

SYSTEX Profile

CFO & Company Spokesperson

Larry Chung

2025.11.13

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Disclaimer

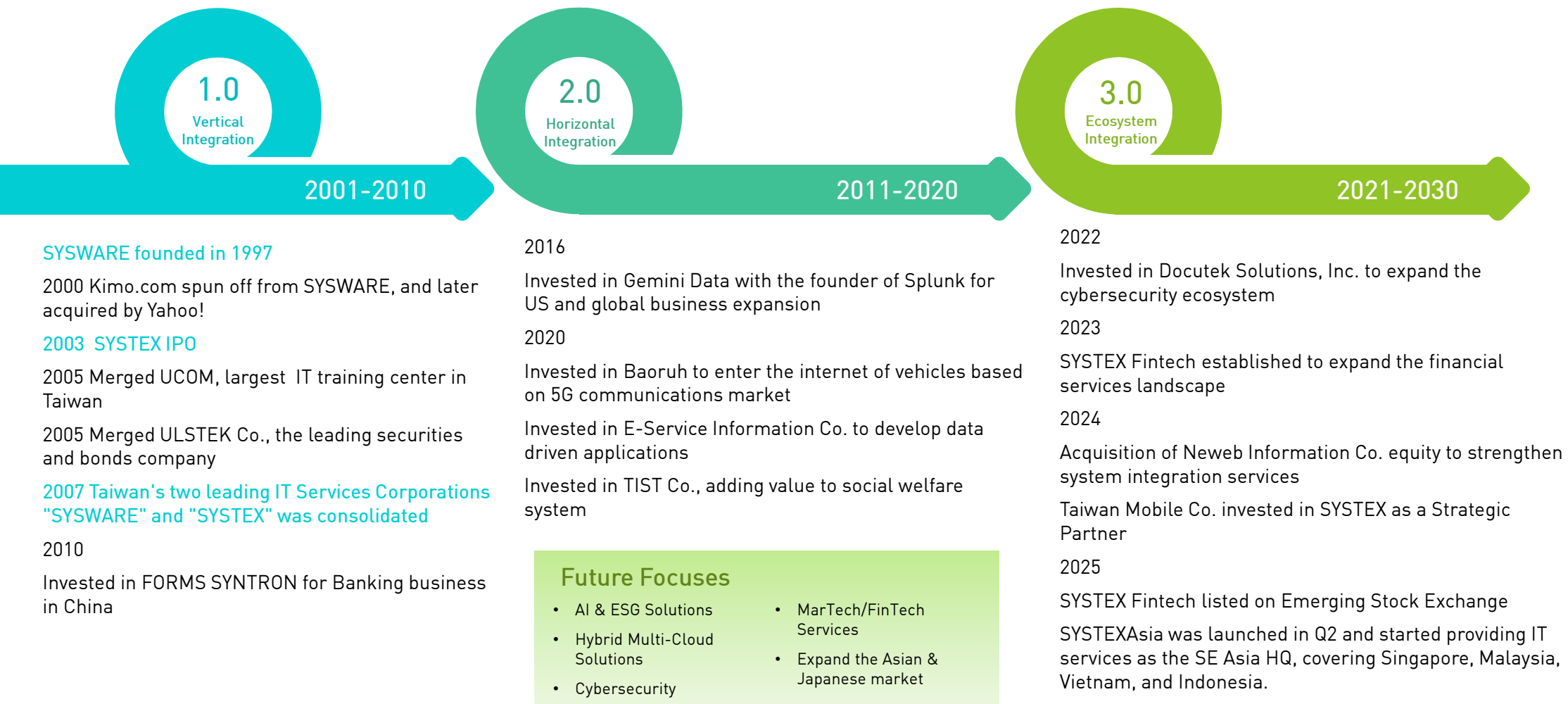
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A Leading Taiwan-based IT Services Provider



- Employees: 5,000
- Ranked 56th among Taiwan's Top 2,000 Service Companies.
- More than 50 office locations in Taiwan, China, Hong Kong, Japan, Vietnam, Malaysia and Singapore
- Over 40,000 Enterprise and Public Sector Clients
- Business Focus and Solutions Offering
Sustainable Technology, Cyber Security, Ecommerce, Maintenance Service, Smart Manufacturing, Fintech, Smart City, Healthcare
- 2024 Revenue: USD \$1.21 Billion

Integration and Investment for Growth Evolution



Professional Service Provider

Industry Business Integration

Technical Talents Ratio **85%**

Mega SI Business Integration

Technical Talents Ratio **80%**

VAD Business Integration

Technical Talents Ratio **65%**

- Secured the **No.1 spot in Taiwan's software industry** for over **10 consecutive years** by Common Wealth Magazine
- Crowned with **4th Taiwan Mittelstand Award by Industrial Development Bureau**, Ministry of Economic Affairs, Taiwan
- Obtained the “Certificate of Talent Quality-management System, TTQS, – Enterprise Version, Bronze” by Ministry of Labor.
- Rewarded the “9th Corporate Governance Evaluations – 6%~20% of listed companies” by Taiwan Stock Exchange.

Certification

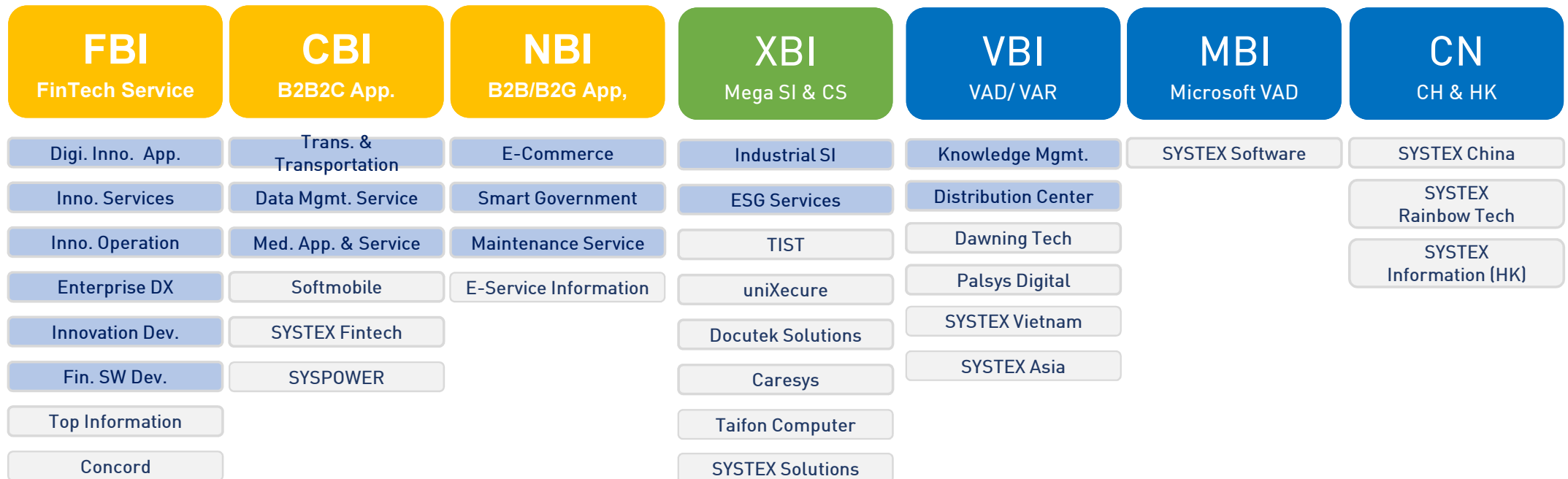
- | | |
|---|--|
| ✓ ISO 9001 Quality Management | ✓ ISO 20000-1 IT Service Management |
| ✓ BS 10012 Personal Information Management | ✓ ISO 22301 Business Continuity Management |
| ✓ CNS/ISO 27001 Information Security Management | ✓ ESG AA1000 Assurance Standard |



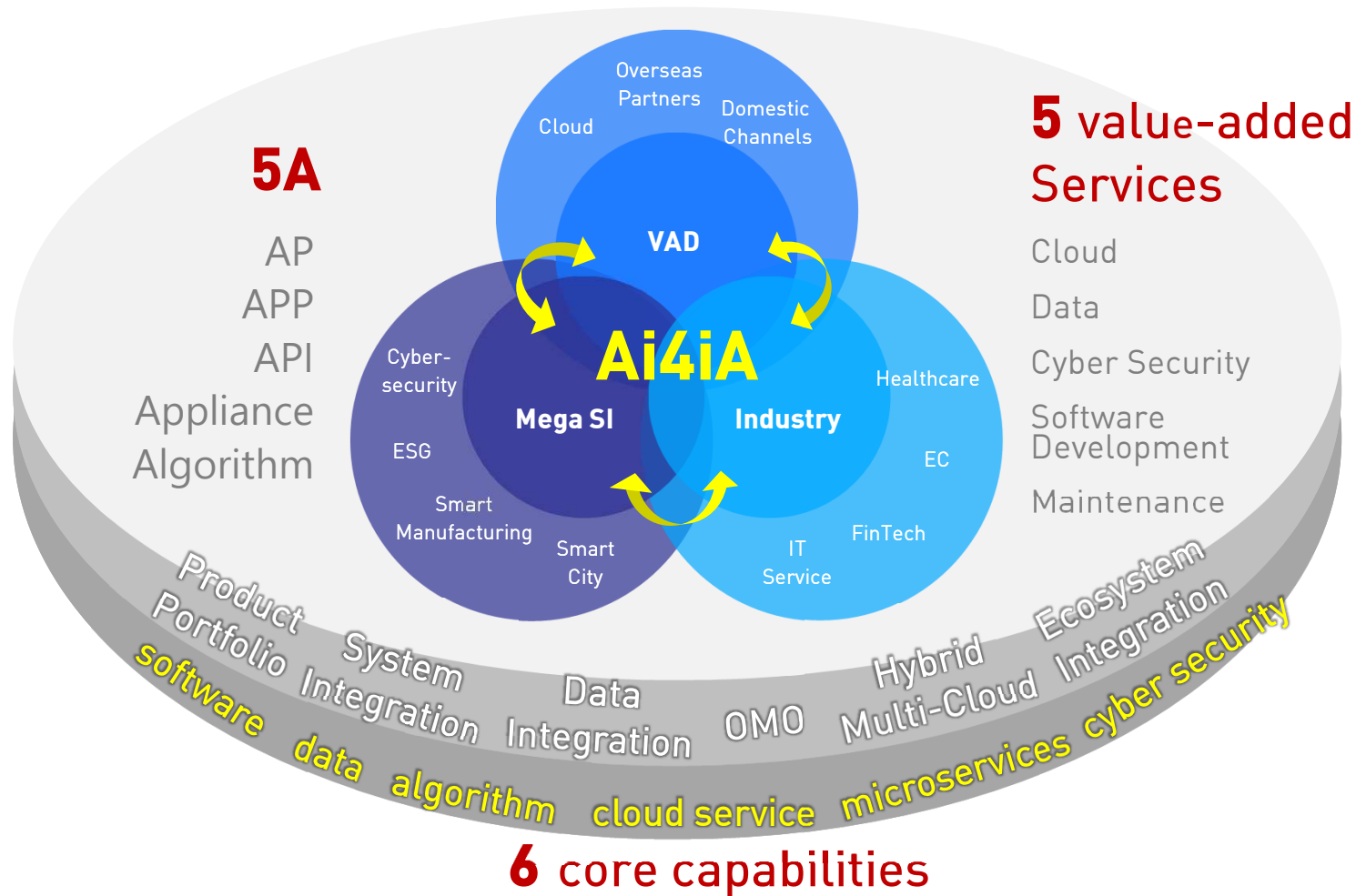
Cross Border / Industry Organizations

BU

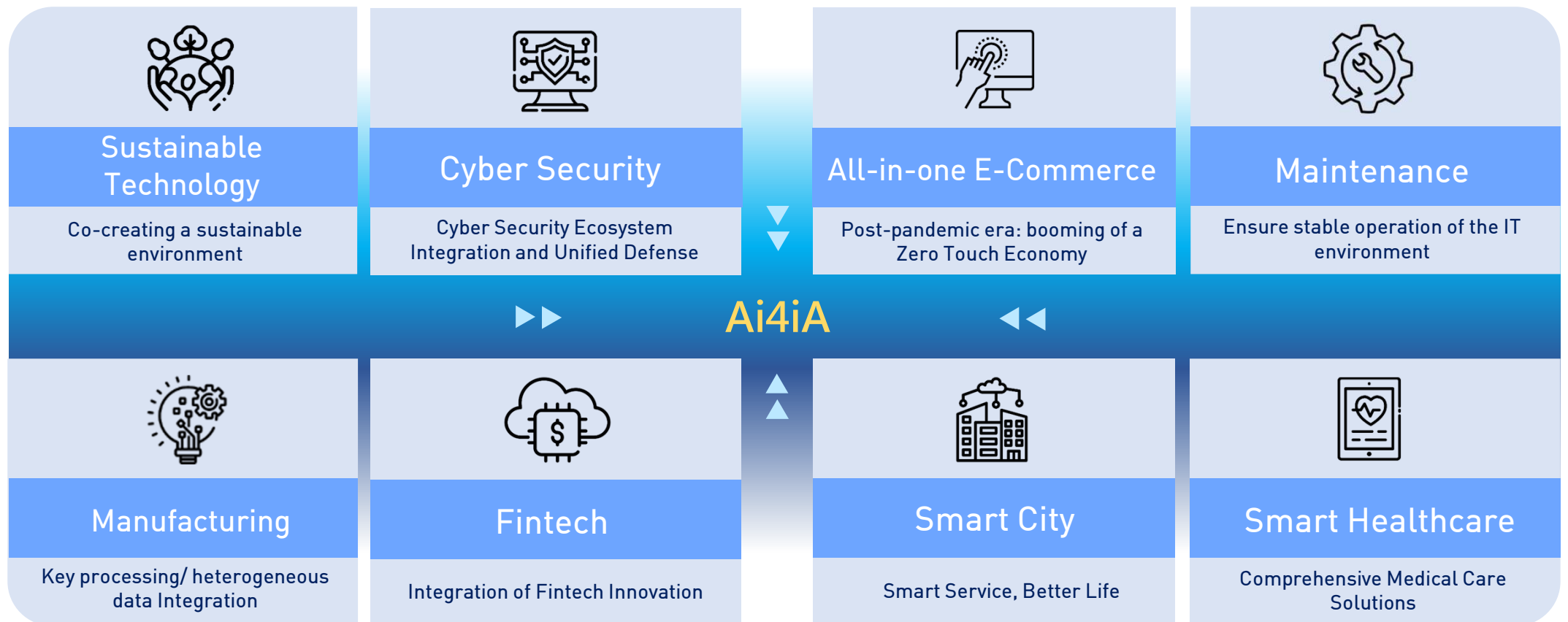
Subsidiary



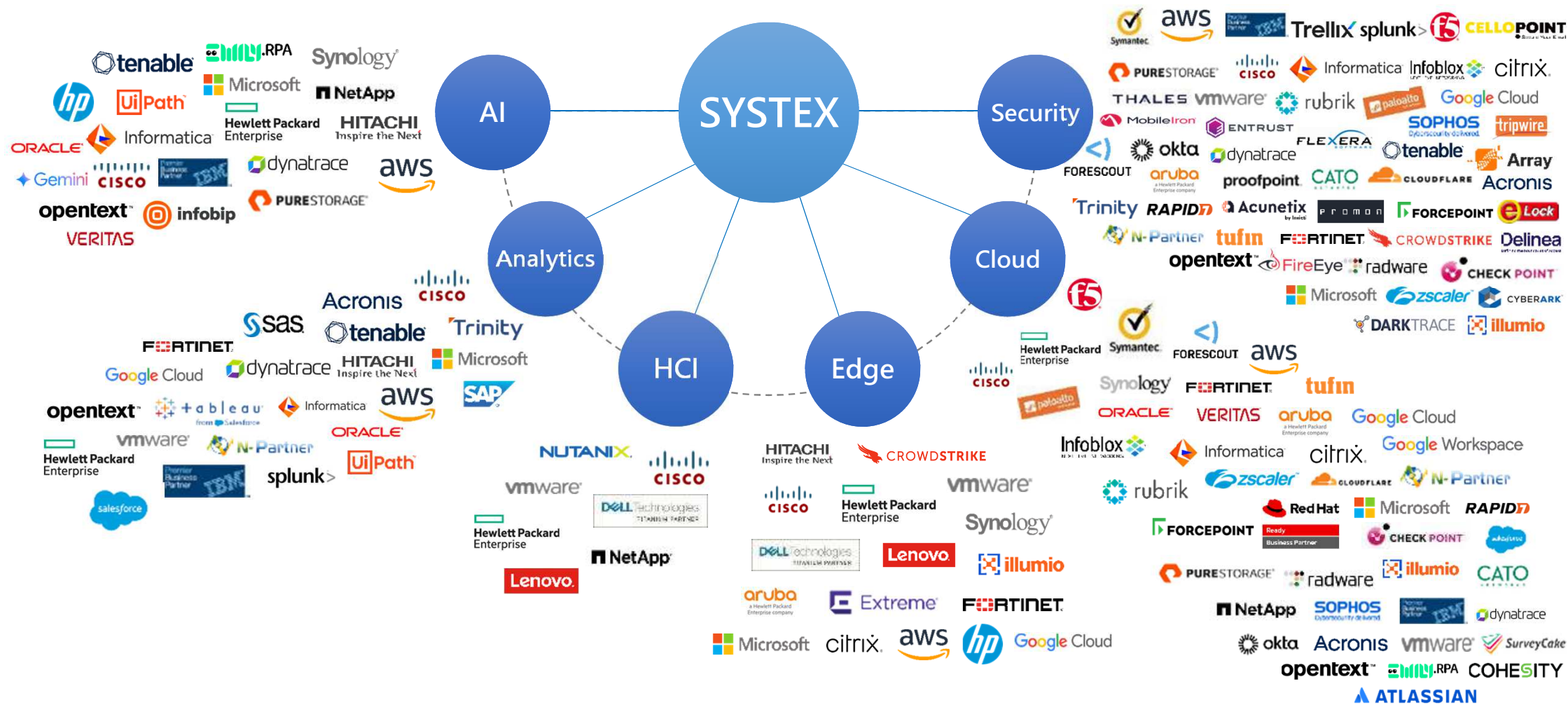
Core Competence



Cross-Border Innovations



Global Ecosystem Partners



Industry Clients

Financial



Manufacturing



Service



Government



Medical



Education

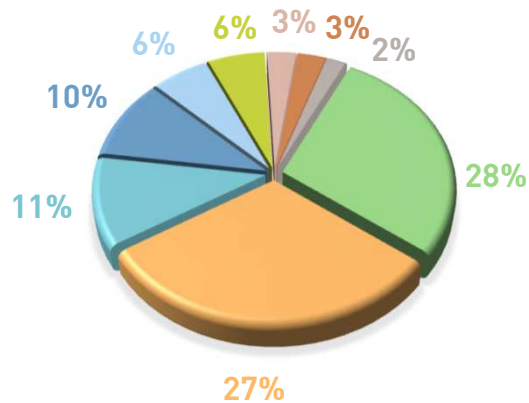


Utilities

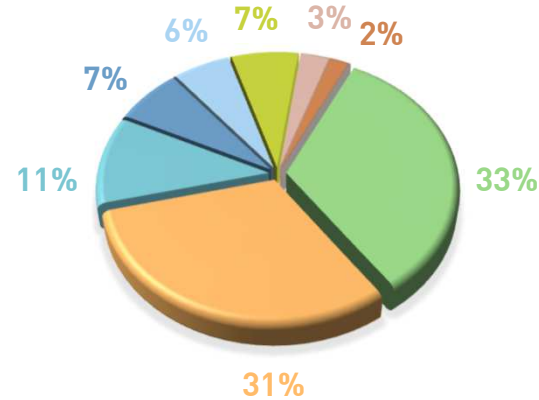


Revenue breakdown by industrial classification

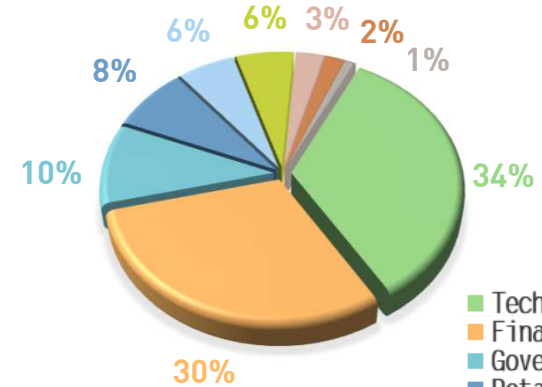
1Q23~3Q23



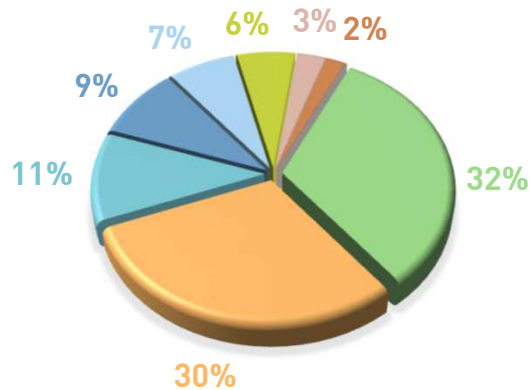
1Q24~3Q24



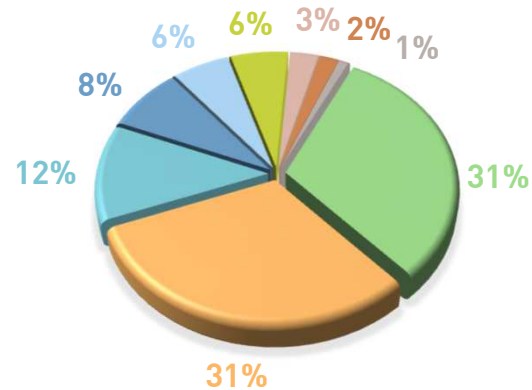
1Q25~3Q25



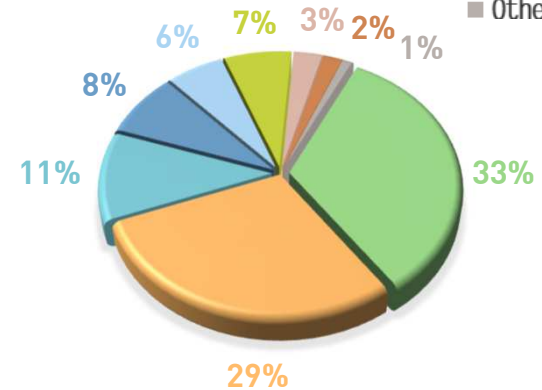
Y2022



Y2023



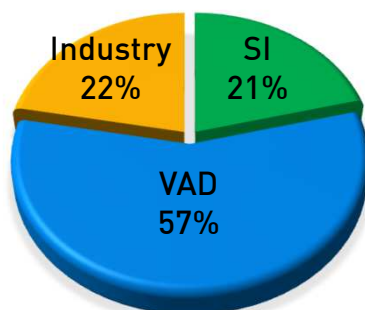
Y2024



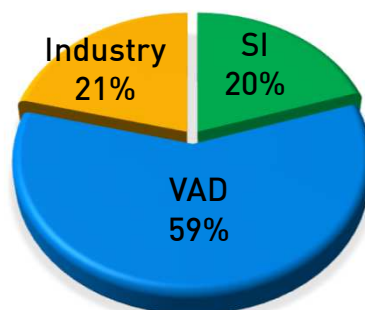
- Technology industry
- Financial/Insurance
- Government/Education
- Retail/Transportation
- Manufacturing
- Service
- Medical
- Telecommunication/network
- Other

Revenue breakdown by business type

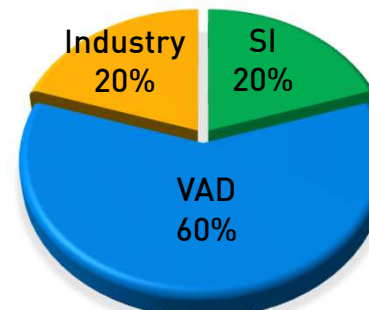
1Q23~3Q23



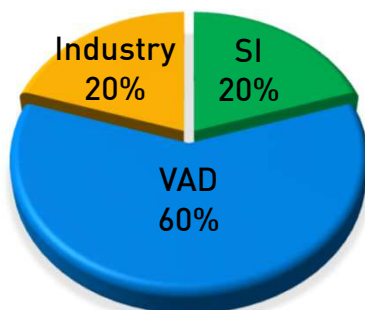
1Q24~3Q24



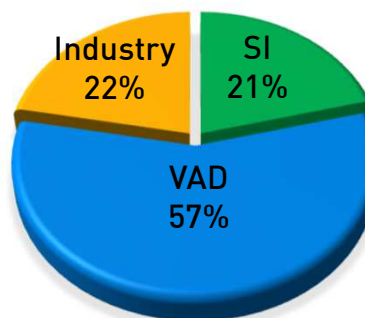
1Q25~3Q25



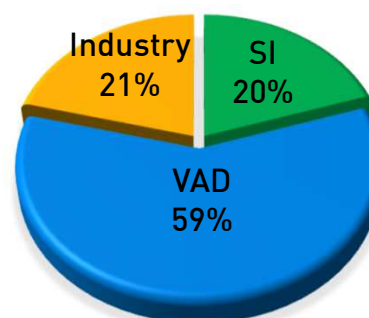
Y2022



Y2023



Y2024



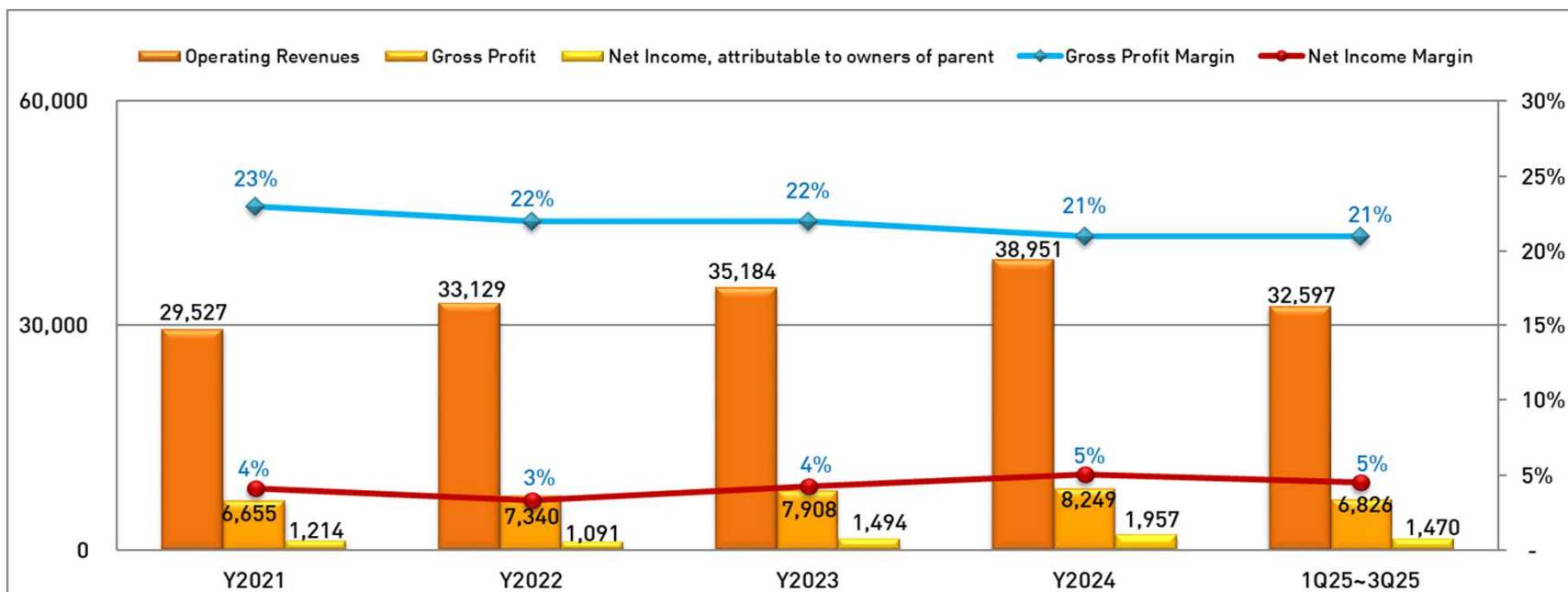
BALANCE SHEETS

UNIT : NT\$ million ,%

ITEM	2025/9/30	%	2024/12/31	%	2024/9/30	%
Cash and cash equivalents	4,258	12%	6,197	18%	4,610	13%
Current financial assets at fair value through profit or loss	5,545	15%	5,903	17%	6,964	20%
Financial assets measured at amortized cost-current	0	-	30	-	0	-
Trade and other current receivables	8,425	23%	5,437	15%	5,884	17%
Inventories	6,410	17%	5,100	15%	5,251	15%
Other current assets	3,143	8%	2,721	8%	2,889	8%
Total current assets	27,781	75%	25,388	73%	25,597	73%
Financial assets at fair value through profit or loss - non-current	2,560	7%	2,773	8%	2,590	7%
Financial assets at fair value through other comprehensive income - non-current	194	1%	198	1%	270	1%
Financial assets measured at amortized cost- non-current	500	1%	500	2%	500	1%
Investments accounted for using equity method	1,785	5%	2,188	6%	2,317	7%
Property, plant and equipment	2,345	7%	2,303	7%	2,288	7%
Right-of-use assets	516	1%	480	1%	515	1%
Intangible assets	600	2%	382	1%	370	1%
Total other non-current assets	547	1%	521	1%	531	2%
Total non-current assets	9,048	25%	9,345	27%	9,382	27%
Total assets	36,829	100%	34,732	100%	34,979	100%
Short-term loans	7,180	19%	2,115	6%	2,996	9%
Notes and accounts payable	5,607	15%	5,371	15%	4,696	13%
Other current liabilities	5,239	15%	5,416	16%	4,494	13%
Total current liabilities	18,026	49%	12,902	37%	12,185	35%
Bonds payable	0	-	3,000	9%	3,000	9%
Premium (discount) on bonds payable	0	-	(2)	-	(2)	-
Long-term loans	95	-	97	-	105	-
Other non-current liabilities	398	1%	405	1%	481	1%
Total non-current liabilities	493	1%	3,500	10%	3,584	10%
Total liabilities	18,519	50%	16,402	47%	15,769	45%
Total share capital	2,722	7%	2,723	8%	2,723	8%
Capital surplus	8,681	24%	8,692	25%	8,692	24%
Retained earnings	6,600	18%	6,530	19%	6,136	18%
Other equity	(473)	-1%	(215)	-1%	(197)	-1%
Total equity attributable to owners of Corporation	17,531	48%	17,730	51%	17,352	50%
Non-controlling interests	779	2%	599	2%	1,858	5%
Total liabilities and equity	36,829	100%	34,732	100%	34,979	100%
Book Value Per Share (NT Dollar)	64.39		65.37		63.98	

Historical INCOME STATEMENT

UNIT : NT\$ million , %



	Y2021	Y2022	Y2023	Y2024	1Q25~3Q25
Operating Revenues	29,527	33,129	35,184	38,951	32,597
Gross Profit	6,655	7,340	7,908	8,249	6,826
Gross Profit Margin	23%	22%	22%	21%	21%
Operating Expenses	5,522	6,083	6,438	6,856	5,517
Operating Income	1,133	1,257	1,470	1,393	1,309
Operating Income Margin	4%	4%	4%	4%	4%
Non-Operating Items	318	136	455	1,003	671
Net Income, attributable to owners of parent	1,214	1,091	1,494	1,957	1,470
Net Income Margin	4%	3%	4%	5%	5%
EPS (NT Dollar)	4.90	4.40	6.02	7.66	5.42

INCOME STATEMENT

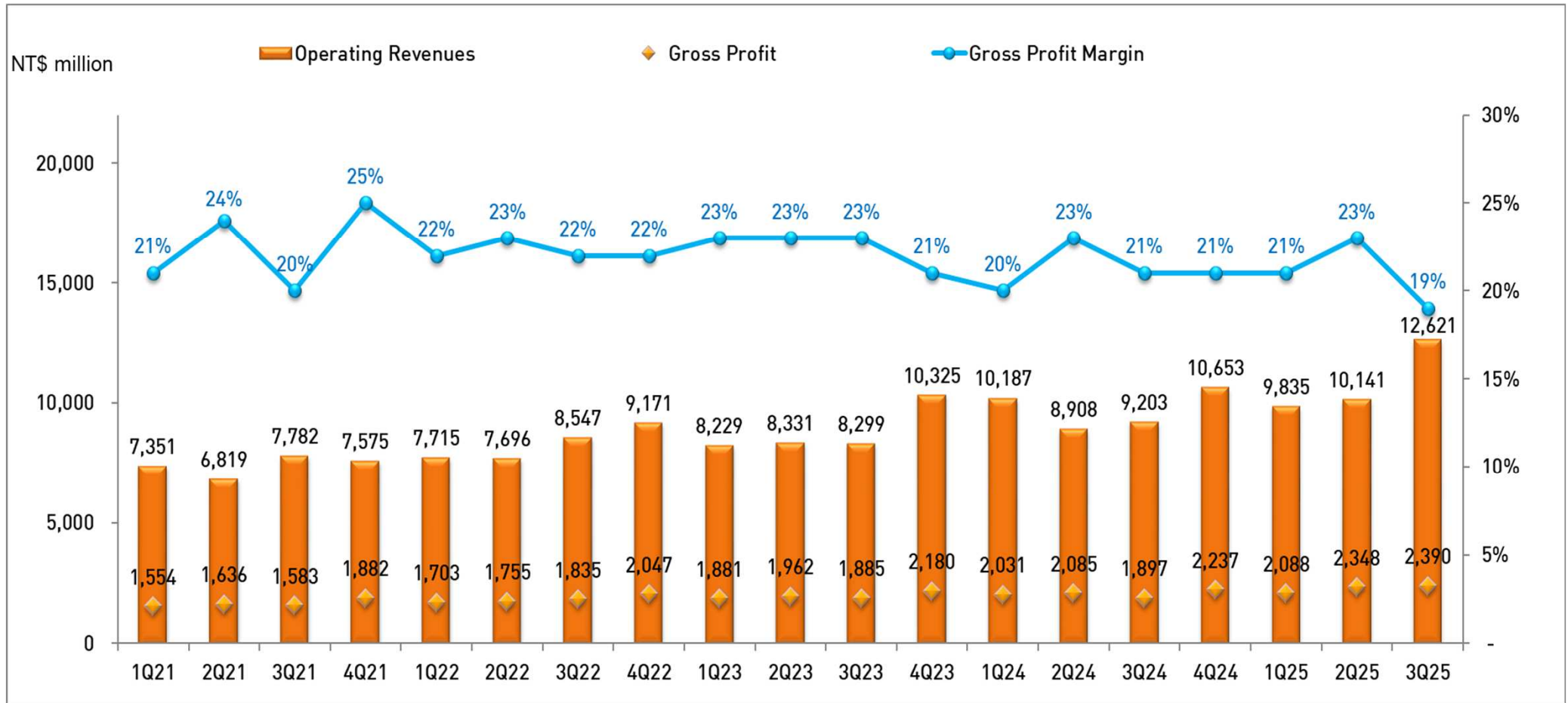
UNIT : NT\$ million ,%

ITEM	3Q25	2Q25	DIFF	3Q24	DIFF	1Q25~3Q25	1Q24~3Q24	DIFF
Operating Revenues	12,621	10,141	2,480	9,203	3,418	32,597	28,298	4,299
Operating Costs	10,231	7,793	2,438	7,306	2,925	25,771	22,286	3,485
Gross Profit	2,390	2,348	42	1,897	493	6,826	6,012	814
Gross Profit Margin	19%	23%	-4%	21%	-2%	21%	21%	-
Operating Expenses	2,044	1,875	169	1,602	442	5,517	4,896	621
Operating Income	346	473	(127)	295	51	1,309	1,116	193
Operating Income Margin	3%	5%	-2%	3%	-	4%	4%	-
Non-Operating Items (Notes 1)	376	362	14	248	128	671	833	(162)
Income Before Income Tax	722	835	(113)	543	179	1,980	1,949	31
Net Income	605	690	(85)	474	132	1,598	1,642	(44)
Net Income, attributable to non-controlling interests	42	55	(13)	20	22	128	67	61
Net Income, attributable to owners of parent	563	635	(72)	454	109	1,470	1,575	(105)
EPS (NT Dollar)	2.07	2.34	(0.27)	1.79	0.28	5.42	6.29	(0.87)

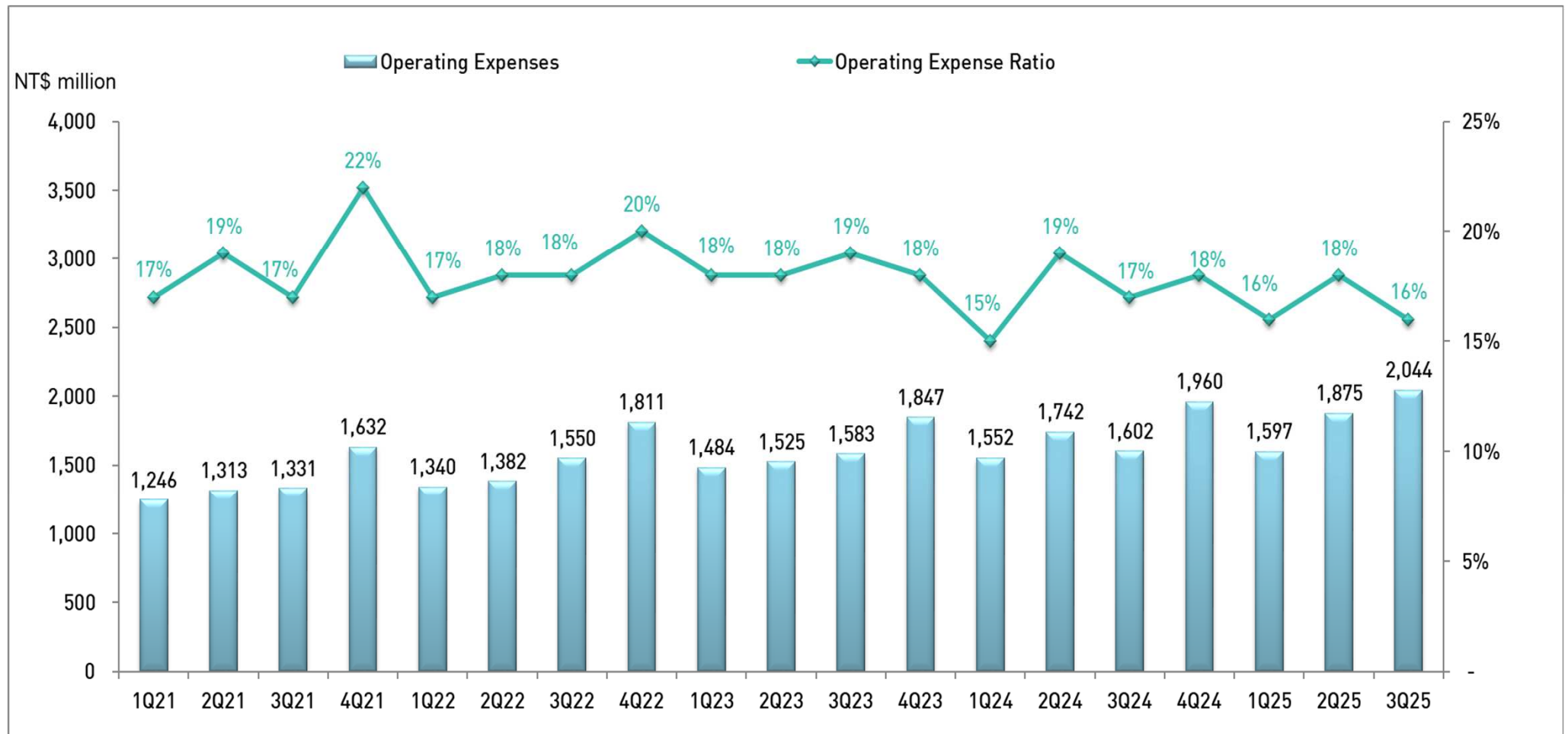
Notes1 : Non-Operating Items

	3Q25	2Q25	DIFF	3Q24	DIFF	1Q25~3Q25	1Q24~3Q24	DIFF
Interest income and expense	(15)	7	(22)	(0)	(15)	(10)	22	(32)
Share of profit of associates	57	58	(1)	56	1	141	116	25
Gains on disposals of investments	106	144	(38)	5	101	275	9	266
Gains on financial assets at fair value through profit or loss	(2)	114	(116)	137	(139)	(26)	604	(630)
Dividend income	201	67	134	39	162	268	54	214
Foreign exchange gain(loss) , net	6	(41)	47	3	3	(23)	1	(24)
Gain (loss) on disposal of property, plant and equipment, net	0	1	(1)	0	0	1	1	0
Other non-operating income and expenses	23	12	11	7	16	44	26	18
Total non-operating income and expenses	376	362	14	248	128	671	833	(162)

Consolidated Operating Revenues & Gross Profit Margin



Operating Expenses By Quarter



Recognition of Corporate Sustainability

【Innovative Sustainable Solutions】

- ✓ TSAA, – SDG 9 Golden Award
- ✓ TCSA, – Innovation and Growth Leadership Award
- ✓ 2025 Taiwan Excellence Silver Awards



【Strengthening Corporate Sports Culture】

- ✓ CHR – Golden Award (No.1)
- ✓ Sports Enterprise Certification



【AI+ Generator Program】

- ✓ International Incubation Institution
- ✓ TSAA, – SDG 17 Silver Award

【AI for Social Good】

- ✓ Technology for Common Good Impact Award



【Employee Benefits and Career Development】

- ✓ Work-Life Balance Award – Employee Care Award
- ✓ TCSA, – Workplace Welfare Leadership Award
- ✓ National Talent Development Award



【Implementing Corporate Sustainability Development】

- ✓ Top 6%-20% of Listed Companies
- ✓ Excellence in Corporate Social Responsibility Award



【Young Turing Program】

- ✓ ASSET Sustainable Paradigm Award
- ✓ Asia Responsible Enterprise Awards – Investment in People



Tech For Good

Making Good Changes for Our World

2014

Started SYSTEX Elite Internship which aims to nurture university/graduate students by offering summer internships program

2015

Kicked off "Data for Social Good" project, using data to solve social issues

2017

AI+ Generator Program, supporting startups to speed up market fit and go global

2019

Action Intelligence for Social Goods Award, encouraging organizations to utilize technology to create impact



2021

Respond to PaGamO program and adopt two remote schools in Xinwu Township, Taoyuan County



2023

Collaborating with the Feng Chia University, and aim to facilitate advantageous student internships and employment placements.



Supporting the "AAMA AIoT Project," to find new startup teams

2014-2016

2017-2020

2021-2024

2016

Founded Young Turing Program to encourage high school students to devote themselves to programming and try to fix social problems



2020

Donated NTD 3 million to help NTNU / national athletes enhance their performance to the next level through AI and data analysis



Collaborating with NTUST to establish the "SYSTEX Cloud Academy," cultivating global cloud talent

2022

Joining the "ESG Technology Innovation Promotion Alliance" to expand sustainable impact.

Combining the staff movement and tree planting activities, SYSTEX promised to plant a tree while each employee fun 5 kilometers, to help Taiwan create the coastal forest.

2024

Joined the "E.SUN ESG Sustainability Initiative" to Implement ESG Principles and Actions, Promoting the United Nations SDGs for Sustainable Development



Cultivating the Next Generation of Software Elite Talents



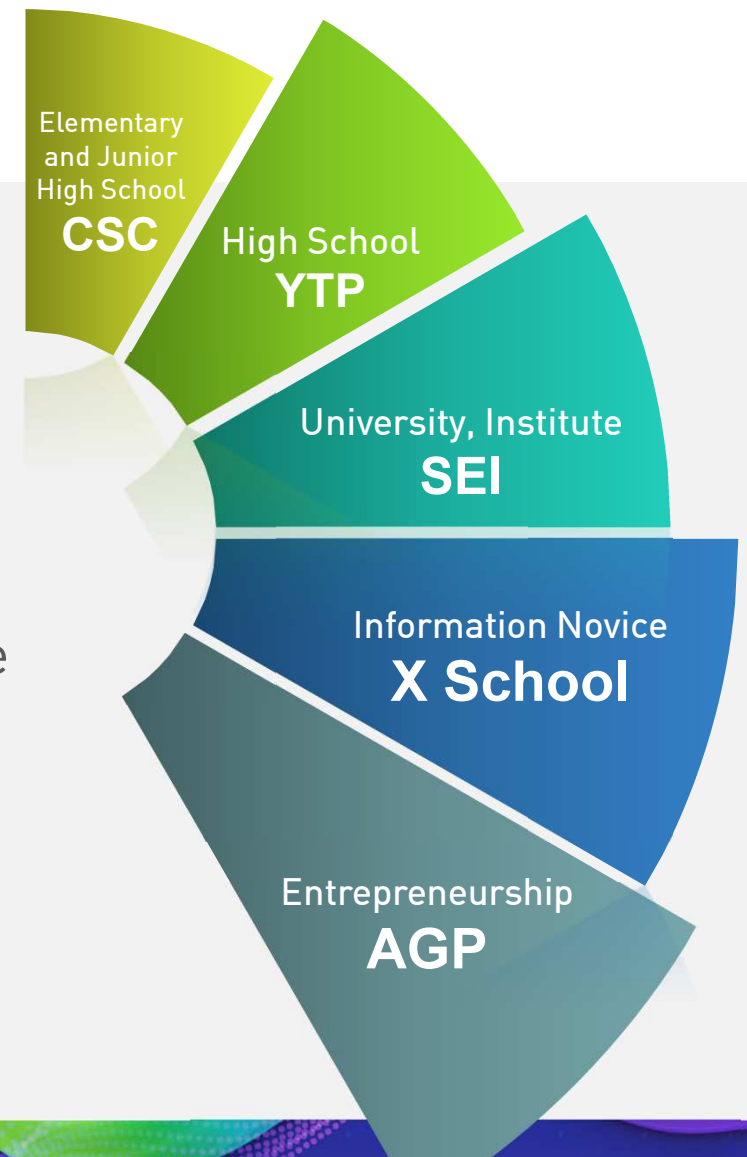
Social Inclusion

Empowering Taiwanese Software to Shine in the Global Market

Focus on

Software Development & Young Talents Sponsorship

Encouraging Taiwan young generation dare to explore their potential in coding and make themselves shine overseas as well as Taiwan's software industry



Thank You

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