

PILI International Multimedia Co., Ltd.

Corporate Governance Implementation Status in 2025

- 1. Implementation Projects and Outcomes in 2025** (Based on Corporate Governance Evaluation Indicators, with priority given to improving items that did not receive points in the previous year and strengthening governance execution this year) :

Improvements and Implementation for Items Not Scored in 2024 :

- (1) Evaluation Indicator 1.3** – Did the company have more than half of its directors and the convener of the Audit Committee personally attend the shareholders’ meeting, and were the attendees disclosed in the meeting minutes ?

Explanation : On May 27, 2025, more than half of the directors and audit committee members personally attended the shareholders’ meeting. However, the convener of the Audit Committee was unable to attend due to work commitments.

Improvement Measures : Starting in 2026, the Company will plan in advance and invite all directors and the Audit Committee convener to attend the shareholders’ meeting.

- (2) Evaluation Indicator 2.17** – Does the Board of Directors regularly (at least once a year) refer to Audit Quality Indicators (AQIs) to assess the independence and competence of the signing CPA, and disclose the evaluation process in detail in the annual report ?

Explanation : On January 30, 2024, the Board approved the replacement of the accounting firm. As it was the first year of engagement, the CPA did not provide AQIs, only a statement of independence. Therefore, AQIs could not be disclosed in the 2023 annual report.

Improvement Measures : On January 14, 2025, the Board evaluated the independence and competence of the CPA and approved the engagement and remuneration. AQIs were obtained from the signing CPA and have been fully disclosed in the 2024 annual report.

Strengthened Governance Implementation in 2025 :

- (1) Evaluation Indicator 2.6** – Does the Company’s Board of Directors include at least one female director ?

Explanation : After the full re-election of the Board at the shareholders’ meeting on May 27, 2022, the current Board did not include any female directors. It was planned that upon the expiration of the current term, the Company would aim to appoint at least one female director in the next term.

Improvement Measures : Following the full re-election of the Board at the shareholders’ meeting on May 27, 2025, one female director has been added.

- (2) Evaluation Indicator 2.8** – Do more than half of the independent directors have a consecutive term of no more than three terms ?

Explanation : Prior to the full re-election of the Board on May 27, 2025, independent directors Mr. Shen Dabai and Mr. Wu Mingde had both served more than three consecutive terms.

Improvement Measures : After the full re-election of the Board on May 27, 2025, the consecutive term of each independent director does not exceed three terms.

2. Governance Regulations and Systems Revised by the Board of Directors on March 11, 2025 :

(1) Revision of the Company's "Internal Audit Implementation Rules"

In accordance with Letter No. 11300623302 issued by the Taipei Exchange, the Company added a new internal control item titled "Sustainability Information Management." This revision was also made pursuant to Article 4 of the "Regulations Governing Establishment of Internal Control Systems by Public Companies."

(2) Establishment of the Company's "Sustainable Development Committee Charter"

To fulfill the goals of environmental protection, social responsibility, and corporate governance, the Company established a Sustainable Development Committee under the Board of Directors to strengthen board functions and management mechanisms. The "Sustainable Development Committee Charter" was accordingly formulated.

(3) Revision of the Company's "Articles of Incorporation"

In accordance with Order No. 1130385442 issued by the Financial Supervisory Commission on November 8, 2024, the Company revised its Articles of Incorporation to explicitly state that a certain percentage of annual earnings shall be allocated for salary adjustments or compensation distribution to grassroots employees.

(4) Revision of Operational Procedures for "Endorsements and Guarantees," "Lending of Funds to Others," "Acquisition or Disposal of Assets," and "Engagement in Derivatives Transactions"

To enhance operational efficiency across the group, the Company revised these procedures in accordance with the "Regulations Governing Loaning of Funds and Making of Endorsements/Guarantees by Public Companies" and the "Regulations Governing the Acquisition and Disposal of Assets by Public Companies."

3. Investor Conference Participation :

Our company was invited to participate in an online institutional investor conference hosted by CITIC Securities on November 28, 2025. No questions were raised by investors.

4. Corporate Governance Training Conducted by the Governance Officer (January–October 2025) :

Date	course	Man*hours
2025.10.16	15th Taipei Corporate Governance Forum	6
2025.11.13-11.14	IFRS 18 – Presentation and Disclosure in Financial Statements 1. Introduction and background: The arrival of a "new" financial statement structure 2. Types of income and expenses in the income statement 3. Totals and subtotals presented in the income statement 4. Presentation and disclosure of expenses classified by business function 5. Management-defined performance measures (MPMs) 6. Grouping of information (aggregation and disaggregation)	3

**5. Corporate Governance Training for Directors, Management, and Employees
(January to October 2025) :**

Date	Training Course	Man*hours
2024. 12. 19	<ol style="list-style-type: none"> 1. International Financial Reporting Standard No. 18 – Presentation and Disclosure in Financial Statements 2. International Financial Reporting Standard No. 19 – Disclosure of Subsidiaries Without Public Accountability 3. Amendments to IFRS 9 and IFRS 7 – Classification and Measurement of Financial Instruments 4. Accounting Treatment of Carbon Credit Assets and Carbon Fees 	34
2025. 09. 10~09. 12	<ol style="list-style-type: none"> 1. Explanation and Analysis of the Regulations Governing the Establishment of Internal Control Systems by Public Companies 2. Overview of Laws and Regulations Related to Internal Control Systems 3. Summary of Information Audit-Related Laws and Regulations 4. Risk-Oriented Information Auditing 5. Practical Information Auditing 6. Preparation of Information Audit Working Papers and Audit Reports 7. Regulations Related to Internal Control and Internal Auditing 8. Practical Internal Control Auditing and Key Considerations 	
2025. 06. 15	Key Insights into Industry Holdings and Group Operations	
2025. 08. 22	Operation of the Compensation Committee and Performance-Based Compensation Systems for Directors and Managers	
2025. 09. 08~09. 09	Continuing Education Program for Accounting Officers of Issuers, Securities Firms, and Stock Exchanges	

【Implementation Status Data Source: Corporate Governance Promotion Task Force – Investor Relations Department, Audit Office】