SYSTEX

2025 SUSTAINABILITY REPORT

Contents

Overview 2

About this Report 2
Letter from the Chairman 3
Sustainable Performance 4

Sustainable Business 6

About SYSTEX 7
Sustainable Operation 8
Materiality Analysis and Stakeholder Engagement 11
Creating a Sustainable Value Chain 18
Business Performance 23

Corporate Governance 26

Governance and Operations 28
Risk Management 35
Information Security and Privacy Protection Management 37

Caring for Employees 40

Talent Cultivation and Development 42
Benefits and Rights 48
Occupational Health and Safety 53
Health Promotion 54

Tech for Good 58

Cultivating Software Talents 60
Partner with Startups 66
Social Engagemen 67

Environment Sustainability 68

Environmental Sustainability Policy 70
Climate-Related and Nature-Related Financial Disclosures 74
Environment and Energy Management 78
Greenhouse Gas Management 80

Partner Relationship 82

Customer Relations 84
Supplier Sustainability Management 87

Appendix 92

GRI Index 92
SDGs Index 94
SASB Index 97
ESG Performance Summary 97
Independent Third-Party Assurance Statement 101
Certificate of Registration 102
Contact Information 105

About this Report GRI 1, 2-1, 2-2, 2-3, 2-4, 2-5, 2-14, 3-2

SYSTEX Corporation has published the 7th sustainability report, a comprehensive overview of its sustainable ESG strategy and the results of communication with stakeholders, demonstrating its determination to actively take corporate responsibility. The previous report was published in August 2025 and this report is published in August 2026.

Reporting Overview

Guidelines and Principles	Global Reporting Initiative, GRI Standards 2021 Sustainability Accounting Standards Board, SASB - Software & IT Services International Financial Reporting Standards-S2, IFRS-S2 Task Force on Climate-related Financial Disclosures, TCFD Task Force on Nature-related Financial Disclosures, TNFD The Sustainability Best-Practice Principles for TWSE/GTSM Listed Companies
Boundary	SYSTEX Group in Taiwan, including SYSTEX Corp., SYSTEX Software & Service, SYSTEX Fintech, Top Information Technologies, SYSPOWER, SoftMobile Technology, Concord System Management, SYSTEX Solutions, Taifon Computer, E-Service Information, Taiwan Information Service Technology, uniXecure, Caresys Information, Docutek Solution, Palsys Digital Technology, Dawning Technology, Smartsys Technology and Syswiser Technology.
Period	The sustainability report is compiled regularly every year. The period is between January 1, 2025 and December 31, 2025.
Data	For more financial performance, please refer to Annual Report (AR), including consolidated reports of affiliated companies. In adherence with IFRSs, the currency of Financial Report is NTD and certified by Deloitte Touche Tohmatsu Taiwan. The data in this report is collected by the Sustainability Group and presented with international indicators. • Financial data: Consistent with the AR, covering SYSTEX and all affiliates. • Social data: The scope is covering SYSTEX and all affiliates in Taiwan (excluding SYSTEX Fintech, Palsys Digital Technology, and Dawning Technology.) • En-data: The scope, except for the GHG inventory covering consolidated reports of affiliated companies (see p.99), is within the Taipei Neihu HQs.
Assurance	Entrust SGS TAIWAN LTD. to undertake assurance, and receive the assurance, AA1000ASv3 Type 1 Moderate Level in adherence to GRI Universal Standards 2021. Please see p.101.

Reporting Process and Quality Management

To ensure the quality of reporting and preparation of the Sustainability Report, this report was prepared following the "Sustainability Report Preparation and Verification Procedure." The Sustainability Group coordinated the preparation, with ESG teams assisting in collecting and organizing relevant indicator data. After the data was consolidated by the Group and reviewed and revised in collaboration with department heads, the report underwent assurance or verification by a third party. The final report was then reviewed by the Chief Sustainability Officer before being submitted to the Board of Directors for approval and publication. SYSTEX aims to provide more transparent and comprehensive information to help stakeholders better understand its performance and achievements in corporate sustainability during 2025.

Feedback and Contact Us

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Sustainability Report | Annual Report | TNFD Report | ESG Website

Letter from the Chairman

New Chapter in Sustainability: Tech-Empowered & Co-Creating Value

Advancing Commercial Success and Sustainable Impact

2025 was a landmark year for SYSTEX. Beyond reaching new highs in revenue and profit, our workforce grew to nearly 5,000. As Taiwan's IT services leader, we remain committed to serving as a trusted partner for our clients, employees, shareholders, and society, balancing commercial success with long-term stakeholder value amid global economic shifts.

Profit with Purpose: Sustainable Finance & AI Innovation

Practicing "profit with purpose," SYSTEX partnered with Singapore climate-tech firm Evercomm to launch an AI Financial Management Platform, digitizing climate risk and carbon data to empower sustainable finance.

Meanwhile, our Smart ESG Sustainable Indicator Platform earned the "2025 Digital Finance Awards - Gold Award." Our affiliate, Taiwan Information Service Technology, won the "2025 IT Matters Award" for its Preventive Care Case Management System. SYSTEX has also been recognized among the Top 20 in the "Excellence in CommonWealth CSR Award" for 2 consecutive years and received the "MOEA Buying Power Leadership Award" for its contribution to sustainable procurement and social innovation.

Global Connectivity: Empowering Industry Resilience

SYSTEX has achieved 10 consecutive years of record revenue while delivering on our promise of a dividend exceeding NT$5 per share, supporting both shareholders and 5,000 employee families. In 2025, SYSTEX became Taiwan's sole IT service company selected as the "2026 S&P Global Sustainability Yearbook Member," gaining international ESG recognition. Facing supply chain realignments driven by geopolitics, SYSTEX acts as a long-term strategic IT partner. We actively support our clients' global expansion by delivering seamless, Taiwan-grade IT services, ensuring operational resilience and competitive strength worldwide.

Tech for Good & Talent Cultivation: A Long-term Commitment

We continuously practice "Tech for Good." In 2025, SYSTEX donated two AI computing systems to the Taipei City Government, deployed at Taipei City Hospital and the Fire Department to enhance emergency response, disaster prevention, and smart healthcare. Talent is SYSTEX's core asset. We actively invest in cultivating young technology leaders across multiple stages:

- Early Engagement: Entering its 10th year, the Youth Turing Program (YTP) inspires young students to solve real-world problems using software.
- Long-term Development: The SYSTEX Elite Internship (SEI) Program trains over 100 tech talents annually, partnering with 30 universities where senior executives serve as industry mentors and project judges.
- Industry-University Co-Creation: We collaborated with FJU on Taiwan's first AI Course Recommendation System, partnered with FCU on a 2-year Post-Baccalaureate Program, and worked with NTUST to host top international interns from Indonesia's ITB.
- Ecosystem Building: Through the AI+ Generator Program (AGP), we empower AI startups to scale, connecting 59 teams to enterprise markets to date.

These sustained efforts earned SYSTEX the top honor at the "2025 National Talent Development Award - Large Enterprise Award."

Amplifying Positive Impact Through Technology

In the AI era, SYSTEX leverages technology as a multiplier to turn finite resources into infinite societal value. Standing at the forefront of digital transformation, we will continue applying tech innovation to solve social challenges, enrich Taiwan's industrial value chain, and foster shared prosperity with society.

Chairman & President, SYSTEX Corp.



Sustainable Performance

2025 Excellence in CW CSR Award
LE - Ser. Industry category

Rank **10th**



2025 S&P Global
2026 Sustainability Yearbook

Member



2025 TCSA
ESG Report

Platinum
Awards

TCSA

Morningstar
2025
Sustainalytics

Low Risk

E

Internal Carbon Pricing
RE consumption
569,000 kWh
Receiving
581 T-RECs
RE Share
10.5%

Equipment Replacement
Energy consumption
163,000 kWh ⬇

Env. and OHS. ISO Certificate
ISO 14001・ISO 14064-1
ISO 50001・ISO 45001

2025 Carbon Competitiveness
TOP **100**

2025 CDP
Climate Change Questionnaire
B Level

S

2025 National Talent Development Award
Large Enterprise Award

SYSTEX Elite Internship
2014-2025 Cumulative
963 Interns

SYSTEX Baby Happy Growth Funds
2021.04-2025.12
342 babies
Donate
NT$ **18.5** M

Employee Stock Ownership Trust
2025
1,582 people
Cumulative Contribution
NT$ **17.037** M



2025 CommonWealth Talent Sustainability Award
TOP 100

Young Turing Program
2016-2025
Cumulative
5,184 people

AI+ Generator Program
2018-2025
Cumulative
59 Startups

Activities for Employees' Children
2017-2025
Coding Seed Camp
1,006 people
2024-2025
Sports Summer Camp
56 people

G

8th -12th Corporate Governance Evaluations
Listed company
6%-20%

Sustainable Procurement
2025 Buying Power
Excellence in Leadership Award

2024 Green Procurement Enterprises

Improving Sustainable Solutions
2025
Digital Finance Awards
Gold Award

Record-high Consolidated Revenue since 2016
2025
Consolidated revenue
⬆**12.9%** YOY

IP Management
TIPS
A Level
68
valid patents
364
valid trademarks

Information Security
Bitsigh
⬆ 120 points
Routine IS awareness updates
- **Monthly IS Bulletin**
- **Weekly Threat Intelligence**

Social Engineering Drill
Semi-annually ➡ Quarterly

PM Ability
PMP
155 Certs
PM's ISO 27001
195 Certs
PM's ISO 27701
28 Certs

Sustainability Special

• SOCIAL

Talent Sustainability & Employee Well-Being

- **2025 NTDA - Large Enterprise Award**
- **2025 CW Talent Sustainability Award – Top 100**

SYSTEX prioritizes employee career growth, health, and work-life balance in a supportive workplace. To empower family care, the SYSTEX Baby Happy Growth Funds Program offers up to NT$120M per newborn alongside paid maternity leave, fully-paid spouse leave, and flexible parental leave exceeding statutory requirements. Starting in 2025, the Employee Stock Ownership Trust provides a 100% company match (NT$1K to NT$3K monthly). For talent development, SYSTEX builds internal core competency frameworks while continuously driving the 10th Youth Turing Program and 12th SEI Program, fostering industry-society co-education to realize its vision of cultivating world-class software talent for Taiwan.

- Up to NT$120,000 per newborn, and up to 70 days of fully-paid maternity leave for female employees. Up to 2025, the cumulative total subsidy reaches NT$18.5M for 342 SYSTEX babies since its inception.
- Enhance the exercise environment. Total health promotion expenditure reached NT$20.25M in 2025.



• ENVIRONMENT

Innovative Carbon Management for Net-Zero 2050

- **2025 Taiwan Excellence Awards - Silver Award**
- **2025 ESG Logistics Sustainability Award - Gold Award**

Co-developed by internal expert consultants and technical teams, SYSTEX's proprietary "Carbon EnVision platform"aligns with ISO 14064-1 and MOE standards. It enables precise audit boundaries, seamless supply chain data integration, and real-time emissions tracking via built-in emission factors and visual dashboards to set annual reduction targets. Supporting group-wide management across over 100 sites with a success rate exceeding 95%, it accelerates net-zero transformation for industries, earning the 2025 Taiwan Excellence Silver Award from MOEA and the 3rd ESG Logistics Sustainability Gold Award.

- Optimized Audit Efficiency: Consolidates 70% of value-chain carbon footprints, boosts audit efficiency by 80%, and cuts labor and consulting costs by 50% to 60%.
- Seamless Global Expansion: Features multilingual interfaces (Chinese, English, Vietnamese) and international factor management, accelerating global business growth.



• GOVERNANCE

Digital Trust Driving Smart Healthcare Value

- **2025 BSI Digital Trust - Excellence Award**

SYSTEX affiliate Caresys Information specializes in HIS, EMR, and long-term care solutions, embedding digital trust and ISO 27001 standards into its architecture to seamlessly connect patient health data from home to hospital. Its P.O. MRP system enables highly interoperable data exchange to drive precision medicine and continuous care. Combining information security, privacy protection, and medical innovation, Caresys earned the BSI Digital Trust Excellence Award, demonstrating international-grade governance.

- As Taiwan's first FHIR-compliant case management platform, it reduces data transmission risks, streamlines administrative workflows, and lowers paper consumption for green operations.
- AIoT automates vital sign collection and issue real-time anomaly alerts. It boosts clinical efficiency while safeguarding data privacy to build a trusted smart healthcare value chain.



01

Sustainable Business

Vision: Become a world-class software company

Mission: Create maximum value for shareholders, build exponential growth for clients

Sustainable spirit: Tech for Good

Core capabilities: Software, Data, Algorithm, Cloud Service, Solution Architect, and Cybersecurity

About SYSTEX	07
Sustainable Operation	08
Materiality Analysis and Stakeholder Engagement	11
Create a Sustainable Value Chain	18
Business Performance	23

Material Topics

GRI 201-1

Contributing to the SDGs



About SYSTEX GRI 2-1, 2-6

1997
Year of establishment

Taiwan, China, Hong Kong, Japan, Singapore, Vietnam, Malaysia, Indonesia
Operation base

43.9B
Consolidated revenue (NTD)

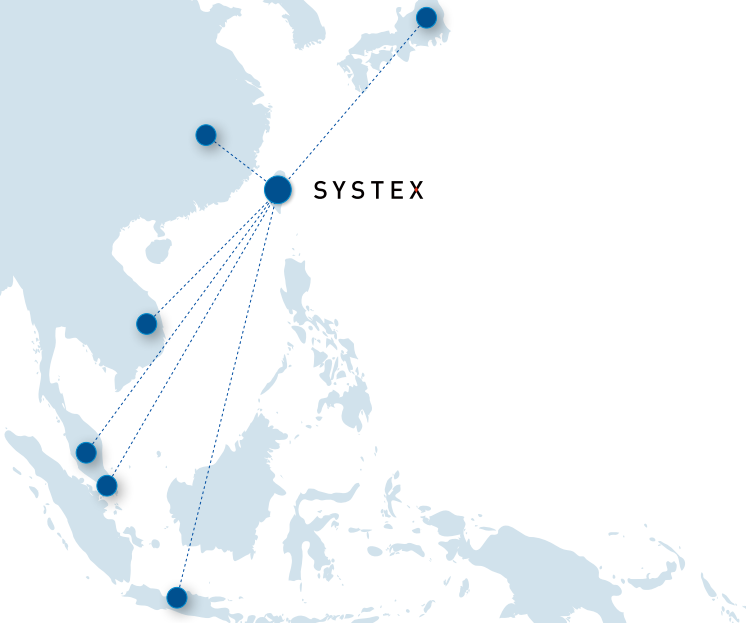
40,000+
Total corporate and nstitutional clients

4,977
Total employees (Whole SYSTEX group including overseas BU)

Founded in 1997 with a total capital of NT$2.72 billion, SYSTEX Corporation (ISIN code: TW0006214000) ranks among the top 100 service companies in Taiwan, serving over 40,000 corporate and institutional clients in government, finance, high-tech manufacturing, retail, and healthcare. Its operations span Taiwan, Hong Kong, China, Japan, Singapore, Malaysia, Indonesia, and Vietnam, while its primary markets cover Greater China, Asia, Europe, and the United States. SYSTEX distributes more than 70 products and is a key partner of many global tech leaders.

SYSTEX features "becoming the one that clients consider as the best in collaboration, connection, and amplifying value" as the positioning in ecosystem integration, promoting 5 value-added services through the 6 core competencies, assisting clients in realizing the brand-new business model.

While advancing its core business, SYSTEX actively drives digital and impact transformation. With a long-term commitment to cultivating world-class software talent for Taiwan, SYSTEX advocates for sustainable practices across ESG pillars. Additionally, SYSTEX enhances transparency in sustainability disclosures and collaborates with ecosystem partners to leverage core capabilities, aiming to foster a better society and amplify its positiv e impact.



Vision	Mission	Sustainable spirit
Become a world-class software company	Create maximum value for shareholders Build exponential growth for clients	Tech for Good

Sustainable Operation

SYSTEX envisions becoming a world-class software company and the partner of choice for AI-based digital transformation. With ecosystem integration at the core of its strategy, SYSTEX serves as an "Orchestrator," connecting the Industry, Mega SI, and VAD ecosystems to foster collaborative growth. In response to the rapid advancement of AI, SYSTEX is advancing AI platforms and AI-enabled software. By leveraging its 6 core capabilities, SYSTEX amplifies ecosystem value, strengthens clients' competitiveness, and serves as a trusted long-term strategic partner, co-creating meaningful, profitable growth.

Vision and Mission GRI 2-6

Vision Become a world-class company

Mission Create maximum value for shareholders Build exponential growth for clients

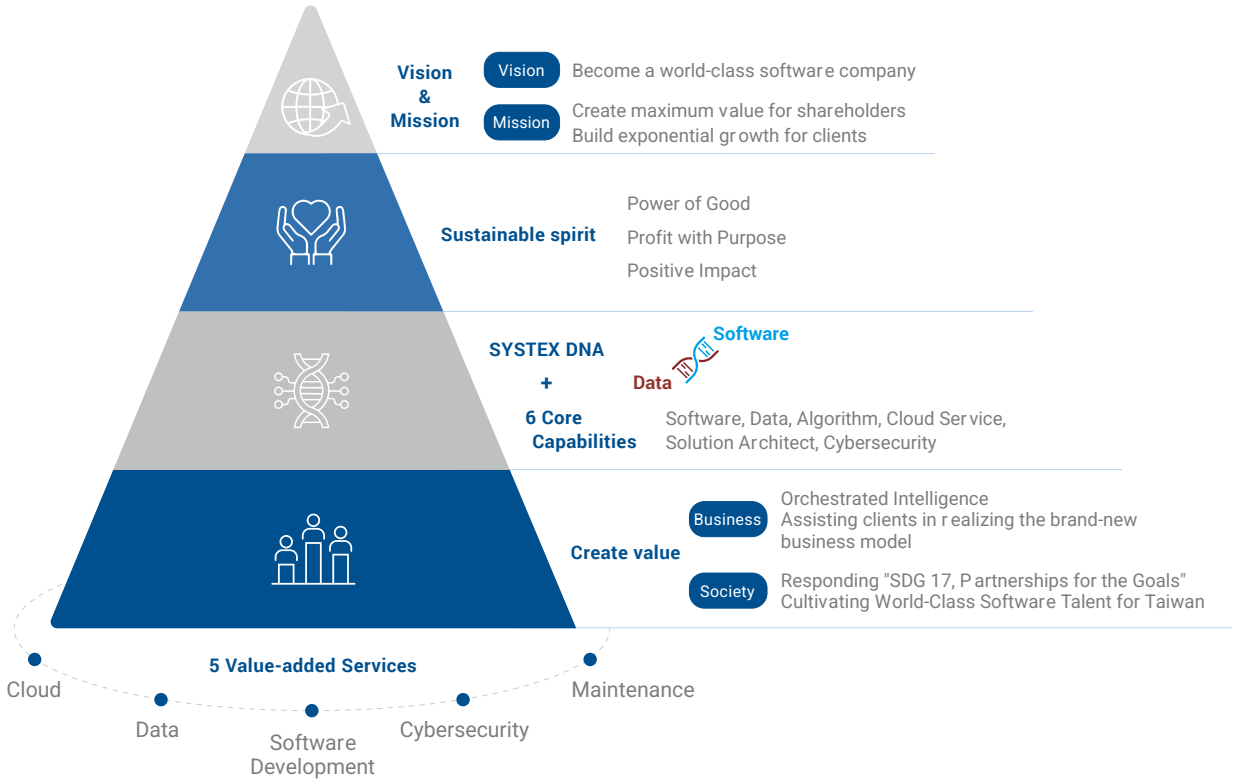
Sustainable Spirit

Based on the sustainable spirit of "Tech for Good," SYSTEX uses its core capabilities to advance corporate sustainability, collaborates with ecosystem partners to expand its social impact. As an "Orchestrator" for industry sustainability transformation, SYSTEX supports SDG 17, "Partnerships for the Goals."

Sustainable Competitiveness in the AI Era

SYSTEX has entered a new growth stage under its ecosystem strategy, with technology and talent as its twin engines. Building on its Data and Software DNA, SYSTEX brings together its software engineering and operations professionals through a cross-functional learning network built on 6 core capabilities. By applying software-driven data and AI algorithms across 5 value-added services, SYSTEX helps clients optimize operations, achieve Orchestrated Intelligence, and embed AI and innovative technologies into their businesses. These capabilities also strengthen ecosystem partnerships and support a second exponential growth curve.

• Sustainability S trategy F ramework

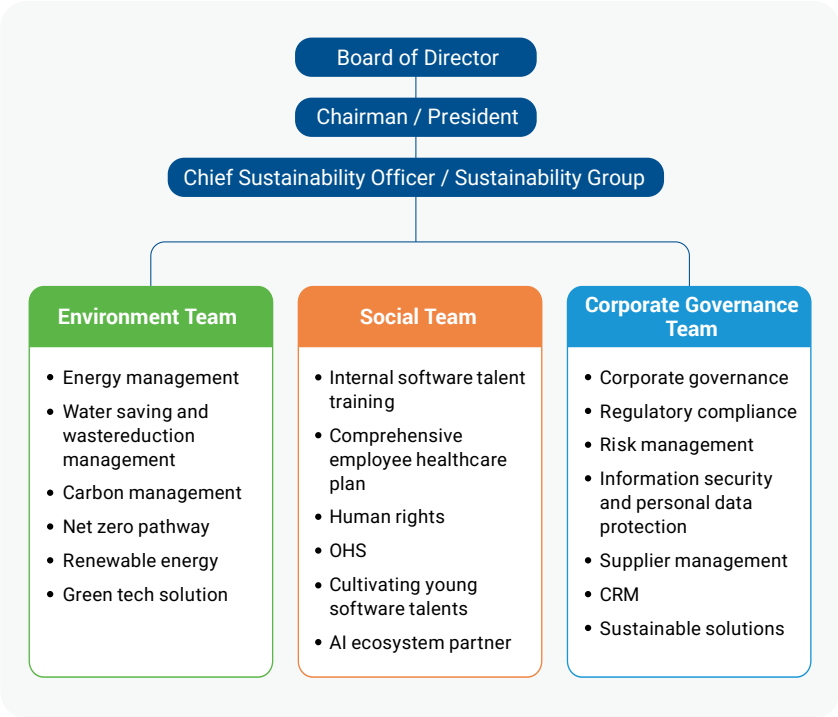


Sustainable Governance Structure GRI 2-9, 2-12, 2-13, 2-14, 2-22, 2-23, 2-24

SYSTEX established the "Sustainability Group" in 2020, with the Chairman of the Board as the highest governance level. In 2021, SYSTEX appointed a Chief Sustainability Officer (CSO), concurrently served by the head of Human Resources, to lead the Sustainability Group and coordinate 3 ESG teams responsible for ESG project planning and execution. To further strengthen sustainability governance, the Board approved the "Sustainable Development Best Practice Principles" in 2022 and amended in August 2026. The Board is responsible for the supervision and promotion of sustainable development affairs. The CSO irregularly reports ESG project progress to the Chairman and reports the promotion of sustainability affairs to the Board every year. Following the "Sustainable Development Policy," approved by the Chairman in 2023 and revised in June 2026 in response to sustainability trends and the Group's development progress, the ESG teams, led by relevant division heads, promote projects related to material issues based on the PDCA cycle, integrate sustainability strategies into daily operations, and collect indicator data.

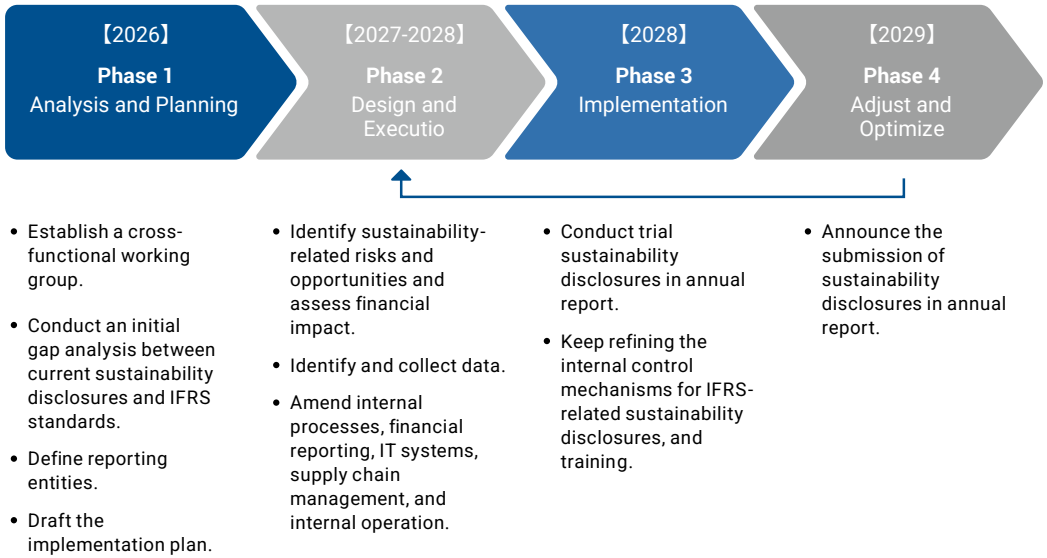
To ensure report quality, the Sustainability Report is prepared in accordance with the "Sustainability Report Preparation and Verification Procedure," reviewed by relevant division heads, assured or verified by an independent third party, reviewed by the CSO, and approved by the Board before release. In 2025, the Sustainability Group held 3 meetings on February 10, October 2, and November 17, while each ESG team held meetings as needed. On December 17, 2025, the CSO presented annual sustainability per formance and plans for the following year to the Board.

Organizational Structure for Sustainable Development Promotion



Internal Timeline for IFRS S1/S2 Implementation Planning

To enhance the transparency of sustainability disclosures and strengthen its linkage with financial data and risk management, SYSTEX plans to adopt related standards in line with the IFRS S1/S2 implementation plan roadmap promoted by the authority.



Sustainable Strategy Blueprint GRI 2-22

Dimension	Environment	Social	Governance
SDGs			
Development vision	Leverage SYSTEX's core capabilities to implement green operations and develop innovative technologies, helping clients map out net-zero strategies and sustainable supply chain upgrades.	Meet the demand for digital transformation to de velop professionals with comprehensive learning resources and a high-quality workplace, ther eby cultivating world-class software talent for Taiwan.	Gather our technical teams and ecosystem partners to facilitate value-added services, assisting clients in developing innovative business models to achieve exponential growth.
Core value	**Tech for Good**		
Long-term strategic approach	Leveraging ISO 14001, ISO 14064-1, and ISO 50001 as the foundation for green operations, SYSTEX develops green technologies and innovative solutions while increasing its renewable energy share toward net zero by 2050.	To create long-term social value, we actively recruit outstanding IT talents and embrace the sustainable spirit of "Tech for Good" to execute various action plans.	Uphold integrity and transparency, strengthen cybersecurity and personal data protection, and build a robust governance system to drive investment and foster collaboration within the ecosystems, thereby enhancing resilience and client trust.
Long-term goal	**Net Zero by 2050**	**Annual Training Expenses > NT$30M**	**TWSE ESG Evaluation: 5% of Listed Companies**
Mid-term goal (2028)	• Annual electricity intensity reduction: 5% • Annual GHG emission reduction: 3% • Renewable energy share: 16% • Maintain multiple environmental ISO certifications	• Key talent retention rate: 95% • Average employee training hours: 30 hours • Maintain ISO 45001 certification • Statutory employee health check rate: 100%	• Positive operating profit • TWSE ESG Evaluation: 6%-20% • Major legal violations reported: 0 incidents • Integrity advocacy rate: 99%
Short-term goal (2026)	• Annual electricity intensity reduction: 5% • Annual GHG emission reduction: 3% • Renewable energy share: 11% • Maintain multiple environmental ISO certifications	• Key talent retention rate: 95% • Average employee training hours: 30 hours • Maintain ISO 45001 certification • Statutory employee health check rate: 100%	• Positive operating profit • TWSE ESG Evaluation: 6%-20% • Major legal violations reported: 0 incidents • Integrity advocacy rate: 99%
2025 performance	• Annual electricity intensity reduction: 9.5% ✅ • Annual GHG emission reduction: 7.7% ✅ • Renewable energy share: 10.5% ✅ • Maintain multiple environmental ISO certifications ✅	• Key talent retention rate: 97.7% ☑ • Average employee training hours: 33.9 hours ☑ • Maintain ISO 45001 certification ☑ • Statutory employee health check rate: 100% ☑	• Positive profits and increase by 12.9% ☑ • TWSE ESG Evaluation: 6%-20% ☑ • Major legal violations reported: 0 incidents ☑ • Integrity advocacy rate: 100% ☑
Business benefits	**23 Environmental Solutions** Carbon Management; ESG Management Platform; All-in-One Integrated Services; (paperless) E-invoice added service; E-payment; E-bill; and process automation, etc.	**4 Social Solutions** Health Up! App, Tanker Filling Intelligent Industrial Security , Factory Access Industrial Security Management System, etc.	**18 Corporate Governance Solutions** Monitoring and Operation Center, ESG Asset Management System, Smart Sustainability Data Platform, Anti-Money Laundering Solution, Supply Chain Innovation Platform, etc.

Materiality Analysis and Stakeholder Engagement GRI 3-1, 3-2, 3-3

Based on the GRI Standards' 8 reporting principles and the ESRS' double materiality principle, SYSTEX Group evaluates material topics from 2 perspectives: Impact Materiality across E, S, and G, including human rights issues and Financial Materiality in relation to business operations. Through a 4-step materiality analysis, identification, stakeholder survey, impact assessment, and review disclosures, the Chief Sustainability Officer (CSO) approved 9 material topics for disclosure.

Since 2023, SYSTEX Group has adjusted the frequency of its materiality analysis from annual to biennial, as no major business issues have significantly impacted the analysis results. If, in a non-analysis year, an operational issue arises that could alter key material topics, an additional materiality analysis will be conducted as needed. The latest materiality analysis was scheduled for late 2024.

Materiality Analysis

Process to Determine Material Topics

1 Identification

- [Identify stakeholders] SYSTEX identifies 6 key stakeholders based on 5 principles of the AA1000 Stakeholder Engagement Standards, including government, clients, shareholders/investors, employees, upstream original/suppliers, and media/general public.
- [Collect sustainable topics] Based on the GRI Standards and SASB (Software & IT Services) framework, along with insights from benchmark companies and stakeholder concerns, 21 sustainability topics have been collected.

E	1 Climate change strategy	3 Energy management	5 Waste management
	2 GHG management	4 Water stewardship	6 Biodiversity
S	7 Talent development	9 Employee healthcare	11 Social engagement
	8 Talent attraction and retention	10 DEI	
G	12 Economic performance	16 Sustainable services	20 CRM
	13 Corporate governance	17 Information security & privacy protection	21 Customer privacy
	14 Integrity	18 Supply chain sustainability	
	15 Risk management	19 R&D, and IP management	

2 Stakeholder survey

Distribute questionnaires to stakeholders to assess the impact of SYSTEX's sustainability topics on them.

3 Impact assessment

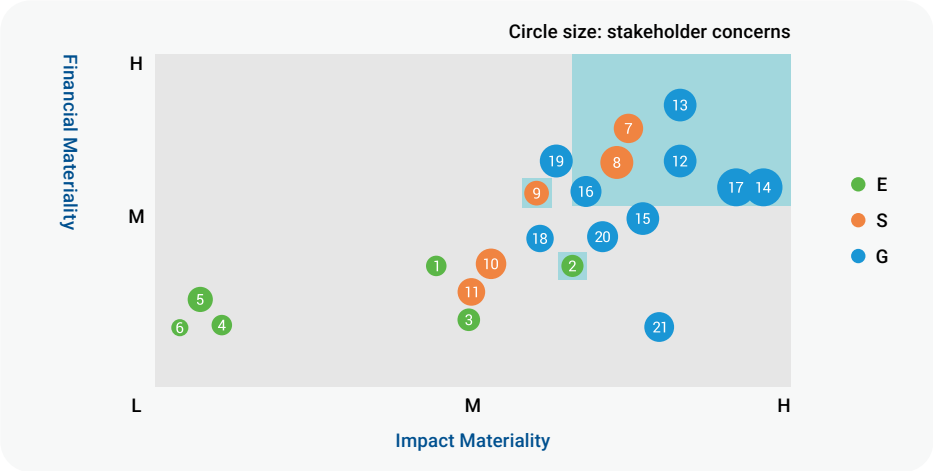
- [Impact Materiality] The Sustainability Group assessed the "positive and negative impact" and likelihood across ESG dimensions. The assessment of impacts on people and human rights incorporated the results of the Human Rights Risk Assessment, which informed the social impact assessment. For more information, please refer to p.48. A total of 19 responses were collected.
- [Financial Materiality] To thoroughly evaluate operational impacts, senior executives across operations, finance, HR, and cybersecurity completed the assessment, yielding 5 v alid responses.

4 Review disclosures

SYSTEX evaluates ESG impact, operational impact, and stakeholder concerns to develop drawing a double materiality matrix, initially identifying 7 material topics. Expert insights and internal discussions led to the inclusion of Employee healthcare and GHG management as material topics, totaling 9 material topics approved by CSO. The Sustainability Group then conducted data inventory and reporting in alignment with GRI Standards.

Double materiality matrix

SYSTEX applies the double materiality principle and sets the materiality threshold for its double materiality matrix based on resource allocation and sustainability goals. Topics in the upper-right quadrant, representing the top one-third by score, are identified as priority material topics. The topics are assessed and plotted across 2 dimensions: Impact Materiality across E, S, and G, including human rights issues, and Financial Materiality in relation to business operations. With reference to the SASB Standards, common sustainability topics among industry peers, and SYSTEX's sustainability strategy blueprint, SYSTEX decided to include Employee Healthcare and GHG Management, identifying a total of 9 material topics.



E	1 Climate change strategy	3 Energy management	5 Waste management
	2 GHG management	4 Water stewardship	6 Biodiversity
S	7 Talent development	9 Employee healthcare	11 Social engagement
	8 Talent attraction and retention	10 DEI	
G	12 Economic performance	16 Sustainable services	20 CRM
	13 Corporate governance	17 Information security & privacy protection	21 Customer privacy
	14 Integrity	18 Supply chain sustainability	
	15 Risk management	19 R&D, and IP management	

Material topic lists

	Material topic	
E	• GHG management	
S	• Talent development • Talent attraction and retention	• Employee healthcare
G	• Corporate governance • Economic performance • Integrity	• Information security & privacy protection • Sustainable services

Note: Employee healthcare and GHG management are specially included as material topics.

Material topic changes

Year	Material topic	Change description
2022	Green operation	SYSTEX separated it into Energy management and Water management for evaluation. Given its office-based operations, water usage is only for daily needs, energy consumption is mainly for ACs, and no production processes are involved. Therefore, these 2 topics were not classified as material.
2024	GHG management	SYSTEX set a 2050 net-zero target to align with government policies, integrating it into its sustainability strategy and designating GHG management as a material topic.

Relationship Between Material Topics and SYSTEX's Value Chain

SYSTEX Group has identified 9 material topics covering ESG dimensions, assessing their direct or indirect impact on stakeholders within its internal and external value chain.

● Direct impact ○ Indirect impact

Material topic		Meaning and impact of material topic		GRI and SASB	SDGs	Our response	Internal			Value chain		External
		Impact Materiality	Financial Materiality				SYSTEX	Affiliate	Employee	Client	Supplier	Public
G	Corporate governance	**Substantial positive impact** Strong governance enhances oversight, protects shareholder rights, and improves transparency and decision-making efficiency.	Corporate governance enhances operational stability and profitability, mitigates risks, and fosters reputation, driving positive economic impact.	• Custom topics	SDG 8 SDG 16	• Governance and operations	●	●	○	○	○	○
	Economic performance	**Substantial positive impact** Revenue growth strengthens competitiveness and enables greater investment in sustainable solutions, driving positive ESG impact.	Strong financial performance enhances stability, and strengthens financial structure, attracting investors and strategic partners.	• 201-1	SDG 8	• Business performance	●	●	●	●	●	○
	Integrity	**Substantial positive impact** Adhering to business ethics ensures transparency in operations and financial disclosures, protecting stakeholder rights.	Building partnerships grounded in ethics and integrity enhances reputation, as well as client and partner loyalty.	• 205-2 • 205-3	SDG 8 SDG 16	• Governance and operations	●	●	●	●	●	○
	Information security and privacy protection	**Substantial positive impact, potential negative impact** Continuously strengthen security systems to prevent leaks against growing cybersecurity challenges.	A major cybersecurity incident or data breach could disrupt operations and damage reputation and customer trust.	• 418 • TC-SI-220 • TC-SI-230 • TC-SI-550	-	• Information Security and privacy protection management	●	●	●	●	●	○
	Sustainable services	**Substantial positive impact** SYSTEX leverages technology to provide sustainable solutions, helping clients implement sustainable management.	Sustainable solutions boost revenue and enhance reputation, facilitating increased investment in R&D and talent cultivation.	• Custom topics	SDG 8	• Create a sustainable value chain	●	●	○	●	●	○

● Direct impact ○ Indirect impact

Material topic		Meaning and impact of material topic		GRI and SASB	SDGs	Our response	Internal			Value chain		External
		Impact Materiality	Financial Materiality				SYSTEX	Affiliate	Employee	Client	Supplier	Public
E	GHG management	**Potential positive and negative impact** Enhancing energy efficiency and reducing carbon emissions mitigate environmental impact, while failure to meet targets may pose risks.	Set a 2050 reduction pathway and implement measures to ensure achievement while enhancing reputation.	• 302-1 • 305 • TC-SI-130	SDG 7 SDG 12 SDG 13	• Environmental sustainability policy • GHG management	●	●	○	○	○	●
S	Talent development	**Substantial positive and negative impact** A lack of a structured talent cultivation mechanism may affect growth. Failure to provide equal development opportunities or safeguard labor rights may also result in negative social impacts.	A comprehensive talent cultivation mechanism enhances career growth, expertise and retention, ensuring operational stability.	• 404-3	SDG 3 SDG 4 SDG 5 SDG 8 SDG 10 SDG 16 SDG 17	• Talent cultivation and development • Cultivate software talents	●	●	●	○	○	●
	Talent attraction and retention	**Substantial positive impact** A friendly workplace and supportive benefits protect employee rights, and improve retention.	Competitive salaries and benefits attract key talent, enhance retention, and strengthen corporate stability.	• 401 • 404-3 • TC-SI-330		• Talent cultivation and development • Benefits & rights • Cultivate software talents	●	●	●	○	○	○
	Employee healthcare	**Substantial positive impact** To address workplace stress and sedentary health risks, we improve healthcare programs to promote a balance between employee mental and physical well-being.	Promoting employee well-being boosts satisfaction, retention, and talent attraction, strengthening corporate sustainability.	• 403		• Occupational health and safety • Health promotion	●	●	○	○	○	○

Management Approach and Material Topics GRI 2-24

Material topic		Management approach			
		Policy and strategy	Boundary	Responsible unit	Grievance mechanism
G	Corporate governance	Implement Board diversity and independence under the "Rules of Election of Directors" and "Corporate Governance Best Practice Principles," supported by independent external evaluations and robust risk management.	SYSTEX Corp., all affiliates *1	CFO Office, RM Committee	The Board, as the highest governing body, oversees operations and policy implementation and evaluates the effectiveness of governance and business strategies.
	Economic performance	SYSTEX's tech teams collaborate with ecosystem partners to deliver 5 value-added services, helping clients build innovative business models and drive exponential growth.	SYSTEX Corp., all affiliates *1	CFO Office	The Board, as the highest governing body, reviews operating performance to evaluate results and guide resource allocation.
	Integrity	Advance ethical corporate management through governing principles, risk assessments, reporting channels, employee training, and supplier integrity and CSR commitments.	SYSTEX Corp., all affiliates *1	Integrity Committee	The Integrity Committee oversees preventive ontrols, training, reporting channels, investigations, and corrective actions, and implements the integrity management policy.
	Information security and privacy protection	Maintain ISO 27001 certifications and robust policies across cybersecurity and privacy protection through regular drills and training. Execute a Business Continuity Plan (BCP) to reinforce core service resilience.	SYSTEX Corp., all affiliates *1	IS and PD Protection Committee, IS Management Department	The IS Management Department conducts annual ISO certifications, training and drills, while the IS & PD Protection Committee oversees compliance and crisis preparedness.
	Sustainable services	Strive to be clients' best sustainability partner by developing sustainable solutions and incorporating environmental and social impacts into product and service development.	SYSTEX Corp., all affiliates *1	All business units	The President sets business targets and reviews performance quarterly, ensuring that each BU optimizes sustainable solutions.
E	GHG management	Formulate the "OHS, Environment and Energy Policy," leverage ISO certifications, and advance digital energy and carbon management, RE, and climate mitigation toward net zero by 2050.	SYSTEX headquarters *2	OHS, Env. and Energy Committee	The OHS, Environment, and Energy Committee annually reviews ISO 14064-1 inventory results toward the 2050 net-zero pathway and recommends improvements.
S	Talent development	Enhance the talent development framework, performance-based compensation, career pathing, and core talent investments to build a strong pipeline of software talents.	SYSTEX Corp., partial affiliates *3	Human Capital Center	The Human Capital Center expands training resources and employee learning hours, while SYSTEX invests in IT education to cultivate world-class talents early.
	Talent attraction and retention	Develop the "Human Rights Policy," promote a DEI workplace, uphold labor rights and non-discrimination, and strengthen retention through recruitment, new-hire support, talent development, and benefits.	SYSTEX Corp., partial affiliates *3	Human Capital Center	The Human Capital Center regularly monitors retention and turnover causes to improve recruitment and retention programs.
	Employee healthcare	Employ full-time health managers, establish a health management center. It conducts health risk assessments and maintains ISO 45001 certification to protect employees' physical and mental well-being.	SYSTEX Corp., partial affiliates *3	Human Capital Center	Health managers annually review health data, and regularly monitor metabolic risks and occupational incidents to ensure effective safeguards.

Note: 1. All affiliates: SYSTEX Software & Service, SYSTEX Fintech, Top Information Technologies, Syspower, SoftMobile Technology, Concord System Management, SYSTEX Solutions, Taifon Computer, E-Service Information, Taiwan Information Service Technology, uniXecure, Caresys Information, Docutek Solution, Palsys Digital Technology, Dawning Technology, Smartsys Technology, and Syswiser Technology.
2. Headquarters: SYSTEX Corp., Concord System Management, SYSTEX Solutions, Taifon Computer, Smartsys Technology, and Syswiser Technology.
3. Partial affiliates: SYSTEX Software & Service, Top Information Technologies, Syspower, SoftMobile Technology, Concord System Management, SYSTEX Solutions, Taifon Computer, E-Service Information, Taiwan Information Service Technology, uniXecure, Caresys Information, and Dawning Technology.

Goals of Material Topics

Achieved Ongoing

Material topic		2025 Goal	2025 Performance	Status	Short-term goal (2026)	Mid-term goal (2028)	Long-term goal (2030)
G	Corporate governance	• Corporate Governance Evaluations: 6%-20% • Major violations: 0	• Corporate Governance Evaluations: 6%-20% • Major violations: 0	☑	• ESG Evaluations: 6%-20% • Major violations: 0	• ESG Evaluations: 6%-20% • Major violations: 0	• ESG Evaluations: Top 5% • Major violations: 0
G	Economic performance	• Positive operating profit	• Positive operating profit with 12.9% annual growth	☑	• Positive operating profit	• Positive operating profit	• Positive operating profit
G	Integrity	• Integrity advocacy rate: 99% • Supplier Integrity Pledge and Declaration signing rate: 96% • Supplier CSR Code of Conduct signing rate: 96% • Supplier CSR Self-Assessment response rate: 66% • Suppliers Security & Privacy Survey response rate: 66%	• Integrity advocacy rate: 100% • Supplier Integrity Pledge and Declaration signing rate: 99.1% • Supplier CSR Code of Conduct signing rate: 94.8% • Supplier CSR Self-Assessment response rate: 54.5% • Suppliers Security & Privacy Survey response rate: 53.2%	☑ ~	• Integrity advocacy rate: 99% • Key supplier Integrity Pledge and Declaration signing rate: 100% • Key supplier CSR Code of Conduct signing rate: 100%	• Integrity advocacy rate: 99% • Key supplier Integrity Pledge and Declaration signing rate: 100% • Key supplier CSR Code of Conduct signing rate: 100%	• Integrity advocacy rate: 99% • Key supplier Integrity Pledge and Declaration signing rate: 100% • Key supplier CSR Code of Conduct signing rate: 100%
G	Information security and privacy protection	• Maintain ISO 27001. • Cybersecurity-related data breach incidents: 0	• Maintain ISO 27001. • Cybersecurity-related data breach incidents: 0	☑	• Maintain ISO 27001. • Security Scorecard rating: A • Conduct 2 PD incident drills. • PD protection training: 2+	• Maintain ISO 27001. • Security Scorecard rating: A • Conduct 2 PD incident drills. • PD protection training: 2+	• Maintain ISO 27001. • Security Scorecard rating: A • Conduct 2 PD incident drills. • PD protection training: 2+
G	Sustainable services	• New solutions: 4 E-solutions	• New solutions: 8 E-solutions	☑	• New solutions: 1+ E-, S-, or G-solution	• New solutions: 1+ E-, S-, or G-solution	• New solutions: 1+ E-, S-, or G-solution
E	GHG management	• Annual reduction: electricity intensity by 5%, GHG by 3% • Renewable energy share: 9% • Maintain E-ISO certifications.	• Annual reduction: electricity intensity by 9.5%, GHG by 7.7% • Renewable energy share: 10.5% • Maintain E-ISO certifications.	☑	• Annual reduction: electricity intensity by 5%, GHG by 3% • Renewable energy share: 11% • Maintain E-ISO certifications.	• Annual reduction: electricity intensity by 5%, GHG by 3% • Renewable energy share: 16% • Maintain E-ISO certifications.	• Annual reduction: electricity intensity by 5%, GHG by 3% • Renewable energy share: 20% • Maintain E-ISO certifications.
S	Talent development	• Avg. training hours: 30H • New YTP Competition Format	• Avg. training hours: 33.9H • Completed planning for the 2026 YTP hackathon.	☑	• Avg. training hours: 30H • Avg. technical training per technical employee: 20H	• Avg. training hours: 30H • Avg. technical training per technical employee: 20H	• Avg. training hours: 30H • Avg. technical training per technical employee: 20H
S	Talent attraction and retention	• Key talent retention rate: 95% • New-hire retention rate: 80%	• Key talent retention rate: 97.7% • New-hire retention rate: 85.1%	☑	• Key talent retention rate: 95% • New-hire retention rate: 85%	• Key talent retention rate: 95% • New-hire retention rate: 85%	• Key talent retention rate: 95% • New-hire retention rate: 85%
S	Employee healthcare	• Maintain ISO 45001. • High-risk case care rate: 100% • Employee health check rate: 75%	• Maintain ISO 45001. • High-risk case care rate: 100% • Employee health check rate: 77.3%	☑	• Maintain ISO 45001. • Metabolic syndrome high-risk rate: ≤20% • Statutory employee health check rate: 100%	• Maintain ISO 45001. • Metabolic syndrome high-risk rate: ≤20% • Statutory employee health check rate: 100%	• Maintain ISO 45001. • Metabolic syndrome high-risk rate: ≤20% • Statutory employee health check rate: 100%

Stakeholder Engagement and Communication GRI 2-25, 2-29

SYSTES's 2025 stakeholder communication status was reported to the Board on December 17, 2025.

Item	Significance	Topic	Frequency and channel	Our response
Employee	Employees are the key partners and the foundation of enterprise sustainability.	• Talent attraction & retention • Human rights protection • OHS	• **[Annual]** Business meeting, technical meeting • **[Quarterly]** Labor-management meetings • **[Monthly]** Code of Conduct advocacy, sales meetings • **[Irregularly]** Internal announcements, issue-specific meetings, dedicated mailbox, compliance awareness, trainings	• Average training hours: 33.9H; Code of Conduct advocacy reached 50,115 participants (99.4% completion), including 16,753 in human rights case advocacy (99.5% completion). • Won the "2025 National Talent Development Award-Large Enterprise" and the "2025 CommonWealth Talent Sustainability A ward Top 100." • Employee Stock Ownership Trust: 1,582 participants (46% of eligible employees), with NT$17.037M in annual contributions; maternity subsidies: NT$3.12M; health promotion expenditure: NT$20.25M.
Client	SYSTEX aims to improve quality and create exponential growth for clients.	• Customer privacy • Data security • Customer service	• **[Irregularly]** Dedicated visits and email, customers' supplier audit, tele-contacts • **[Regularly]** Customer satisfaction survey	• Conducted regular information security drills to prevent data leaks; cybersecurity-related data breach incidents: 0. • Completed 175 customer on-site audits and 1,510 supplier sustainability audit questionnair es. • IS advocacy and test: 7,866 participants; data protection advocacy and test: 7,901 participants. • 2025 customer satisfaction survey: overall service satisfaction score of 8.77.
Shareholder / investor	Investors drive SYSTEX's steady growth. SYSTEX maximizes investor benefits and ensures financial transparency.	• Economic performance • Anti-corruption	• **[Annually]** AGM, annual report, sustainability r eport, TCFD & TNFD report • **[Quarterly]** Meetings of the Board and committees, investor conferences, financial reports • **[Monthly]** Operating performance, MOPS • **[Irregularly]** Material info., communication meetings with investors	• Annual, quarterly, and monthly financial statement announcements and operating results. • Rewarded 12th Corporate Governance Evaluations: 6%-20% of listed companies. • First included in the S&P Global Sustainability Yearbook 2026. • Self-organized and invited investor conferences: 2 online, 2 in-person. • Published 44 material information announcements in both Chinese and English. • In-person, online and telephone meetings: 61 investment firms with 70 participants. • Major integrity-related violations: 0 incidents.
Upstream original / supplier	Value chain collaboration expands markets and enhances shared benefits.	• Customer privacy • Data security • Supplier sustainability management	• **[Irregularly]** Meetings, emails, upstream original or supplier visits	• Cumulative valid certificates: 605 IS-related certificates and 187 PMP certificates. • Participated in 15 audits, 17 compliance training sessions, and 54 market trend seminars. • Signed the Supplier Integrity Pledge and Declaration: 1,212 suppliers. • Signed the Supplier CSR Code of Conduct: 1,159 suppliers. • Supplier CSR Self-Assessment response: 644; Suppliers Security and Privacy Survey response: 628.
Government	Regulatory compliance drives job creation and tax revenue.	• Regulatory compliance • Taxation governance	• **[Annually]** Governmental evaluation • **[Irregularly]** Official document, meetings, emails, public info., conference, seminars	• Major legal violations: 0 incidents • Annual income tax paid: NT$442 million. • Annual government subsidies received: NT$11,868.5 thousand.
Media / general public	Media facilitates communication and strengthens the brand image.	• Social engagement • DEI	• **[Irregularly]** Press releases, media interviews, press conferences	• 728 women participated in the YTP over the past 6 years. • Rewarded 2025 Excellence in CommonWealth CSR Award, No.10-Large Enterprise. • Cumulatively sponsored for the PaGamO Program: NT$5 million. • Cumulatively contributed to the IMV technology innovation competition: NT$6 million.

Stakeholder Opinion Survey Questionnaire: https://tw.systex.com/en/stakeholders/

Create a Sustainable Value Chain GRI 2-6

Our Value Chain

As a global IT software and hardware service provider and product distributor, SYSTEX integrates solutions from leading global vendors with its proprietary services to drive digital and impact transformation. Through 5 value-added services, the Group supports clients across major industries, including finance, telecommunications, retail, manufacturing, and the public sector. By connecting upstream and downstream ecosystems, SYSTEX helps clients mitigate digital operational risks, improve resource efficiency, and advance sustainable transformation.

1 Upstream

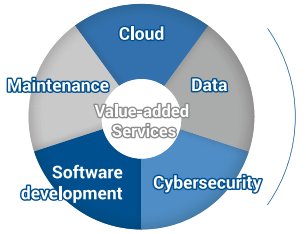
Global software and hardware product or services providers / distributorsGlobal softwar e and hardware product or services providers / distributors

Upstream originals

CISCO、DELL、Dynatrace、Fortinet、
Google Cloud、HP、IBM、Microsoft、
NetApp、NUTANIX、Oracle、Palo Alto、
Red Hat、SAP、VMware…

2 SYSTEX Group

As the best in collaboration, connection, and v alue amplification



Smart finance,
Retail,
Manufacturing,
Healthcare,
Cybersecurity,
Operation,
Cities...

Software
Data

3 Downstream

Supporting value chain clients in system integration and digital transformation

Finance
Telecom
Healthcare
E-commerce
Retail
Manufacturing
Government

External Forces Accelerating the Growth of the Information Services Industry

Extreme weather, geopolitical shifts, and rapid technological change are accelerating industrial transformation. With net-zero transition and digitalization now central to business and investment decisions, 3 sustainability drivers are reshaping the information services industry:

- [Climate Change and Net-Zero Transition] Enterprises use digital tools, including AI, to improve decision-making, resource efficiency, and carbon reduction.
- [Cybersecurity and Regulatory Compliance] Widespread cloud adoption has heightened cybersecurity risks. Data security, confidentiality, and proper use are not only basic compliance requirements but also foundations for trust and operational resilience.
- [Technology Enablement and Ecosystem Integration] AI and the integration of software and hardware enable new service models and ecosystem growth.

In response, SYSTEX provides 8 solution areas, including ESG, Data, Cloud, Cybersecurity, Manufacturing, Finance, IT Infrastructure, and Customized Services, to turn external risks into growth opportunities and support clients' sustainable transformation.

For more details: https://www.systex.com/en/

Information services and solutions

Examples of SYSTEX Group's diverse products and services are listed below.

Product/Service	Primary uses and functions
SYSBrain	An AI application platform supporting Multi-Agent and RAG technologies to rapidly build autonomous "digital employees." Its Enterprise Data Centric (EDC) architecture strengthens generative AI governance, compliance, and data security.
P.O.MRP	P.O.MRP is Taiwan's first FHIR-compliant healthcare management system. It integrates IoT data across homes, communities, and hospitals to support nearly 50 categories of continuous car e.

For more details: "2025 Annual Report p.84-89"

Sustainable Products and Services

SYSTEX leverages core technologies and industry expertise to help clients implement sustainable solutions, achieve ESG goals, and unlock new market opportunities. It has identified 45 core products and services with sustainability impact across the environment, social, and governance dimensions. By developing proprietary solutions and distributing sustainability-oriented software and hardware, SYSTEX helps clients adopt data-driven management models and build sustainable competitiv e advantages.

Governance	Social	Environment
Implement governance compliance through cybersecurity, data governance, and automated internal control solutions to strengthen operational resilience.	Enhance workplace safety and strengthen employee health management to fulfill social responsibility.	Leverage core capabilities to develop carbon management solutions, improve energy efficiency, unlock carbon credit opportunities, and accelerate the net-zero transition.
45 Solutions		

For more details: "Web_ESG Solution"

Distribute Sustainable Solutions

The SYSTEX Product Sharing Center offers a wide range of globally renowned products, solutions, and team services for systems, storage, software, cloud, and security, enabling complete IT solutions and value-added services from corporate teams. The upstream partners of SYSTEX Group's supply chain including CISCO, DELL, Dynatrace, Fortinet, Google Cloud, HP, HPE, IBM, Opentext, Microsoft, NetApp, NUTANIX, Oracle, Palo Alto, Pure Storage, Red Hat, SAP, UPAS, Veritas, VMware, actively promote sustainability issues in product and service development, so that SYSTEX continuously deepens its relationships to jointly provide the services required by clients for sustainable operation.

Proprietary and Value-Added Sustainable Solutions

Examples of SYSTEX Group's proprietary and value-added sustainable solutions are listed below.

SYSTEX Group		Solution	Sustainable value
G	SYSTEX	DevSecOps	A DevSecOps orchestration platform for Taiwan's financial sector integrates leading DevOps and security tools to strengthen data governance and enable fast, secure, compliant software delivery.
G	SYSTEX	Graphen, Anti-Money Laundering	Enhances AML risk management for financial and securities institutions by improving fraud detection, reducing false positives, regulatory risks, and labor costs, and supporting a safer financial ecosystem.
G	UniXecure	Human Error Insight Service, HEIS	Through automation, HEIS reduces system power consumption due to manual operation, and protects data by targeting social responsibility. It helps to reduce the click rate of unknown emails from 56% to 37%.
G	CARESYS	7×24 SOC×MDR	Provides 24/7 threat monitoring and response to rapidly identify root causes, contain attacks, protect corporate data, and strengthen operational and supply chain resilience.
S	SYSTEX SOLUTIONS	Contractor Access Control/ OHS Management Solution	Manages contractor records, access control, site inspections, and backend data to reduce workplace accidents, protect workers' rights, and support paperless operations.
E	SYSTEX	Rewards & Value Management Cloud Platform	A cloud-based marketing platform that reduces equipment and paper waste, minimizes contact with physical membership cards and reward stickers, and lowers germ transmission risks while enhancing competitiveness and environmental sustainability.
E	SYSTEX	Apple AI Box	Uses Apple Silicon and unified memory to deliver low-latency, energy-efficient on-premises AI computing for inference, ML training, model fine-tuning, and deployment, supporting enterprise AI and sustainability goals.
E	SYSTEX	UiPath (RPA)	UiPath provides RPA automation solutions to accelerate digital transformation, reduce repetitive tasks, and create a paperless environment, helping business cut operation time by 80% while improving accuracy to 95%.

- Sustainable Solution Success Stories

1 Preventive Care Case Management System

[Advance social welfare services through digital equality] As Taiwan becomes a super-aged society, rising care and social welfare needs are placing increasing pressure on resource-constrained NPOs. Taiwan Information Service Technology (TIST), a SYSTEX affiliated company, applies its social welfare digitalization expertise to support frontline service providers.

TIST partnered with Hondao Senior Citizen's Welfare Foundation to develop the "Preventive Care Case and Volunteer Management System." By consolidating 32 paper forms and automating workflows, the system breaks down information silos, improves cross-site collaboration, and enables more timely and accurate care for vulnerable seniors.

Success story

Government, enterprises and NPO jointly achieve digital equality

Hondao Foundation provides home care, medical assistance, and essential supplies, relying on extensive paper-based documentation. To improve efficiency, TIST developed a Preventive Care Case Management System, enabling real-time service record uploads for faster support and better elderly care tracking. The system also integrates volunteer hours, training, and recognition, enhancing workflow management and demonstrating technology's impact on NPO services.



The Preventive Care Case Management System bridges the digital divide in remote areas and promotes equitable, sustainable social welfare. Winner of the 2025 IT Matters Social Impact Award, it advances social welfare transformation, digital inclusion, and elderly care quality while extending technology's impact across frontline services.

For more details: "TIST Wins the 2025 IT Matters Social Impact Award"

2 Audit Intelligence System (AIS)

[Strengthen data governance for compliance and sustainability] Amid growing ESG expectations and tighter governance requirements, SYSTEX's AIS brings internal control self-assessment, internal audit, and external audit into a single platform for use across multiple sites and subsidiaries. Role-based access, flexible approval workflows, and automated notifications streamline compliance work, while AI-powered risk alerts, report generation, and real-time document checks improve audit accuracy and report quality. Together, these features support smarter governance and sustainable operations.

Enhancing smart governance through digital audit and intelligent analytics



3 customizable features

- **[Role-based access control]** Centralizes login and permissions across companies and business units.
- **[Flexible approval workflows]** Sets approval levels and tasks based on organizational structure.
- **[Automated email notifications]** Sends scheduled reminders to ensure timely completion.

Success story

AIS has been adopted by several companies, including Taiwan Cogeneration Corporation (TCC). Its modular design and AI features digitize audits, improve risk tracking, and strengthen internal control, making TCC a benchmark for intelligent auditing in the energy sector. AIS will add sustainability, supply chain risk, and AI compliance modules to create an integrated governance, risk, and compliance platform for transparent and sustainable governance.

For more details: "Audit Intelligence System"

3 ESG Sustainable Indicator Platform 2.0

[AI-driven decision-making for sustainable finance] SYSTEX developed the ESG Sustainable Indicator Platform to integrate ESG data on listed companies and provide multidimensional metrics for evaluating sustainability performance. Based on TWSE industry classifications, the platform uses LLMs and AI reasoning to analyze unstructured Chinese content, build localized scoring models, and adjust scores based on news events. Version 2.0, launched in 2025, adds real-time ESG scores to market quotation screens and uses a vector database to improve accuracy and flexibility, enabling faster ESG assessment, better investment decisions, and green finance development.

Success story

Accelerate sustainable investments and transformations

First Securities CEO Mr. Chan stated that the growing trend emphasizes on sustainable and green finance. Through collaboration with SYSTEX, the company integrates ESG data with financial expertise, helping investors achieve financial returns and sustainability.



SYSTEX leverages technology to drive sustainable transformation, integrating ESG data from over 1,800 listed and OTC companies to improve investment information transparency for financial institutions. The ESG Sustainable Indicator Platform has been adopted by First Securities and Mega Securities and received the Gold Award in the Innovative Finance category at the 2025 Commercial Times Digital Finance Awards. SYSTEX also collaborated with TWSE to launch ESG InfoHub, enhancing ESG disclosur e quality and guiding sustainable inv estment.

For more details: "ESG Sustainable Indicator Platform," "SYSTEX Wins the 2025 Digital F inance Award," "TWSE ESG Infohub"

4 EmissiCraft: Comprehensive ESG Management Platform

[Driving net-zero transformation with diverse decarbonization tools] As a leading Taiwanese IT service provider, SYSTEX empowers enterprise digital and sustainability transitions through integrated carbon and energy management solutions. "Carbon EnVision" tracks Scope 1, 2, and 3 emissions, cutting data consolidation time by over 70%. EnVision360 combines multi-dimensional operational data into visual dashboards backed by 3 AI forecasting models. In 2025, SYSTEX launched the "EmissiCraft comprehensive ESG Platform" for supply chain carbon management. Its 4 modules span organizational carbon inventories, product carbon footprints, supply chain emissions, and ESG data management, enabling flexible adoption without high upfront costs. Connecting value chain emissions with internal carbon pricing and consulting services, the platform helps enterprises align with international ESG frameworks, strengthen compliance, and advance low-carbon transformation.



Modular data platform for corporate sustainability governance

4 modules

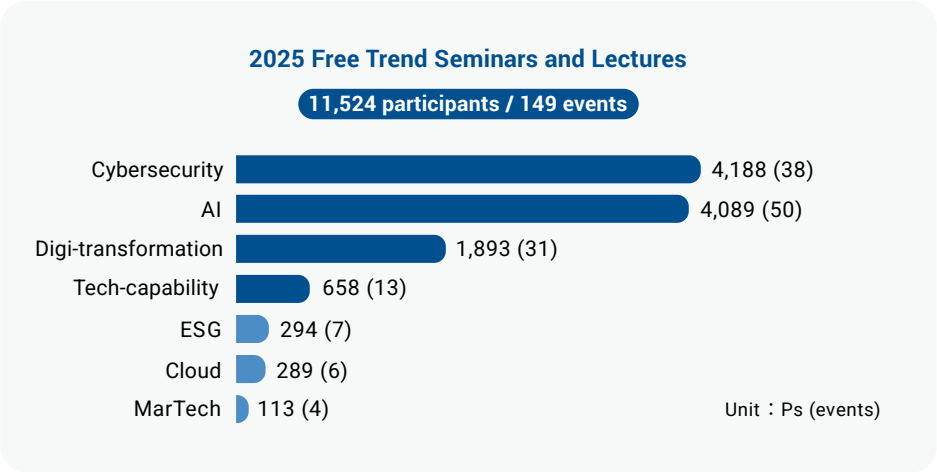
- **[Organizational carbon inventory]** Centralizes multi-site emissions data to streamline GHG inventories.
- **[FootPrint carbon]** Uses dynamic footprint and hotspot analysis to accelerate assessments and improve carbon reduction decisions.
- **[Automated email notifications]** Sends scheduled reminders to ensure timely completion.
- **[ESG sustainability data platform]** Integrates ESG data and disclosure workflows to improve sustainability management and reporting quality.

For more details: "EmissiCraft-comprehensive ESG Management Platform," "EmissiCraft-organizational carbon inventory," "EmissiCraft-FootPrint Carbon," "EmissiCraft-supply chain carbon management ," "EmissiCraft-ESG data platform,"

Sharing and Spreading Forward-Looking Trends

Rapid shifts in environmental and business trends require companies to respond quickly to changes in technology, markets, and consumer behavior. In addition to providing sustainability solutions, SYSTEX offers free forward-looking insights to current and prospective clients. Led by experts, these events help clients track industry trends, improve management, and strengthen partnerships.

In 2025, SYSTEX organized 149 free trend seminars and lectures, attracting 11,524 participants, up 83.5% year on year. Of these, 101, or approximately 68%, were held online. The Group also delivered 364 company-specific sessions across 15 counties and cities in Taiwan, covering industries including manufacturing, finance, ICT, retail, healthcare, and biotechnology. Among them, 83 were conducted online, reducing travel-related emissions and expanding access to sustainability and emerging-trend topics.



• Green Energy Technology Demonstration Site

Since 2021, SYSTEX has operated the "SHALUN Green Energy Technology Demonstration Site" in Tainan to showcase green technology applications. By connecting industry, government, and academic resources, the site fosters a green technology ecosystem and hosted 10 site visits in 2025, demonstrating SYSTEX's progress in sustainable technology.

Sustainable Economic Activity Recognition Guidelines

SYSTEX Group is not among the 29 designated "Ordinary Economic Activities" industries in the FSC Sustainable Economic Activity Recognition Guidelines, yet it voluntarily discloses relevant information.

Approach	SYSTEX Group			
(1) Identify key economic activities and their revenue share in 2025	Sale of goods		Rendering of services	Other
	78.93%	0.05%	20.75%	0.27%
(2) Identify if key activities qualify as "Ordinary or Supportive"	Non-eligible	Partially eligible for Supportive	Non-eligible	Non-eligible
(3) Assess alignment of activities				
Case 1: Assess activities qualify as contributing substantially to climate change mitigation	-		-	-
Case 2: Assess activities against the DNSH criteria	Eligible		-	-
Case 3: Assess compliance with minimum safeguards	Eligible		-	-
(4) Transition plans	-		-	-
Assessment: Compliance and sustainability of each economic activities	Eligible		Non-eligible	Non-eligible

Note: Some supportive economic activities include "Carbon EnVision," "EnVision360," "EmissiCraft-comprehensive ESG Management Platform," "EmissiCraft-organizational carbon inventory," "EmissiCraft-FootPrint Carbon," "EmissiCraft-supply chain carbon management," "EmissiCraft-ESG data platform."

Business Performance GRI 201-1

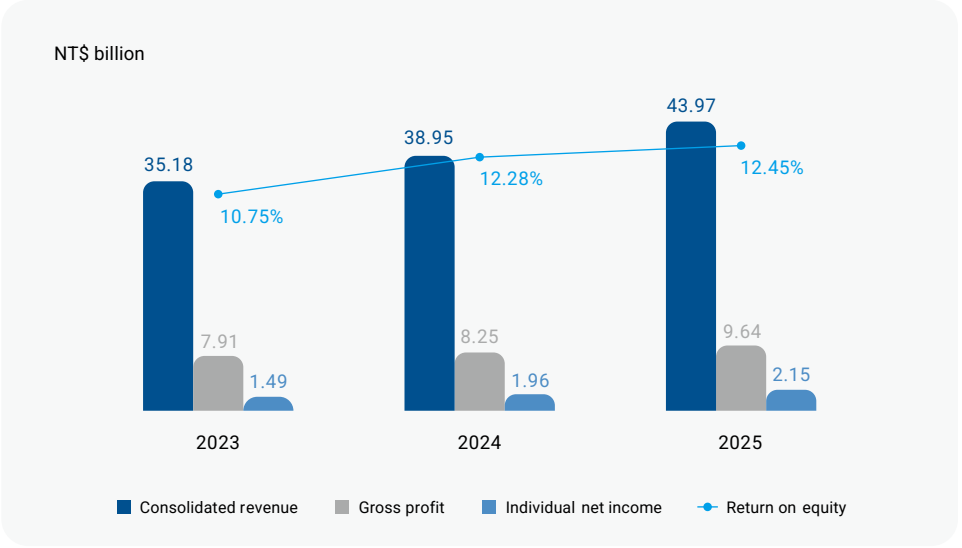
Financial Performance Record-high Consolidated Revenue for 10 Consecutive Years

In 2025, SYSTEX Group achieved consolidated revenue of NT$43.97 billion, up 12.9% year on year and reaching a record high for the tenth consecutive year. Net profit after tax reached NT$2.15 billion, up 9.8%, with EPS of NT$7.91. SYSTEX's continued growth was attributable to its transformation from traditional systems integration (SI) to ecosystem integration (EI) and AI-enabled intelligent orchestration, together with stronger cybersecurity ecosystem collaboration and the establishment of SYSTEX Asia in the first half of 2025. The regional headquarters supports Taiwanese enterprises' overseas expansion and has contributed to the Group's business growth. Looking ahead to 2026, SYSTEX will advance its regional strategy and global IT services through local partnerships and one-stop, cross-industry and cross-border solutions that integrate financial, logistics, commercial, and information flows. In Taiwan, the Group will expand integrated services covering AI computing power, algorithms, and data, while enhancing its "Jinganxin Services" for large enterprises. SYSTEX will also pursue international IT projects, investment opportunities, and IPO plans for high-potential subsidiaries to create long-term value and support sustainable growth.

3-year Financial Performance

NT$ thousand

Category	Item	2023	2024	2025
Operating performance	Consolidated revenue	35,184,378	38,950,642	43,969,455
	Gross profit	7,907,981	8,248,706	9,637,174
	Operating profit	1,469,800	1,393,103	1,595,606
	Individual net income	1,494,266	1,957,431	2,149,197
	Return on equity (%)	10.75	12.28	12.45
	EPS (NT$ dollar)	6.02	7.66	7.91
Economic value	Benefits expense	5,375,966	5,852,627	6,644,312
	Dividends paid	1,361,517	1,415,770	1,415,654
	R&D expenditure	558,824	716,812	793,112
	Tax expense	346,382	364,073	442,737
	Social investment/Donation	5,009.8	11,817	6,042



Market Share

Leading Market Share in Financial Data Services

SYSTEX Group leads Taiwan's IT services, holding a 90% market share in financial data services and ranking 1st in banking and mobile financial solutions. Its electronic trading systems are adopted by 30+ financial institutions, securing the top market position. With 12 service centers and 400+ engineers, SYSTEX operates Taiwan's largest IT maintenance network. As a Microsoft LSP partner, it holds over 40% market share. SYSTEX Group also runs an authorized training center, offering 400+ IT courses. In cybersecurity areas, SYSTEX provides security services to land administration agencies across 18 counties and cities, while holding the leading market share in data security implementation for the financial sector.

Government Subsidy

GRI 201-4

SYSTEX Group provides a wide range of IT services, creating value for government and corporate clients. In 2025 , the Group received NT$11,868.5 thousand in government subsidies.

For more details: "p.99 Government Subsidy Statistics Table"

Participation in Industry Associations

GRI 2-28, 415-1

To drive industry development, SYSTEX Group actively engages in industry associations and initiatives. Recognizing talent cultivation as a core competitive advantage, it has supported the "TALENT in Taiwan, Taiwan Talent Sustainability Action Alliance" for 4 consecutive years from 2023 to 2026, helping create a better future for workers. In 2025, SYSTEX Group contributed a total of NT$4,350.7 thousand to industry associations, with the top 15 contributions listed below.

Rank	Association/Organization	Membership	Contribution
1	Association of Literacy Education, Taiwan	[Member] SYSTEX Corp.	1,000,000
2	Taiwan Ladies Golf Association	[Member] SYSTEX Corp.	300,000
3	Global Research & Industry Alliance, NCCU	[Member] SYSTEX Corp.	300,000
4	Taipei Computer Association	[Member] SYSTEX Corp., Systex Software & Service, SYSTEX Fintech, Top Information Technologies, Syspower, SoftMobile Technology, Concord System Management, SYSTEX Solutions, Taifon Computer, Caresys Information, Docutek Solution, Dawning T echnology	135,181
5	PeopleCert	[Member] SYSTEX Corp.	132,482
6	Common Wealth Sustainability, CWS	[Member] SYSTEX Corp.	114,286
7	SEMI	[Member] SYSTEX Corp.	104,952
8	Taiwan Information Security Association	[Member] SYSTEX Corp., uniXecure, Docutek Solution	101,665
9	myLLM Industry-Academia Alliance	[Member] SYSTEX Corp.	96,111
10	I Plant For Life Corporation Aggregate, Kaohsiung	[Member] SYSTEX Corp.	90,000
11	Taiwan Payment Facilitator Association	[Member] SYSTEX Fintech	83,330
12	Information Service Industry Association, R.O.C.	[Member] SYSTEX Corp., Systex Software & Service, Top Information Technologies, Syspower, Concord System Management, uniXecure, Docutek Solution, Palsys Digital Technology.	62,580
13	Taiwan Mergers & Acquisitions and Private Equity Council	[Member] SYSTEX Corp.	60,000
14	Software Engineering Association Taiwan	[Event member] SYSTEX Corp.	60,000
15	Information Management Association	[Member] SYSTEX Corp.	56,664

Note: 1. SYSTEX Group made no political party contributions in 2025, with total political contributions amounting to NT$0.
2. The 2025 investment amount includes industry association dues and donation funds.

Awards and External Certification

Awards

[TWSE] 12th Corporate Governance Evaluations: 6%-20% of listed companies

[Ministry of Labor] 2025 National Talent Development Awards - Large Enterprise Award

[Ministry of Economic Affairs] 2025 Buying Power Social Innovation Rewards - Excellence in Leadership Award; 33th Taiwan Excellence Awards - Silver Award

[CommonWealth Magazine] 2025 Excellence in CSR Award - Rank 10th, Large Enterprises in Service Industry; 2025 Talent Sustainability Award - Top 100; 2025 Top 2000 Enterprises in Taiwan - No. 1 in Taiwan's Software Industry

[TAISE] 2025 TCSA - Corporate Sustainability Report Award, Platinum

[Ministry of Environment] 2024 Green Procurement Enterprises*1

[S&P Global] S&P Global Sustainability Yearbook 2026 - Yearbook Member

[CDP] 2025 CDP Climate Change Questionnaire - B Level

[IMA Association] 2025 IT Matters Awards - Social Impact Product Award*2

[Commercial Times] 2025 Digital Finance Awards - Gold Award, Innovative Finance Category

[Morningstar] ESG Risk Rating: 17.6, an improvement of 0.3 points

[CIO Taiwan] 2026 Elite Vendor - Service Provider of the Year*3;
2025 Elite Vendor - Local Cloud Integration Service Award*4

[BSI] 2025 BSI Digital Trust - Excellence Award*5

[GLCT] 3rd ESG Logistics Sustainability Award - Gold Award

[Business Weekly] 2025 Carbon Competitiveness Top 100

[1111 Job Bank] 2025 Happy Enterprise Awards - Gold Award, Technology R&D Category; Recognition for Childbirth Incentives

Note: 1. SYSTEX Corp. and its affiliate SYSTEX Solutions, were awarded.
2. Affiliate Taiwan Information Service Technology was awarded.
3. SYSTEX Corp. and its affiliate SYSTEX Software & Service, were awarded.
4. Affiliate SYSTEX Software & Service was awarded.
5. Affiliate Syspower was awarded.

For more details: "Web_Sustainable Highlights"

External Certification

	SYSTEX Group	Certification
G	SYSTEX Corp.	ISO 9001 QMS @DMIS ISO 22301 BCMS @DMIS ISO 27001 ISMS @DMIS ISO 27001 ISMS @A601, A600, F200, F500, F600, F900 ISO 27001 ISMS (TAF) @Data Center BS 10012 PIMS @DMIS PCI DSS, Payment Card Industry Data Security Standard TIPS, Taiwan Intellectual Property System - A Level
G	SYSTEX Software & Service	ISO 27001 ISMS (UKAS) ISO 27701 PIMS
G	Top Information Technologies	ISO 27001 ISMS (UKAS)
G	Syspower	ISO 27001 ISMS ISO 27701 PIMS
G	SoftMobile Technology	ISO 27001 ISMS
G	Concord System Management	ISO 27001 ISMS (UKAS)
G	SYSTEX Solutions	ISO 27001 ISMS (UKAS) CNS 27001 ISMS (TAF) ISO 27701 PIMS
G	Taifon Computer	ISO 27001 ISMS
G	E-Service Information	ISO 27001 ISMS
G	Taiwan Information Service Technology	ISO 27001 ISMS (DAKKS) ISO/CNS 27001 ISMS (TAF) ISO 27701 PIMS ISO 27017 ISO 27018
G	uniXecure	ISO 20000-1 ITSMS @MOC ISO 27001 ISMS (TAF) ISO 27001 ISMS (UKAS) ISO 27701 PIMS (UKAS)
G	Caresys Information	ISO/CNS 27001 ISMS (TAF)
E	SYSTEX Corp.	ISO 14064-1 Greenhouse Gas at the Organization Level ISO 14001 Env.MS (UKAS) ISO 50001 En.MS (TAF)
S	SYSTEX Corp.	ISO 45001 OHSMS (UKAS) Badge of Accredited Healthy Workplace

02

Corporate Governance

Long-term Strategy

Guided by integrity, transparency, and accountability, SYSTEX Group establishes robust governance policies to safeguard shareholder rights and elevate corporate reputation, driving positive economic governance impacts.

- Conduct regular evaluations of the Board of Directors to ensure diversity, independence, and the effective execution of board functions.
- Establish a robust risk management system to mitigate risk impacts and enhance corporate competitiveness.
- Strengthen information security and personal data and privacy management to safeguard stakeholders against security breaches.

Governance and Operations	28
Risk Management	35
Information Security and Privacy Protection Management	37

Material Topics

GRI 205-2, 205-3, 418
SASB TC-SI-220, 230, 550

Contributing to the SDGs



Highlights

NT$ 43.9 billion
Record high consolidated revenue
Annual growth 12.9%

6%-20%
of listed companies
5 consecutive years (8th-12th)
Corporate Governance Evaluations TWSE

TIPS A Level
Taiwan Intellectual Property Management System –trade and patents

124
Newly acquired cybersecurity certifications
605
Cumulative valid cybersecurity certifications

Short-, Mid-, and Long-term Goals

Mobilize SYSTEX technical teams and ecosystem partners to help clients develop new business models and drive exceptional growth, while establishing a more robust risk management framework.

	Short-term Goals 2026	Mid-term Goals 2028	Long-term Goals 2030
Operating performance	Positive operating profit	Positive operating profit	Positive operating profit
ESG Evaluation TWSE	6%-20%	6%-20%	5%
Integrity advocacy rate	99%	99%	99%
ISO 27001 certification	Maintain ISO 27001	Maintain ISO 27001	Maintain ISO 27001

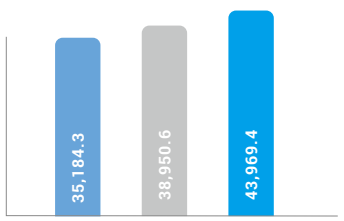
2025 Goals and Performance

Achieved Ongoing

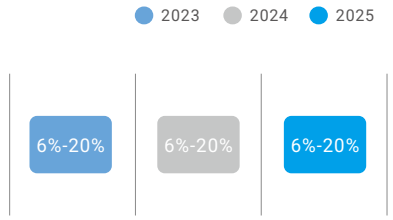
	Goals	Performance
Operating performance	Operating profitably	Operating profitably Annual growth: 12.9%
Corporate governance evaluation TWS	6%-20%	6%-20%
Integrity advocacy rate	99%	100%
Cybersecurity-related data breach Incident	0 incidents	0 incidents
ISO 27001	Maintain certification	Maintain certification
Major regulatory violation	0 incidents	0 incidents

Note: Major legal violations refer to individual cases with fines exceeding NT$1 million.

3-year Performance Progress



Consolidated revenue (NT$ million)



Corporate Governance Evaluations

Governance and Operations

Long-term strategy **Conduct regular evaluations of the Board of Directors to ensure diversity, independence, and the effective execution of board functions.**

SYSTEX upholds integrity, transparency, and accountability by implementing sound governance policies to protect shareholder rights and enhance corporate reputation. In 2025, 4 independent directors accounted for 36% of board seats, enhancing board independence. The same year, internal evaluations of the Board, Audit Committee, Remuneration Committee, and individual directors all scored above 80, reflecting strong governance performance.

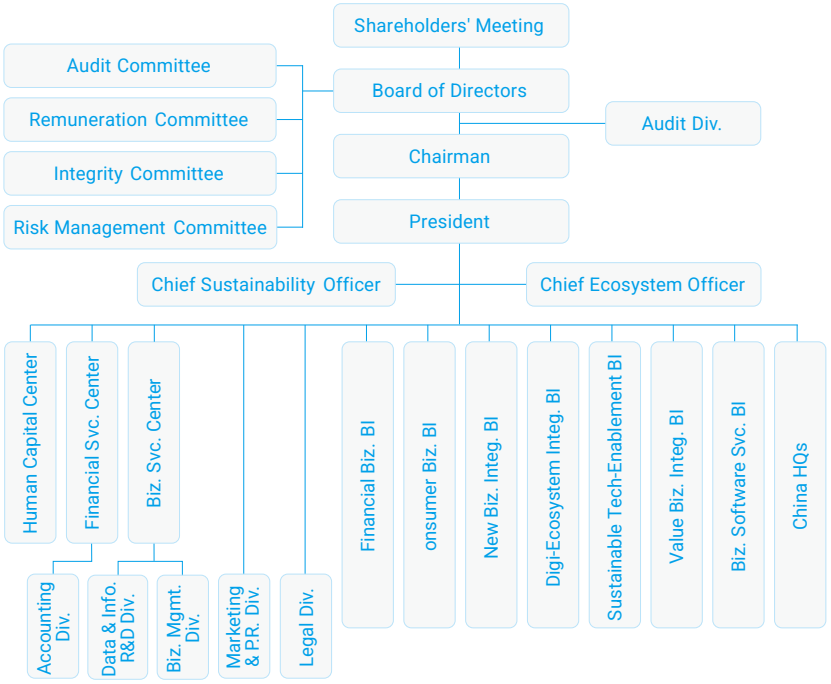
Board of Directors GRI 2-9, 2-10, 2-11, 2-13, 2-15, 2-23, 405-1

The Board of Directors, as the highest governance body, is responsible for supervising SYSTEX's operation and the implementation of policies.

11 Director seats | 36% Independent Directors | 9% Executive Directors

Organizational Governance Structure

Valid date: Jan 1, 2026



Note: The Chairman of SYSTEX serves as the general manager to improve operating efficiency and decision-making execution, and was approved by the Board of Directors on December, 2020. Please refer to "Web_Corporate Governance Structure."

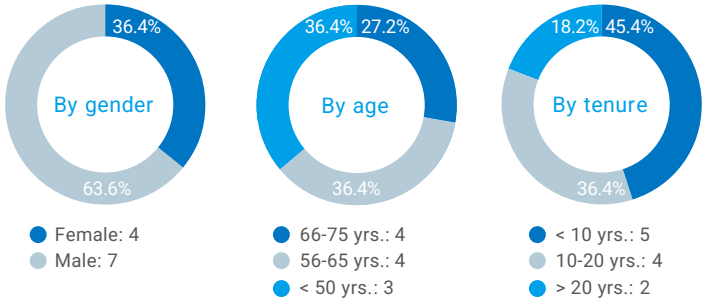
Board Diversity

Board member nomination and selection adhere to the "Article of Incorporation" through a candidate nomination system, in compliance with the "Rules of Election of Directors" and "Corporate Governance Best Practice Principles" to ensure diversity and independence.

The 11th Board of Directors was re-elected in May 2025, consisting of 11 members, including 7 directors and 4 independent directors. 4 independent directors accounted for 36% of board seats, enhancing board independence. Female directors increased to 4, representing 36% of the Board and achieving the target of 1/3 female representation.

Based on industry characteristics and long-term strategies, SYSTEX evaluates Board competencies and appoints members with expertise in management, finance, crisis management, strategic planning, and software and information engineering to strengthen technology innovation and digital transformation decision-making.

Board diversity statistics (by gender, age, and tenure)



For more details: "Web_Selection of Board Members and Independent Directors"

For more details: "2025 Annual Report, p.7, 8, 14"

For more details: "Web_Diversity of the Board"

- Board members' professional expertise matrix

Title	Name	Business Mgmt.	Finance	Leadership & Decision-making	Industry Knowledge	Global Perspective	Crisis Mgmt.	AI Application Development
Chairman	Lin, L.F.	●		●	●	●	●	
Director	Shaw, S.H.	●		●	●	●	●	
Director	Hsieh, C.H.		●					
Director	Huang, T.R.	●	●					
Director	Huang, C.R.	●	●					
Director	Wu, C.H.		●					
Director	Chu, H.S.	●			●			
Indep. D.	Huang, T.L.				●	●		
Indep. D.	Cheng, W.F	●		●				
Indep. D.	Lai, C.H		●					
Indep. D.	Chen, Y.N.							●
Directors with expertise		**6**	**5**	**3**	**4**	**3**	**2**	**1**

Board Training GRI 2-17

The Board follows the "Corporate Governance Best Practice Principles" and the "Rules Governing the Scope of Powers of Independent Directors." Through continuing education and external professional consultations, it strengthens oversight of climate change and ESG-related risks to enhance the Company's long-term resilience. In 2025, SYSTEX arranged board training courses on insider trading prevention and AI-related legal issues to support effective oversight and decision-making.

- 2025 Director training

Title	Name	Courses	Hours
Chairman	Lin, L.F.	• Legal Liabilities and Case Studies of Insider T rading • Legal Issues Arising from the Application of AI Technologies	3 3
Director	Shaw, S.H.		
Director	Hsieh, C.H.		
Director	Huang, T.R.		
Director	Huang, C.R.		
Director	Wu, C.H.		
Indep. D.	Cheng, W.F		
Indep. D.	Lai, C.H		
Indep. D.	Huang, T.L.	• Advanced Seminar on Practical Advancement of Directors and Supervisors (Including Independent) and Corporate Go vernance Officers	6
Indep. D.	Chen, Y.N.	• Contract Risk Management under the Impact of Trump's Reciprocal Tariffs (2025) • Compensation Committee Operations and Performance-based Compensation • Professional Training for Corporate Governance Officers and Board Members • Crisis Management and Communication • AI Compliance and Legal Issues	3 2.5 3 3 3
Director	Chu, H.S.	• Investor Perspective: ESG Disclosure Frameworks and Risk Monitoring • Corporate Innovation, Growth, and AI • Material Information Disclosure and Directors' Legal Responsibilities: Insights from Judicial Practice • AI Compliance and Legal Issues	3 3 3 3

Performance Evaluation of the Board GRI 2-18

For effective corporate governance, SYSTEX has formulated the "Rules for Performance Evaluation of Board of Directors," and it stipulates an internal performance evaluation for the Board once every year and an external evaluation every 3 years. SYSTEX sends an internal Board Self-Assessment Questionnaire each year and an external performance evaluation conducted with a questionnaire and site visit every 3 years. SYSTEX investigates in December each year and reports the results of the evaluation at the latest Board meeting in the following year. The results of the 2025 internal evaluation were presented on February 25, 2026.

- 2025 Director performance evaluation

Internal evaluation

1. For the Board: 27 evaluation items, with converted scores ranging from 89.63 to 100 points; average score: 96.93.
2. For individual directors: 19 items, with converted scores ranging from 89.47 to 100 points; average: 97.61.
3. For the Audit Committee: 19 items, with converted scores ranging from 92.63 to 100 points; average: 97.37.
4. For the Remuneration Committee: 14 items, with converted scores ranging from 91.43 to 100 points; average: 97.86.

All results exceeded the 80-point benchmark, indicating that the Board and its committees operate effectively and align with corporate governance standards.

Note: An external board performance evaluation was conducted by the Taiwan Corporate Governance Association in 2024. Therefore, no external performance evaluation was conducted in 2025.

For more details: "Web_Board Performance Evaluation"

Board Remuneration GRI 2-19, 2-20

SYSTEX has established the Remuneration Committee for formulating the remuneration policy, mechanism, and standards, and regularly evaluating the achievement of the directors' and senior managers' targets. The remuneration of the management team shall be regularly reviewed by the Committee and approved by the Board.

- Director remuneration

According to the "Articles of Incorporation" and "Procedure for Distribution for directors' remuneration," the remuneration of directors is based on the results of the evaluation items. The remuneration shall not be more than 2% of the earnings before tax of the year.

Evaluation item

- Participation in operations
- Value of contributions
- Long-term biz. performance
- Business risks
- Personal performance
- Evaluation results of the Board

For more details: "2025 Annual Report, p.13-15, 19"

- Management team remuneration

To align executive compensation with long-term goals and performance, SYSTEX ties senior management pay to business results and both financial and non-financial KPIs, considering special contributions and major events. Since 2022, the "Restricted Employee Shares Issuance Policy" has served as a long-term incentive, granting shares based on annual and individual performance over a 3-year period.

Evaluation item



- Value of contributions
- Job responsibilities and professional abilities
- Business risks
- Individual performance

[Financial KPI (50%)] Earnings and profit

[Non-financial KPI (50%)] Strategic development, legal compliance, information security, talent cultivation, company social image

For more details: "2025 Annual Report, p.16-19"

Compliance with Laws and Regulations GRI 2-15, 2-27, 205-3, 417-3

SYSTEX monitors regulatory changes and promptly evaluates potential impacts to ensure full compliance with environmental, social, and economic regulations.

- 2025 Compliance

Category		Major legal violation incident	Penalty (NT$)
Integrity	breach of trust	0	0
	trade secrets	0	0
	bribery	0	0
	fraud	0	0
	other integrity issues	0	0
Intellectual Property		0	0
Labor	sexual harassment	0	0
	unlawful infringement	0	0
	workplace safety	0	0
	other Labor issues	0	0
Environment (e.g., pollution control, waste disposal)		0	0
Information Security	cybersecurity	0	0
	personal data and privacy	0	0
Marketing (e.g., false advertising, illegal promotion)		0	0

Note: Major legal violations refer to individual cases with fines exceeding NT$1 million.

Material Inside Information GRI 2-16

To enhance information transparency, SYSTEX established the "Procedures for Handling Material Internal Information" and discloses material events via SYSTEX official website and MOPS (6214). In 2025, SYSTEX Group released 44 material announcements.

For more details: "Market Observation Post System, MOPS," "Web_Board Resolutions"

Committees of the Board GRI 2-23, 2-25, 2-26, 205-2, 205-3

The Board of Directors has set up the Audit, Compensation, Ethical Corporate Management, and Risk Management Committees to ensure mutual oversight. The Audit Office conducts routine audits and reports directly to the Board.

Audit Committee

SYSTEX has set up the Audit Committee and formulated the "Audit Committee Charter" in 2007. In 2025, the Audit Committee held 7 meetings with the attendance rate of 100%. The deliberation subjects include a review of financial reports for 2024 and 2025 Q1-Q3 following Article 14-5 of the Securities and Exchange Act, and revisions to the internal control system following Article 14-1 of the Securities and Exchange Act, etc.

Composition	• Composed of all independent directors; at least one member has accounting or financial expertise; the member's term of office is 3 years and can be re-elected.	
Authority	• Confirmation of disclosures in financial reports • Selection and performance evaluation of independent CPA • Effectively implement internal controls. • Regulations and laws compliance	• Existential or potential risk management • Hold at least 1 meeting each quarter. • Independent Directors' Communication with Internal Audit and External Auditors
Whistleblower	• Set up the "Audit Committee Email" to provide channels for stakeholders to complain to the Board.	
Evaluation mechanism	• Regularly review the Committee Charter and performance, thus reporting to the Board for reference. • Annually conduct the internal assessment of the functional committees.	

Board Training

SYSTEX has set up the Remuneration Committee and formulated the "Remuneration Commiittee Charter" in 2011. In 2025, the Remuneration Committee held 5 meetings with the attendance rate of 100%.

Composition	• Shall be composed of 3 members with half of whom being independent directors. • Composed entirely of independent directors (4 seats).	
Authority	• Formulate the remuneration policy and mechanism.	• Regularly review the performance of the Directors and executives to determine their remuneration.
Evaluation mechanism	• Annually conduct the internal assessment of the functional committees.	

For more details: "Web_Functional Committee," "Web_Board of Director Performance Evaluation"

Board Remuneration

To strengthen integrity, the Board established the Ethical Corporate Management Committee in 2020 and adopted the "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct." The annual report was presented to the Board on December 17, 2025.

Composition

Composed of division heads of legal, finance, HR, Biz. Service, and dedicated members from the President.

Policy

SYSTEX upholds integrity, transparency, and accountability, promoting sound governance and risk control to support sustainable development.

Regulation

- Code of Conduct
- Coxes of Conduct for Directors and Managers
- Ethical Corporate Management Best Practice Principles
- Procedures for Ethical Management and Guidelines for Conduct

Risk management

Based on the Ethical Corporate Mgmt. Best Practice Principles, SYSTEX regularly analyzes the risk of dishonest behavior and formulates preventive plans.

Reporting mechanism

- Set up the "Integrity Committee Email" and the "Integrity Whistleblowing Regulation" to offer reporting channels.
- Encourage reporting of unethical conduct; whistleblowers may receive rewards of up to NT$500K in accordance with the "Procedures for Ethical Management and Guidelines for Conduct."

Whistleblower protection

Per the "Integrity Whistleblowing Regulations," case handlers strictly keep whistleblower identities and reports confidential. Employee whistleblowers are protected from retaliation, and any violations trigger internal disciplinary action under the "Employee Rewards and Penalties Measures."

Integrity action plan

To strengthen corporate governance and integrity management, SYSTEX has implemented integrity action plans, achieving a 100% signing rate for the "Integrity Compliance Statement" among all 11 Directors and 29 Executives, while requiring employees to digitally sign the "Code of Conduct" to ensure regulatory compliance in daily operations. The 2025 performance is listed below:

Deepen integrity in strategy	• Implement IP management projects, maintaining the TIPS certificate (Level A). • [Managers above and TIPS personnel] 2 seminars on integrity mgmt. for managers and dedicated personnel with 911 participants and 1,307 hours.
Analyze and monitor dishonesty risk	• Misconduct cases are integrated into daily integrity promotions. • Disciplinary rules are updated as needed in response. • Implement the annual work rotation for procurement personnel. • Implement the shunting of accounts and collections.
Promoting communication of integrity policies	• **[In SYSTEX]** For group employees: **[All employees and managers]** Monthly advocate the "Code of Conduct" covering topics such as trade secrets, breach of trust, corruption and bribery, fraud, and sexual harassment prevention. **[All employees]** Annual 2 integrity advocacies **[All employees]** Annual lesson on "Prohibition of Insider Trading" **[New-hires]** Mandatory online courses of the "New-hire Training Camp" • **[External supplier]** 1,212 suppliers signed Supplier Integrity Pledge and Declaration, with a signing rate of 99.1%. 1,159 suppliers signed Supplier CSR Code of Conduct, with a signing rate of 94.8%. All 79 key suppliers signed both documents. Received 644 Supplier CSR Self-assessment Questionnaire responses, with a response rate of 54.5%.
Set up reporting email	• In 2025, 1 external whistleblower reporting was received. After internal investigation, no evidence of employee misconduct was found, and the case was closed as unsubstantiated.

Note: Only the external supplier statistics in the cost category are included in the calculation.

For more details: "Web_Integrity Implementation," "p.31 Compliance with Laws and Regulations"

- Integrity awareness promotion and training

SYSTEX deepens integrity awareness every year and regulates SYSTEX Directors, Executives, and employees to abide by the "Ethical Corporate Management Best Practice Principles." The relevant actions to be implemented in 2025 are as follow:

For more details: "Web_Integrity Implementation "

Integrity advocacy and training

- [All employees] 2 integrity advocacy tests: 3,875 participants(H1), 3,995 participants(H2), 100% completion rate.
- [Managers above] 2 seminars on IP management: 296 participants(H1), 295 participants(H2), 96.9% completion rate.
- [All employees] General integrity courses: 79 par ticipants, 113 hours.
- [New-hires (mandatory for FTE, optional for non-FTE)] Online integrity training of the New-hir e Training Camp: 1,293 participants, 540 hours.

Code of Conduct advocacy

[All employees] Sent monthly Code of Conduct awareness emails to reinforce regulatory compliance. In 2025, 12 advocacies were conducted, with 50,115 sign-offs and a 99.4% completion rate. Theme covered (cases / attendance / completion rate):

- Trade secrets: 3 / 12,671 / 99.7%
- Breach of trust: 3 / 12,505 / 99.3%
- Corruption & bribery: 1 / 4,219 / 99.8%
- Fraud: 1 / 3,967 / 97.9%
- Sexual harassment: 4 / 16,753 / 99.5%

Prohibition of insider trading course

- [All Employees] Conducted an annual awareness program on Procedures for Handling Material Inside Information to prevent insider trading violations. An online course and test: 4,066 participants, 100% completion rate.

Internal Audit

SYSTEX maintains regulatory-compliant accounting and internal control systems, with audits conducted under the "Rules of Internal Audit Implementation" based on board-approved annual plans. Audit and self-assessment results are reported to executive management, the Integrity Committee, and the Board to evaluate control effectiveness. In 2024, SYSTEX established the "Sustainability Information Management Internal Control System," effective in 2025, incorporating "Sustainability Information Management Audits" for the first time. Regular audits and follow-ups ensure ongoing control effectiveness and compliance.

Composition	• The Audit Division is under the Board of Directors. • The Audit Division head is approved by the Audit Committee and the Board for appointment.	
Authority	• Set up internal control system. • Evaluate the impact of current internal control policies and procedures on operational activities. • Review the business, finance, risk management and legal compliance.	• Review the affiliates audit plans and reports. • Continuously track and improve the inspection opinions of governmental authorities and accountants. • Formulate self-assessment. • Continuously conduct professional training for auditors.
Evaluation mechanism	• Internal Auditors ar e assessed every 6 months.	

For more details: "Web_Internal Audit"

Taxation Governance GRI 2-23

Adhering to corporate sustainability and integrity governance, SYSTEX formulates the taxation policy, promises to comply with the local tax laws and regulations, and fulfills the obligations of tax payment, to optimize tax management. The CFO oversees tax management at SYSTEX, with the Accounting Supervisor handling daily operations. Qualified tax professionals are hired with annual training. In 2025, the income tax is N T$442,737K, with an effective tax rate of 15.98%, accounting for 1.01% of consolidated revenue.

Taxation Policy

Item	2023	2024	2025
Net profit before tax (NT$K)	1,925,270	2,396,460	2,770,307
Income tax expense (NT$K)	346,382	364,073	442,737
Effective tax rate	18.00%	15.19%	15.98%
Income tax share of consolidated revenue	0.98%	0.93%	1.01%

Note: Effective tax rate = Income tax expense / Net profit before tax x 100%

For more details: "Web_Taxation Policy"

Intellectual Property Management

SASB TC-SI-520

To protect the valuable development results and continuously enhance business profitability, SYSTEX actively creates the "Intellectual Property Management System," and formulates the management strategies as its IP management policy. The performance was reported to the Board on December 17, 2025.

IP Management Strategy

- Improve the quantity and quality of patents and trademarks.
- Focus on the development of key business opportunities.
- Use IP to increase economic value and expand business.
- Implement IP management to maintain competitive advantage.
- Enhance employees' awareness of IP management.
- Optimize the resources required for the IP management system.

IP Management Goal

The goal of Intellectual Property Management in 2026:

- Revise the IP Management System.
- Conduct at least 3 training sessions on IP Management.
- Enhance supplier contract provisions.

Protection and Management Procedure

Result record	Mgmt. system	Rule in contract	Regular audit	Dispute

Intellectual Property Management System

To safeguard innovation outcomes and enhance profitability, SYSTEX has established the "Regulations for Patents and Trademarks Management" to manage IP rights, including patents, trademarks, and others. SYSTEX also provides IP consultation mechanisms to help BUs identify risks and de velop response strategies in r eal-time.

- IP awareness training and risk management

IP advocacy	• [All employees] 2 IP advocacies: 7,862 participants, 99.5% completion rate
IP training	• [Managers above and TIPS personnel] 2 seminars: 911 participants, 1,307 hours • [IP personnel] TIPS-related dedicated courses: 459 par ticipants, 467 hours
New-hire training	• [New-hires (mandatory for FTE, optional for non-FTE)] Online IP mgmt. training of the New-hire Training Camp: 584 participants, 158 hours

Intellectual Property Management Performance

Patent application	• By the end of 2025, SYSTEX held a total of 68 valid patents and 364 valid trademarks and expects to enhance brand recognition and expand business value through the flexible use of trademarks.
Institutionalize procedures	• In 2025, 2 documents were revised, including the "Intellectual Property Management Handbook of SYSTEX and Affiliated Companies" and the "Patent Proposal and Reward Regulations of SYSTEX and Affiliated Companies."
Raise awareness	• In 2025, SYSTEX provided 4 types of IP management training, including "TIPS Basic Training 2025," "TIPS Advanced Training 2025," "AI Copyright Essentials," and "Patents and Corporate Integrity." Through online and hybrid learning formats, the programs strengthened employee awareness of intellectual property management and r esponsible AI use, while r educing internal IP-r elated risks.
Obtain TIPS (A) - patents & trademarks	• In August 2024, the company applied for Level A certification of TIPS (2016 version) for patent and trademark management, and was notified of verification approval on September 27. The certification is valid until December 31, 2026. The company continued to refine and maintain its IP management systems to ensure effectiveness.
Compliance with laws and regulations	• In 2025, there were 0 legal proceedings regarding antitrust, anti-competitive behavior, or monopoly regulations. The total number of legal actions pending or closed during the year was also 0.

For more details: "Web_Intellectual Property Management"

Risk Management

Long-term strategy **Establish a robust risk management system to mitigate risk impacts and enhance competitiveness.**

In 2022, SYSTEX established a cross-divisional Risk Management Committee under the Board and formulated "Risk Management Best Practice Principles," "Risk Management Policies and Procedures," and other regulations to effectively control risks and improve management efficiency.

Risk Mgmt. Policy

Risk Management Organization Structure

GRI 2-23, 2-24;
SASB TC-SI-550

SYSTEX strengthens risk management with the Board of Directors as the highest governing unit. A Risk Management Committee is established under the Board's supervision to integrate risk management and supervision into daily activities and achieve sustainable operations.



Note: In 2022, the Risk Management Committee was established, with the Board as the highest governance unit for risk management.

• Risk Management Committee

Responsible for the board, The Risk Management Committee executes risk management policies and reviews them periodically and is accountable to the Board. They determine risk tolerance, prioritize risk management, and report on progress to the Board at least once a year or submit proposals for the Board approval. Risk management matters and the 2025 implementation status were reported to the Board on December 17, 2025.

• Crisis Management Group

The Crisis Management Group develops risk policies, procedures, and frameworks. They establish risk metrics and tolerance levels, analyze company risks, and oversee and coordinate risk management activities across departments. The Group is responsible for enhancing risk awareness among the entire organization with training programs. In 2025, the Group held a meeting quarterly, and a total of 4 meetings were held.

• Crisis Response Team

The Crisis Management Group has set up the Crisis Response Teams, grouping by crisis events. These teams are immediately activated when a crisis occurs and are responsible for identifying the main causes of the crisis and dealing with the situation according to the "Rules of Risk Management."

Compliance with crisis determination criteria	[Report events]	[Resolve events]	[Dismiss events]
	After determining and confirming events, Crisis Response Team shall be convened immediately to deal with the crisis.	The Crisis Team leaders manage incidents based on guidelines,adapts as needed, and report to the Crisis Management Group.	The Crisis Response Teams determine whether to close the incident and must notify the Group upon resolution.

For more details: "Web_Risk Management," "2025 Annual Report, p.105-116," "Web_Health Risk," "Web_Information Security Risk," "Web_Human Right Policy"

For more details: "p.74-77 Climate- and Nature-related Financial Disclosures"

Risk Assessment

SYSTEX Group adopts a structured approach to risk management. In 2026, the Crisis Management Group under the Risk Management Committee launched its first major risk assessment project. Leveraging industry benchmarking, 5 key risk management processes, and BU engagement, SYSTEX identified 33 risk items to establish an internal risk database. Subsequent risk evaluations and mitigation measures were implemented to reinforce risk control and operational resilience.

Risk identification

- Annual risk identification via internal controls, simulations, and surveys covers strategy, operations, finance, cybersecurity, compliance, and climate change.

Risk analysis and measurement

- Assess each risk based on probability (P) and impact (I), considering existing controls, past experience, and industry cases.

Risk positioning

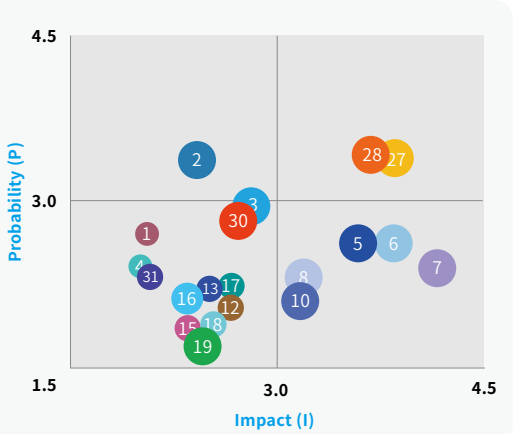
- Calculate risk values (P × I) and develop a risk matrix to classify risk levels.

Risk response and monitoring

- Determine risk responses (prevention, avoidance, transfer, retention) based on risk tolerance, regularly reporting progress to the Risk Management Committee.

Risk Identification Matrix

To identify potential risks, SYSTEX surveyed BU heads and collected 57 valid responses. The analysis yielded 12 core risks ranked by risk value, including "talent recruitment and retention challenges, key talent loss, cybersecurity attacks, project fulfillment risks, personal data leakage, rapid IT technology changes, intensified competition, key skill gaps, system service disruptions, customer trust and service quality, contractual risks, and climate-related operational disruptions." Approved by the Risk Management Committee in Q1 2026, the results additionally incorporated 1 emerging risk "original vendor supply chain issues."



E
- 19 Climate-related operational disruptions

S
- 27 Talent recruitment and retention challenges
- 28 Key talent loss
- 30 Key skill gaps
- 31 Inadequate training capacity

G
- 1 Market IT demand contraction
- 2 Intensified competition
- 3 Rapid IT technology changes
- 4 Customer concentration risk
- 5 Project fulfillment risk
- 6 Cybersecurity attacks
- 7 Personal data leakage
- 8 System service disruptions
- 10 Customer trust and service quality
- 12 AR and credit risk
- 13 Project cost misestimation
- 15 Underperforming investments
- 16 Contractual risks
- 17 Compliance gaps
- 18 Ineffective policy enforcement

Note: The figure shows the top 20 risks ranked by risk value, with 12 core risks and 1 newly added emerging risk highlighted.

Risk Mitigation Measures

Responsible units have developed mitigation measures and response plans for the 13 identified material risks to strengthen overall operational resilience. The top 2 risks are presented as examples below.

Topic	Impact	Measures
Talent recruitment and retention challenges	• Project Delivery Constraints • In-house R&D Delays • Customer Satisfaction Risk • Talent Dependency Risk for Business Expansion	• Benchmark compensation structure. • Identify talent through internships and industry-academia programs. • Provide enhanced childbirth and health benefits. • Reduce recruitment reliance through process redesign and AI-enabled operations.
Key talent loss	• Project Delay from Key Talent Loss • Client Trust and Delivery Risk	• Implement AI-assisted document mgmt. • Implement backup arrangements for key positions and succession planning. • Promote A/B role mechanisms for critical projects.

For more details: "Web_Risk Management"

Information security and privacy protection management

Long-term strategy **Strengthen information security and personal data and privacy management to safeguard stakeholders against security breaches.**

GRI 2-23, 418-1; SASB TC-SI-220, 230, 550

To protect against potential information security threats, SYSTEX has established mechanisms for information security and personal data and privacy, continuously improving its management practices, formulating "Information Security Policy" and other related guidelines and procedures, obtaining ISO certifications, conducting drills, providing training, thereby strengthening its capacity to avoid risks.

IS Policy
- Information Security Policy
- Privacy Protection Policy

As a leading enterprise in Taiwan's information service industry, S SYSTEX prioritizes stakeholder rights by mitigating cybersecurity and privacy risks through robust governance and protective measures. Complying with international standards like ISO 27001 and ISO 27701, SYSTEX established a dedicated Information Security Management Department to implement management systems, including the Group Information Security Policy and IS Management Measures. Furthermore, routine response drills and employee security training are conducted to enforce controls and defense mechanisms.

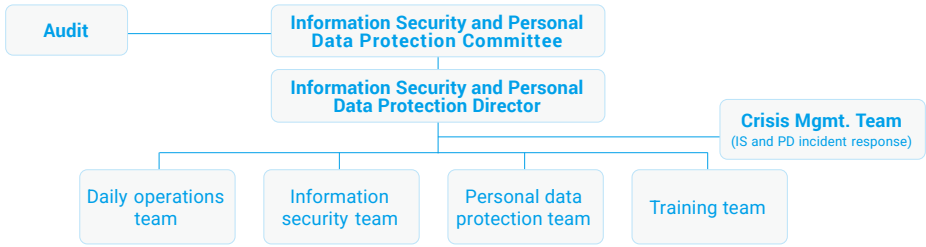
SYSTEX values customer rights and has established comprehensive mechanisms and complaint procedures for service delivery, implementation, management, and maintenance based on the nature of its products and services. For instance, dedicated customer service centers are available for financial industry solutions, while online service support centers provide high-quality support and system maintenance services to customers.

To ensure information security and personal data and privacy protection mechanisms align with international standards, SYSTEX and its affiliates have secured third-party certifications including ISO 27001, ISO 27701, ISO 9001, ISO 20000-1, ISO 22301, BS 10012, and PCI DSS. Through group-wide initiatives, SYSTEX strengthens data, AI, and network security to ensure compliance and customer privacy. Furthermore, emerging services will continue aligning with international standards to enhance overall security defense and operational resilience.

For more details: "p.102-104 Certificate of Registration"

Information Security and Personal Data Protection Committee

In 2025, SYSTEX established the "Information Security and Personal Data Protection Committee" as a cross-functional platform, chaired by the Chief Ecosystem Officer, to strengthen top-down governance and oversight. The Committee held 12 dedicated meetings in 2025.



Information Security Management

Dedicated Management Unit

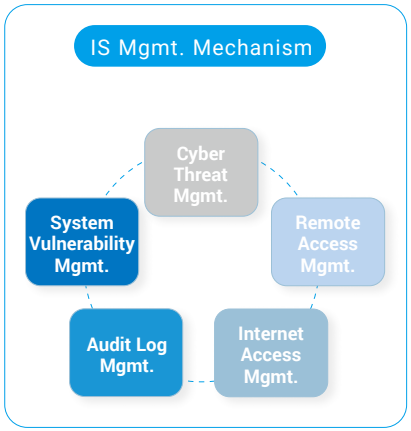
Committed to robust information security governance, SYSTEX established the Information Security Technology Department in 2023 (renamed the "Information Security Management Department" in 2025) to reinforce security and operational resilience. Serving as the Crisis Response Team for IS and PD protection events, it submits quarterly progress reports to the Risk Management Committee and annual reviews to the Board, addressing compliance, disaster recovery, business continuity, cybersecurity, privacy, and social media risks.

IS Mgmt. Department	• Develop and implement the IS policy and regulations. • Implement drills and control measures to prevent crises. • Plan and implement IS training. • Strengthen SYSTEX's IS defense.

For more details: "Web_Information Security Risk"

Information Security Management Mechanism

SYSTEX regularly reviews information security incidents, assesses related impacts and risks, and tracks improvement actions. External vulnerability scans for sensitive information services are conducted semiannually. In 2025, SYSTEX continued its risk assessment process, ensuring all medium- and high-risk vulnerabilities were remediated or assessed, while low-risk items were subject to follow-up tracking and reporting.



- Information security incident

In 2025, upon receiving an anonymous ransomware email, SYSTEX immediately notified the Investigation Bureau and activated response procedures with external experts. The incident caused no material operational impact and zero data leaks, with security enhancements implemented according to the response report.

- Major incident response proced

Upon detecting major incidents via monitoring systems or data centers, SYSTEX activates a contingency response team to assess severity and scope, investigate and resolve issues, execute recovery measures, and document the entire event.

Information Security Technology and Control Measures

- Regular crisis response drills

To strengthen crisis response capabilities, SYSTEX completed 5 annual drill types across subsidiaries, data centers, and shared systems in 2025. SYSTEX also supported 100+ client audits, answered 1,000+ external audit questionnaires, and facilitated ISO 27001 certifications. Social engineering drills increased from 2 to 4 sessions, with open and click-through rates below 8% and 6% targets. Drills across all categories have been scheduled for 2026.

Social engineering drills results

Achieved

2025Q1	• 3,943 accounts tested: Malicious email open rate 2.71% email click-through rate 2.38%
2025Q2	• 3,980 accounts tested: Malicious email open rate 2.74% email click-through rate 2.04%
2025Q3	• 4,009 accounts tested: Malicious email open rate 3.37% email click-through rate 2.59%
2025Q4	• 3,995 accounts tested: Malicious email open rate 0.63% email click-through rate 0.48%

For more details: "Web_Information Security Policy and Management"

Dedicated Management Unit

SYSTEX's information security services continue to uphold ISO 27001 certification, anchored in the principles of confidentiality, integrity, and availability. The company integrates preventive planning, process monitoring, and emergency response management to ensure the effectiveness of its information security risk management system.

SYSTEX not only conducts company-wide ISO certifications but also actively encourages employees to pursue IS-related certificates. In total, 148 new licenses and certificates, such as ISO 27001, ISO 22301, CCSP, CISSP, CISM, CEH, and CND, were obtained. By the end of 2025, the cumulative number of related certificates reached 605.

2025 newly acquired certificates **124**

2025 cumulative valid certificatescertificates **605**

Information security training

SYSTEX continued to conduct related trainings in 2025.

7,866 pax / Completion rate **99.5**%
[All employees] 2 IS advocacy tests

4,618 pax / **13,664** hours
[All employees] 3-hour online basic cybersecurity training

1,281 pax / **4,371** hours
[PM personnel] 2-hour online advanced cybersecurity training

604 pax / **5,429** hours
[PM personnel] 9-hour online professionalcybersecurity training936

936 pax / **10,009** hours
[IS personnel] Cybersecurity seed in-class training

962 pax / **931** hours
[All employees] General cybersecurity training

Privacy and Data Protection

Customer Privacy and Data Protection

SYSTEX's Information Security and Personal Data Protection Committee establishes personal data policies, conducting annual incident drills and management reviews to ensure response capabilities. Certified under BS 10012, SYSTEX maintains a dedicated customer complaint mailbox. In 2025, 0 regulatory penalties were reported for customer privacy violations.

• Customer privacy incident

Under SYSTEX's personal data safeguards, zero major data breaches occurred in 2025. 1 non-material personal data leakage incident caused by an employee's failure to comply with company and customer requirements was identified and verified. SYSTEX immediately activated response protocols, completed statutory reporting and data subject notifications, and received no regulatory penalties by year-end. Comprehensive remediation across management processes, employee training, and technical controls has been implemented to reinforce risk management.

• SYSTEX group personal data protection policy and regulations

Personal data protection mgmt. regulations	• Established to implement personal data protection management and ensure compliance with the "Personal Data Protection Act," "Enforcement Rules," and other applicable regulations.
Personal data file security maintenance plan	• Established to ensure compliance with regulations, provide guidelines for the proper use of personal data, strengthen personal data protection awareness, and safeguard customer rights and corporate reputation.
Copyright and privacy statement	• Establishes transparent data processing practices and digital compliance requirements. It outlines the purposes and scope of data collection and use, protects intellectual property rights, and informs users of their rights to access, correct, or request deletion of personal data. For details, please refer to the "Copyright and Privacy Statement."

For more details: "Web_Personal Data Management"

Customer Privacy and Personal Data Protection Performance

SYSTEX and its affiliates have established personal data protection and cybersecurity regulations in accordance with the "Personal Data Protection Act" and "Cyber Security Management Act" laws to ensure the proper collection, use, processing, and protection of customer data. Personal data protection training is also conducted to safeguard customer privacy.

• Personal data file security maintenance plan

SYSTEX completed a personal data inventory review and conducted impact analysis, risk assessment, and treatment planning based on the results. By the end of 2025, 4 personal data inventory and risk assessment briefing sessions had been held, with 153 participants.

• Personal data protection in supply chain and partner

Personal data protection clauses are incorporated into contracts whenever personal data is involved. Outsourced vendors are required to comply with the same standards to ensure shared responsibility for personal data security across the supply chain.

• Personal data protection certificates and training

SYSTEX Group continued to maintain multiple information security and privacy-related certifications in 2025 (Note: "p.102-104 Certificate of Registration") and conducted personal data protection training to enhance employees' privacy awareness.

7,901 pax / Completion rate 99.6%
[All employees]
2 PD protection advocacy tests

2,352 pax / 4,419 hours
[SYSTEX employees]
2-hour online basic PD protection training

81 pax / 81 hours
[PD protection personnel]
1-hour online advanced PD protection training

1,013 pax / 605 hours
[All employees]
General PD protection training

03

Caring for Employees



Long-term Strategy

Guided by its talent development vision of "cultivating world-class software talents for Taiwan," SYSTEX fosters a supportive workplace and optimizes employee welfare to enhance retention. By providing diverse training and career development opportunities, SYSTEX strengthens its talent development framework, safeguards employee rights, and continuously elevates corporate competitiveness.

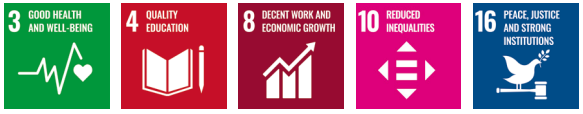
- Attract tech talent with core competencies and enhance employee capabilities through diversified training.
- Align with international human rights trends, continuously optimize welfare systems, and foster a diverse, inclusive, and supportive workplace.
- Refine the comprehensive health management system, implement proactive health risk prevention, and support employees in maintaining holistic physical and mental well-being.

Talent Cultivation and Development	42
Benefits and Rights	48
Occupational Health and Safety	53
Health Promotion	54

Material Topics

GRI 401, 403, 404-3
SASB TC-SI-330

Contributing to the SDGs



Highlights

Large Enterprise Award
2025 National Talent Development Award

TOP 100
2025 CommonWealth Talent Sustainability A ward

Participation rate: 46%
1st year Employee Stock Ownership Trust Program

Cumulative 1,062 participants
Employee family engagement activities:
-Coding Seed Camp
-Children's sports summer camp

Short-, Mid-, and Long-term Goals

In response to digital transformation demands, SYSTEX cultivates tech talents with leadership courage and fosters an inclusive workplace with comprehensive remuneration and benefits, enabling work-life-family balance while enhancing cohesion and competitiv eness.

	Short-term Goals 2026	Mid-term Goals 2028	Long-term Goals 2030
Key talent retention rate	95%	95%	95%
New-hire retention rate	85%	85%	85%
Average training hours	30 hours	30 hours	30 hours
ISO 45001 certification	Maintain ISO 45001	Maintain ISO 45001	Maintain ISO 45001
Metabolic syndrome high-risk rate	≤20%	≤20%	≤20%

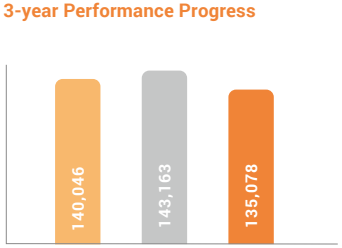
2025 Goals and Performance

Achieved Ongoing

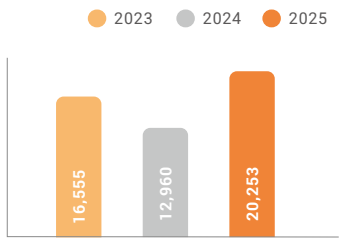
	Goals	Performance
Key talent retention rate	95%	97.7%
New-hire retention rate	80%	85.1%
Avg. training hours	30 hours	33.9 hours
ISO 45001	Maintain certification	Maintain certification
High-risk case care rate	100%	100%
Health check rate	75%	77.3%

Note: Retention rate = 1 - Turnover rate

3-year Performance Progress



Total training hours (hours)



Health promotion expenditure (NT$ thousand)

Talent Cultivation and Development

Long-term strategy **Attract tech talent with core competencies and enhance employee capabilities through diversified training.**

Talent is a key driver of SYSTEX's sustainable development and value creation. By attracting and retaining key technological talent, SYSTEX strengthens its competitiveness while enhancing talent development and supporting employees' career growth and workplace integration for new-hires.



2025 National Talent Development Award-Large Enterprise Award

Cultivate Technological Talent

With the core capabilities of "Software, Data, Algorithm, Cloud Service, Solution Architect, and Cybersecurity," SYSTEX has laid a solid foundation for "AI-based digital transformation"and continually increased investment in technological talents to meet client needs and expectations for digital transformation to help create a second growth curve.

Enhance talent cultivation mechanism by integrating business directions, technology blueprint and learning pathway.

Talent is central to SYSTEX's core competitiveness. SYSTEX is committed to enhancing talents' skills through a structured cultivation mechanism, aligning technology development strategies with each business unit's business scope and directions, technology blueprint, and learning pathways. By integrating technical needs with professional growth, SYSTEX offers flexible individual training, ensuring alignment with SYSTEX goals through a strategic technology blueprint and compr ehensive training resources.

SYSTEX has established a Tech Development Committee responsible for formulating a technology blueprint framework encompassing 6 core capabilities. This initiative allows each BU to adjust its own technology blueprint according to its business direction. It also empowers tech employees to pursue individual learning pathways, thereby supporting the achievement of SYSTEX's long-term strategies and sustainable operation while equipping them with skills tailored to business characteristics to meet client requirements.

Diverse Talent Development System

SYSTEX prioritizes talent cultivation by offering comprehensive employee training programs tailored to business strategies or individual development needs. These include trainings for new-hires, key talents, technical professionals, marcom specialists, and leaders." Employees may also participate in external training or certi fication exams, with expense subsidized by SYSTEX.

Training Framework and Performance

SYSTEX has formulated the "Employees Training and Development Rules" to encourage employees to enhance their technical skills through training subsidies, integrating training with performance management to foster employee talents. In 2025, a total of 49,495 participants engaged in-class courses, online learning and external professional training, accumulating 135,078 training hours. The average employee training hours (AETH) reached 33.90 hours. By gender, the AETH was 30.98 hours for female employees and 36.02 hours for male employees. By position, the AETH was 47.44 hours for management-level employees, while 32.76 hours for non-management employees. Additionally, tech employees participating in technical training courses reached an AETH of 23.79 hours.

Note: Average employee training hours = Total training hours in this category / Total number of employees in this category

In-class courses	5,780 ps 38,817 hours
Online learning	43,113 ps 84,155 hours
External courses	602 ps 12,105 hours
Diverse training	49,495 ps 135,078 hours

AETH

(F) 30.98 hours
(M) 36.02 hours

(Manager)
47.44 hours
(Non-manager)
32.76 hours

(Tech employees in technical courses)
23.79 hours

Diverse training

- New-hire training
- Leadership courses
- Technical courses
- Marketing courses
- Key talent training
- Exclusive individual courses
- Expert lecture
- SEI Program

2025 In-class course performance

Type	Item	Trainees			Training hours
		Female	Male	Total	
Tech-development	AI; development of system and front-end; cloud service; data science; database; cybersecurity	995	1,939	2,934	24,791
PM	Project management	125	149	274	3,531
General training	ESG; general study; new-hires	350	473	823	4,289
Marketing	Product service	171	148	319	1,035
Leadership	Self-development; Management development	463	967	1,430	5,171
Total		2,104	3,676	5,780	38,817

2025 Online training performance

Type	Item	Trainees			Training hours
		Female	Male	Total	
Tech-development	AI; Solution Architecture; mobile software; development of system and front-end; cloud service; data science; database; cybersecurity; W eb API	1,393	3,010	4,403	28,987
PM	Project management	509	836	1,345	1,879
General training	ESG; general study; IP management; new-hires; cybersecurity; anagement development	14,439	16,529	30,968	50,274
Marketing	Product service; general study	3,385	2,616	6,001	2,449
Leadership	Management development	111	285	396	566
Total		19,837	23,276	43,113	84,155

2025 External training performance

Type	Trainees			Training hours
	Female	Male	Total	
External training	176	426	602	12,105

2025 Training expenses

SYSTEX has set a long-term goal of investing over NT$30 million in employee training by 2030. In 2025, training investment reached approximately NT$25.37 million, with per capita expenditure of NT$6,367 while continuing to promote diversified training programs to support employee growth.

For more details: "Web_Talent Development"

Special features

[New-hire training] To help new-hires integrate into the organization, SYSTEX provides in-class onboarding camps and online courses covering four key areas: corporate culture, cybersecurity and personal data protection, workplace safety, and corporate governance. New-hires are also provided with a 3-month Hahow subscription to encourage cross-disciplinary self-development. In 2025, a total of 12,663 attendances and 17,303 training hours were recorded.

[Employee training] Offer SYSTEX e-Learning digital platform to enable flexible learning. In addition, 100 Hahow accounts are provided quarterly, offering access to 800+ online courses, fostering a diverse culture of self-directed learning.

[Technical courses] SYSTEX integrates resources from Ucom to provide in-class, certification, and project-based training, while offering digital platform (Udemy) access and hosting an annual technology conference to enhance employees' technical capabilities and support continuous innovation.

[PM training] To strengthen project management capabilities, SYSTEX provides training programs, workshops, and exam incentives to encourage employees to obtain professional PM certifications. SYSTEX officially launched the "Overseas PJM Development Program" in 2025, aiming to cultivate localized talent with global perspectives and cross-cultural collaboration capabilities. A total of 35 emplo yees completed the program in its first year.

[Key talent training] SYSTEX has established a key talent selection mechanism, covering approximately 30% of full-time employees. Through compensation incentives, promotion opportunities, and tailored development plans, SYSTEX regularly organizes open dialogue sessions with senior executives and continues to strengthen its professional talent pipeline.

Highlights Enhance ESG awareness

Aligning with global trends, SYSTEX enhances employee sustainability awareness and impact understanding. Through targeted initiatives, SYSTEX helps employees align with corporate sustainability goals, integrating practices into daily operations to drive long-term sustainable development.

• Special features

Sustainability awareness training

Since 2024, SYSTEX has implemented general sustainability training programs and invited experts to deliver seminars on global sustainability trends, sustainable finance, and decarbonization. Through systematic training, SYSTEX continues to enhance employees' awareness and strengthen its long-term competitiveness.



Hosted a lecture in March 2025 on global ESG and sustainable finance trends, covering sustainability, decarbonization, and corporate sustainable development.

G	Integrity	• [Managers above and TIPS personnel] 2 seminars on integrity and IP management: 911 participants, 1,307 hours. • [All] 2 integrity advocacy tests: a total of 7,870 participants, 100% completion rate. • [All] Advocate the "Code of Conduct" on integrity via email monthly: 50,115 participants, 99.4% completion rate. • [All] An online course and test on "Prohibition of insider trading": 4,006 participants, 1,289 hours, 100% completion rate. • [New-hires] Online integrity training for new-hires: 1,293 participants, 540 hours.
	IP mgmt.	• [All] 2 IP advocacies: 7,862 participants and a 99.5% completion rate. • [Managers above and TIPS personnel] 2 seminars on integrity and IP management: 911 participants, 1,307 hours. • [IP personnel] TIPS-related dedicated courses: 459 participants, 467 hours. • [New-hires] Online IP management training: 584 participants, 158 hours.
	Info. security	• [All] 2 IS advocacy tests: 7,866 participants and a 99.5% completion rate. • [All] 3-hour online basic cybersecurity training: 4,618 participants, 13,664 hours. • [PM personnel] 2-hour online advanced cybersecurity training: 1,281 participants, 4,371 hours. • [PM personnel] 9-hour online professional cybersecurity training: 604 participants, 5,429 hours. • [IS personnel] Cybersecurity seed in-class training: 936 participants, 10,009 hours.
	PD protection	• [All] 2 PD advocacy tests: 7,901 participants, 99.6% completion rate. • [SYSTEX employees] 2-hour online basic PD protection training: 2,352 participants, 4,419 hours. • [Personal data protection personnel] 1-hour online advanced PD protection training: 81 participants, 81 hours
S	Human rights	• [All] Advocate the "Code of Conduct" on human rights via email quarterly: 16,753 participants, 99.5% completion rate. • [New-hires] In-class advocacy course on sexual harassment and assault prevention during onboarding day: 731 participants. • [New-hires] 8 in-class sessions of the New-hire Training Camp on OHS and human rights:540 participants, 810 hours. • [New-hires] Online Training Camp courses on OHS and sexual harassment prevention: 7,272 participants, 9,595 hours. • [New managers] Online compliance course on OHS, human rights and employer's responsibility: 312 participants, 1,189 hours.
E	OHS and environment	In addition to the human rights courses, other OHS and environment training is as follow: • [All] 3-hour online OHS training mandated by law: 83 participants, 249 hours. • [OHS personnel] Subsidize dedicated personnel to engage in external certification courses: 72 participants, 717 hours, 108 certificates, with a cumulative total of 336 valid certificates.

Highlights Festive culture and social inclusion

Calligraphy workshop and charity donation event



To share Lunar New Year blessings with society, SYSTEX held its first "Welcoming Spring with Calligraphy and Kindness" Calligraphy Workshop and Charity Donation Event before the 2025 Lunar New Year. The event combined festive cultural experiences with charitable giving, allowing employees to enjoy the holiday atmosphere while supporting disadvantaged communities and social inclusion.

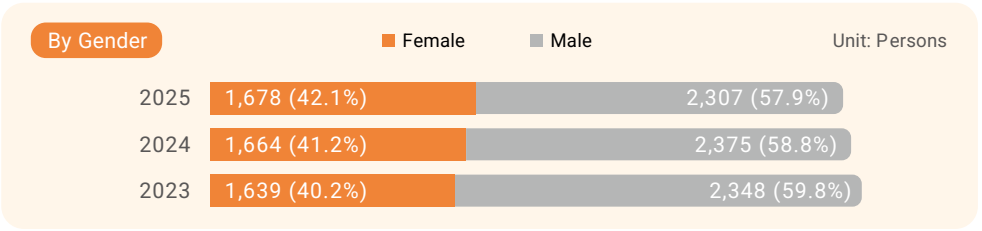
The event featured a Japanese calligrapher to promote cross-cultural exchange and appreciation of traditional calligraphy. A handwriting experience area was also arranged for employees, while spring couplets cr eated by calligraphy exper ts and employees were displayed for colleagues to enjoy and take home.

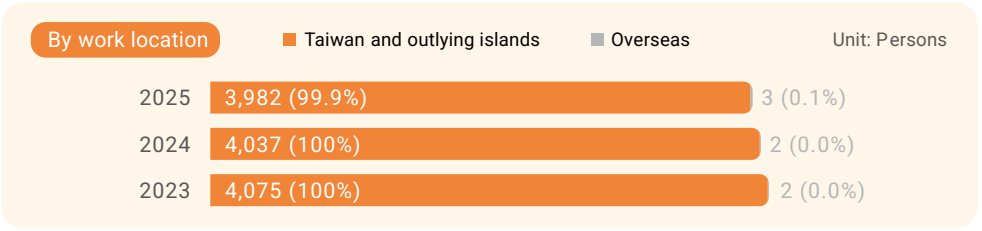
Following the event, SYSTEX donated to the Taiwan Fund for Children and Families, demonstrating its commitment to social welfare through concrete action. By integrating employee engagement with charitable giving, SYSTEX fostered a warm festive atmosphere while extending care and support to vulnerable communities.

Workforce Structure

By 2025, SYSTEX Group in Taiwan has 3,985 employees, comprising 2,315 employees at SYSTEX and 1,670 employees in its affiliates. By gender, there are 2,307 male employees (57.9% for the total) and 1,678 female employees (42.1%). SYSTEX Group has 3,661 permanent employees (91.9%), including 1,523 women (38.2%) and 2,138 men (53.7%), as well as 324 temporary employees (8.1%). Based on work location, 3,982 employees are in Taiwan (99.9%), while 3 are overseas (0.1%).

- Employee distribution (by gender and work location) GRI 2-7, 405-1; SASB T C-SI-330





Note: The statistics for SYSTEX Group in Taiwan no longer include SYSTEX FinTech, Palsys Digital Technology and Docutek Solutions, Inc.

- Employee for hire type (by gender and work location) GRI 2-7, 2-8

Type		Gender		Work location		Total
		Female	Male	Taiwan	Overseas	
Employment type	Permanent employee	1,523	2,138	3,658	3	3,661
	Temporary employee	155	169	324	0	324
	Non-guaranteed hours employee	0	0	0	0	0
Work arrangement	Full-time employee	1,670	2,295	3,962	3	3,965
	Part-time employee	8	12	20	0	20

Note: 1. Permanent employee is employee with a contract for an indeterminate period. Temporary employee is employee with a contract for Part-time employee is employee whose working hours are less than those for full-time employees.

2. By the end of 2025, SYSTEX had 145 interns, 4 dispatched workers, and 17 contract personnel (security, cleaning, and maintenance). Labor law compliance for dispatched and contract vendors acts as a partnership criterion and is verified through irregular audits by SYSTEX to ensure adherence.

Diversity and Inclusion

SYSTEX values diversity and inclusion and is committed to fostering a fair and non-discriminatory workplace. In 2025, the workforce comprised 38 senior executives, 271 middle-level managers, and 3,676 non-managerial employees. Women accounted for 25.6% of overall management positions, reflecting SYSTEX's commitment to women's empowerment and management diversity.

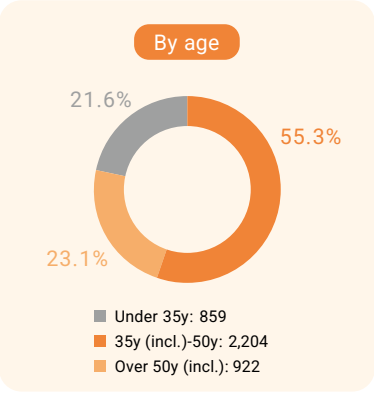
• Role composition (by gender and age) GRI 405-1; SASB TC-SI-330

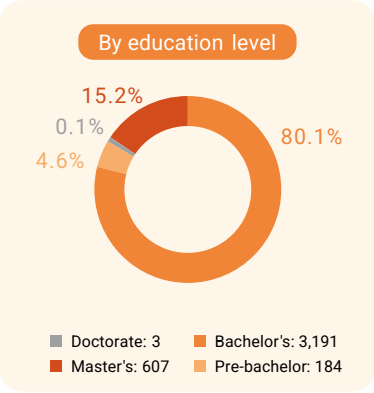
Type	Category	Gender (%)		Age (%)			Total	Share (%)
		Female	Male	Under 35y	35 (incl.)-50y	Over 50y (incl.)		
Management level	Senior	0.1	0.8	0	0	1.0	38	1.0
	Middle	1.9	4.9	0	2.8	4.0	271	6.8
Non-management level		40.1	52.1	21.6	52.5	18.1	3,676	92.2
Share (%)		42.1	57.9	21.6	55.3	23.1	3,985	100

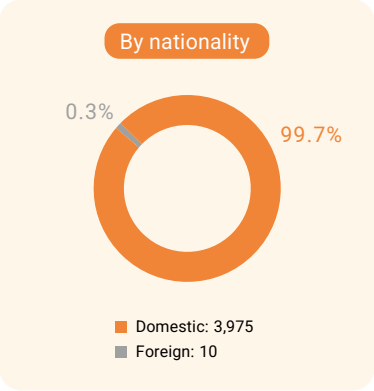
Note: Senior level managers are BU heads or above leaders, or FN division leaders; middle level managers are department heads.

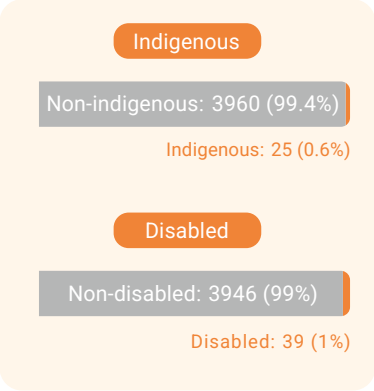
• Employee distribution (by age, education level, nationality, job type & gender, and specific minority) GRI 405-1; SASB TC-SI-330

SYSTEX values generational continuity and knowledge sharing. In 2025, employees aged 30-50 represented the largest group, totaling 2,204 employees (55.3%), followed by employees over 50 at 922 (23.1%) and employees under 30 at 859 (21.6%). Employees with a college degree or above accounted for 3,801 employees (95.4%). Domestic employees represented 99.7% of the workforce, while foreign nationals accounted for 0.3%. SYSTEX also promotes employment opportunities for underrepresented and disadvantaged groups, including 25 Indigenous employees (0.6%) and 39 employees with disabilities (1.0%). Since 2007, SYSTEX has employed visually impaired massage therapists to provide complimentary massage services at various locations, supporting employee well-being while creating employment opportunities for persons with disabilities.

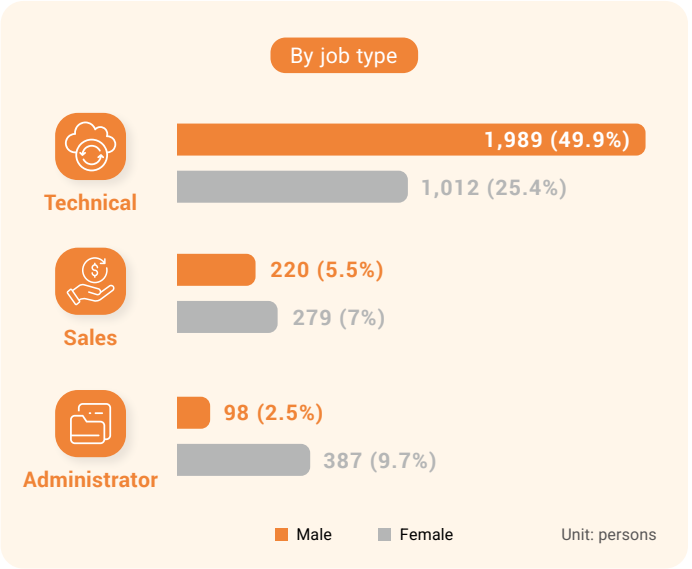








Professional talent management is essential to SYSTEX's operations. By job type, sales employees totaled 499 (12.5%), including 279 women (7.0%); administrative employees totaled 485 (12.2%), including 387 women (9.7%); and technical employees represented the largest group, totaling 3,001 (75.3%), including 1,012 women (25.4%, up 1.4 percentage points year-on-year), reflecting SYSTEX's progress in cultivating female technical talent.



Recruitment

SYSTEX has a complete employee career development system planning, with a dual-track system of professional and management positions, to meet employees career development.

SYSTEX also offers a support mechanism for new-hires to quickly integrate into the work envir onment.

• Caring for new-hire

[Training courses] Help new-hires understand corporate culture, organizational structure, and internal policies, while providing a 3-month Hahow subscription to encourage cross-disciplinary learning.

[Mentor system] Assigns dedicated mentors to help new-hires adapt quickly to the workplace and improve retention.

[Dedicated HR service contact] Dedicated personnel provide centralized support, consultation, and timely care to help employees adapt to the workplace.

• Employee development and retention

[Retention of key talent] Implement evaluations in annual reward processes, including promotion and salary adjustments, to ensure competitive incentive mechanisms for internal key talent.

[Technical professional development] Develop dedicated learning maps and annual training plans to deepen professional capabilities and support career development.

[Leadership and succession development] Systematically plan management competency training and succession pipelines to strengthen leadership effectiveness and ensure business resilience.

New-hire and Turnover Employee GRI 401-1; SASB TC-SI-330

• New-hire employee distribution

In 2025, new-hires totaled 731 (18.3% of workforce). Female new-hires reached 376 (22.4% of total females), outpacing males (15.4%), though both rates declined YoY by 2.5% and 3.5%, respectively. By age, those aged 30 to 50 formed the largest group at 414 (18.8%). By region and nationality, all new-hires were local nationals based in Taiwan and outlying islands (18.4%).

Type	People	New-hire rate
Female	376	22.4%
Male	355	15.4%
Total	731	18.3%

Type	People	New-hire rate
Under 30y	279	32.5%
30 (incl.)-50y	414	18.8%
Over 50y (incl.)	38	4.1%
Total	731	18.3%

Type	People	New-hire rate
Taiwan	731	18.4%
Overseas	0	0.0%
Total	731	18.3%

Type	People	New-hire rate
Domestic	731	18.4%
Foreign	0	0.0%
Total	731	18.3%

Note: New-hire rate = Number of new-hires in this category / Total in this category x 100%

• Turnover employee distribution

SYSTEX implements active retention measures through performance-based promotions, technical learning pathways, and management training for successor pipelines. Driven by these programs, the 2025 turnover rate declined, with total turnovers at 663 (14.3% of workforce), down 17.5% YoY. Female turnover (15.8%) slightly exceeded males (13.1%), though both improved YoY by 3.8% and 4.2%, respectively. Those aged 30 to 50 comprised the largest group at 352 (13.8%), down 3.6% from 2024. By region and nationality, all turnovers were domestic employees based in Taiwan and outlying islands (662 local hires).

Type	People	Turnover rate
Female	316	15.8%
Male	347	13.1%
Total	663	14.3%

Type	People	Turnover rate
Under 30y	244	22.1%
30 (incl.)-50y	352	13.8%
Over 50y (incl.)	67	6.8%
Total	663	14.3%

Type	People	Turnover rate
Taiwan	663	14.3%
Overseas	0	0.0%
Total	663	14.3%

Type	People	Turnover rate
Domestic	662	14.3%
Foreign	1	9.1%
Total	663	14.3%

Note: Turnover rate = Number of turnover employees in this category / (Total in this Category + Number of turnover employees in this category) x 100%

For more details: "p.100 Turnover Employee Distribution"

Benefits and Rights

Long-term strategy **Align with international human rights trends, continuously optimize welfare systems, and foster a diverse, nclusive, and supportive workplace.**

SYSTEX upholds international human rights standards, prohibits any form of human rights violation, and strengthens internal awareness to protect the rights of employees and stakeholders. The Company also promotes work-life balance by continuously enhancing family care benefits, strengthening employees' cultural identity and team cohesion to support sustainable growth.

Human Rights Policy

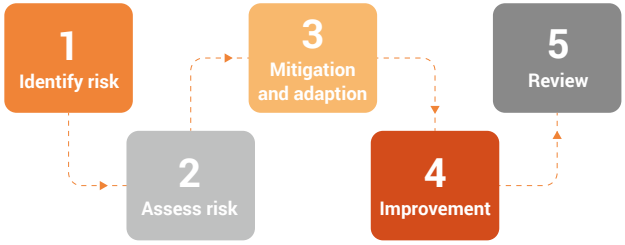
Human Rights Protection GRI 2-23, 2-24, 406-1

SYSTEX follows internationally recognized human rights standards, including the UDHR, UNGC, UNGPs, and the ILO Declaration on Fundamental Principles and Rights at Work. SYSTEX has also established its "Human Rights Policy" in accordance with local labor laws, prohibiting any form of human rights violation, treating all employees fairly and with respect, and strengthening human rights awareness among employees and stakeholders to reduce human rights risks.

Human Rights Due Diligence Process

SYSTEX has established a human rights due diligence process and conducts risk assessments biennially. The framework includes identifying potential human rights issues, evaluating affected stakeholders, implementing mitigations, and regularly tracking actions to mitigate human rights risks effectively.

Due diligence process



1 Identify risk issue

- SYSTEX references international human rights trends and industry characteristics and collect 9 human rights risk issues.

Human trafficking | Freedom of association | Working hours | Child labor | Wages and benefits

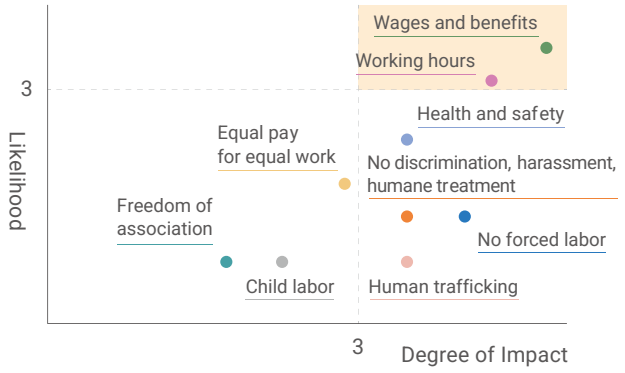
No discrimination, harassment, humane treatment | Health and Safety | Equal pay for equal work | No forced labor

2 Risk assessment

- Internal stakeholders conducted a human rights risk assessment based on impact severity and likelihood. SYSTEX identified 2 key human rights issues, "wages and benefits" and "working Hours," and formulated corresponding risk mitigation measures and management indicators.

(1) Wages and benefits: Inadequate wages to meet basic living needs may impact morale, labor relations, or retention; assessed as high risk.

(2) Working hours: Employees work long hours, causing more load, assessed as a medium-high risk.



3 Risk mitigation

- The human rights policies are fully aligned with the 9 human rights issues. Taking the 2 identified human rights issues, "Wages and Benefits" and "Working Hours," as examples:

Issue	Risk level	Policy item	Risk mitigation measure
Wages and benefits	High	Implement fair remuneration mechanism	• Conduct employee performance reviews to support career growth and provide feedback. • Review promotion guidelines regularly to support annual advancement and performance-based salary adjustment mechanisms.
Working hours	Medium-high	No forced labor	• Comply with labor laws by defining clear overtime application procedures within internal policies and work rules. • Implement flexible working hour arrangements to support employees with childcare or special personal needs. • Utilize an attendance management system for tracking working hours, featuring automated reminders to leave work on time. • Organize annual labor law training to strengthen managers' understanding of working hour regulations and proper management. • Provide compliant overtime compensation through either overtime pay or compensatory leave.

For more details: "Web_Benefits and Rights"

4 Human rights management indicator GRI 406-1

- Among the indicators, "humane treatment" has not achieved the goal of management.

Issue	Indicator	Performance	Risk rate	Status
Humane treatment	Complaints for assault ≤ 1 incident	3	0.07%	⊖
Working hours	Regulatory penalties for overtime work ≤ 1 incident	0	0.00%	⊘
Health and safety	Non-work-related commuting injury incidence < 0.5%	0	0.00%	⊘
Wages and benefits	Labor disputes < 3 incidents	2	0.05%	⊘
No discrimination	Hired disable employees > 1%	39 people	0.00%	⊘

Note: 1. SYSTEX Group employed 39 disabled individuals, including 15 with severe conditions. In line with regulatory policy counting each severely disabled hire as 2, this exceeded 1% of the total workforce.
2. Work-related injuries exclude work-related commuting injuries.
3. Follow-ups: 1 sexual harassment complaint and 2 unlawful infringement complaints were investigated by internal committees, with 1 unlawful infringement complaint substantiated in Feb. 2026. Respondents were disciplined according to the Employee Rewards and Disciplinary Measures, followed by quarterly Code of Conduct advocacy to enhance human rights awareness.

5 Human rights protection training

All employees	Code of Conduct advocacy on human rights quarterly	16,753 pax	99.5% Completion rate
All employees	General courses on human rights	1,263 pax	2,952 hours
New-hires	An advocacy course on sexual harassment and assault prevention during onboarding day	731 pax	
New-hires	In-class Training Camp course on OHS & human rights	540 pax	810 hours
New-hires	Online Training Camp courses on OHS & sexual harassment prevention	7,272 pax	9,595 hours
New manager	Compliance courses on human rights, OHS, responsibility	312 pax	1,189 hours

Remuneration System GRI 202-1

SYSTEX maintains a robust performance and remuneration system, aligning organizational and individual targets to evaluate performance and reward employee contributions regularly and fairly, paying remuneration on time. Grounded in equal pay for equal work, SYSTEX enforces fair compensation practices with no gender-based wage gaps for any role. Base salaries across all positions exceed statutory minimums, with 2025 entry-level (L1 & L2) fixed monthly salaries averaging 1.46 times the statutory minimum wage.

- Ratio of total salary by job type (F:M) GRI 405-2

Sales	Technical	Administrator
1.08：1	0.92：1	0.91：1

Note: The data scope is the non-management level employees of SYSTEX Group in Taiwan who have served for more than half a year in 2025.

- Remuneration overview of non-management level employee

Item	2023	2024	2025	YOY
Number of FTE	1,865	2,070	2,181	5.4%
Average salary of FTE (NT$ thousand)	1,006	1,018	1,094	7.5%
Median salary of FTE (NT$ thousand)	822	814	871	7.0%

Note: 1. The data scope is the non-management level employees of SYSTEX Group in Taiwan who have served for more than half a year.
2. This table is consistent with that disclosed by the Market Observation Post System: "https://emops.twse.com.tw/server-java/t58query."

- Annual total compensation ratio GRI 2-21

In 2025, SYSTEX's total compensation, including basic salary, allowances, bonuses, employee remuneration, etc. The annual total compensation ratio was 17.43, and the change in the annual total compensation ratio was 8.12.

Performance Management

SYSTEX values employees' continuous development and has established a comprehensive and transparent performance evaluation system. Based on the principle of gender equality, full-time employee evaluations are conducted twice a year, excluding employees in probation, on unpaid leave, on continuous leave for more than three months, and temporary employees. In the second half of 2025, 3,437 employees participated in performance evaluations, accounting for 86.2% of the workforce and showing a slight increase from the previous year. SYSTEX ensures fair evaluations and reviews for all eligible employees regardless of gender or job category.

Performance Evaluation Mechanism

SYSTEX adopts KPIs as the basis for performance evaluation, covering both financial and non-financial indicators. Goals are jointly set by supervisors and employees to ensure alignment with organizational targets. In addition to performance outcomes, SYSTEX emphasizes ongoing guidance and feedback, with supervisors trained to provide practical support. Through regular communication and reviews, employees can adjust work objectives and support professional growth. Year-end evaluation results are reviewed and used as the basis for promotion, salary adjustments, and annual bonus decisions.

- Employees receiving performance reviews (by gender and job type) GRI 404-3

- **[Financial]** Link personal or unit targets according to attributes.
- **[Non-financial]** Supervisors and employees jointly set annual performance goals covering professional growth, teamwork, and individual contributions. Indicator weightings vary by role to balance results and development, with financial-to-non-financial ratios set at 100:0 for sales, 40:60 for technical employee, and 10:90 for administrators.

Gender	Employee	Share
Female	1,413	35.5%
Male	2,024	50.8%
Total	3,437	86.2%

Job type	Employee	Share
Sales	429	10.8%
Technical	2,678	67.2%
Administrators	330	8.3%
Total	3,437	86.2%

Note: The data scope is the FTE of SYSTEX Group in Taiwan who are eligible for performance evaluation in 2025.

Benefits Plan GRI 401-2

SYSTEX provides welfare programs beyond statutory requirements, including flexible working hours, paid leaves, marriage and maternity gifts, and the Baby Happy Growth Fund Program. The Employee Welfare Committee subsidizes childbirth, marriage, funerals, and club activities to promote well-being. Full-time employees enjoy additional group insurance (term life insurance, accidental medical care, major diseases, occupational accidents, etc.) and leave benefits beyond statutory requirements (birthday leave and additional special leave). To enhance organizational cohesion, SYSTEX launched an Employee Stock Ownership Trust Program in Feb. 2025. Employees contributing NT$1,000 – NT$3,000 monthly receive a 100% company match to share in corporate growth.

• Friendly workplace

Fitness facilities	• Taipei headquarters has a comprehensive gymnasium and both Taipei HQ and Taichung office have gyms and yoga classrooms.
Relaxation space at HQ	• B1 : "Quiet and relaxing space" provides vending machines, coffee bars, book areas and napping areas. • 8F : "Rest cloud space" allows employees to innovate or work freely in a comfortable workplace. • 4F : "Meditation room" offers employees a space to relax. • Besides Taipei HQ, other offices also provide comfortable workplace.
Book lounge	• B1 : "Children's book area" provides free access to children's books to encourage parent-child reading.
Multifunctional activity area	• Create a "Multifunctional activity area" on 1F of HQ to support a wide range of activities, including business exhibitions, conferences, seminars, and concerts.

• Promoting arts and cultural experiences for holistic well-being



To enrich employees' cultural experiences beyond work, SYSTEX has held monthly themed concerts since February 2024, inviting professional performers to support employee well-being through arts and culture. In 2025, 11 concerts were held, covering diverse themes such as J-POP, Hong Kong romance, classic Taiwanese drama OSTs, jazz, and Christmas music, attracting nearly 1,200 attendances. Event highlights were also uploaded to the digital platform, enabling employees who could not attend in person to enjoy the performances online.

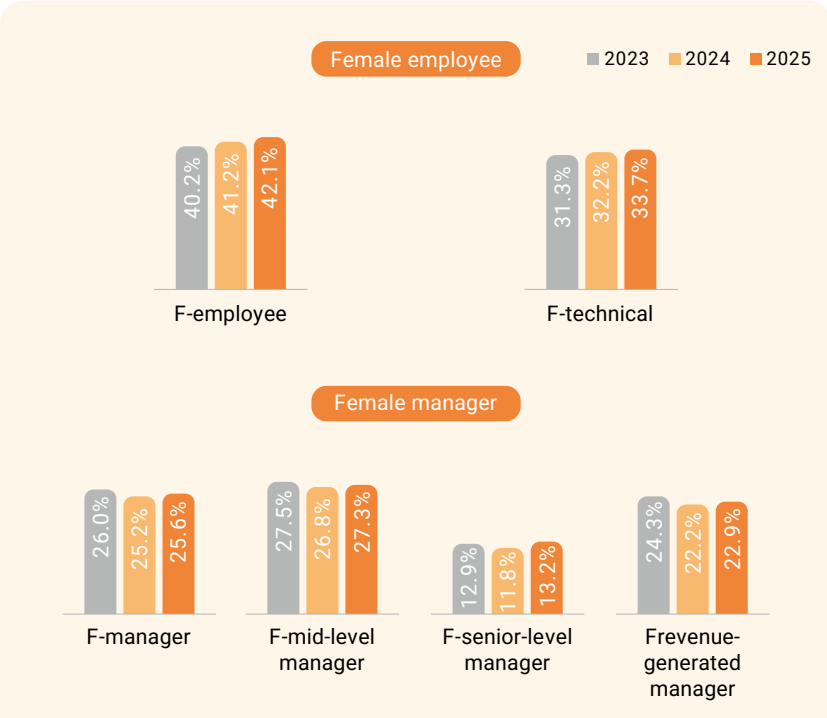
For more details: "Web_Benefits and Rights"

Diversity, Inclusion and Parental Benefits GRI 401-2, 401-3

Diversity and inclusion are key influence on corporate culture development. SYSTEX is committed to promoting diversity and motherhood-friendly measures, such as equal pay policy, and welfare policy with diversity and inclusion, enabling to eliminate gender differences so that employees can realize their career aspirations, and to build a more flexible and adaptable multi-dimensional team to jointly cope with changes and challenges in the external social circumstance.

• Female employees by category

In 2025, the female-employee share across SYSTEX, including those in technical roles, increased year-on-year, reflecting broader female participation in daily operations. The shares of female managers overall, female senior managers, female middle managers, and female managers in revenue-generated department all increased.



Parental Benefits Measures

Addressing Taiwan's declining birth rate, SYSTEX fosters a family-friendly workplace through benefits exceeding statutory requirements, such as maternity-friendly leave, marriage and maternity gifts, maternity allowance, and lactation facilities. Introducing 3-day flexible parental leave and 8-day spouse leave further supports employee family care.

Parental benefits

Working hours & paid leave	• "Flexible working hours for parents of children under 3," "fully paid maternity and spouse leave," "flexible parental leave for baby care"
Gifts	• "Marriage: Love & Happiness meal gift" "maternity: moon pillow and baby gift set"
Maternity allowance	• "Baby Happy Growth Fund Program," "childbirth subsidies," "maternal health protection management," "SYSTEX Baby Community"
Lactation rooms	• "Lactation Rooms" across 8 operation offices offer access control and equipment. (The Government's Excellent Lactation Room Certification at HQ, 2023-2026)
Children's Activities	• Coding Seeds Camp," "Children's sports summer camp"
EAP	• 24-hour real-time employee assistance services
Childcare	• Specific contracts with qualified childcare institution

• Parental leave and reinstatement

SYSTEX fosters an inclusive workplace, and handles unpaid parental leave and reinstatement in accordance with labor regulations. In 2025, 213 employees were eligible for parental leave, and 38 employees applied, (30 women and 8 men). The "return-to-work rate" was approximately 64%, while the retention rate one year after reinstatement reached 93%, demonstrating continued support for employees in balancing family care and career development.

For more details: "p.100 Parental Leave and Reinstatement S tatistics"

Communication Channel GRI 2-25, 2-26

SYSTEX values employee and stakeholder feedback, disclosing policies and updates via its intranet EIP and corporate investor section while holding regular labor-management meetings. During major operational changes, SYSTEX strictly complies with regulations to protect affected employees' right to information.

• Dedicated communication and grievance channels

Complaint / sexual harassment email	Provide dedicated internal communication channels, including grievance mailboxes, feedback surveys, and sexual harassment and unlawful infringement reporting mailboxes, ensuring a safe workplace.
Integrity Committee email	A reporting system enforces integrity policies and prevents misconduct. All cases are handled confidentially with strict whistleblower protection against retaliation, ensuring handling results or expected closur e dates within 30 days.
Audit Committee email	Stakeholders may submit suggestions or complaints via dedicated channels. Designated personnel handle cases confidentially through independent investigations, responding within 30 days.
CSR email	Through its sustainability report, SYSTEX discloses operating performance, sustainability strategies, and future responses, helping stakeholders understand its ESG achievements.

Note: In accordance with the "Code of Conduct" and "Integrity Management Reporting Regulation," all reported cases will be kept confidential in order to protect the whistleblowers from any retaliation, abuse or threats.

For more details: "Web_Stakeholder Contact"

• Internal communication channels

Info. sharing and knowledge mgmt.	To ensure timely communication, SYSTEX publishes categorized updates via its intranet EIP, email, and apps, keeping employees informed of company news and industry trends.
Labor-management meeting	Under the Regulations for Implementing Labor-management meeting, SYSTEX convenes quarterly meetings between labor and management to foster constructive dialogue, holding 4 sessions in 2025.

Occupational Health and Safety

OHS Management System GRI 403-1

Under the "Occupational Health and Safety Act" and related laws, SYSTEX has formulated the "Health and Safety Work Rules" for workers in SYSTEX and its affiliates and non-employees, including security guards, cleaning workers and maintenance workers. SYSTEX also set up an "Occupational Health and Safety Committee," comprising OHS personnels, BU heads and labor representatives, to oversee workplace safety. In 2025, SYSTEX headquarters passed the ISO 45001 recertification audit.

Hazard Identification, Risk Assessment, and Incident Investigation GRI 403-2

SYSTEX implements Hazard Identification Management Procedures to assess operational risks and review control effectiveness. Identifying work stress as a major 2025 risk, health managers formulated an Abnormal Workload Prevention Plan to reduce risks. Under the "OHS Act," workers may evacuate from life-threatening situations exempt from disciplinary action. Additionally, Emergency Response Management Procedures govern accident reporting and root-cause investigations by OHS management to prevent recurrence.

- OHS Committee GRI 403-4

Composition	• Comprise the employer as chair, OHS managers, supervisors, BU heads, and labor representatives.
Authority	• Advise on, review, and coordinate OHS policies and mgmt. affairs. • Plan and track performance, training, occupational disease prevention, and health promotion. • Supervise departmental compliance with OHS regulations and reinforces safety awareness.
Engagement & communication	• Chaired by the employer, the OHS Committee meets quarterly, holding 4 sessions in 2025.

OHS Training GRI 403-5

SYSTEX delivers OHS training for new-hires and regular first-aid demonstrations for all employees. It also supports employees in obtaining professional "Class-A OHS Supervisor" and "Class-B OHS Technician" certificates. In addition, mandatory disaster training includes quarterly fire drills (3/21, 6/12, 10/17, 12/5), fire safety education, and earthquake response sessions.

New-hires In-class Training Camp course on OHS & human rights	540 pax	810 hours
New-hires Online Training Camp courses on OHS & sexual harassment prevention	7,272 pax	9,595 hours
All employees 3-hour online OHS training	83 pax	249 hours
All employees General courses on OHS	1,605 pax	1,147 hours
OHS personnel External certification courses	72 pax	717 hours
Cumulative valid OHS certificate	336 Certs	

Work-Related Injury GRI 403-9

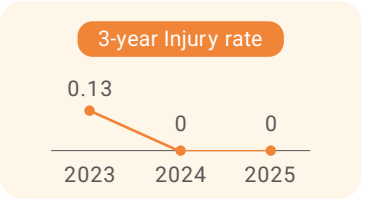
In 2025, SYSTEX and 12 affiliates reported 0 occupational injuries (male: 0, female: 0) and a 0% injury rate, excluding commuting accidents. Non-employee workers also recorded 0 injuries and a 0% injury rate. Recorded 6 recordable work-related injuries, with a work-related injury rate of 0.73.

Note: 1. Total hours worked = 8,217,418 (Including SYSTEX and 12 affiliates)
2. Rate of work-related injury = (Number of injuries / Total hours worked) x 1,000,000

Injury statistic

- Reducing occupational injury risk

To enhance hazard awareness, SYSTEX conducts a mandatory 3-hour OSH training every 3 years for all employees, thereby steadily declining occupational injur y rates to ensure a safer workplace over the past 3 years.



Health Promotion

Long-term strategy **Refine the comprehensive health management system, implement proactive health risk prevention, and support employees in maintaining holistic physical and mental well-being.** GRI 403-6, 403-7

SYSTEX regards employee health as a core driver of sustainable value and promotes a comprehensive healthcare plan to support employees' work-life balance and holistic well-being, in alignment with SDG 3. In 2025, health promotion expenditure reached NT$20.25M.

Health risk assessment

Health Risk Identification and Prevention

To fully implement employee health management, SYSTEX identified 10 health risk topics based on key indicators, including the Ministry of Labor's four major programs, employee health check data, workplace visit results, and health impact levels. SYSTEX then conducted a health risk assessment with internal stakeholders and expert input, identifying "prevention of the 3-highs" and "maternal health protection" as key health risk issues. "Mental health" was also added as a key focus area, with corresponding risk mitigation and action plans implemented.

Health Risk Mitigation

Issues	Measures	Achievements
Prevention of the 3-highs	• Health check and high-risk tracking car e • Employee health consultation ser vices • Health seminars acr oss various topics • Diverse sports events and competitions • Subsidies for div erse sports clubs • Emergency response training sessions	• Subsidized health checks for 2,487 employees and 485 new-hires, with total expenditure of NT$12,517K. • Followed up 524 employees from the abnormal health cases covering 12 major illness, 25 injury, and 487 check anomalies. • Held 30 physican consultations, totaling 177 participants. • Conducted 7 seminars on the 3-highs and chronic diseases with 279 participants. • Subsidized sports clubs with NT$1,262K in total funding. • Organized the 7th Basketball Tournament (66 teams, 348 attendees), 4th Running Event (272 entries), and 585 work-hour sports classes (5,479 attendances). • Hosted 3 interactive games (dodgebee, reaction grid) engaging 236 participants. • Awarded the MOHW Badge of Accredited Healthy Workplace in 2025.
Maternity health protection	• Maternity health pr otection program • Better full-paid lea ve than laws • Marriage and childbir th gifts & child subsidies • Themed seminars and activities • Lactation r ooms and facilities • Dedicated childcar e contracts and children's activities	• Provided maternal car e for 29 pregnant & postpar tum employees and formed the SYSTEX Baby Community. • Granted paid parental leave beyond legal requirements: 8-day spouse leave and 3-day flexible parental leave. • Provide a "NT$3,000 childbirth subsidy" and "up to NT$120,000 per child through the SYSTEX Baby Happy Growth Funds Program," achieving a 64% return-to-work rate after unpaid parental leave. • Presented life-stage gifts including Love & Happiness Meal Gifts, Moon Pillows, and baby gift sets. • Equipped access-controlled lactation rooms across 8 offices. • Partnered with accr edited childcar e institutions to secur e discounts. • Hosted the Children's Sports Summer Camp boosting youth teamwork and physical fitness. • Held child development seminars providing scientific parenting guidance. • "Excellent Lactation Room Certification-Outstanding Rating" at HQ (2023-2026)

Issues	Measures	Achievements
Mental health	• EAP counseling services • Stress-relief seminars • Massage services	• Partnered with EAP agencies to provide free consultation hotlines, an online platform, and promotional cards, achieving a 100% satisfaction rate. • Analyzing 2024 health service data revealed stress-sleep links, prompting 2025 sleep protection measures (high-risk surveys, screening and tracking) and 3 mental health seminars (223 participants). • Offered complimentary on-site massages by visually impaired therapists across 10 Taiwan offices (686 appointments and 4,731 attendees).

Comprehensive Employee Healthcare System



To build a healthy and supportive workplace, SYSTEX adopts the PDCA (Plan-Do-Check-Act) sustainability management cycle. Through its comprehensive health care plan, SYSTEX promotes a culture of exercise, enhances employees' health management awareness, and extends health and well-being to employees' families. In 2025, total health promotion expenditure reached NT$20.25 million.

Plan		
Identify health risks		
	• Identified 10 health risk issues. • Identified 2 high-risk issues: "prevention of the 3-highs" and "maternal health protection." • Added mental health as an additional focus area.	• Prevention of the 3-highs • Maternity health protection • Mental health
Health management center and health managers		
	• Employed 4 full-time health managers according to the regulations. • Recruit 1 full-time and several part-time athletic coaches. • Established a dedicated health management center.	• 4 dedicated health managers • 1 dedicated coach • Health mgmt. center
Health assessment		
	• Provided health check plans exceeding statutory mandates: biennially for employees under 40 and annually for those aged 40+, raising 2025 subsidies to NT$4,000 across 16 partner medical institutions. • Subsidized new-hire health checks with up to NT$1,000 per person. • Promoted women's health screenings, including mammography and Pap smear tests. • Partnered with occupational medicine specialists to establish a 4-level risk classification, designating Level 3 and above as high-risk cases and prioritizing risk reduction as the annual goal.	• Employee health check: 2,487 pax check-up rate: 77.3% Satisfaction score: 95 • New-hires health check: 485 pax • Total expense:NT$12,517K
Occupational safety factors analysis		
	• Developed targeted mitigation plans by identifying ergonomic hazards, abnormal workloads, and maternity protection needs to reduce employee health risks.	• Ergonomic hazards: 7 employees with potential risk • Abnormal workloads illness: 12 employees with potential risk • Maternity health mgmt.: Pregnant & postpartum return 29 employees

Do

Health education promotion and holistic care

- Distributes monthly EAP care topics and health newsletters through dedicated health app to foster wellness and work effectiveness.
- Hosts themed seminars with authorities and experts covering disease prevention, stress relief, nutrition, parenting, and exercise.
- Delivers 24-hour toll-free EAP hotlines with professional consultants for legal, work, health, and family consultations, plus special incident counseling.
- Provides complimentary massages by visually impaired therapists across 10 offices, relieving stress, creating stable disability employment, and advancing DEI (Diversity, Equity and Inclusion).

- Healthcare insights: 81 articles Health
- seminars: 14 sessions / 813 pax
- EAP: 134 pax / 100% satisfaction rate
- Complimentary massage: 686 appointments / 4,731 attendees

Diverse workplace sports culture

- **[Regular offers]** Hired dedicated coaches to conduct work-hour sports classes in Taipei, New Taipei, and Taichung (strength training, aerobics, TRX), embedding exercise into daily work.
- **[Internal events]** Organized the 7th SYSTEX Basketball tournament, softball, badminton, executive badminton, and the 1st Table tennis tournament to strengthen cross-departmental cohesion.
- **[Diverse activities]** Hold the 8-week weight loss challenge, app-based walking challenge, Taipei City Run, club subsidies, and the Children's Sports Summer Camp, extending health to employee families.





- Work-hour sports classes: 585 sessions / 5,479 pax
- Basketball contest: 66 teams / 330 pax
- Softball tournament: 16 teams / 244 pax
- Badminton tournament: 41 teams / 407 pax
- Manager badminton tournament: 4 teams / 36 pax
- Table tennis tournament: 12 teams / 192 pax
- Weight loss challenge: 206 pax / total weight loss: 695 kg / 8 pax lost over 10 kg each
- Walking Challenge: 94 pax / running event: 272 pax
- Children's sports summer camp: 25 pax

Social participation

- Partnered with the Taipei Blood Center for 5 years, organizing 11 blood donation campaigns with 940 participants collecting over 360,000 ml of blood (66,750 ml from 172 donors in 2025) to support healthcare supplies and social well-being.

- 5 years of blood donation: 940 pax / 362,700 ml donated

Check

Medical consultation and high risk monitoring

- Health managers and partner nurses from Taipei Occupational Medicine Clinic tracked 524 abnormal health cases (12 major illnesses, 25 injuries, and 487 check anomalies), conducting 121 health manager consultation sessions for 310 participants in 2025.
- Continuously collaborated with NTU Hospital, Taichung and Kaohsiung VG Hospital for 1-on-1 healthcare consulting, holding 30 physician sessions serving 177 participants in 2025.

- Abnormal health follow-up cases: 524 employees
- Health manager consultations: 121 sessions / 310 pax
- Doctor consultations: 30 sessions / 177 attendances

Digital health technology empowerment

- In 2025, SYSTEX integrated digital health platforms to build personalized health profiles for timely care reminders and efficient management, allowing employees to access check-up reports and register for health activities via the app to advance digital workplace wellness.

Act

Enhanced health check benefits and precision health protection

- Health managers analyze employee health check data and government indicators to optimize screening items, enhancing examination precision, diversity, and self-health awareness.
- In 2025, SYSTEX upgraded check-up benefits by raising subsidies to NT$4,000 per employee and expanding partner medical institutions to 16.

- Health check subsidy: NT$4,000 per employee annually
- 16 partnered medical institutions

Enhanced health check benefits and precision health protection

- Annual health check analysis showed that 29.3% of high-risk cases (175 employees) lowered their risk level in 2025. SYSTEX continues refining care mechanisms via lifestyle medicine, diversified consultations, sports programs, and digital health management.

- Reduction rate of high-risk: 29.3%

Innovative sports experience

- To move beyond traditional competitive sports, SYSTEX introduced interactive emerging sports games (dodgebee, reaction grid) to engage employees without exercise habits, holding 3 games with 236 participants in 2025 to strengthen team cohesion.



- Reaction grid games: 2 games / 140 pax
- Dodge bee: 1 game / 96 pax

For more details: "Web_Health Promotion"

04

Tech for Good

Long-term Strategy

Adhering to the sustainable spirit of "Tech for Good," SYSTEX has launched various innovative projects in 3 main pillars: "Cultivating Software Talents," "Partner with Startups" and "Social Engagement."

- Promote talent development across all stages to enhance the digital competitiveness of the nation and enterprises.
- Assist startups in accelerating market validation and expanding the Taiwan software ecosystem.

Cultivate Software Talents 60
Partner with Startups 66
Social Engagement 67

Contributing to the SDGs



Highlights

5,184 participants
Young Turing Program
Cumulative attendance (2016-2025)

960 participants
Cumulative attendanceSY STEX
Elite Internship (2014-2025)

Sponsor 2 remote schools for 5 years (2021-2025)
PaGamO's "Future Literacy School" Pr ogram

Sponsor IMV Innovation Proposal Competition for 4 years
ESG Technology Inno vation
Promotion Alliance (2022-2025)

Short-, Mid-, and Long-term Goals

Following the UN SDGs, SYSTEX actively practices corporate social responsibility with its 6 core capabilities, takes the expansion of Taiwan's software ecosystem as its responsibility, assists Startups to expand their business scope, and hopes to cooperate with all walks of life in SDG 4, SDG 5, SDG 8, SDG 10, and SDG17 to exert positive impacts.



▲ 2025 SYSTEX Elite Internship summer session



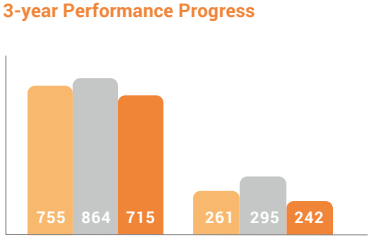
▲ 2025 Urban Computing Power & Sustainability Donation Ceremony

2025 Goals and Performance

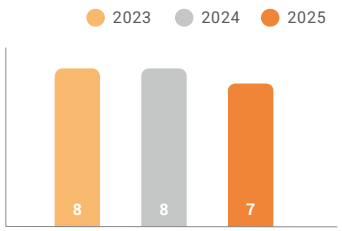
Achieved Ongoing

	Goals	Performance
Young Turing Program	New competition format	Launch hackathon
SYSTEX Elite Internship	Contly. carry out	145 participants
AI+ Generator Program	Contly. carry out	Selected 7 Startups
Coding Seeds Camp	Contly. carry out	165 participants

3-year Performance Progress



YTP attendance (teams & participants)



AGP Startups (teams)

Cultivate Software Talents

Long-term strategy **Promote talent development across all stages to enhance digital competitiveness for the nation and enterprises while expanding social impact.**

Adhering to the core value of "Tech for Good," SYSTEX is committed to cultivating world-class software talent for Taiwan through development programs at different learning stages and encouraging young people to pursue careers in the software industry. These efforts help strengthen Taiwan's software talent pool, enhance national digital resilience, and expand social impact.

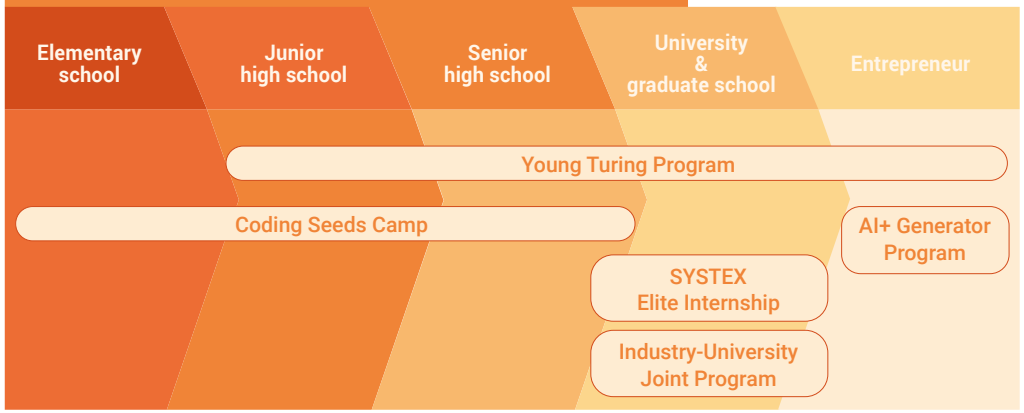
Amid rapid advancements in AI and emerging tech, digital transformation drives soaring demand for cloud, AI, and cybersecurity talents. Viewing talent as vital to national progress, SYSTEX is dedicated to strengthening Taiwan's software prowess and cultivating world-class software talents to boost industry competitiveness.

Anchored in education and the spirit of "Tech for Good," SYSTEX aligns with UNESCO's 2030 Education Vision and MOE digital learning initiatives. Collaborating with educational stakeholders, SYSTEX delivers structured talent programs spanning competitions, project learning, mentorship, scholarships, internships, and industry-academia partnerships, empowering youth digital resilience and tech ecosystem sustainability.

Coding Seed Camp

To inspire children's interest in software, SYSTEX organized "Coding Seeds Camp (CSC)" Program, creating a programming course tailored for elementary or junior high school students. This initiative aims to enhance their software engineering thinking and programming skills while fostering self-learning abilities. Since its launch in 2017, CSC has completed 7 sessions (excluding the pandemic-related suspension in 2021–2022). Initially open to the children of employees and clients, CSC strengthened both client relationships and employee engagement. Since 2024, the program has focused on employees' children while introducing AI literacy courses and expanding eligibility to age 18. To date, SYSTEX has invested over NT$2.1 million and benefited 1,006 students, demonstrating its commitment to software talent development and digital competitiveness.

• Software Talent Development Program Across Learning Stages





Young Turing Program

- The first junior and senior high programming competition organized by a single company in Taiwan
- Invest NT$31M for 10 years

Guided by the vision of "cultivating world-class software talents for Taiwan," SYSTEX launched the Young Turing Program (YTP) in 2016 to inspire youth to join the software industry and embrace future tech trends.

YTP identifies promising young talents by integrating cross-sector resources. Employees serve as mentors and volunteers to guide project learning, while academic and industry experts bridge theory with practice. Furthermore, YTP involves program alumni in mentoring, question design, and overseas exchanges; in its 10th session, former participants returned as hosts and instructors, strengthening knowledge transfer and talent succession.

Through YTP, students apply technology to solve real-world challenges and explore innovative business models. Over the past 10 years, YTP has engaged more than 5,100 participants and become a recognized platform for software talent development, recognized with the 2024 ASSET Excellence Award for Educational Advancement.

Since 2016 10 sessions	5,184 participants Cumulative	1,763 teams Cumulative
Cumulative 728 female participants over the past 6 years	Cumulative 1,145 SYSTEX volunteers	NT$ 31 million Total investment

• Variety of cultivation resources

To foster young talent and innovation, YTP delivers 6 key resources: expert teaching, overseas visits, advanced tech courses, scholarships, exchange platforms, and innovation counseling, enhancing Taiwan's software competitiveness.

Inspiration	Free competitions and awards motivate students to pursue future professional studies.
Cultivation	Outstanding students completing the "Programming Camp" earn bonuses, scholarships, or overseas site visits.

Program Implementation and Transformation

To expand its social impact, YTP introduced the YTP Hackathon in 2025. In partnership with the Taipei City Government, students are encouraged to leverage AI and open government data to develop innovative solutions for tourism and smart cities. Through public-private collaboration, YTP promotes the use of technology for social good and contributes to a more inclusive and sustainable digital society.

YTP program enhancement milestones	
2020 Gender equality initiative	• Introduced a reserved quota mechanism for female participants to encourage women's participation in STEM (Science, Technology, Engineering, and Mathematics) fields.
2021 Junior high division Launch	• Launched the Junior High School Competition to inspire young programming talent and provide a dedicated platform for learning and competition (ongoing for 5 years).
2022 Overseas competition launch	• Expanded participation to overseas high school students, fostering international talent exchange.
2023 Enhanced cross-border engagement	• Hosted the winning Indonesian team from the 2022 International Division, promoting cross-border learning and international exchange.
2025-2026 Public-private hackathon collaboration	• Partnered with the Taipei City Government to launch the 2026 YTP Hackathon, leveraging AI and open data to develop sustainable smart city solutions.

Connect Partners to Broaden ImpactTransformation

[Industry-academia mentorship] YTP pairs university professors and SYSTEX mentors to bridge theory with practice, guiding students in applied project work to develop practical, high-impact solutions.

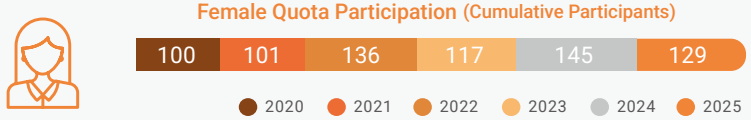
[Continuous talent development] Former participants contribute to question design, review, and mentoring; since 2024, alumni returned as live hosts and instructors, driving knowledge transf er and talent succession.



- In response to SDGs

SDG 5. Encourage female students to participate in programming competitions

- "Female Guarantee Quota Mechanism" empowers female talents' participation.
- 100+ female participates annually, totaling 728 participants over the past 6 years.



SDG 10. Reduce inequality in educational resources

- Subsidize full transit fee for southern Taiwan and offshore islands participants.
- Attracted students from 18 counties and offshore islands, achieving 81.8% Taiwan coverage.
- Expanded southern Taiwan IT education by supporting the NTU Sprout Program and the 15-school SCIST community
- Sponsored the NTHU Summer Camp, fully subsidizing economically disadvantaged students.
- Offered SYSTEX's CMS platform for free, empowering students to organize practice contests.

SDG 4. Committed to cultivating world-class software talents

- Ran high-school contests for 10 years, junior-high for 5, and overseas in 2022, totaling 5,184 participants (1,763 teams) and 44 Olympiad in Informatics r epresentatives.
- Attracted 715 participants across 169 schools in 2025.
- Guided 15 applied project teams utilizing AI, ML, NLP, big data, and blockchain under professors.
- Sponsored 4 top project students for UC Berkeley summer programs and startup tours, broadening their international perspectiv e.



▲ 10th Programming competition



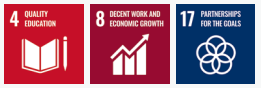
▲ 2025 Overseas visit program

For more details: "YTP Official Website"

SYSTEX Elite Internship

SYSTEX Elite Internship

Since 2014, SYSTEX has run the SYSTEX Elite Internship (SEI) to bridge academia and industry, recruiting approximately 100 interns each year from computer science, information management, and programming-interested students. Interns receive full mentorship and hands-on training, familiarize themselves with industry operations, and high performers gain priority for full-time roles. SEI helps SYSTEX and its clients secure top software talents, while also strengthening Taiwan's overall talent pool.



Key features

Practical courses

- Senior executives impart practical experience.

Practicum project

- Each intern delivers a development demo by internship end.

Corporate visit

- Arrange interns to visit startups or large enterprises.

Online platform account

- Provide interns eLearning platforms access for selflearning.

Highlights

SYSTEX offers diverse internships in programming, project management, marketing, and e-commerce, building workplace skills through projects, tech lectures, and sharing sessions.

Borden target school participation

- Most interns come from IE, IM, or Statistics, aligning with BU needs.
- Offer 100+ annual internships steadily reinforces university partnerships.

Exclusive experience design

- Host Summer Intern Camps with industry sessions, startup talks, and site visits.
- Offer online platform access for self-learning.
- Offer exclusive business cards and professional
- headshots to enhance immersion.

High satisfaction

- Interns rated the 6-week summer camp at 4.8 in overall satisfaction.
- Survey results reflected strong appreciation and respect for supervisors.

Achievements

SYSTEX provides early workplace exposure to build values, enhance skills, and explore careers.

Elite selection and training aligned with talent pipeline needs

- The 2025 summer camp engaged 88 students, with 68 from CS, IM, and related fields, accounting for 77% of the total.

Early access to top talents through retention and transition mechanisms

- Long-term intern enrollment reached 145 in 2025, up 33.9% year-on-year.

Cultivate the internship employer brand to generate positive word-of-mouth

- Programs foster positive brand affinity, making SYSTEX the top choice for CS and IM students.

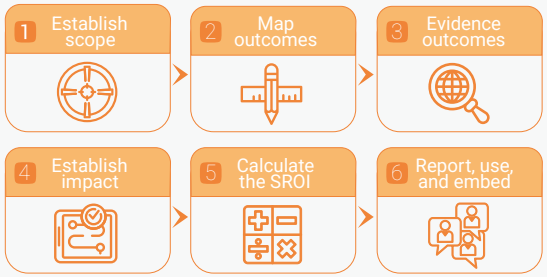
Social Impact Assessment

Since 2014, SYSTEX Group has operated the SEI Program for 12 consecutive years, cultivating IT and software talent through executive lectures, project-based learning, corporate visits, and Hybrid RAG workshops. In 2025, the program focused on "AI Agent Applications," offering over 100 internship opportunities to develop future talent through industry practice and technical training. Building on the introduction of the SROI methodology in 2024 and the publication of its first SROI report in 2025, SYSTEX continues to evaluate and quantify the program's social impact to support future sustainability and talent development strategies.

SROI Report

SROI assessment approach

6 Steps



Quantify economic value

Social value generated per dollar invested

- Inputs: resources, time, manpower
- Outputs are adjusted for factors like deadweight, attribution and drop-off.
- Future benefits are adjusted using an appropriate discount rate.

Collect stakeholder feedback

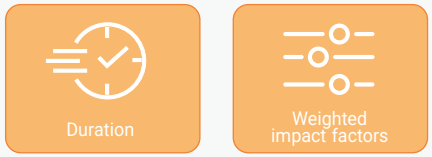
- Gathered feedback from interns, supervisors, and SEI program coordinators through surveys and interviews.

Stakeholder analysis and outcome measurement

Stakeholder



Outcome measure



- Intern clarified career goals, improved workplace skills, and gained experience in projects and interactions.
- Supervisor / mentor enhanced leadership and promoted academic collaboration.
- SYSTEX strengthened employer branding, expanded recruitment channels, and lowered hiring costs.

SROI results and managerial implications

SROI ratio

「4.871」

- The SEI program generated NT$4.871 in social value for every NT$1 invested, covering intern development, leadership growth, and employer brand enhancement.

Program benefits

- Feedbacks inform investment decisions.
- Link outcomes of recruitment and training to employee retention.
- Enhance transparency through the SROI.
- Foster active listening between supervisors and Gen-Z interns.
- Assessed program engagement to support future recruitment.
- Improved professional skills and career clarity.
- Strengthened employer branding and generated potential savings in future recruitment costs.

Managerial implications

- Strengthened supervisor-intern interaction and optimized project assignments to enhance the internship experience.

Industry-University Joint Program

- Information engineering post-baccalaur eate program

To address growing demand for digital transformation, SYSTEX partnered with Feng Chia University (FCU) in 2023 to launch the program. Designed for non-STEM students, the program provides a career transition pathway into the technology industry through industry-oriented curricula co-taught by SYSTEX mentors and university faculty, with a strong emphasis on project-based learning and practical application. The first cohort commenced in Feb. 2024, followed by a second cohort of 18 students in Feb. 2025. Over 2 years, the program has cultivated 34 multidisciplinary talents, promoted educational inclusion while expanded div erse talent pathwa ys for the digital industr y.

- Building smart campuses and inter disciplinary AI talent

Aligned with the "Tech for Good" spirit, SYSTEX partners with Fu Jen Catholic University (FJU) to support the Global Communications & Technological Innovations Program, and cultivate interdisciplinary AI talent through AI-driven courses and internship opportunities, helping students explore diverse career pathways in the digital era.



In 2025, the GRAPH RAG Creative Competition introduced graph analytics and Retrieval-Augmented Generation (RAG) technologies, enabling students without programming backgrounds to perform data modeling and analysis through AI prompt engineering. To support participation, SYSTEX also organized 2 online workshops on graph data applications. Building on the competition outcomes, participants developed Taiwan's first AI-powered Course Recommendation System, demonstrating the potential of AI-driven smart campus applications.

Campus Lectures and Corporate Visit

1 Campus lectures

60 meetings and lectures

- SYSTEX partners with universities to host campus talks by senior executives and alumni, sharing company culture, industry trends, and topics such as Zero Trust Architecture, Agentic AI, and modern authentication mechanisms.
- In 2025, a total of 23 campus lectures and 37 intern briefing sessions were held, with a total of 2,130 participants.



▲ College of EECS, NTUST



▲ Department of IM, NKUST

2 On-site visits and campus engagement

16 visits, 545 visitors

- Through on-site visits from partner schools, students are introduced to SYSTEX's workplace environment, CSR efforts, and corporate culture. Employee career sharing further helps them understand trends to plan their future career paths.
- In 2025, 16 visit activities were held, with a total of 545 visitors.



▲ Visited by CKHS, CGHS, ZSGH, and CMIT



▲ Visited by DSSH IT club

Partner with Startups

Long-term strategy **Assist startups in accelerating market validation and expanding the Taiwan software ecosystem.**

In response to Taiwan's AI Action Plan and the growing demand for software and data talent, SYSTEX launched the AI+ Generator Program (AGP) in 2018. Building on its long-term commitment to developing a software and data ecosystem, AGP helps AI startups accelerate market expansion and customer validation, strengthening Taiwan's AI ecosystem.

AI+ Generator Program

In support of SDG 17, SYSTEX launched the AI+ Generator Program (AGP) in 2018. Supported by 50+ experts, 20+ ecosystem partners, and access to 40,000 enterprise clients, AGP supports AI startups in validating business models, accelerating market expansion, and scaling internationally. By 2025, the program had completed 8 consecutive cohorts and supported 59 startups, strengthening Taiwan's AI and software ecosystem.

Focus topics	• 5G mobile-tech • Industrial IOT • FinTech	• Cybersecur • ESG
Features	• Sourcing • Qualification • Matching	• Evaluating • Generating
Matching SYSTEX resources	• 50+ executives & experts guided business model optimization. • Connect with 20+ AI ecosystem partners. • Match with over 40,000 enterprise clients.	

Connect international Startup

SYSTEX focuses on the "market evaluation and internationalization " of products of AI Startups. Through AGP, SYSTEX partners with external incubators, accelerators, and innovation centers, including "AAMA, CCIA, KPMG, Hive Ventures, SparkLabs Taiwan, AppWorks and Plug and Play Taiwan" to help next-gen AI entrepreneurs build better business foundations, connecting enterprise clients with promising AI solutions.

- Finding potential AI Startups

In 2025, the 8th AGP focused on diverse AI application scenarios and selected 7 startups "Zeabur, Instill AI, Roots Innovation, Janus, Ellis Technologies, Onework, and Raccoon AI." The program connected startups with SYSTEX's network of 40,000 enterprise clients and ecosystem partners, supporting their expansion.



SDG 8. Encourage the gr owth of microenterpr
SDG 17. Multilateral cooperation on sustainable de velopment

- AGP helps to expand the AI ecosystem, accelerating implementation, selected 59 Startups for 8 consecutive years. After AGP customized counseling, Startups successfully connected enterprise clients.
- Facilitated the adoption of solutions from Chimes AI, PROFET AI, Claireye Intelligence, and Emily. RPA across manufacturing, workplace safety, tourism, retail, and construction sectors.
- In 2025, 17 Startups jointly created more than NT$100M in business value with SYSTEX and other external ecosystems; over 8 consecutive years, AGP supported 59 startups to generate over NT$600M in business value.
- More than 30 meetings were held in 2025, including 3 major matchmaking events, 1 media meeting, and more than 30 business matchmaking events.
- Assisted Startups in showcasing their results, with a total of 1 press release in 2025, and a total of 12 press releases over the years

For more details: "AGP Officail Website"

Social Engagementwith S tartups

Support Industrial Innovation and Sustainable Development



Incubating Sustainable Solutions with Partners

To address climate impacts, SYSTEX joined the ESG TIPA in 2022, contributing NT$6 million to support the IMV Competition. The program encourages startups with strengths in Innovation, Market Potential, and Value to develop sustainability solutions. Over four years (2022–2025), the competition attracted 531 startup teams, recognized 61 winning teams, and awarded a total of NT$18.05 million in prize funding.

Covering 4 categories, the 4th IMV Competition in 2025 awarded 1st place in Agriculture, Forestry, Fishery & Animal Husbandry category to DATAYOO Application for its AI crop monitoring advancing precision farming. In Energy Conservation & Carbon Reduction category, Ocean Bio won 1st place for repurposing sargassum via AIoT to deliver dual eco-economic value.

For more details: "IMV Official Website"



Enhancing Urban Disaster and Healthcare Resilience

In support of Taipei City's smart city initiatives, SYSTEX donated 2 high-performance AI servers in 2025 to the Taipei City Fire Department and Taipei City Hospital. The initiative focuses on smart disaster management and data-driven healthcare to strengthen AI-enabled public services. By enhancing disaster response capabilities and supporting clinical diagnosis and medical imaging applications, SYSTEX aims to improve urban resilience, public well-being, and sustainable city development through technology.

For more details: "Supporting the Development of Smart and Sustainable Cities"

Improve Education in Remote Area



Empowering Rural Reading Literacy and Learning

Since 2020, SYSTEX has partnered with PaGamO's Future Literacy School Program, contributing NT$1 million annually for 5 consecutive years to enhance reading literacy. Leveraging digital tools and analytics, schools track student progress and evaluate educational impact. Benefiting over 15,000 students across 54 schools in 16 counties and cities, over 90% of participating teachers and students recognized academic improvements. SYSTEX-supported YAJH and KJES in Taoyuan have become model schools, sharing their successful practices through the PaGamO Literacy Community.

YAJH	• 83% average reading task completion rate (vs. an a verage 57%) for 4 years • Ranked No.1 in Taoyuan's Academic Excellence Enhancement Pr ogram
QJES	• 93% average reading task completion rate (vs. an average 60%) for 4 years • 100% pass rate in the 2024 Mandarin Learning Assistance Test

For more details: "PaGamO Official Website"



Advancing Indigenous Education Equity

To promote educational equity, SYSTEX contributed NT$666,000 in 2025 to support the Systematic Teaching Support Program of the Shanghai CEDAR Charity Foundation in Liangshan, Sichuan. Since its launch in 2016, the program has trained more than 500 volunteer teachers and benefited over 35,000 students, addressing teacher shortages and expanding educational opportunities for ethnic minority communities. Through this initiative, SYSTEX aims to promote educational equity and create lasting social impact.

05

Environment Sustainability

Long-term Strategy

Leveraging ISO 14001, ISO 14064-1, and ISO 50001 as the foundation for green operations, SYSTEX develops AI-driven innovative services and solutions to achieve the goal of "Net Zero by 2050."

- Guided by its Environmental Sustainability Policy, SYSTEX charted a carbon reduction pathway and management mechanism toward Net Zero by 2050.
- Optimize energy and resource efficiency in operations to minimize environmental impacts.
- Gradually expand the renewable energy share to achieve "Net Zero by 2050."

Environmental Sustainability Policy	70
Climate- and Nature-related Financial Disclosures	74
Environment and Energy Management	78
Greenhouse Gas Management	80

Material Topics

GRI 302-1, 305
SASB TC-SI-130

Contributing to the SDGs



Highlights

2024 Green Procurement Enterprises, Ministry of Environment

SYSTEX, Top Information Technologies, SYSTEX Solutions

Deepen Internal Carbon Pricing Mechanism

Annual RE: 569,168 kWh
Annual increase: 118.9%

Environmental-related ISO Certifications

ISO 14064-1、ISO 14001、ISO 50001

2025 Carbon Competitiveness Top 100

Business Weekly

Short-, Mid-, and Long-term Goals

Leveraging its core capabilities to advance green operations toward the "Net Zero by 2050" goal, SYSTEX continuously innovates green technologies to empower global supply chain clients in realizing low-carbon transformation.

	Short-term Goals 2026	Mid-term Goals 2028	Long-term Goals 2030
Electricity intensity (kWh/NT$100M)	-5% annually	-5% annually	-5% annually
Water intensity (kL/NT$100M)	-1% annually	-1% annually	-1% annually
General waste intensity (tons/NT$100M)	-1% annually	-1% annually	-1% annually
GHG Emissions (tCO_2e)	-3% annually	-3% annually	-3% annually
Renewable energy share	11%	16%	20%

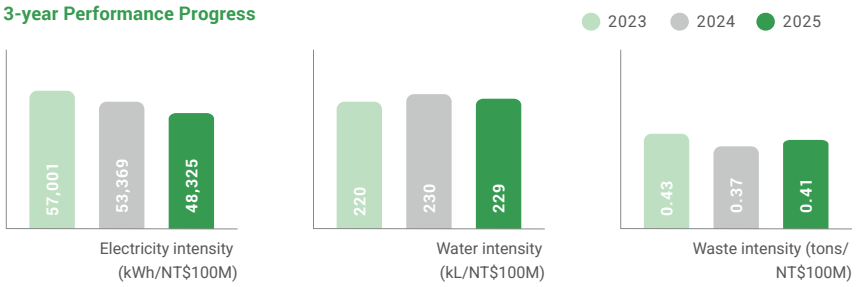
2025 Goals and Performance

Achieved Ongoing

	Goals	Performance
Electricity intensity (kWh/NT$100M)	-5% annually	-9.5% annually ✓
Water intensity (kL/NT$100M)	-1% annually	-0.6% annually ~
Waste intensity (tons/ NT$100M)	-1% annually	-10.3% annually ~
GHG Emissions (tCO_2e)	-3% annually	-7.7% annually ✓
Renewable energy share	9%	10.5% ✓
ISO 14001, 14064-1, 50001	Maintain certifications	Maintain certifications ✓

Note: The scope of all environmental management goals across SYSTEX Group applies exclusively to the Taipei Neihu Headquarters.

3-year Performance Progress



Environmental Sustainability Policy

Long-term strategy **Guided by its Environmental Sustainability Policy, SYSTEX charted a carbon reduction pathway and management mechanism toward Net Zero by 2050.**

Responding to global environmental trends, SYSTEX enacted the SYSTEX OHS, Environment, and Energy Policy and Declaration, driving energy conservation, green procurement, and annual ISO certifications to minimize environmental impact.

Environmental and Natural Policy Commitments GRI 2-23

In response to climate change and natural capital protection, SYSTEX Group continues to strengthen its sustainability governance. In May 2026, the Chairman approved revisions to the "Occupational Safety and Health, Environment and Energy Policy and Declaration" and adopted the "Biodiversity Policy." The policies promote resource conservation, circularity, environmental awareness, and supplier collaboration to reduce impacts on nature across operations and the supply chain.

- OHS, Environment, and Energy Policy
- Biodiversity Policy

Occupational Safety and Health, Environment and Energy Policy (Summary)
To realize the vision of corporate sustainable development, SYSTEX Corporation is committed to promoting OHS, environmental protection, and energy management. SYSTEX pledges to build a safe, healthy, and environmentally resilient workplace through systematic management, risk control mechanisms, and employee participation.

- Strengthen Regulatory Compliance: Strictly comply with domestic and international laws and regulations related to OHS, environmental protection, and energy management.
- Advocate Sustainable Procurement: Prioritize the procurement of eco-friendly products and services that feature low pollution, recyclability, resource conservation, and high energy efficiency.
- Energy and Climate Management: SYSTEX is dedicated to reducing operational carbon emissions, strengthening its capacity for climate change risk adaptation and mitigation.
- Resource Circulation and Waste Management: Adhering to the principles of Reduce, Reuse, and Recycle (3R), SYSTEX implements waste sorting, proper disposal, and flow tracking.
- Enhance OHS Protection and Consultation: Strive to eliminate potential workplace hazards and systematically reduce OHS risks. Establish labor-management consultation and communication channels and enforce contractor safety management.
- Deepen Sustainability Literacy and Advocacy: Conduct employee education and training programs to deepen internal awareness of environment, energy, and OHS. Encourage employees to participate in external sustainability adv ocacy.
- Build a Resilient Sustainable Supply Chain: Deepen partnerships with suppliers to ensure the legality of sourcing and reduce potential ecological impacts.
- Information Transparency and Continuous Improvement: Regularly and transparently disclose sustainability performance to stakeholders. Implement the PDCA management cycle to drive continuous policy improvement.

Biodiversity Policy (Summary)

SYSTEX is committed to protecting natural resources throughout its operations, minimizing negative impacts on the ecological environment, and fostering the sustainable development of ecosystems.

- Protect Natural Ecosystems: SYSTEX commits to avoiding damage to natural habitats and endangered or protected species, and takes measures to maintain ecosystem integrity.
- Reduce Environmental Impacts: SYSTEX will adopt methods and tools to conduct biodiversity risk and dependency assessments and management to reduce its operational impact on the ecological environment.
- Promote a Sustainable Supply Chain: SYSTEX ensures that services or products procured for its operations do not come from suppliers that violate biodiversity laws or cause ecological destruction. SYSTEX encourages the adoption of nature- and eco-friendly certified products and services.
- Implement Education and Advocacy: SYSTEX enhances awareness of biodiversity among employees, clients, and the general public, and encourages stakeholders' participation in ecological conservation actions.
- Continuous Improvement and Transparent Disclosure: SYSTEX regularly reviews the effectiveness of this policy's implementation and publicly discloses performance and improvement measures to ensure corporate accountability.

Environmental Sustainability Management Mechanism GRI 2-27

In response to extreme climate disasters and biodiversity loss, SYSTEX Group strengthens operational risk management with response mechanisms for typhoons, earthquakes, fires, and water and power shortages to ensure rapid recovery. Embedding environmental responsibility into governance and operations, SYSTEX drives 5 core initiatives: Net Zero emissions, green procurement, tech-application, environmental training, and regulatory compliance.

Net Zero emissions	Optimize environmental management to ensure efficiency, achieve reduction goals, and expand renewable energy toward Net Zero by 2050.	• Maintained ISO 14001, ISO 14064-1, and ISO 50001 certifications in 2025. • Sustained effective operation of environmental and energy management systems.
Green procurement	Strengthen green procurement to align with global trends and environment commitments.	• Prioritized certified green goods in administrative supplies. • Green procurement of top 6 IT products (LCD, PC, Printer, Laptop, Toner, Server) reached NT$1.1B (75.8%, p.91). • Recognized as a "Green Procurement Enterprises" by MOENA and Taipei City Government.
Tech-application	Advance green tech R&D to boost digital value, build low-carbon ecosystems, and empower client sustainable transformation.	• Hosted 149 free trend seminars and lectures, engaging 11,524 current and potential customers. • Arranged 10 cross-sector exchange visits via Green Technology Center. • Carbon EnVision won the "2025 Taiwan Excellence Awards, Silver Award." • ESG Intelligent Sustainability Data Platform won the "2025 Digital Finance Awards, Gold Award."
Environmental training	Promote OHS awareness and sustainability, conserve resources, and foster a hazard-free workplace.	• **[All]** Online OHS and Env courses: 1,605 participants, 1,147 hours (statutory 3-hour training: 83 participants, 249 hours). • **[OHS personnel]** Subsidized external certification courses: 72 attendees, 717 hours, 108 certificates (336 valid cumulative certificates). • **[Employees & families]** Wetland tree-planting and eco-training with "Trees Planting Association": 43 participants. • **[Employees]** Lepironia-weaving workshop and eco-straw education: 53 participants.
Regulatory compliance	Comply with environmental regulations and support national energy-saving and carbon-reduction policies.	• Recorded zero environmental violations, major fines, or non-monetary sanctions in 2025 (See p.31).

Commitment to Net Zero Emissions

SYSTEX commits to "Net-zero for HQ by 2050"

To limit global warming to 1.5°C under the Paris Agreement, the UN has pledged to achieve "Net Zero Emissions by 2050." In response to global climate issues, SYSTEX has committed to "achieving net-zero emissions of Scope 1, 2 and 3 for the headquarters by 2050," following the Science Based Targets initiative (SBTi) since 2021. Through carbon reduction pathways, "commitment, inventory, management, reduction, offset, and assessment," SYSTEX aims to set an example for Taiwan's IT service industry in mitigating climate change.

Net Zero Goal and 2024 Performance

2025 Target		2025 Performance	2026 Target	2030 Target
Emission management	• Renewable energy share: 9% • GHG emissions: -3% annually	• GHG emissions decreased by 7.7% annually and by 16.5% from base year. • Under its RE policy, expands RE share to 10.5% (569,168 kWh annually), moving toward 2050 HQ net-zero emissions. • Continuously deepen internal carbon pricing mechanism to fund RE consumption. • Complete 3rd-party GHG verification for 2025 emissions by May 2026.	• Renewable energy share: 11% • GHG emissions: -3% annually	• Renewable energy share: 20% • GHG emissions: -3% annually, -20% from base year
Energy management	• Annual electricity intensity: -5%	• Electricity intensity reduced by 9.5% annually, continuously improving energy efficiency. • Replace chiller units; establish the AC variable frequency system in HQ and data center, cutting electricity usage through automation. • Optimized AC through EMS using outdoor air intake to lower runtime, while servicing filters regularly to save power. • Maintain ISO 50001 certification through annual surveillance audits.	• Annual electricity intensity: -5%	• Annual electricity intensity: -5%
Water stewardship	• Annual water intensity: -1%	• Water intensity decreased by 0.6% annually. As water use is confined to daily office operations, 2025 consumption rose due to HQ renovation cleaning; SYSTEX will enhance water conservation awareness. • Conducted quarterly drinking water dispenser quality tests. • Installed water-saving devices across office restrooms and pantries. • Display water-saving awareness signage in each office space to encourage responsible water usage.	• Annual water intensity: -1%	• Annual water intensity: -1%
Environment management	• Annual waste intensity: -1%	• Annual waste intensity increased by 10.3% as recycling volume rose by 52%. As SYSTEX mainly generates general office waste, the reduction target will be revised to "general waste per unit of revenue" to better reflect source reduction and resource circularity. • Office waste was sorted and recycled, achieving a recycling rate of 34.5%, up 8.3 percentage points annually. • Maintain ISO 14001 certification with annual audits and ongoing compliance. • No hazardous waste was generated, and no related environmental incidents occurred during the year.	• Annual general waste intensity: -1%	• Annual general waste intensity: -1%

Note: 1. SYSTEX established 2020 as the base year following its first audit conducted that year. The scope of both the inventory and targets is limited to the Taipei HQ.
2. The scope of all environmental management targets of SYSTEX Group is limited to the Taipei HQ.

Nature and Environmental Initiatives

Wetland Restoration and Environmental Education

To demonstrate its commitment to biodiversity and nature conservation, SYSTEX Group supported the "Creating a New Paradise at Cieding Park 14 – Tree Adoption Fundraising Project" initiated by the Kaohsiung Trees Planting Association and organized the Tree-Planting Volunteer Event in 2025. A total of 43 employees and family members planted 100 wetland-suitable trees and shrubs in the Cieding greenbelt, supporting wetland restoration, ecological connectivity, and wildlife habitats.

The event also included outdoor environmental education on drought, typhoons, invasive species, tree care, and biodiversity conservation. Through hands-on planting, employees and their children strengthened their environmental awareness. SYSTEX will continue to promote green actions and natural carbon sinks.

In addition to its own environmental initiatives, SYSTEX Group supports sustainability programs led by value-chain partners. In 2025, at the invitation of Taiwan Mobile, SYSTEX participated in the "Taiwan Blue Carbon Mangrove Restoration Project," helping plant 500 Lumnitzera racemosa saplings at the pilot site and transform abandoned fish ponds into a carbon sink research base. Through this initiative, SYSTEX supports natural carbon sinks, ecosystem restoration, and climate-resilient habitats.





Lepironia Cultural Experience and Low-Carbon Living Initiative

To embed sustainability into its corporate culture and support local social innovation, SYSTEX Group partnered with Wonder Greener in 2025 to hold a Lepironia weaving and environmental education workshop, engaging 53 employees. Through hands-on weaving with natural Lepironia, participants explored plastic-free practices in daily life.

The workshop highlighted Lepironia cultivation as a nature-based solution. Nature-friendly, no-till farming supports wetland biodiversity, increases soil organic carbon storage, and sequesters carbon in plants and soil, contributing to natural carbon sinks. Through the workshop, employees gained a better understanding of the environmental impacts of daily consumption and were encouraged to reduce plastic use at the source. The collaboration also strengthened SYSTEX's engagement with social innovation partners and promoted low-carbon practices in daily life.





For more details: "Web_Responding to Initiatives"

Climate- and Nature-related Financial Disclosures GRI 201-2

According to the World Economic Forum's (WEF) "Global Risks Report 2026," over the next decade, environmental and nature-related issues, including "Extreme weather events," "Biodiversity loss and ecosystem collapse," and "Natural resource shortages," are expected to remain among the most severe global risks, accounting for half of the top 10 risks. This highlights not only the urgency of the climate crisis but also growing international concern over natural capital depletion and commitment to biodiversity conservation, placing nature-related risks alongside climate change as systemic financial risks. Companies must therefore integrate climate action and natural capital protection into risk management and business decisions. SYSTEX voluntarily draws on the TCFD, IFRS S2, and TNFD frameworks, using the four core pillars: Governance, Strategy, Risk and Impact Management, and Metrics and Targets, as the basis for identifying and assessing climate and nature-related risks and opportunities, disclosing their financial impacts.

Task Force for Climate-related and Nature-related Financial Disclosures and International Financial Reporting Standards-S2 (TCFD, TNFD, IFRS-S2)

01 Governance

The Chairman is the highest governance level and the CSO is the leader of the Sustainability Group to supervise ESG implementation and performance.

- The Board has authorized the Chairman to act as the highest level of sustainability governance, establishing the "Sustainability Group" in 2020, and then set the CSO as the leader of the Sustainability Group in 2021 to coordinate climate risk assessment and formulate strategies, goals, and measures. (Note: p.9 Sustainable governance structure)
- The Sustainability Group conducts biennial climate risk and opportunity assessments, with the Environment Team planning and executing related strategies.
- The Group has conducted its initial nature-related assessment since 2024, with the follow-up evaluations every 2 years, thereby enhancing governance resilience.
- The Sustainability Group reports progress to the Chairman as needed, and presents annual performance results along with action plans for the following year to the Board.

02 Strategy

Climate Risks and Opportunities Assessment

Follow the "Environment and Energy Policy" to achieve "Net Zero by 2050 at HQ," implementing risk and opportunity identification and climate analysis.

- The "Sustainability Group" is responsible for identifying climate risks and opportunities every 2 years. The Environment Team plans related strategies and goals, and implements relevant programs, to address the financial impact of climate-related risks and opportunities.
- Timeframe for climate management: the short-term is within 2 years, the medium-term is 2-10 years, and the long-term is more than 10 years.
- Assessment approach

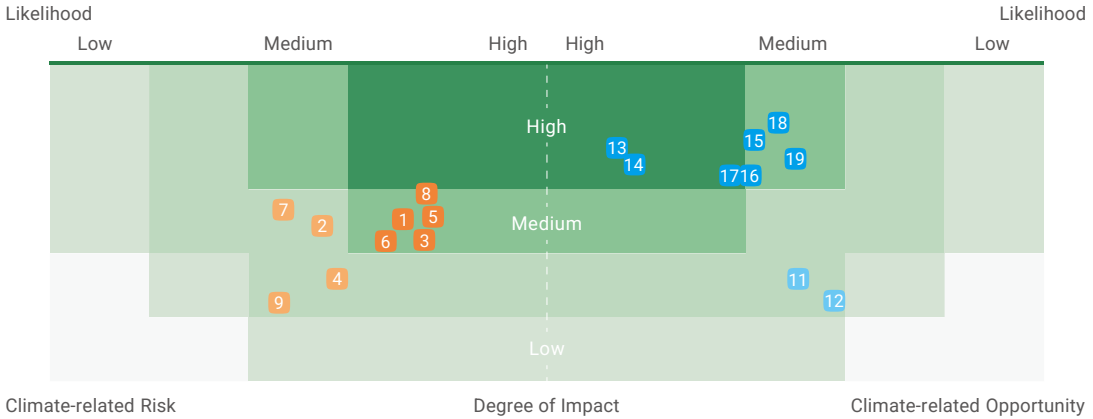
(1) SYSTEX collected 36 climate-related risk issues and 22 opportunity issues. Following initial relevance screening, the Group identified 9 risk and 9 opportunity items. Further assessment based on impact and likelihood led to 5 material risks and 7 opportunities, with financial impacts and management measures analyzed for each.

(2) SYSTEX identified 5 material climate risks, including 2 physical (average temperature change, tropical cyclones) and 3 transition risks, covering physical, market, reputation, and regulatory categories. It also recognized 7 climate opportunities related to products, services, and markets.

(3) Climate-related risk and opportunity matrix

Identified Issues

Risk Issues
1 GHG mandatory reporting
2 RE Regulations
3 Customer behavior change
4 Market information uncertainty
5 Customer preference change
6 Tropical cyclone
7 Sea level rise
8 Aver. temperature change
9 Physical risk uncertainty



Opportunity Issues
11 Low-carbon energy
12 Policy incentives
13 Low-carbon service
14 Mitigation action
15 R&D
16 Diverse operation
17 Customer behavior change
18 New business opportunity
19 Government cooperation

(4) Financial impact and mitigation measures of climate-related risk issues, illustrated by the top risk: average temperature change.

Topic		Detail	Timeframe	Impact	Likelihood	Financial impact (-)	Mitigation measure
Physical risk	Average T. change	Rising average temperatures drive up electricity use and operating costs.	Long-term	Medium	Medium-High	• **[SSP2-4.5]** A 1.2° C rise by 2050 may raise electricity use by 7.2% and costs by 82% (about NT$45M-50M), factoring in a 70% energy price increase.	• Deploy EMS to optimize AC usage and replace low-efficiency units regularly.

(5) Financial impact and mitigation measures of climate-related risk issues, illustrated by the top opportunity: low-carbon service.

Topic		Detail	Timeframe	Impact	Likelihood	Financial impact (+)	Mitigation measure
Product & service	Low-carbon service	Actively promoting low- carbon products or services enhances brand image.	Mid-term	Medium-High	Medium-High	• Offering new business models or low-carbon products/services is expected to increase revenue by 7% annually.	• Leverage key technologies to diversify operations and enhance sustainable competitiveness.

(6) Climate-related scenario analysis, illustrated by tropical cyclones.

Topic		Scenario description	Potential financial impact (-)	Mitigation measure
Physical risk	Tropical cyclone	Based on the RCP8.5 scenario studied by NCDR • 2040-2059: Typhoon frequency -10%; severe typhoons +105%; max wind speeds +5%; rainfall +20%. • 2080-2099: Typhoon frequency -50%; severe typhoons +60%; max wind speeds +9%; rainfall +35%.	• 2040-2059: Severe typhoons may cause 4.7 lost workdays and building damage, with estimated losses of NT$47M-65M. • 2080-2099: Severe typhoons may cause 1.5 lost workdays and building damage, with estimated losses of NT$15M- $21M.	• Deploy UPS systems and place backup generators securely. • Reinforce glass and install flood barriers. • Establish remote work procedures.

Dependency and Impact Assessment

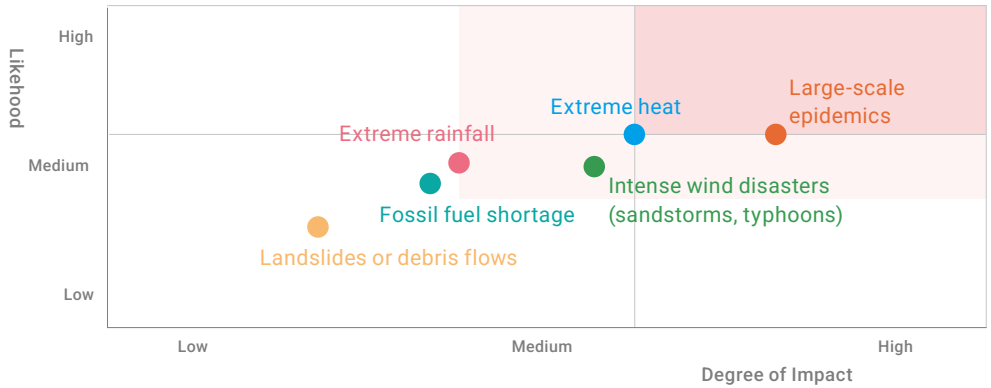
Formulate the "Environment and Energy Policy" and "Human Rights Policy," conduct nature-related assessments and scenario analysis, and develop response measures.

- The Sustainability Group has conducted its initial nature-related assessment since 2024, with the scope covering SYSTEX Group and its key suppliers. The Environment Team developed response measures to address related financial impacts.
- Timeframe for nature management: the short-term is within 2 years, the medium-term is 2-10 years, and the long-term is more than 10 years.
- Assessment approach based on LEAP approach

(1) Assessed nature dependencies and impacts across 39 SYSTEX sites and 79 key supplier sites in Taiwan. Collected 9 types of geospatial data from the National Land Planning GIS and conducted overlay analysis within a 2 km radius of each site for biodiversity impact evaluation. The assessment identified 6 SYSTEX sites and 15 key supplier sites overlapping with biodiversity-sensitive areas. However, none overlapped with designated nature reserves, indicating no potential impact.

(2) SYSTEX collected 22 nature-related hazards for biodiversity materiality analysis. Following initial relevance screening, the Group identified 6 hazards in collaboration with external experts. Further assessment based on impact and likelihood led to 2 key hazards of "large-scale epidemics & extreme heat," corresponding to 2 natural impacts of "disease control & local climate mitigation," with financial impacts and management measures analyzed.

(3) Nature-related hazard materiality matrix



(4) Financial impact and mitigation measures of nature-related issues

Topic	Detail	Timeframe	Impact	Likelihood	Financial impact (-)	Mitigation measure
Disease control	Work suspensions may disrupt operations or the supply chain, while infections may cause labor shortages and higher personnel costs.	Mid-term	Medium-High	Medium	• Large-scale epidemics may lead to a one-day work stoppage, with estimated losses of NT$10M-14M.	• Activate the Crisis Response Team during outbreaks, coordinating remote work to curb cluster risks. • Enhance cybersecurity to ensure remote-work data security. • Reinforce health trainings to improve awareness.
Local climate mitigation	Rising average temperatures drive up electricity use and operating costs.	Mid-term	Medium	Medium	• **[SSP2-4.5]** A 1.2° C rise by 2050 may raise electricity use by 7.2% and costs by 82% (about NT$45M-50M), factoring in a 70% energy price increase.	• Deploy EMS to optimize AC usage and replace low-efficiency units regularly.

03 Risk & Impact Management

The Board is the highest governance level for risk management and has set up a "Risk Management Committee" to be responsible for supervising the effective operation of the risk management mechanism. (For more detail: "p.35 Risk Management Organization")

- SYSTEX has set up a "Risk Management Committee" in 2022 and formulated "Risk Management Best Practice Principles" and "Risk Management Policies and Procedures." It is stipulated that the Board is responsible for approving risk management policy, ensuring that the direction of operational strategies is consistent with risk management policies.
- The Risk Management Committee, accountable to the Board, implements risk management policies and establishes the Crisis Management Group to oversee daily risk operations. The Committee reports to the Board annually on risk management performance, including strategies and actions.
- The Risk Management Committee has established a Crisis Management Group to identifies and assesses SYSTEX's overall risks, evaluating the impact on climate risks and the position within overall framework. Its Crisis Response Team plans and implements risk mitigation measures and reports regularly to the Risk Management Committee.
- The Sustainability Group is responsible for identifying climate assessment every 2 years, re-evaluating relevant impacts, and formulating strategies and targets accordingly. In 2024, the Group conducted its 1st assessment of nature-related, covering SYSTEX Group and its key suppliers, to inform environmental strategies and targets. The "Environment Team" under the Group is responsible for planning and implementing actions and then reporting to the Risk Management Committee on action performance.

04 Metrics & Targets

Based on the climate- and nature-related assessment results, SYSTEX sets phased targets and actions across 5 areas: carbon emissions mgmt., environmental and energy mgmt., water stewardship, waste mgmt., and physical and mental well-being.

- Key metrics:

  (1) Climate-related Issues: (A) Reduce water, electricity, waste intensity and GHG emissions; (B) Maintain valid environmental ISO certifications; (C) Renewable energy share. (See p.69)

  (2) Nature-related Issues: (A) Improve the statutory employee health examination rate and reduce the proportion of employees at high risk of metabolic syndrome; (B) Reduce electricity intensity and GHG emissions; (C) Maintain valid environmental and occupational health and safety ISO certifications; (D) Renewable energy share. (SEE p.41, p.69)
- Conduct environmental-related ISO certifications:

  (1) GHG emissions: In accordance with ISO 14064-1:2018, SYSTEX collects and discloses emissions sources covering "Category 1, Category 2, and Category 3-6," and has been verified by an independent 3rd-party. The boundary of GHG inventory is the HQ.

  (2) Environment and energy management: Implement management according to the management procedures of "organizational risk and opportunity," "environmental considerations identification," "legislation identification," and "energy identification and review," and then conduct ISO verifications every year.

  (3) OHS Management System: System procedures are implemented in accordance with internal policies, including "Risk and Opportunity Management Procedure," "Environmental Aspect Identification Procedure," "Regulatory Identification Procedure," and "Hazard Identification and Management Procedure," with annual ISO audits.
- Targets and Performance: SYSTEX aims to achieve "Net Zero for HQ by 2050" by establishing a carbon reduction pathway, nature protection strategies, phased targets, and internal management mechanisms. (See p.15, p.16, p.72)
- Regularly conduct climate- and nature- related assessment, analyze scenarios, and develop response strategies.

For more details: "TNFD Climate and Nature Disclosure Report"

Environment and Energy Management

Long-term strategy **Optimize energy and resource efficiency in operations to minimize environmental impacts.** SASB TC-SI-130

As an IT service company with no production processes, SYSTEX's resource use mainly stems from office operations, with purchased electricity as the largest source, followed by water and paper. SYSTEX reviews performance annually to advance green operations and minimize environmental impacts.

Official website

Environmental and Energy Monitoring Plan

Item	Indicator	Approach	Frequency
Drinking water quality	E. coli	Outsourcing	Quarterly
Greenhouse gas inventory	GHG emissions	Internal	Annually
Fire drill	Drill	Internal	Quarterly
Water consumption in offices	Water usage	Internal	Monthly
General waste in offices(trash)	Waste weight	Outsourcing	Monthly
Recycling waste in offices	Recycling weight	Outsourcing	Monthly
Identify internal and external issues & stakeholder concerns	--	Internal	Annually
Environment review	--	Internal	Annually
Energy review and baseline	--	Internal	Annually
Laws and regulations	--	Internal	Quarterly
Achievement of goals	--	Internal	Quarterly
Achievement of management plans	--	Internal	Irregularly
Energy data collection plans	--	Monitoring	Continually
Internal audits for ISO 14001, ISO 50001, and ISO 14064-1	--	Internal	Annually
Management review meetings of ISO 14001 and ISO 50001	--	Internal	Annually
External audits for ISO 14001, ISO 50001, and ISO 14064-1	--	Outsourcing	Annually

Environment Management Measures

Water stewardship

- As an IT service provider, SYSTEX uses water primarily for office cleaning, generating no industrial wastewater.
- Regularly test drinking water and cooling-water systems to safeguard workplace water safety.
- Equip HQ with sensor faucets, water-saving toilet controls, and pantry signage to improve water efficiency and awareness.
- Maintain ISO 14001-certified water mgmt.

2025 Result

Water usage per revenue

228.8 kL / NT$100M

Annual decline of 0.6%

Paper management

- Implement duplex printing and reuse single-sided non-confidential paper to maximize paper efficiency.
- Securely collect and destroy confidential documents via water-based methods under the Personal Data Protection Act.
- Promote e-forms, digital business cards, and certified eco-label copiers and paper.

2025 Result

Paper usage per revenue

4,577 sheets / NT$100M

Annual decline of 3.8%

Waste management

- As an IT service provider, SYSTEX produces only general waste and no hazardous waste.
- Adhere to the Waste Disposal Act, processing IT waste through defined procedures before recycling to prevent data leakage.
- Track monthly waste data to optimize management and mitigate environmental impacts.

2025 Result

Waste per revenue

0.41 tons / NT$100M

Annual decline of 10.3%

Energy Conservation Measures

Air conditioner	• Continuously replace the AC water pumps at HQ to improve energy efficiency. In 2024, it installed an automated cooling-water variable-frequency system to reduce electricity use, which remains in stable operation.
Chiller unit	• Through EMS analysis and management, the AC unit capacity on each floor can support two floors.
Energy mgmt. system	• In 2022, SYSTEX optimized AC operation via EMS, reducing load and runtime by introducing external air outside of summer to enhance energy efficiency. This measure contiues to operate steadily.
Carbon pricing mechanism	• Since 2024, SYSTEX has implemented an internal carbon pricing mechanism, imposing internal carbon fees to support RE consumption. In 2025, SYSTEX invested nearly NT$3.36 million in RE, using 569,168 kWh and reducing annual emissions by approximately 269.8 tCO_2e, raising the renewable energy share at HQ to 10.5%.
Awareness signage	• At headquarters, SYSTEX displays calorie consumption signs with health slogans in stairwells, encouraging employees to take the stairs instead of elevators to save energy and promote daily wellness.

For more details: "p.99 Energy Consumption Statistics"

Renewable Energy

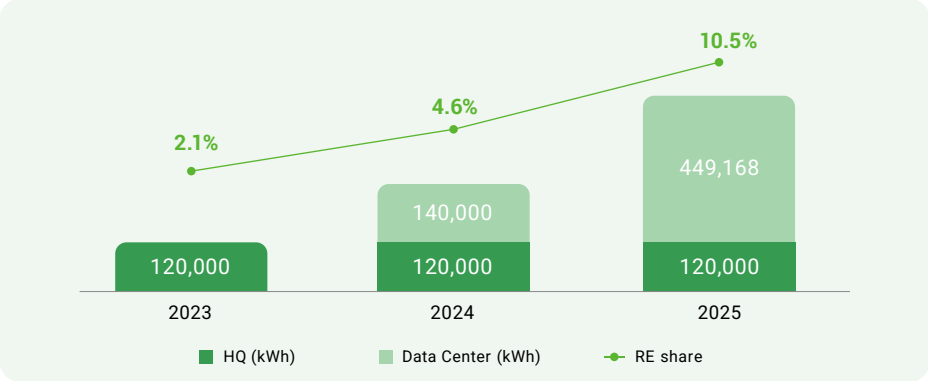
Since 2022, SYSTEX has signed a RE wheeling contract, using 120,000 kWh annually. In 2024, it launched an internal carbon pricing mechanism, charging NT$1,339 per tCO2e in the first year and NT$1,474 in 2025. The proceeds are earmarked for RE procurement at the HQ data center and expansion of the wheeling contract. In 2025, RE use reached approximately 569,000 kWh, accounting for 10.5% of total electricity consumption and exceeding the 9% target. This reduced Scope 2 emissions by 269.8 tCO_2e and generated 581 T-RECs.

Electricity Consumption

Electricity consumption (kWh)		5,404,879
Renewable energy consumption (kWh)		569,168
T-REC		581
Renewable energy share		10.5%
Category 2 emission (tCO_2e)	Location-based	2,292.1270
	Market-based	2,292.1270

Note: 1. The boundary of the GHG inventory is the Taipei HQ.
2. For more details about RE and T-RECs, please refer to "National RE Certification Center_T-REC announcement."
3. The current electricity emission factor is 0.474 kg CO_2e.

• 3-year renewable energy consumption



Greenhouse Gas Management

Long-term strategy **Gradually expand the RE share to achieve "Net Zero by 2050."**

SYSTEX actively responds to climate challenges by focusing on carbon reduction in electricity management. It has signed a RE wheeling contract to increase RE usage and, in 2024, launched an internal carbon pricing mechanism, imposing internal carbon fees to support RE consumption, reinforcing its commitment to sustainability and net-zero goals.

Official website

Greenhouse Gas Inventory GRI 305

To enhance the accuracy of GHG emissions measurement, SYSTEX introduced the GHG Inventory in 2021 and conducts it annually in accordance with ISO 14064-1:2018 guidelines to develop improvement plans. The "GHG Inventory Committee" oversees data audits following the "Internal Audit Management Procedures," with an independent 3rd party conducting external verification. The inventory adopts the operational control approach. To support IFRS S2 disclosures, SYSTEX Group expanded its inventory boundary in 2026 to include the parent company and selected subsidiaries within the consolidated group and completed the inventory and verification of their 2025 emissions. As purchased electricity accounted for over 75% of emissions, energy efficiency and renewable energy are key to achieving "Net Zero for HQ by 2050."

Greenhouse Gas Emissions

SYSTEX Group inventories Category 1 direct GHG emissions and Categories 2–6 indirect GHG emissions from the SYSTEX Headquarters Building and consolidated entities, using emission factors and global warming potential (GWP) values from IPCC AR6, the Ministry of Environment, and other relevant authorities. Under ISO 14064-1:2018, the GHG Inventory Committee identifies emission sources scoring 30 or above as significant and includes them in the inventory, which undergoes independent third-party verification. As the HQ remains the core boundary for internal GHG management, its emissions are the primary disclosure focus. (See p.99)

- GHG emissions inventory data [boundary: SYSTEX headquarters building]

[Scope] Category	Emission sources		Emissions (tCO_2e)		From base year
			Subtotal	Total	
[Scope 1] Category 1: direct GHG emissions	From stationary combustion		0.0000	52.2384	279.3%
	From mobile combustion		3.1452		
	From anthropogenic systems		49.0932		
[Scope 2] Category 2: indirect GHG emissions	From imported electricity	Location-based [Market-based]	2,292.1270 [2,292.1270]		-20.9%
[Scope 3] Category 3: indirect GHG emissions	From transportation	By THSRC	5.1245	117.1290	-4.1%
		By airplanes	72.7520		
		By taxi	39.2525		
[Scope 3] Category 4: indirect GHG emissions	From the production of electricity purchased		542.1003	552.2872	
	From disposal of waste	Disposal of general waste	10.1869		
[Scope 3] Category 5: indirect GHG emissions	No significant emissions				
[Scope 3] Category 6: indirect GHG emissions	No significant emissions				
[Scope 1-3] Total Emission (Category 1-6) (Location-based [Market-based])			3,013.7815 [3,013.7815]		-16.5%

Note: 1. Scope 1 corresponds to category 1, Scope 2 to category 2, Scope 3 to category 3-6.
2. As the variance from a baseline data entry adjustment did not meet the significance threshold for baseline recalculation, the baseline remains unchanged, and the significant increase reflects this status.

- Direct GHG emissions (scope 1 / category 1) [boundary: SYSTEX headquarters building]

Item	CO_2	CH_4	N_2O	HFCs	PFCs	SF_6	NF_3	Total emission	Biogenic emission
GHG emissions (tCO_2e)	3.0196	0.0304	0.0952	49.0932	0.0000	0.0000	0.0000	52.2384	0.0000
Proportion	5.78%	0.06%	0.18%	93.98%	0.00%	0.00%	0.00%	100.00%	-

Greenhouse Gas Management Performance

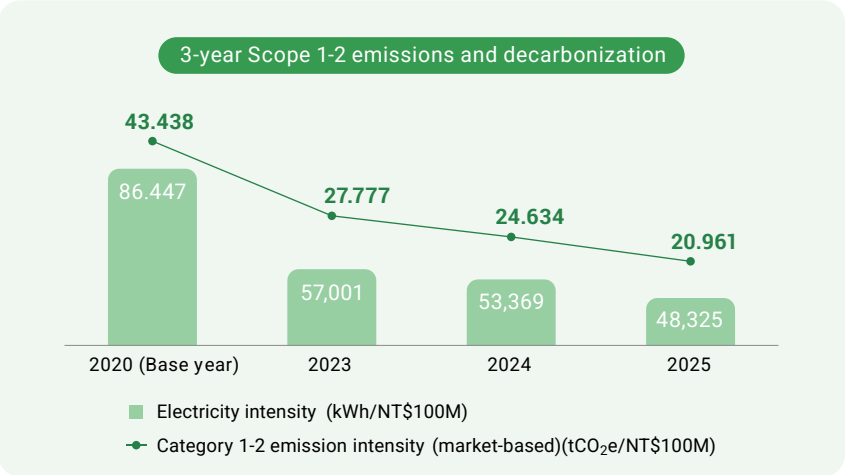
Through its ISO 14064-1 GHG inventory, SYSTEX identified purchased electricity as its largest emission source. It has implemented energy management measures, including prioritizing energy-efficient equipment, replacing high-energy-consuming equipment, promoting energy-saving practices, conducting regular maintenance, and maintaining office temperatures at no less than 26° C. Since signing an RE wheeling contract in 2022, SYSTEX has used its internal carbon pricing mechanism, launched in 2024, to fund increased RE consumption. RE usage reached 260,000 kWh in 2024 and 569,168 kWh in 2025, accounting for 10.5% of total electricity consumption at HQ.

- Scope 1-2 GHG emissions [boundary: SYSTEX headquarters building]

Item	2020 Base year	2024	2025
Scope 1 emissions (tCO_2e)	13.7720	52.3156	52.2384
Scope 2			
• Annual electricity consumption (kWh)	5,692,079	5,706,923	5,404,879
• Renewable energy consumption (kWh)	100,000	260,000	569,168
• Location-based emissions (tCO_2e)	2,897.2682	2,581.8415	2,292.1270
• Market-based emissions (tCO_2e)	2,846.3684	2,581.8415	2,292.1270
Scope 1-2 emissions (tCO_2e)			
• Location-based emissions	2,911.0400	2,634.1571	2,344.3653
• Market-based emissions	2,860.1400	2,634.1571	2,344.3653
Consolidated revenue (NT$100M)	237.35	389.58	439.69
Annual electricity intensity (kWh/NT$100M)	86,447	53,369	48,325
Annual Scope 1-2 emission intensity (tCO_2e/NT$100M)			
• Location-based emissions	44.211	24.634	20.961
• Market-based emissions	43.438	24.634	20.961

Note: Electricity intensity and emission intensity ar e estimated within the boundar y of SYSTEX Group, including o verseas regions.

Despite continued business expansion in 2025, SYSTEX reduced purchased electricity use by 5.3% year on year through proactive energy-saving measures while increasing renewable energy use. Electricity intensity declined for the third consecutive year, indicating higher revenue per kWh and improved energy efficiency. SYSTEX also expanded its internal carbon pricing mechanism to further increase the renewable energy share and mitigate growth-related emissions.





06

Partner Relationship

Long-term Strategy

SYSTEX Group is dedicated to advancing sustainable development and aims to fulfill sustainability responsibilities in collaboration with clients and suppliers, fostering shared prosperity across the supply chain.

- Promote sustainable supply chain management to reduce risks and enhance perational competitiveness.
- Establish customer feedback mechanisms to continuously impr ove service uality and customer experience.

Customer Relations 84
Supplier Sustainability Management 87

Contributing to the SDGs



Highlights

155 valid certificates
PMs obtain PMP/ACP cumulatively

8.77 points
Customer satisfaction survey on major projects

Excellence in Leadership Award
Ministry of Economic Affairs
2025 Buying Power

100%
Key suppliers signing rate
- Supplier Integrity Pledge and Declaration
- Supplier CSR Code of Conduct

Short-, Mid-, and Long-term Goals

SYSTEX provides customers with professional services, actively meets with their requirements for sustainable development, and establishes a solid partnership with them, while also responding to the sustainability management of the supply chain to achie ve sustainable development.

	Short-term Goals 2026	Mid-term Goals 2028	Long-term Goals 2030
Key Supplier Integrity Pledge and Declaration signing rate	100%	100%	100%
Key Supplier CSR Code of Conduct signing rate	100%	100%	100%

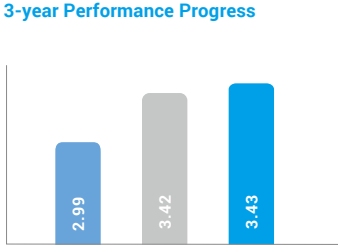
2025 Goals and Performance

Achieved Ongoing

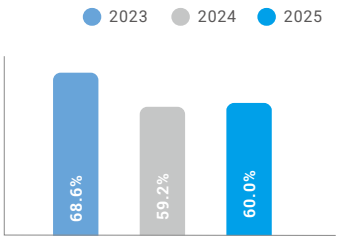
	Goals	Performance
Supplier Integrity Pledge and Declaration signing rate	96%	99% ✓
Supplier CSR Code of Conduct signing rate	96%	95% ~
Supplier CSR Self-assessment response rate	66%	55% ~
Supplier Security & Privacy Survey response rate	66%	53% ~
Major customer satisfaction survey	8.5 分	8.77 分 ✓

Note: The reporting scope of the "CSR Self-Assessment and the Security and Privacy Survey" was revised in 2025, resulting in lower response rate.

3-year Performance Progress



Green procurement (NT$100M)



[By amount]Local procurement rate (%)

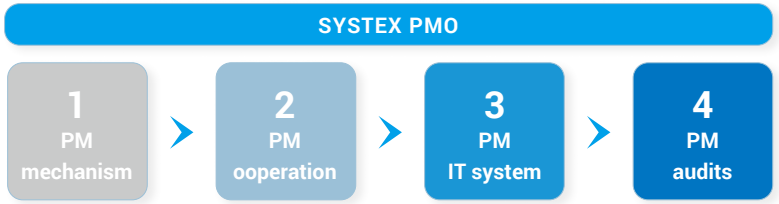
Customer Relation

Long-term strategy **Establish customer feedback mechanisms to continuously improve service quality and customer experience.**

SYSTEX values customer feedback as a foundation for building trust and long-term partnerships. To enhance service quality and project delivery capabilities, SYSTEX continuously optimizes its project management framework and launched its 1st Major Customer Satisfaction Survey in 2023, thereby identifying improvement opportunities and strengthening customer relationships, to become the customers' most trusted and collaborative tech partner.

Professional Project Team

SYSTEX's Project Management Office (PMO) oversees the planning, monitoring, and coordination of all group projects. By centralizing client project governance and risk control, the PMO empowers project managers (PMs) to lead teams effectively toward successful delivery on time and within budget.



Management Mechanism

Project management	• The PMO establishes project management standards and regularly reviews governance mechanisms, including the "R&D Cycle" and "Rules of Project Assessment & Review Board," to strengthen risk management and project performance. It also operates a "PM Grading and Evaluation System" integrated with training and certification to assess performance biannually and reward top-performing PMs to support their career development.
Management IT system	• SYSTEX has adopted a range of PM platforms to assess risks in major projects, report weekly progress, monitor irregularities, and hold timely review meetings to ensure adequate resources and support.
Outsourced project audits	• To optimize outsourced project management, SYSTEX established the "Rules of Outsourced Project Management," outlining supplier review, procurement, and auditing principles to ensure security, cost-efficiency, and service quality. • The PMO and Business Division formed a cross-functional team to evaluate suppliers through interviews and audits, ensuring delivery capability, financial stability, and overall service quality. • SYSTEX built the "Software Development Ecosystem Partner and Technical Talent Platform" to select high-quality suppliers via selfassessment and tiering, enabling to improve audits, integrate resources and enhance value creation.

For more details: "Web_Customer Relations"

Special features |

2025 Overseas PJM Talent Development Program

SYSTEX is committed to developing PM talent through continuous learning and professional training. The PMO regularly organizes training programs, workshops, and expert lectures to strengthen PMs' management capabilities and project management mindset. Since 2023, SYSTEX has offered advanced cloud technology training to cultivate cloud-focused PM talent. In 2025, the Group launched its Overseas PJM Talent Development Program, with 35 participants completing the inaugural cohort.

In 2025, PM inx-class training reached 293 participants and 4,291 training hours, while online learning engaged 1,618 participants and 3,008 training hours. The Group held 155 valid PMP/ACP certificates, 195 certificates of IS 27001, and 28 certificates of ISO 27701, thereby enhancing project governance, information security, and customer service quality.



Customer Relationship Management and Satisfaction Enhancement

As Taiwan's largest provider of B2B information services, SYSTEX places great importance on customer rights, information transparency, marketing ethics, privacy protection, and information security. Relevant requirements are incorporated into internal policies, including the "Sustainable Development Best Practice Principles," "Personal Data Protection Management Regulations (see p.39)," and "Information Security Policy." Customer information is never disclosed to 3rd parties without consent or legal requirements.

SYSTEX has served more than 40,000 customers across projects of varying industries and complexity. To ensure effective project governance and service quality, SYSTEX has established a comprehensive PM framework covering project initiation and change management, execution, and closure. Supported by digital platforms and online collaboration tools, project teams can efficiently manage and monitor project progress. The PMO regularly reviews project performance, monitors project risks, and facilitates continuous improvement through a lessons-learned mechanism and knowledge-sharing activities.

To ensure service continuity and effective customer support, SYSTEX has established comprehensive service processes and complaint-handling channels. Dedicated customer service centers and online support platforms provide timely assistance and transparent communication. It also adopts international standards, including ISO 9001, ISO 27001, ISO 22301, and BS 10012, to strengthen network security, data protection, and operational resilience. In addition, customers can access dedicated contact channels through " web_Stakeholder Contacts " to facilitate effective communication.

To evaluate service performance, SYSTEX conducted satisfaction surveys for completed projects exceeding NT$3 million in 2025. Scores for "Overall service, Service quality, and Professional competence" reached 8.77, 8.87, and 8.67, respectively, all exceeding the target score of 8.5, with no complaints rated below 4. In addition, SYSTEX completed 1,510 supplier assessment questionnaires and participated in 175 on-site audits, achieving a nearly 97% sustainability assessment satisfaction rate and earning continued recognition as an outstanding sustainable supply chain partner.

Customer Satisfaction

SYSTEX values customer feedback and conducted a customer satisfaction survey in 2025. The survey used a 7-point scale and focused on service quality, professional competence, and overall satisfaction. A total of 168 clients were invited to participate, and 29 valid responses were received.

Definition of major customers

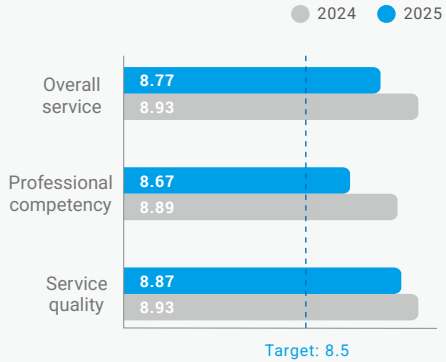
- The project is of service nature and the project amount exceeds NT$3 million.

Targets and improvement actions

- Converts scores from a 7-point scale to a 10-point scale, setting 8.5 as the performance target. Any individual question scoring below 4 is treated as a customer complaint, triggering the PM to develop a corresponding improvement plan.

In 2025, satisfaction scores for Overall Service, Service Quality, and Professional Competence reached 8.77, 8.87, and 8.67, respectively, exceeding the 8.5 target. No ratings below 4 were recorded, and SYSTEX continues striving to raise satisfaction above 9.0.

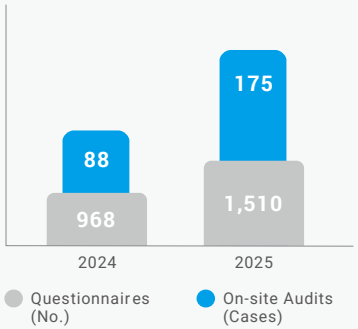
2-year Customer satisfaction survey results



Supplier Evaluation by Clients

In addition to providing professional services, SYSTEX actively supports customers' sustainability initiatives. In 2025, the Group completed 1,510 supplier sustainability audit questionnaires and participated in 175 on-site audits, achieving a satisfaction rate of 96.82%.

2-year Customer supply chain sustainability assessments





In 2025, SYSTEX Group received multiple sustainability recognitions from Fubon Financial Holdings, Chunghwa Telecom, Nan Shan Life, Cathay Financial Holdings, CTBC Financial Holding, KGI Financial Holding, and EVA Air for its outstanding sustainability performance.



▲ SYSTEX received the Fubon Financial Holdings' Outstanding Supplier Sustainability Award



▲ SYSTEX received the Nan Shan Life's Sustainability Governance Award

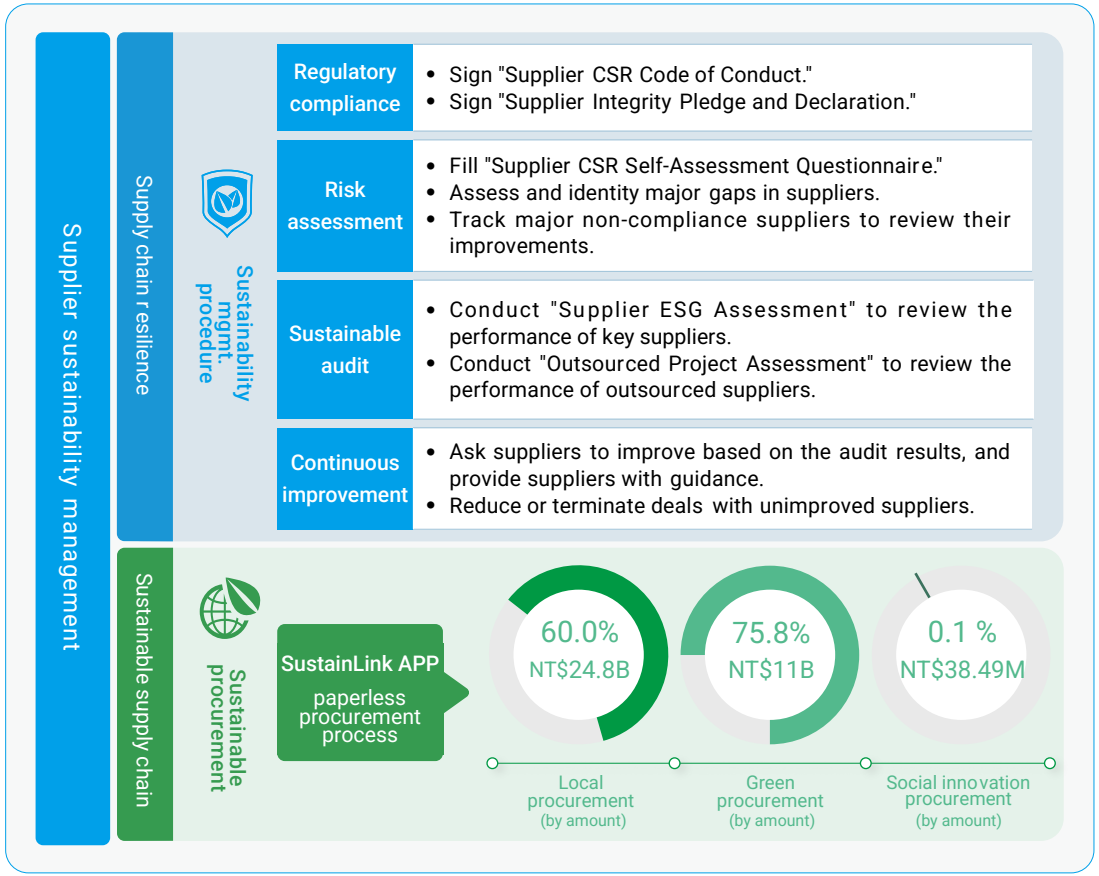
For more details: "Web_Customer Relations"

Supplier Sustainability Management

Long-term strategy **Promote sustainable supply chain management to reduce risks and enhance operational competitiveness.**

Dedicated to social responsibility and human rights protection, SYSTEX expects suppliers to uphold identical standards. Through the "Supplier CSR Code of Conduct," SYSTEX requires suppliers and their affiliates to strictly observe all operating jurisdictions' applicable laws and corporate requirements across all business operations.

Supplier Sustainability Management Structure



SYSTEX classifies suppliers into "upstream software originals, affiliates, distributors, and outsourcers," requiring distributors and outsourcing partners to sign the "Vendor Integrity Pledge and Declaration" and "Supplier CSR Code of Conduct" (100% signed by 79 key suppliers). Annual CSR and security/privacy surveys heighten supplier sustainability awareness.

1,212 suppliers
Sign "Supplier Integrity Pledge and Declaration

1,159 suppliers
Sign "Supplier CSR Code of Conduct"

644 responses
"Supplier CSR Self-Assessment Questionnaire"

628 responses
"Supplier Security and Privacy Questionnaire"

SYSTEX applies a screening mechanism for new suppliers and conducts annual ESG and performance evaluations for suppliers and outsourcing partners to strengthen supply chain resilience.

20 suppliers
Selected by excellent supplier assessment

20 suppliers
Key supplier ESG assessment

37 suppliers
Newly passed outsourcing selection assessment

148 suppliers
Outsourced project assessment

Note: Key suppliers are defined based on transaction volume, operational importance, technical specialization, and substitutability, including the top 20 suppliers by transaction value and critical strategic partners.

Supply Chain Sustainability Management Procedure

Regulatory Compliance

Documents

1 Supplier Integrity Pledge and Declaration

Prior to transactions, SYSTEX evaluates counterparties for legitimacy and compliance, requiring suppliers to uphold integrity and implement robust governance and risk controls. Since 2019, new suppliers have been mandated to sign the "Supplier Integrity Pledge and Declaration" to reinforce ethical practices. In 2025, 1,212 suppliers had signed this commitment.

2 Supplier CSR Code of Conduct

To advance corporate social responsibility, SYSTEX requires all group suppliers to sign and adhere to the "Supplier CSR Code of Conduct," encompassing 30 principles across governance, environment, social issues, and sustainability disclosure. Suppliers are encouraged to extend these standards to their own partners. In 2025, 1,159 suppliers have signed the Code. Additionally, since 2023, SYSTEX has adopted a "Conflict-Free Minerals Statement."

Supplier Selection Mechanism GRI 308-1, 414-1

SYSTEX exerts a positive influence on suppliers through proactive procurement practices. To qualify, new suppliers must sign the Supplier Vendor Integrity Pledge and Declaration and the Supplier CSR Code of Conduct, pass tax and corporate registration verifications via the MOEA and MOF portals, and complete the Supplier CSR Self-Assessment Questionnai re. Additionally, new suppliers for major outsourcing projects must pass a dedicated Outsourcing Selection Assessment for qualification.

1 Outsourcing selection assessmen

Through the "Rules of Outsourced Project Management," SYSTEX established an outsourced supplier assessment team, selecting 37 qualified suppliers in 2025. After selection, SYSTEX monitors and manages these suppliers, regularly reporting their records and operational status.

37 suppliers
2025 Newly passed outsourcing selection assessment

Handling of unqualified suppliers

Suppliers who fail the assessment are initially placed on the unqualified list. They must implement corrective actions, and SYSTEX will verify their status through MOEA and MOF platforms to ensure they are not listed under the "Notification of Suspected Customers with Bad Records of Invoices." Only upon verification may the procurement unit reinstate their trading rights.training courses on insider trading prevention and AI-related legal issues to support effective oversight and decision-making.

2 Excellent supplier assessment

Early each year, SYSTEX implements the "Excellent Supplier Assessment" to evaluate and grade suppliers based on transaction volume, frequency, purchasing feedback, and other criteria.

SYSTEX conducts annual assessments and then ranks suppliers accordingly. In 2025, a total of 20 suppliers were included in the list of qualified suppliers.

Note: The upstream software originals do not need to be assessed to be the qualifiers. Therefore, there are about 100 suppliers on the list.

A	Qualified excellent supplier	85-100 points
B	Qualified supplier, eliminated if 3*B	71-85 points
C	Eliminated supplier	under 70 points

Supplier Performance Assessment

1 Key supplier ESG assessment

Based on annual transaction volume, number of transactions, and other criteria, SYSTEX identifies key suppliers from its Distributors and Outsourcers, selecting 20–25 each year for the "Key Supplier ESG Assessment." The assessment consists of 35 questions across 16 ESG topics, requiring suppliers to provide detailed responses. A dedicated procurement team conducts both online and on-site audits. In 2025, 20 suppliers participated in the ESG assessment, and their average scores met the required standard. Analysis indicated low performance in "supplier management," "management system," and "GHG emission." SYSTEX provided improvement recommendations to support supplier progress. Suppliers that fail to meet the criteria are notified of their results and advised on corrective actions to enhance performance.

20 key suppliers

2025 Key supplier ESG assessment • 16 topics • 35 questions

Environment

- Water stewardship 2
- Air pollution 2
- Product packaging 1
- Circular economy 1
- GHG emission 2
- Management system 4
- Green product 1
- Waste management 3

Social

- Human rights 5
- Community engagement 1
- Health and safety 3

Governance

- Sustainable go vernance 3
- Sustainable disclosur e 1
- Supplier management 3
- Quality managemen 1
- protection 2

2 Outsourced project assessment

SYSTEX classifies the outsourcers into 8 categories, including system integration, manpower stationing, application development, and engineering construction. To improve procurement efficiency, SYSTEX formulated the "Rules of Outsourced Project Management" and conducts an "Outsourced Project Assessment" upon project closure. Suppliers are graded from A to E based on service quality and collaboration. Procurement is prioritized for level-A and B suppliers, while cooperation with level-E suppliers is avoided. In 2025, 148 outsourced suppliers were evaluated, all receiving a grade of C or higher, including 71 suppliers rated le vel-A.

2025 Outsourced project assessment



A	Qualified excellent outsourcer	85-100 points
B	Qualified retained outsourcer	71-85 points
C	Ordinary outsourcer	56-70 points
D	Poor quality outsourcer	41-55 points
E	Eliminated supplier	under 40 points

Supplier ESG Promotion Plan

To promote sustainable supply chain management, SYSTEX conducts the annual "Supplier Sustainability Promotion Program," establishing effective communication channels with suppliers to uphold sustainability principles, comply with labor and safety standards, and mitigate supply chain risks. These efforts strengthen supplier stability and foster a resilient ecosystem, aiming to enhance long-term brand value and competitiveness.

Supplier Sustainability, Cybersecurity, and Personal Data Protection

644 responses of CSR Self-Assessment / 628 responses of Security and Privacy Survey

SYSTEX regards suppliers as pivotal partners in driving sustainable development. To assess sustainability performance across the supply chain, SYSTEX conducts an annual Supplier CSR Self-Assessment Questionnaire covering environmental, social, and governance (ESG) practices.

As Taiwan's leading IT services provider, SYSTEX also places great importance on information security and personal data protection. Leveraging its professional expertise, SYSTEX has helped suppliers reinforce security awareness and resilience through the Security and Privacy Survey since 2022. Comprising 40 evaluation items, the survey evaluates critical areas such as security testing mechanisms, data encryption protocols, and personal data retention and audit controls.

In 2025, suppliers completed 644 CSR Self-Assessment Questionnaires and 628 Security and Privacy Survey. Starting in 2026, SYSTEX will set a 99% response rate target specifically for key suppliers to more accurately reflect the sustainability, information security and personal data protection resilience of its core supply chain.

Note: The scope of both the CSR Self-Assessment Questionnaire and the Security and Privacy Survey was refined in 2025, and the number of supplier responses was adjusted accordingly.

SYSTEX SustainLink – Supplier Engagement Platform

Launch of supplier platform – SustainLink APP

In 2024, SYSTEX advanced its digital sustainability strategy by launching "SustainLink," an Integrity and Sustainability Supplier Engagement Platform. The platform offers 9 core functions, including online procurement tracking, sustainability declarations, ESG assessments, carbon data access, and free cybersecurity rating services. It also supports green purchasing and promotes paperless operations. Through this 2-way interactive model, SYSTEX enhances supply chain resilience, improves procurement transparency, and empowers suppliers to strengthen sustainability and cybersecurity capabilities. SustainLink streamlines supply chain processes, reduces environmental impact, and strengthens supplier sustainability management through deeper collaboration. By the end of 2025, more than 500 suppliers had adopted the platform for online procurement management.

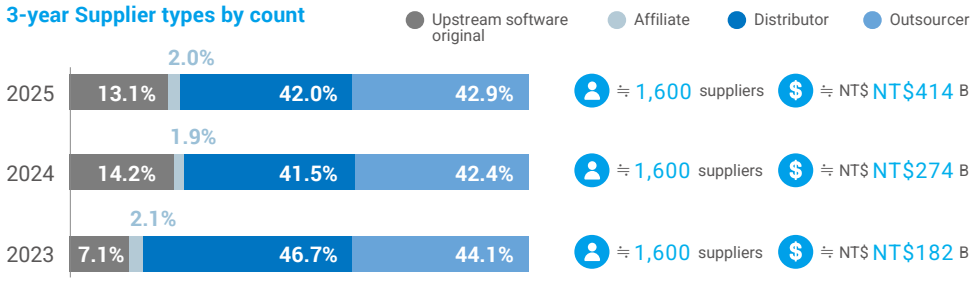


Alliance, a free security rating service

"Alliance" offers free vulnerability scanning services to suppliers, issuing supplier-specific security rating reports. It explains security ratings and associated risk lists, and provides remediation recommendations alongside personalized online services to help suppliers enhance their cybersecurity defense capabilities.

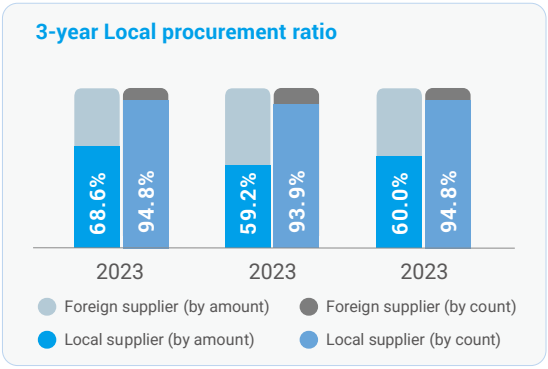
Sustainable Procurement

As the preferred partner in collaboration, connection, and value creation, SYSTEX leverages 6 core capabilities to drive client innovation and sustainability. In 2025, SYSTEX partnered with 1,600+ Taiwan suppliers across upstream software originals, affiliates, distributors, and outsourcers. Procurement reached NT$41.4 billion, with distributors and outsourcers exceeding 83% of 3-year supplier count and upstream originals accounting for approximately 50% of total spend.



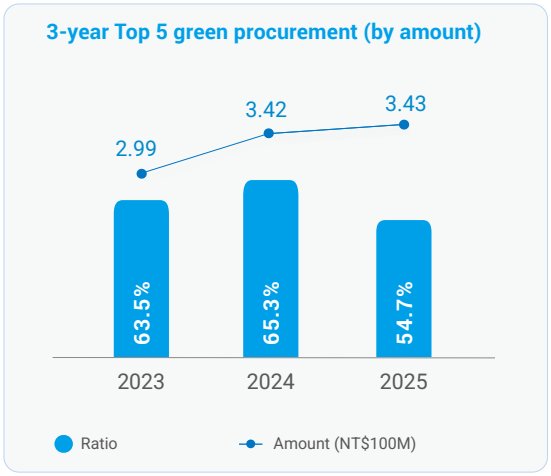
Local Procurement GRI 204-1

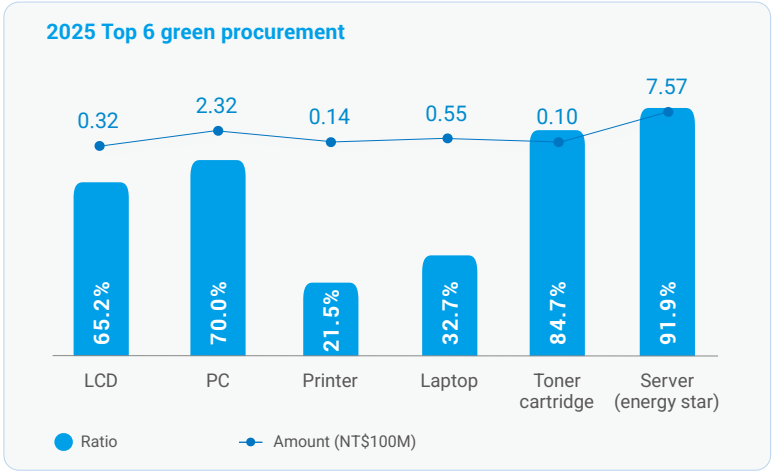
To minimize operational environmental impacts, SYSTEX prioritizes green suppliers and sustainable sourcing. Excluding items designated by upstream originals, SYSTEX emphasizes local procurement, with local suppliers representing 94.8% of supplier count and 60% of procurement expenditure in 2025.



Green Procurement

SYSTEX promotes environmental sustainability through green procurement, prioritizing environmentally certified products across 5 major categories: desktops, laptops, monitors, printers, and toner cartridges. These efforts earned both SYSTEX and its affiliated SYSTEX Solutions Integration the MOE's Green Procurement Excellence Award, with SYSTEX receiving the recognition for 6 consecutive years.





Note: The top 5 categories of green products include items designated by customers. As a result, total green procurement spending and its proportion may fluctuate based on customer requirements.

Social Innovation Procurement

Since 2021, SYSTEX has promoted procurement from social innovation suppliers. In 2025, procurement spending reached NT$38.49 million, earning the MOEA's Buying Power Excellence in Leadership Award and marking its 5th consecutive year of recognition.

GRI Index

Statement of Use: SYSTEX has reported with reference to the GRI Standards for the period of 2024 (2024/01/01-2024/12/31).
GRI 1 used: GRI 1: Foundation 2021

GRI	Disclosure	Page
GRI 2：General Disclosures 2021		
The organization and its reporting practices		
2-1	Organizational details	2, 7
2-2	Entities included in the or ganization's sustainability reporting	2
2-3	Reporting period, frequency and contact point	2
2-4	Restatements of information	***No restatements of information.***
2-5	External assurance	2
Activities and workers		
2-6	Activities, value chain and other business relationships	7, 8, 18-22
2-7	Employees	45
2-8	Workers who are not employees	45, 97
Governance		
2-9	Governance structure and composition	9, 28
2-10	Nomination and selection of the highest governance body	28
2-11	Chair of the highest governance body	28
2-12	Role of the highest governance body in overseeing the management of impacts	9
2-13	Delegation of responsibility for managing impacts	9, 28
2-14	Role of the highest governance body in sustainability reporting	2 9
2-15	Conflicts of interest	28, 31
2-16	Communication of critical concerns	31
2-17	Collective knowledge of the highest governance body	29
2-18	Evaluation of the performance of the highest governance body	30
2-19	Remuneration policies	30
2-20	Process to determine remuneration	30
2-21	Annual total compensation ratio	50
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	9, 10
2-23	Policy commitments	9, 28, 32, 33, 35, 37, 48, 70
2-24	Embedding policy commitments	9, 15, 35, 48-49
2-25	Processes to remediate negative impacts	17, 31-32, 52
2-26	Mechanisms for seeking advice and raising concerns	31-32, 52
2-27	Compliance with laws and regulations	27, 31, 71
2-28	Membership associations	24
Stakeholder engagement		
2-29	Approach to stakeholder engagement	17
2-30	Collective bargaining agreements	***There is no union, so there is no collective bargaining agreement. To maintain effective communication, Labor-Management Meetings are held quarterly, with resolutions applicable to all employees.***
GRI 3：Material Topics 2021		
3-1	Process to determine material topics	11-17
3-2	List of material topics	
3-3	Management of material topics	
Material Topics		
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	23, 97
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	31-32 ***Web_ Integrity***
205-3	Confirmed incidents of corruption and actions taken	31-32
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	97-99
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	80, 81, 99
305-2	Energy indirect (Scope 2) GHG emissions	
305-3	Other indirect (Scope 3) GHG emissions	80, 99

GRI	Disclosure	Page
305-4	GHG emissions intensity	81
305-5	Reduction of GHG emissions	80
305-6	Emissions of ozone-depleting substances (ODS)	***No emissions of ODS.***
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	***No emissions of NOx, SOx and other significant air.***
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	47, 100
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	51-52
401-3	Parental leave	52, 100
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	53
403-2	Hazard identification, risk assessment, and incident investigation	53, 55
403-3	Occupational health services	55-56
403-4	Worker participation, consultation, and communication on occupational health and safety	53
403-5	Worker training on occupational health and safety	53
403-6	Promotion of worker health	54-57
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	54-57 ***Web_ Health Risk***
403-8	Workers covered by an occupational health and safety management system	98
403-9	Work-related injuries	53 ***Web_ Occupational Safety***
GRI 404: Training and Education 2016		
404-3	Percentage of employees receiving regular performance and career development reviews	50
GRI 418：Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	38-39
Self-disclosure on Specific Topics		
GRI 201: Economic Performance 2016		
201-2	Financial implications and other risks and opportunities due to climate change	74-77
201-3	Defined benefit plan obligations and other retirement plans	***Web_ Employee Benefit***
201-4	Financial assistance received from government	24, 99
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	50
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	91
GRI 303: Water and Effluents 2018		
303-3	Water withdrawal	***Web_ Environment & Energy Management***
303-4	Water discharge	
303-5	Water consumption	
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	88
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	***Any significant changes be notified employees abide by the laws.***
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	28, 45
405-2	Ratio of basic salary and remuneration of women to men	50
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	49 ***Web_Human Rights Protection***
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child	48 ***Web_Human Rights Protection***, ***Web_Supplier Sustainability Management***
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	88
GRI 415: Public Policy 2016		
415-1	Political contributions	24
GRI 417: Marketing and Labeling 2016		
417-3	Incidents of non-compliance concerning marketing communications	31

GRI Index

SYSTEX focuses on "Environmental, Social, Governance" as its main axis, aligning the UN SDGs through the following sustainability projects:

SDGs	Projects	2025 performance	Section
3.4	• Health risk map • Specialist consultation • EAP • Health seminars	• Identified 2 key health priorities, "Prevention of the 3 Highs" and "Maternity I health protection," and added "mental health" as a key focus and implemented corresponding risk mitigation measures. • A total of 487 usage counts have been recorded through 151 health specialist consultation meetings. • A total of 134 usage counts have utilized the Employee Assistance Program (EAP). • 3 mental health seminars covering disease prevention, nutrition, and stress relief, with 223 attendances.	• Health promotion
3.8	• Health examination • Blood donation • AI servers Donation	• The annual health examination subsidy was increased to NT$4,000 per employee, benefiting 2,487 employees, while 485 new hires received health check subsidies of up to NT$1,000 each. Total health examination subsidies reached NT$12,517 thousand in 2025. • Partnered with Taipei Blood Donation Center for 2 blood donation drives, recording 172 donor visits with 66,750 ml of blood collected. • Donated 2 high-performance AI servers to the Taipei City Fire Department and Taipei City Hospital to support smart disaster management and data-driven healthcare, enhancing AI-enabled public services, urban resilience, and public well-being.	• Health promotion • Social engagement
3.c	• Health promotion activities	• Recruit 4 health managers providing healthcare and consulting service. • Recruit 1 exercise coach and cooperate with external coaches providing employees with sports classes.	• Health promotion
3.7	• Maternity benefits	• 30 SYSTEX babies benefited from the SYSTEX Baby Happy Growth Fund Program, receiving NT$3,030 thousand in subsidies. Since its launch, the program has supported 342 SYSTEX babies with cumulative subsidies totaling NT$18.5 million. • "Maternal Health Protection Program" provided healthcare to 29 pregnant and postpartum return employees. • Implement "8 days of full-paid spouse leave" and "3 days of full-paid parental leave."	• Sustainable performance • Health promotion • Benefits & rights
4.1	• Code Seed Camp (CSC) • Children's sports summer camp • PaGamO	• Organized the "CSC Program" during summer, which aims to cultivate the programming interests of employees' kids with a total of 165 participants, cumulative total of 1,006 participants since its inception. • Held the 2nd Childr en's sports summer camp for employees' children, with 25 participants. • Donated NT$1 million to PaGamO to support learning platform accounts for Yong-An Junior High School and Ke-Jian Elementary School.	• Cultivate software talents • Health promotion • Social engagement
4.4	• Cultivate technology talents	• 49,495 participants were trained for a total of 135,078 hours. The average training hours was 33.9 hours. Total employee training expenditure accounted to approximately NT$26M, with the average employee expenditure being NT$6,367.	• Talent cultivation & development
4.4	• Young Turing Program • Industry-university joint program	• 193 senior high school teams and 49 junior high teams, totaling 715 participants, joined the 10th YTP, bringing the total to 1,763 teams and 5,184 participants since its inception. • Collaborated with the FCU to establish the Postgraduate Program in Computer Science, totaling 18 students participating for the 2nd session. • Partnered with FJU to host the GRAPH RAG Creative Competition and organized 2 online workshops on graph data applications.	• Cultivate software talents
5.5	• Female leaders	• The share of female managers is 13.2% at the senior level, 27.3% at the middle level, 25.6% overall, and 22.9% in revenue-related departments.	• Benefits & rights
5.b	• Young Turing Program	• Formulate the "Female Guarantee Quota Mechanism," resulting in 129 female students registering for 10th session. More than 100 students have participated annually over the past 6 years, totaling 728 female participants.	• Cultivate software talents

SDGs		Projects	2025 performance	Section
7	7.2	• Renewable energy	• Implement an internal carbon pricing mechanism, utilizing 569,168 kWh of RE with a 10.5% renewable energy share.	• Environment & energy management
	7.3	• Energy Conservation Measures	• Maintain ISO 50001 certification with annual audits and ongoing compliance. • Ensured the stable operation of energy-efficient chiller units and air conditioning systems in the Neihu headquarters building and data center to maintain energy-saving performance.	
8	8.2	• Sustainable services • Tech development committee • Enlarge R&D investment	• Develop sustainable solutions for clients through core capabilities with a total of 45 solutions. • Conducted in-class or online technical training tailored to the 6-capability cultivation mechanism, with a total of 15,035 participants and 71,403 hours, resulting in an average of 23.79 hours of tech training per tech employees. • Invested NT$793,112 thousand in R&D with a 10.6% annual increase.	• Create a sustainable value chain • Talent cultivation & development • ESG performance summary
	8.3	• AI+ Generator Program • IMV Competition	• A total of 7 Startups were selected for the "8th AI+ Generator Program," and cumulative 59 Startups selected. • 16 Startups were selected in the 4th IMV, accumulated 59 startups won the competition.	• Partner with startups • Social engagement
	8.4	• Green sustainable supply chain	• The total procurement amount: Local - NT$24.8 billion (60.0% of total), Green Products - NT$1.1 billion (75.8% of Top-6-green-procurement). • 1,212 suppliers signed the "Supplier Integrity Pledge and Declaration;" 1,159 suppliers signed the "Supplier CSR Code of Conduct."	• Supplier sustainability management
	8.6	• SYSTEX Elite Internship • Industry-university joint program	• SYSTEX Elite Internship program provides 145 vacancies, sharing practical experiences, accumulative 963 participants. • Collaborated with the FCU to establish the Postgraduate Program in Computer Science, cultivating 34 multidisciplinary talents cumulatively. • Partnered with FJU to support the Global Communications & Technological Innovations Program, providing courses and internships.	• Cultivate software talents
	8.8	• Occupational health & safety management	• Maintain ISO 45001 certification with annual audits and ongoing compliance. • Conducted all internal and external OHS training with a total of 9,572 participants and 12,518 hours.	• Occupation health & safety
9	9.1	• IMV Competition • AI servers Donation	• The 4th IMV Competition covered 4 categories, with 1 startup recognized in the Disaster Prevention category. • Donated 2 high-performance AI servers to the Taipei City Fire Department and Taipei City Hospital to support smart disaster management and data-driven healthcare, enhancing AI-enabled public services, urban resilience, and public well-being.	• Social engagement
10	10.2	• Promoting diversity and inclusion	• Hiring 39 employees with disabilities (including 15 employees with severe disabilities), 25 aboriginals, 10 foreign nationals, 184 employees with high-school diplomas, and 922 employees aged over 50 (inclusive).	• Talent cultivation & development
	10.3	• Gender equality measure • Young Turing Program • PaGamO • Indigenous Education Equity	• Conducted annual training on human rights and gender equality with a total of 9,387 participants and14,546 hours, while advocating the Code of Conduct on gender equality quarterly with a total of 16,753 participants, achieving a 99.5% completion rate. • Full transportation subsidies were provided to participants, and nearly NT150,000 was invested in sponsorships to support high schools and universities in promoting information education. • Cumulatively donated NT$5 million over 5 years to PaGamO, providing free platform access to 2 remote schools. • Contributed NT$666 thousand to support the Shanghai Charity Foundation's Systematic Teaching Support Program, expanding educational opportunities for ethnic minority communities.	• Benefits & rights • Cultivate software talents • Social engagement

SDGs	Projects	2025 performance	Section
10.6	• AI+ Generator Program • IMV Competition	• A total of 7 Startups were selected for the "8th AI+ Generator Program," and cumulative 59 Startups selected. • The 4th IMV selected 16 Startups, supporting their development by offering scholarships.	• Partner with startups • Social engagement
12.2	• Energy Conservation Measures	• Maintain ISO 14001 certification with annual audits and ongoing compliance. • Implemented electronic forms to replace paper applications and promoted paper reuse. Paper usage intensity decreased to 4,533 sheets per NT$100 million revenue, with a 4.7% annual reduction.	• Environment & energy management
12.5	• Environment management measure	• Office waste was categorized, and monthly recycling data was compiled by the contracted cleaning company. In total, 45.8 tons of waste were generated, with 15.8 tons recycled, achieving a 34.5% recycling rate with an 8.3% annual increase.	• Environment & energy management
12.6	• Issue ESG report	• ESG reports are issued annually, with 7 Chinese versions (2019-2025) and 5 English versions (2021-2025) released.	• Partner with startups • Social engagement
13.1	• Supporting External Initiatives • IMV Competition	• Supported the Tree-planting events by planting 100 wetland trees, helping regulate the local climate and restore wetland ecosystems. • The 4th IMV Competition covered 4 categories, with 3 startups recognized in the Energy Conservation & Carbon Reduction category.	• Environmental sustainability policy • Social engagement
13.2	• GHG management	• Annually conduct ISO 14064-1 audits and obtain the certification.	• GHG management
13.3	• Environment education advocacy for internal & external	• Held 149 marketing events and seminars on environmental trend, totaling over 11,524 participants; arranged 10 green technology site visits at the "Tainan Shalun Smart Green Energy Center." • Supported the Tree-planting events and organized wetland environmental education, engaging 43 participants. SYSTEX also held a Lepironia Weaving DIY Workshop to promote nature-based solutions, with 53 participants. • Echoing green initiative campaigns such as "Earth Hour" and the "Melting Greenland 2.0" film screening program.	• Environmental sustainability policy
15.a	• Supporting External Initiatives	• Supported the Tree-planting events by planting 100 wetland trees, promoting biodiversity and wetland restoration. • Participated in the "Taiwan Blue Carbon Mangrove Restoration Project" at the invitation of Taiwan Mobile, supporting mangrove planting and ecosystem restoration.	• Environmental sustainability policy
16.5 16.6	• Integrity Committee • Sustainable supply chain	• Advocated the Employee Code of Conduct monthly; 8 sessions focused on ethical business practices and the protection of personal information and trade secrets, reaching 33,362 participants. • Held 2 integrity advocacies for employees with a total of 7,870 participants, and an online course and test on "Prohibition of Insider Trading" with a total of 4,066 participants. • There were 0 incidents of dishonesty or bribery in 2025. • The "Supplier CSR Code of Conduct" signing rate exceeds 99%.	• Governance and operations • Supplier sustainability management
16.b	• Human rights advocacy	• Advocated for 4 cases on gender equality, totaling 16,753 participants with a 99.5% completion rate.	• Benefits & rights
17.16	• AI+ Generator Program • IMV Competition	• 7 Startups were selected for the "8th AI+ Generator Program," and cumulative 59 Startups selected. • Co-initiated the "ESG Technology Innovation Promotion Alliance" as a founding member, and organized the "4th IMV event," selecting 16 Startups.	• Partner with startups • Social engagement

SASB Index

Topic	Code	Accounting Metric	Performance / Page
Energy Management in Manufacturing	TC-SI-130a.1	(1) Total water withdrawn, (2) Percentage grid electricity, (3) Percentage renewable	(1)19,501.1GJ; (2)99.8%; (3)10.5%
			p.79, 97, 98
	TC-SI-130a.2	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(1)(2)25,589kL; (3)0%
			Web_Environment & Energy Management
	TC-SI-130a.3	Integrate environmental considerations into data center strategic planning	p.79
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	p.39
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	0
	TC-SI-220a.3	Total monetary losses resulting from legal proceedings related to user privacy	0
	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) Number of users whose information was requested, (3) Percentage resulting in disclosure	***No systematic statistics are currently available.***
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	***No occurrence.***
Data Security	TC-SI-230a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	(1)1; (2)100%; (3)70
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	p.37-38
Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.1	Percentage of employees that require a work visa	p.45-56
	TC-SI-330a.2	Employee Engagement Rate (%)	***No systematic statistics are currently available.***
	TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	p.45-46
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	***No occurrence.***
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	(1) performance issues and (2) service disruptions; (3) total customer downtime	***No occurrence.***
	TC-SI-550a.2	Description of business continuity risks related to operational disruptions	***Web_Risk Management***

ESG Performance Summary

	Key Indicators		2023	2024	2025
G	Consolidated revenue (NT$ thousand)		35,184,378	38,950,642	43,969,455
	Gross profit (NT$ thousand)		7,907,981	8,248,706	9,637,174
	Operating income (NT$ thousand)		1,469,800	1,393,103	1,595,606
	Individual net income (NT$ thousand)		1,494,266	1,957,431	2,149,197
	Return on equity (%)		10.75	12.28	12.45
	Income tax expense (NT$ thousand)		346,382	364,073	442,737
	R&D expenditures (NT$ thousand)		558,824	716,812	793,112
	Dividends paid (NT$ thousand)		1,361,517	1,415,770	1,415,654
	Earing per share (EPS) (NT$)		6.02	7.66	7.91
	Proportion of independent directors (%)		30.77	30	36.36
	Proportion of female directors (%)		15.38	20	36.36
	Number of key suppliers		79	79	79
	Proportion of key supplier number (%)		5.51	5.93	5.88
	Procurement ratio for key suppliers (%)		74.47	77.78	73.08
	Rate of key suppliers signing "Supplier Integrity Pledge and Declaration" (%)		100	100	100
	Rate of key suppliers signing "Supplier CSR Code of Conduct" (%)		100	100	100
	Number of key suppliers ESG assessment (suppliers)		20	20	20
	Local procurement rate (%)		68.57	59.16	59.98
E	GHG emissions (category 1-6)(tCO_2e)	Location-based	3,474.8977	3,265.4600	3,013.7815
		Market-based	3,474.8977	3,265.4600	3,013.7815
	• Category 1 (Scope 1)(tCO_2e)		20.4516	52.3156	52.2384
	• Category 2 (Scope 2)(tCO_2e)	Location-based	2,810.9551	2,581.8415	2,292.1270
		Market-based	2,810.9551	2,581.8415	2,292.1270
	• Category 3-6 (Scope 3)(tCO_2e)		643.4910	631.3029	669.4162
	• Data coverage rate (%)		62.2	56.8	54.7
	Energy consumption (including electricity, gasoline, nature gas and diesel) (GJ)		21,104.88	20,590.52	19,501.14
	Grid electricity share of total energy use (%)		99.1	99.8	99.8

	Key Indicators		2023	2024	2025
	• Indirect energy consumption (electricity) (kWh)		5,810,192	5,706,923	5,404,879
E	• Renewable energy consumption (kWh)		120,000	260,000	569,168
E	• Renewable energy share (%)		2.1	4.6	10.5
E	• Electricity consumption per revenue (kWh/NT$100 million)		57,001	53,369	48,325
E	Water consumption (kL)		22,375	24,615	25,589
E	• Data coverage rate (%)		62.2	56.8	54.7
E	• Water consumption per revenue (kL/NT$100 million)		219.5	230.2	228.8
E	Total waste (tons)		43.6	39.7	45.8
E	• General waste disposed (tons)		31.2	29.3	30.0
E	• Waste recycled (tons)		12.4	10.4	15.8
E	• Waste recycling rate (%)		28.4	26.2	34.5
E	• Data coverage rate (%)		62.2	56.8	54.7
E	• Total waste per revenue (tons/NT$100 million)		0.43	0.37	0.41
E	• General waste intensity (tons/NT$100 million)		0.31	0.27	0.27
E	Paper usage (thousand sheets)		2,085	1,618	1,612
E	• Paper usage per revenue (sheets/NT$100 million)		6,552	4,758	4,577
E	Green procurement (NT$100 million)		2.99	3.42	3.43
E	Green procurement rate (%)		63.5	65.5	54.7
S	Number of all employee	Whole group including overseas BU	4,508	4,626	4,977
S		SYSTEX Group in Taiwan	4,077	4,039	3,985
S		SYSTEX Corp.	2,098	2,236	2,315
S		SYSTEX headquarters building	1,306	1,270	1,266
S	Not-employee workers		21	20	21
S	Number of employees trained		53,109	48,830	49,495
S	Employee training hours (hours)		140,046	143,163	135,078
S	Average employee training hours (hours)		34.35	35.45	33.90
S	Average employee training expenditure (NT$)		7,098	6,652	6,367

	Key Indicators	2023	2024	2025
S	Proportion of female employees (%)	40.2	41.2	42.1
S	Proportion of female employees in management level (%)	26.0	25.2	25.6
S	Proportion of female employees in middle management level (%)	27.5	26.8	27.3
S	Proportion of female employees in senior management level (%)management level (%)	12.9	11.8	13.2
S	Turnover rate (%)	16.5	16.6	14.3
S	Proportion of R&D employees (%)	73.9	74.5	75.3
S	Number of disabled employees	40	36	39
S	Return to work rate after parental leave (%)	81	75	64
S	Retention rate - 1 year after return to work (%)	85	100	93
S	Care rate for high-risk health employees (%)	100	100	100
S	Workers covered by an OHS management system audited internally	4,098	4,059	4,006
S	• Number of all employees and non-employed workers whose workplace controlled by SYSTEX	4,098	4,059	4,006
S	• Data coverage rate (%)	100	100	100
S	Workers covered by an OHS management system audited externally	1,327	1,290	1,287
S	• Number of all employees and non-employed workers whose workplace controlled by SYSTEX	4,098	4,059	4,006
S	• Data coverage rate (%)	32.4	31.8	32.1
S	Employee benefits expense (NT$ thousand)	5,375,966	5,852,627	6,644,312
S	Social investment / cash donation (NT$ thousand)	5,010	11,817	6,042
S	Health promotion expenditure (NT$ thousand)	16,555	12,960	20,253

Note:
1. The indicator calculation scope of envir onmental performance is at SYSTEX Headquarters Building.
2. The indicator calculation scope of social performance is SYSTEX Corp. and the affiliated companies, excluding SYSTEX Fintech, Palsys Digital Technology and Docutek Solutions.
3. Energy consumption is calculated according to the conversion calorific value table of Energy Administration.
4. The weight of general waste disposed was previously estimated, but since Oct. 2022, it has been measured by weighing.
5. Not-employee workers include agency workers, security guards, cleaning workers and electrical & mechanical workers.
6. Turnover rate = Annual number of employees leaving / (Total number of employees at the end of the year + Annual number of employees leaving) x 100%.
7. The scope and number of personnel for internal audits of Occupational Health and Safety Management System are consistent with those for external audits.

Government Subsidy Statistics GRI 201-4

SYSTEX Group	Total Subsidy (NT$ thousand)
SYSTEX Corporation	8,547.8
SYSTEX Software & Service	5,244.7
SYSTEX Fintech	21.3
Syspower	8,453.0
SoftMobile Technology	14.0
Concord System Management	12.6
SYSTEX Solutions	3,570.0
Taiwan Information Service Technology	850.0
Dawning Technology	25.1
MISYS	13.8
Caresys Information	112.6

Note: The data scope covers SYSTEX Corp. and its affiliated companies in Taiwan.

Energy Consumption Statistics GRI 302-1; SASB TC-SI-130a.1

Category	Item	2024 Consumption (GJ)	2025 Consumption (GJ)
Direct energy (A)	Nature gas	0	0
	Diesel	0	0
	Gasoline	45.6	43.6
Indirect energy (B) (Excl. renewable energy)	Imported electricity	19,608.9	17,408.6
Non-renewable energy (C)	(A)+(B)	19,654.5	17,452.1
Renewable energy (F)	Self-generated and consumed (D)	0	0
	Purchased (E)	936.0	2,049.0
	(D)+(E)	936.0	2,049.0
Total energy (G)	(C)+(F)	20,590.5	19,501.1
Renewable energy share (H)	(F)/(G)	4.5%	10.5%

Note: Data covers the SYSTEX Neihu Headquarters Building.

Greenhouse Gas Emissions of SYSTEX and Its Affiliates GRI 305-1, 305-2, 305-3

Category	Emission sources		22025 Emissions' (tCO_2e) Subtotal	Total
Category 1: direct GHG emissions	From stationary combustion		0.0000	102.4915
	From mobile combustion		13.2445	
	From anthropogenic systems		89.2470	
Category 2: indirect GHG emissions	From imported electricity	Location-based	5,411.6524	
		Market-based	5,411.6524	
Category 3: indirect GHG emissions	From transportation	By THSRC	57.1143	232.3110
		By airplanes	103.2090	
		By taxi	71.9877	
Category 4: indirect GHG emissions	From the production of electricity purchased		1,249.1876	1,275.7948
	From disposal of general waste		26.6070	
Category 5: indirect GHG emissions	No significant emissions			
Category 6: indirect GHG emissions	No significant emissions			
Total Emissions (Category 1-6) (Location-based /Market-based)			7,022.2497 / 7,022.2497	

Note: 1. In accordance with IFRS S2, SYSTEX Group completed its first greenhouse gas inventory and verification in 2026 covering 2025 emissions data within the consolidated financial reporting boundary. The coverage rate of greenhouse gas emissions data was 85.3%, excluding SYSTEX Fintech, Palsys Digital Technology, Dawning Technology, Docutek Solution and operations in Japan, Singapore, Malaysia, and Vietnam).

2. Scope 1 corresponds to category 1, Scope 2 to category 2, Scope 3 to category 3-6.

New-hire and Turnover Employee Statistics GRI 401-1

New-hire employee distribution

Type	2024				2025			
	Female		Male		Female		Male	
	People	New-hire rate (%)	People	New-hire rate (%)	People	New-hire rate (%)	People	New-hire rate (%)
Under 30y	177	44.1%	224	42.0%	132	35.2%	147	30.4%
30 (incl.)-50y	204	21.3%	192	14.8%	227	23.7%	187	15.0%
Over 50y (incl.)	34	11.1%	34	6.2%	17	4.9%	21	3.6%
Total	415	24.9%	450	18.9%	376	22.4%	355	15.4%
New-hire gender distribution (%)	**48.8%**		**52.0%**		**51.4%**		**48.6%**	

Note: 1. New-hire rate = Number of new-hires in this category / Total in this category x 100%
2. New-hire gender distribution = Number of new-hir es by gender / Total new-hires × 100%

Turnover employee distribution

Type	2024				2025			
	Female		Male		Female		Male	
	People	New-hire rate (%)	People	New-hire rate (%)	People	New-hire rate (%)	People	New-hire rate (%)
Under 30y	116	22.4%	177	24.9%	109	22.5%	135	21.8%
30 (incl.)-50y	214	18.3%	198	13.3%	174	15.4%	178	12.5%
Over 50y (incl.)	36	10.5%	63	10.3%	33	8.7%	34	5.6%
Total	366	18.0%	438	15.6%	316	15.8%	347	13.1%
Turnover gender distribution (%)	**45.5%**		**54.5%**		**47.7%**		**52.3%**	

Note: 1. Turnover rate = Number of turnover employees in this category / (Total in this category + Number of turnover employees in this category) x 100%
2. Turnover gender distribution = Number of employees leaving by gender / Total number of turnover employees × 100%

Parental leave and reinstatement Statistics GRI 401-3

Item	Gender	2024	2025
Number of employees eligible to apply for parental leave (A)	Male	89	102
	Female	98	111
	Total	**187**	**213**
Number of employees applying for parental leave (B)	Male	3	8
	Female	32	30
	Total	**35**	**38**
Employees eligible to return to work after unpaid parental leave ended (C)	Male	1	5
	Female	19	23
	Total	**20**	**28**
Employees return to work after unpaid parental leave ended (D)	Male	1	2
	Female	14	16
	Total	**15**	**18**
Employees return to work after unpaid parental leave ended in the previous year (E)	Male	2	1
	Female	15	13
	Total	**17**	**14**
Employees were still employed 12 months after their return to work (F)	Male	2	1
	Female	15	12
	Total	**17**	**13**
Application rate (B/A)	Male	3%	8%
	Female	33%	27%
	Total	**19%**	**18%**
Return to work rate (D/C)	Male	100%	40%
	Female	74%	70%
	Total	**75%**	**64%**
Number of employees eligible to apply for parental leave (A)aRetention rate (F/E)	Male	100%	100%
	Female	100%	92%
	Total	**100%**	**93%**

Note: (A) The 2025 eligibility for parental leave is the employees who are working at the end of the year and give birth during 2022/1/1 - 2025/12/31. (B) Eligible for parent leave and applying for it in the current year. (C) Expected to return to work in 2024. (D) Actual to return to work in 2025. (E) Actual to return to work in 2024 (F) Return to work in 2024 and worked for 12 months after reinstatement.

Independent Third-Party Assurance Statement

SGS

ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE SYSTEX CORPORATION'S SUSTAINABILITY REPORT FOR 2025

NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by SYSTEX CORPORATION (hereinafter referred to as Systex) to conduct an independent assurance of the Sustainability Report for 2025 (hereinafter referred to as the Report). The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standardv3 Type 1 Moderate level during 2026/04/20 to 2026/06/04. The boundary of this report includes Systex Taiwan operational and service sites as disclosed in Systex's Sustainability Report of 2025. The boundary is not the same as Systex's consolidated financial statements.

SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing the stakeholders in Systex's Sustainability Report of 2025.

RESPONSIBILITIES

The sustainability information in the Systex's Sustainability Report of 2025 and its presentation are the responsibility of the directors or governing body (as applicable) and management of Systex. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3), a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the AccountAbility Principles (AA1000AP,2018).

Assurance has been conducted at a type 1 moderate level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options	
1	AA1000 Accountability Principles (2018)
2	GRI (With Reference to)

- AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) is conducted at a moderate level of scrutiny, and therefore the reliability and quality of specified sustainability performance information is excluded.
- The evaluation of the report against the requirements of GRI Standards is listed in the GRI content index as material in the report and is conducted with reference to the Standards.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability Working Group members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS

Financial data drawn directly from independently audited financial accounts, Social Return on Investment assessments (SROI), Task Force on Climate-related Financial Disclosures (TCFD), SASB, The Taskforce on Nature-related Financial Disclosures (TNFD) and International Financial Reporting Standards-S2 (IFRS-S2) have not been checked back to source as part of this assurance process.

INDEPENDENCE AND COMPETENCE

SGS affirm our independence from Systex, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS

ASSURANCE OPINION

On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the AA1000 AccountAbility Principles (2018).

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

Systex has demonstrated a clear commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, ESG experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns.

MATERIALITY

Systex has established a systematic and regular process for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

RESPONSIVENESS

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback. Systex has appropriately addressed and provided explanations for the significant events that occurred during the reporting period.

IMPACT

Systex has demonstrated a process on identify and fairly represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements.

ADHERENCE TO GRI

The report, Systex's Sustainability Report of 2025, is reporting with reference to the GRI Universal Standards 2021. The significant impacts were assessed and disclosed with reference to the guidance defined in GRI 3: Material Topic 2021 and the relevant 200/300/400 series Topic Standard related to the material topics claimed in the GRI content index. The report has properly disclosed information related to Systex's contributions to sustainability development. It is commendable that Systex has integrated its material topic assessment process with other risk analyses and human rights due diligence frameworks, yielding appropriate outcomes. Moving forward, Systex is encouraged to further elaborate on how its highest governance body exercises oversight across these diverse processes and the distinct roles it plays.

Signed:
For and on behalf of SGS Taiwan Ltd.

AA1000
Licensed Report
000-8/V3-AF5X4

Stephen Pao
Business Assurance Director
Taipei, Taiwan
19 June, 2026
WWW.SGS.COM

Certificate of Registration

SYSTEX Corporation

ISO 9001
(Data Management Integration Service, ChungHo)


bsi.
Certificate of Registration
QUALITY MANAGEMENT SYSTEM - ISO 9001:2015
making excellence a habit.

ISO 22301
(Data Management Integration Service, ChungHo & SanChong)


bsi.
Certificate of Registration
BUSINESS CONTINUITY MANAGEMENT SYSTEM - ISO 22301:2019
making excellence a habit.

ISO 27001
(Data Management Integration Service, ChungHo)


bsi.
Certificate of Registration
INFORMATION SECURITY MANAGEMENT SYSTEM - ISO/IEC 27001:2022
making excellence a habit.

ISO 27001
(A601,A600, F200, F500, F600, F900)


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Certificate of Registration
INFORMATION SECURITY MANAGEMENT SYSTEM - ISO/IEC 27001:2022
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ISO 27001(TAF)
(Internet Data Service and Fin-information Service, Data Center)


bsi.
Certificate of Registration
INFORMATION SECURITY MANAGEMENT SYSTEM - ISO/IEC 27001:2022
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BS 10012
(Data Management Integration Service, ChungHo)


bsi.
Certificate of Registration
Personal Information Management System - BS 10012:2017
making excellence a habit.

PCI Data Security Standard, PCI DSS


SECURE VECTORS
Certificate of Compliance
PCI COMPLIANCE
This is to certify that
SYSTEX 精誠資訊
Systex Corporation
精誠資訊股份有限公司
29 December 2025 – 28 December 2026
Valid Period of This Certificate
PCI DSS

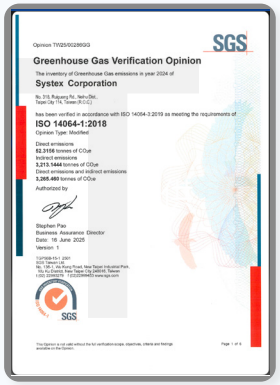
ISO 14001
(UKAS)


SGS
Certificate TW21/10290
Systex Corporation

ISO 50001
(TAF)


SGS
Certificate TW21/10576
Systex Corporation

ISO 14064-1


SGS
Greenhouse Gas Verification Opinion
Systex Corporation
ISO 14064-1:2018

ISO 45001
(UKAS)


SGS
Certificate TW21/10624
Systex Corporation
ISO 45001:2018

Taiwan Intellectual Property Management System, TIPS


TIPS
精誠資訊股份有限公司
Systex Corporation
A

SYSTEX Software & Service

ISO 27001 (UKAS)



ISO 27701



Top Information Technologies

ISO 27001 (UKAS)



Syspower

ISO 27001



ISO 27001



SoftMobile Technology

ISO 27001



Concord System Management

ISO 27001 (UKAS)



SYSTEX Solutions

ISO 27001 (UKAS)



CNS 27001 (TAF)



ISO 27001



Taifon Computer

ISO 27001



E-Service Information

ISO 27001



Taiwan Information Service Technology

ISO 27001 (DAKKS)



ISO/CNS 27001 (TAF)



ISO 27701



ISO 27701



ISO 27018



uniXecure

ISO 20000-1



ISO 27701 (UKAS)



ISO/CNS 27001 (TAF)



ISO 27701 (UKAS)



Caresys Information

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SYSTEX