resources with Enterprise Risk Management**

We integrated the Company's internal resources, implemented an enterprise risk management mechanism, strengthened cross-departmental risk identification and response capabilities, and improved operational efficiency and the quality of decision-making, with the target of achieving stable profitability and maximizing shareholder equity.

(5) Development of Green Insurance and Emerging Risk Products

The Company continued to develop renewable energy, electric vehicle, and ESG-related insurance products (such as solar photovoltaic and wind-power engineering insurance), and expanded coverage to include climate risk and low-carbon transition-related protections, in order to capture the market opportunities driven by the net zero transition.

(6) Strengthened ESG Governance and Sustainability Disclosure Capabilities

In accordance with the IFRS Sustainability Disclosure Standards, we enhanced our ability to identify, measure, and disclose climate and sustainability risks; integrated internal control, actuarial, compliance, and risk management mechanisms; established a comprehensive sustainability governance framework; and strengthened stakeholder trust.

(7) Deepened the Foundation for Corporate Governance and Sustainable Operation

Adhering to the Group's management philosophy, we strengthened legal compliance, professional capabilities, and corporate governance, and integrated digital transformation with a sustainability strategy to continuously enhance our competitive advantage and advance toward becoming the insurance company most trusted by customers.

**5. Advantages and disadvantages of the development prospects and countermeasures**

**(1) Advantages:**

- A. As international travel returned to normal and public awareness of risk protection increased, demand for travel insurance products grew steadily and became an important driver of business expansion.
- B. The rapid development of digital transformation, cloud applications, and AI technologies promoted the deepening of insurance technology applications and drove demand for new types of insurance products.
- C. Insurance technology continued to advance, which helped to improve operational efficiency and service quality and strengthened customer experience and satisfaction.
- D. Strengthening underwriting and claims management and screening for high-quality business helped reduce the loss ratio and improve underwriting profitability.
- E. Developed a diversified mix of bundled products, enhanced product flexibility and channel sales efficiency, and strengthened market competitiveness.
- F. The competent authorities promoted FinTech and online insurance policies and improved the regulatory environment, which was conducive to the development of digital channels and e-commerce.
- G. The global trend toward sustainable development and investors' attention to ESG issues drove growth in demand for insurance related to green energy, information security, and climate risks.

- H. The Company has already deployed green energy engineering insurance and cyber insurance products, possesses a first-mover advantage, and is well positioned to capture market opportunities driven by the net zero transition.
- I. The Company's online insurance platform has obtained dual certifications of BS10012 and ISO27001, demonstrating a strong commitment to information security and personal data protection. This platform meets international standards for ESG governance, providing a solid foundation for the development of e-commerce and a diversified insurance market.

**(2) Disadvantages:**

- A. The intensification of climate change led to increased natural disaster risk; rising reinsurance premiums and stricter underwriting conditions increased operating costs and capital pressure.
- B. In the future, the implementation of IFRS sustainability disclosure standards will be gradually enforced. The Company will need to establish a comprehensive ESG information disclosure framework and governance mechanisms, while integrating related system infrastructure. In the short term, this will increase regulatory and operational pressures.
- C. Inflation drove up claims costs, and the increase in liability insurance claim amount put pressure on loss ratio management.
- D. Traditional insurance product lines were highly homogeneous and intensely competitive; if continuous product innovation and differentiation were not pursued, profitability and market share would have been adversely affected.

**(3) Countermeasures:**

- A. Strengthened enterprise risk management as well as internal audit and internal control mechanisms, and improved capital utilization efficiency and operational resilience to address changes in the supervisory framework and market uncertainty.
- B. Market trends were continuously monitored, green insurance, cyber insurance, and emerging risk products were developed, and product differentiation and market competitiveness were enhanced.
- C. We deepened distribution channel management and cross-industry partnerships, diversified sales channels, and expanded the customer base and market penetration rate.
- D. Reinsurance arrangements and actuarial capabilities were strengthened to improve the effectiveness of risk diversification and to increase underwriting capacity.
- E. Enhanced underwriting and claims professional capabilities, implemented loss prevention services, strengthened risk identification, and reduced the loss ratio.
- F. The Company actively developed sustainability-oriented products, provided corporate clients with solutions for climate risk and transition risk, and expanded its institutional market presence.

- G. An ESG performance tracking and disclosure mechanism was established in accordance with TCFD and IFRS S1/S2 standards and integrated into the company's risk management framework to enhance governance transparency and market trust.
- H. Continued to optimize digital services and the online insurance enrollment platform, enhanced customer experience and service efficiency, and strengthened customer stickiness and brand competitiveness.

**(II) Key Functions and Manufacturing Process of Major Products:**

1. Important Use

“Insurance ensures the stability of economic life, assembles a large number of economic units for the losses caused by the occurrence of specific dangerous accidents, and raises money based on reasonable calculations, as an economic system for compensation.”

Property insurance is to provide the protection of the life responsibility of enterprises, families and individuals, that is, the cornerstone of social stability and economic prosperity, and can provide the funds needed for the construction of the country. Therefore, the development of the insurance industry has become one of the important indicators of modern national economic development and social welfare.

2. Manufacturing process

Insurance products of product insurance companies shall be submitted for review in accordance with legal procedures before they can be sold.

**(III) Status of Supply on Primary Materials: None.**

**(IV) The names of customers who have accounted for more than 10% of the total purchases (sales) in any of the last two years, their purchases (sales) amount and proportion, and the reasons for the increase or decrease:**

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

The Company is an insurance industry with scattered underwriting customers and does not have important customers who account for over 10% of operating revenue. Therefore, this requirement is not applicable.

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

**(V) Production Volume and Value for the Most Recent 2 Years: Not Applicable.**

**(VI) Sales Volume/Value for the Most Recent Two Years**

Unit: Piece, NT\$ Thousand

Item	Year	2024		2025	
		Number of Pieces	Premium (NT\$ Thousand)	Number of Pieces	Premium (NT\$ Thousand)
Fire insurance		471,771	2,472,927	459,216	2,516,763
Marine insurance		49,578	337,450	47,063	330,734
Land and aviation insurance		3,530	99,360	3,556	89,017
Liability insurance		573,259	3,825,507	562,773	3,916,152
Guarantee insurance		3,032	24,783	4,340	46,114
Other property insurance		496,982	4,756,860	587,807	4,767,275
Accident insurance		715,404	1,081,548	801,546	1,212,032
Health insurance		146,409	123,131	239,438	187,031
Compulsory automobile liability insurance		857,620	934,506	847,367	915,807

Item \ Year	2024		2025	
	Number of Pieces	Premium (NT\$ Thousand)	Number of Pieces	Premium (NT\$ Thousand)
Total	3,317,585	13,656,072	3,553,106	13,980,925

### III. Information on Employees

Number of Employees for the Two Most Recent Fiscal Years, and During the Current Fiscal Year Up to the Date of Publication of the Annual Report, Their Average Years of Service, Average Age, and Education Levels

#### **Number of employees in the Past 2 Years up to the Report Printing Date**

Year		2024	2025	Year-to-date through March 31, 2026
Number of Employees	Head Office	371	368	365
	Branches	747	726	724
	Total	1,118	1,094	1,089
Average Age		44.08	44.82	45.08
Average Years of Service		13 years and 1 month	13 years and 8 months	13 years and 10 months
Academic distribution ratio	PhD	0.00%	0.00%	0.00%
	Master	6.17%	6.03%	5.97%
	Bachelor	83.90%	84.19%	84.11%
	High school	9.84%	9.69%	9.83%
	Below high school	0.09%	0.09%	0.09%

### IV. Environmental protection expenditure

#### (I) Establishing internal policies relating to energy conservation and carbon reduction, greenhouse reduction, reduction in water consumption or other waste management

The Company upholds the concept of ethical corporate management, steady growth, and sustainable development, and is committed to the goal of environmental protection and environmental sustainability, reducing the load on environmental resources, enabling the sustainable use of earth resources, and fulfilling:

- (1) Comply with related environmental protection laws and regulations to jointly protect the nature environment.
- (2) Reduce energy consumption and promote energy conservation and carbon reduction measures.
- (3) Promote resource recycling, properly dispose of waste, and promote the sustainable use of resources.
- (4) Promote green procurement and use products with the Green Mark and Energy Label.

In terms of the Company's environmental protection affairs, the General Affairs Department is responsible for the formulation, promotion and maintenance of relevant environmental management systems and specific action plans, and timely arranging environmental education courses. In terms of energy resource consumption, the office operations of the Head Office, branches and subordinate liaison offices, and various energy-saving and carbon-reduction measures implemented include:

- (1) The lights shall be turned off on time during the noon break from 12:30 to 13:30. If need to deal with time-sensitive official duties, employees shall only use the lighting of their own office seats.
- (2) Save energy, turn off switch power supplies and sockets when leaving; review lighting needs, improve lighting performance, reduce the number of redundant lamps, and choose energy-saving lamps.

- (3) Usually, employees who work overtime only turn on the lighting in their seats, and the file storage rooms of each unit also turn off the lights at any time.
- (4) Before leaving the office meeting, turn off all lighting and air-conditioning equipment in the meeting room.
- (5) Regularly clean and maintain the air-conditioning filters of the Head Office, branches, and liaison offices (windows, box-type machines) to maintain air-conditioning efficiency and reduce power consumption.
- (6) Turn off all personal computer mainframes, printers, photocopiers, air conditioners and other equipment used by all units after work.
- (7) Purchase equipment with [Environmental Protection Mark], [Energy Saving Mark], [Water Saving Mark] and high EER value.
- (8) Employees do not use paper cups for internal meetings, bring their own portable cups, environmentally friendly chopsticks, handkerchiefs and shopping bags; drink less bottled water; use less disposable products; adjust the water output of the toilet tap to save water.
- (9) Paper is the most important raw material in the insurance service industry. However, for a sustainable environment, when considering the confidentiality of the Company or customer data, the Company advocates the reuse of obsolete photocopying paper or blank backing paper that does not contain customer data, and the use of e-mail or electronic files instead of paper, and give a priority to environmentally friendly toner cartridges.

**(II) Annual emissions of CO<sub>2</sub> or other greenhouse gases for the past two years**

The Company's energy resource consumption is mainly derived from the power used by the Head Office, each branch and liaison office. The Company continued to advocate various power-saving measures in 2025 to achieve the goal of further power-saving.

1. The Company consumed a total of 1,659,333 kWh of electricity during 2025, and the average person consumed a total of 1549 kWh of electricity in 2025. After conversion from Taiwan's electricity carbon emission factor (0.474 KgCO<sub>2</sub>e/kWh) announced by the Bureau of Energy in 2022, the total emissions were about 786,524 Kg CO<sub>2</sub>e (carbon dioxide equivalent).
2. The Company consumed a total of 1,307,703 kWh of electricity during 2024, and the average person consumed a total of 1169 kWh of electricity in 2024. After conversion from Taiwan's electricity carbon emission factor (0.474 KgCO<sub>2</sub>e/kWh) announced by the Bureau of Energy in 2022, the total emissions were about 619,851 Kg CO<sub>2</sub>e (carbon dioxide equivalent).
3. The Company continued to strengthen advocacy for energy conservation and carbon reduction, greenhouse gas reduction, and water reduction projects to reduce the impact of its operations on climate change.

**(III) No loss arising from environmental penalties; and future countermeasures**

The Company is a financial insurance company. Our statistics over the past five years do not indicate any loss arising from environmental penalties, such as compensation to others, or fines inflicted by a government environmental protection agency as a consequence of an inspection. In the future, we will strive to reduce carbon emission and join the world to create a zero-carbon emission environment.

**(IV) Has the Company obtained ISO14001 or similar environmental management system certification?**

The Company did not obtain verification of the ISO 16064-1 greenhouse gas inventory report during the current fiscal year.

## V. Labor relations

### (I) The Company's various employee welfare measures, continuing education, training, and retirement systems and their implementation status, as well as the agreements between labor and management and various employee rights protection measures

Since its establishment, the Company has given full respect and care to its employees, and has continuously planned various employee benefits to pursue a perfect working environment. Therefore, the labor relation is very harmonious. The welfare measures and implementation status are as follows:

#### 1. Employee welfare measures

The Company has established the "Employee Welfare Committee" in accordance with the "Employee Welfare Regulations", and held regular meetings to discuss how to improve the Company's welfare measures, in an effort to enhance the welfare of the Company's employees. Each employee is entitled to labor insurance, health insurance and labor rebate payment in accordance with the Labor Standards Act, relevant laws and regulations. The welfare measures coordinated by the Company's Welfare Committee, the General Affairs Department and the Human Resource Department include:

- (1) Various types of gift money/subsidies: Year-end bonus, gift money for three Chinese festivals, birthday gift money, wedding gift money, maternity allowance, injury and illness condolences and funeral condolences.
- (2) Activity subsidies: Domestic employee travel, company and association subsidies, employee education and training, and year-end party.
- (3) Other benefits: Employee stock trust, paid leave for employees' children's new school enrollment and graduation ceremonies, paid birthday leave, paid hospital care leave, discounts for employee shopping, health check-ups and group insurance.

#### 2. Employee continuing education and training

In the era of knowledge economy, the quality of human resources is an important key to determining the effectiveness of business operations. In order to enable employees to give full play to their functions and continue to improve their knowledge and skills, the Company specially set up a Training Office under the Human Resource Department to take charge of education and training related matters.

##### (1) **Employee continuing education**

The Company's education and training system is divided into five major systems:

A. **Education and trainings for new recruits**: Education and trainings organized to enable new recruits to understand the Company's profile, system, benefits, work knowledge and skills. Trainings for new recruits are divided into two categories: General education courses and professional courses:

(A) **General education courses**-Sponsored by the Training Office of the Human Resource Department, centered in "Company Profile", "Laws and Regulations" and "Knowing the Environment".

(B) **Professional courses**-Sponsored by the unit directly affiliated to the new recruits, responsible for detailed introduction and explanation of the unit's business-related matters.

B. **Functional education and trainings**: The trainings for the job target can be divided into underwriting, claim settlement, business, reinsurance, management, etc., emphasizing the cultivation and strengthening of professional knowledge of property insurance and related work capabilities.

C. **Level education and trainings**: Trainings for positions can be divided into senior executive trainings, mid-level executive trainings, grassroots cadre trainings and general employee trainings, including training to prepare for promotion, emphasizing management skills and administration induction and promotion of general handling ability.

- D. Project-based education and trainings:** In order to meet the relevant government laws and regulations or the special needs of the Company, the Training Office arranges employees and supervisors in specific fields to conduct project-based education and trainings, including internal auditor training, department and branch supervisor audit training, actuarial staff training, product signing staff training, internal lecturer training, computer training or irregular lectures, etc.
- E. Self-inspired education and trainings:** that is, knowledge sharing. All the data related to education and training within the Company are electronically carried out through the knowledge management information system (Knowledge Management, referred to as KM), and through the computer system management, the learning atmosphere is shaped, so that all employees can learn actively to improve their working ability and create added value for the Company.
- (2) Education training goals**
- The development goals of the Company's education and training are divided into short-term goals, medium-term goals, and long-term goals according to the employees' length of service.
- A. Short-term target -**
- (A) Guide employees to get acquainted with the Company's culture in order to gather centripetal force.
  - (B) Inherit practical experience and cultivate work intelligence to improve employee behavior and increase willingness to work spontaneously.
  - (C) Establish a correct working concept, learn a positive working attitude, and maintain a good interactive relationship with employees.
- B. Medium-term target -**
- (A) Strengthen personal communication management skills and problem-solving skills, so as to create the Company's overall operational combat effectiveness.
  - (B) Deepen insurance professionalism and improve the quality of the Company's human resources.
  - (C) Plan the employees' personal learning map, induce and stimulate the management ability, and connect the Company from generation to generation.
- C. Long-term target -**
- (A) Strengthen the lineup of the management team and establish the Company's professional image and reputation in the insurance industry.
  - (B) Assist in expanding and exploring different areas of professional knowledge, inject new business concepts into the insurance industry from a diversified perspective, and create sustainable value for the Company.
- (3)** Talent is an important asset of the Company and a key factor in determining the Company's competitiveness. Therefore, the Company spares no effort to develop the capabilities of employees, provide training programs for new recruits, so that they can familiarize themselves with the work content, understand the Company's culture and enrich their professional knowledge in the shortest possible time. In terms of senior employees, the Company is more committed to deepening their professional knowledge, and also encourages employees to continue to learn and grow, and increase their diversified capabilities. In the future, the Company will continue to uphold the concept of lifelong learning and provide employees with hardware and software facilities for learning to achieve the goal of whole-person education.

- (4) The internal and external trainings in 2025 amounted to an average of 37.73 hours per person per year with a total of 41,274.8 training hours in 346 courses with more than 22,761 participants and NT\$1,845.215 thousand in training expenditures.

**Statistics of internal trainings, external trainings and on-the-job trainings for the top ten attendees in 2025:**

Category	Course Name	Date (Period)	Number of Persons	Total Hours
Internal trainings	1 Principles for Fair Treatment of Customers-Including enhancements that should be noted for implementation	January to December	1,091	3,273
	1 Friendly Senior Customer Series Training Digital Course	January to December	1,091	2,182
	2 Fair Hospitality - Education and Training on Properly Serving Financial Consumers With Physical and Mental Disabilities	January to December	1,090	2,180
	2 Ethical Corporate Management Regulations and Case Studies of the Company	January to December	1,090	1,090
	2 The Convention on the Rights of Persons With Disabilities and Guidelines and Practical Operations for Financial-Friendly Services in the Insurance Industry	January to December	1,090	1,090
	2 Occupational Health and Safety Series: Sexual Harassment, First Aid, Fire Safety, Overwork, and Gender Equality	January to December	1,090	3,270
	3 Operational Procedures for Handling Material Internal Information and Preventing Insider Trading	January to December	1,077	539
	3 Whistleblower Protection and the Company's Reporting of Illegal Acts and Its Acceptance Methods	January to December	1,077	1,077
	3 Introduction of Internal Regulations Associated With Anti-Money Laundering and Counter-Terrorist Financing & Scripted Q&A	January to December	1,077	2,154
	3 Discussion on Financial Technology and Insurance Information Security Issues	January to December	1,077	3,231
	3 Financial Consumer Protection Act and Response Simulation Training	January to December	1,077	3,231
	3 Insurance Industry Solicitation and Underwriting Operation Control Self-Discipline Norms	January to December	1,077	539
	3 Annual Risk Management Education and Training	January to December	1,077	539
	3 Understanding and Advocacy of the Personal Data Protection Act	January to December	1,077	1,077
	3 Climate Change Education and Training	January to December	1,077	2,154
	3 Basic Sign Language Course	January to December	1,077	1,077
	3 Business Continuity Standard and Management System (BCMS) Cognition Advocacy	January to December	1,077	1,077
	3 Understanding Copyright - Basic Concepts and Case Studies	January to December	1,077	1,077

Category	Course Name	Date (Period)	Number of Persons	Total Hours	
External Trainings	1	Education and Training of Compulsory Motor Liability Insurance Claiming	7/1,7/10,7/24,7/31	50	350
	2	Case Analysis of Compensation for Damages and Compulsory Automobile Liability Insurance in Traffic Accidents	9/15,12/19	27	54
	3	Analysis of Past Examination Questions for Introduction to Law	9/26	16	80
	4	Property Insurance Underwriting and Claims Product Signatory Personnel Training Course	5/6,9/10	13	195
	5	Observation of Recent Insurance Legal issue from the Perspective of Outside Counsel	3/24	12	36
	6	2025 Education and Training of Compulsory Motor Liability Insurance Claiming	8/13,8/20	11	143
	6	Development of Techniques for Analysis of Causes of Accidents and Identification of Liability	6/25	11	22
	6	Fair Treatment of Customers in the Insurance Industry	3/12	11	33
	7	2025 Consumer Finance Disputes Symposium	3/25,4/22,5/20	8	24
	8	Introduction to the Financial Consumer Protection Act and Case Studies	10/27,11/13,12/03	6	18
On-the-job trainings	1	Leadership Communication Skills of Outstanding Managers	8/5,8/7	246	1,476
	2	2025 Self-Audit Training	3/12,3/13,3/17,4/24	213	426
	3	Personal Data Protection Law and Management System Promotion	5/23,10/3	125	125
	4	Health Insurance Underwriting Seminar	6/25,9/23	97	194
	5	Understanding Persons with Visual Impairments — Taiwan Foundation for the Blind: Simulated Visual Experience Service	12/19,11/18	91	126
	5	Trends and Prevention of Financial Crime	12/11	91	182
	6	Seminar on Understanding Gynecology Diseases and New Medical Treatments	12/18	88	132
	7	Practical Training Course in Insurance Business English	10/27	66	264
	8	Thematic Seminar on Injuries from Traffic Accidents - A Case Study of Controversial Incidents	5/29	58	116
9	Motor Insurance Underwriting Seminar	9/12	52	104	

### 3. Retirement system and implementation status

- (1) The Company complies with the retirement regulations of the Labor Standards Law and the Labor Pension Regulations, provides the labor retirement reserve and retirement pension monthly in accordance with laws and regulations, appoints actuaries to evaluate and calculate the labor retirement reserve and submit actuarial reports in order to fully safeguard the rights and interests of employees in retirement.
- (2) The Company appropriated a total of NT\$7,119 thousand to the Department of Trusts of the Bank of Taiwan in 2025 as labor pension preparatory fund under the old system. The cumulative account balance of the labor pension preparatory fund at the end of the year was NT\$416,142 thousand. The Company also regularly appropriates 6% of the employees' monthly salaries to the personal pension account of employees under the new labor pension system. We appropriated NT\$37,923 thousand in labor pension under the new system in 2025 to fully protect employees' rights and interest after retirement.

4. Protective measures for work environment and employees' personal safety
- (1) The Company's offices are equipped with a monitoring system and access control facilities to strictly control personnel access to ensure the personal safety of employees.
  - (2) In terms of office environment, specially-assigned person are designated to maintain the office environment every day, disinfect the office regularly, and refurbish and update the equipment in real time.
  - (3) Continuously monitored the public safety and hygiene of office premises and provided a lactation room.
  - (4) We placed weighing scales, fully automatic electronic blood pressure monitors, and AEDs at designated locations for employee use.
  - (5) Employee health exercise activities were implemented on a regular basis.
  - (6) An emergency button was installed in each restroom to facilitate employees' reporting of emergency situations.
  - (7) Regular fire protection maintenance was conducted on the building.
  - (8) Conducted regular first-aid training seminars.
  - (9) A dedicated health-education section was established on the Company's intranet for employee access to health-related information at any time.
  - (10) A nurse's office was established and staffed by full-time nursing personnel who provided healthcare services and health consultations.
  - (11) Fire evacuation drills were conducted annually.
  - (12) An employee break room was established.
5. Employee Code of Conduct or Ethics
- (1) In 2017, the Company separately formulated the "Regulations on the Prohibition of Drink-Driving for Employees" to protect the lives and social safety of employees and establish a culture of no drink-driving.
  - (2) The Company's employee behavior or ethics code is clearly set in the Company's work rules, and it is also simultaneously disclosed on the Company's internal webpage, which is described as follows:
    - A. All employees of the Company shall be selected and qualified before being hired, and the Company will assign them to work according to business needs.
    - B. The Company's employees shall be voluntarily loyal and diligent, abide by all applicable laws and regulations of the Company, obey the reasonable command and supervision of supervisors at all levels, and shall not engage in acts that violate positivity or perfunctory responsibilities.
    - C. Supervisors at all levels shall be cordial and instructive to employees.
    - D. With regard to data associated with the Company's business, property, information, etc., employees, regardless of whether they are in charge of matters, strictly observe the secrets and do not disclose them to the outside world.
    - E. Employees are forbidden to seek personal gain by taking advantage of their positions.
    - F. The Company's employees shall work hard internally, cherish public property, reduce wastage, and improve quality, and externally shall keep confidential business or position.
    - G. In the event of a major business negligence at all levels of the Company's power and responsibility units, the direct supervisor shall be punished jointly and severally, and major achievements shall be jointly rewarded.
    - H. Employees are not allowed to lead people who are not involved in official business to stay in the office.
    - I. Employees are not allowed to bring prohibited flammable, explosive and lethal weapons into the office, and they are not allowed to carry public property for their own use without approval.

- J. Employees are not allowed to leave their duties without reason during office hours, and they are required to report to their supervisor if they go out temporarily for some reason. Otherwise, once they are found, they will be regarded as “absenteeism” based on the actual number of absentee hours, and the punishment will be discussed based on the severity of the circumstances.
- K. The Company’s employees shall not concurrently hold positions or jobs outside of the Company during normal working hours during their tenure.
- L. Persons who exercise management rights on behalf of the Company or handle employee affairs on behalf of the Company shall not use their power, opportunities or methods at work to sexually harass employees, nor may they condone other people’s sexual harassment of employees or job applicants.
6. Related certifications obtained from the relevant competent authorities by personnel associated with the transparency of financial information as of the publication date of the Annual Report are as follows:

Type of license	Training Institution	Headcount as of March 31, 2026
Regular member of the Actuarial Institute of the Republic of China (Taiwan)	The Actuarial Institute of the Republic of China (Taiwan)	2
FRM (Financial Risk Manager)	Risk Management Society of Taiwan	2
Property insurance underwriting officer qualifications	The Non-Life Underwriters Society of The Republic of China	110
Property insurance claims officer qualifications	The Non-Life Underwriters Society of The Republic of China	63
Property Insurance Specialist Qualification	The Non-Life Insurance Association of the Republic of China	1,079
Personal Insurance Specialist Qualification	Life Insurance Association of the Republic of China	236
Qualifications of investment insurance commodity salesperson	Taiwan Insurance Institute	9
Level B technician in labor safety and health management	Council of Labor Affairs, Executive Yuan	1
Personal insurance underwriting qualifications	Life Insurance Management Institute of the Republic of China (LIMI-ROC)	9
Life insurance claims qualifications	Life Insurance Management Institute of the Republic of China (LIMI-ROC)	5
CPA certificate	Examination Yuan	1
Sustainable Development Basic Competency Test	Taiwan Insurance Institute Taiwan Academy of Banking and Finance Securities and Futures Institute	15
Corporate Sustainability Manager	TAISE	1
Advanced Sustainable Development – Business Development Competency	Securities and Futures Institute	2
Advanced Sustainable Development – Information Disclosure Competency	Securities and Futures Institute	2
Advanced Sustainable Development – Risk Management Competency	Securities and Futures Institute	2
Property and Insurance Broker	Examination Yuan	2
Property Insurance Agent	Examination Yuan	2
Personal Insurance Broker	Examination Yuan	1

7. Friendly Family Workplace Plan and Implementation Results

The Company is committed to creating a family friendly inclusive workplace, caring for the physical, mental and family health of each employee, hoping to build a friendly workplace, so that employees have peace of mind during pregnancy and childbirth, and expecting employees to achieve a balance of body, mind and spirit between work and family.

The Company provides employees with maternity leave, paternity leave, family care leave, and prenatal rest leave in accordance with legal regulations, in order to create a supportive environment for reproduction. Additionally, employees are eligible for a childbirth subsidy of NT\$10,000 per child. The Company also offers benefits such as "Child's Graduation Ceremony Leave" and "Child's New Student Enrollment Leave". Employees' children who are graduating this year can apply for one day of paid leave for the graduation ceremony by submitting the invitation letter or relevant proof. Similarly, employees' children under 8 years old who are starting kindergarten or elementary school can apply for one day of paid leave for the first day of school by submitting the admission notice or relevant proof. This policy encourages employees to be actively involved in their children's growth process and promotes a healthy work-life balance.

Item	Number of Applicants in 2025
Employee Childbirth Subsidy	15 people
Paid Leave for Employee Children's Graduation Ceremony	23 people
Paid Leave for Employee Children's New Student Enrollment	40 people

When employees of the Company have childcare needs, they are free to apply for parental leave, enabling them to maintain a healthy work-life balance without any concerns. In 2025, there were a total of 20 individuals eligible for parental leave (9 males and 11 females). Out of these, 9 individuals (2 males and 7 females) actually applied for parental leave.

8. Labor relation agreement

In accordance with the provisions of the Labor Standards Law, the Company has formulated work rules for compliance by employer and employees. The communication channels between employer and employees are smooth, fully communicating and coordinating with each other, and the labor relations have always been harmonious.

**(II) Losses arising from labor disputes in the most recent year up to the publication date of this Annual Report and disclosure of potential current and future losses and countermeasures therefrom**

There was no ongoing litigation; therefore, no estimate of potential future losses was made.

## **VI. Information Security Management**

### **(I) Implementation of information security management**

#### **1. Risk Management Framework**

The Company has set up the information security promotion committee, which is responsible for the discussion and resolution of matters related to the information security management system. The information security management promotion committee has a capital security implementation team (formed by the Information Department's Information Security Division, consisting of two members, one of whom is a supervisor), a capital security audit team and a capital security accident notification and handling team. The information security implementation team plans, establishes, implements, maintains, reviews and continuously improves the company's information security management system in accordance with the resolutions of the information security management promotion committee. The information security audit team is responsible for evaluating the implementation and compliance of the information security management system. The information security accident notification and handling team implements the information accident notification and handling and business continuity management project.

#### **2. Information Security Policy:**

Ensure the normal, safe and stable operation of the Company's information system services, standardize the highest guidelines of the information security management system of the Company's information platform maintenance process, so as to establish safe and reliable information system services, ensure the confidentiality, integrity and availability of information assets and meet the requirements of relevant laws and regulations, maintain the continuous operation of the information platform and reduce the risk of information operation so as to protect the rights and interests of information system service users.

##### **(1) Information security policy statement**

The ultimate goal of the Company's information security work is that through the management of personnel, operations and information technology, the Company ensures that the information processing operations of the information platform can operate in a safe and effective manner, and prevents the information processing operations from occurring security incidents that affect the confidentiality, integrity and availability of information, so as to safeguard the privacy rights of customers and personal information.

A. Set up the information management promotion committee responsible for the establishment and promotion of an information security management system of the Company.

- B. Investigate relevant laws, regulations and operation requirements, conduct information risk assessment of information assets, determine information operation security requirements, establish operation standards and procedures, and take appropriate information security measures to ensure the security of information assets.
  - C. Establish an evaluation or assessment system based on personnel roles and functions, and handle information security education, training and advocacy activities according to actual needs.
  - D. The granting of access authority to information assets shall be based on business needs and the minimum authority, division of rights and responsibilities and independent review.
  - E. Establish information security accident management procedures to ensure proper response, control and handling of accidents, formulate business continuity plans and conduct regular drills to ensure the continuous operation of information systems or services.
  - F. Prudently handle and protect personal information and intellectual property rights in accordance with the relevant provisions of the personal data protection law and intellectual property rights.
  - G. Regularly carry out information security audit and inspect the implementation of information security management system.
  - H. All personnel of the Company shall be responsible for information security and comply with relevant information security management regulations.
  - I. After the policy is approved by the Board of Directors, the announcement will take effect, same as the amendments.
- (2) Information security objectives
- A. The Company aims to protect the confidentiality, integrity and availability of information assets:
    - (A) Maintain the continuous operation of information platform maintenance process business.
    - (B) Protect the information assets related to the maintenance process of the information platform, prevent improper or illegal use with human intent, and curb the invasion and destruction of hackers, viruses and other acts.
    - (C) Establish standard operating procedures for information platform maintenance process, avoid human negligence and accidents, and strengthen the information security awareness of colleagues.
  - B. This policy shall be evaluated at least once a year to reflect the latest development status of relevant laws and regulations, technology and the company's business, and shall be revised appropriately.

3. Specific management plan
  - (1) The information security promotion committee shall convene at least one management review meeting each year. In addition, it shall hold one meeting each quarter to review and discuss the progress of the annual information security projects and higher-level policies.
  - (2) The review contents of the management review meeting shall include:
    - A. Implementation status of the resolutions of the previous management review meeting: tracking of the resolutions of the previous meeting.
    - B. Changes in internal and external issues related to information security management system: organize different departments concerned to review the identification results.
    - C. Feedback on information security performance, including the following trends:
      - (A) Nonconformity items and corrective measures: information security incident handling and improvement operation.
      - (B) Monitoring and measurement results.
      - (C) Audit results: internal and external information security audit results and suggestions for improvement.
      - (D) Achievement of information security objectives: report on the implementation of information security objectives.
    - D. Feedback from interested parties: suggestions from stakeholders such as employees and third-party units.
    - E. Status of risk assessment results and risk treatment plans: review of risk assessment and response results.
    - F. Opportunities for continuous improvement: suggestions for improving information security can be provided.
  - (3) The conclusion of the management review meeting shall include: the output of the management review shall include decisions related to continuous improvement opportunities and any need for changes to the information security management system.
  - (4) Management review is an important activity of the information security management system, and the review records shall be handled in accordance with the record management requirements of the information security management system.
4. Resources invested in the security management of information security
  - (1) WAF information security equipment protection.
  - (2) HiNet DDoS protection.
  - (3) Annual information security evaluation.
  - (4) Social engineering drill was held every half year.
  - (5) ISO27001 certification. (Certification validity period: June 22, 2023 to June 21, 2026)
  - (6) Introduction of Microsoft WVD two-factor authentication.
  - (7) Privileged Connection Monitoring Mechanism.

- (8) Employee account behavior pattern analysis.
- (9) Credit card authentication mechanism import.
- (10) Introduction of the DLP Personal Information Protection System.
- (11) Implementation of the Website Anti-Replacement System
- (12) Introduction of SIEM and SOC Information Security Intelligence Monitoring and Analysis

(II) Losses due to major information and communication security incidents in the most recent year: No major information and communication security incidents occurred in 2025.

(III) The impact of security risks on the Company's financial business and the countermeasures  
 The Company has established internal operation specifications related to information security to strengthen the implementation of internal audit and internal control.

1. The Company has established a classification table for information service anomalies and cybersecurity incidents, along with a comprehensive reporting and response procedure that corresponds to the severity of information security incidents. If a cybersecurity incident occurs, appropriate measures will be taken in accordance with internal procedures. Furthermore, all critical systems related to insurance operations are equipped with backup mechanisms. As a result, customer claims obligations and premiums receivable by the Company will remain unaffected, ensuring that information security incidents do not negatively impact the Company's financial operations.
2. To obtain real-time threat intelligence, enhance incident response capabilities, and reduce operational risks and losses, the Company has joined the Financial Information Sharing and Analysis Center (F-ISAC) and the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC). This membership effectively reduces the burden of addressing threats individually and strengthens our cybersecurity defense capabilities.

## VII. Major Agreements

Type of Contract	Party	Commencement Date and Expiration Date	Contract Content	Restrictions
Reinsurance contract	All the reinsurers participating in the contract, among which the chief reinsurers are: <ul style="list-style-type: none"> <li>● Central Reinsurance Corporation</li> <li>● Hannover Rück, SE</li> <li>● Swiss Reinsurance Company</li> <li>● Canopus Asia Pte. Ltd.</li> <li>● Arundo Re</li> <li>● HCC International Insurance Company</li> </ul>	2025/01/01 ~ 2025/12/31	In accordance with proportional and non-proportional reinsurance contracts, various insurance direct signing businesses underwritten by the Company are reinsurance to ensure stable operations.	Some contracts include exclusion clauses

## Chapter 5 Review and Analysis of Financial Position and Financial Performance

### I. Financial position: Main reasons and effects of significant changes in assets, liabilities and equity in the last two years

#### Comparative Analysis of Financial Position

Unit: NT\$ thousands; %

Item	Year	2025	2024	Difference	
				Amount	%
Cash and cash equivalents		3,316,260	3,132,839	183,421	5.85
Accounts receivables		742,188	653,103	89,085	13.64
Assets classified as held-for-sale		-	-	-	-
Financial assets and loans		12,522,057	11,861,336	660,721	5.57
Reinsurance contract assets		6,737,972	5,327,368	1,410,604	26.48
Property and equipment		1,492,418	1,486,826	5,592	0.38
Intangible assets		174,478	213,969	(39,491)	(18.46)
Other assets		471,450	555,156	(83,706)	(15.08)
Total Assets		25,456,823	23,230,597	2,226,226	9.58
Accounts payable		1,487,952	1,463,821	24,131	1.65
Liabilities directly related to assets classified as held-for-sale		-	-	-	-
Financial liabilities		-	-	-	-
Reserves for insurance liability and insurance contracts with the nature of a financial product		15,640,017	14,097,745	1,542,272	10.94
Provisions for liabilities		42,069	69,727	(27,658)	(39.67)
Other Liabilities		237,446	284,328	(46,882)	(16.49)
Total liabilities		17,407,484	15,915,621	1,491,863	9.37
Share capital		2,236,080	2,236,080	-	-
Capital surplus		-	-	-	-
Retained earnings		5,854,864	5,127,320	727,544	14.19
Other Equity		(41,605)	(48,424)	6,819	14.08
Total Equity		8,049,339	7,314,976	734,363	10.04

Explanation of items having material changes:

- (I) Reinsurance Contract Assets: The increase compared to the previous period is primarily due to multiple claims arising from natural disasters, resulting in a rise in reinsurance contract assets.
- (II) Provision for Liabilities: The decrease compared to the previous period is mainly due to a reduction in net defined benefit liabilities during this period.

### II. Financial Performance: The main reasons for the significant changes in operating revenue, operating profit, and net profit before tax in the most recent two years, and the expected sales volume and its basis, as well as the possible impact on the Company's financial condition and countermeasures

#### Analysis of operating results

Unit: NT\$ thousands

Item	Year	2025	2024	Change	
				Changed amount	Change (%)
Operating revenue		11,076,835	11,016,347	60,488	0.55
Operating costs		7,360,585	7,219,117	141,468	1.96
Operating expenses		2,430,651	2,358,520	72,131	3.06
Operating profit		1,285,599	1,438,710	(153,111)	(10.64)
Non-operating income and expenses		32,543	26,749	5,794	21.66
Pure profit (pure loss) before income tax from continuing operations		1,318,142	1,465,459	(147,317)	(10.05)
Income tax expense		276,146	243,936	32,210	13.20
Net profit (net loss) from continuing operation		1,041,996	1,221,523	(179,527)	(14.70)

Explanation of items having material changes:

- (I) Operating profit, pre-tax net profit of continuing business units, and current net profit of continuing business units: The increase in the current period compared with the prior period was mainly attributable to an increase in miscellaneous income.
- (II) Non-operating income and expenses: The increase in the current period compared with the prior period was mainly attributable to an increase in miscellaneous income.
- (III) Income tax expenses: The increase in the current period compared with the prior period was mainly attributable to a decrease in tax-exempt income, which resulted in an increase in income tax expenses.

### III. Review and analysis of cash flows

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

#### Liquidity analysis

- (I) Analysis of cash flows in the consolidated company— Unit: NT\$ thousand

Beginning cash balance (1)	Annual net cash flow from operating activities of the year (2)	Net cash inflow (outflow) from investment and financing activities throughout the year (3)	Amount of cash surplus (shortage) (1)+(2)+(3)	Remedies for cash shortage	
				Investment Plan	Financing plan
3,132,839	582,388	(398,967)	3,316,260	None	None
<p>Explanation:</p> <p>1. Analysis of changes in cash flows in the current year:</p> <p>(1) Operating Activities: The net cash inflow of NT\$582,388 thousand was mainly due to the increase in profit before tax for the period.</p> <p>(2) Investing and financing activities: Net cash outflow of NT\$398,967 thousand was mainly due to the payment of cash dividends.</p> <p>2. Remedial measures for cash inadequacy and analysis of liquidity: not applicable.</p> <p>3. Cash liquidity analysis for the coming year <span style="float: right;">Unit: NT\$ thousand</span></p>					
Beginning cash balance (1)	Annual net cash flow from operating activities of the year (2)	Net cash inflow (outflow) from investment and financing activities throughout the year (3)	Amount of cash surplus (shortage) (1)+(2)+(3)	Remedies for cash shortage	
3,316,260	710,344	(355,894)	3,670,710	Investment plan	Financing plan
				None	None

### IV. Effect on Financial Operations of Any Major Capital Expenditures during the Most Recent Fiscal Year

Significant capital expenditures of the Company in the most recent two years and the expected five years in the future: None.

### V. Company Reinvestment Policy for the Most Recent Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plan for Improving Reinvestment Profitability, and Investment Plans for Coming Year:

The Company takes the property and casualty insurance business as the core development, is committed to the R&D of new policies and expands property and casualty insurance services, and follows the principles of obtaining long-term stable returns and diversifying risks.

## **VI. Analysis and assessment of risk issues (the most recent year and as of the date of publication of the Annual Report)**

### **(I) Effect upon the Company's profits (losses) of interest and exchange rate fluctuations and changes in the inflation rate, and response measures to be taken in the future**

#### **1. Interest rate**

The Company's investment positions are mostly fixed-rate products and are held for a long time, which are less impacted by changes in the financial environment. When market interest rates and credit spreads fluctuate greatly, the Company will buy fixed-income products with investment-grade credit ratings and good physique in a timely manner, in an effort to improve the overall rate of return. For the part of demand deposits and cash equivalents, if the interest rate drops by 10Bp, the expected interest income will decrease by approximately NT\$3,316 thousand. Regarding deposits, the Company will continue to pay close attention to future changes in interest rates and adjust asset allocation in due course.

#### **2. Changes in exchange rates**

The Company has sufficient working capital. The major foreign currency financial assets in 2025 were equivalent to approximately NT\$144,230 thousand; among them, US dollars accounted for approximately 96.91% of foreign currency financial assets. For reinsurance and amortization of foreign currencies, natural hedging methods are adopted to avoid exchange rate risks. The Company's relevant authority and responsibility units collect exchange rate information at any time, and grasp the trends and changes of international exchange rates. After deducting the position of major foreign currency financial assets, if the exchange rate changes by 1%, it will affect approximately NT\$909 thousand.

#### **3. Inflation situation**

The Company is engaged in the insurance industry, and its business scope does not involve raw materials, so inflation has no significant impact on the Company's profit and loss.

### **(II) The Company's policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives transactions; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future**

The insurance industry stipulates that it is not allowed to endorse guarantees for others, and the Company does not have any endorsement guarantees. Regarding high-risk and high-leveraged investments in derivative financial products, the Company has not made any investment activities so far. As for capital loans to others, the Insurance Act has specified the upper limit of the investment ratio, and there has been no case of capital loans to others.

### **(III) Future R&D Projects and Expected R&D Expenditure**

Product development at the Company was undertaken by each insurance department according to its professional expertise. After each department completed development, the products were submitted to the Company's Actuarial and Commodity Department for rate calculation, and then forwarded to competent authorities for filing or approval. Unless there were special circumstances (such as purchase data), no additional development expenses were required.

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

To assist in developing preventive and mitigating measures commensurate with the risks of money laundering, financing terrorism, and proliferation financing, the Company, in accordance with the requirements of the competent authorities and applying a risk-based approach, established a regular and comprehensive money laundering, financing terrorism, and proliferation financing risk assessment process to understand the overall risks it faced in a timely and effective manner and to accurately assess and reduce customers' risks of money laundering, financing terrorism, and proliferation financing.

In addition, for the benefit of the financial service industry to comply with laws and regulations, and to pay attention to and implement financial consumer protection, the competent authority requires all financial service industries to formulate “Principles for Fair Treatment of Customers” to achieve a corporate culture with fair treatment of customers as the core and enhance the financial service industry employees’ awareness of financial consumer protection and compliance with relevant laws and regulations on financial consumer protection, in an effort to reduce illegal costs and risks, increasing financial consumers’ confidence in the financial service industry, helping the sustainable development of the financial service industry. The Company will strengthen the implementation of the “principles for fair treatment of customers” strategy, and closely track and supervise the implementation effects of various departments, so as to comprehensively enhance the Company’s image and pursue perfection.

The Company will continue to pay close attention to changes in the Insurance Act, the Company Act and other related laws, as well as the competent authority’s letter of interpretation, to ensure compliance with all laws and regulations.

**(V) Effect on the Company’s financial operations of developments in science and technology (including information security risks) as well as industrial change, and measures to be taken in response**

The Company continuously invests in R&D of new products in response to industry growth and market demand, and responds to the needs and changes brought about by technological changes at any time, in an effort to provide policyholders with comprehensive and multi-faceted risk protection and services, and to pursue long-term and stable development of the Company’s financial business.

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

The Company regularly convenes shareholders’ meetings and makes real-time announcements of material messages to increase financial business transparency in response to operating conditions. At the same time, in response to potential crises that may affect the Company’s image, the Company has internally formulated various risk management measures and “Operational Crisis Response Measures”. When an operating crisis occurs, the crisis response team will promptly coordinate and initiate response measures. After the crisis subsides, press releases will be issued to important customers to explain the Company’s financial and business conditions in order to maintain the Company’s image.

**(VII) Expected Benefits and Possible Risks Associated with Any Mergers and Acquisitions, and Measures to Be Taken in Response: None.**

- (VIII) Expected Benefits and Possible Risks Associated with Any Plant Expansion, and Measures to Be Taken in Response: Not applicable to the insurance industry**
- (IX) Risks associated with any consolidation of sales or purchasing operations, and mitigation measures being or to be taken: Not applicable to the insurance industry**
- (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 percent stake in the Company has been transferred or has otherwise changed hands, and mitigation measures being or to be taken**

The price of the stocks held by the Company's existing shareholders may be affected by the sale of shares held by major shareholders. Therefore, if the Company's major shareholders have any shareholding changes, they shall report or apply for approval in accordance with relevant regulations.

Directors, Supervisors or Major Shareholders	March 31, 2026 (Number of Shares Held at the Close of Business on the Book Closure Date)	Shareholding Ratio
TSAI HO WANT ENTERPRISES CO., LTD.	49,961,671	22.34%
Wang Chia Enterprise Co., Ltd.	48,480,873	21.68%
Want Want Co., Ltd.	46,689,943	20.88%
H.Y. TSAI CO., LTD.	3,743,478	1.67%
Shao Yuan Co., Ltd.	1,256,972	0.56%
Total	150,132,937	67.14%

- (XI) The impact, risks of the change of managerial control on the Company and countermeasures**

The Company's shareholder structure is stable and its operations are normal. The Company's overall operating performance is in line with the usual level of domestic peers. Moreover, the Company implements a professional managerial officer management system. Therefore, the impact and risk of the change in managerial control on the Company are quite small.

- (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 date of the annual report where the Company and/or any of its directors, supervisors, General Manager, person in charge, shareholders with 10% or more share ownership, or affiliates are involved in a 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) The Company's Risk Management Policy**

**1. The Company's Risk Management Policy**

In order to ensure the Company's stable operation and sustainable development, the Risk Management Committee has formulated the "Risk Management Policy and Guiding Principles" approved by the Board of Directors, and established the overall risk management organization structure and various risk management mechanisms in accordance with the "Code of Practice for Risk Management in the Insurance Industry", the Company's business strategy and objectives, and consideration of factors such as business growth, risks and rewards.

The risk management of the Company is at a strategic position, and risks are taken into consideration when forming related decisions. The Company identifies, measures, monitors and reports risks through qualitative or quantitative management methods and maintains the possible risks from operating activities within an acceptable range in order to pursue steady operating policy and uphold the spirit of consistent execution.

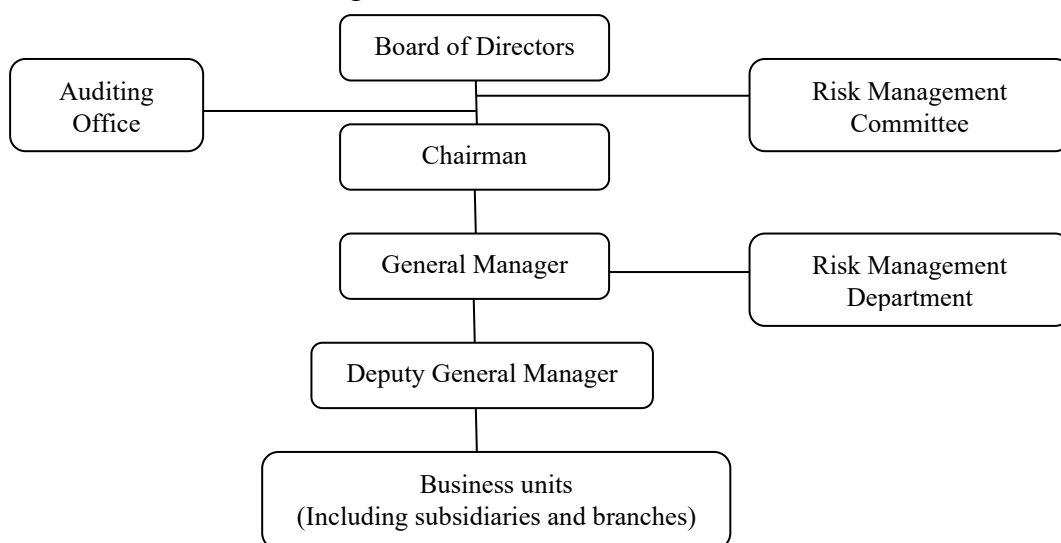
The Company determined, based on its business strategy and target and after considering factors such as business growth, risk, and return, that the insurance capital standard for the overall risk appetite (ICS ratio) would be 125% or above and that the Taiwan Ratings rating result would be twAA- or above, and it conducted annual reviews to reduce exposure to enterprises that were highly sensitive to environment or climate change risk or

The industry's relevant operations were regarded as the climate-related risk appetite; additionally, in accordance with risk characteristics and the risk appetite, major risk limits were established, and exceedances of those limits were periodically monitored and enforcement actions to address limit breaches were implemented.

**2. Risk management structure, organization and scope of powers and responsibilities**

(1) Risk management structure and organization

The Company's risk management organization structure includes the Board of Directors, Risk Management Committee, Risk Management Department, various business units and Auditing Office.



(2) The responsibilities of each unit are as follows:

**A. Board of Directors**

The Board of Directors acts as the highest decision-making unit of the Company's risk management. It is responsible for approving the Company's risk management policy, structure, and establishing the Company's risk management culture, ensuring the effectiveness of risk management, and taking the ultimate responsibility for overall risk management.

**B. Risk Management Committee**

- (A) Formulate risk management policies, structures, and organizational functions, establish quality management and quantitative management standards, and regularly and timely report to the Board of Directors for the implementation of risk management and necessary improvements.
- (B) Execute the Board of Directors' risk management decisions and regularly review the development, implementation, and performance of the Company's overall risk management mechanism.
- (C) Assist and supervise the risk management of each department.
- (D) Assist in reviewing relevant operations related to the formulation of risk limits.
- (E) Adjust the risk category, risk limit allocation, and commitment method depending on the environment.
- (F) Coordinate cross-department interaction and communication of risk management functions.

**C. Risk Management Department**

- (A) Responsible for the Company's daily risk monitoring, measurement and evaluation and other executive-level affairs, and it shall exercise its powers independently of the business units.
- (B) The following powers shall be performed according to the type of business:
  - Assist in the formulation and implementation of risk management policies and guidelines approved by the Board of Directors.
  - Assist in drawing up risk limits based on risk appetite.
  - Consolidate the risk information provided by each unit, coordinate and communicate with each unit to implement policies and limits.
  - Provide regular risk management reports.
  - Regularly monitor the risk limits and application status of each business unit.
  - Assist in stress testing.
  - Perform back-testing when necessary.
  - Other risk management related matters.
- (C) Authorized by the Board of Directors or the Risk Management Committee to handle matters when other units violate the risk limit.

**D. Business units**

- (A) The duties of the head of the business unit to perform risk management operations are as follows:
  - Responsible for the daily risk management and reporting of the affiliated unit, and take necessary countermeasures.
  - Supervise the regular delivery of relevant risk management information to the risk management unit.

(B) The duties of the business unit to perform risk management operations are as follows:

- Identify risks and report risk exposure status.
- Measure the degree of impact when the risk occurs (quantitative or qualitative), and transmit risk information in a timely and correct manner.
- Regularly review various risks and limits to ensure the effective implementation of risk limits in business units.
- Monitoring the status of risk exposures and reporting over-limits, including measures taken by business units for over-limits.
- Assist in the development of risk models to ensure that the measurement of risks in the business unit, the use of models and the setting of assumptions are carried out on a reasonable and consistent basis.
- Ensure the effective implementation of internal control procedures of business units to comply with relevant regulations and company risk management policies.
- Assist in the collection of operational risk related data.

All subsidiaries and branches of the Company shall handle risk management matters and establish authorized units in accordance with the regulations of the competent authority and relevant laws and regulations, and provide relevant documents and data to the Company's Risk Management Committee for review in accordance with risk management policies and guidelines.

**E. Auditing units**

Check the implementation status of risk management of all units, subsidiaries and branches of the Company in accordance with current relevant laws and regulations.

**3. Various risk management mechanisms**

Formulate relevant management mechanisms based on the various risks involved in the Company's operations, including market risk management measures, credit risk management measures, liquidity risk management measures, operational risk management measures, insurance risk management measures, asset-liability coordination risk management measures, key points of risk assessment of anti-money laundering and counter-terrorist financing, climate change risk measures and emerging risk management measures, etc.

**(1) Market Risks**

Market risks refer to the potential risks of losing assets due to the change in the value of assets over a certain period of time due to market price fluctuations. The management mechanism includes the formulation of relevant risk control methods for major assets and qualitative or quantitative market risk measurement methods. At the same time, it cooperates with the competent authority in conducting stress testing, evaluating the impact of specific events on the holding positions, and regularly monitors the use of assets held.

(2) Credit Risks

Credit risks refer to risks involving creditors' downgrade of credit or failure to repay debts or inability or refusal of transaction counterparties to perform their obligations. The management mechanism includes credit risk management before the transaction, credit grading limit management and credit risk management after the transaction. Regularly monitor changes in the credit ratings of counterparties, and notify the decision-making unit to implement necessary countermeasures in case of abnormal situations.

(3) Liquidity Risks

Liquidity risks include capital liquidity risk and market liquidity risk. Capital liquidity risks refer to the risks of the failure in cashing on assets or obtaining sufficient funds and thus the failure in performing due obligations; market liquidity risks refer to the risks of facing significant changes in market price when disposing or offsetting positions it holds due to insufficient market depth or market disorder. The Company has formulated the "Criteria for Fund Liquidity Risk Management and Abnormal Emergency Fund Requirements". Its management mechanism includes the establishment of a fund dispatch unit independent of the transaction units for comprehensive fund management, consideration of the proportionality of market transaction volume and positions held, and response to abnormal or dispatch of capital demand caused by emergency situations, supplemented by indicators such as current ratio and quick ratio, to monitor the Company's overall liquidity risk in a timely manner.

(4) Operation risks

Operational risk refers to the Company's risk of suffering losses for reasons of inappropriateness or errors found in the internal operating procedures, employees and systems, or as a result of external events. Such risk includes legal risk, but excludes strategic risk and reputational risk. The management mechanism includes various control measures, risk identification, risk measurement, and the establishment of qualitative or quantitative risk management tools to manage operational risks. Regularly carry out internal control self-check, self-assessment of compliance matters and self-assessment of operation risk control, so as to detect potential operation risks as early as possible to prevent operation risks in the first place.

(5) Insurance risk

Insurance risk refers the risks borne by the Company after they are transferred from the insured to the Company upon payment of the insurance premiums. They are risks of losses due to non-expected changes when the Company pays for insurance claims and related expenses in accordance with the contract. The management mechanism includes procedures such as risk identification, risk measurement, risk response, risk monitoring and risk reporting to ensure the effectiveness of the operation of the risk control system. The Company has formulated the "Risk Limit Operating Procedure" to regularly monitor the application of insurance risks, supplemented by notifications of key risk indicators, so as to grasp the insurance risks of the Company's operations in a timely manner.

(6) Asset-liability matching risk

Asset-liability matching risk refers to the risk caused by inconsistent changes in the value of assets and liabilities. The management mechanism includes procedures such as risk identification, risk measurement, risk response, risk monitoring and risk reporting to ensure the effectiveness of the operation of the risk control system. The Company implements the debt-to-asset ratio as an early warning indicator for asset-liability matching risks, and cooperates with the monitoring of the use of risk limits to grasp the Company's risk exposure in a timely manner.

(7) Risk of anti-money laundering and counter-terrorist financing

The Company adopts appropriate measures by considering business, product and customer characteristics, and establishes regular and comprehensive money laundering and terrorist financing risk assessment operations, in order to timely and effectively understand the overall money laundering and terrorist financing risks it faces. The management mechanism includes the identification, assessment, management and formulation of related policies and procedures for money laundering and terrorist financing risks, and the formulation of anti-money laundering and counter-terrorist financing plans based on money laundering and terrorist financing risks and business scale and regular reviews, so as to ensure the effectiveness of the operation of the risk control system.

(8) Climate change risk

Climate change risks are divided into "physical risk" and "transition risk". "Physical risk" refers to direct or indirect losses caused by specific natural disaster events or long-term changes in climate patterns caused by climate change; "transition risk" comes from the process of social transformation to low-carbon under the influence of policies and regulations, low-carbon emission technologies and social preferences. The management mechanism includes procedures such as risk identification, risk measurement, risk response, risk monitoring and risk reporting to ensure the effectiveness of the operation of the risk control system.

(9) Emerging risks

Emerging risks refer to risks that have not yet emerged but may be caused by environmental changes. They usually result from changes in politics, regulations, markets or the natural environment, including, but not limited to, climate change risks, infectious disease risks, and information security risks (cyber risks), etc. The management mechanism includes the management of emerging risks through risk identification, assessment and risk response.

(10) Other risks

Other risks refer to risks other than the above-mentioned risks faced during business operations. Based on the characteristics of the risks and their impact on the Company, the Company has established appropriate risk control and management procedures through risk identification, measurement, response, monitoring and risk reporting.

**(XIV) Other important risks, and mitigation measures being or to be taken:**

To continuously strengthen the operational resilience of the Company and enhance our ability to respond to major events, we have prepared to adapt to the evolving environment and prevent business interruption while ensuring quick recovery. Based on the nature and scale of our operations, we have integrated existing operational norms and established an appropriate management framework, including operational impact analysis, risk assessment, development of business continuity strategies, formulation of business continuity plans, and conducting business continuity plan drills. We have also completed certification according to the international standard ISO 22301. Annually, we undergo verification audits to maintain the validity of the certification. Through the PDCA continuous improvement cycle, we aim to enhance our operational continuity management mechanism.

**VII. Other Important Matters: None.**

## **Chapter 6      Special Disclosure**

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### **I.      Information on Affiliates**

In the most recent year, the Company's consolidated financial statements and relational reports prepared in accordance with the consolidated financial statements of the affiliated enterprises and the standards for the preparation of relational reports issued by the Financial Supervisory Commission: None.

### **II.     Private Placement of Securities During the Most Recent Fiscal Year up to the Date of Publication of the Annual Report:**

None.

### **III.    Holding or Disposal of the Company's Shares by the Subsidiaries of the Most Recent Year up to the Date of Publication of the Annual Report:**

None.

### **IV.    Other Supplementary Information:**

None.

### **V.     Any Events that Had Significant Impacts on Shareholder's Equity or Security Prices as referred to in Paragraph 3, Subparagraph 2 of Article 36 of the Securities and Exchange Act:**

None.

## Addresses of Head Office & Branch Offices

<b>HEAD OFFICE</b> <b>12 F., No. 219, CHUNG-HSIAO E. ROAD. SEC. 4, TAIPEI, TAIWAN.</b> <b>TEL.: (02) 2776-5567</b> <b>FAX.: (02) 2711-8610</b> <b>E-MAIL: info@wwunion.com</b> <b>http://www.wwunion.com/</b>		
<b>Head Office</b> 12F., No. 219, Sec. 4, Zhongxiao E. Rd., Da'an Dist., Taipei City 106, Taiwan (R.O.C.) Tel.: (02) 2776-5567 Fax: (02) 2711-8610		
<b>YungAn Branch</b> 2F., No. 467, Sec. 6, Zhongxiao E. Rd., Nangang Dist., Taipei City 115, Taiwan (R.O.C.) Tel.: (02) 2788-8111 Fax: (02) 2653-3998	<ul style="list-style-type: none"> <li>• <b>Shihlin Service Center</b>                      2F-1, No. 16, Jiantan Rd., Taipei City                      Tel.: (02) 2880-2858                      Fax: (02) 2880-3588</li> <li>• <b>Hualien Service Center</b>                      No. 76, Rongzheng Street, Hualien City                      Tel.: (038) 359-851                      Fax: (038) 338-743</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Keelung Service Center</b>                      3F.-2, No. 122, Yiyi Rd., Zhongzheng Dist., Keelung City                      Tel.: (02) 2428-3390                      Fax: (02) 2428-3389</li> <li>• <b>Lanyang Service Center</b>                      3F., No. 184, Sec. 3, Zhongzheng Rd., Wujie Township, Yilan County 268, Taiwan (R.O.C.)                      Tel.: (03) 965-7221                      Fax: (03) 965-2554</li> </ul>
<b>Taipei Branch</b> 9F., No. 453, Sec. 2, Wenhua Rd., Banqiao Dist., New Taipei City 220, Taiwan (R.O.C.) Tel.: (02) 2257-6455 Fax: (02) 2255-6991	<ul style="list-style-type: none"> <li>• <b>Hsin-chuang Communications Office</b>                      8 F., No. 651-5, Zhongzheng Rd., Xinzhuang Dist., New Taipei City                      Telephone: (02) 2906-7058                      Fax: (02) 2906-7069</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Sanchong Service Center</b>                      8F., No. 111-33, Sec. 4, Sanhe Rd., Sanchong Dist., New Taipei City                      Tel.: (02) 2287-6818                      Fax: (02) 2287-728</li> </ul>
<b>Taoyuan Branch</b> 2F., No. 6, Sec. 2, Daxing W. Rd., Taoyuan City 330, Taiwan (R.O.C.) Tel.: (03) 301-9211 Fax: (03) 301-9212	<ul style="list-style-type: none"> <li>• <b>Zongli Service Center</b>                      13F.-5, No. 398, Huanbei Rd., Zhongli Dist., Taoyuan City 320, Taiwan (R.O.C.)                      Tel.: (03) 426-5266                      Fax: (03) 426-5267</li> </ul>	
<b>Hsinchu Branch</b> 3F.-2, No. 55, Dongguang Rd., East Dist., Hsinchu City 300, Taiwan (R.O.C.) Tel.: (03) 575-3966 Fax: (03) 575-2177	<ul style="list-style-type: none"> <li>• <b>Miaoli Service Center</b>                      No. 93-3, 17 Lin Fuli Li, Miaoli City, Miaoli County                      Tel.: (037) 326-464                      Fax: (037) 335-957</li> <li>• <b>Toufen Service Center</b>                      No. 750, Minzu Rd., Toufen Township, Miaoli County                      Tel.: (037) 615227                      Fax: (037) 614261</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Zhubei Liaison Office</b>                      3F.-2, No. 231, Guangming 9th Rd., Zhubei City, Hsinchu County                      Tel.: (03) 558-4101                      Fax: (03) 558-4100</li> </ul>
<b>Taichung Branch</b> 4F., No. 230, Sec. 3, Wenxin Rd., Xitun Dist., Taichung City 407, Taiwan (R.O.C.) Tel.: (04) 2314-1666 Fax: (04) 2313-1241	<ul style="list-style-type: none"> <li>• <b>Minquan Liaison Office</b>                      1F., No. 102, Minquan Rd., Central Dist., Taichung City                      Tel.: (04) 2229-6111                      Fax: (04) 2229-5528</li> </ul>	
<b>Fengyuan Branch</b> 7F., No. 23, Yuanhuan W. Rd., Fengyuan Dist., Taichung City 420, Taiwan (R.O.C.) Tel.: (04) 2522-6102 Fax: (04) 2527-8047	<ul style="list-style-type: none"> <li>• <b>Shalu Service Center</b>                      No. 290, Sec. 2, Zhonghua Rd., Wuqi Dist., Taichung City                      Tel.: (04) 2665-5719                      Fax: (04) 2665-5721</li> </ul>	
<b>Changhua Branch</b> 7F., No. 401, Sec. 1, Zhongshan Rd., Changhua City, Changhua County 500, Taiwan (R.O.C.) Tel.: (04) 7632355 Fax: (04) 7632351	<ul style="list-style-type: none"> <li>• <b>Yuanlin Liaison Office</b>                      No. 687, Juguang Rd., Yuanlin Township, Changhua County                      Tel.: (04) 8332591-2                      Fax: (04) 8327359</li> </ul>	
<b>Nantou Branch</b> 4F.-1, No. 94, Hexing St., Caotun Township, Nantou County 542, Taiwan (R.O.C.) Tel.: (049) 2310598 Fax: (049) 2301313	<ul style="list-style-type: none"> <li>• <b>Dali Service Center</b>                      13F., No. 393 Daming Rd., Dali Dist., Taichung City                      Tel.: (04) 2481-3879                      Fax: (04) 2481-2466</li> </ul>	
<b>Chiayun Branch</b> 9F.-1, No. 336-1, Xingye W. Rd., West Dist., Chiayi City 600, Taiwan (R.O.C.) Tel.: (05) 235-6999 Fax: (05) 235-8222	<ul style="list-style-type: none"> <li>• <b>Dounan Service Center</b>                      No. 88, Guangxing Rd., Dounan Town, Yunlin County                      Tel.: (05) 596-6011                      Fax: (05) 596-5952</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Beigang Service Center</b>                      No. 131, Huasheng Rd., Beigang Town, Yunlin County                      Tel.: (05) 782-5383                      Fax: (05) 782-6383</li> </ul>
<b>Tainan Branch</b> 6F., No. 75, Nanmen Rd., West Central Dist., Tainan City 700, Taiwan (R.O.C.) Tel.: (06) 226-0603 Fax: (06) 226-9414	<ul style="list-style-type: none"> <li>• <b>Xigang Liaison Office</b>                      No. 242, Zhongshan Rd., Xigang Dist., Tainan City                      Tel.: (06) 795-1307                      Fax: (06) 795-2487</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Madou Service Center</b>                      No. 610, Xinsheng North Rd., Madou Township, Tainan County                      Tel.: (06) 571-2310                      Fax: (06) 571-3236</li> </ul>

<p><b>Kaohsiung Branch</b>  10F., No. 533, Zhongshan 2nd Rd., Qianjin Dist., Kaohsiung City 801, Taiwan (R.O.C.)  Tel.: (07)201-0201  Fax: (07)231-5415</p>	<p>• <b>Taitung Service Center</b>  No. 81, Zhejiang Rd., Taitung City, Taitung County  Tel.: (089)322695  Fax: (089)342564</p>	<p>• <b>Fongshan Liaison Office</b>  4F-3, No. 128, Weixin Road, Fengshan District, Kaohsiung City  Tel.: (07)719-7029  Fax: (07)719-7380</p>
<p><b>North Kaohsiung Branch</b>  1F. &amp; 2F., No. 74, Jieshou Rd., Gangshan Dist., Kaohsiung City 820, Taiwan (R.O.C.)  Tel.: (07)625-6656  Fax: (07)625-6228</p>	<p>• <b>Zuoying Service Center</b>  1F. &amp; 2F., No. 1480, Huaxia Rd., Zuoying Dist., Kaohsiung City 813, Taiwan (R.O.C.)  Tel.: (07)310-5989  Fax: (07)310-5311</p>	
<p><b>Pingtung Branch</b>  No. 19-4, Gongyuan Rd., Pingtung City 900, Taiwan (R.O.C.)  Tel.: (08)733-3579  Fax: (08)733-7581</p>	<p>• <b>Chaozhou Liaison Office</b>  No. 372, Beimen Rd., Chaozhou Town, Pingtung County  Tel.: (08)780-2501-2  Fax: (08)780-2500</p>	



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