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Addcn Technology

2024

Sustainability Report

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Preface

About this Report

Preparation Principles

This Report is prepared by Addcn Technology Co., Ltd. (stock code 5287, hereinafter referred to as "Addcn Technology") in accordance with the GRI Universal Standards 2021 issued by the Global Reporting Initiative (GRI), aiming to provide stakeholders with Addcn Technology's operational strategies, management policies, resource investments, and performance results in sustainable development. The information disclosed in this Report follows the GRI Standards, and a GRI Standards Disclosure Index is attached at the end of this Report for readers' reference and comparison.

Reporting Period

This is the third sustainability report published by Addcn Technology. The data and content disclosed focus on the economic, environmental, and social performance for the year 2024 (January 1, 2024 to December 31, 2024). Some information is traced back to 2023 or projected forward to 2025 to present relevant trends and changes. The Company publishes a sustainability report annually, which is also available on the company website https://www.addcn.com.tw/social-esgall.html. All policies or regulations disclosed in the sustainability report will be regularly updated. For the latest content, please refer to the announcements on the company website.

Report Scope and Data

The scope of disclosure in this Report covers Addcn Technology Co., Ltd., with operating regions including Taipei office, Taichung office, and Kaohsiung office. The consolidated financial statements include Addcn Technology and its subsidiaries. The data and information disclosed in this Report are compiled and provided by the relevant responsible departments. The collection, measurement, and calculation methods of disclosed data are mainly based on international regulations or local legal requirements. In cases where no applicable international standards exist, industry standards or practices are referenced.

Publication Date

Addcn Technology publishes the sustainability report annually and makes it available on the company website.
This edition published: August 2025
Next edition expected: August 2026

Restatements of Information

There is no restatement of information in the 2024 Addcn Technology Co., Ltd. Sustainability Report.

External Assurance

This Report has been submitted to the Board of Directors for discussion and approval, and no external assurance has been conducted.

Report Contact Unit

If you have any questions about this Report or any suggestions for Addcn Technology, please feel free to contact us through the following methods.

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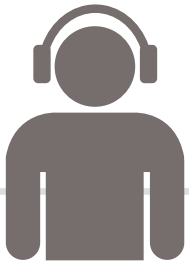


Board of Directors' Expectations

In the face of global climate change, the net-zero emission movement, domestic and international trends, and market competition, these impacts have compelled Addcn Technology to not only pursue continuous progress and growth in its core business, but also to deeply realize that companies must implement sustainable development, contribute to actions mitigating extreme climate, and achieve harmonious growth and stakeholder balance.

Addcn Technology's core values are "Simplicity, Focus, and Persistence." In 2024, the application of AI technology achieved a major breakthrough, bringing comprehensive impacts across various industries. The operating team, having cultivated expertise in AI and data technology for years, has successively launched AI-related services aimed at enhancing user experience. This initiative has enabled Addcn Technology to maintain its growth momentum in 2024, with consolidated revenue reaching NT$2.262 billion, a 5% increase over 2023. This demonstrates the joint efforts of the management and all employees, as well as the Company's strong operational resilience. To accelerate the process of sustainable development, Addcn Technology formally established a Sustainable Development Group in 2022, with the President as the project convener, gathering department heads from all divisions to jointly promote sustainability from the top down and guide the Company toward sustainable development.

To fulfill its commitment and determination to carbon reduction, Addcn Technology conducted its first greenhouse gas inventory in 2022, and completed the first third-party assurance of its greenhouse gas inventory in 2023. This allows the Company to understand the amount of greenhouse gas emissions generated during its operations, helping to formulate subsequent carbon reduction strategies and reduce its greenhouse gas emissions in response to climate change risks and opportunities. Creating value for stakeholders has always been a fundamental belief at Addcn Technology. We remain committed to investing in R&D, refining data algorithms, and improving user experience, leveraging technology to meet consumer needs.

While pursuing sustainable operations, Addcn Technology is also committed to providing employees with a vibrant organization and a friendly workplace, fostering an equal and harmonious working environment. Upon our first participation, we were honored with the "2022 Best Companies to Work for In Asia" award. In three major indicators—corporate core culture, employee self-awareness, and team communication and collaboration—our scores surpassed the industry average, reflecting employees' high recognition and engagement with the Company. Addcn Technology also upholds the spirit of giving back to society, using what it gains from society to benefit the public through charitable donations, sponsorships, and participation in public welfare activities. As of 2024, Addcn Technology's cumulative contributions have reached nearly NT$37.5 million.

Looking ahead, Addcn Technology will continue its mission of cultivating information content services, building a more resilient ecosystem for lifestyle service information,and creating long-term sustainable value for a broad range of stakeholders.

Addcn Technology Co., Ltd.
All Directors

Honors and Recognition

2022 Best Companies to Work for In Asia

The "HR Asia Best Companies to Work for In Asia" is one of the most prestigious awards in the field of human resource management in Asia. In 2022, about 300 companies participated. The evaluation was based on three major indicators: "corporate core culture," "employee self-awareness," and "team communication and collaboration." In its first participation in 2022, Addcn Technology exceeded the industry average in all categories and was honored with the "2022 Best Companies to Work for In Asia" award. Specifically, "corporate core culture" scored 4.45, higher than the industry average of 3.79; "employee self-awareness" scored 4.41, above the average of 3.8; and "team communication and collaboration" scored 4.65, surpassing the average of 4.05, demonstrating the strong recognition Addcn's partners have for the Company. For the Company, the best working environment is having a group of outstanding colleagues. We will continue to strive for progress, attracting and retaining these talented Addcn partners.

2022 iF Design Award, Germany

Taiwan's largest part-time job platform, "Chickpt," has won international recognition three times, setting a new milestone for the development of Taiwan's human resources industry! After being selected as Google Play's "Most Popular" and "Most Promising" app in 2019, and receiving honors such as the Apple App Store Editor's Choice, Chickpt has once again garnered attention this year by winning the 2022 German iF Design Award. With five distinctive services that break away from traditional manpower industry norms, Chickpt stood out among entries from 57 countries and over ten thousand submissions, winning the judges' favor and clinching the "Communication Design" award. This marks the first time a Taiwanese part-time job app has received this accolade.

2019 Asia's Most Trusted Companies Award

Addcn Technology was honored with the "2019 ASIA'S MOST TRUSTED COMPANY" award organized by International Brand Consulting Corporation (IBC). IBC conducted comprehensive research on thousands of companies across Asian regions including India, Singapore, Malaysia, China, Japan, UAE, Thailand, and Taiwan. Based on the research report, awards were conferred upon selected companies. Addcn Technology distinguished itself among thousands of enterprises, earning recognition as Asia's Most Trusted Company in 2019.

Complete Award Record

Sustainable Management

01

1.1 About Addcn Technology
1.2 Sustainable Governance
1.3 Stakeholder Management
1.4 Material Topic Analysis

Implementation of United Nations Sustainable Development Goals		Sustainability Performance
8 Employment and Economic Growth	SDG8	Employment and Economic Growth	In 2024, consolidated operating revenue reached NT$2,262,329 thousand, an increase of 5.23% compared to 2023.

1.1 About Addcn Technology

Company Overview

About the Company

Addcn Technology was founded in 2007. Our business philosophy is "Simplicity, Focus, Persistence"—just like Arabic numerals: simple, yet infinitely versatile. Addcn Technology has created information-matching platforms such as 591 (Property Trading), 8891 (Cars Trading), 518 (Human Resource), 8591 (Virtual Treasure Trading), 100 (Interior Design), Tasker (Outsourcing), Chickpt (Part-Time Human Resource), master945, and 8591.HK. Over ten million people across Taiwan use these platforms. The brand philosophy of Addcn Technology is centered around changing lives through the internet. Each site places special emphasis on user experience, continuously updating interfaces based on user feedback to enhance platform quality and facilitate smoother customer operations. While we may not feature flashy animations or web designs, users can clearly and quickly understand their next steps, providing more convenient, lifestyle-oriented services. Achieving this has always been the goal of Addcn Technology.

Company Name	Addcn Technology Co., Ltd.
Industry	Digital and Cloud Services
Date of Establishment	January 23, 2007
Chairman	Liao, Shih-Fang
Operating Location	Taiwan
Headquarter Location	10F, No. 12, Lane 609, Section 5, Chongxin Road, Sanchong District, New Taipei City
Paid-in Capital	NT$599,991 thousand
Operating Revenue	NT$2,262,329 thousand
Revenue Distribution	In addition to serving domestic consumers, the Company has established 8591 virtual treasure trading platforms in Hong Kong to provide more online trading services for overseas users. Revenue Contribution from Taiwan: 98.83% Revenue Contribution from Hong Kong: 1.17%
Total Workforce	170 people (as of December 31, 2024)

Business Philosophy

Addcn Technology adheres to an innovative philosophy of simplicity, convenience, and freedom—intuitive and easily comprehensible, just like Arabic numerals. The Company upholds a spirit of professionalism and perseverance, dedicating itself to developing new internet technology products and practical websites for everyday needs. Our aim is to create a safe and dependable online trading environment that addresses the daily challenges faced by our users. We aspire to genuinely transform people's lifestyles through the power of the internet.

Company History

Year	Major Events of Addcn Technology
January 2007	Approved by the Ministry of Economic Affairs, Addcn Technology Co., Ltd. was established with a capital of NT$15 million
May 2007	8591 (Virtual Treasure Trading) website became part of the Company
June 2007	Established 591 (Property Trading) website
August 2009	Established 8891 (Cars Trading) website
September 2009	Established 518 (Job Bank) website
July 2012	Public offering of shares
January 2014	Officially listed on the OTC market
November 2014	Merged 518 (Job Bank) website
May 2016	Obtained British Standards Institution (BSI) BS 10012: 2009 Personal Information Management System (PIMS) international standard certification
June 2016	Established 100 (Interior Design) website
February 2018	Launched Chickpt APP
October 2018	Established 8591.HK website
May 2019	Tasker (Outsourcing) website revamped
February 2021	518 (Job Bank) renamed to 518 (Human Resource)
November 2023	Tasker (Outsourcing) website renamed to "Tasker," and "master945" began independent operations

Company History

Operational Highlights

Global political and economic conditions remained volatile in 2024, with geopolitical tensions continuing to escalate. Despite these challenges, the operating team capitalized on significant advancements in artificial intelligence (AI), which generated notable impacts across various industries, and leveraged its longstanding investment in AI and data technologies, thereby achieving solid operational performance during the year. 591 (Property Trading) remained competitive, despite a slowdown in overall transaction volume resulting from government policy interventions. Through a diversified charge models and the implementation of AI-driven monetization strategies, the platform successfully sustained its competitive advantages. Continuing its pricing strategy from the previous year, 8891 (Car Trading) remains committed to expanding its range of services in the new car market while also enhancing capabilities in data and AI application to improve its lead accuracy. 518 (Human Resource) began to rebound following its brand transformation, supported by increased adoption of AI- and data-driven solutions. In terms of newly launched platform, Chickpt (Part-Time Human Resource) continued to grow its market share in part-time employment market, widening the gap with its competitors. Meanwhile, Tasker (Outsourcing) and master945 introduced innovative pricing strategy that has begun to deliver measurable results.

To ensure sustainable operations, and considering industry prospects and the team's ability to focus on high-potential sectors, resources for the "Wedding Bar" and "591.HK" platforms have been adjusted accordingly. By implementing a mechanism of retaining strengths and eliminating weaknesses, the Company's operations have become significantly more resilient.

Future Development Strategies

With rapid technological advancements, the Company is committed to continuous innovation and R&D, especially by investing more resources in data algorithms, artificial intelligence (AI), and user experience. We strive to harness cutting-edge technology to meet consumer needs. The Taiwan market is our foundation. With technology-driven operations at our core, we actively pursue more market opportunities and strive to build a stable and growing business model.

Short-term Development Plan

- The Company implements payment plans for new platforms and continues to increase brand awareness to expand the user base and number of paid users and generate profits on the new platforms.
- The Company continues to develop diversified content such as industry information and video contents to attract users with contents, increase user loyalty, and increase the traffic of each platform.
- The Company actively introduces more new services to mature platforms and uses advantages such as AI technology and lead in mobile applications to provide comprehensive information services and explore diverse forms of platform development.

Long-term Development Plan

- The Company continues to develop new services and new businesses by leveraging the Company's business advantages and core competencies accumulated on online platforms. We integrate the developments with existing businesses to expand the ecosystem of the Group's services.
- The Company has more than 10 million members, and their consumer behavior data will become important assets for the future development of the platform. We will improve the algorithms for data processing and increase the benefits of data resources in order to provide a better user experience and satisfy consumer demand through technologies.
- The Taiwan market is our cornerstone. In the future, we will leverage our experience in Taiwan to deepen our presence in Hong Kong and look toward overseas markets. By focusing on technology, the Company will expand into more markets and create a business model with stable growth for the Company.

Products and Services

Established in 2007, Addcn Technology's main business is operating online trading platforms, classified as information services. Our main portal sites include:

591 (Property Trading)

591房屋交易 家，輕鬆自由找到 (台灣591房屋交易網)

Provide property leasing, property trading and new project advertising and inquiry services for Taiwan's leading property and home service platform.

8891 (Cars Trading)

8891汽車 台灣熱門車類交易平台

Provide information release and query of the trading of preowned cars, preowned car dealers online shop services, and new car information inquiry.

518 (Human Resource)

518熊班 台灣知名人力媒合平台

Committed to providing a fast, accurate and simple human resources search platform, so that business owners can easily and quickly find suitable talents, and job seekers can quickly find suitable jobs.

8591 (Virtual Treasure Trading)

8591寶物交易 .com.tw 知名線上遊戲交易平台 (台灣8591寶物交易網)

Largest online virtual treasure trading platform in Taiwan. C2C business model is adopted to provide a safe, fast and rich treasure trading platform for online game players.

100 (Interior Design)

100 室內設計 Interior Design 台灣室內設計媒合平台

Match interior designers with consumers, providing high-quality design works for consumer reference.

Tasker

出任務

This platform is a professional outsourcing matching service designed for clients and professionals, aiming to quickly and effectively meet various outsourcing needs. We are committed to optimizing the matching process, ensuring that professionals can access high-quality projects, while clients are provided with reliable talent resources for optimal cooperation.

Chickpt

小雞上工 全台最大學生打工平台

The largest part-time job app in Taiwan designed for matching college students and employers for part-time jobs and dedicated to creating a fast and safe job matching platform.

master945

找師傅 師傅我安排 叫修馬上來

The platform brings together professional service providers across Taiwan for plumbing, repairs, and cleaning. After customers submit service requests, they receive quotes from professionals on average within three minutes. In addition, professionals can showcase their portfolios and related qualifications on the platform, which not only increases their visibility but also raises the likelihood of being proactively contacted by clients.

Taiwan's internet industry has matured over time. In recent years, the popularity of smartphones and mobile apps has transformed the way individuals communicate and access online content. The rate of mobile internet usage among consumers has rapidly increased, with up to 98.9% of internet users accessing via mobile phones. Conversely, the proportion of users relying on desktops or laptops has fallen below 40%, underscoring the importance of developing mobile websites and apps. To respond to the rapid expansion of mobile internet, Addcn Technology continues to research interfaces that are well-suited for mobile information services, common business behavior patterns on mobile devices, and the services and products purchased. We have developed platforms primarily designed for mobile devices, with approximately 70% of our traffic now originating from mobile terminals, catering to the needs of our primary consumer groups.

Since 2014, Addcn Technology has launched mobile versions of 591, 8891, 518, 8591, 100 Interior Design, Tasker, master945, and Chickpt on Apple Store and Google Play, enhancing user convenience and providing more real-time information. With the growing number of users and transactions/publications, each of platforms has different functional requirements in terms of cash flow, user experience and information needs. Therefore, new services development planned for future will be developed on existing infrastructure to provide better services for users of various platforms.

Participation in Industry Associations and External Organizations

Addcn Technology participates in TiEA, the Taiwan Internet and E-Commerce Association, aiming to gather industry insights through collaboration and to amplify the influence of various companies and organizations, thereby deepening social participation.

Association Name

TiEA Taiwan Internet and E-Commerce Association

Region

Taiwan

Role

Member

Operational Performance

In 2024, despite persistent global challenges, rising geopolitical risks, and policy volatility affected global economic confidence and stability. Nevertheless, significant breakthroughs in AI technology applications have brought comprehensive impacts across various industries. Leveraging the operating team's years of expertise in AI and data technologies, we have fully demonstrated outstanding operational performance amid the current AI boom. In response to external challenges and opportunities, Addcn Technology has maintained operational resilience and achieved significant financial results by effectively adjusting brand strategies and optimizing user experience. The following table illustrates our financial performance from 2022 to 2024:

Consolidated Financial Performance Table

Unit: NT$ thousand

Item	2022	2023	2024
Direct Economic Value Generated			
Revenue			
Operating Revenue	1,958,380	2,149,875	2,262,329
Economic Value Distributed			
Operating Costs			
Operating Costs	120,362	128,317	152,413
Employee Salaries and Benefits			
Employee Welfare Expenses	715,299	824,271	843,496
Payments to Investors			
Cash Dividend Distribution	802,581	513,025	534,148
Financial Costs	1,805	2,791	6,938
Payments to the Government			
Payments to the Government Note 1	230,735	258,806	277,735
Community Investment			
Community Investment (Donations) Note 2	318	1,335	2,118
Economic Value Retained	87,280 Note 3	421,330	445,481

Note 1: Payments to the government include all taxes and fines as specified by international and domestic regulations.
Note 2: Total community investment refers to the actual amount spent during the reporting period, not the amount pledged.
Note 3: Due to the adjustment of cash dividends to semi-annual distribution, both the dividends for 2021 and those for the first half of 2022 were disbursed in 2022, resulting in a higher amount compared to the same period. In 2023, dividends for the first half of 2023 and the second half of 2022 were distributed, leading to lower cash outflows. Coupled with revenue growth, this has contributed to an overall increase in retained economic value.

Revenue Proportion

Addcn Technology's consolidated revenue for 2024 was NT$2,262,329 thousand, representing a 5.23% increase over the previous year. This growth was mainly driven by continued innovation and service expansion on both the "591 (Property Trading)" and "8891 (Cars Trading)" platforms. These platforms not only optimized pricing strategies but also expanded their service scope to reach more customers, enhancing user engagement and experience. Additionally, the launch of paid services on "Chickpt" has gradually contributed to revenue. These strategies have propelled Addcn Technology to record-breaking revenue and profit in 2024.

Unit: NT$ thousand

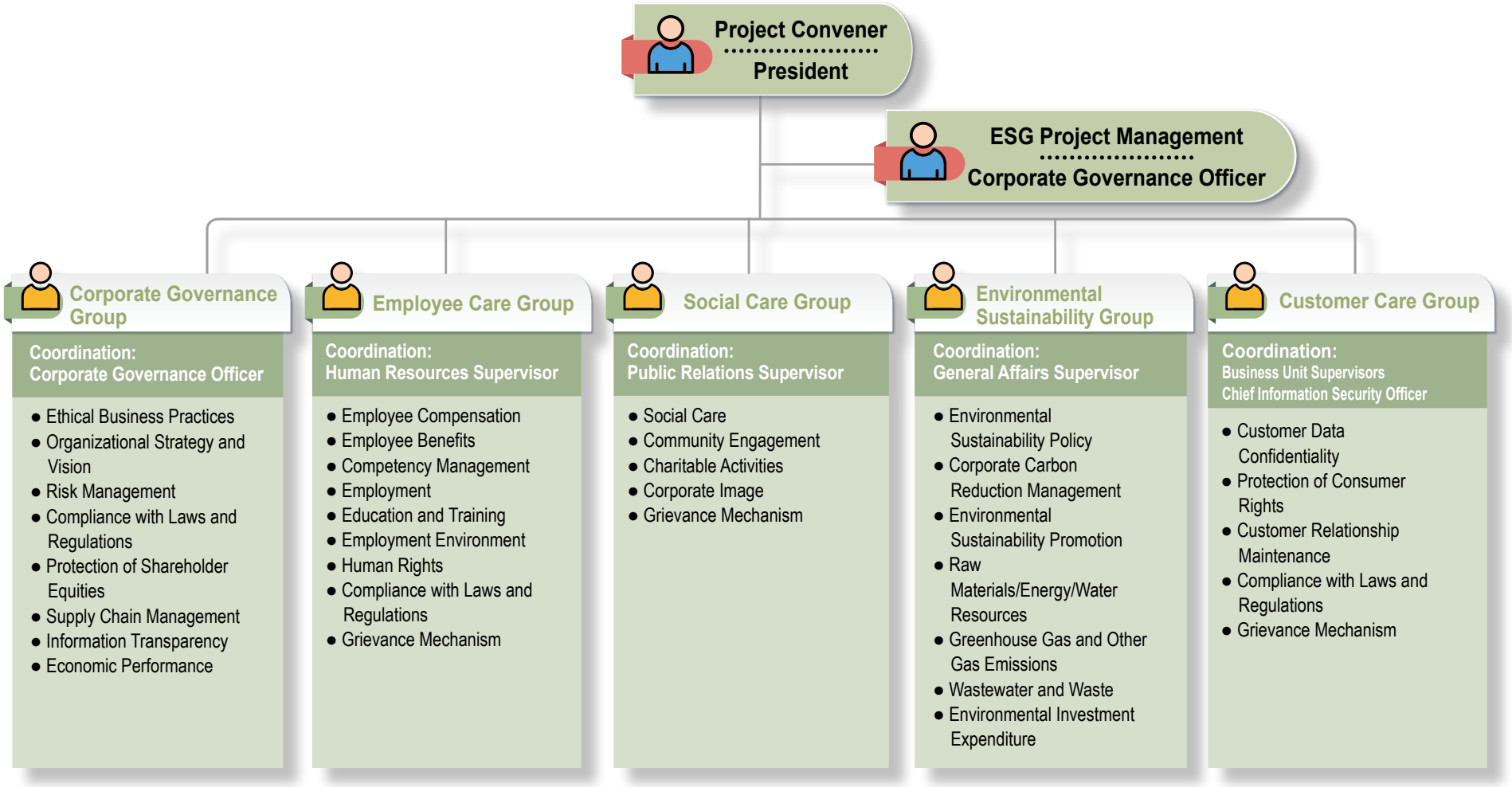
Product Item	2022		2023		2024	
	Consolidated Revenue Amount	%	Consolidated Revenue Amount	%	Consolidated Revenue Amount	%
Internet Service Income	1,580,460	80.70	1,802,341	83.83	1,942,269	85.85
Internet Platform Commission Income	377,920	19.30	347,534	16.17	320,060	14.15
Total	1,958,380	100.00	2,149,875	100.00	2,262,329	100.00

1.2 Sustainable Governance

To advance the process of sustainable development, Addcn Technology established a Sustainable Development Group in 2022, with the President as the project convener and the Corporate Governance Officer responsible for ESG project management, to convene the heads of each division to be responsible for the Corporate Governance Group, Employee Care Group, Social Care Group, Environmental Sustainability Group and Customer Care Group, coordinating the implementation of ESG initiatives across all dimensions. The Corporate Governance Officer serves as the Project Manager for the Sustainable Development Group.

The Company upholds "Simplicity, Focus, and Persistence" as its core values. Each year, the Sustainable Development Group provides key guidelines for managing various sustainability dimensions based on the interests and concerns of stakeholders, and translates long-term vision into medium- and long-term plans as well as annual plans, setting short-, medium-, and long-term goals and execution plans.

Sustainable Development Group Structure



Responsible Units and Responsibilities of the Sustainable Development Group

The lead and support units and their responsibilities within the Sustainable Development Group are as follows:

Unit		Responsibilities
Corporate Governance	Lead: Corporate Governance Officer	Continuously monitor domestic and international corporate governance trends and regulatory changes, regularly develop governance systems suited to the Company, thereby enhancing the Board's effectiveness, increasing transparency in information disclosure of the Company, strengthening stakeholder communication channels, ensuring compliance, and prioritizing shareholder rights.
	Support: Financial Division, Legal Division, Public Relations Division	
Employee Care	Lead: Amoeba Human Resources Division	Fulfill our commitment and responsibility to human rights, ensuring that the Company complies with relevant labor laws. Strengthen employee care and development, and provide corporate systems conducive to their career growth.
	Support: Legal Division	
Social Care	Lead: Public Relations Division	Engage in material topics of social welfare, such as major disaster relief or improving the well-being of disadvantaged groups, implementing social care from multiple perspectives and exerting critical influence.
	Support: General Affairs Division	
Environmental Sustainability	Lead: General Affairs Division	Establish concrete goals and practices for energy conservation and carbon reduction, and actively promote the joint creation of a sustainable living environment.
Customer Care	Lead: Platforms under Business Division, Chief Information Security Officer	Maintain customer relationships, ensure confidentiality of data and personal information, information security, and protection of consumer rights.

1.3 Stakeholder Management

Stakeholder Engagement

Stakeholder	Importance to Addcn Technology	Responsible Unit	Communication Methods and Frequency in 2024	Key Issues of Concern	2024 Actual Implementation Status and Communication Outcomes Across Engagement Channels
Customers	Customers are the key to a company's longevity. Sharing the same vision and becoming long-term partners leads to mutual prosperity. Customer satisfaction elevates a company's standing and development, driving performance and scale, and generating profit. Conversely, dissatisfaction can impact operations and profitability.	All Business Divisions	• Customer satisfaction surveys for products and services (annually) • Customer feedback mailbox (immediately) • Customer service phone/online support (immediately) • Website service changes or upgrade announcements (as needed) • Legal change notifications and modification mechanisms (as needed) • Special holiday events (as needed) • Platform activities (as needed)	• Customer relationship management • Corporate governance • Compliance with laws and regulations • Grievance mechanism • Innovation and R&D	• Completed annual customer satisfaction survey • Published the latest product and service updates on the corporate website • Disclosed the latest legal updates and previewed service adjustments upon regulatory changes • Held more than 10 platform events to increase user numbers and enhance customer effectiveness • Received approximately 500,000 customer feedback messages and online support inquiries, with customer satisfaction exceeding 90%
Employees	Employees are the Company's most valuable asset and the key to sustained growth. We strive to create a challenging environment where employees can realize their value, offering comprehensive compensation, benefits, and a safe, friendly workplace, enabling employees to reach their potential and jointly drive business performance.	Amoeba Human Resources Division	• Employee Welfare Committee (quarterly) • Labor-management meetings (quarterly) • Training and education (as needed) • Employee feedback mailbox (immediately) • Employee grievance hotline (immediately) • Management meetings (weekly) • Company announcements (as needed)	• Occupational health and safety • Human rights • Employee training and development • Friendly workplace • Corporate governance	• Held 4 labor-management meetings and 4 occupational health and safety committee meetings • Held a total of 6 Employee Welfare Committee meetings • Held 4 orientation seminars for all new employees and provided education and training on their first day to facilitate newcomers' understanding of the Company. • Conducted 2 training courses on corporate information security and personal data protection to enhance employees' legal literacy. • Held weekly management meetings to help department heads understand the Company's operations and improve communication efficiency. • Periodically released the Company's announcements through the internal OA system, enabling all employees to promptly access relevant information. • Employee grievance hotline: 0 cases • Employee feedback emails: 0 received

Stakeholder	Importance to Addcn Technology	Responsible Unit	Communication Methods and Frequency in 2024	Key Issues of Concern	2024 Actual Implementation Status and Communication Outcomes Across Engagement Channels
Shareholders/ Investors	Investor and shareholder relations have become an essential part of internal corporate public relations activities. Enhancing shareholder goodwill and boosting the Company's positive image influences fundraising and the overall development of the Company's economic activities.	Public Relations Division	● Announcement of monthly revenue on the Market Observation Post System (monthly) ● Announcement of quarterly financial reports on the Market Observation Post System (quarterly) ● Announcement of important information on the Market Observation Post System (immediately) ● Announcement of shareholder meeting information on the Market Observation Post System (annually) ● Institutional investor conferences (quarterly) ● Institutional investor forums (as needed) ● Spokesperson and deputy spokesperson mechanism (immediately) ● Annual shareholder meetings (annually) ● Updates to company website (immediately) ● Investor relations mailbox (immediately) ● Investor relations hotline (immediately)	● Company operational performance ● Financial and business status ● Market image ● Risk management ● Ethical business practices ● Protection of shareholder rights and information transparency	● Monthly revenue announcement ● Quarterly financial report announcement ● Real-time announcement of major information in both Chinese and English on the Market Observation Post System ● Regular disclosure of financial and business information on the Market Observation Post System and company website ● Spokesperson and deputy spokesperson mechanism in place to promptly respond to investor concerns ● Hosted or participated in institutional investor conferences: 4 times ● Institutional investor forums: approximately 20 times ● Investor relations mailbox: approximately 50 emails ● Investor relations hotline: over 50 calls
Suppliers	Suppliers are our key product and service providers, enabling us to deliver services effectively and reliably. They are one of the critical factors for our sustainable operations.	IT Division General Affairs Division	● Supplier good communication mailbox (immediately) ● Supplier good communication hotline (immediately)	● Service quality ● Information security ● Product labeling	● Supplier good communication mailbox: approximately 1,000 emails ● Supplier good communication hotline: approximately 200 calls

Stakeholder	Importance to Addcn Technology	Responsible Unit	Communication Methods and Frequency in 2024	Key Issues of Concern	2024 Actual Implementation Status and Communication Outcomes Across Engagement Channels
Community/ Non-profit Organtions	Promoting and participating in social giving to respond to community and social needs.	Public Relations Division	● Organized and participated in charity events (as needed) ● Charitable donations or supplies (as needed) ● Monthly donations of invoices from each station to charitable organizations (monthly)	● Social contribution	● Proactively responded to government disaster relief efforts during major natural disasters at home and abroad ● Participated in charitable donations totaling NT$4.55 million Benefits generated: 1. Solar power generation: 21,665 kWh, carbon reduction: 240 tons 2. Afforestation area: 18.17 hectares, annual carbon reduction: approximately 182 tons ● Monthly donations of invoices from stations, currently supporting 8 charitable organizations with nearly 700,000 invoices donated
Competent Authorities	Government authorities are the most important basis for the Company's legal compliance. Complying with relevant policies and regulations of government authorities is a basic requirement for company operations and a corporate responsibility. Therefore, Addcn Technology strictly ensures full compliance with all government policies.	Financial Division Legal Division	● Official correspondence in response to requests from government agencies (immediately) ● Updates to company website and Market Observation Post System information (immediately) ● Participated in government agency evaluations (annually) ● Participated in government-related activities (as needed)	● Ethical business practices ● Risk management ● Legal compliance	● Regular provision of relevant reports or responses as required by government regulations ● Proactively disclosed various information in accordance with government regulations ● Participated in annual government agency evaluations ● Participated in 12 government-related activities
Media	Through positive media coverage, we promote Addcn Technology's image and business philosophy to the market, creating more opportunities.	Public Relations Division	● Press releases ● Media interviews	● Market image ● Product safety	● Published 12 press releases on operational performance and image of the Company ● Published press releases related to the real estate market, car market, employment, and lifestyle over 30 articles ● Irregular media interviews

1.4 Material Topic Analysis

Addcn Technology's sustainability report undergoes material topic assessment every 3 years, with reviews in the second and third years of the cycle to ensure the material topics reflect the most significant impacts during the reporting period. For 2024, the third year of the cycle, the Company continues with the material topic analysis results from 2022 to facilitate ongoing improvement and tracking of established goals and performance.

Material Topics Identification Process

Addcn Technology determines sustainability topics of greatest potential or actual impact on the economy, environment, and society (including human rights) through three stages: identification, evaluation and analysis, and disclosure and preparation, focusing on stakeholder concerns. We refer to GRI standards and collect domestic and international industry trends and peer concerns to identify common sustainability topics, conducting internal impact assessments via online surveys.

Identification of ESG-related topics 01

Considering sustainability trends in the information services industry, focus areas of leading domestic and international peers, and adhering to international sustainability standards and regulations, 15 corporate sustainability topics relevant to Addcn Technology were identified.

Material Topic Evaluation and Analysis 02

Evaluation: For the 15 selected sustainability topics, the Sustainable Development Group of Addcn Technology initially identified practical impact reasons through meeting discussions, then conducted an internal impact assessment survey online. The evaluation considered positive and negative potential and actual impacts on the external environment, economy, and people (including human rights), assessing both impact severity and likelihood. A total of 9 members from the Sustainable Development Group participated.

Analysis: The material topics were ranked according to the survey scores reflecting their impact severity. Following additional discussions with external experts, the final annual material topics were established.

Disclosure and Preparation 03

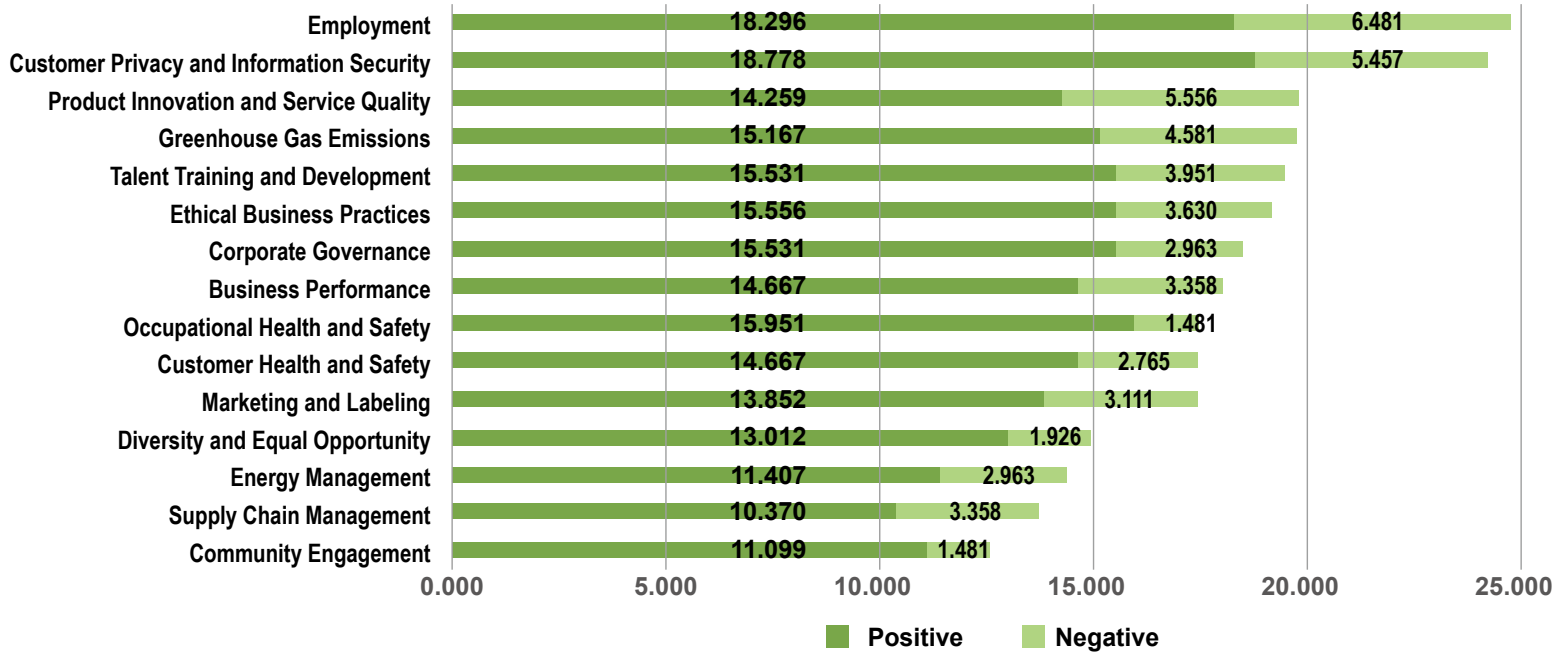
Addcn Technology confirms the results of its annual material topic analysis. In compliance with GRI reporting requirements, the Company collects and compiles relevant impact management data for inclusion in its sustainability report. The Company's sustainability report is reviewed by the Sustainable Development Group to ensure all material topics are covered. The 2024 sustainability report was discussed and approved at the board meeting held on August 12, 2025. The Board of Directors regularly reviews the Company's progress in sustainability development and proposes execution directions and planning recommendations for the following year.

Material Topic Analysis Results

The Sustainable Development Group of Addcn Technology conducts impact analysis, assessing the positive and negative effects that have occurred or may occur on the economy, environment, and people (including human rights). By evaluating impact severity and likelihood of occurrence, and combining scores for positive and negative impacts, an ESG material topic ranking is produced as a preliminary result.

After conducting the internal impact assessment survey, and considering the current operation status and vision of the Company, the Sustainable Development Group decided to fine-tune the materiality of topics. Ultimately, six material topics were identified: ethical business practices, greenhouse gas emissions, customer privacy and information security, product innovation and service quality, employment, and talent training and development.

Sustainability Topic Impact Assessment Results



Note: The evaluation score is the result of multiplying the likelihood of occurrence by the degree of positive or negative impact. The top 6 items in the ranking are considered material topics.

Additionally, this Report also discloses Addcn Technology's sustainability practices and achievements in corporate governance, operational performance, risk management, occupational health and safety, employee diversity and equal opportunities, supply chain management, and community engagement.

The significance to Addcn Technology, corresponding GRI standards, management approach, and relevant chapter content for the six identified material topics are summarized in the table below:

Aspect	2024 Material Topics	Significance to Addcn Technology	Value Chain Impact			Corresponding GRI Standard Topic	Management Policy and Chapter
			Upstream (Suppliers)	Self (Within Organization)	Downstream (Customers)		
Governance	Ethical Business Practices	Addcn Technology places great importance on establishing standards and ethical norms for business conduct, and implement anti-corruption and anti-bribery policies and management measures to ensure compliance with ethical and integrity standards in corporate governance. This helps earn the trust of customers and investors, and prevents negative incidents caused by inadequate integrity management systems, which could damage the Company's image and reputation.		●	●	205 Anti-Corruption	2.2 Ethical Business Practices
Environment	Greenhouse Gas Emissions	Frequent marketing activities lead to increased paper and electricity usage, resulting in a higher environmental impact. In light of the global trend towards emission reduction and achieving net-zero targets, actively showcasing the Company's commitment to and accomplishments in emissions mitigation can significantly enhance corporate reputation. This approach not only contributes to worldwide efforts in combating the greenhouse effect but also helps mitigate additional costs associated with carbon regulations.	●	●	●	305 Emissions	3.1 Greenhouse Gases Emissions
Product	Customer Privacy and Information Security	Addcn Technology places great emphasis on customer privacy and data security. Therefore, we have established a comprehensive information security protection system to strengthen security networks and reduce information security risks, ensuring that customer data is not subject to unauthorized access or leakage. This helps maintain customer trust and loyalty to the Company, preserves our platform's operational advantage, and fulfills our responsibility to safeguard information security for the public. Failure to effectively manage customer privacy and ensure information security could impact customer rights, result in penalties, damage reputation, and cause customer loss.		●	●	418 Customer Privacy	4.1 Customer Privacy and Information Security

● Direct Impact ● Indirect Impact

Aspect	2024 Material Topics	Significance to Addcn Technology	Value Chain Impact			Corresponding GRI Standard Topic	Management Policy and Chapter
			Upstream (Suppliers)	Self (Within Organization)	Downstream (Customers)		
Product	Product Innovation and Service Quality	Addcn Technology actively pursues product innovation and service quality improvement to attract more customers and enhance our competitive advantage in the market. If the product development process is excessively prolonged, it may adversely impact the company's competitive position in the market. Furthermore, if there are deficiencies in service quality control, existing customers may be lost, leading to operational losses.		●	●		4.2 Product Innovation and Service Quality
Society	Employment	Addcn Technology is committed to providing a comfortable workplace environment to attract outstanding talents to join our team and to retain top performers. We believe that a positive workplace atmosphere helps improve work efficiency and corporate competitiveness. If we fail to promptly comprehend and address employee suggestions or ideas, not only will a mutually beneficial labor-management relationship become unattainable, but our welfare and related systems may also contribute to talent attrition, ultimately undermining the Company's sustainability objectives.		●		401 Employment	5.1 Friendly Workplace
Society	Talent Training and Development	Employee growth and corporate development are mutually reinforcing. Only by continuously improving employees' work skills can we maintain a competitive edge in a fiercely competitive environment. Through various training and educational programs, Addcn Technology is dedicated to enhancing employees' skill levels, fostering innovative thinking, and boosting R&D capabilities. We believe that without an appropriate talent development system in place, we will not only fail to meet our corporate social responsibilities but also face challenges in adapting to external changes, ultimately jeopardizing our market competitiveness.		●		404 Training and Education	5.2 Talent Training and Development

● Direct Impact ● Indirect Impact

2024 Achievements in Response to SDGs

Addcn Technology actively practices the United Nations Sustainable Development Goals across four major aspects: governance, environment, product, and society. Our 2024 goals and performance results for each aspect are as follows:

Aspect	Implementation of United Nations Sustainable Development Goals	Company Actions and Annual Achievements
Governance	 SDG 5 Gender Equality SDG 8 Employment and Economic Growth SDG 12 Responsible Consumption and Production	1. Of the Company's 8 individual directors, 4 are female, accounting for 50% of the individual director members. 2. There are currently 9 directors, including 3 independent directors, representing 33% of the Board. 3. In 2024, the Board held 7 meetings, the Audit Committee held 6 meetings, and the Remuneration Committee held 5 meetings. Attendance rates for all directors and committee members reached 100%. 4. In 2024, the Company reported no incidents of corruption and did not receive any complaints related to violations of integrity management. 5. In 2024, 100% of board members, managers, and employees signed the statement of compliance with the integrity management policy.
Environment	 SDG 13 Climate Action	1. In 2024, the third annual greenhouse gas inventory was conducted, continuing the 2023 inventory of Scope 1, Scope 2, and Scope 3 greenhouse gas emissions to more comprehensively track the indirect greenhouse gas emissions of Addcn Technology. This year, the greenhouse gas emissions inventory and assurance were completed for the parent company. The mid-term goal is to reduce greenhouse gas emissions by 50% within the next five years, while the long-term goal is to achieve net zero greenhouse gas emissions. We will persist in promoting climate action and contribute to global initiatives aimed at mitigating the greenhouse effect. 2. In 2024, through consultations with external experts and by referencing the TCFD framework, we identified and assessed climate events, timeframes, and business/strategy impacts relevant to the Company, and formulated response plans in line with climate risk management systems to transfer or control risks.

Aspect	Implementation of United Nations Sustainable Development Goals	Company Actions and Annual Achievements
Product	SDG17 Partnerships for the Goals	1. In 2024, personal data inventory and risk assessment were conducted, identifying a total of 345 operational processes. All personal data-related processes were evaluated to have risks below the "acceptable risk value of 42," with zero potential risk events identified, so no risk treatment was necessary. 2. In 2024, no complaints were received regarding customer privacy violations or loss of customer data. 3. Addcn Technology has obtained the international standard certification for BS 10012:2017 Personal Information Management System (PIMS), reflecting the Company's achievement of international-level expertise in personal data protection and management. 4. In 2024, a total of 24 innovative products and services were developed across all platforms, covering AI smart applications, multimedia image technology, data security protection, and front-end infrastructure. These efforts also enhanced user experience, improved matching efficiency, and expanded business conversion. 5. In 2024, service satisfaction averaged over 90%.
Society	 SDG 3 Good Health and Well-being SDG 5 Gender Equality SDG 8 Employment and Economic Growth SDG 17 Partnerships for the Goals	1. Twice a month, occupational health nurses provide one-on-one health consultations to employees at the Company; twice a year, occupational medicine specialists are appointed to conduct health rounds and employee interviews on-site. 2. Addcn Technology provides a range of high-quality benefits to employees, with total subsidies in 2024 reaching NT$10.62 million. Friendly workplace measures include a nursing room, coffee break area, mini library, employee catering, and professional workplace nursing services. 3. In 2024, female employees accounted for 59%, and one foreign employee was hired, representing 0.6% of the total workforce. 4. Employees are entitled to maternity leave, paternity leave, parental leave, and menstrual leave. Female employees enjoy job retention, prenatal checkup leave, and maternity leave during pregnancy and childbirth, while male employees are entitled to paternity leave when their spouse gives birth. Additionally, the Company has established a lactation room, providing female employees with a safe and comfortable environment and necessary supplies for breastfeeding, ensuring a clean and comfortable space for postpartum employees. 5. No occupational disease incidents occurred in 2024. 6. The Company complies with the "Labor Standards Act", "Regulations of Leave-Taking by Workers", "Occupational Health and Safety Act", "Act of Gender Equality in Employment", "Employment Service Act", and other relevant laws and regulations. 7. All employees participate in "Monthly Good Book Reading," maintaining a positive work attitude and enthusiasm through monthly book sharing and cultivating a reading habit. Employees can also apply for training based on personal career needs, with each employee receiving an annual training subsidy of NT$10,000. 8. Through charitable donations, sponsorships, and participation in public welfare activities, nearly NT$37.5 million has been invested from 2008 to 2024. 9. The Company regularly donates invoices to 8 charitable organizations, including the ALS Association, Taiwan Indigenous Multi-Ethnic Cultural Exchange Association, and Taiwan Association for the Disadvantaged, supporting their public service efforts. In 2024, nearly 700,000 invoices were donated. 10. In cooperation with the Kanner Foundation of Taiwan, 35 solar panels were donated, expected to reduce carbon emissions by 240 tons annually. Additionally, in partnership with the Forestry Bureau's Taitung, Pingtung, and Hualien branches, corporate afforestation covered 18.17 hectares, expected to reduce carbon emissions by about 182 tons annually.

Corporate Governance

02

2.1 Company Overview
2.2 Ethical Business Practices
2.3 Compliance with laws and regulations
2.4 Risk Management
2.5 Supply Chain Management

Implementation of United Nations Sustainable Development Goals			Sustainability Performance
5 Gender Equality	SDG5	Gender Equality	Of the Company's 8 individual directors, 4 are female, accounting for 50% of the individual director members.
8 Employment and Economic Growth	SDG8	Employment and Economic Growth	There are currently 9 directors, including 3 independent directors, representing 33% of the Board.
			In 2024, the Board held 7 meetings, the Audit Committee held 6 meetings, and the Remuneration Committee held 5 meetings. Attendance rates for all directors and committee members reached 100%.
			In 2024, the Company reported no incidents of corruption and did not receive any complaints related to violations of integrity management.
12 Responsible Consumption and Production	SDG12	Responsible Consumption and Production	In 2024, 100% of board members, managers, and employees signed the statement of compliance with the ethical business practices policy.

Material Topic Management Policy

Material Topics	Ethical Business Practices	
GRI Indicator	GRI 205-1, GRI 205-2, GRI 205-3	
Impact Description	**Positive Impact:** Addcn Technology places great importance on establishing standards and ethical norms for responsible business conduct, ensuring compliance with ethical and integrity standards in corporate governance, and earning the trust of customers and investors. **Negative Impact:** If the ethical business practices system is not sufficiently robust and negative incidents occur, it will damage the Company's image and reputation, harming the interests of shareholders/investors.	
Policy and Commitment	To strengthen corporate governance and enhance transparency, Addcn Technology is actively implementing the following policies and commitments related to ethical business practices: • Ethical Corporate Management Best Practice Principles: Set standards for employee behavior to ensure all business activities comply with legal and ethical norms. • Procedures for Ethical Management and Guidelines for Conduct: Provide concrete steps and guidance to support employees in upholding integrity in their daily work. • Code of Ethical Conduct: Establish fundamental standards of ethical behavior, aiming to elevate the moral standards of the workplace and employee conduct. These documents not only reflect our commitment to ethical business practices but also form a core part of our corporate culture, ensuring that all colleagues adhere to and embody these important principles in their respective roles.	
Goals	Short-term Goals (within 3 years)	Medium- to Long-term Goals (over 3 years)
	Achieve a corporate governance evaluation score of 6%-20% or higher; in addition to directors, provide advocacy on ethical business practices, prevention of insider trading, and disclosure of major internal information to all employees; zero incidents of violations related to ethical business practices.	Implement and reinforce internal control and audit systems, deepening the annual audit plan year by year.
Actions	• Conduct annual or regulatory update training for directors and senior managers on the prevention of insider trading. • Directors and managers are required to sign the Statement of Ethical Business Conduct. • Employees must sign a declaration affirming their commitment to adhere to the Company's ethical business policies upon joining. • Establish a risk assessment mechanism and whistleblowing system for unethical behavior to strengthen internal controls and improve transparency.	
Responsible Unit	Sustainable Development Group – Corporate Governance Group	
Resource Allocation	Sustainable Development Group – Corporate Governance Group	
Stakeholder Engagement	Stakeholders may submit opinions or grievances through the following channels: Tel.: 02-2999-5691 Email: ir@addcn.com	
Assessment Mechanism and Performance Results	• Through self-audit and compliance self-assessment, key management issues are identified and high-risk units are selected for compliance audits. Internal audits revealed no major deficiencies in 2024. • Audit units conduct risk-oriented audit operations to jointly manage and prevent unethical conduct. No incidents of unethical behavior occurred in 2024.	

2.1 Company Overview

Corporate Governance Overview

Addcn Technology adopts the "Ethical Corporate Management Best Practice Principles," "Procedures for Ethical Management and Guidelines for Conduct," "Code of Ethical Conduct," and "Sustainable Development Best Practice Principles" as the basis for responsible business conduct. Contracts established with suppliers also include clauses on responsible business conduct to ensure compliance with the corporate governance policies of Addcn Technology. The Company, through the Board of Directors, oversees operational strategies and performance, conducts periodic internal audits, and continually strengthens management in areas such as ethical business practices, compliance with laws and regulations, and risk governance.

The Board of Directors is the highest governance body at Addcn Technology, responsible for overseeing the Company's performance and risk management across economic, environmental, and social topics. In addition to executing shareholder meeting resolutions as required by laws and regulations, the Board also approves operational planning, financial reporting, and the effectiveness evaluation of internal controls. The Board holds meetings as needed each year to decide and discuss matters related to the environment, economy, and corporate governance of the Company, in collaboration with independent directors. When making important decisions, the Board considers economic, environmental, and social topics, their impacts, risks and opportunities, as well as stakeholder opinions. For details on stakeholder engagement, please refer to the "Stakeholder Management" section of this Report.

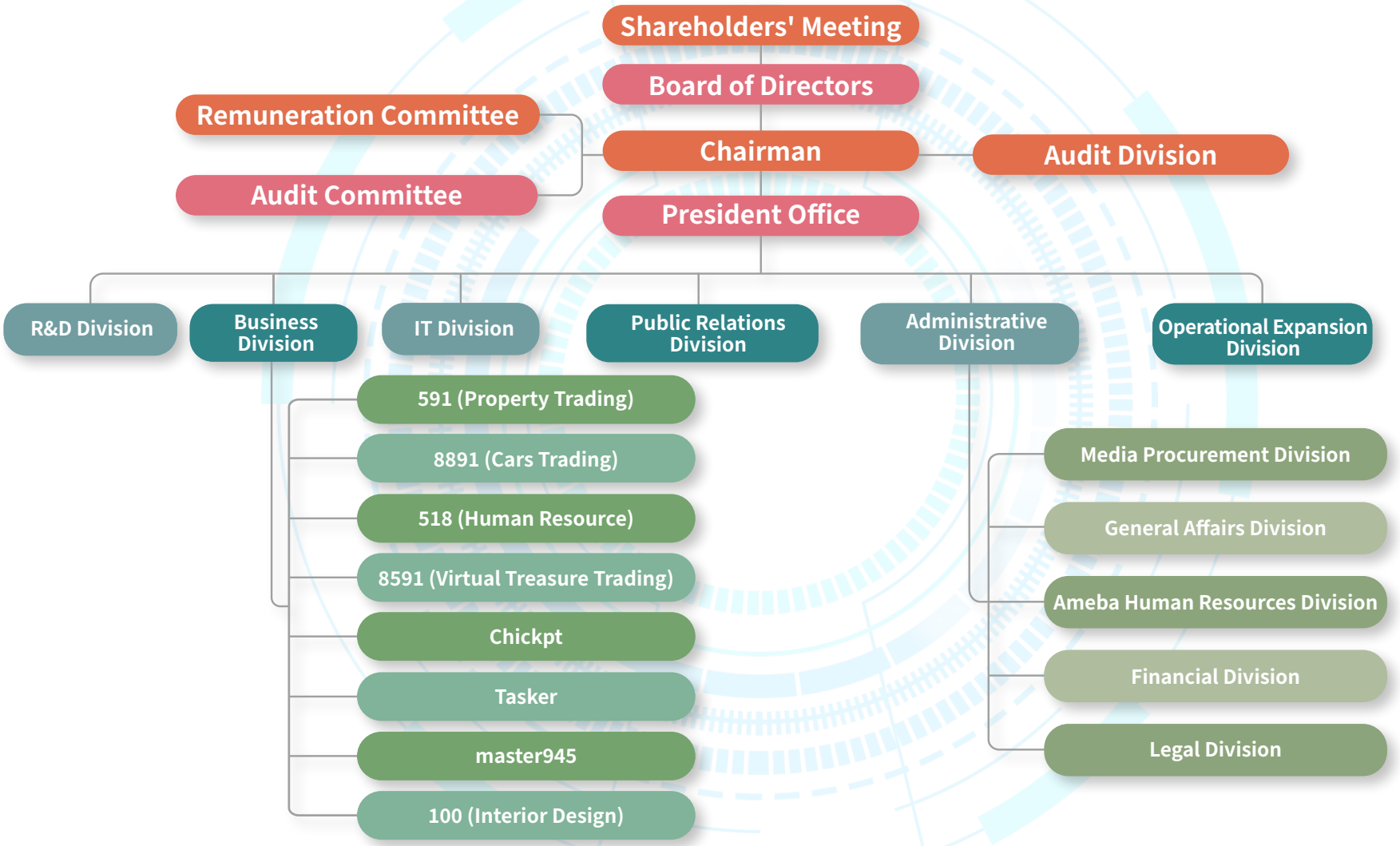
The Board of Directors appoints the President as the project convener for the Sustainable Development Group, coordinating the management of the Company's economic, environmental, and social impacts, and representing the group in reporting to the Chairman or Board as needed.

In addition to regular committee meetings and reports to the Board, the management team also regularly provides directors with important company reports and information (as detailed below), and communicates immediately regarding any key significant events. In 2024, there were no negative key significant events reported to the Board of Directors by Addcn Technology.

Financial Division	Internal Audit Division	Sustainable Development Group	President Office	Corporate Governance Unit
Monthly financial information, quarterly financial reports, quarterly bank loan limits	Quarterly internal audit reports	Sustainable development and greenhouse gas progress	Quarterly operational status of each platform, semi-annual reports on equity investments	Annual self-assessment results of the Board of Directors and functional committees

In 2024, a total of 31 major announcements were published on the Market Observation Post System, mainly covering financial and corporate governance information. Please refer to the major announcements published by the Company on the Market Observation Post System.

Corporate Governance Structure Chart



Corporate Governance Officer

Upon approval by the Board of Directors on May 14, 2024, the Company appointed Mr. Yu, Chu-Yu, Manager of the Public Relations Division, as the Corporate Governance Officer to safeguard shareholder rights and strengthen Board functions. The Corporate Governance Officer also serves as the Project Manager of the Sustainable Development Group and coordinates the Corporate Governance Group under its purview. The main duties of the Corporate Governance Officer include handling matters related to the Board and shareholder meetings in accordance with the law, preparing meeting minutes, assisting directors with onboarding and ongoing training, providing directors with necessary information for business execution, assisting directors in legal compliance, reporting to the Board on the eligibility of independent directors during nomination, selection, and tenure as per relevant laws and regulations, managing director changes, and other matters stipulated by the Articles of Incorporation or contracts.

Board Operations

Board Composition

The Company has 9 directors, each serving a three-year term. Directors are elected by the candidate nomination system in accordance with the Company Act, with shareholders selecting from the list of nominees. Directors may be re-elected for consecutive terms. Among the director seats, the number of independent directors must be no less than 3 and at least one-fifth of the total board seats. The seventh Board of Directors of the Company consists of 8 directors with extensive management experience or academic expertise and one non-individual director. Mr. Liao, Shih-Fang serves as Chairman, with the term from June 13, 2024, to June 12, 2027. Chairman Mr. Liao, Shih-Fang does not concurrently serve as the Company's President.

Title	Name	Major Academic Background	Major Experience
Chairman	Liao, Shih-Fang	Institute of Architecture, Tamkang University; Department of Architecture of National Cheng Kung University	Architect, H.C. Chen Architects & Associates
Director	Wu, Tsung-Hsien	Department of Information Management, Yu Da University of Science and Technology	Vice President, Addcn Technology Co., Ltd.
Director	Lin, Mei-Hui	Master of Business Administration, National Chengchi University	Financial Manager, i-View Process Post-Production Corp.
Director	Cheng Yu Investment Co., Ltd.	-	-
Director	Wang, Chung-Ping	PhD of Accounting Institute, Jinan University, Guangzhou; Master of Business Administration, Soochow University	Partner Accountants, Jia Wei & Co., CPAs
Director	Chou, Liang-Cheng	Bachelor of Laws, Fu Jen Catholic University	Root Law Office, Xin Fu International Law Firm
Independent Director	Chen, Su-Ting	Master, College of Management, National Taiwan Sport University; Two-Year Junior College Program, Accounting Section, Takming University of Science and Technology	President, Lien Chin CPA Firm; Supervisor, Taiwan Provincial CPA Association, Supervisor, Chin Chwang Commercial Vocational High School Foundation
Independent Director	Chang, Ching-Hsun	PhD of Business Administration, National Central University	Associate Professor in Department of Business Administration, Tamkang University
Independent Director	Jeng, Gung-Yeu	Dr. jur., Law, Georg-August-Universität Göttingen, Germany	Commissioner, Law and Regulation Commission, New Taipei City Government; Commissioner, State Compensation Commission, Ministry of National Defense; Dean of the School of Law, Soochow University

Board Diversity Policy and Implementation

Policies on Diversity

According to Article 20 of the "Corporate Governance Best Practice Principles" of the Company, the composition of the Board of Directors should be determined by taking diversity into consideration. Besides the directors holding the position as the Company's managers concurrently should not exceed one-third of the total number of directors, it is advisable that an appropriate policy on diversity based on the Company's business operations, operating dynamics, and development needs be formulated. Board members should generally possess the knowledge, skills, and expertise necessary for their duties. To achieve the ideal goal of corporate governance, the Board of Directors should possess the following 8 abilities:

Management Goal and Implementation

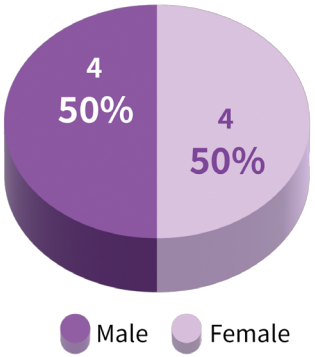
The Board composition of Addcn Technology emphasizes diversity, with members drawn from industry and academia. The current Board has 9 directors, including 3 independent directors, accounting for over 30% of the Board. Among the 8 individual directors, 3 hold doctoral degrees and 3 hold master's degrees, with 75% having a master's degree or above. Four female directors comprise 50% of the individual directors. The Company's diversity goal for 2024 aimed for female representation among directors to reach 30%, a target that has been successfully met.

Board members possess expertise in information technology, business management, finance, accounting, law, and other professional fields, and generally have the knowledge, skills, and expertise required for their duties. For details on individual directors' capabilities and diversity policy implementation, please refer to the information provided below:

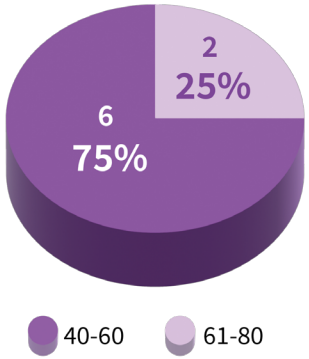
Title	Name	Age Range	Gender	Concurrent Company Employee	Professional Background	Ability to Make Operational Judgments	Ability to Perform Accounting and Financial Analysis	Ability to Conduct Management Administration	Ability to Conduct Crisis Management	Knowledge of the Industry	An International Market Perspective	Ability to Lead	Ability to Make Policy Decisions
Chairman	Liao, Shih-Fang	61-80	Male		Architecture	✓	✓	✓	✓	✓	✓	✓	✓
Director	Wu, Tsung-Hsien	40-60	Male	✓	Information	✓	✓	✓	✓	✓	✓	✓	✓
Director	Lin, Mei-Hui	40-60	Female	✓	Business Management, Finance	✓	✓	✓	✓	✓	✓	✓	✓
Director	Cheng Yu Investment Co., Ltd.	-	-		-	✓	✓	✓	✓	✓	✓	✓	✓
Director	Wang, Chung-Ping	40-60	Male		Accounting, Business Management	✓	✓	✓	✓	✓	✓	✓	✓
Director	Chou, Liang-Cheng	40-60	Female		Law	✓	✓	✓	✓	✓	✓	✓	✓
Independent Director	Chen, Su-Ting	40-60	Female		Accounting	✓	✓	✓	✓	✓	✓	✓	✓
Independent Director	Chang, Ching-Hsun	40-60	Female		Human Resources and Sustainable Development	✓	✓	✓	✓	✓	✓	✓	✓
Independent Director	Jeng, Gung-Yeu	61-80	Male		Law	✓	✓	✓	✓	✓	✓	✓	✓

Note: According to GRI standards, there are zero board members under 30 years old, three aged 30-50, and five over 50 years old.

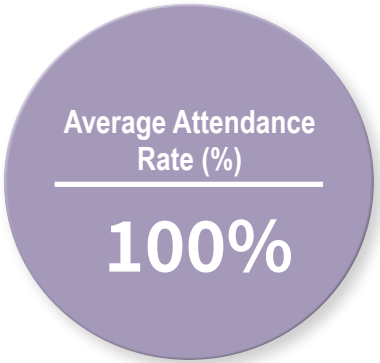
Gender Composition of Individual Directors



Age Composition of Individual Directors



Board Meeting Status



Conflict of Interest

The "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" of the Company explicitly require that directors having a conflict of interest in any proposal raised by the Board of Directors may express their opinions and answer inquiries and should not participate in discussion and voting. Where any conflict of interest exists during execution of duties, the employee concerned should report to the immediate supervisor.

Board Training

To enhance the Board's knowledge and skills in key areas such as sustainable development, corporate governance, and risk management, Addcn Technology provides all directors, including independent directors, with a variety of professional development courses and relevant reference materials. We ensure directors consistently update their knowledge of relevant laws and regulations, and arrange necessary courses in accordance with the "Guidelines for Continuing Education for Directors of Listed Companies," including required hours and subject areas. These training programs are designed to enhance directors' corporate governance capabilities, ensuring they can effectively address current and future challenges. Addcn Technology is dedicated to offering professional training courses that not only adhere to the latest regulatory requirements but also address the developmental needs of directors, taking into account their professional backgrounds and the operational demands of the Company. Courses include "Global Trends and Business Opportunities in the Low-Carbon Economy and Corporate Low-Carbon Innovation," "Tech Finance and Cybersecurity Risk Management," among others. In 2024, the cumulative training hours for all directors reached a total of 54 hours, thereby fully satisfying the continuing education requirements for directors of listed and OTC companies. For detailed information regarding the training status for 2024, please refer to the summary table of directors' and supervisors' attendance and training on the Market Observation Post System (MOPS): https://mops.twse.com.tw/mops/web/t93sc03_1. Going forward, we will persist in our efforts to support and mandate board members to enhance their expertise and skills necessary for addressing sustainability trends.

Compensation and Performance Evaluation Mechanisms

Remuneration Policies

The policies of remuneration payment to directors, supervisors and managers are specified in the Articles of Incorporation of the Company. According to Article 20 of the Articles of Incorporation, if the Company generates profits during the fiscal year, it should allocate no less than 1% of these profits for employee compensation and no more than 3% for the remuneration of directors and supervisors. Given that this remuneration is determined as a fixed percentage cap of the annual surplus, it exhibits a strong correlation with the Company's operational performance.

Director and supervisor remuneration and transportation allowances are determined based on their level of participation and value of contribution to the Company's operations, with reference to industry standards. The Board is authorized to decide these matters, and the results of board performance evaluations serve as a reference for determining individual compensation.

The compensation for the President and Vice President consists of salary and employee cash bonuses, which are determined in accordance with the "Manager Compensation Management Regulations." Performance is evaluated annually per the "Employee Handbook," considering work performance, leadership, and job skills of managers. The Remuneration Committee regularly reviews manager performance and compensation policies, systems, standards, and structures, submits them to the Board for approval, and adjusts the compensation system for directors and managers as needed based on actual business conditions, relevant laws, and future risks.

Currently, senior management compensation is not yet linked to ESG performance. In the future, when planning and evaluating compensation, ESG sustainability performance will be incorporated into the performance evaluation of directors and managers as a basis for compensation assessment.

The compensation determination process at Addcn Technology takes into account the overall operational performance of the Company, individual achievement rates, and contributions to company performance, ensuring reasonable remuneration. All related compensation matters are submitted to the Remuneration Committee for review and subsequently require approval from the Board. The Company consistently monitors global economic conditions, international financial environments, and industry trends. It forecasts future business development, profitability, and operational risks while reviewing relevant laws to make timely adjustments to the compensation system. This approach aims to balance sustainable business operations with risk management. Currently, only internal related parties participate in designing compensation policies and making compensation decisions. For details on the Company's compensation resolutions, please refer to page 14 of Addcn Technology's 2024 Annual Report.

The Company's compensation payments are made according to the Articles of Incorporation, which must be approved by the shareholder meetings. Each year, the distribution of employee and director compensation for the previous year is reported at the annual shareholder meeting. The compensation distribution for 2024 was reported at the shareholder meeting held on June 17, 2025.

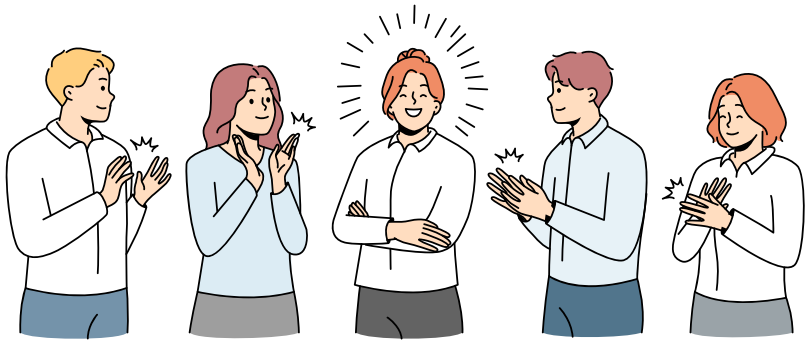
Performance Evaluation of the Board

To strengthen corporate governance functions and board effectiveness, the Company resolved to implement the "Regulations Governing the Board of Directors' Performance Evaluation" on December 19, 2019, which include annual internal evaluations and proactive external evaluations by independent professional institutions or expert teams every three years. The evaluation covers the overall board, individual directors, and functional committees, assessing factors such as the involvement in the operation of the Company, the quality of the Board of Directors' decision making, management of internal relationship and communication, internal control, and corporate social responsibility. The performance evaluation results will be the reference for the determination of individual remuneration. Results of both internal and external performance evaluations must be finalized by the conclusion of the first quarter of the year subsequent to the evaluation period.

Board of Directors Performance Evaluation

Internal Evaluation

The Company uses various evaluation indicators to assess directors' recognition of the operations of the Board and functional committees. The 2024 performance evaluation results have been reported to the Board and will serve as a reference for ongoing improvements of the Company. In 2024, the overall performance evaluation results for the Board, individual directors, as well as the Remuneration Committee and the Audit Committee were all rated as excellent or higher. This outcome underscores the effective operation of the Board and its adherence to corporate governance requirements.



Evaluation by External Professional Institutions

Addcn Technology conducts external board performance evaluations every three years. At the beginning of 2025, we commissioned the Taiwan Investor Relations Institute to evaluate the Board's performance for 2024, covering the period from January 1, 2024, to December 31, 2024. The results and implementation status of this evaluation were reported at the board meeting on May 13, 2025. This provided a transparent disclosure of board operations and established a foundation for improvements. The overall assessment presented by the institute is as follows:

1. The Board convenes regularly, with directors actively engaged and demonstrating a high attendance rate. The roles of the Chairman and President are distinctly defined. Board members exhibit diversity in their professional backgrounds and gender, effectively fulfilling their supervisory responsibilities and obligations.
2. Recommendations include the establishment of a Sustainability Committee as a functional committee, the preparation of an English version of the sustainability report, and the planning and reporting of specific measures aimed at enhancing corporate value to the Board, the development of an intellectual property management plan, the revision of the Corporate Governance Best Practice Principles, disclose of policies linking senior management compensation to ESG-related performance evaluations, and active promotion of governance in environmental and social areas.

Functional Committee

Committees	Composition and Responsibilities	Meeting Frequency	Selection Method	2024 Meetings Number of Meetings Held	Average Attendance Rate
Audit Committee	The Audit Committee was established in 2021 and is comprised entirely of independent directors, with at least one member possessing expertise in accounting or finance. Independent Director Chen, Su-Ting brings valuable accounting knowledge to the committee, thereby fulfilling its professional requirements. The committee's operations are centered on overseeing the following matters: 1. Proper presentation of the Company's financial statements 2. Appointment, dismissal, independence, and performance of the certified public accountants 3. Effective implementation of internal controls of the Company 4. Compliance with relevant laws and regulations 5. Management of existing or potential risks of the Company	At least once per quarter	According to the Audit Committee Charter, the committee must be composed entirely of independent directors, with a minimum of three members. Each member serves a term of three years, and one independent director is elected by the entire membership to act as convener and chairperson.	6	100%
Remuneration Committee	The Remuneration Committee consists of three members, with the current term running from June 13, 2024, to June 12, 2027. The competence of the Committee is to evaluate the Company's policies and systems of remuneration to directors and managers, in a professional and optimistic manner, and submit suggestions to the Board of Directors as the reference for decision-making. The duties of the Committee are as follows: 1. Periodically review the Company's remuneration regulations and propose recommendations for amendments. 2. Establish and conduct periodic reviews of the policies, systems, standards, and structures for performance appraisal and remuneration of the Company's directors, supervisors and managers. 3. Periodically evaluate the salary and remuneration of the directors, supervisors, and managers. Evaluate the reference for decision-making, with annual internal performance evaluations of the Remuneration Committee.	At least twice per year	According to the Remuneration Committee Charter, members are appointed by board resolution and serve terms of three years. The committee is required to consist of a minimum of three members, including at least one independent director. Furthermore, an independent director is elected by all committee members to act as the convener.	5	100%

Committees

2.2 Ethical Business Practices

Policies and Commitments Related to Responsible Business Conduct

The Company is founded on the principles of integrity, responsibility, and honesty, with established regulations such as the "Ethical Corporate Management Best Practice Principles" and "Code of Ethical Conduct" to foster a culture of ethical business. The Company mandates that the Board of Directors, senior management, group employees, and partner suppliers adhere to and establish the exemplary business practices. In addition to designating the Administrative Division as the entity responsible for upholding ethical business practices, promoting and overseeing the Company's integrity policies, and preventing unethical conduct, the audit unit also routinely supervises and inspects the implementation of integrity across all business departments to ensure compliance with internal controls. When entering into cooperation agreements with suppliers, the Company mandates that all suppliers comply with its ethical business policies.

To uphold its commitments to human rights, the Company has established internal policies pertaining to human rights, such as measures for preventing workplace bullying, grievance and disciplinary regulations, and Addcn Technology Co., Ltd Work Rules. Furthermore, Addcn Technology strictly complies with domestic labor and related laws and plans to develop a human rights policy in the future to ensure the implementation of human rights within the Company.

Aspect	Relevant Policies or Commitments	Purpose Statement	Approval Level	Responsible Unit	Scope of Application	Communication Method	Link
Ethical Business Practices	Ethical Corporate Management Best Practice Principles	The Company conducts its business activities in accordance with the principles of fairness, honesty, trustworthiness, and transparency. To implement the ethical business policy and actively prevent unethical conduct, the Company has established procedures and guidelines in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and relevant laws of the locations where the Company and its group enterprises operate. These guidelines specifically govern the aspects that personnel of the Company should be mindful of while executing their responsibilities.	Board of Directors	Administrative Division	Personnel of the Company, as well as personnel of the Company's subsidiaries, foundations directly or indirectly funded by more than 50% by the Company, and other entities or corporations under substantial control. Personnel of the Company refers to directors, managers, employees, appointees, and individuals with substantial control within the Company and its group enterprises and organizations. The Company's suppliers.	1. This code is published on the Company's official website. 2. At least once a year, "Information Security Regulations and Employee Conduct Guidelines" are sent to all employees via email, with 100% employee participation. 3. Directors and managers sign the "Statement of Compliance with the Integrity Management Policy" upon taking office, with 100% participation. 4. All employees sign the "Agreement of Compliance with Integrity Management Policy" upon joining the Company, with 100% participation. 5. During the semi-annual performance assessment, character and integrity are included as assessment items, with 100% employee participation. 6. In 2024, 100% of newly onboarded suppliers have signed contracts that include clauses mandating adherence to the integrity management policy.	https://www.addcn.com/investment-regulation.html

Aspect	Relevant Policies or Commitments	Purpose Statement	Approval Level	Responsible Unit	Scope of Application	Communication Method	Link
Ethical Business Practices	Code of Ethical Conduct	To guide the conduct of company personnel in alignment with ethical standards and to enhance stakeholders' comprehension of the Company's ethical principles, thereby ensuring sustainable operations and development, this code is hereby established for compliance.	Board of Directors	Administrative Division	Directors, managers (including the President and equivalents, Deputy President and equivalents, Associate and equivalents, Managers and equivalents, heads of the Finance Division, heads of the Accounting Division, and other individuals responsible for company management and authorized signatories), and other employees of the Company.	This code is published on the Company's official website.	https://www.addcn.com/investment-regulation.html
	Corporate Governance Code of Practice	To establish a sound corporate governance system, the Company has formulated its "Corporate Governance Best Practice Principles" by referencing the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" jointly developed by the Taiwan Stock Exchange Corporation (hereinafter referred to as the "TWSE") and the Taipei Exchange (hereinafter referred to as the "TPEx") to ensure compliance.	Board of Directors	President Office	Directors, managers (including the President and equivalents, Deputy President and equivalents, Associate and equivalents, Managers and equivalents, heads of the Finance Division, heads of the Accounting Division, and other individuals responsible for company management and authorized signatories), and other employees of the Company.	This code is published on the Company's official website.	https://www.addcn.com/investment-regulation.html

Aspect	Relevant Policies or Commitments	Purpose Statement	Approval Level	Responsible Unit	Scope of Application	Communication Method	Link
Sustainable Management	Sustainable Development Code of Practice	To fulfill corporate social responsibility and promote progress in the economy, environment, and society, thereby achieving the goal of sustainable development, this code has been formulated by referencing the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies" to manage the Company's economic, environmental, and social risks and impacts.	Board of Directors	President Office	Directors, managers (including the President and equivalents, Deputy President and equivalents, Associate and equivalents, Managers and equivalents, heads of the Finance Division, heads of the Accounting Division, and other individuals responsible for company management and authorized signatories), and other employees of the Company.	This code is published on the Company's official website.	https://www.addcn.com/investment-regulation.html
Human Rights	Employee Grievance Handling System for Sexual Harassment and Workplace Bullying	To prevent sexual harassment in the workplace, safeguard gender equality, and uphold personal dignity, this code has been formulated in accordance with the "Act of Gender Equality in Employment" and the "Guide on Prevention of Sexual Harassment in the Workplace" issued by the Ministry of Labor.	Board of Directors	Human Resources Division	All employees (including hired staff, dispatched workers, technical trainees, interns) and job applicants	This code is announced on the Company's internal website and posted on the office bulletin board.	None

Whistleblowing System

Addcn Technology has established and announced independent internal whistleblowing mailboxes, hotlines, or commissioned other independent external organizations to provide whistleblowing mailboxes and hotlines on the company website and internal website for use by internal employees and stakeholders.

When submitting a report, whistleblowers should provide at least the following information:

1. Whistleblower's name, ID number (anonymous reporting is also accepted), as well as contact address, telephone number, and email address
2. Name of the accused or other information sufficient to identify the accused
3. Specific evidence available for investigation

Personnel responsible for managing whistleblowing cases are required to provide a written statement affirming to maintain the confidentiality of both the whistleblower's identity and the content of the report. They must also pledge to protect the whistleblower from any adverse treatment resulting from their disclosure.

Internal Employee Whistleblowing Channel

Responsible Unit: Human Resources Division	Grievance Hotline: 02-2999-5691#20038	Email: ehr@addcn.com

External Stakeholder Whistleblowing Channel

External Unit	Responsible Unit	Service Phone	Feedback Mailbox
Shareholders	Public Relations Division	02-2999-5691	ir@addcn.com
Suppliers	Media Procurement Division	02-2999-5691	ir@addcn.com

Platform	Customer Feedback Mailbox	Service Phone	Online Customer Service
591 (Property Trading)	service@591.com.tw	02-5572-2000	https://www.591.com.tw/
8891 (Cars Trading)	service@8891.com.tw	02-5572-2088	https://www.8891.com.tw/
518 (Human Resource)	service@518.com.tw	02-2999-2100	https://www.518.com.tw/
8591 (Virtual Treasure Trading)	services@8591.com.tw	02-5579-8591	https://www.8591.com.tw/
100 (Interior Design)	service@100.com.tw	02-5579-7777	https://www.100.com.tw/
Tasker	service@tasker.com.tw	02-8512-7525	https://www.tasker.com.tw/
Chickpt	service@chickpt.com.tw	02-8512-7517	https://www.chickpt.com.tw/
master945	service@945.com.tw	02-8512-7528	https://www.945.com.tw/

Whistleblowing Procedure

The designated unit tasked with managing whistleblowing cases at Addcn Technology is the President Office. The office processes such cases in accordance with the following procedures:

01

Reporting Upwards

If the whistleblowing case pertains to general employees, it should be reported to the department supervisor. In cases involving directors or senior executives, the report should be directed to the independent directors.

02

Verifying Fact

The Company's dedicated unit, along with the supervisor or personnel to whom the case is reported, must promptly verify the pertinent facts. If necessary, compliance or other relevant departments may offer their assistance.

03

Taking Action

If it is confirmed that the accused has violated relevant laws or the Company's integrity management policies and regulations, they must be immediately instructed to cease such behavior, and appropriate actions should be taken. If deemed necessary, the matter should be reported to the relevant authorities, referred to judicial authorities for investigation, or legal proceedings initiated to seek damages in order to safeguard the Company's reputation and interests.

04

Retaining Document

Written documentation must be maintained for the acceptance, investigation process, and outcomes of whistleblowing cases. This documentation should be preserved for a period of five years, which may be accomplished electronically. If a lawsuit pertaining to the content of the report arises prior to the expiration of the retention period, it is imperative that all relevant information be preserved until the resolution of the lawsuit.

05

Proposing Improvement Measures

If the whistleblowing case is verified to be true, the relevant units of the Company should review the internal control systems and operating procedures, and propose improvement measures aimed at preventing the recurrence of similar incidents.

06

Reporting Improvement Measures Upwards

The responsible unit of the Company shall report the whistleblowing event, actions taken, and subsequent reviews and corrective measures taken to the Board of Directors.

Based on the results of each department's internal control self-assessment and whistleblowing cases in 2024, the Company conducted risk assessments for 100% of its operating sites. It is reasonably inferred that corruption risks have been properly controlled, with no significant corruption risks or incidents detected, and no complaints pertaining to violations of the integrity management policy received.

Integrity Management Philosophy Communication

To implement integrity management, Addcn Technology ensures adherence to the Company's integrity management policy at all levels, from the highest governance body to management and frontline employees. This is achieved through three key measures: E-mail advocacy, signing the "Statement of Compliance with the Integrity Management Policy," and performance assessment. The detailed communication methods are as follows:

Item	Target	Communication Approach
E-mail Advocacy	All Employees	● At least once a year, "Information Security Regulations and Employee Conduct Guidelines" are sent to all employees via email.
Agreement of Compliance with Integrity Management Policy	Directors, Managers, and All Employees	● Directors and managers sign the "Integrity Management Policy Compliance Statement" upon appointment. ● All employees sign the "Agreement of Compliance with Integrity Management Policy" upon joining the Company. ● 100% of board members, managers, and employees must sign the "Integrity Management Policy Compliance Statement".
Performance Assessment	All Employees	● During the semi-annual performance assessment, character and integrity are included as assessment items.

2.3 Compliance with laws and regulations

Status of Compliance with Laws and Regulations

Addcn Technology operates online trading platforms and interacts closely with customers. The legal compliance status of each platform may directly impact customer willingness to use the platform and its reputation. Therefore, the Company rigorously complies with the regulations and administrative guidance set forth by relevant authorities, and promptly adjusts its internal management policies and measures in response to any amendments in regulations or the enactment of new laws, ensuring that all business activities conducted by the Company remain in full compliance with legal requirements.

Note: The definition of a major violation is based on the regulations for the investigation and public handling of major information of listed companies. A single event resulting in accumulated fines totaling NT$1 million or more is classified as a major event.

Education, Training and Advocacy

Addcn Technology conducts training and advocacy to ensure that governance units and all employees are well-informed about the latest legal regulations. The Company provides training for new hires upon onboarding, including advocacy of relevant regulations. For instance, at least one training session focused on occupational safety and information security is conducted annually. Directors are required to attend at least two training sessions per year to ensure that all colleagues understand the meaning of regulations and comply with codes of conduct. Daily regulatory updates are mainly communicated through advocacy and cloud-based updates.

Education and Training Implementation Status

Course Title	Course Description	Target	Total Training Hours	Participation Rate Note
Faster, Better, and More Valuable Green Supply Chain and E-Maturity	A company's maturity can be enhanced through five key dimensions: strategy, organization, human resources, processes, and information. By optimizing process and e-maturity, corporate competitiveness can be effectively improved. Special introduction to ESG four-color supply chain and carbon footprint implementation solutions is incorporated.	Directors and Managers	3	100%
Cross-Border M&A Practices—Analysis of Target Company Pricing and Key Transaction Terms	This course, led by a professional consulting team, draws on their transaction and negotiation experience to provide participants with an introduction to transaction-related documents and key terms. It also outlines business terminology and considerations for incorporating them into specific transaction clauses.	Directors and Managers	3	100%
Occupational Health and Safety Training and Management	It provides an overview of the "Occupational Health and Safety Act" along with related content, aimed at enhancing employees' awareness of occupational safety and health. This initiative assists them in comprehending the legal requirements and key implementation points. It includes conducting a fire safety drill to bolster knowledge and awareness regarding workplace safety, thereby fulfilling the obligation to safeguard the health and safety of workers.	All Employees	3	100%
Information Security Education and Training	It provides an explanation of the "Personal Data Protection Act", topics and related information security content to enhance employees' legal literacy.	All Employees	1	100%
New Employee Training	It explains matters related to the "Labor Standards Act", employee code of conduct, and other relevant topics aimed at assisting new employees in swiftly comprehending the Company's internal regulations.	New Employees	3	100%

Note: For detailed information regarding the director training status, please refer to the summary table of directors' and supervisors' attendance and training on the Market Observation Post System (MOPS): https://mops.twse.com.tw/mops/web/t93sc03_1.

Promotion and Implementation Status

Promotion Topics	Explanation of Promotion Items	Promotion Frequency	Target
Information Security Regulations	Key regulations on data management, password management, employee conduct management, and prevention of insider trading	Conducted annually or whenever there are changes to the rules	Whole Company
Employee Conduct Regulations	Employee code of conduct, such as prohibition of disclosing trade secrets, prohibition of obtaining improper benefits, etc.	Conducted annually or whenever there are changes to the rules	Whole Company
Prevention of Insider Trading	Promotion of relevant provisions of Article 157, Paragraph 1 of the Securities and Exchange Act.	Conducted once a year or whenever there are updates to the laws	Directors and Managers

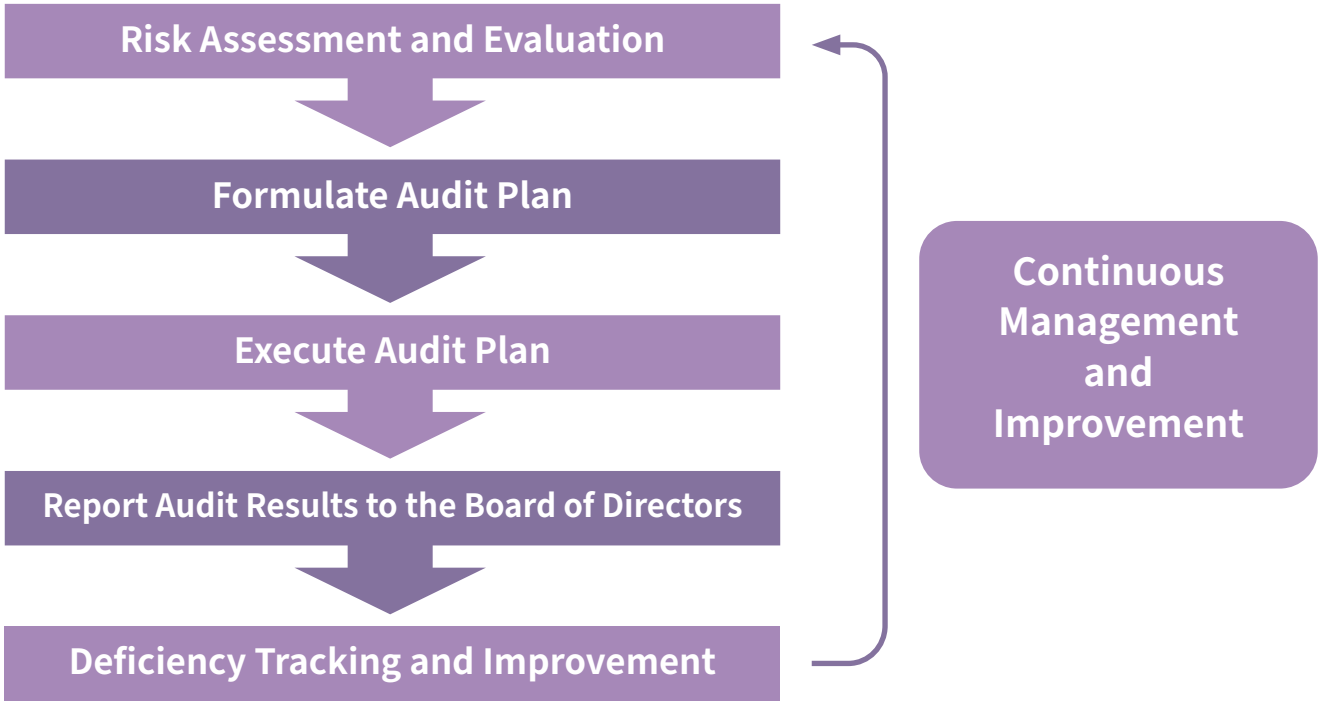
2.4 Risk Management

Risk Policy

The Company takes the relevant policies and systems of risk management as the prime principle approved by the Board of Directors, integrates ESG related issues into management strategy in accordance with the materiality principle, and manage the scope of operational risks clearly by identifying, measuring, supervising and controlling potential risks to structure an overall risk management system for promoting an appropriate risk management-oriented business model.

Risk Management Process

Risk Identification and Audit Process



Risk Assessment Results

The risk management of Addcn Technology is handled by the President Office, which, based on experience and professional judgment, considers potential sources of risk in routine operations of the Company, reviews industry trends and integrates domestic and international standards and information. Summits are convened biannually to identify the Company's main operational risks and implement risk management measures to strengthen control. The risk assessment results for 2024 are as follows:

Major Operational Risks	Risk Causes	Risk Management Measures
Financial Risks	Impact on the Company's finances due to changes in interest rates, exchange rates, and inflation	Implement the Company's established management measures, continuously monitor overall price and market changes, and adjust prices and control cost structures as needed to respond to market conditions.
Operational Risks	Impact on the Company's operations due to changes in business models, product and service design, and quality management	Given the rapid changes in the internet industry, the Company will continue to monitor market trends, launch more innovative businesses and services, continuously optimize user experience, expand the group's service ecosystem, and deepen data algorithms to deliver services that more effectively align with market demands.
Information Security Risks	Impact on the Company due to failure to comply with information security policies or external hacker attacks	The Company adopted the best technology to guarantee the security of the customers' personal data. Currently, we use the Secure Sockets Layer (SSL) mechanism (256Bit) to encrypt the data transmission, and install firewall to prevent the customers' personal data from illegal access by illegal attacks. In addition, the occurrence of information security incidents could have partially evolved into the personal data breach. Therefore, in 2019, the Company brought in the "Face Recognition System" and "Employee Internet Access Identification System" to strength control over the personnel access, and is actively seeking insurance companies to underwrite "cybersecurity insurance" to effectively reduce losses and damage in the event of an incident.
Climate Change Risks	Impact on the Company's operations due to extreme weather and natural disasters	This year, through consultations with external experts and by referencing the TCFD framework, the Company has identified and assessed climate events, durations, and business/strategy impacts most relevant to the Company. Scenario analysis was also used to develop response plans aimed at transferring or controlling risks.

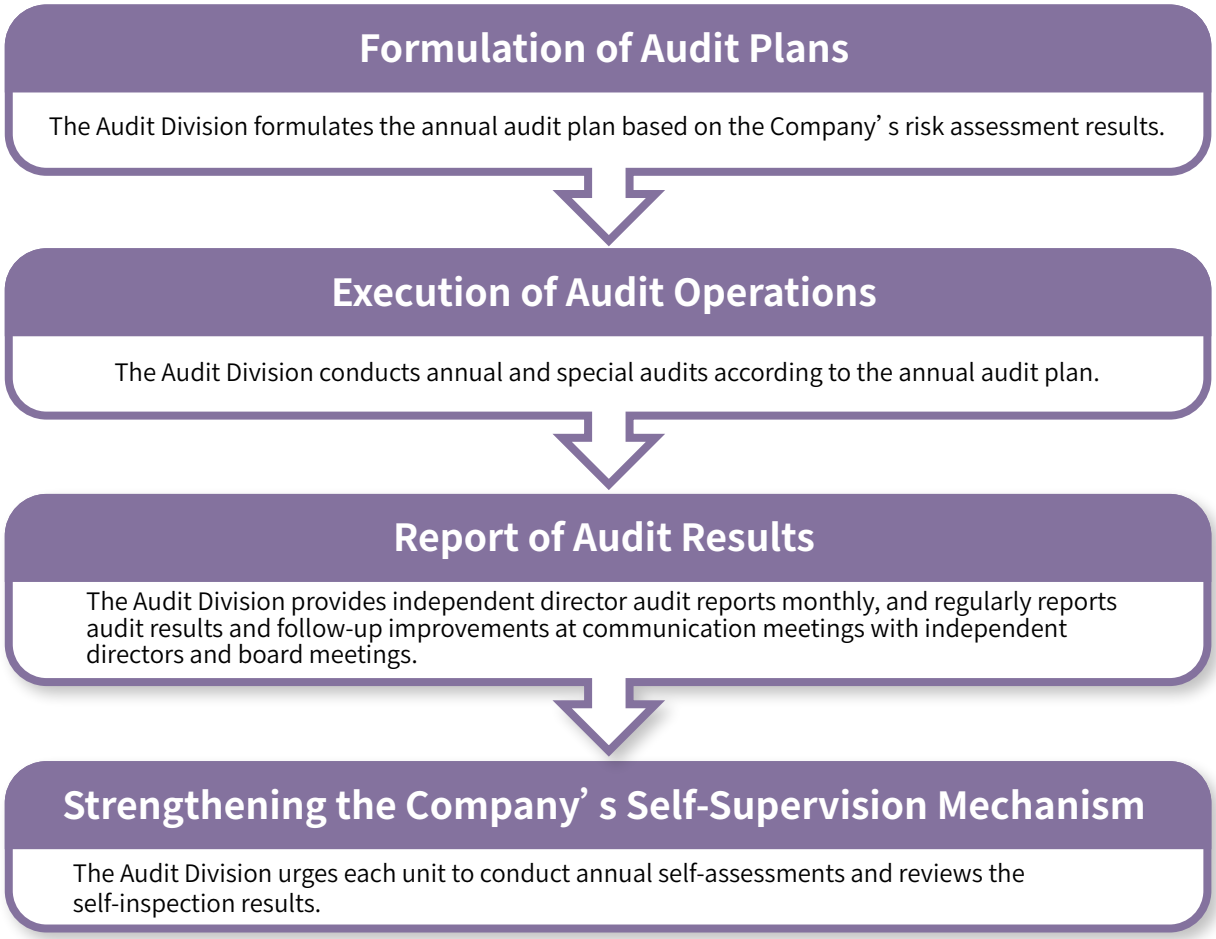
Internal Control

The establishment, implementation, and maintenance of Addcn Technology's internal control system are the responsibilities of the Board of Directors and managers. The 2024 Internal Control Statement was approved by the Board on March 11, 2025. Its purpose is to promote sound company operations and reasonably ensure the achievement of the following goals:

- **Operation Goals**: Effectiveness and efficiency of operations, including profitability, performance, and safeguarding of assets.
- **Report Goals**: Reliability, timeliness, and transparency of reports.
- **Compliance Goals**: Compliance with relevant regulations and laws.

Internal Audit Operation Process

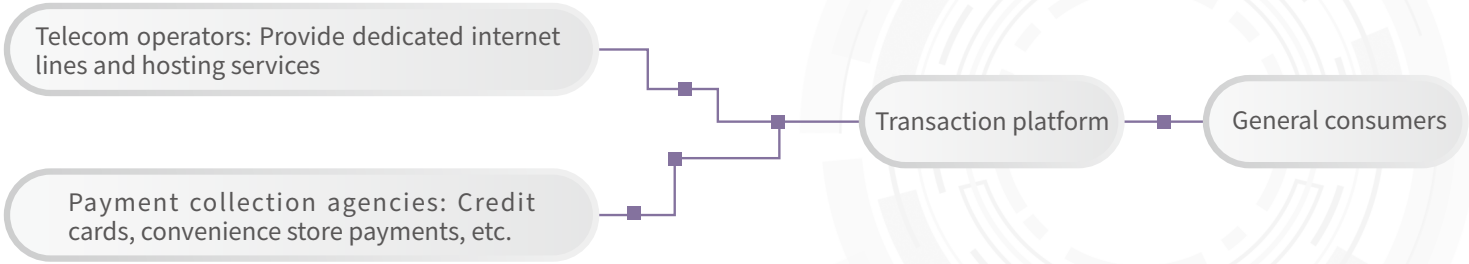
The Audit Division of Addcn Technology is tasked with the formulation and execution of audit plans. The internal audit operational process is outlined as follows: In 2024, the Audit Division developed and implemented the audit plan, identifying no significant deficiencies.



2.5 Supply Chain Management

Overview of Value Chain

Addcn Technology provides a transaction platform for information services. Downstream, it caters to general online consumers, with its main products being web pages and information displayed online. The sources are goods listed by owners on the Company's websites. Upstream, the Company collaborates with telecom operators that provide dedicated internet lines and hosting services, as well as payment collection agencies facilitating consumer payments. The platform's service emphasizes the development of straightforward, user-friendly features that address consumer needs. This approach allows listed items to gain significant exposure within a short timeframe. The platform serves as a marketplace for various goods targeted at end consumers.

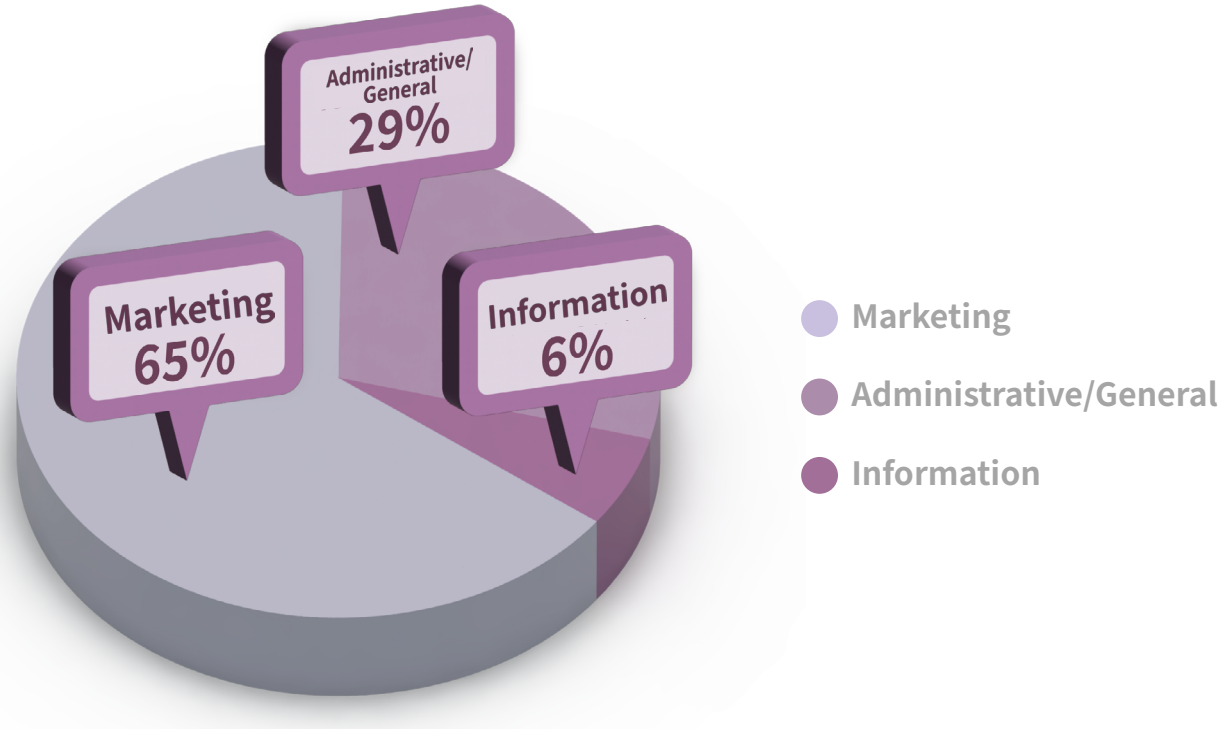


Types and Number of Suppliers

The Company primarily sources goods available in the market, such as computer hosts, office equipment, or exclusive products like Facebook ads, Google ads, LINE points, 7-11 gift certificates, etc. Therefore, suppliers are mainly divided into three categories: administrative/general, information, and marketing. In 2024, the total number of suppliers stood at 563.

Supplier Types	Main Products and Services Provided by Suppliers	Number of Suppliers in 2024
Administrative/General	Office supplies, office equipment, cleaning, employee safety, employee activities, etc.	164
Information	Servers, telecommunications, computer equipment, office software, etc.	32
Marketing	Media purchasing, public relations companies, advertising placements, printing, and other marketing activities	367
Total Number of Suppliers in 2024		**563**

Supplier Type Distribution



New Supplier Evaluation and Selection Process

The supplier management of Addcn Technology not only maintains procurement quality but also aims to establish long-term, close relationships with suppliers, working together in cooperation, mutual trust, mutual benefit, and pursuing sustainable win-win growth. When selecting new suppliers, the supplier evaluation process is followed to investigate basic supplier information. Suppliers are required to fill out basic information and evaluation forms. The Company assesses suppliers' qualifications in international certifications (such as ISO), customer-designated suppliers, suppliers commonly used in the industry, brand reputation, etc. Suppliers that meet these qualifications are subsequently registered in the approved supplier list. When establishing cooperation contracts, adherence to Addcn Technology's integrity management policy is incorporated as a contractual clause. When establishing cooperation contracts with suppliers, the contract also clearly stipulates that suppliers must comply with the Company's integrity management policy. In 2024, 100% of new suppliers signed contracts containing the integrity management policy clause.

Eco-friendly

03

3.1 Greenhouse Gas Emissions

3.2 Climate Change Adaptation

Implementation of United Nations Sustainable Development Goals		Sustainability Performance
13 Climate Action SDG13	Climate Action	● In 2024, the third annual greenhouse gas inventory was conducted, covering Scope 1, Scope 2, and Scope 3 greenhouse gas emissions, to more comprehensively understand indirect greenhouse gas emissions of Addcn Technology. ● The Company has established short-term, medium-term, and long-term goals to address climate change issues, and is committed to implementing corresponding policies. In 2024, we completed third-party assurance of the parent company's greenhouse gas emissions inventory for 2023. Our medium-term goal is to achieve a 50% reduction in greenhouse gas emissions by 2030, while our long-term goal is to attain net zero greenhouse gas emissions. We will persist in promoting climate action and contribute to global initiatives aimed at mitigating the greenhouse effect.

Material Topic Management Policy

Material Topics	**Greenhouse Gas Emissions**	
GRI Indicator	GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4	
Impact Description	**Positive impact:** Managing greenhouse gas emissions enables early identification of operational risks and business opportunities that may arise from climate change. Based on the identified significant impacts, the Company can enhance climate resilience and adaptive capacity, thereby reducing the impact and financial effects of climate change on the business and protecting investor interests. Additionally, this helps the Company respond promptly to the demands of government agencies and investors for climate-related information disclosure, thereby increasing corporate transparency and trust. In the meantime, the Company is committed to procuring products with energy-saving and green marks, further strengthening our environmental practices and sustainability commitments. **Negative impact:** If greenhouse gas emissions are not actively managed, there is a risk of failing to meet emission reduction standards. This failure could adversely impact the Company's operational stability and market competitiveness. It may also result in the Company failing to meet government environmental requirements, affecting operations and increasing potential compliance costs, as well as adding to the environmental burden. Furthermore, failure to meet emission reduction requirements may lead to decreased trust from investors and customers, affecting the Company's financial performance and increasing financing costs.	
Policy and Commitment	Against the backdrop of global emission reduction and the pursuit of net zero emissions, we actively demonstrate our emission reduction commitments and achievements, which not only enhance our corporate reputation but also significantly contributes to worldwide efforts to control the greenhouse effect. Moreover, through these efforts, we have effectively reduced the additional costs that may arise from carbon emission regulations.	
Goals	**Short-term Goals (within 3 years)**	**Medium- to Long-term Goals (over 3 years)**
	Completion of the parent company's greenhouse gas emissions inventory and assurance	Reduce greenhouse gas emissions by 50% by 2030, with the ultimate goal of achieving net zero emissions
Actions	• Conduct annual greenhouse gas inventories to review reduction effectiveness and improve measures • Reduce energy resource use to lower greenhouse gas emissions and environmental pollution • Provide training to enhance environmental sustainability awareness within the Company	
Responsible Unit	Sustainable Development Group – Environmental Sustainability Group	
Resource Allocation	Engage external consultants for guidance and completion of third-party assurance	
Stakeholder Engagement	Stakeholders may submit opinions or grievances through the following channels: Tel.: 02-2999-5691 Email: ir@addcn.com	
Assessment Mechanism and Performance Results	Since 2022, we have conducted annual greenhouse gas emissions inventories, and in 2023, we included Scope 3 greenhouse gas emissions in the inventory. In 2024, Scope 1 and Scope 2 greenhouse gas emissions were reduced by 2.9% compared to 2023.	

3.1 Greenhouse Gas Emissions

Management of Greenhouse Gas Emissions and Other Air Pollutants

In response to the global trend toward net zero emissions and Taiwan's announcement of its net zero pathway in 2022, corporate carbon reduction performance has emerged as a critical indicator for enhancing competitiveness. The Board of Directors of Addcn Technology serves as the highest supervisory body for climate-related governance, reviewing sustainability and greenhouse gas progress reports each quarter, and annually examining the sustainability report and greenhouse gas inventory report. The Board reviews the Company's progress in sustainability and provides direction and planning recommendations for the following year. To implement corporate sustainability and respond to domestic and international trends and regulations, Addcn Technology conducted its first Scope 1 and Scope 2 greenhouse gas inventories for its Taiwan headquarters in Taipei, Taichung, and Kaohsiung offices in 2022. In 2023, the Company performed its first Scope 3 greenhouse gas emissions inventory to accurately grasp the greenhouse gas emissions generated during operations, helping to formulate subsequent carbon reduction strategies and fulfill carbon reduction commitments. In 2024, we continued the greenhouse gas inventories for Scope 1, Scope 2, and Scope 3 that were initiated in 2023. This year, a materiality reassessment of Scope 3 was conducted. This allows the Company to gain a more comprehensive understanding of its indirect greenhouse gas emissions and effectively enhance its management strategies and responses to the challenges posed by climate change. For the Scope 3 inventory, business travel and employee commuting were excluded due to immateriality identified in the assessment. Therefore, this year's inventory includes three categories: procurement of goods and services, capital goods, and fuel and energy-related activities.

In 2024, Addcn Technology's Scope 1 and Scope 2 greenhouse gas emissions totaled 351.9555 metric tons CO_2e. Of these, direct greenhouse gas emissions (Scope 1) amounted to 103.0917 metric tons CO_2e, accounting for 29.29% of the combined Scope 1 and Scope 2 emissions; indirect greenhouse gas emissions from imported energy (Scope 2) were 248.8638 metric tons CO_2e, accounting for 70.71% of the total, thereby establishing it as the primary source of emissions. Other indirect greenhouse gas emissions (Scope 3) amounted to 1,799.3113 metric tons CO_2e.

In 2024, Scope 2 electricity-related carbon emissions demonstrated no significant change compared to 2023, while Scope 1 direct emissions from mobile combustion experienced a notable reduction, primarily attributed to the decreased utilization of gasoline-powered company vehicles. We will persist in promoting energy-saving initiatives within the office, enhancing vehicle management and efficiency, and encouraging employees to utilize public transportation to achieve higher environmental performance and carbon reduction goals.

To enhance the management of greenhouse gas emissions, Addcn Technology conducts comprehensive annual inspections and integrations to identify new opportunities for energy conservation and carbon reduction. The Company utilizes the PDCA (Plan-Do-Check-Act) model to facilitate continuous improvement in energy efficiency. This strategy is integrated into the Company's business objectives, ensuring that operational activities are aligned with environmental protection goals. In the future, Addcn Technology will complete greenhouse gas emission inventories and assurance for the entire group, aiming to achieve net zero emissions in response to global climate action requirements.

To address the impacts of climate change, Addcn Technology launched tree planting projects in Taitung and Pingtung in 2023, and extended these efforts to Pingtung and Hualien in 2024, jointly promoting the restoration of forest and environmental resources. In this collaboration, we adopted 4.5 hectares in Taitung, 3.57 hectares in Pingtung, and 10.1 hectares in Hualien, totaling 18.17 hectares of forest land, with a total adoption amount of NT$6,381,206. Various tree species, including Acacia, Blackwood, and Taiwan Incense Cedar, will be planted on these lands. These tree planting activities are expected to effectively reduce carbon emissions by 182 metric tons annually, further demonstrating Addcn Technology's proactive actions and commitments in sustainable development and environmental protection. On the other hand, we continue to create green offices by replacing major energy-consuming equipment to improve energy efficiency, while also assessing the feasibility of green data centers to further reduce energy consumption and carbon emissions. We are also intending to engage in discussions with external parties regarding supplementary carbon reduction strategies, aimed at achieving the long-term goal of environmental sustainability.

Regarding the management of other air pollutants, since Addcn Technology operates as an office-based business, there are no emissions of ozone-depleting substances, nitrogen oxides, sulfur oxides, or other air pollutants.

Greenhouse Gas Emissions for 2023 and 2024

Unit: Metric tons CO_2e

Emission Scope		Categories	2023	2024
Direct Emissions	Scope 1	Direct Emissions from Stationary Combustion	-	-
		Direct Emissions from Mobile Combustion	68.5315	58.6132
		Direct Process Emissions and Removals from Industrial Processes	-	-
		Direct Fugitive Emissions of Greenhouse Gases from Anthropogenic Systems	46.8260	44.4785
		Direct Emissions and Removals from Land Use, Land Use Change and Forestry (LULUCF)	-	-
		Total Scope 1 Emissions	**115.3575**	**103.0917**
Indirect Emissions	Scope 2	Indirect Emissions from Imported Electricity	246.9890	248.8638
		Indirect Emissions from Imported Energy	-	-
		Total Scope 2 Emissions	**246.9890**	**248.8638**
	Scope 3	Procurement of Goods and Services	51.0108	49.7606
		Capital Goods	1,378.2878	1,683.4468
		Fuel and Energy-Related Activities	66.2078	66.1039
		Business Travel	18.7860	-
		Employee Commuting	52.9597	-
		Total Scope 3 Emissions	**1,567.2521**	**1,799.3113**
Total Emissions (Scope 1 + Scope 2 + Scope 3)			**1,929.5986**	**2,151.2668**

Note 1: The method for aggregating facility-level greenhouse gas emissions and removals adopts the operational control approach.
Note 2: The quality of 2024 greenhouse gas inventory data is higher than that of 2023; therefore, 2024 is set as the baseline year for greenhouse gas inventory.
Note 3: Global Warming Potential (GWP) is based on the IPCC Sixth Assessment Report.
Note 4: The greenhouse gases accounted for include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, and nitrogen trifluoride.
Note 5: Report data may be adjusted following third-party inventory verification, with final data subject to the results of third-party verification.

Greenhouse Gas Emissions and Emission Intensity

	2022	2023	2024
Greenhouse Gas Emissions (Scope 1 + 2) (metric tons CO2e)	321.8672	362.3465	351.9555
Addcn Technology Headcount (persons)	183	186	170
Emission Intensity (metric tons CO2e / headcount)	1.7588	1.9481	2.0703

Note 1: Emission intensity is calculated as the total annual Scope 1 + 2 greenhouse gas emissions (metric tons CO2e) divided by the total year-end headcount.
Note 2: As the 2022 greenhouse gas inventory did not include emissions from septic tanks, data has been revised this year to add 15.1188 metric tons CO2e in greenhouse gas emissions.

3.2 Climate Change Adaptation

Climate Event Identification

This year, through consultations with external experts and by referencing the TCFD framework, Addcn Technology identified and assessed climate events, timeframes, and business/strategy impacts relevant to the Company, and formulated response plans in line with climate risk management systems to transfer or control risks.

Event Type	Event Details	Assessment Period Note	Financial Impacts	Response Plan
Policies and Regulations	Regulations on the Use of Renewable Energy	Short	As a listed company, Addcn Technology must align with national carbon reduction targets. Procuring green electricity certificates or installing renewable energy sources increases the Company's operating costs.	Evaluate the feasibility of adopting renewable energy at company locations, and continue to monitor renewable energy prices and potential cost impacts.
Market	Rising Net-Zero Market Demand	Medium/Long	To meet future net-zero market demands, product carbon footprint assessments must be conducted, and low-carbon, carbon-neutral products developed, resulting in increased operating expenses.	Continue organizational-level assessments and plan carbon footprint evaluations for key products, starting with identifying and measuring potential carbon emission hotspots for these products.

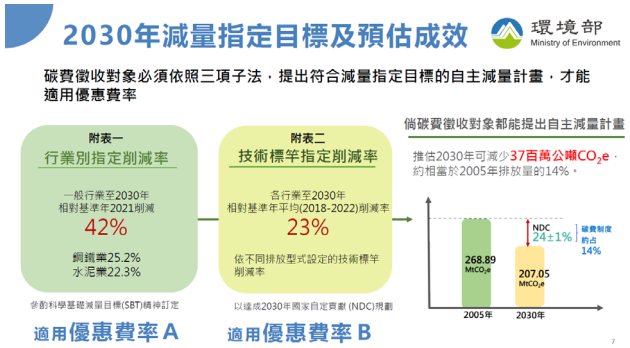
Note: For the assessment period, the short-term is defined as 1–3 years and the medium/long-term is over 3 years.

Transition Risk Scenario Analysis

This calculation method references domestic carbon fee scenarios, including a general rate of NT$300/ton for compliance with national policy without additional action, and a preferential rate A of NT$50/ton for meeting industry self-regulated carbon reduction standards. The purpose of this scenario analysis is to assess the financial impact on Addcn Technology if upstream or downstream value chain partners necessitate the absorption or transfer of carbon costs in accordance with these carbon fee standards.

According to domestic carbon fee formulation methods, the general rate, if aligned with the IEA's Stated Policies (STEPS), targets a temperature rise of 2.4°C–2.8°C, while preferential rate A, which references SBT's 2050 net-zero goal, aligns with the IEA's Net Zero Emissions by 2050 (NZE), controlling temperature rise to 1.3°C–1.5°C.

Method—Domestic Carbon Fee Scenarios



Carbon Cost Parameters

Temperature Rise Assumption

Temperature rise in the WEO 2021 scenarios (°C)

Scenario	2030		2050		2100	
Confidence level:	50%	33% – 67%	50%	33% – 67%	50%	33% – 67%
Stated Policies	1.5	1.4 – 1.6	2.0	1.8 – 2.1	2.6	2.4 – 2.8
Announced Pledges	1.5	1.4 – 1.6	1.8	1.7 – 2.0	2.1	1.9 – 2.3
Sustainable Development	1.5	1.4 – 1.6	1.7	1.5 – 1.8	1.6	1.4 – 1.7
Net Zero Emissions by 2050	1.5	1.4 – 1.5	1.5	1.4 – 1.7	1.4	1.3 – 1.5

Note: Shows the maximum temperature rises with 33%, 50% and 67% confidence levels. Source: IEA analysis based on outputs of MAGICC 7.5.3.

Other Assumptions

Company Operations:
Assume the company operations continue as usual (BAU, Business As Usual).

Fee Adjustment Assumption:
Planned review to increase the fee rate to NT$1,200/ton CO2e by 2026, NT$1,800/ton CO2e by 2030, and referencing NGFS's orderly scenario trend, NT$2,839/ton CO2e by 2050.

Threshold Assumption:
The current threshold is 25,000 tons of carbon emissions; 15,000 tons by 2027; and 10,000 tons from 2029 onward.

Reference source: IEA website.

Based on the 2023 Scope 1 and Scope 2 energy carbon emissions data of Addcn Technology, along with the financial information in 2024, by 2050, operating costs under the general rate may increase by approximately NT$780,000 per year (accounting for 0.03% of revenue). As Addcn Technology operates in a low-leakage industry, operating costs would increase by about NT$260,000 per year if voluntary reduction plans are implemented. Therefore, the financial impact on Addcn Technology is minimal if the value chain necessitates the absorption or transfer of carbon costs.

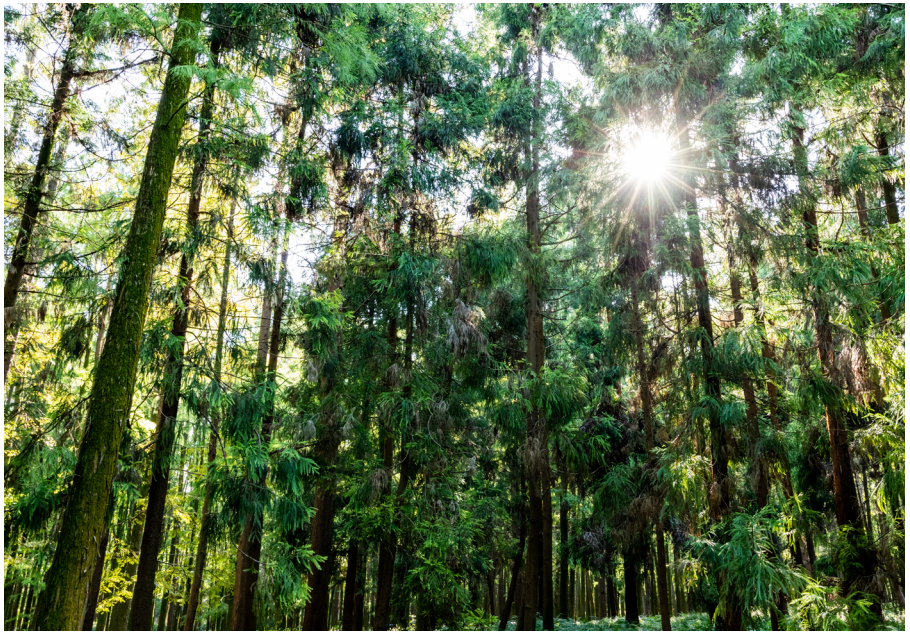
Response Plan

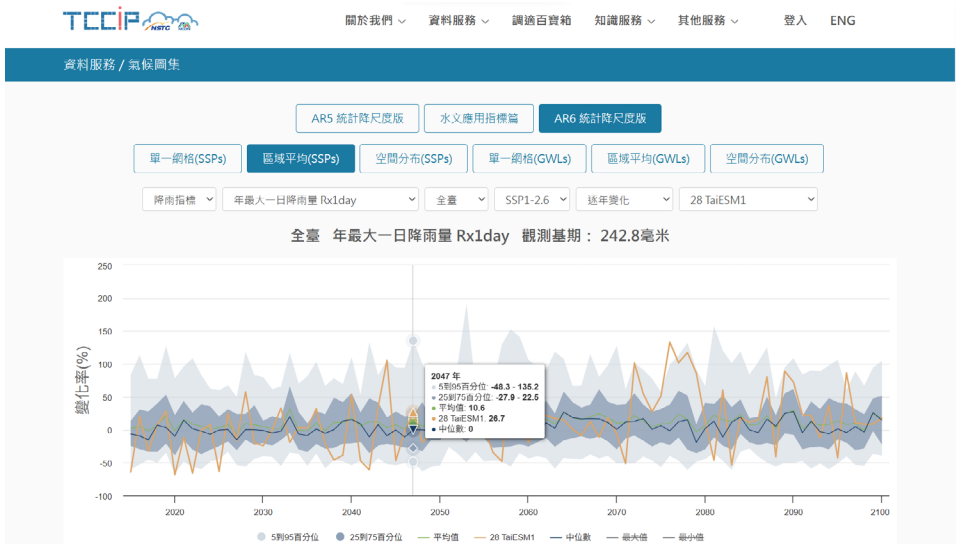
Scenario analysis and stress test results indicate that, referencing domestic carbon fee standards, if no action is taken while emissions remain low, the financial impact is limited to approximately 0.03% of operating costs. Addcn Technology adheres to a low-carbon, sustainable business philosophy. Since 2022, the Company has proactively assessed its Scope 3 emissions and disclosed these results in its sustainability report. This initiative aims to collaborate with the value chain to achieve energy savings, reduce carbon emissions, and work towards future net-zero objectives. Addcn Technology has set medium- and long-term targets to reduce its own greenhouse gas emissions by 50% by 2050. If renewable energy is used for electricity, the estimated additional investment to reduce one ton of carbon is approximately NT$1,000–2,000 (contributing to controlling future electricity costs). The Company will continue to expand cloud-based digital products aimed at enhancing the value chain save energy and reduce carbon, maintain stable operations to strengthen capital, collaborate with financial institutions to seek green financing opportunities, and reduce cost pressures associated with net-zero funding, thereby continuously enhancing Addcn Technology's climate resilience.

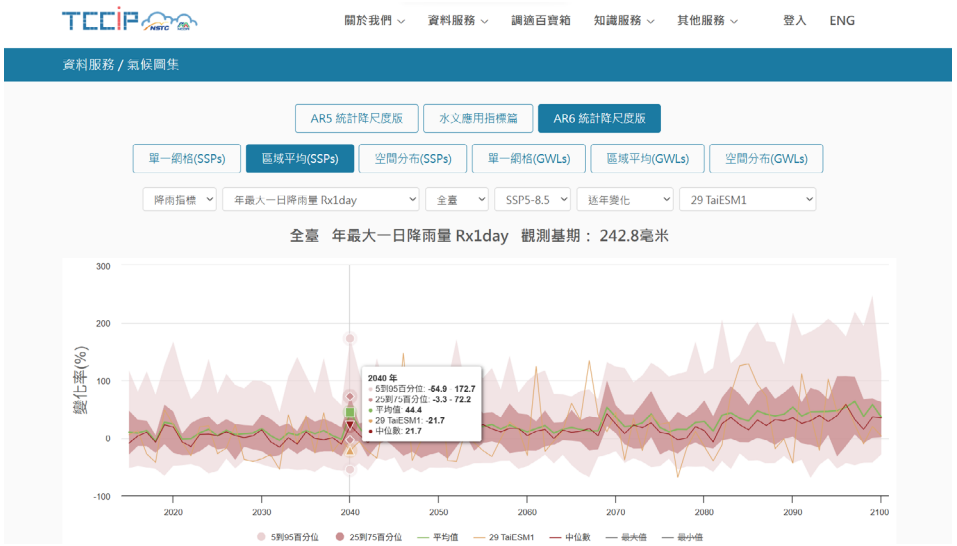
Physical Risk Scenario Analysis

The physical risk scenario analysis method primarily uses the "Third Generation Flood Potential Map" provided by the Water Resources Agency, Ministry of Economic Affairs (https://fhy.wra.gov.tw/fhyv2/disaster/downloads) for overlay analysis (flood levels are categorized as no impact, 0.3–0.5 meters, 0.5–1 meter, 1–2 meters, 2–3 meters, and above 3 meters). The flood potential map incorporates data on sewer systems, regional flood simulations, and flood-prone area management plans, as well as flood progression (flow rate and water level rise), and differences in rainfall between plains and mountainous areas. It provides simulation results for ten quantitative rainfall scenarios (150, 250, 350 mm every six hours; 200, 300, 400 mm every twelve hours; 200, 350, 500, 650 mm every twenty-four hours).

The flood potential map is produced to proactively assess disaster risks. Currently, it lacks the capability to simulate future typhoon and flood rainfall patterns. Based on simulations of ten different rainfall scenarios, and linking to TCCIP's latest AR6 annual maximum daily rainfall data, SSP1-2.6 (future warming controlled at 1.5°C) is set as the mild scenario, and SSP5-8.5 (future warming exceeding 4°C) classified as the severe scenario. At a 90% confidence level, the mild scenario corresponds to a simulated rainfall of 350 mm in twenty-four hours; under the severe scenario, the maximum single-day rainfall across Taiwan is conservatively estimated at 650 mm in twenty-four hours scenario.



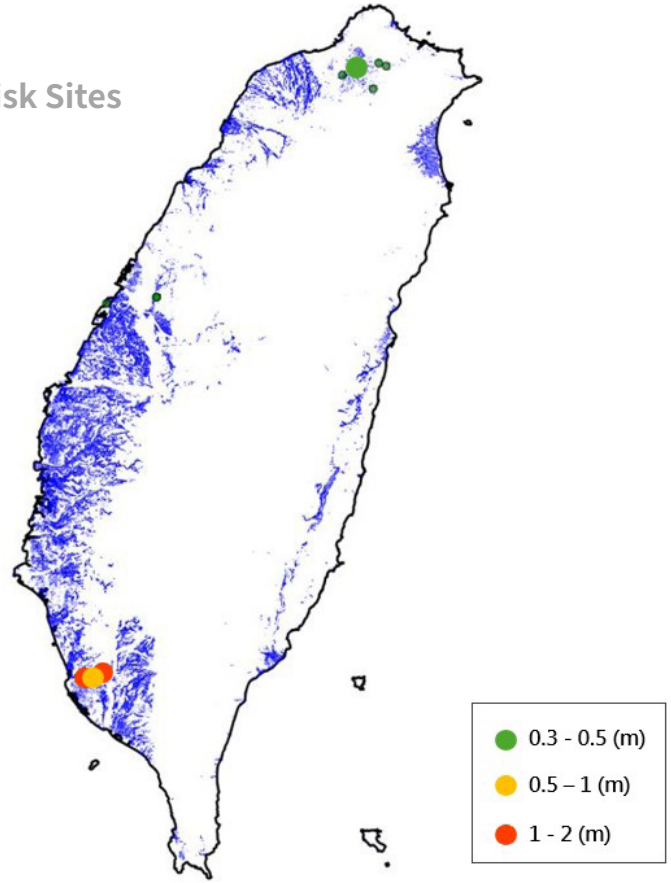




This analysis covers 29 operating sites of Addcn Technology (see page 56 "Scenario Simulation Map of Flood-Risk Sites"). Four overseas locations are excluded from this analysis. After overlaying the map data, under the defined flood scenarios, four sites (three owned, one leased) exhibit potential flood risks (up to 0.5m). Less than 10% of sites are identified as having a potential flood risk. Statistical analysis and overlay results are shown in the chart below.

Hazard × Vulnerability (Maximum Flood Height)	No Risk	0.3-0.5(m)	0.5-1(m)	1-2(m)
Owned Sites	17	0	1	2
Leased Sites	8	1	0	0

Scenario Simulation Map of Flood-Risk Sites



Response Plan

Addcn Technology will continue to carefully assess and strengthen flood prevention or damage mitigation measures for its own operating sites. For example, the Company will progressively enhance its Business Continuity Planning (BCP) to address physical risks, ensuring uninterrupted digital services and considering employee commuting safety to bolster the resilience of Addcn Technology to physical risks.

For leased sites, Addcn Technology will carefully review relevant climate risk assessment reports, evaluate the risks of continued leasing, and seek locations that offer enhanced resilience to physical risks, ensuring all services remain operational while safeguarding employee safety.

A Trusted Partner for Customers

04

4.1 Customer Privacy and Information Security

4.2 Product Innovation and Service Quality

Implementation of United Nations Sustainable Development Goals			Sustainability Performance
17 Partnerships for the Goals	SDG17	Sustainable Development Partnerships	● In 2024, personal data inventory and risk assessment were conducted, identifying a total of 345 operational processes. All personal data-related processes were evaluated to have risks below the "acceptable risk value of 42," with zero potential risk events identified, so no risk treatment was necessary. ● In 2024, no complaints were received regarding customer privacy violations or loss of customer data. ● Addcn Technology has obtained the international standard certification for BS 10012: 2017 Personal Information Management System (PIMS), reflecting the Company's achievement of international-level expertise in personal data protection and management, thereby strengthening customer trust. ● In 2024, a total of 24 products and services were developed across all platforms, covering AI smart applications, multimedia image technology, data security protection, and front-end infrastructure. ● In 2024, service satisfaction averaged over 90%.

Material Topic Management Policy

Material Topics	**Customer Privacy and Information Security**	
GRI Indicator	GRI 418-1	
Impact Description	**Positive impact:** Effectively protecting customer data is crucial for enhancing consumers' trust to the Company and platform loyalty. This not only helps maintain the user base but also fulfills societal responsibilities for information security. **Negative impact:** Failure to properly manage customer privacy and information security may result in harm to customer rights, privacy violations, legal penalties, and severe reputational damage to the Company, potentially leading to customer loss.	
Policy and Commitment	We are committed to complying with all provisions of the "Personal Data Protection Act" and have established internal compliance standards of the Company. Through strengthening internal control systems and ongoing employee education and training, we ensure that customer privacy and personal data are rigorously protected to prevent any unauthorized access or disclosure.	
Goals	**Short-term Goals (within 3 years)**	**Medium- to Long-term Goals (over 3 years)**
	All employees complete annual personal data inventory, and information security-related international certifications are continuously maintained.	Continue to obtain and maintain information security-related international certifications, achieving zero information leakage.
Actions	1. Annual SGS personal data verification audits 2. Regular customer privacy protection awareness and training 3. Continuous optimization of company systems and access control mechanisms 4. Ongoing updates to software and hardware, and improvements to the latest privacy and information security measures	
Responsible Unit	SGS Personal Data Verification Group	

Resource Allocation	1. Software firewalls 2. Annual host vulnerability scans 3. Account access control 4. Daily source code/database backups 5. Automated source code anomaly checks and program review before launch 6. Segregation of internal and external networks
Stakeholder Engagement	Stakeholders may submit opinions or grievances through the following channels: Tel.: 02-2999-5691 Email: Customer service mailboxes for each platform Online customer service system: https://www.addcn.com/contact-us.html
Assessment Mechanism and Performance Results	• Obtained the international standard certification for SGS BS 10012: 2017 Personal Information Management System (PIMS), which remained valid throughout 2024. • In 2024, no complaints were received regarding customer privacy violations or loss of customer data.

Material Topic Management Policy

Material Topics	**Product Innovation and Service Quality**
Impact Description	**Positive impact:** Addcn Technology responds flexibly to market trends and user needs, dedicated to leveraging advanced technologies and tools to continuously meet user expectations. **Negative impact:** If the product development cycle is excessively prolonged, it may undermine the Company's competitive position in the market. At the same time, if service quality is not rigorously monitored, it may result in the loss of current users, leading to additional operational losses for the Company.
Policy and Commitment	We are committed to expanding our service ecosystem and deepening the application of data algorithms, optimizing data resources to enhance the accuracy, efficiency, and user experience across all platforms. This strategy aims to continually strengthen service quality to better meet customer needs and increase user satisfaction.

Goals	**Short-term Goals (within 3 years)**	**Medium- to Long-term Goals (over 3 years)**
	1. Achieve a 90% user satisfaction across all platforms 2. Maintain a steady annual membership growth rate of 5%	1. Establish user-centric, problem-solving oriented service processes 2. Continuously create new services and features, expanding the user base to 20 million

Actions	• Provide diverse channels for communication and promotion of new services and features, striving to enhance a smooth and intuitive experience • Refine big data and AI applications to strengthen personalized content recommendations and precise matching, improving overall experience and efficiency
Responsible Unit	Addcn Technology Operations Divisions
Resource Allocation	1. The Quality Inspection Group continuously researches and analyzes user dissatisfaction data, proposes improvement strategies, and consistently optimizes service quality 2. The Process Management Specialists continuously advance system automation rates to improve service efficiency 3. Dedicated personnel engage with user feedback through various channels, producing quarterly "Voice of Customer" reports to drive solutions that address user needs
Stakeholder Engagement	Stakeholders may submit opinions or grievances through the following channels: Tel.: 02-2999-5691 Email: Customer service mailboxes for each platform Online Customer Service System: https://www.addcn.com.tw/contact-us.html
Assessment Mechanism and Performance Results	Customer satisfaction and feedback surveys indicate that, in 2024, the average service satisfaction rate exceeded 90%.

4.1 Customer Privacy and Information Security

Customer Privacy and Information Security

The management unit for customer privacy and information security at Addcn Technology is the SGS Personal Data Verification Group dedicated to implementing information security and personal data protection. In 2013, the "Personal Data Management Review Committee" was established to promote, supervise, and guide all matters related to data protection at Addcn Technology. Additionally, a third-party verification unit is commissioned to conduct regular audits. In 2016, Addcn Technology passed the international certification by Taiwan SGS and obtained the international standard certification for BS 10012: 2009 Personal Information Management System (PIMS). In 2022, the Company obtained the international standard certification for SGS BS 10012: 2017 Personal Information Management System (PIMS), which remained valid throughout 2024.

To strengthen the structure of customer privacy and information security, Addcn Technology has formulated an "Information Security Policy" to protect its information assets. This policy underscores the responsibility of all employees to actively participate in its implementation, thereby ensuring effective execution. In 2024, personal data inventory and risk assessment were conducted, identifying a total of 345 operational processes. All personal data-related processes were evaluated to have risks below the "acceptable risk value of 42," with zero potential risk events identified, so no risk treatment was necessary.

Personal Data Protection Management Organizational Chart at Addcn Technology

Personal Data Management Review Committee

Convener: President Deputy Convener: Associate, Chief Information Security Officer

Promotion Group

- Administrative Division
- Customer Service Division of Each Platform
- IT Division and R&D Division

Responsibilities:

1. Formulating, revising, and safekeeping personal data protection and management system documents.
2. Planning and implementing internal personnel awareness and training programs for personal data protection and management within the bureau.
3. Promoting and maintaining personal data inventory and risk management activities.

Information Group

- IT Division and R&D Division
- Engineering Division of Each Platform

Responsibilities:

1. Planning and implementing technology controls and infrastructure enhancement programs for personal data protection and management.
2. Establishing and activating the mechanisms for recording and preserving the trace data files of personal data files.
3. Notification, coordination, and handling of personal data incident reporting and processing, as well as information security response activities.

Audit Group

- Audit Division

Responsibilities:

1. Conducting internal audits of personal data protection operations.
2. Compiling and reporting internal audit reports on personal data protection.
3. Tracking improvement activities for findings from internal audits of personal data protection.
4. Ensuring that outsourced operations contracts comply with the supervisory requirements of Article 8 of the "Enforcement Rules of the Personal Data Protection Act".

Service Group

- All Business Divisions
- Administrative Division
- Customer Service Division of Each Platform
- Marketing Planning Division

Responsibilities:

1. Implementing management mechanisms for personal data protection.
2. Reporting personal data incidents in each unit and assisting with response and handling of relevant incidents.
3. Marketing Planning Division: Handling personal data security incident response and external communication for major data breaches.
4. Customer Service Division of Each Platform: Serving as the single contact window for rights requests from data subjects.
5. Administration Division: Ensuring that outsourced operations comply with the supervisory requirements of Article 8 of the "Enforcement Rules of the Personal Data Protection Act".

To protect customer privacy rights, Addcn Technology has set up a "Privacy Statement" section on its official website, specifying the collection, processing, and use of member personal data and related rights. All practices comply with the "Personal Data Protection Act" of the Republic of China, and the statement promises that we will never rent, sell, disclose arbitrarily, or provide customer-related personal data to third parties.

Addcn Technology implements information security management programs from three aspects: equipment, technology, and personnel, aiming to safeguard customer confidential information. The equipment aspect includes hardware and software management such as firewalls; the technology aspect covers server and software vulnerability updates and inspections; the personnel aspect involves personal data education and training, as well as access control. In the future, Addcn Technology will persist in strengthening information security across equipment, technology, and personnel to safeguard customer information effectively.

Addcn Technology BS10012: 2017 Certificate

Certificate TW16/00252 / 證書 TW16/00252

SGS

The management system of / 下述組織

Addcn Technology Co., Ltd.
數字科技股份有限公司

10F., No.12, Ln. 609, Sec. 5, Chongxin Rd., Sanchong Dist., New Taipei City 241
241 新北市三重區重新路五段 609 巷 12 號 10 樓

has been assessed and certified as meeting the requirements of
的管理系統已經過審核，並被證明符合下述要求

BS10012:2017

For the following activities / 所涵蓋的活動範圍

The provision of personal information management of 591(Property Trading), 8591(Virtual Treasure Trading), 8891(Cars Trading), 518 (Human Resource), Tasker (Outsourcing), 100 (Interior Design), Marry (Wedding Service), Chickpt (Part-Time Human Resource, job match platform via mobile application) on-line services under Addcn Technology Co., Ltd, including personal information files collection, processing, using and outsource management.

數字科技股份有限公司個人資料管理包含 591 房屋交易、8591 寶物交易、8891 汽車交易、518 報匠、Tasker 出任務外包、100 室內設計、結婚吧及小雞上工(以手機應用程式為主)等線上服務站台之蒐集、處理(含委外管理)及利用。

This certificate is valid from 18 September 2022 until 18 April 2025 and remains valid subject to satisfactory surveillance audits.

Issue 5. Certified since 18 April 2016

此證書的有效期自 2022 年 09 月 18 日 至 2025 年 04 月 18 日 且其有效性應於持續符合的定期稽核

版次 5. 原始註冊日期 2016 年 04 月 18 日

Last certificate expiry date 18 April 2022
Recertification audit date 09 August 2022

前證書到期日 2022 年 04 月 18 日
重新驗證稽核日期 2022 年 08 月 09 日

Authorised by / 簽署
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Deputy Director

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SGS

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Personal Data Effectiveness Measurement Items, Indicators, and Execution Status:

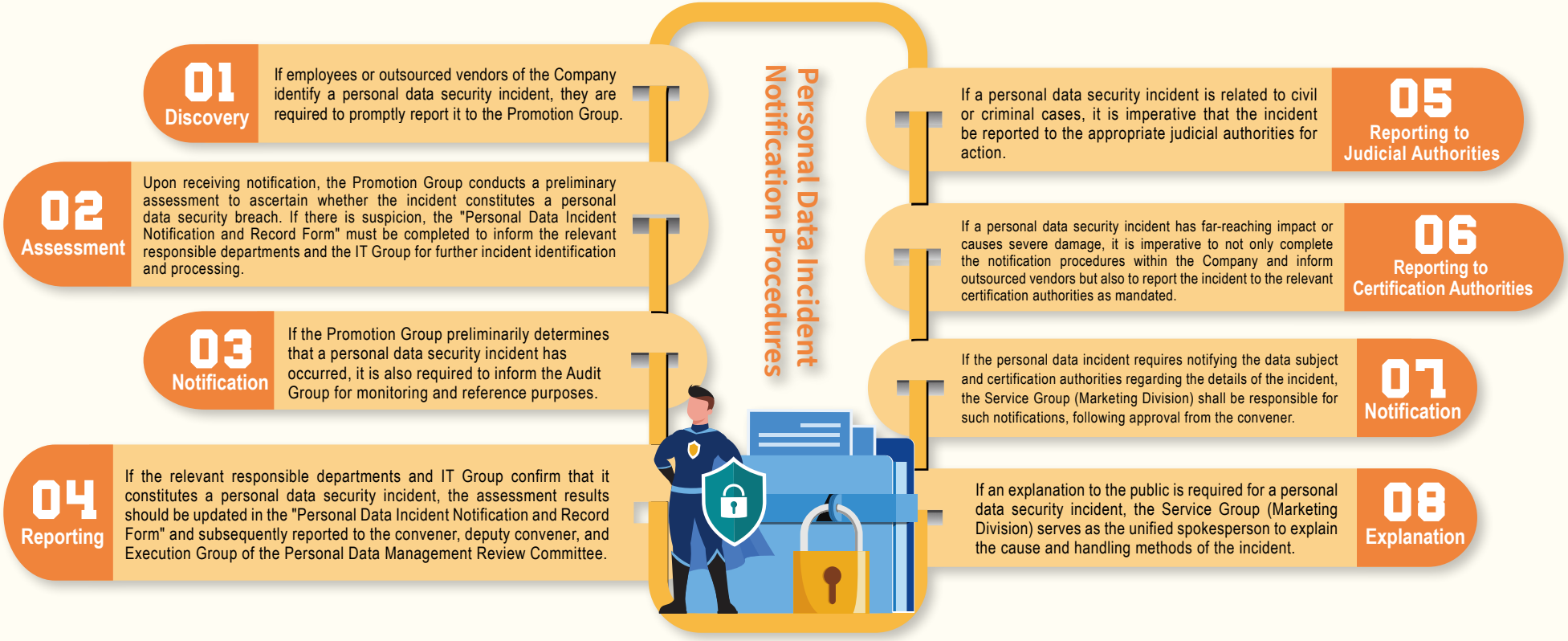
	Measurement Items	Measurement Indicators	2024 Execution Status
Personal Data Effectiveness Measurement Indicators	Personal Data Protection Management Policy	Reviewed at least once per year	Completed
	Personal Data Inventory	Inventory conducted at least once per year	Completed
	Personal Data Risk Assessment	Assessed at least once per year	Completed
	Outsourcing Management	Audit of operation outsourcing vendors for participating platforms at least once per year	Completed
	Personal Data Management Review Committee	Convened at least once per year	Completed
	Education and Training	Personal data training participation rate for all employees: at least once per year, with at least 90% participation in each session	Completed
		New employee personal data protection training participation rate: at least 95% of employees participate in personal data training courses annually	Completed
	Processing	Personnel involved in customer personal data operations sign confidentiality agreements, with an annual completion rate of 100%	Completed
	Rights of Data Subjects	For applications regarding rights under the "Personal Data Protection Act", responses not made within the statutory period must not exceed 5% annually	Completed

Information Security Management Implementation Plans and Future Enhancement Methods at Addcn Technology:

Aspect	Implementation Plan		Future Methods for Enhancing Information Security
Equipment	• Firewall Installation • Cloud equipment management account control	• Cabinet authorization control • Antivirus software monitoring	• Continuous updates of firewall hosts across platforms, ongoing tracking of equipment upgrade needs and necessity • 100% server coverage with UPS uninterruptible power supply equipment
Technology	• Annual server environment vulnerability update and inspection • Monthly server inspection reports • Service HA architecture	• Annual software vulnerability scanning and inspection • Offsite data backup • Real-time abnormal system monitoring	• Integration of automatic recovery processes into real-time abnormal system monitoring • Online service troubleshooting time is controlled within 10 minutes
Personnel	• Personal data education and training • Server access control • Personal data risk vulnerability scanning	• Data access permission control • Annual disaster recovery drills	• Regular implementation of information security promotion and inspection • Regular maintenance and operation training courses

To effectively implement information security management plans and future strategies, Addcn Technology is committed to investing in customer privacy and information security, including software firewalls, regular vulnerability scans of hosts, strict account access controls, daily source code and database backups, automatic anomaly checks of source code, program review and deployment procedures, and strict separation of internal and external networks. As of 2024, Addcn Technology has not received any complaints regarding violations of customer privacy or loss of client data. We will persist in the rigorous enforcement of our information security policies to ensure robust company cybersecurity and safeguard customer rights.

Personal Data Incident Notification Procedures



Personal Data Incident Handling Procedures

1. When the IT Group addresses incidents involving personal data, it should first engage in discussions with the relevant responsible departments regarding the procedures for identifying personal data processes and pinpointing security control points within these processes where logs can be maintained, thereby clarifying accountability for any incidents that may occur.
2. When the IT Group addresses incidents involving personal data, to avoid loss of important data or forensic evidence during incident resolution, backups of critical configuration files, data, and logs should be completed before resolving the incident.
3. The IT Group should take emergency containment measures based on the root cause of the personal data security incident; emergency containment should prioritize isolating or stopping the continuation of the incident.
4. System operators should intensify the monitoring of system operations following recovery in order to ensure that the system is functioning normally.
5. If a personal data incident occurs due to intentional or negligent actions by personnel resulting in serious consequences, the Company will pursue legal responsibility for the losses caused.
6. The Personal Data Management Implementation Group should ascertain whether the personal data security incident resulted from the Company's own mismanagement or if it was due to an outsourced vendor's failure to comply with the requirements of the "Personal Data Protection Act" or fulfill contractual obligations.
7. In handling litigation and compensation for personal data incidents, the convener, deputy convener, and Personal Data Management Implementation Group, together with legal counsel, should jointly discuss response strategies.
8. In handling litigation and compensation for personal data incidents, the Personal Data Management Implementation Group should provide evidence that a personal data management system and daily maintenance records have been established to demonstrate due diligence in personal data protection management.
9. Review and learn from personal data incidents.
10. During the handling process of a personal data security incident, system administrators or dedicated personal data protection personnel from each department must fill out the "Personal Data Incident Notification and Record Form" and retain all records of incident removal analysis and handling.
11. After handling a personal data security incident, the Personal Data Management Implementation Group and relevant responsible departments will conduct a post-incident review, preserving the incident analysis and handling records along with the "Personal Data Incident Notification and Record Form" as case studies for learning, in order to prevent recurrence of similar incidents.
12. For personal data security incidents, relevant responsible departments should document corrective and preventive action plans in the corresponding section of the "Personal Data Incident Notification and Record Form."
13. If a personal data security incident does not pertain to the personal privacy or business secrets of the Company, the Personal Data Audit Group will provide education to colleagues regarding the causes, processes, handling methods, improvements, and key considerations related to the incident.

4.2 Product Innovation and Service Quality

Product Innovation

To adapt to trends and meet customers' expectations and needs, Addcn Technology is committed to enhancing technology, expanding the use of tools, and refining big data and AI applications to strengthen personalized content recommendations and precise matching, improving overall experience and efficiency. In response to the rapid development of mobile internet and the widespread adoption of smartphones, Addcn Technology has actively developed platforms primarily for mobile devices. Currently, nearly 70% of our traffic originates from mobile sources, with certain platforms experiencing figures as high as 80%, catering to the needs of the main consumer groups.

The rapid rise of the internet brings both opportunities and threats. Addcn Technology is proactive in product innovation, staying at the forefront of the industry. In 2024, Addcn Technology launched 24 innovative products and services across its platforms, covering AI smart applications, audio-visual image technology, data security protection, and front-end infrastructure. These initiatives also enhance user experience, improve matching efficiency, expand business conversion, and comprehensively promote sustainable platform development and market competitiveness. Continuously enhance user experience and generate platform traffic through various innovations.

2024 Addcn Technology Product Innovation Content and Outcomes

Platform	Product Innovation Items	Innovation Details	Innovation Outcomes
591房屋交易 家，輕鬆自由找到（台灣591房屋交易網）	Second-hand house AI assistant	Provide three major AI benefits 1. Smart property talk: Thoughtful management available 24/7, AI-driven instant replies/intelligent lead collection. 2. AI video property presentation: Effortless video creation at the click of a button, featuring high-quality video templates and personalized voiceover. 3. Intelligent title: AI-generated titles designed to capture attention and enhance click-through rates for properties.	Number of property agent contacts increased by 20%
	Agent property development tool	Integrate the property data from 591 (Property Trading) and analyze it using AI big data technology. This will enable agents to access the most up-to-date property information, listing history, pricing details, and actual transaction data instantly. Consequently, agents will be better equipped to identify new business opportunities swiftly.	Over 3,000 property agent users
8891汽車 台灣熱門車類交易平台	Used car online Valuation tool	● Provide car owners with fast online valuation services—by simply selecting essential vehicle information, users can swiftly obtain a valuation report. ● Address issues such as the difficulties faced by car owners in obtaining real market prices, buyers' apprehensions regarding transaction premiums, and the time-consuming process associated with offline price inquiries. ● Engage car owners who are interested in selling their cars through the valuation tool, transforming them into valuable sources for car acquisition services.	Over 20,000 valuations per month Provide over 500 car sources monthly for car acquisition services

Platform	Product Innovation Items	Innovation Details	Innovation Outcomes
8591 寶物交易 .com.tw 知名線上遊戲交易平台（台灣8591寶物交易網）	Platform account recovery guarantee service	The platform offers buyers additional protection services to address potential risks during account transactions, such as account recovery, theft, and chargebacks.	Increase buyer confidence in purchasing mobile game accounts and boost transaction volume
100 室內設計 Interior Design 台灣室內設計媒合平台	Designer selection	By publishing company information and monitoring service standards, the platform selects outstanding design firms for owners to choose from, improving matching efficiency.	Enhance service quality of design companies
	One-click quotation	Users input basic house information to instantly receive, with a single click, an instant list of 119 quotation items.	Over 200 new inquiries per month
	Rating system	Authentic owners provide reviews to establish a credible rating system for design firms.	Improve customer retention rate
518熊班 台灣知名人力媒合平台	AI career prediction	Utilize GenAI technology to analyze the resumes of job seekers and offer guidance for their future career paths.	Nearly 30,000 users completed the assessment
小雞上工 全台最大學生打工平台	Profile photo likeability prediction	Leverage AI image recognition technology to assist job seekers in selecting photographs that enhance their likability among employers for their resumes.	53% of resume profile photos optimized for recognition achieved perfect scores, thereby enhancing the likelihood of receiving invitations from employers
	Intelligent text review	Use AI technology to automatically detect suspicious text in chat messages and reviews, ensuring user safety.	1. Improve customer service efficiency 2. Reduce user wait times
出任務	AI market price inquiry	Leverage AI to explore categories of outsourced items, offering reasonable market price ranges for outsourcing and assisting in the evaluation of outsourcing budgets.	Average monthly case volume grows by 10%
找師傅 師傅我安排 叫修馬上來	Craftsman App development	Enhance user experience, boost craftsman activity, improve real-time notifications, increase the timeliness of quotation, reduce waiting periods for owners, boost the number of craftsmen available on the platform, promote active quoting practices, elevate owner service experience, and facilitate a one-click repair request with a response time of three minutes, thereby increasing overall transaction rates.	Craftsman activity increased by 94% Craftsman quoting enthusiasm increased by 32% Transaction rate increased by 23%

Addcn Technology Product Highlights Column

518熊班 台灣知名人力媒合平台

Introduction to Featured Products

AI career prediction

Users can simply utilize their existing resumes to review personal traits and current job, and receive career advice for the future. This approach eliminates the cumbersome process of answering questions required by traditional assessments.

小雞上工 全台最大學生打工平台

Introduction to Featured Products

Profile photo likeability prediction

When uploading a profile photo to a resume, the AI system detects the photo's likeability and provides improvement suggestions to job seekers, thereby assisting in increasing their chances of receiving interview invitations.

找師傅 師傅我安排 叫修馬上來

Introduction to Featured Products

Craftsman App development

Purpose: Achieve a one-click repair request with a 3-minute response experience, thereby enhancing the overall transaction rate.

Interface: Boost craftsman activity, improve real-time notifications, increase the timeliness of quotation, reduce waiting periods for owners, boost the number of craftsmen available on the platform, promote active quoting practices, and optimize the owner experience.

Results: Craftsman activity increased by 94%, quotation enthusiasm increased by 32%, transaction rate increased by 23%.

出任務

Introduction to Featured Products

AI market trend analysis

Purpose: Deliver real-time market insights along with the latest industry reports and data, while analyzing outsourcing market trends. This enables companies to swiftly comprehend market fluctuations and demands, facilitating more strategic business decisions.

Innovation: Intelligent competitor analysis is conducted through the application of AI technology, enabling a deep analysis of key competitors' strategies, pricing, and services. This process assists companies in gaining insights into the competitive landscape, formulating appropriate market strategies, and enhancing their competitiveness.

Optimization: Conduct analysis and provide recommendations for suitable service providers to business owners, based on user needs and preferences. This approach enhances the efficiency of selecting outsourcing partners while improving cooperation success rates and satisfaction.

591 房屋交易 家，輕鬆自由找到 (台灣591房屋交易網)

Introduction to Featured Products

1.Second-hand house AI assistant: Smart property talk (featuring newly added customer profile files), AI video property presentation (supporting multiple templates, voice cloning), and AI title—three major AI benefits that help agents improve contact conversion rates.

2.Agent property development tool: Integrate the property data from 591 (Property Trading) and analyze it using AI big data technology. This will enable agents to access the most up-to-date property information, listing history, pricing details, and actual transaction data instantly. Consequently, agents will be better equipped to identify new business opportunities swiftly.

8891汽車 台灣熱門車類交易平台

Introduction to Featured Products

1.Provide online used car valuation services.

2.Upgrade "New Car Purchase Menu Information".

3.Automatic specification filling feature for used car listings.

(1)When listing, users can select the brand, model, and variant they intend to list.

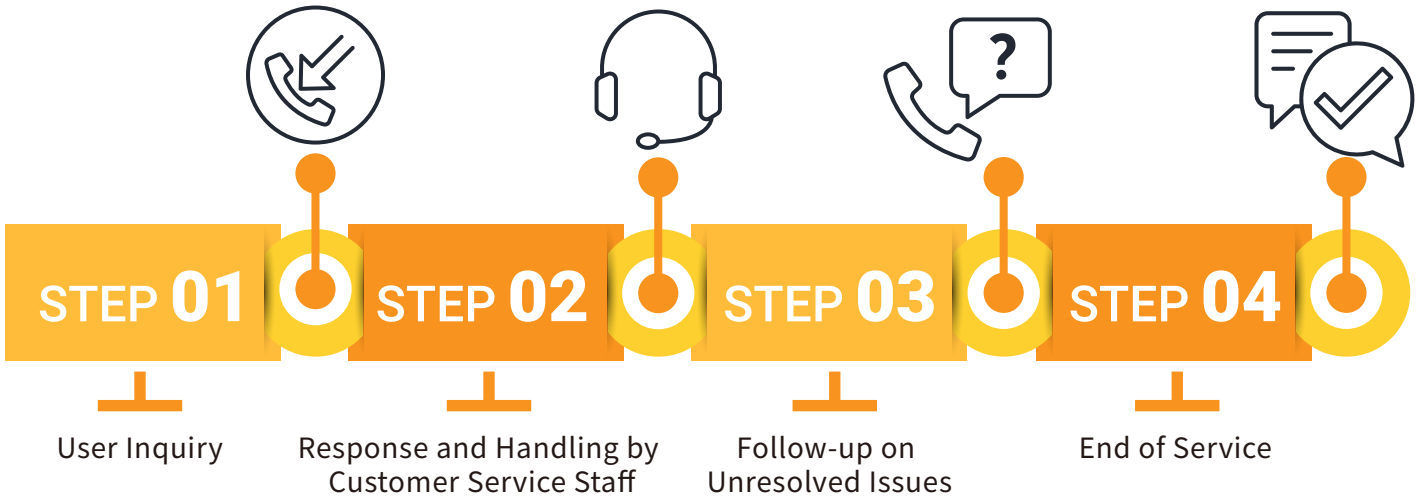
(2)The equipment data field will display a prompt stating "No need to fill" and will provide a preview of the specifications and equipment data that are matched with the platform.

(3)The object details page will present the system-matched comprehensive specifications and equipment information.

Service Quality

Addcn Technology values the feedback and opinions of each customer. We maintain effective communication with customers by utilizing internet technology and diversified communication channels, such as platform announcements, internal messages, emails, and service function guidance and reminder mechanisms. When receiving user inquiries or complaints, such as customer calls, emails to the customer service center, or online complaint messages, the Customer Service Team is tasked with handling and confirming product issues and solutions, continuously tracking progress until the issue is fully resolved, ensuring every issue is properly addressed and only closed upon receiving confirmation of resolution from the customer.

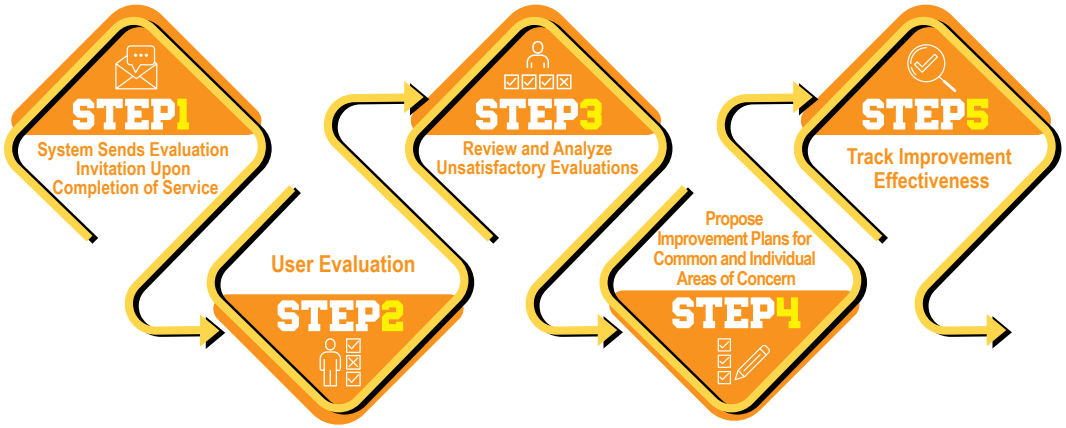
Customer Service Process:



The complaint handling process and management tracking methods at Addcn Technology are as follows:

Customer satisfaction serves as a crucial foundation for Addcn Technology's continuous enhancement of service quality. Upon the completion of services, the system dispatches an evaluation invitation. Once customers submit their ratings, we conduct a daily review, assessment, and analysis of any unsatisfactory feedback. If deemed necessary, we will arrange follow-up calls. Additionally, we closely monitor user dissatisfaction, analyze data, identify common issues, and leverage these insights to implement improvements at the source, including product design, service processes, and rules. This not only improves existing issues but also mitigates the likelihood of similar problems occurring in the future, thereby enhancing user satisfaction and fostering loyalty. In 2024, we continued to conduct satisfaction surveys via phone, online, and complaint channels for each platform. Among the platforms—591, 8891, 8591 (including Hong Kong), 100 (Interior Design), 518 (Human Resource), and Chickpt—all achieved satisfaction rates exceeding 90% in the 2024 surveys. The only exception was the complaint satisfaction rate for 8591 (including Hong Kong). User complaints on the 8591 platform primarily involved disputes between individual members; however, the platform has made every effort to assist in mediation.

Satisfaction Survey Workflow



Satisfaction survey results for Addcn Technology platforms from 2022 to 2024 are as follows:

Platform	Rating Items	2022	2023	2024
591 (Property Trading)	Phone Satisfaction Online Satisfaction Complaint Satisfaction	99.5% 95.0% 93.9%	99.4% 93.9% 91.9%	99.5% 96.7% 92.2%
8891 (Cars Trading)	Phone Satisfaction Online Satisfaction Complaint Satisfaction	99.2% 97.9% 93.9%	99.3% 96.8% 92.5%	99.4% 98.0% 95.5%
8591 (Virtual Treasure Trading)	Phone Satisfaction Online Satisfaction Complaint Satisfaction	99.0% 92.0% 82.6%	99.0% 92.0% 80.0%	99.0% 96.0% 85.0%
8591.HK	Online Satisfaction Complaint Satisfaction	92.3% 80.9%	92.3% 80.9%	91.0% 85.0%
100 (Interior Design)	Phone Satisfaction Online Satisfaction	- 100%	100% 98.0%	91.0% 100%
518 (Human Resource)	Phone Satisfaction	95.0%	93.0%	94.0%
Chickpt	Phone Satisfaction	94.2%	93.0%	92.8%

Customer Satisfaction Communication Highlights

Case 1: Launch of VIP Service Channel

Details: ① VIP customers are offered dedicated online service lines, enhancing convenience and efficiency, with satisfaction levels reaching 99%.

② Achieve a 100% timely response rate to user requests for features and needs.

Case 2: Launch and Upgrade of Self-Service Features

Details: In 2024, a range of AI self-service features were introduced, achieving a 42% automation rate for inquiries. These self-services addressed 63,586 user requests, resulting in a total time savings of 2,385 hours for users.

1. Service Quality Improvement

Through the implementation of the "Service Star" selection mechanism, a customer-centric service culture is cultivated within the team. This initiative significantly enhances customer service awareness and elevates customer satisfaction from 96% to 98%.

2. Rule Optimization and Adjustment

An in-depth analysis of daily customer transactions indicates that numerous customers have raised questions and disputes concerning the current "new listing/modification/suspension rules". It can better meet customer needs and eliminate confusion among customer service staff regarding the enforcement of rules. The platform has redefined review standards and optimized existing rules to provide customers with clearer and more reasonable transaction handling experience.

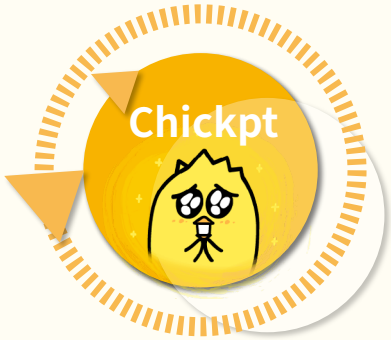
LINE VIP Service Channel

1. Provide VIP sellers with exclusive LINE services and establish a seller monitoring system, effectively improving service efficiency, reducing transaction disputes, and providing industry information to the business department, achieving zero batch dispute compensation for company proxy storage.
2. Achieve a 100% timely response rate to user requests for features and needs. Provide clearer and more reasonable transaction handling experience.

For transactions that have not been previously resolved, specialized personnel are assigned internally to conduct analysis of each case, track and ensure specific resolutions. A total of 46 cases were completed in 2024.

Voice of Customer

Monthly output of "Voice of Customer (VoC) Report"
By enabling business departments to engage directly with customers, this approach facilitates a deeper understanding of customer needs and expectations. Consequently, it drives enhancements in products and services at their source, thereby fostering increased customer satisfaction and loyalty.



Case 1.Intelligent Screening

AI is used to detect online inquiries and job postings, preventing violations and blocking unauthorized users to ensure user safety.

Case 2.Feedback Channel Image Upload Feature

Users can attach images when reporting issues, increasing communication efficiency and minimizing the time required from problem reporting to resolution.

Case 1.Responding to Payment Issues

After users reach out to the project owner, they encounter challenges during the payment process. The customer service staff provide a detailed explanation of contract terms and the two-stage payment process, thereby assisting the project owner in successfully completing the payment and activating the contract.

Case 2.Optimizing Payment Function Feedback

The optimized credit card payment functionality provides users with clear guidance for operation. After establishing an escrow account, clients are able to make payments via credit card and subsequently activate the contract.

Case 1.Issues with Accepting Jobs and Establishing Studio

Manually set up initial studios for craftsmen, followed by providing guidance and training to empower them to regularly update. Upon receiving job opportunities, craftsmen take the initiative to join the Trusted Craftsmen and become paid members.

Case 2. ID: Issues with Using LINE Account and Updating Studio Works

Assist members in utilizing devices, guide them in documenting the operation process, and report the underlying causes of engineering issues to alleviate inquiry workload and expedite processing. Subsequently, member issues are resolved efficiently. As craftsmen adeptly handle cases and customer service takes a proactive approach, they later join the Trusted Craftsmen and resolved efficiently paid members.

In the future, Addcn Technology will continue to refine customer service and satisfaction management policies, focusing on enhancing customer value and problem-solving in product development and platform operations. We consistently monitor customer needs and market trends, engaging in ongoing innovation and enhancement of our products and services to provide superior experiences and greater value to our customers. Addcn Technology will further leverage AI-powered customer service systems and other technologies to empower users and customer service teams with more efficient management tools, thereby improving the efficiency of problem-solving and service guidance for customers. In the meantime, Addcn Technology will conduct regular surveys to collect customer satisfaction and feedback, and develop corresponding improvement plans aimed at enhancing service quality.

Social Inclusion

05

5.1 Employment
5.2 Friendly Workplace
5.3 Talent Training and Development
5.4 Occupational Health and Safety
5.5 Social Engagement

Implementation of United Nations Sustainable Development Goals		Sustainability Performance
SDG3	Good Health and Well-Being	● Twice a month, occupational health nurses provide one-on-one health consultations to employees at the Company; twice a year, occupational medicine specialists are appointed to conduct health rounds and employee interviews on-site. ● Addcn Technology provides a range of high-quality benefits to employees, with total subsidies in 2024 reaching NT$10.62 million. Friendly workplace measures include a nursing room, coffee break area, mini library, employee catering, and professional workplace nursing services.
SDG5	Gender Equality	● In 2024, women accounted for 59% of employees, and one foreign employee was hired. ● Employees are entitled to maternity leave, paternity leave, parental leave, and menstrual leave. Female employees enjoy job retention, prenatal checkup leave, and maternity leave during pregnancy and childbirth, while male employees are entitled to paternity leave when their spouse gives birth. Additionally, the Company has established a lactation room, providing female employees with a safe and comfortable environment and necessary supplies for breastfeeding, ensuring a clean and comfortable space for postpartum employees.
SDG8	Employment and Economic Growth	● No occupational disease incidents occurred in 2024. ● The Company complies with the "Labor Standards Act", "Regulations of Leave-Taking by Workers", "Occupational Health and Safety Act", "Act of Gender Equality in Employment", "Employment Service Act", and other relevant laws and regulations. ● All employees participate in "Monthly Good Book Reading," maintaining a positive work attitude and enthusiasm through monthly book sharing and cultivating a reading habit. Employees can also apply for training based on personal career needs, with each employee receiving an annual training subsidy of NT$10,000.
SDG17	Partnerships for the Goals	● Through charitable donations, sponsorships, and participation in public welfare activities, nearly NT$37.5 million has been invested from 2008 to 2024. ● The Company regularly donates invoices to 8 charitable organizations, including the ALS Association, Taiwan Indigenous Multi-Ethnic Cultural Exchange Association, and Taiwan Association for the Disadvantaged, supporting their public service efforts. In 2024, nearly 700,000 invoices were donated. ● In cooperation with the Kanner Foundation of Taiwan, 35 solar panels were donated, expected to reduce carbon emissions by 240 tons annually. Additionally, in partnership with the Forestry and Nature Conservation Agency's Taitung, Pingtung, and Hualien branches, corporate afforestation covered 18.17 hectares, expected to reduce carbon emissions by about 182 tons annually.

Material Topic Management Policy

Material Topics	**Employment**	
GRI Indicator	401-1 New Employee Hires and Employee Turnover 401-2 Benefits Provided to Full-time Employees (Excluding Temporary or Part-time Employees) 401-3 Parental Leave	
Impact Description	**Positive impact:** Foster harmonious labor relations, mitigate talent attrition, safeguard employee rights, and ensure the sustainable operation of Addcn Technology as a whole. **Negative impact:** Failure to promptly understand employee suggestions or opinions, as well as neglecting to protect employee rights, not only hinders the achievement of mutually beneficial labor-management outcomes but may also lead to talent attrition due to insufficient benefits and related systems. This, in turn, adversely affects the Company's sustainability objectives.	
Policy and Commitment	Addcn Technology safeguards employee rights in accordance with labor laws and relevant regulations, upholding integrity and pragmatism, implementing humane management, and fostering positive labor relations based on mutual trust and respect between the Company and employees.	
Goals	**Short-term Goals (within 3 years)**	**Medium- to Long-term Goals (over 3 years)**
	Increase employees' satisfaction with benefits to 85%	Increase employees' satisfaction with benefits to 90%
Actions	• Hold regular labor-management meetings. • Establish an open communication platform and encourage supervisors to regularly meet with employees. • Provide mental health support and workplace counseling services. • Regularly organize professional development seminars and cross-departmental cooperation projects. • Actively support employees in attending external training and obtaining professional certifications.	
Responsible Unit	Sustainable Development Group - Employee Care Group	
Resource Allocation	Approximately NT$843,496 thousand invested in welfare and salary expenses	
Stakeholder Engagement	Employees may submit opinions or grievances through the following channels: Company Opinion Mailbox: ir@addcn.com Workplace Bullying Grievance Hotline: 02-29995691	
Assessment Mechanism and Performance Results	• To enhance employees' sense of belonging and mitigate turnover, Addcn Technology focuses on strengthening internal communication and improving the onboarding process for new employees. These measures help maintain team stability, resulting in a turnover rate of 5.29% in 2024. • In terms of human resource development, the Company offers extensive training and development opportunities, encouraging employees to enhance personal skills and company competitiveness through professional certification. In 2024, 8 training sessions were held, with a total of 609 participants. • Addcn Technology promotes labor-management harmony and ensures transparency and fairness in promotions and rewards by regularly organizing seminars, conducting employee satisfaction surveys, and holding labor-management meetings. In 2024, four labor-management meetings were convened.	

Material Topic Management Policy

Material Topics	Talent Training and Development	
GRI Indicator	404-1 Average Hours of Training Per Employee Per Year 404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs 404-3 Percentage of employees receiving regular performance and career development reviews	
Impact Description	**Positive impact:** Well-designed employee training programs strengthen professional skills, especially in providing cloud solutions and data security. This not only enhances user experience but also increases trust in the products of Addcn Technology. Employees who are adept in the latest technologies can effectively address the swiftly evolving market demands, thereby enhancing the Company's capacity for innovation and reinforcing its leadership position in the marketplace. **Negative impact:** If Addcn Technology fails to provide adequate talent training systems, employees may lack the skills to handle emerging technologies, which not only fails to fulfill corporate social responsibility but could also result in a decline in market competitiveness due to technological obsolescence. In today's era of digital transformation and increasing importance of cybersecurity, insufficient training can pose significant risks to the Company's long-term development.	
Policy and Commitment	• Optimize the work environment: Build a positive corporate culture and atmosphere, offer flexible working hours, comprehensive employee care programs, and opportunities for career advancement to enhance employee satisfaction and loyalty. • Improve communication and participation: Establish open communication channels, proactively collect opinions and suggestions from employees, foster harmonious labor relations, and enhance employees' sense of engagement and belonging. • Ensure fair treatment: Guarantee that all employees receive fair and equal treatment, without discrimination based on gender, race, religion, or other personal characteristics. • Support professional development: Actively provide training and development opportunities to help employees improve professional skills and career development, encouraging continuous progress and promotion within the organization. • Care for employee well-being: Focus on the physical and mental well-being of employees by providing comprehensive health management and mental health support, ensuring that they maintain optimal condition even under pressure. • Provide stability and security: Commit to fostering a stable work environment and providing career development opportunities, thereby enhancing employees' sense of security and future prospects, while promoting long-term retention.	
Goals	Short-term Goals (within 3 years)	Medium- to Long-term Goals (over 3 years)
	Achieve 90% training coverage, with 80% course satisfaction	Achieve 100% training coverage, with 90% course satisfaction
Actions	• To prevent the impact of external environmental changes, the Company assists employees in developing learning plans. In 2024, in response to the advent of the AI era, AI seminars and competency course plans were strengthened. Employees can choose learning resources and methods tailored to their individual needs to enhance personal abilities. • First-line supervisors establish a "Good Book Study Group," engaging in monthly readings of management-related books to enhance their understanding of market conditions and apply this knowledge in the workplace. • All employees participate in "Monthly Good Book Reading" to develop reading habits and stimulate self-improvement needs. • For the development of new employees, onboarding training and career maps are provided to reduce anxiety, and quarterly newcomer seminars are held to enhance the sense of identification among new and existing employees within the Company. • After the completion of each training course, employees are requested to fill out post-training feedback forms. This process utilizes genuine employee experiences to gradually optimize the training system.	
Responsible Unit	Sustainable Development Group - Employee Care Group	

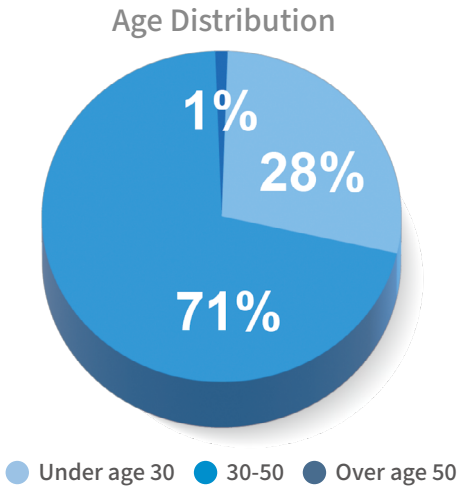
Resource Allocation	The Human Resources Division provides each employee with an annual education and training subsidy of NT$10,000 for proactive learning and career development planning.
Stakeholder Engagement	Human Resources Division - Employee grievance hotline and mailbox
Assessment Mechanism and Performance Results	• Each employee receives an average of 4 hours of occupational safety and information security training, 6 hours of competency training, and 2.5 hours of AI seminar training per year. • The total training hours for frontline supervisors is 342 hours. • In the context of onboarding, four seminars for newcomers were conducted in 2024, with a total participation of 40 new employees.

5.1 Employment

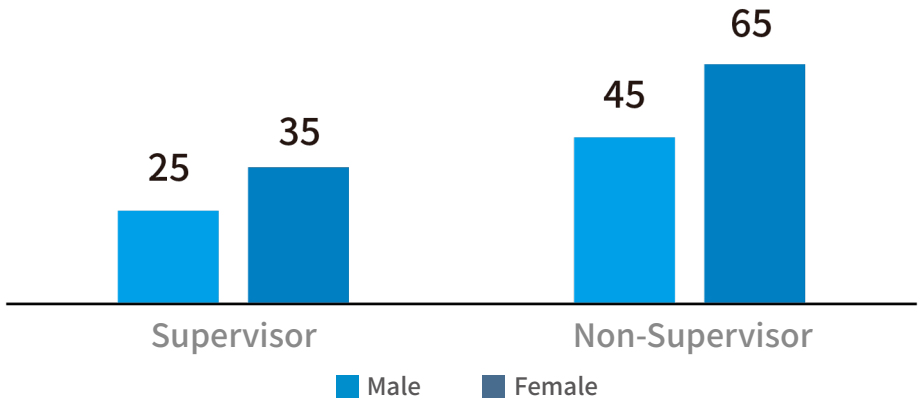
Employee Structure

Addcn Technology regards its employees as its most valuable assets and human capital. We respect every employee and are committed to maintaining positive labor-management interactions, fostering a vibrant organization and a friendly workplace, while striving for sustainable development together. As of the end of 2024, Addcn Technology had a total of 170 employees in Taiwan. The overall number of employees in 2024 showed no significant fluctuation compared to 2023. Of these, male employees accounted for 41% of the total workforce, while female employees made up 59%. There was 1 foreign employee, representing 0.6% of the total workforce. In addition, Addcn Technology engaged 9 non-employee workers, whose primary responsibility was to maintain cleanliness in the office areas. These individuals were contracted through a cleaning company.

Age (years) / Gender	<30	30-50	>50	Total	
				Total Number	Proportion (%)
Male	19	50	1	70	41.2%
Female	28	71	1	100	58.8%
Total	47	121	2	170	100%



Gender Distribution of Supervisors and Non-Supervisors



Item	Category	Male		Female		Subtotal by Group	
		Number of Employees	Proportion of Category Proportion	Number of Employees	Proportion of Category Proportion	Number of Employees	Proportion of Category Proportion
Contract Type	Full-time	70	41.2%	100	58.8%	170	100%
Position Type	Supervisor	25	41.7%	35	58.3%	60	100%
	Non-Supervisor	45	41%	65	59%	110	100%
Total		170 people					

Note: 1. Employee numbers are based on the actual number as of the end of the reporting period (December 31, 2024).
2. All employees recruited by Addcn Technology in 2024 were full-time and permanent. There were no part-time employees or individuals without guaranteed working hours.
3. The term "Supervisor" is defined as positions at or above the level of Deputy Team Leader; all other roles are classified as non-supervisory. This definition will be applicable to the information that follows.

Statistics on New Hires and Departures

In 2024, Addcn Technology hired a total of 44 new employees, accounting for 25.9% of the total workforce. Male and female new hires represented 36.4% and 63.6% of all new hires, respectively. There were a total of 9 departures, which constituted 12.9% of the overall workforce. Among these departures, males accounted for 22.2%, while females represented 77.8% of all exits, respectively.

New Employees and Departing Employees		2024							
		New Employees				Departing Employees			
		Male	Proportion (Note 1)	Female	Proportion (Note 1)	Male	Proportion (Note 2)	Female	Proportion (Note 2)
Taiwan Region	Under age 30	5	31.2%	18	64.3%	1	50%	5	71.4%
	30~50 years old	11	68.8%	10	35.7%	1	50%	2	28.6%
	Over age 50	0	0	0	0	0	0	0	0
	Subtotal	16	100%	28	100%	2	100%	7	100%
Employees at Year-End Total Number		170							
Total Number of New Hires		44							
Overall New Hire Rate (Note 3)		25.9%							
Total Number of Departures		9							
Overall Departure Rate (Note 4)		5.29%							

Note: 1. Percentage of new employees in each category (%) = Number of new employees/Total number of new employees of that gender x 100%
2. Percentage of departing employees in each category (%) = Number of departing employees/Total number of departing employees of that gender x 100%
3. Overall new hire rate (%) = Total number of new hires during the year/Total number of employees at year-end x 100%
4. Overall departure rate (%) = Total number of departures during the year/Total number of employees at year-end x 100%

5.2 Friendly Workplace

Diversity, Inclusion, and Human Rights Protection

Addcn Technology upholds the dignity of every employee and maintains a policy against discrimination based on identity differences. To safeguard employee rights, we comply with the "Labor Standards Act", "Regulations of Leave-Taking by Workers", "Occupational Health and Safety Act", "Act of Gender Equality in Employment", and "Employment Service Act", and implement policies and procedures such as the "Addcn Technology Co., Ltd Work Rules" and "Employee Handbook" to ensure adherence to legal and international human rights standards. Additionally, we have established "Workplace Bullying Control, Reporting, and Punishment Regulations," and have specified sexual harassment prevention measures and reporting channels in our “Work Rules”, striving to safeguard the physical and mental well-being of employees while ensuring a safe workplace environment. Addcn Technology upholds a commitment to humane management, guided by principles of integrity and reliability. Although the Company has not yet established a labor union or entered into a collective agreement, we conduct regular quarterly labor-management meetings to promote positive labor relations through mutual trust and respectful communication mechanisms.

Sexual Harassment Prevention Measures and Reporting Channels

Human Resources Division Email

02-29995691

Compensation and Performance

Addcn Technology is committed to promoting workplace equality. Our compensation system is primarily informed by industry salary levels, job requirements, and the Company's strategic operational goals for the future. We assure that starting salaries and compensation standards are consistent across genders, uphold the principle of equal pay for equal work, and guarantee that all employees have equitable opportunities for promotion. Our average starting salary exceeds the minimum wage established by the "Labor Standards Act." We conduct an annual review and update of our salary structure in accordance with market conditions to maintain competitiveness. Additionally, based on the Company's annual operational performance, we award year-end bonuses to recognize employee contributions and boost team morale.

2024 Basic Salary and Compensation Ratio (Male: Female) for Supervisors and Non-Supervisors at Addcn Technology

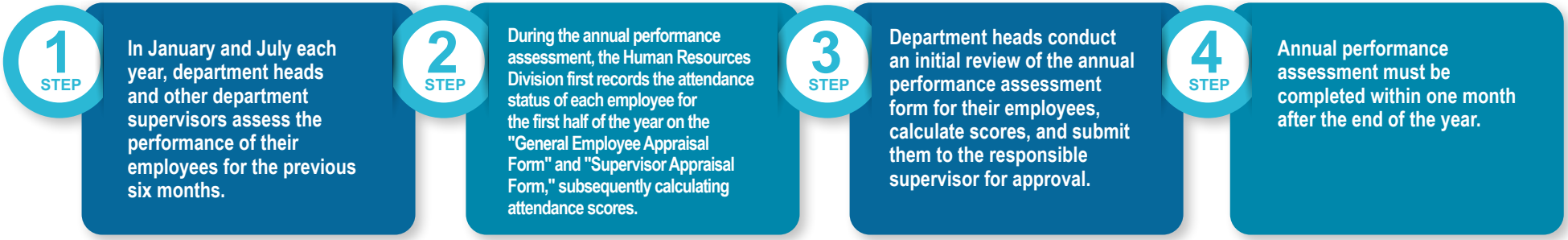
Categories	Basic Salary	Remuneration
Supervisor	1.33:1	3.41:1 (Note 1)
Non-Supervisor	0.78:1	0.74:1

Note: 1. The majority of male supervisors occupy roles related to website operations, which leads to higher compensation and rewards compared to their female counterparts. Addcn Technology is actively working to enhance its recruitment and promotion processes in order to improve workplace diversity and inclusion, as well as ensure fairness in the compensation structure.

2. For the average and median salary of full-time non-supervisory employees of the Company, as well as changes in these figures compared to the previous year, please refer to the Market Observation Post System (https://mops.twse.com.tw/mops/#/web/t100sb15).

The performance assessment system of Addcn Technology serves as a core component of talent management. To ensure comprehensive performance evaluation for all employees, we have implemented specific assessment procedures. These procedures include interviews with direct supervisors to collaboratively establish work objectives, and biannual evaluations of employee performance, which are used to determine salary adjustments, promotions, and bonus distribution. Furthermore, employee performance is intricately connected to the overall operational outcomes of the Company. Consequently, we have established the "Employee Remuneration Implementation Rules." These guidelines determine employee rewards based on job grade weighting, work performance, and years of service. The President is tasked with the responsibility of calculating compensation. Addcn Technology encourages its employees to actively contribute to the Company's profitability and rewards them for their contributions according to these guidelines, promoting continuous growth and sustainable development.

Annual Employee Performance Assessment Procedures



2024 Performance Assessment Coverage Ratio

Category/Gender	Male			Female		
	Number Assessed	Employees Eligible for Assessment	Assessment Coverage Ratio	Number Assessed	Employees Eligible for Assessment	Assessment Coverage Ratio
Supervisor	22	22	100%	31	31	100%
Non-Supervisor	45	45	100%	66	66	100%
Total	67	67	100%	97	97	100%

Comprehensive Employee Benefits

Addcn Technology provides a range of high-quality benefits to employees, with total subsidies in 2024 reaching NT$10.62 million. The Company not only enrolls employees in labor and health insurance as required by law, but also offers comprehensive group insurance, including accident insurance, accidental medical insurance, hospitalization medical insurance, and occupational injury insurance, to further enhance employees' medical security. For retirement benefits, in accordance with the "Labor Pension Act," both employees and managers are required to contribute 6% of their monthly salary to their individual pension accounts at the Bureau of Labor Insurance. To guarantee future retirement security, all board members are currently of working age and do not have any retirement plans in place; therefore, no related benefit arrangements have been established at this time.

In addition, the Company has established an Employee Welfare Committee. In accordance with the "Employee Welfare Fund Act," all welfare measures and methods related to labor relations are subject to comprehensive negotiation and communication between both parties when they are introduced or amended, in order to achieve mutually beneficial outcomes for both labor and management. To ensure that employees' voices are acknowledged and utilized as a foundation for welfare adjustments and system optimization, we have established various communication channels, including an employee mailbox and a dedicated section for stakeholder employees.

To ensure a safe and healthy work environment, our office facilities are equipped with adequate lighting, clearly designated emergency escape routes and exits, as well as first aid kits, automated external defibrillators, and carbon dioxide concentration monitors. Elevators and fire safety equipment in office buildings are maintained at least once a year, while smart disinfection robots perform daily sanitation of the workplace to ensure environmental hygiene.

2024 Addcn Technology Employee Benefits Program

▼ Flexible Subsidies

Wedding and Bereavement Allowances

◎ Employees who get married or experience the loss of a family member may submit an application for wedding or condolence payments.

Hospitalization Medical Subsidies

◎ Employees or their dependents who are hospitalized for a duration exceeding 3 days qualify for a subsidy.

Childcare Allowances

◎ Employees who have children under the age of 12 are eligible to receive an allowance.

Employee Travel Subsidies

◎ Travel subsidies for employees can reach up to NT$50,000. Destinations already visited include the Americas, Europe, Australia, Japan, Korea, Thailand, Sabah, Singapore, and Malaysia.

▼ Pooled Distribution Funds

Holiday Bonuses

◎ Start-of-Work Cash Gift
◎ Dragon Boat Festival Cash Gift
◎ Mid-Autumn Festival Cash Gift

▼ Fixed Subsidies

Employee Group Insurance

◎ Accident Medical Insurance

▼ Other

Year-End Red Envelope

◎ All employees receive year-end red envelopes

▼ Friendly Workplace Initiatives

Breastfeeding-Friendly Space

◎ A clean and tidy breastfeeding space is provided, along with thoughtful supplies such as milk storage bags and nursing pads, and a dedicated refrigerator for storage.

Professional Workplace Healthcare

◎ Employees have access to consultations with occupational physicians and nurses.

Premium Freshly Ground Coffee

◎ Premium coffee machines and Starbucks coffee beans are available, creating an ambiance that makes employees feel as though they are in a café.

Coffee Break Area

◎ A bright, open coffee area is provided for employees to take a relaxing coffee break.

Festive Decorations

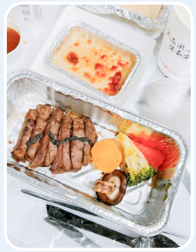
◎ Employees design festive decorations, filling the office with a celebratory atmosphere for holidays and birthdays.

Festive Activities

◎ Various surprise activities are held for Christmas and Lunar New Year.

Employee Group Meals

◎ Fresh, delicious, and highly-rated lunches from famous restaurants are provided as a surprise, and each employee can enjoy popular meals for just NT$30.



Group Meal Delicacies

Digital Mini Library

◎ A mini library is set up to allow employees to independently borrow books.

Fruit Day

◎ A monthly Fruit Day showcases a curated selection of produce sourced from local farmers, with each employee receiving a box to share with their family.

Afternoon Tea

◎ Occasional afternoon tea time brings delightful surprises to employees.

Late-Night Transportation Subsidies

◎ Transportation subsidies are provided for employees working late.

Club Activities

◎ Addcn Technology values employee health, allowing employees to form sports clubs for any activity. Current clubs include yoga, basketball, aerobics, dance, and badminton. Funding for clubs is provided by the Welfare Committee, and the Company can also offer venues for classes, saving employees the hassle of commuting.

Team Building

◎ Offsite team activities help employees enhance work performance and promote interdepartmental communication.

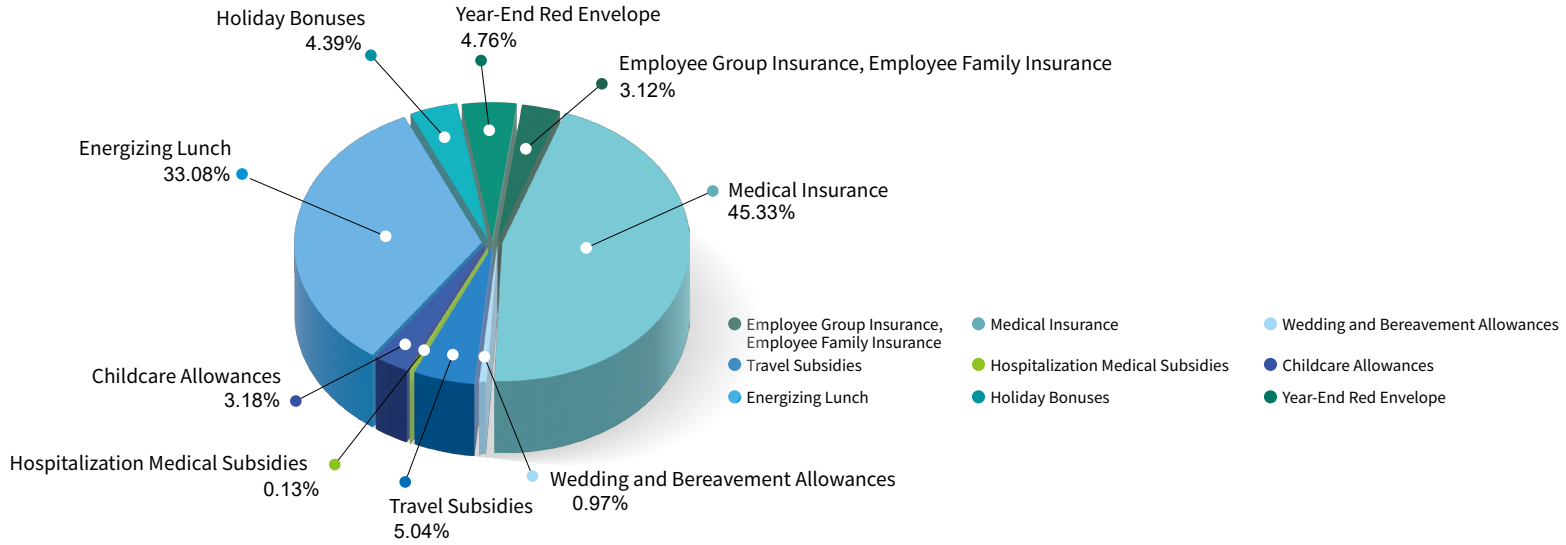
Digital BAR

◎ Offsite team activities help employees enhance work performance and promote interdepartmental communication.

Technical Annual Meeting CTF

◎ Initiated autonomously by teams, these collaborative events foster breakthroughs in technology and design thinking for employees.

2024 Employee Welfare Subsidy Expenditure Ratio (%)



Parental Leave

At Addcn Technology, employees are entitled to maternity leave, paternity leave, parental leave, and menstrual leave. Female employees enjoy job retention, prenatal checkup leave, and maternity leave during pregnancy and childbirth, while male employees are entitled to paternity leave when their spouse gives birth. For employees applying for parental unpaid leave, Addcn Technology processes the leave in accordance with the "Act of Gender Equality in Employment" and the "Regulations for Implementing Unpaid Parental Leave for Raising Children". Upon completion of the leave period, employees return to their original unit and position, accompanied by support designed to facilitate their reintegration into the workplace. In 2024, Addcn Technology received one application for parental unpaid leave from an employee. The reinstatement and retention rates for this leave were both recorded at 100%. The Company has established a lactation room, providing female employees with a safe and comfortable environment and necessary supplies for breastfeeding, ensuring a clean and comfortable space for postpartum employees.

Parental Leave Statistics	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Number of employees qualified to apply for parental leave in the current year (A)	5	8	1	6	1	4
Number of employees who actually applied for parental leave in the current year (B)	0	3	1	1	0	1
Application rate (B/A)	-	37.5%	100%	16.7%	-	25.0%
Number of employees on parental leave expected to return to work in the current year (C)	0	3	1	1	0	1
Number of employees who actually returned to work in the current year (D)	0	2	1	1	0	1
Reinstatement rate (D/C)	-	66.7%	100%	100%	-	100%
Number of employees who returned to work in the previous year (E)	0	2	0	2	1	1
Number of employees who continued their employment for one year following their return in the previous year (F)	0	2	0	2	1	1
Retention rate (F/E)	-	100%	-	100%	100%	100%

Note: 1. Reinstatement rate (%) = (Number of employees who actually returned to work in the current year/Number of employees on parental leave expected to return to work in the current year) x 100%.
2. Retention rate (%) = (Number of employees who continued their employment for one year following their return in the previous year/Number of employees who returned to work in the previous year) x 100%.

5.3 Talent Training and Development

Talent Training and Development

Addcn Technology firmly believes in the shared growth of employees and the Company, and is committed to enhancing the professional competencies of its workforce. The Company has developed a comprehensive competency training system tailored for all levels of management and employees, covering onboarding training, advanced professional training, and more.

Manager Training and Development

For managerial positions, Addcn Technology not only provides periodic external training information and encourages participation in various advanced courses to foster career growth, but has also introduced the "Good Book Study Group." Junior managers engage in monthly readings pertaining to management, marketing, user experience, and various internet-related topics. They share their insights during meetings to foster mutual learning and apply the knowledge acquired to their practical work.

Employee Training and Development

For the purpose of employee career development, in addition to regular courses on personal data and information security, the Company promotes a "Monthly Good Book Reading" initiative. Through monthly book sharing sessions, the aim is to cultivate a positive work attitude and enthusiasm among employees, promote reading habits, and apply the core principles of literature to practical work. Additionally, employees can apply for educational training tailored to their individual career development needs and receive an annual training subsidy of NT$10,000.

Starting in 2024, Addcn Technology has further enhanced its offerings by introducing AI seminars and a comprehensive competency course plan. The company is committed to continuously encouraging employees to independently apply for job-related training that aligns with their specific needs. By integrating the existing book sharing system, continuous learning for both employees and managers is ensured.

For the development of new employees, the Company implements a comprehensive onboarding training and career map to effectively reduce anxiety for new hires. Additionally, quarterly newcomer seminars are held to enhance the sense of identification among new and existing employees within the Company.

Course Categories/ Competency Areas	Course Content	Course Hours	Trainee Category	Total Number of Trainees
Occupational Health and Safety Training and Management	Occupational Safety	3	All Employees	170
New Employee Training	New Employee Training	3	New Employees	44
Manager Training	Good Book Study Group - Results Sharing Course	24	Managerial Employee	35
Junior Manager Management Plan Training	Courses Selected Based on Managerial Needs	6	Managerial Employee	57
Employee Competency Course Plan Training	Planned by the Operations Division Based on Competencies	6	All Employees	63
AI Seminars	Explaining the Current State of AI and Scenarios for AI Application in the Office	2.5	All Employees	41
Information Security Education and Training	Personal Data Education and Training	1	All Employees	170
Subsidized External Course Training	Professional Development Opportunities Provided Based on Different Job Natures of Each Website and Function	Training subsidy of NT$10,000, no limit on hours	All Employees	29

To ensure the effectiveness of employee training, Addcn Technology conducts satisfaction surveys on competency training among all employees, evaluating overall effectiveness from aspects such as competency development, teaching skills and satisfaction, and content relevance to practical needs. The average satisfaction score is 83.7. The feedback obtained from the training satisfaction survey is shared with instructors and utilized internally by the Company, serving as a reference for the Human Resources Division in planning and improving future courses.

Average Training Hours Per Employee in 2024

Employee Category	Gender	2022			2023			2024		
		Number of Employees	Training Hours	Average Training Hours	Number of Employees	Training Hours	Average Training Hours	Number of Employees	Training Hours	Average Training Hours
Supervisor	Male	26	234	9.0	19	314	16.5	24	720	30
	Female	32	288	9.0	21	347	16.5	35	1,050	30
Non-Supervisor	Male	54	162	3.0	61	458	7.5	46	598	13
	Female	75	225	3.0	85	638	7.5	65	845	13
Total		187	909	4.9	186	1,755	9.4	170	3,213	18.9

5.4 Occupational Health and Safety

Occupational Health and Safety Management

Prioritizing employee health and providing a safe work environment is Addcn Technology's fundamental commitment to its employees. In accordance with the "Occupational Health and Safety Management Regulations", Addcn Technology has established the "Addcn Technology Occupational Health and Safety Management Rules." A committee has been formed, comprising five representatives from both labor and management, totaling ten members. This committee convenes four times a year. According to the "Occupational Health and Safety Management Regulations", Addcn Technology is classified as a low occupational hazard risk enterprise and is legally required to appoint one Category A Occupational Health and Safety Manager. Addcn Technology voluntarily quadrupled this number by appointing 4 Category A Occupational Health and Safety Managers, all approved and registered with the Occupational Health and Safety Administration of the Ministry of Labor, proactively safeguarding the work environment and employee safety to prevent occupational accidents. Additionally, four employees have obtained certificates in "Safety & Health Training for First Aiders" to cope with emergencies. Our occupational safety and health management system covers all employees and non-employee workers. As of 2024, this system has not yet undergone any internal or external audits or certifications.

Responsibilities of Occupational Health and Safety Committee

Deliberate, coordinate, and make recommendations on occupational safety and health matters, convene meetings at least once every three months, manage the following tasks, and maintain records for a duration of three years.

1. Make recommendations on the employer's proposed occupational safety and health policies.
2. Coordinate and recommend occupational safety and health management plans.
3. Review safety and health education and training implementation plans.
4. Review workplace environment monitoring plans, monitoring results, and adopted measures.
5. Review health management, occupational disease prevention, and health promotion matters.
6. Review various safety and health proposals.
7. Review self-inspections and occupational safety and health audits conducted by business units.
8. Review preventive measures for hazards associated with machinery, equipment, raw materials, and materials.
9. Review occupational accident investigation reports.
10. Assess on-site safety and health management performance.
11. Review safety and health management for contracted business operations.
12. Other matters related to occupational safety and health management.

Topics Discussed by the Occupational Health and Safety Committee in 2024

1. Ongoing occupational nursing health consultations and health education
2. Proper management of first aid kits
3. Regular fire drill exercises
4. Promotion of electrical safety
5. Promotion of commuting safety
6. Implementation of EAP employee care programs

Occupational Accident Prevention Management

Addcn Technology operates within the information service industry, which is associated with lower risks in comparison to general manufacturing. In 2024, three occupational injuries among employees of Addcn Technology were attributed to commuting accidents (not involving company vehicles). There were no cases of occupational disease, and no non-employee workers sustained any occupational injuries. The most prevalent occupational hazard faced by employees is traffic accidents occurring during their commutes. Addcn Technology not only cares about employees' conditions following an accident but also tracks their recovery. When necessary, employees are encouraged to take leave or receive assistance with insurance claims. Furthermore, the Company has enhanced its efforts to promote safe commuting practices.

According to Article 18 of the "Occupational Health and Safety Act," in the event of an imminent danger in the workplace, it is imperative that the employer or the person in charge promptly orders a cessation of work and ensures that all workers evacuate to a safe location. If a worker identifies an imminent danger while carrying out their responsibilities, they are entitled to cease work and evacuate to a safe location, provided that doing so does not jeopardize the safety of others. Furthermore, they must promptly report the situation to their direct supervisor. Employers are prohibited from dismissing, transferring, withholding wages during the work stoppage period, or imposing any other adverse actions against workers who engage in the aforementioned activities. In 2024, no employee was penalized for independently stopping work and evacuating to a safe location due to safety concerns.

On the other hand, due to the nature of the work, repetitive tasks, poor working posture, or improper time management may contribute to work-related musculoskeletal injuries and disorders. These conditions represent ergonomic hazards. Addcn Technology continues to care for its employees by conducting self-assessments of musculoskeletal symptoms during each sampled health education interview. The Company regularly tracks employee health status, promotes correct office posture through health newsletters, and provides relevant health management advice.

Common risk hazard categories	Commuting accidents	Ergonomic musculoskeletal symptoms
Occupational safety and health practices for preventing or mitigating hazard types	• Enhanced education and training focused on road safety	• Occupational nurse prepares questionnaires for employees to conduct self-assessments • Health newsletters promote correct office posture and regular employee health checks

2024 Occupational Injury Statistics

Item	Employees
a. Total hours worked (hours)	318,750
b. Main types of occupational injuries	Commuting injuries
c. Number of general occupational injuries (cases)	3
d. Number of severe occupational injuries (cases)	0
e. Number of fatalities (cases)	0
Total recordable occupational injuries (cases)	0
Number of disabling injuries (c+d+e) (cases)	3
Lost workdays	3.3
Fatality rate from occupational injuries (%)	0
Severe occupational injury rate (%)	0
Recordable occupational injury rate (%)	0
Disabling injury frequency rate (FR)	9.41
Lost workday rate (disabling injury severity rate, SR)	10

Note: 1. The scope of the statistics is limited to employees only.
2. The vehicles involved in commuting injuries are not provided by the Company; therefore, such cases are not included in the count of GRI 403-9 "Recordable occupational injury rate".
3. Total hours worked are calculated as the sum of actual working hours of all employees as of December 31, 2024.
4. General occupational injuries: cases with lost workdays of 180 days or less.
5. Severe occupational injuries: cases with lost workdays exceeding 180 days.
6. Fatality rate from occupational injuries = number of fatalities * 1,000,000/total hours worked.
7. Severe occupational injury rate = number of severe occupational injuries * 1,000,000/total hours worked.
8. Recordable occupational injury rate = total recordable occupational injuries * 1,000,000/total hours worked.
9. Disabling injury frequency rate (FR) = number of disabling injuries * 1,000,000/total hours worked.
10. Lost workday rate = lost workdays * 1,000,000/total hours worked, which is the "disabling injury severity rate (SR)" as defined by the Ministry of Labor.

Occupational Health Services

Addcn Technology provides employees with annual routine health check subsidies and post-examination follow-up to ensure their physical and mental health. In 2024, a total of 151 employees participated in routine health checks. Additionally, we invite occupational medicine specialists to conduct health rounds and employee interviews at the Company biannually, and occupational health nurses visit twice a month to provide one-on-one health consultations for employees. These efforts help employees address potential and existing health issues. Health information is also shared periodically via email to enhance employees' health knowledge and self-management capabilities.

Health Check Ratio	Number of Employees	Proportion of Total Employees	Description of Health Check Contents	Total Subsidy Amount (NT$)
2024 General Health Check	151	88.82%	In 2024, in addition to general labor health checks, examinations included ultrasound, fundus photography, ENT, ECG, lung function, abdominal ultrasound, gynecology, and more.	1,247,000

Occupational Health and Safety Training and Management

To strengthen employees' awareness of occupational safety and health, Addcn Technology organizes relevant education and training sessions. These initiatives help employees comprehend regulatory requirements and key points while conducting annual fire safety drills to improve workplace safety knowledge and preventive awareness, fulfilling its responsibility to protect the health and safety of workers. In 2024, Addcn Technology held three occupational safety and health-related training sessions.

Training Course Name	Training Course Description of Contents	Number of Sessions	Number of Participants
Occupational Health and Safety Education Training-Online Course	Basic Knowledge of Occupational Health and Safety Education	1	All employees, 170 people in total
Fire Drill	Fire Safety Maintenance Course and Practical Drill	2	Self-defense fire brigade members, 100 people in total

Fire Drill

Fire Safety Course

Other Measures to Promote Occupational Health and Safety

Item	Content
Health Information Promotion	Health information is shared irregularly via email, including vaccine analysis, disease introduction and preventive measures, stress assessment scales, and workplace violence prevention awareness, to enhance employees' health knowledge.
Increase in Category A Occupational Health and Safety Managers	Addcn Technology is a low-risk enterprise and is required by law to have one Category A Occupational Health and Safety Manager. The Company has voluntarily increased this number fourfold, now employing four Category A Occupational Health and Safety Managers.
Consultation Services Provided by Occupational Physicians and Nurses	Occupational physicians and nurses arrange interviews twice a month.

5.5 Social Engagement

Charitable Activities

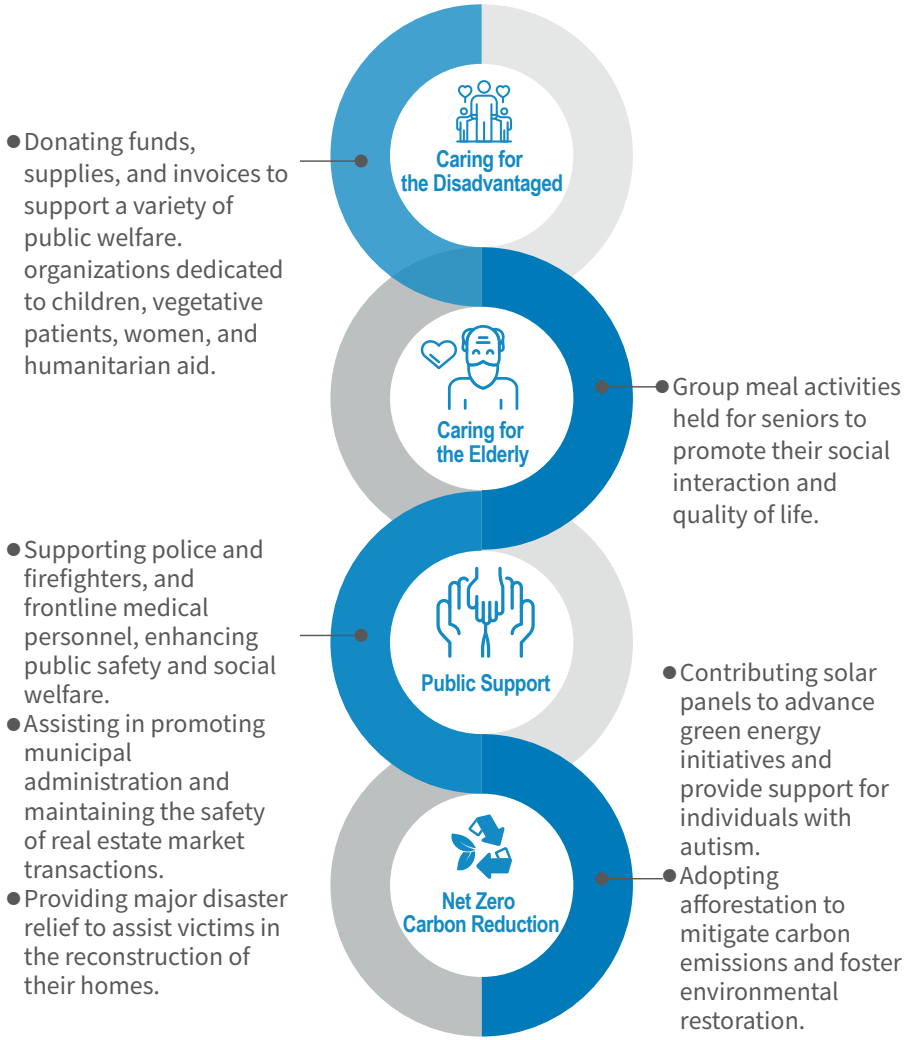
Addcn Technology understands that sustainable corporate development and profitability depend on the growth opportunities and resources provided by society. Consequently, the Company acknowledges its responsibility to give back to the community and embodies the philosophy of "taking from society and giving back to society." Addcn Technology focuses on four main areas: caring for the disadvantaged, caring for the elderly, public support, and net zero carbon reduction. Through charitable donations, sponsorships, and participation in public welfare activities, the Company demonstrates its commitment to social care and environmental sustainability. Additionally, we pay attention to and support issues related to children, vegetative patients, ALS patients, and humanitarian work, contributing to society and assisting a greater number of people in need.

Addcn Technology participates in a diverse range of charitable activities, including 30-Hour Famine of World Vision, Garden of Hope Foundation Charity Run, Silver Generation Communal Dining Program, 1919 Study Companion Project, Genesis Foundation Charity Theater, Chickpt Warm Christmas, and Sunshine Guardians for Kenner Autism Patients. We not only contribute through donations and sponsorships, but also actively encourage our employees to engage personally, thereby providing tangible support for charitable causes.

In 2023, charitable activities aimed at achieving net zero carbon reduction were incorporated for the first time, contributing to Taiwan's goal of reaching net zero emissions by 2050. In collaboration with the Kanner Foundation of Taiwan, Addcn Technology has donated 35 solar panels, which are anticipated to reduce carbon emissions by 240 tons annually. Additionally, the Company partnered with the Forestry Bureau Pingtung branch to plant 2,400 and 5,946 trees in Pingtung and Taitung, respectively, including Acacia, Taiwan Incense Cedar, and Blackwood, all with excellent carbon sequestration benefits. These efforts are expected to reduce carbon emissions by 15 and 45 tons, respectively. In 2024, Addcn Technology again partnered with the Forestry Bureau Pingtung and Hualien branches to adopt 2.37 hectares of forest land in Pingtung, planting about 4,740 trees, including Acacia, Berrya, and Castanopsis indica, with an expected carbon reduction of 23.7 tons. It is expected that annual activities related to renewable energy and tree planting will consistently yield a carbon reduction benefit of up to 300 tons per year.

Since 2008, the total amount of charitable donations made by Addcn Technology has approached NT$37.5 million. We remain committed to fulfilling our corporate social responsibility and working towards the creation of a better society.

Four Pillars of Charitable Outreach



Caring for the Disadvantaged

Invoice Donation

Addcn Technology has long encouraged its members to donate invoices in support of disadvantaged groups. Currently, the Company regularly supports eight charitable organizations, donating nearly 700,000 invoices in 2024. Every year, invoices are donated to 8 charitable organizations, including the ALS Association, Taiwan Indigenous Multi-Ethnic Cultural Exchange Association, and Taiwan Association for the Disadvantaged, supporting their public service efforts.

Genesis Foundation—Song Song Song Children's & Puppet Theatre, Love Wall

From 2016 to 2024, Addcn Technology has provided support to the Genesis Foundation through sponsorship of Song Song Song Children's & Puppet Theatre, "Winter Love Charity Banquets", donations to the Love Wall, and industrial clothes dryers, as well as regular invoice donations, all aimed at ensuring that vegetative patients receive essential care. These efforts and contributions have not only provided assistance to many vegetative patients but have also raised awareness and understanding of their plight. This, in turn, fosters care and support for disadvantaged groups and exerting a positive influence on society.

Garden of Hope Foundation—"Go the Extra Mile" Carnival

In 2018, we sponsored the "Go the Extra Mile" carnival organized by the Garden of Hope Foundation, inviting 1,500–2,000 participants from businesses, schools, organizations, and the public. Through parades, fairs, achievement exhibitions, and gender situation experiences, the event accompanied abused women through the most challenging journey of rebuilding their lives, helping them regain confidence and rebuild family and social relationships.

Chickpt Warm Christmas

In 2020, Chickpt organized the "Warm Christmas—Chickpt Invites You to Spread Love" Christmas charity event. The initiative aimed to engage its platform members in charitable activities and inspire everyone to contribute positively to society. Considering that some members may lack the financial means to make donations, Chickpt has adopted an innovative fundraising approach utilizing virtual points known as "Chiu Coins" within the app. Members are encouraged to participate, and once a specified number of Chiu Coins is collected, Chickpt will contribute an additional NT$500 gift to children in orphanages. In just 11 days, the campaign achieved tremendous success, with over 4,000 members enthusiastically participating and successfully raising 500 gifts for children at 19 northern orphanages, including Home Care for Girls and Xin Yi Orphanage.

On the day of the Warm Christmas event, the Chickpt team, accompanied by student ambassadors, visited the Home Care for Girls to provide warmth and support to the children residing at the orphanage. The event included a variety of activities, such as coloring and group dancing, ensuring that each child received a personalized Christmas gift, which brought smiles to their faces.

Through this charitable initiative, Chickpt not only successfully mobilized its members to participate but also allowed orphanage children to feel the care of society, making this Christmas more meaningful and valuable.

8891x1919 Study Companion

In 2018, 8891 (Cars Trading) held both an online bubble tea redemption and an offline bubble tea giveaway event to express gratitude to users for their support of the Company. To fulfill its social responsibility, Addcn Technology donated the equivalent value of nearly 3,000 unclaimed cups of bubble tea, further increasing the total to NT$500,000, which was donated to the "1919 Study Companion Program." In this manner, welfare rewards have been transformed into contributions to society. This program aims to assist disadvantaged families by providing academic tutoring and psychological counseling, helping children overcome difficulties and pursue a better future.

Additionally, the Company's Vice President led colleagues from the 8891 (New Car Channel) to the "1919 Program" Yilan Study Companion Class, serving as one-day volunteers. They conducted traffic safety courses for children, employing engaging and interactive methods to enhance their understanding of traffic rules and safety principles, thereby increasing their awareness of road safety. Addcn Technology and 8891 (New Car Channel) sincerely hope that this event will serve as an inspiration for others to extend their care for children in need of assistance.

World Vision—30-Hour Famine

Between 2016 and 2017, Addcn Technology sponsored the "30-Hour Famine" event organized by World Vision. This is a global humanitarian initiative that gathers public donations to help regions facing the most urgent emergency disasters worldwide. The event not only fulfills an educational function but also enhances public awareness of the world's most vulnerable regions. The impact of donations extends globally, addressing major disasters, famines, wars, as well as providing domestic emergency relief and assistance to families in unique circumstances. Acts of kindness have reached approximately 80 countries, delivering services to nearly 50 million individuals.

Caring for the Elderly

Humanistic Culture and Education Foundation—Silver Generation Communal Dining Program

In 2017, the Company sponsored the "Silver Generation Communal Dining Program" service of the Humanistic Culture and Education Foundation. This program encourages seniors to step outside their homes, engage in communal meals at designated locations, converse with neighbors and friends, share joyful experiences, enhance social opportunities, and even develop their skills and sense of self-worth. By integrating local social organizations and volunteer resources, we cultivate a culture of mutual care in everyday life. This initiative enables seniors to experience the warmth of society, which in turn contributes to their improved health and enhanced optimism.

Through the concept of "Communal Participation" elevated from "Communal Dining," seniors are encouraged to actively engage, gaining self-affirmation through participation and fostering a positive force that enables them to live with dignity. By harnessing the resources and strengths of local communities, we deliver essential care and support to seniors while fostering active participation from neighboring communities. This approach not only enhances individual well-being but also drives overall community development.

Public Support

Assisting the Department of Land Administration, Taipei City Government in jointly maintaining the safety of real estate market transactions

Addcn Technology has assisted the Department of Land Administration, Taipei City Government in promoting municipal governance and jointly maintaining the safety of real estate market transactions. Since 2020, the 591 (Property Trading) network has introduced the "Non-Residential Use Advertising Platform Warning Mechanism" and the "Practitioner Advertisement Certification Mechanism," jointly establishing a new order for online real estate advertising.

Pandemic Donations

In 2021, in response to the escalating COVID-19 pandemic, Addcn Technology recognized the urgent needs of frontline medical personnel, police officers, and firefighters. The Company donated NT$1 million each to the Taipei City Government and New Taipei City Government, totaling NT$2 million in pandemic relief funds. These funds provided frontline medical personnel, police officers, and firefighters with protective equipment and related supplies, enabling them to safely and effectively carry out their vital work and jointly safeguard Taiwan's homeland.

Taoyuan City Police Friends Association

Since 2016, the Company has consistently provided annual sponsorship to the Taoyuan City Police Friends Association in order to support and offer comfort to the dedicated police officers.

Public Support

Major Disaster Relief

Many unforeseen natural disasters frequently lead to the destruction of homes. Addcn Technology offers prompt assistance, aiming to help disaster victims navigate their challenges and facilitate the rapid recovery of affected regions. We donated NT$2 million for the 2013 Formosa Fun Coast Dust Explosion, NT$2 million for the 2016 Southern Taiwan Earthquake, and NT$1 million for the 2021 Taiwan Railway Taroko accident.

Net Zero Carbon Reduction

Afforestation Adoption

Since 2023, we have partnered with the Forestry Bureau Pingtung and Taitung branches to adopt forest lands managed by these branches in Pingtung and Taitung. This adoption covers 1.2 hectares of forest land in Pingtung, with approximately 2,400 trees planted, including Acacia and Blackwood, expected to reduce carbon emissions by 12 tons. The total adoption amount is NT$690,595. In Taitung, 4.5 hectares have been adopted, with about 5,946 trees planted, including Acacia and Taiwan Incense Cedar, expected to reduce carbon emissions by 45 tons. The total adoption amount is NT$1,440,945.

In 2024, we again partnered with the Forestry Bureau Pingtung and Hualien branches, adopting 2.37 hectares of forest land in Pingtung, planting about 4,740 trees including Acacia, Berrya, and Castanopsis indica, with an expected carbon reduction of 23.7 tons and a total adoption amount of NT$1,391,797. In Hualien, 10.1 hectares were adopted, planting Lagerstroemia subcostata and Fraxinus griffithii, with an expected carbon reduction of 101 tons and a total adoption amount of NT$2,857,869.

Currently, a total of 18.17 hectares of forest land have been adopted, with an estimated annual carbon reduction of 182 tons. Addcn Technology hopes to make a difference by collaboratively advancing the restoration of forest and environmental resources, thereby contributing to global carbon reduction efforts.

Protecting Autism Patients with Sunshine

In 2023, Addcn Technology collaborated with the Kanner Foundation of Taiwan to contribute NT$1,016,842 for the installation of 35 solar panels. Starting from 2023, the electricity generated by these solar panels will be sold to Taipower, and all proceeds will be used by the foundation, thereby providing a stable green energy rebate for the foundation. It is estimated that 21,665 kWh of electricity will be generated annually, reducing carbon emissions by 240 tons each year.

Appendix

GRI Standards Disclosure Index Table

GRI Standards Disclosure Index Table	
Usage Statement	Addcn Technology Co., Ltd. has reported content for the period from January 1, 2024, to December 31, 2024, in accordance with the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Standards	GRI Disclosure	Chapter	Page	Remarks
GRI 2: General Disclosures 2021				
GRI 2: General Disclosures 2021	2-1 Organizational Details	1.1 About Addcn Technology	06	
	2-2 Entities Included in the Organization's Sustainability Reporting	About this Report	02	
	2-3 Reporting Period, Frequency, and Contact Person	About this Report	02	
	2-4 Restatements of Information	About this Report	02	Restatement of 2022 Greenhouse Gas Emissions and Baseline Year Information
	2-5 External Assurance	About this Report	02	
	2-6 Activities, Value Chain and Other Business Relationships	1.1 About Addcn Technology 2.5 Supply Chain Management	06 46	
	2-7 Employees	5.1 Employment	75	
	2-8 Workers Who Are Not Employees	5.1 Employment	75	
	2-9 Governance Structure and Composition	2.1 Company Overview	75	
	2-10 Nomination and Selection of the Highest Governance Body	2.1 Company Overview	27	
	2-11 Chair of the Highest Governance Body	2.1 Company Overview	27	
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	2.1 Company Overview	27	
	2-13 Delegation of Responsibility for Managing Impacts	2.1 Company Overview	27	
	2-14 Role of the Highest Governance Body in Sustainability Reporting	1.4 Material Topic Analysis	19	

GRI Standards	GRI Disclosure	Chapter	Page	Remarks
	2-15 Conflicts of Interest	2.1 Company Overview	27	
	2-16 Communication of Critical Concerns	2.1 Company Overview	27	
	2-17 Collective Knowledge of the Highest Governance Body	2.1 Company Overview	27	
	2-18 Evaluation of the Performance of the Highest Governance Body	2.1 Company Overview	27	
	2-19 Remuneration Policies	2.1 Company Overview 5.2 Friendly Workplace	27 77	
	2-20 Process to Determine Remuneration	2.1 Company Overview	27	
	2-21 Annual Total Compensation Ratio	—	—	Confidentiality restrictions: Disclosure is not possible due to internal limitations on compensation confidentiality.
GRI 2: General Disclosures 2021	2-22 Statement on Sustainable Development Strategy	Board of Directors' Expectations	03	
	2-23 Policy Commitment	2.2 Ethical Business Practices 2.4 Risk Management 5.2 Friendly Workplace	36 43 77	
	2-24 Embedding Policy Commitments	2.2 Ethical Business Practices	36	
	2-25 Processes to Remediate Negative Impacts	2.2 Ethical Business Practices	36	
	2-26 Mechanisms for Seeking Advice and Raising Concerns	2.2 Ethical Business Practices	36	
	2-27 Compliance with Laws and Regulations	2.3 Compliance with laws and regulations	41	
	2-28 Membership of Associations	1.1 About Addcn Technology	06	
	2-29 Approach to Stakeholder Engagement	1.3 Stakeholder Management	16	
	2-30 Collective Bargaining Agreements	5.2 Friendly Workplace	77	
GRI 3: Material Topics 2021	3-1 Process to Determine Material topics	1.4 Material Topic Analysis	19	
	3-2 List of Material Topics	1.4 Material Topic Analysis	19	

Material Topics				
Ethical Business Practices				
GRI 3: Material Topics 2021	3-3 Management of Material Topics	2.2 Ethical Business Practices	36	
GRI 205: Anti-Corruption 2016	205-1 Operational Sites Assessed for Corruption Risks	2.2 Ethical Business Practices	36	
	205-2 Communication and Training on Anti-Corruption Policies and Procedures	2.2 Ethical Business Practices	36	
	205-3 Confirmed Corruption Incidents and Actions Taken	2.2 Ethical Business Practices	36	
Greenhouse Gas Emissions				
GRI 3: Material Topics 2021	3-3 Management of Material Topics	3.1 Greenhouse Gas Emissions	50	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) Greenhouse Gas Emissions	3.1 Greenhouse Gas Emissions	50	
	305-2 Energy Indirect (Scope 2) Greenhouse Gas Emissions	3.1 Greenhouse Gas Emissions	50	
	305-3 Other Indirect (Scope 3) Greenhouse Gas Emissions	3.1 Greenhouse Gas Emissions	50	
	305-4 Greenhouse Gas Emissions Intensity	3.1 Greenhouse Gas Emissions	50	
Customer Privacy and Information Security				
GRI 3: Material Topics 2021	3-3 Management of Material Topics	4.1 Customer Privacy and Information Security	60	
GRI 418: Customer Privacy 2016	418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	4.1 Customer Privacy and Information Security	60	
Product Innovation and Service Quality				
GRI 3: Material Topics 2021	3-3 Management of Material Topics	4.2 Product Innovation and Service Quality	66	
Employment				
GRI 3: Material Topics 2021	3-3 Management of Material Topics	5.1 Employment	75	
GRI 401: Employment 2016	401-1 New Employee Hires and Employee Turnover	5.1 Employment	75	
	401-2 Benefits Provided to Full-Time Employees (Excluding Temporary or Part-Time Employees)	5.2 Friendly Workplace	77	
	401-3 Parental Leave	5.2 Friendly Workplace	77	

Material Topics				
Talent Training and Development				
GRI 3: Material Topics 2021	3-3 Management of Material Topics	5.3 Talent Training and Development	82	
GRI 404: Training and Education 2016	404-1 Average Hours of Training Per Employee Per Year	5.3 Talent Training and Development	82	
	404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs	5.3 Talent Training and Development	82	
	404-3 Percentage of employees receiving regular performance and career development reviews	5.2 Friendly Workplace	77	
Other Topics				
GRI 200: Economic				
GRI 201: Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed by the Organization	1.1 About Addcn Technology	06	
	201-3 Define Benefit Plan Obligations and Other Retirement Plans	5.2 Friendly Workplace	77	
GRI 203: Indirect Economic Impacts 2016	203-1 Investment in Infrastructure and Development and Impact of Support Services	5.5 Social Engagement	87	
GRI 400: Social Series				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	5.4 Occupational Health and Safety	84	
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	5.4 Occupational Health and Safety	84	
	403-3 Occupational Health Services	5.4 Occupational Health and Safety	84	
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	5.4 Occupational Health and Safety	84	
	403-5 Worker Training on Occupational Health and Safety	5.4 Occupational Health and Safety	84	
	403-6 Promotion of Worker Health	5.4 Occupational Health and Safety	84	
	403-8 Workers Covered by an Occupational Health and Safety Management System	5.4 Occupational Health and Safety	84	
	403-9 Occupational Injuries	5.4 Occupational Health and Safety	84	
GRI 405: Employee Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees	2.1 Company Overview 5.1 Employment	27 75	
	405-2 Ratio of Basic Salary and Remuneration of Women to Men	5.2 Friendly Workplace	77	

Climate-related Information Disclosure Table

Item	Disclosures	Chapter	Page
1	Supervision and governance by the Board of Directors and the management regarding climate-related risks and opportunities.	The Board of Directors serves as the highest oversight body, reviewing sustainability and greenhouse gas progress reports each quarter, and annually examining the sustainability report and greenhouse gas inventory report. The Board reviews the Company's progress in sustainability and provides direction and planning recommendations for the following year.	—
2	Impact of identified climate risks and opportunities on the business, strategy, and finances of the business (short, medium, and long term).	3.2 Climate Change Adaptation	052
3	Financial impact of extreme weather events and transformative actions.	3.2 Climate Change Adaptation	052
4	Integration of climate risk identification, assessment, and management processes into the overall risk management system.	Please refer to the ESG report 2.4 Risk Management for the risk management process.	043
5	If scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors used, and main financial impacts should be explained.	3.2 Climate Change Adaptation	052
6	If there is a transformation plan in place to manage climate- related risks, describe the contents of the plan, and the indicators and targets used to identify and manage physical and transformation risks.	3.2 Climate Change Adaptation	052
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be explained.	Not applicable because there is no internal carbon pricing applied.	—
8	If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	Please refer to Chapter 3 Eco-friendly of the ESG report for management policy of climate and greenhouse gas emissions.	048
9	Greenhouse Gas Inventory and Assurance, Reduction Targets, Strategies, and Specific Action Plans (Also provided in 1-1 and 1-2).	Please see the next page	

Item	Disclosures
9	1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years 1-1-1 Greenhouse Gas Inventory Information Scope of Data Coverage: Parent Company Entity

Greenhouse Gas Emissions (metric tons CO_2e)	2022	2023	2024	Remarks
Direct Emissions (Scope 1)	104.2688	115.3575	103.0917	
Energy Indirect Emissions (Scope 2)	217.5984	246.9890	248.8638	
Other Indirect Emissions (Scope 3)	--	1,567.2521	1,799.3113	For 2024, the calculation categories included procurement of goods and services, capital goods, fuel and energy-related activities, business travel, and employee commuting. Based on this year's assessment, these items were not material and thus removed from the inventory.
Intensity (metric tons CO_2e/person)	1.7588	1.9481	2.0703	Scope 1 + Scope 2

Note 1: The method for aggregating facility-level greenhouse gas emissions and removals adopts the operational control approach.
Note 2: The quality of 2024 greenhouse gas inventory data is higher than that of 2023; therefore, 2024 is set as the baseline year for greenhouse gas inventory.
Note 3: Global Warming Potential (GWP) is based on the IPCC Sixth Assessment Report. The greenhouse gases accounted for include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, and nitrogen trifluoride.
Note 4: Emission intensity is calculated as the total annual Scope 1 and Scope 2 greenhouse gas emissions (metric tons CO_2e) divided by the total year-end headcount: 183 in 2022, 186 in 2023, and 170 in 2024.

1-1-2 Greenhouse Gas Assurance Information

- **2023 Assurance Status:**

  The Company prepared the "2023 Greenhouse Gas Inventory Report" and disclosed 2023 greenhouse gas emissions in accordance with the "Greenhouse Gas Protocol" (GHG Protocol). Scope 1 emissions were 115.3575 metric tons CO_2e, and Scope 2 emissions were 246.9890 metric tons CO_2e. The assurance body, KPMG Taiwan, planned and executed limited assurance engagements for Scope 1 and Scope 2 in accordance with Assurance Standard No. 3410, "Assurance Engagements on Greenhouse Gas Statements," and concluded that, in all material respects, no instances of non-compliance with the GHG Protocol were found. Scope 3 emissions for 2023 were not subject to external assurance.

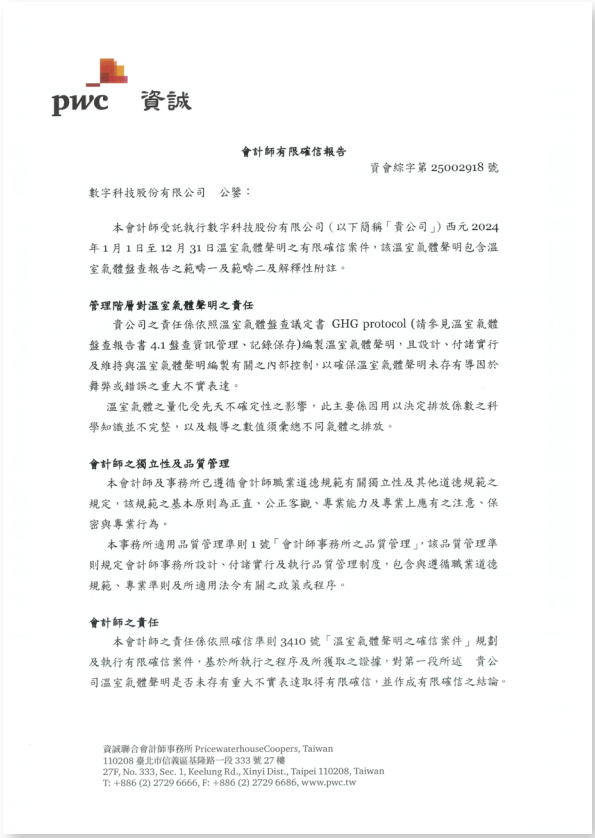
- **2024 Assurance Status:**

  The Company prepared the "2024 Greenhouse Gas Inventory Report" and disclosed 2024 greenhouse gas emissions in accordance with the "Greenhouse Gas Protocol" (GHG Protocol). Scope 1 emissions were 103.0917 metric tons CO_2e, and Scope 2 emissions were 248.8638 metric tons CO_2e. The assurance body, PwC Taiwan, planned and executed limited assurance engagements for Scope 1 and Scope 2 in accordance with Assurance Standard No. 3410, "Assurance Engagements on Greenhouse Gas Statements," and concluded that, in all material respects, no instances of non-compliance with the GHG Protocol were found. Scope 3 emissions for 2024 were not subject to external assurance.

1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

For details, please refer to Chapter 3: Eco-friendly.

Addcn Technology 2024 Greenhouse Gas Assurance Report



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會計師有限確信報告

資會綜字第 25002918 號

數字科技股份有限公司　公鑒：

本會計師受託執行數字科技股份有限公司（以下簡稱「貴公司」）西元 2024 年 1 月 1 日至 12 月 31 日溫室氣體聲明之有限確信案件，該溫室氣體聲明包含溫室氣體盤查報告之範疇一及範疇二及解釋性附註。

管理階層對溫室氣體聲明之責任

貴公司之責任係依照溫室氣體盤查議定書 GHG protocol（請參見溫室氣體盤查報告書 4.1 盤查資訊管理、記錄保存)編製溫室氣體聲明，且設計、付諸實行及維持與溫室氣體聲明編製有關之內部控制，以確保溫室氣體聲明未存有導因於舞弊或錯誤之重大不實表達。

溫室氣體之量化受先天不確定性之影響，此主要係因用以決定排放係數之科學知識並不完整，以及報導之數值須彙總不同氣體之排放。

會計師之獨立性及品質管理

本會計師及事務所已遵循會計師職業道德規範有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密與專業行為。

本事務所適用品質管理準則 1 號「會計師事務所之品質管理」，該品質管理準則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令有關之政策或程序。

會計師之責任

本會計師之責任係依照確信準則 3410 號「溫室氣體聲明之確信案件」規劃及執行有限確信案件，基於所執行之程序及所獲取之證據，對第一段所述　貴公司溫室氣體聲明是否未存有重大不實表達取得有限確信，並作成有限確信之結論。

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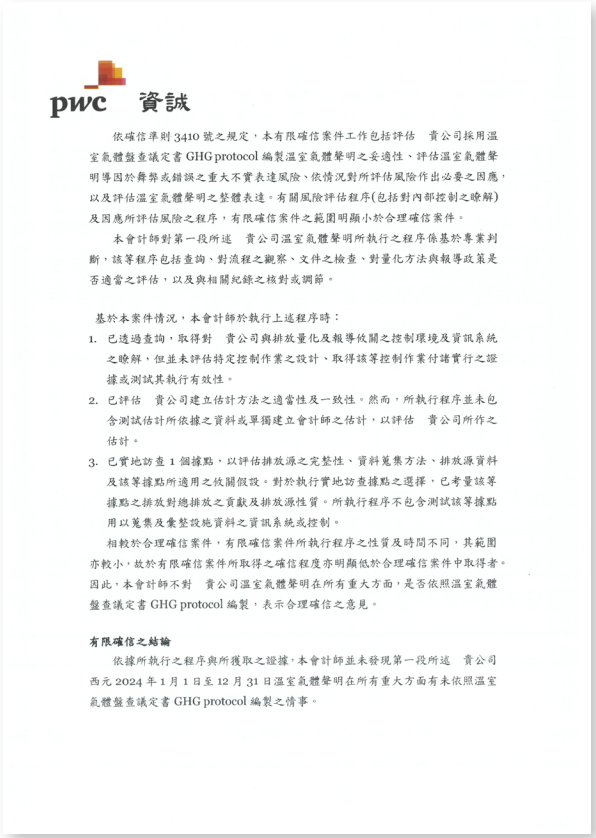

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依確信準則 3410 號之規定，本有限確信案件工作包括評估　貴公司採用溫室氣體盤查議定書 GHG protocol 編製溫室氣體聲明之妥適性、評估溫室氣體聲明導因於舞弊或錯誤之重大不實表達風險、依情況對所評估風險作出必要之因應，以及評估溫室氣體聲明之整體表達。有關風險評估程序(包括對內部控制之瞭解)及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。

本會計師對第一段所述　貴公司溫室氣體聲明所執行之程序係基於專業判斷，該等程序包括查詢、對流程之觀察、文件之檢查、對量化方法與報導政策是否適當之評估，以及與相關紀錄之核對或調節。

基於本案件情況，本會計師於執行上述程序時：

1. 已透過查詢，取得對　貴公司與排放量化及報導攸關之控制環境及資訊系統之瞭解，但並未評估特定控制作業之設計、取得該等控制作業付諸實行之證據或測試其執行有效性。
2. 已評估　貴公司建立估計方法之適當性及一致性。然而，所執行程序並未包含測試估計所依據之資料或單獨建立會計師之估計，以評估　貴公司所作之估計。
3. 已實地訪查 1 個據點，以評估排放源之完整性、資料蒐集方法、排放源資料及該等據點所適用之攸關假設。對於執行實地訪查據點之選擇，已考量該等據點之排放對總排放之貢獻及排放源性質。所執行程序不包含測試該等據點用以蒐集及彙整設施資料之資訊系統或控制。

相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。因此，本會計師不對　貴公司溫室氣體聲明在所有重大方面，是否依照溫室氣體盤查議定書 GHG protocol 編製，表示合理確信之意見。

有限確信之結論

依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述　貴公司西元 2024 年 1 月 1 日至 12 月 31 日溫室氣體聲明在所有重大方面有未依照溫室氣體盤查議定書 GHG protocol 編製之情事。

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其他事項

貴公司網站之維護係　貴公司管理階層之責任，對於確信報告於　貴公司網站公告後任何溫室氣體聲明之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

資誠聯合會計師事務所

會計師　張瑞婷

西元 2025 年 7 月 31 日

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