中菲行國際物流股份有限公司
DIMERCO EXPRESS CORPORATION

Stock Code：5609

2024 ANNUAL REPORT

Published Date: May 16, 2025
Website of Annual Report: http://mops.twse.com.tw
Company Website: https://dimerco.com/investor-information

1. **Names, titles, contact numbers and email addresses for the Company Spokesman and Deputy Spokesman**

   Spokesman: Ruan Yao Chang
   Title: VP for Investment and Investor Relations Management
   Contact number: (02)2796-3660
   Email address: Jack_Ruan@dimerco.com
   Deputy Spokesman: Chen Ching Chi
   Title: Group Financial Controller
   Contact number: (02)2796-3660
   Email address: Jing_Chen@dimerco.com

2. **Addresses and telephone numbers of head office, branches and representative offices**

Head office：	11th Floor, No. 160, Sec. 6, Ming Chuan East Road, Taipei City Telephone: (02) 2796-3660
Kao Hsiung Branch office：	6th Floor - 3, No. 110, Sandou forth Road, Kao Hsiung City Telephone: (07) 335-0078
Tai Chung Representative office:	12th Floor – 8, No. 201, Sec. 2, Wenxin Road, Xitun Dist, Tai Chung City Telephone: (04) 2259-6050
Hsin Chu Representative office:	7th Floor – room 1, No. 38, Tai Yuan Street, Chu Bei City, Hsin Chu County Telephone: (03) 560-0608
Airport office：	4th Floor, room T4005, No. 101, Hang Xiang Road, Da Yuan Township, Tao Yuan County Telephone: (03)399-2868
Hwa Chu office:	3rd Floor, No. 10-1, Hangqin North Road, CKS International Airport, Tao Yuan County Telephone: (03) 393-1736
Tao Yuan Free Trade Zone:	5 Floor, No. 7, Hang Xiang Road, Da Yuan Township, Tao Yuan County
- Value-added item warehouse	Telephone: (03) 399-5200
Tao Yuan Free Trade Zone:	1th Floor , No. 107, Hang Xiang Road, Da Yuan Township, Tao Yuan County
- Taxed item warehouse	Telephone: (03) 399-5200

3. Name, address, website and telephone number for stock transfer organization

Name: Yuan Ta Securities Co., Ltd. Stock Transfer Agency Department
Address: B1., No. 67, Sec. 2, Dunhua S. Rd., Da'an Dist., Taipei City 106045 , Taiwan (R.O.C.)
Website: http://www.yuanta.com.tw
Telephone: (02) 2586-5859

4. Name, name of CPA firm, address, website and telephone number for auditing external accountants for the most recent year

Auditing External Accountants: Ms. Phyllis Chang, Ms. Lydia Huang
CPA Firm: KPMG
Address: 68th Floor, no. 7, Sec. 5, XinYi Road, Taipei City 11049 (Taipei 101 financial building)
Website: http://www.kpmg.com.tw
Telephone number: (02) 8101-6666

5. Name of exchange location for overseas securities listing and trading; and method of query on information of overseas securities

Not applicable

6. Company website:

Website: http://www.dimerco.com

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I. Reports to Shareholders:

Dear Shareholders,

On behalf of the company's Board of Directors, Chairman, and the entire management team, we would like to express our sincere gratitude to every one of our shareholders for your long-term support of Dimerco Express Group during our promising development of Dimerco Express Group and for sparing your time to participate in the Y2025 shareholders meeting.

As per the KPMG audited Financial Statement, the consolidated financial report of Y2024 Consolidated sales revenue of Y2024 is NT$28.94 billion, representing an increase of 31.3% compared to the previous year. The after-tax net profit was NT$950 million, a decrease of 6.7% from the previous year, and the earnings per share were NT$6.78, a decline of 6.3% compared to the previous year.

The international transportation and logistics market in the Y2024 is full of challenges. The Russia-Ukraine war, the Red Sea crisis, and geopolitical conflicts in the Middle East not only affect regional stability but also lead to fluctuations and increases in freight rates. These events have a significant impact on the route planning of airlines and shipping companies, as well as the transportation capacity of goods, causing major difficulties. Facing these global changes and the ever-changing market, the challenges are multiplied, and the operational risks are also greatly increased.

However, the physical channels and virtual digital platforms built by Dimerco offer integrated professional services that bridge the real and digital worlds, with a clear market positioning. Through strategic differentiation and regionalization in key niche markets, the long-established competitive advantage of over 150 physical channels has proven effective. At the same time, Dimerco is committed to technological and digital transformation, with its cloud-based digital supply chain management platform, the Dimerco Value Plus System® (with cybersecurity certification), providing services across the international logistics value chain. Additionally, the semi-automated solutions create efficiencies, increase productivity, and enhance services, solving problems and creating value for customers. This has led to significant customer recognition. Through digital marketing, Dimerco also promotes its value-added services in customer supply chain management, strengthening its business expansion capabilities. Despite the challenges in the international transportation and logistics market in the Y2024, including fluctuations and increases in freight rates, Dimerco was still able to achieve substantial profitability.

In addition to strengthening profitability, Dimerco has long prioritized customer quality, carefully selecting high-quality clients and effectively managing accounts receivable. Through excellent financial management, the company is committed to maintaining a solid financial structure. As of December 31, 2024, the current ratio is 268%, significantly outperforming the industry average, demonstrating exceptional liquidity and debt repayment capacity. Meanwhile, fixed assets accounted for only 8.7% of shareholders' equity or net assets, reflecting the flexibility and adaptability of a light-asset logistics service provider. Furthermore, total liabilities accounted for just 33.4% of total assets, indicating a very healthy and stable financial structure.

Looking to the future, although the international transportation and logistics market remains full of challenges due to factors such as U.S. tariff policies, the Russia-Ukraine war, the Red Sea crisis, and geopolitical conflicts in the Middle East, the competitive advantage of Dimerco's physical channels and virtual digital platforms will continue to be effective. With clear market positioning, Dimerco will drive its value-added services in customer supply chain management through digital marketing, strengthening its business expansion capabilities. Through digital transformation, semi-automation to create efficiencies, increased productivity, and improved service quality, Dimerco is committed to continuing to generate profit and contribute to society, while providing reasonable returns to shareholders and dedicated employees. Thank you to all shareholders for your support.

Other Business information for year 2024:

(1) Results of Business plan implementation

Unit: NTD'000

Item	2023	2024	Growth rate %
Operating Revenue	22,042,684	28,947,367	31.3%
Owners of the company Income after Tax	1,023,630	954,807	-6.7%

(2) Status of Budget Accomplishment

The Company was not obligated to prepare financial forecast for year 2024 in accordance with the "Standards on Treatment Guidelines for Disclosure of Financial Forecast Information on Public Companies".

(3) Analysis on financial balances and profitability

Unit: NTD'000

Item \ Year		2023	2024
Financial Balances	Operating Revenue	22,042,684	28,947,367
	Net operating income	1,081,336	1,011,261
	Income after tax	1,023,630	954,807
Profitability	Return on stockholders' equity %	18%	15%
	Income after tax to paid-in capital %	72%	67%
	Earnings per shares (NT$)	7.24	6.78

(4) Status of Research and Development:

Dimerco's digital marketing starts with understanding customer needs and insights into the market to drive all marketing activities. It leverages technology support through data, automation, and analysis, and accelerates decision-making through the agility of a flattened organization structure. Digital marketing works closely with our global sales and marketing team, investing significant and optimal resources to attract, convert, and engage customers through a seamless integration of online and offline services.

Customer expectations for service quality continue to evolve with the rapid development of digital technology and diversified shipping options. The importance of digital strategy will continue to increase during and after the COVID-19 period.

Our company has increased its efforts in digital marketing and launched a brand new global website in 2021. The website clearly communicates our value proposition and

reflects the company's strengths and management capabilities across the Asia-Pacific region's supply chain.

In terms of digitalization, our company introduced the Dimerco Value Plus System® (Web 2.0), a self-developed value-added messaging system, on August 1, 2009. The system created a unified platform for sales, operations, and financial management, and enabled effective management through a real-time information system. The CYM (Consolidation Yield Management) and Data Synchronization Method used in the Dimerco Value Plus System® were respectively awarded patent certifications in the United States and Taiwan in 2014, marking the official transition of our company from the digitization stage to the digitalization stage of technology in 2009.

During the stage of digitalization, our company focused on three main directions - cloudification, mobilization, and intelligence - to optimize our internal and external processes through digital technology.

In the area of cloudification, our company incorporated cloud technology in 2017 by migrating the Dimerco Value Plus System® to a public cloud and establishing a hybrid cloud architecture in conjunction with the construction of a private cloud. This approach provided a balance between stability, flexibility, and cost-effectiveness.

In 2018, we established a mobile technology team to develop mobile applications and complemented this with RPA robot technology to extend our service coverage. In the latter half of 2021, we completed the renovation of our external digital portal, offering a one-stop information service that includes online inquiries, booking, cargo tracking, and goods receipt and delivery. This development enables us to offer comprehensive digital services to our customers.

In terms of intelligentization, our company accumulates data in a private cloud-based big data database and utilizes business intelligence technology for analysis, providing real-time and flexible information support. Since 2018, we have also begun to introduce artificial intelligence and machine learning, developing real-time recommendations to give operational processes more intelligence and improve accuracy and efficiency.

Regarding information security issues, given the increasing frequency of security incidents, our company started investing in information security management system in 2017 to ensure the security of our customers' valuable data assets. We approached it from three aspects: People, Process, and Technology, to enhance the overall security resilience. In early 2021, we successfully passed the BSI audit and obtained the ISO 27001:2013 (IS

743553) certification. Later that same year, we also passed the NIST CSF (Cybersecurity Framework) NIST 759307 verification.

Through our self-developed technology, we tightly integrate data/information flows with our information security management system, and further combine with our strategic partners to serve our customers, strengthen service quality, create added value, and effectively help our customers enhance the overall efficiency of supply chain management.

Feature Highlights

- Supply Chain Orientation:

  Integrate sales activity, operations, accounting, and financial management across the Supply Chain in the transportation and logistics industry for management efficiency and customer service excellence.

- Web 3.0 based collaboration on Cloud Networking with Applications:

  Eases deployment, connectivity, accessibility, ensures high performance and service reliability, as well as reduces carbon footprint by taking advantage of energy efficient technology.

- Resilience in information security:

  Equipped with a complete information security management system mechanism, ensuring the high availability of system services.

- Business intelligence:

  Centralizes the data control mechanism to improve data quality, with dynamic and flexible analysis reporting tool for customizable reports.

- Automation:

  Preserves natural resources by reducing paperwork through the automation of integrated work flow and processes across the Supply Chain.

- Customer Focused:

  Collaboration Service Platform as well as Data Integration capabilities for seamless connectivity with our esteemed customers.

Dimerco's integrated e-commerce service platform and global real-time information system (Dimerco Value Plus System® -15861), currently (1) Integrated System consists of (5) Platforms, (8) Operation Modules, (6) Supplementary Functions and (1) Big Data Bank. Such systems may not only upgrade the Company's operating performance but also help customers manage supply chains so as to cut customers' operating cost and enhance their efficiency.

1 System

Dimerco Value Plus System® - One Integrated Transportation & Logistics Service Management System

5 Platforms

Operating platform, service form, cloud networking platform, network safety platform and information development platform

8 Operation Modules

- eSAM - Sales Activities Management System
- eCall Freight System® - Trucking Management System
- eAMS - Air Freight Management System
- eOMS - Ocean Freight Management System
- eWMS - Logistics Warehouse Management System
- eDAS - Domestic Air Freight Management System
- eRMS - Railway Freight Management System for Cross-Border Train Freight (CBTF)
- eFMS - Finance & Accounting Management System

6 Supplementary Functions

- eRate - Rate Query System
- CYM® - Consolidation Yield Management System® (Patent No. I 505230 (TW) & Patent No. US 8,694,440 B2)
- DYM - De-Consolidation Yield Management System

- 3PS - Triangle Trade & 3rd Party Billing Management System
- CBS - Customs Brokerage Management System
- ACS - Automated Centralized Settlement

1 Big Data Bank

Enabled By Data Synchronization Method (Patent No. I 439873 (TW) & Patent No. US 8,850,074 B2)

II. Corporate Governance Report

2.1 Directors and Management Team

2.1.1 Directors

April 6, 2025

Job title	Nationality or place of registration	Name	Gender, age	Date of election / appointment to current term	Term of office	Commencement date offirst term	Shareholding during service		Shareholding at present		Shareholding of Spouse, minor children at present		Shareholding held in the names of others		Principal work experience and academic qualifications	Positions held concurrently in the company and/or in any other company		Other officer(s), director(s), or supervisor(s) with which the person has a relationship of spouse or relative within the second degree			Note
							No. of Shares	Shareholding %	No. of Shares	Shareholding %	No. of Shares	Shareholdings %	No. of Shares	Shareholding %		Name of Company	Term of service	Job title	Name	Relationship	
Chairman	R.O.C	Chien, Wen-Li	Female /40-50 year old	2024.06.06	3 Years	2021.07.08	2,170,268	1.52	2,170,268	1.52	175,988	0.12	0	0	Saginaw Valley State University Dimerco Express Corporation Corporate Director and Special Assistant to CEO Dimerco Express Corporation Managing Director of Contract Logistics	Foreign Settlement Company Limited	Director	Nil	Nil	Nil	
																Dimerco Express Holding Co., Ltd.	Director				
																Dimerco International Logistic Corporation	Director				
																Global Marketing & System Company Limited	Director				
																Diversified Merchandise Company Limited	Director				
																Global SCM Company	Director				
																Diversified Logistics Solution Co., Ltd.	Director				
																展元投資股份有限公司	Director				
																Dimerco Express Corporation	Director				
																Diversified Freight System Corporation	Director				
																Diversified International Logistics Co. Ltd.	Director				
																Dimerco Express Korea Corporation	Director				
																Dimerco International Logistics (Shanghai) Company Limited	Director				
																Diversified (Shanghai) International Logistics Service Company Limited	Director				
																Diversified (Shenzhen) International Logistics Service Company	Director				
																Diversified Transportation (China) Company Limited	Director				
																Diversified Transportation (HK&China) Company Limited	Director				
																Dimerco International Logistics Company Limited	Director				
																Diversified International Logistics Pte. Ltd.	Director				
																Dimerco Express (India) Private Limited	Director				

																Dimerco Express (U.S.A) Corporation	Director				
																Diversified International Service Logistics System Corporation	Director				
																Through Transport Mutual Insurance Association Ltd.	Director				
Director	R.O.C	MEC Electronics Corporation		2024.06.06	3 Years	1985.08.02	7,643,579	5.35	7,643,579	5.35	0	0	0	0		Nil	Nil	Nil	Nil	Nil	Nil	
	Philippine	Representative: Shih, Cheng-Sheng	Male /50-60 year-old	2024.06.06	3 Years	2024.06.06	358,935	0.25	358,935	0.25	0	0	0	0	Stanford Business Leadership Certificate CEO of Dimerco Express Corporation EMB Operations Executive President of Dimerco U.S. Branch	Dimerco Express Corporation	Director	Nil	Nil	Nil	
																Diversified Freight System Corporation	Director				
																Dimerco Express Korea Corporation	Director				
																Dimerco Air Forwarders (HK) Limited	Director				
																Diversified Freight System Limited	Director				
																Dimerco Express (UK) Limited	Director				
																Dimerco Express (Singapore) Pte. Ltd.	Director				
																Diversified Freight System (Singapore) Pte. Ltd	Director				
																Diversified International Logistics Pte. Ltd.	Director				
																Dimerco Express Philippines INC.	Director				
																Diversified Freight System Philippines Corporation	Director				
																Dimerco Viefracht (JV) Company Limited	Director				
																Dimerco Express (Thailand) Company Limited	Director				
																Dimerco Express (Malaysia) Sdn Bhd	Director				
																Dimerco Express (India) Private Limited	Director				
																Dimerco Express (Australia) Pty. Ltd.	Director				
																Dimerco Express (Canada) Corporation	Director				
																Dimerco Express (U.S.A) Corporation	Director				
																Dimerco Customs Brokerage Services Company Limited	Director				
																Diversified International Service Logistics System Corporation	Director				
																BC Dimerco Logistics Corporation	Director				

Job title	Nationality or place of registration	Name	Gender, age	Date of election / appointment to current term	Term of office	Commencement date offirst term	Shareholding during service		Shareholding at present		Shareholding of Spouse, minor children at present		Shareholding held in the names of others		Principal work experience and academic qualifications	Positions held concurrently in the company and/or inany othercompany		Other officer(s), director(s), or supervisor(s) with which the person has a relationship of spouse or relative within the second degree			Note
							No. of Shares	Shareholding %	No. of Shares	Shareholding %	No. of Shares	Name of Company	Term of service	Shareholding %		Name of Company	Term of service	Job title	Name	Relationship	
Director	R.O.C	Ruei Cheng Investment Ltd		2024.06.06	3 Years	2024.06.06	3,659,000	2.56	3,659,000	2.56	0	0	0	0		Nil	Nil	Nil	Nil	Nil	
	R.O.C	Representative: Chiou, Juin-Rong	Male /60-70 year-old	2024.06.06	3 Years	2024.06.06	525,025	0.37	525,025	0.37	0	0	0	0	Dimerco Express Corporation Vice General Manager for Northeast Asia and Deputy General Manager for Air Freight in Taiwan Evergreen Marine, Evergreen Air, and Evergreen Air & Warehousing Co., Ltd.	Dimerco Express Corporation	Director	Nil	Nil	Nil	
																Dimerco Express Korea Corporation	Director				
																Dimerco International Transportation (Shanghai) Company Limited	Director				
																Diversified International Transportation (Shanghai) Company Limited	Director				
																Dimerco Air Forwarders (HK) Limited	Director				
																Dimerco Express (Singapore) Pte. Ltd.	Director				
																Dimerco Viefracht (JV) Company Limited	Director				
Director	R.O.C	AGM INVESTMENT LTD		2024.06.06	3 Years	2024.06.06	7,431,038	5.0	8,144,038	5.70	0	0	0	0		Nil	Nil	Nil	Nil	Nil	
	Hong Kong	Representative: Peng,Shi-Xiao	Male /40-50 year-old	2024.06.06	3 Years	2024.06.06	0	0	0	0	0	0	0	0	Master of Business Administration from Columbia University	CHINESE MARITIME TRANSPORT LTD.	Director	Nil	Nil	Nil	
																HOPE INVESTMENT LTD	Director				
																MO HSIN INVESTMENT LTD.	Director				
																AGM INVESTMENT LTD.	Director				

Job title	Nationality or place of registration	Name	Gender, age	Date of election / appointment to current term	Term of office	Commencement date of first term	Shareholding during service		Shareholding at present		Shareholding of Spouse, minor children at present		Shareholding held in the names of others		Principal work experience and academic qualifications	Positions held concurrently in the company and/or in any other company		Other officer(s), director(s), or supervisor(s) with which the person has a relationship of spouse orrelative within the second degree			Note
							No. of Shares	Shareholding %	No. of Shares	Shareholding %	No. of Shares	Shareholdings %	No. of Shares	Shareholding %		Name of Company	Term of service	Job title	Name	Relationship	
Independent Director	R.O.C	Chien, Yin-Fan	Male /70-80 year-old	2024.06.06	3 Years	2015.06.18	0	0.00	0	0.00	0	0.00	0	0	Soochow University Sesoda Corporation, General Manager Sesoda Corporation, Chairman	Nil	Nil	Nil	Nil	Nil	
Independent Director	R.O.C	Ho,Chi-Ming	Male /60-70 year-old	2024.06.06	3 Years	2024.06.06	1,346,639	0.94	1,346,639	0.94	0	0	0	0	Law Department of University of Hong Kong Lawyer in Hong Kong/UK	Michael Cheuk, Wong & Kee Counselor at St. John's Cathedral, Hong Kong	Adviser	Nil	Nil	Nil	
Independent Director	R.O.C	Chu,Chia-Cheng	Male /40-50 year-old	2024.06.06	3 Years	2024.06.06	220,512	0.15	350,000	0.24	0	0	0	0	Griffith University Executive Director of MLAT Logistics Group	United Asian Logistics co., ltd.	Director	Nil	Nil	Nil	
																JOY WIN UNITED AIR SERVICES LIMITED	Director				

Major shareholders of the corporate shareholders

April 6, 2025

Name of corporate shareholders	Major shareholders of the corporate shareholders
MEC Electronics Corporation	Lin,Yu (36%), Yang, Wei-Yen(23.09%), Yang, Jou-An(11.34%) , Yang, Wei-Chuan (10.56%), Lin, Ying(10.12%)
Ruei Cheng Investment Ltd	Chien, Wen-Yi (37.75%), Chien, Wen-Li(25.15%)
AGM Investment Ltd	Chinese Maritime Transport Ltd.(100%)

The ultimate beneficial owners of corporate shareholders

April 6, 2025

Name of the Legal Entity	**Major shareholders of the corporate shareholders**
Chinese Maritime Transport Ltd	Associated International Inc.(40.35), AGCMT Group Ltd.(27.65%)

Professional qualifications and independence analysis of directors

1. Disclosure of Information Regarding the Professional Qualifications and Experience of Directors and Independent Directors:

Apr 6, 2025

Criteria / Name	Meet One of the Following Professional Qualification Requirements, Together with at Least Five Years Work Experience			Independence Criteria												Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
	An Instructor or Higher Position in a Department of Commerce, Law, Finance, Accounting, or Other Academic Department Related to the Business Needs of the Company in a Public or Private Junior College, College or University	A Judge, Public Prosecutor, Attorney, Certified Public Accountant, or Other Professional or Technical Specialist Who has Passed a National Examination and been Awarded a Certificate in a Profession Necessary for the Business of the Company	Have Work Experience in the Areas of Commerce, Law, Finance, or Accounting, or Otherwise Necessary for the Business of the Company	1	2	3	4	5	6	7	8	9	10	11	12	
Chien, Wen-Li			V			V	V	V	V	V	V	V	V	V	V	Nil
MEC Electronics Corporation Representative: Shih, Cheng-Sheng			V			V	V	V	V	V	V	V	V	V	V	Nil
Ruei Cheng Investment Ltd Representative: Chiou, Juin- Rong			V			V	V	V	V	V	V	V	V	V	V	Nil
AGM INVESTMENT LTD Representative: Peng,Shi-Xiao			V	V	V	V	V	V	V	V	V	V	V	V	V	Nil
Chien, Yin-Fan			V	V	V	V	V	V	V	V	V	V	V	V	V	Nil
Ho,Chi-Ming			V	V	V	V	V	V	V	V	V	V	V	V	V	Nil
Chu,Chia-Cheng			V	V	V	V	V	V	V	V	V	V	V	V	V	Nil

2. Diversity and Independence of the Board of Directors:

a. Diversity policy:

To strengthen corporate governance and promote the sound development of the board composition and structure, the composition of the board members should consider diversity. Appropriate diversity policies should be formulated based on the company's operations, business model, and development needs. This may include but is not limited to basic conditions and values (gender, age, nationality, culture, ethnicity, etc.) and professional knowledge and skills (such as law, accounting, industry, finance, marketing, or technology).

b. Specific management objectives:

The board of directors of our company guides the company's strategy, oversees management, and is accountable to the company and shareholders. The operational arrangements and arrangements of the corporate governance system ensure that the board of directors exercises its powers in accordance with laws, the company's articles of incorporation, or shareholder resolutions.

c. The current status of diversity implementation among board members is as follows: The current board of directors of our company consists of 7 members, including 4 non-independent directors and 3 independent directors (including 1 female director). The board as a whole possesses the following capabilities: operational judgment, accounting and financial analysis, management, crisis handling, industry knowledge, international market outlook, leadership, and decision-making. The board members also have industry experience and professional competence.

Implementation of the diversity of the Board of Directors

Title	Chairman	Director			Independent Director		
Director Name	Chien, Wen-Li	MEC Electronics Corporation Representative: Shih, Cheng-Sheng	Ruei Cheng Investment Ltd Representative: Chiou, Juin- Rong	AGM INVESTMENT LTD Representative: Peng,Shi-Xiao	Chien, Yin-Fan	Ho,Chi-Ming	Chu,Chia-Cheng
Gender	Female	Female	Male	Male	Male	Male	Male
Nationality	R.O.C	R.O.C	R.O.C	Hong Kong	R.O.C	R.O.C	R.O.C
Age	40-50	50-60	60-70	40-50	70-80	60-70	40-50
Concurrent Position		v	v				
Professional Competence							
Business	v	v	v	v	v	v	v
Technology	v	v	v	v	v	v	v
Finance/Accounting	v	v	v	v	v	v	v
Legal	v	v	v	v	v	v	v
Marketing	v	v	v	v	v	v	v
Cyber Security	v	v	v	v	v	v	v
Others							
Experience							
Leadership	v	v	v	v	v	v	v
Decision-Making	v	v	v	v	v	v	v
Global perspective	v	v	v	v	v	v	v
Industry Knowledge	v	v	v	v	v	v	v
Finance Management	v	v	v	v	v	v	v
Operations and Manufacturing	v	v	v	v	v	v	v
Business Development	v	v	v	v	v	v	v
Risk Management/ Crisis Management	v	v	v	v	v	v	v
Environmental Sustainability	v	v	v	v	v	v	v
Social Participation	v	v	v	v	v	v	v

List of Top 10 Major Shareholders

As of 2025/04/06

Shareholder's Name	Shareholding	
	Shares	Percentage
AGM INVESTMENT LTD	8,144,038	5.79%
MEC Electronics Corporation	7,643,579	5.43%
Ruei Cheng Investment Ltd.	3,706,268	2.63%
Universal Consulting Ltd	3,699,289	2.63%
HAN,SHU-PING	3,228,952	2.29%
Mo Hsin Investment Ltd.	3,018,856	2.14%
HSBC Bank (Taiwan) Limited, as Custodian for the Cambria Emerging Shareholder Yield ETF Investment Account	2,530,176	1.80%
Su, Yu-Shin	2,365,321	1.68%
Chien, Wen-Li	2,170,268	1.54%
Deng Fu Ltd.	1,847,768	1.31%

Note: The shareholding ratio is calculated based on 140,744,000 shares.

2.1.2 Management Team

Title	Neam	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience（Education）	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remark 3
				Shares	%	Shares	%	Shares	%			Title	Name	Relation	
President	Chiou, Jun-Rung	Male	2019.10.28	525,025	0.37	0	0	0	0	Dimerco Express Corporation, President	Refer to 2.1	Nil	Nil	Nil	Nil
Deputy General Manager	Zhong, Hong-Zhi	Male	2011.02.08	1,134	0.00	0	0	0	0	Aletheia University Exojet Technology Corporation, Assistant General Manager & Vice President of ShangHai Office	Nil	Nil	Nil	Nil	Nil
Vice President for Investment and Investor Relations	Ruan, Yao-Chang	Male	2012.03.26	1,429,042	1.02	0	0	0	0	State University of New York, MBA Ernest & Young CPA Firm	Nil	Nil	Nil	Nil	Nil
Group Financial Controller	Chen, Ching-Chi	Female	2012.03.26	282,439	0.20	0	0	0	0	Master of Financial Management University of Siegen, Germany Taiwan DHL Global Forwarding (shares) the company's financial manager	Nil	Nil	Nil	Nil	Nil

2.2 Remuneration of Directors (including independent Director), President, and Vice President

Remuneration of Directors

Unit: NT$ thousands

Title	Name	Remuneration								Ratio of total remuneration (A+B+C+D) to net income (%)		Relevant remuneration received by directors who are also employees								Ratio of total compensation (A+B+C+D+E+F+G) to net income (%)		Compensation paid to directors from an invested company other than the company's subsidiary
		Base Compensation(A)		Severance Pay(B)		Bonus to Directors(C)		Allowances(D)				Salary, Bonuses, and Allowances (E)		Severance Pay (F)		Profit Sharing-Employee Bonus (G)						
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company		Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements	
																Cash	Stock	Cash	Stock			
Director	Chien, Wen-Li	0	0	0	0	15,942	15,942	3,278	3,278	2.01%	2.01%	0	0	297	297	0	0	0	0	2.04%	2.04%	NIL
Director	Chien, Yao-Huai																					
Director	Chuang, Si-Wei																					
Director	MEC Electronics Corporation Representative: Shih, Cheng-Sheng																					
Director	Ruei Cheng Investment Ltd Representative: Chiou, Juin-Rong																					
Director	AGM INVESTME LTD Representative: Peng,Shi-Xiao																					
Independent Director	Chien, Yin-Fan	2,560	2,560	0	0	0	0	240	240	0.29%	0.29%	0	0	0	0	0	0	0	0	0.29%	0.29%	NIL
Independent Director	Chou, Kuo-Hsing																					
Independent Director	Ho,Chi-Ming																					
Independent Director	Chu,Chia-Cheng																					
Total	7 persons	2,560	2,560	0	0	15,942	15,942	3,518 (註 a)	3,518 (註 a)	2.30%	2.30%	0	0	297	297	0	0	0	0	2.33%	2.33%	NIL

1. The Company's policy, system, standards, and structure for the compensation of independent directors are designed to reflect the scope of their responsibilities, the level of risk undertaken, and the time devoted to their duties. Compensation amounts are determined based on these factors to ensure fairness and alignment with their contributions.

2. In addition to the disclosures in the above table, none of the Company's directors received any compensation in the most recent fiscal year for providing services (such as acting as non-employee consultants) to any entities included in the consolidated financial statements.

Remuneration Range Table

Remuneration Range for Each Director	Director Name			
	Total Remuneration for the First Four Items (A + B + C + D)		Total Remuneration for the First Seven Items (A+B+C+D+E+F+G)	
	The company	Companies in the consolidated financial statements(H)	The company	Companies in the consolidated financial statements(I)
Under NT$ 1,000,000	AGM INVESTMENT LTD Representative: Peng,Shi-Xiao、Chou, Kuo-Hsing (Stepped down)、Ho,Chi-Ming、Chu,Chia-Cheng	AGM INVESTMENT LTD Representative: Peng,Shi-Xiao、Chou, Kuo-Hsing (Stepped down)、Ho,Chi-Ming、Chu,Chia-Cheng	AGM INVESTMENT LTD Representative: Peng,Shi-Xiao、Chou, Kuo-Hsing (Stepped down)、Ho,Chi-Ming、Chu,Chia-Cheng	AGM INVESTMENT LTD Representative: Peng,Shi-Xiao、Chou, Kuo-Hsing (Stepped down)、Ho,Chi-Ming、Chu,Chia-Cheng
NT$ 1,000,000 ~ NT$ 2,000,000	Ruei Cheng Investment Ltd Representative: Chiou, Juin Rong、Chien, Yin-Fan	Ruei Cheng Investment Ltd Representative: Chiou, Juin Rong、Chien, Yin-Fan	Ruei Cheng Investment Ltd Representative: Chiou, Juin Rong、Chien, Yin-Fan	Ruei Cheng Investment Ltd Representative: Chiou, Juin Rong、Chien, Yin-Fan
NT$ 2,000,000 ~ NT$ 3,500,000				
NT$ 3,500,000 ~ NT$ 5,000,000	Chien, Wen-L、Chien, Yao-Huai (Retired)、Chuang, Si-Wei (Stepped down)、MEC Electronics Corporation Representative: Shih, Cheng-Sheng	Chien, Wen-L、Chien, Yao-Huai (Retired)、Chuang, Si-Wei (Stepped down)、MEC Electronics Corporation Representative: Shih, Cheng-Sheng	Chien, Wen-L、Chien, Yao-Huai (Retired)、Chuang, Si-Wei (Stepped down)、MEC Electronics Corporation Representative: Shih, Cheng-Sheng	Chien, Wen-L、Chien, Yao-Huai (Retired)、Chuang, Si-Wei (Stepped down)、MEC Electronics Corporation Representative: Shih, Cheng-Sheng
NT$ 5,000,000 ~ NT$ 10,000,000				
NT$ 10,000,000 ~ NT$ 15,000,000				
NT$ 15,000,000 ~ NT $30,000,000				
NT$ 30,000,000 ~ NT $50,000,000				
NT$ 50,000,000 ~ NT$ 100,000,000				
Over NT$100,000,000				
Total	7 人	7 人	7 人	7 人

Compensation of President and Vice President

Unit: NT$

Title	Name	Salary(A)		Severance Pay (B)		Bonuses and Allowances (C)		Profit Sharing- Employee Bonus (D)				Ratio of total compensation (A+B+C+D) to net income(%)		Compensation paid to the president and vice president from an invested company other than the company's subsidiary
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements	The company		Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements	
								Cash	Stock	Cash	Stock			
Chairwoman	Chien, Wen-Li	16,678,434	16,678,434	616,123	616,123	9,102,037	9,102,037	3,119,400	0	3,119,400	0	3.09%	3.09%	NIL
President	Chiou, Jiun-Rung													
Deputy General Manager	Chung, Hung-Chih													
Vice President for Investment and Investor Relations	Ruan, Yao-Chang													

Bracket	Name of President and Vice President	
	The company	Companies in the consolidated financial statements
Under NT$ 1,000,000	-	-
NT$ 1,000,000 ~ NT$ 2,000,000	-	-
NT$ 2,000,000 ~ NT$ 3,500,000	-	-
NT$ 3,500,000 ~ NT$ 5,000,000	Chung, Hung-Chih,	Chung, Hung-Chih,
NT$ 5,000,000 ~ NT$ 10,000,000	Chien, Yao-Huai (Retired), Ruan, Yao-Chang	Chien, Yao-Huai (Retired), Ruan, Yao-Chang
NT$ 10,000,000 ~ NT$ 15,000,000	Chien, Wen-Li , Chiou, Jiun-Rung	Chien, Wen-Li , Chiou, Jiun-Rung
NT$ 15,000,000 ~ NT $30,000,000		
NT$ 30,000,000 ~ NT $50,000,000	-	-
NT$ 50,000,000 ~ NT$ 100,000,000	-	-
Over NT$100,000,000	-	-
Total	5 Persons	5 Persons

Status of distribution of employee bonus on managers (names) and its allot

Unit: NT$

	Title	Name	Employee Bonus - in Stock (Fair Market Value)	Employee Bonus - in Cash	Total	Ratio of Total Amount to Net Income（%）
Managers	Chairman	Chien, Yao-Huai	0	3,119,400	3,119,400	0.33%
	President	Chiou, Jiun-Rung				
	Vice President for Investment and Investor Relations	Ruan, Yao-Chang				
	Deputy General Manager	Chung,Hung-Chih				
	Group Financial Controller	Chen, Ching-Chi				

2.2.1 Comparison of Remuneration for Directors, Presidents and Vice Presidents in the Most Recent Two Fiscal Years and Remuneration Policy for Directors, Presidents and Vice Presidents

A. Analysis of proportion of total remunerations paid to our directors, General Manager and Deputy General Managers on net profit after tax for recent two years disclosed in our company and all companies shown in the consolidated statements; and illustrate on the policies, standards, components and computation formula of the remuneration payment; in addition to their correlations with business performance evaluation.

The proportion of total remunerations paid to our Directors and Managers on net profit after tax in year 2024 was listed as below. And the dividend policy states in the Articles of Incorporation: The Articles of Incorporation states should there be any surplus after closing of the annual accounts, the company should first pay off the tax to make up for losses in previous years, sub-put 10% as legal reserve, and if there is still a surplus, then shall be the distribution of employee bonus (no less than 5%), directors compensations (no more than 5%). Policies, standards, components and computation formula of the remuneration payment are in accordance with the profitability and assessment of business performance evaluation.

Year	2024		2023	
	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements
Directors	2.33%	2.33%	2.16%	2.16%
Managers	3.09%	3.09%	1.27%	1.27%

B. The policies, standards, and portfolios for the payment of remuneration, the procedures for determining remuneration, and the correlation with business performance.

Remuneration is appropriated according to the business performance of the company in the year and the stipulated percentage in Article 23 of the Articles of Incorporation, which stipulate that: "From the profit earned by the Company as shown through the annual account closing, the sum to pay all taxes and to make good previous loss, if any, shall be first withheld, then 10% for legal reserve and then for special reserve as required by law. The final surplus, if any, shall have at least 5% taken for bonus to employees, and no more than 5% taken as remuneration to the directors." The annual earning distribution status shall be submitted to the board of directors for discussion before being sent to the shareholders' meeting for resolution.

The compensation for presidents and vice presidents shall be released according to the company's performance evaluation system.

The compensation is measured based on the employee's personal achievements, contribution made to the business operation, and the market averages. It has a positive correlation with the performance of the company's business.

2.3 Implementation of Corporate Governance

2.3.1 Board of Directors

A total of 6 meetings of the Board of Directors were held in the previous period. Director and supervisor's attendance was as follows:

Title	Name	Attendance in Person(B)	By Proxy	Attendance rate (%) 【B/A】	Remarks
Chairman	Chien, Yao-Huai	2	0	100%	original
Director	Representative of Corporate shareholder, MEC Electronics Corporation: Yang, Wei-Yen	2	0	100%	original
Director/Chair-woman	Chien, Wen-Li	6	0	100%	New Chairwoman
Director	Chuang, Si-Wei	2	0	100%	original
Director	Representative of Corporate shareholder, MEC Electronics Corporation: Shih, Cheng-Sheng	4	0	100%	new
Director	Representative of Corporate shareholder, Ruei Cheng Investment Ltd: Chiou, Juin- Rong	4	0	100%	new
Director	Representative of Corporate shareholder, AGM INVESTMENT LTD: Peng,Shi-Xiao	4	0	100%	new
Independent Director	Chien, Yin-Fan	6	0	100%	original
Independent Director	Yang, Wei-Tian	2	0	100%	original
Independent Director	Chou, Kuo-Hsing	2	0	100%	original
Independent Director	Ho,Chi-Ming	4	0	100%	new

Independent Director	Chu,Chia-Cheng	4	0	100%	new

Other mentionable items:

1. If any of the following situations occur in the operation of the board of directors, the date of the board of directors, the period, the content of the proposal, the opinions of all independent directors and the company's handling of the opinions of independent directors shall be stated: (1) Matters listed in Article 14-3 of the Securities and Exchange Act: Please refer to pages 59-62 of the annual report. (2) In addition to the above matters, other board resolutions that have been opposed or reserved by independent directors and have records or written statements: Please refer to pages 33-34 of the annual report.
2. The implementation of the avoidance of interest-related proposals by directors shall state the name of the director, the content of the proposal, the reason for avoiding interests, and the participation in voting: None."
3. Listed and OTC companies should disclose the evaluation cycle and period, evaluation scope, method and evaluation of the self (or peer) evaluation of the board of directors: Please refer to page 26 of the annual report."
4. Evaluation of the goals and implementation of strengthening the functions of the board of directors in the current and recent years:

(1) Strengthening the functions of the board of directors: Since 2011, our company has set up a salary and compensation committee, which is responsible for assisting the board of directors in regular evaluations and setting salaries and compensation for directors and managers. For implementation details, please refer to "Remuneration Committee Operation Information" on pages 33-34.
(2) Enhancing information transparency: The financial information, major resolutions, and director participation in training courses of our company have been disclosed on the Market Observation Post System in accordance with relevant laws and regulations. The financial business information of our company is also disclosed on the company's website to provide real-time information to investors."

2.3.2 Audit Committee （Attendance for Board Meeting）

A. Audit Committee

A total of 4 meetings of the board of directors were held in the previous period. Independent Directors' attendance was as follows:

Title	Name	Attendance in Person(B)	Attendance rate (%) 【B/A】	Remarks
Independent Director	Chien, Yin-Fan	4	100%	
Independent Director	Yang, Wei-Tian	2	100%	original

Independent Director	Chou, Kuo-Hsing	2	100%	original
Independent Director	Ho,Chi-Ming	2	100%	new
Independent Director	Chu,Chia-Cheng	2	100%	new

Other mentionable items:

1. If any of the following circumstances occur, the dates of meetings, sessions, contents of motion, resolutions of the Audit Committee and the Company's response to the Audit Committee's opinion should be specified:
   (1) Matters referred to in Article 14-5 of the Securities and Exchange Act.
   (2) Other matters which were not approved by the Audit Committee but were approved by two-thirds or more of all directors.
2. If there are independent directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: None
3. Communications between the independent directors, the Company's chief internal auditor and CPAs (e.g. the material items, methods and results of audits of corporate finance or operations, etc.)
   (1)The internal auditors have communicated the result of the audit reports to the members of the Audit Committee periodically, and have presented the findings of all audit reports in the quarterly meetings of the Audit Committee. Should the urgency of the matter require it, the Company's chief internal auditor will inform the members of the Audit Committee outside of the regular reporting. The communication channel between the Audit Committee and the internal auditor has been functioning well.
   (2)The Company's CPAs have presented the findings or the comments for the quarterly corporate financial reports, as well as those matters communication of which is required by law, in the regular quarterly meetings of the Audit Committee. Under applicable laws and regulations, the CPAs are required to communicate to the Audit Committee any material matters that they have discovered. The communication channel between the Audit Committee and the CPAs has been functioning well.

Other mentionable items:

A.1. Matters mentioned under Article 14-5 of the Securities and Exchange Act

Date	Meeting Category	Significant Resolutions
2024.11.12	2024 4th	Discuss Consolidated Financial Statements for 2024Q3.
2024.08.12	2024 3rd	Discuss Consolidated Financial Statements for 2024Q2.
2024.05.13	2024 2nd	Discuss Consolidated Financial Statements for 2024Q1.
2024.03.12	2024 1st	1.Discuss Operating Report, Individual Financial Statements, and Consolidated Financial Statements for the Fiscal Year 2023, and Profit Distribution Proposal. 2.Internal Audit Report for the First Quarter of the Fiscal Year 2024.

A.2. Other matters which were not approved by the Audit Committee but were approved by two-thirds or more of all directors: None.

A.3. The Audit Committee's resolutions and the company's response to the Audit Committee's opinions are as follows: All agenda items were unanimously approved by the members of the Audit Committee. The Board of Directors, in accordance with the recommendations of the Audit Committee, also approved all agenda items.

B. If there are independent directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: None.

C. Communications between the independent directors, the Company's chief internal auditor and CPAs (e.g. the material items, methods and results of audits of corporate finance or operations, etc.)

(1) The internal auditors have communicated the result of the audit reports to the members of the Audit Committee periodically, and have presented the findings of all audit reports in the quarterly meetings of the Audit Committee. Should the urgency of the matter require it, the Company's chief internal auditor will inform the members of the Audit Committee outside of the regular reporting. None of the above-mentioned item for year 2024..

(2) The Company's CPAs have presented the findings or the comments for the quarterly corporate financial reports, as well as those matters communication of which is required by law, in the regular quarterly meetings of the Audit Committee. Under applicable laws and regulations, the CPAs are required to communicate to the Audit Committee any material matters that they have discovered. None of the above-mentioned item for year 2024. The communication channel between the Audit Committee and the CPAs has been functioning well.

Communications between Independent directors and internal auditor and CPA is listed below:

Audit Committee Meeting date	Significant matters communicated to Internal Auditor	Significant matters communicated to CPA
2024.11.12	Internal Audit Report	1.Regulatory Update report 2.Results for Reviewing Financial Statements for 2024Q3 and any issues or difficulties and response of management.
2024.08.12	Internal Audit Report	1.Regulatory Update report 2.Results for Reviewing Financial Statements for 2024Q2 and any issues or difficulties and response of management.
2024.05.13	Internal Audit Report	1.Regulatory Update report 2.Results for Reviewing Financial Statements for 2024Q1 and any issues or difficulties and response of management.
2024.03.12	Internal Audit Report	1.Regulatory Update report 2.Results for Auditing Financial Statements for 2023Q4 and any issues or difficulties and response of management.
Results: The above-mentioned items has been reviewed or approved by Audit Committee, the independent directors has no subjections.		

2.3.3 Implementation of the evaluation of Board of Directors

Frequency	Period	Scope	Method	Description
Annually	2024/1/1 – 2024/12/31	1. Board of Directors 2. Individual directors 3. Audit Committee	1.Internal Evaluation of Board of Directors 2.Self-evaluation of Board Members	The performance evaluation of the board of directors' includes the following five aspects: 1. Level of Participation in company operations 2. Improvement of the quality of board decision-making 3. Board Composition and Structure 4. Selection and continuing education of directors 5. Internal Control The measurement items for individual board members' performance evaluation include the following six aspects: 1. Mastery of company goals and missions 2. Awareness of Director's responsibilities 3. Level of Participation in company operations 4. Internal perspective on management and communication 5. Selection and continuing education of directors 6. Internal Control The measurement items for the audit committee's performance evaluation include the following five aspects: 1. Level of Participation in company operations 2. Awareness of Audit Committee's responsibilities 3. Improvement of the quality of Audit committee's decision-making 4. Composition and selection of members of the Audit Committee 5. Internal Control

The company has completed the self-evaluation of the performance of Board of directors for 2024.The results has been submitted to Board or Directors for 2025 Q1 Board of Directors Meeting as part of the basis for improvement.

Accountant independence and competency assessment

The company's audit committee evaluates the independence and competency of certified public accountants every year based on the following standards, and reports the evaluation results to the board of directors:

(1) Accountant's statement of independence

(2) Audit or non-audit services provided by accountants must be reviewed in advance by the audit committee to ensure that non-audit services will not affect the results of the audit

(3) The same accountant has continuously performed assurance services for more than five years.

(4) Every year, through the accountants' questionnaire and the Audit Quality Indicators (AQIs) released by the Financial Supervisory Commission, the financial

interests, business relationships, employment relationships, etc. are evaluated to summarize the evaluation results of the accountant's independence and competency.

The Audit Quality Indicators (AQIs) report covers the following five dimensions and 13 indicators:

Dimension 1: Professionalism

Indicator 1-1: Audit Experience

Indicator 1-2: Training Hours

Indicator 1-3: Turnover Rate

Indicator 1-4: Professional Support

Dimension 2: Quality Control

Indicator 2-1: Auditor Workload

Indicator 2-2: Audit Engagement

Indicator 2-3: Engagement Quality Control Review (EQCR) Status

Indicator 2-4: Quality Control Support Capability

Dimension 3: Independence

Indicator 3-1: Non-Audit Services

Indicator 3-2: Client Familiarity

Dimension 4: Supervision

Indicator 4-1: External Inspection Deficiencies and Disciplinary Actions

Indicator 4-2: Regulatory Agency Improvement Notices

Dimension 5: Innovation Capability

Indicator 5-1: Innovation Planning or Initiatives

2.3.4 Corporate Governance Execution Status and Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies"

Item			Implementation Status	Deviations from "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and reasons
	yes	no	Summary Description	
1. Has the Company established and disclosed its Corporate Governance Best-Practice Principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	V		The Company has established a code of conduct and operates in accordance with corporate governance principles and related regulations. In addition, the Company has formulated governance-related policies, including the Rules of Procedure for Board Meetings, Rules of Procedure for Shareholders' Meetings, Internal Control System, Procedures for Acquisition or Disposal of Assets, Procedures for Lending of Funds to Others, and Guidelines for Endorsements and Guarantees. Relevant information is available to investors on the Company's website.	Follows the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies".
2.Shareholding Structure and Shareholders' Rights				Follows the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies".
(1)Does the Company have Internal Operation Procedures for handling shareholders' suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly?	V		(1)The company has established a spokesperson/proxy spokesperson system to handle shareholder suggestions or disputes. In addition, Yuanta Securities, the share transfer agent, assists in handling shareholder affairs.	
(2)Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders?	V		(2)The company keeps abreast of the actual controlling shareholders of the company and the list of ultimate controllers of major shareholders	
(3)Has the Company built and implemented a risk management system and a firewall between the Company and its affiliates?	V		(3)In addition to the internal control and internal audit systems established by parent company, there are also monitoring systems in place for subsidiary companies. Adequate risk control mechanisms and firewalls have been established between the parent company and its subsidiaries.	
(4)Has the Company established internal rules prohibiting insider trading of securities based on undisclosed information?	V		(4)The company has established a "Management of Insider Trading Prevention" policy, which regulates all employees, managers, directors of the company, and individuals who have access to the company's information	

			based on their professional or control relationships. Any conduct that may involve insider trading is strictly prohibited.	
3.Composition and responsibilities of the board of directors (1)Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented? (2)Has the Company voluntarily established other functional committees in addition to the remuneration committee and the audit committee? (3)Has the Company established rules and methodology for evaluating the performance of its Board of Directors, implemented the performance evaluations on an annual basis, and submitted the results of performance evaluations to the board of directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms? (4) Does the Company regularly evaluate its external auditors' independence?	V V V V		(1) The Company has set the "Corporate Governance Best-Practice Principles" and "Procedures for Election of Directors". The members of Board of Directors need to take diversification under their consideration. Nomination of directors, the company followed rigorous way, not only had professional experience in academic and business but also followed directors' diversification. The company has seven directors includes three independent directors and one of them is female. The members' professional backgrounds encompass management, law, and accounting. Additionally, as professional consultants and executives, the board members bring diverse industry knowledge and expertise. This allows them to provide professional opinions from various perspectives, greatly contributing to the improvement of the company's operational performance and management efficiency. (2) All major decisions of the company are made by the board of directors. In 2011, the company established a Compensation Committee, and in 2015, it was restructured to be chaired by independent directors. (3) In line with the company's corporate governance philosophy, the primary responsibilities of the board of directors are to supervise, guide, and evaluate the performance of the management team, as well as to appoint and remove managers. All members of the company's board of directors possess extensive business or industry experience and uphold the highest ethical standards and commitment to the company. Regular quarterly board meetings are held to not only decide on various proposals but also to discuss business strategies and future directions with the management team to maximize shareholder value. A board performance evaluation method has been established, and the performance evaluation results for the board and individual directors for 2023 have been completed and reported. (4) The Company regularly evaluates CPAs' independence. To confirm the CPAs are not interested parties, the company needs to assure whether they are board of directors or shareholders of our company or be paid by our company. The rotation of CPA has to follow the related regulations.	Follows the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies".

4. Does the TWSE/TPEx listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for directors and to perform their duties, aiding directors and in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?	V		The Company has appointed a Corporate Governance Officer responsible for a range of duties, including: providing shareholders with timely information via the Market Observation Post System or the Company's website; assisting in monitoring the list of major shareholders with significant shareholdings; supplying directors with the information necessary to perform their duties; organizing Board and Shareholders' meetings in compliance with legal requirements; handling company registration and amendments; preparing minutes of Board and Shareholders' meetings; and conducting regular assessments of the independence and competence of the external auditors.	Follows the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies".
5. Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a stakeholder section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate social responsibility issues?	V		The company, depending on the circumstances, instructs relevant departments to communicate with stakeholders. The company's website provides contact information for the spokesperson and various relevant business departments to ensure appropriate responses to stakeholders' concerns, including issues related to corporate social responsibility.	Follows the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies".
6.Has the Company appointed a professional shareholder services agent to handle matters related to its shareholder meetings?	V		The company appointed Yuanta Polaris Securities Co., Ltd. Stock Transfer Agency Department of shareholders to handle the transaction.	Follows the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies".
7. Information Disclosure (1) Has the Company established a corporate website to disclose information regarding its financials, business, and corporate governance status? (2) Does the Company use other information disclosure channels (e.g., maintaining an English-language website, designating staff to handle information collection and	V V		(1)The company discloses relevant information through its website(http://www.dimerco.com) in both Chinese and English versions. (2)The company regularly and irregularly discloses relevant information on the Public Information Observation System and its own website, and implements a spokesperson system. The company also holds occasional corporate	Follows the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies".

disclosure, appointing spokespersons, webcasting investors conference etc.)? (3) Does the company publish and report its annual financial report within two months after the end of the fiscal year, and publish and report its financial reports for the first, second, and third quarters as well as its operating statements for each month before the specified deadlines?	V		briefings and discloses information in accordance with regulations. (3)The company did not announce and file its annual financial report within two months after the end of the accounting year. However, it announced and filed the first, second, and third quarter financial reports and monthly operating conditions ahead of the prescribed deadlines.	
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' continuing education, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing liability insurance for directors and)?	V V V V		(1)The training situation of the directors of the Company: The directors of the Company possess relevant professional knowledge. The Company regularly compiles financial, accounting, and legal information for the reference of the directors. They also participate in relevant professional training as needed, such as the legal responsibilities of directors of publicly listed companies in preventing and detecting corporate fraud, provided by the Chinese Corporate Governance Association. (2)The implementation of risk management policies and risk measurement standards: In addition to establishing a rigorous internal control system and conducting regular internal audits to assess the implementation, the Company has also obtained relevant insurance coverage to mitigate risks. (3)The implementation of policies for consumer or customer protection: Under the policy of prioritizing consumers and customers, internal regulations have been established in accordance with the spirit of consumer protection laws and other relevant laws for employees to follow and execute. (4) The company has purchased liability insurance for its directors and independent directors and has completed the announcement and reporting procedures.	Follows the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies".
9. The company has conducted a self-assessment of corporate governance in accordance with the "Corporate Governance Evaluation System" established by the Corporate Governance Center of the Taiwan Stock Exchange in January 2025. In the future, the company will review the evaluation results and evaluate possible improvements . In addition, the ranking range of the tenth corporate governance evaluation is the top 51% ~ 65%.				

2.3.5 Composition, Responsibilities and Operations of Compensation Committee:
The board of directors approved organizational rules of the Remuneration Committee on December 21, 2011 and the remuneration committee was set up by the end of Y2011.

A. Professional Qualifications and Independence Analysis of Remuneration Committee Members:

Title	Criteria / Name	Meets One of the Following Professional Qualification Requirements, Together with at Least Five Years' Work Experience			Independence Criteria										Number of Other Public Companies in Which the Individual is Concurrently Serving as an Remuneration Committee Member	Remarks
		An instructor or higher position in a department of commerce, law, finance, accounting, or other academic department related to the business needs of the Company in a public or private junior college, college or university	A judge, public prosecutor, attorney, Certified Public Accountant, or other professional or technical specialist who has passed a national examination and been awarded a certificate in a profession necessary for the business of the Company	Has work experience in the areas of commerce, law, finance, or accounting, or otherwise necessary for the business of the Company	1	2	3	4	5	6	7	8	9	10		
Independent Director	Chien, Yin-Fan			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0	
Independent Director	Ho,Chi-Ming		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0	
Independent Director	Chu,Chia-Cheng			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0	

B. Attendance of Members at Remuneration Committee Meetings

1. There are 3 members in the Remuneration Committee.
2. Term of the committee: from June 6th, 2024 to June 5th, 2027.
3. A total of 2 Remuneration Committee meetings were held in the previous period. The attendance record of the Remuneration Committee members was as follows:

Title	Name	Attendance in Person(B)	By Proxy	Attendance Rate (%) 【B/A】	Remarks
Convener	Chien, Yin-Fan	2	0	100%	Original
Member	Yang, Wei-Tian	1	0	100%	Original
Member	Chou, Kuo-Hsing	1	0	100%	Original
Member	Ho,Chi-Ming	1	0	100%	New
Member	Chu,Chia-Cheng	1	0	100%	New

Other mentionable items:

1. If the board of directors declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the remuneration committee's opinion (eg., the remuneration passed by the Board of Directors exceeds the recommendation of the remuneration committee, the circumstances and cause for the difference shall be specified): None.
2. Resolutions of the remuneration committee objected to by members or subject to a qualified opinion and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.

Important resolutions of Remuneration Committee：

April 1, 2025

Date	Type of meeting	Important Resolutions
Aug. 12, 2024	Remuneration Committee Meeting	1. Planning of 2025 Remuneration Committee meetings schedule. 2. Review 2023 proposal for the distribution of directors' remuneration and employee bonus
Mar. 12, 2024	Remuneration Committee Meeting	1. Review 2025 management change and principal of salary adjustment 2. Review 2024 proposal for the distribution of directors' remuneration and employee bonus
Mar. 12, 2023	Remuneration Committee Meeting	1. Review 2024 management change and principal of salary adjustment 2. Review 2023 proposal for the distribution of directors' remuneration and employee bonus
Aug. 10, 2023	Remuneration Committee Meeting	1. Planning of 2024 Remuneration Committee meetings schedule. 2. Review 2022 proposal for the distribution of directors' remuneration and employee bonus
Mar. 15, 2023	Remuneration Committee Meeting	1. Review 2023 management change and principal of salary adjustment 2. Review 2022 proposal for the distribution of directors' remuneration and employee bonus
Aug. 9, 2022	Remuneration Committee Meeting	1. Planning of 2023 Remuneration Committee meetings schedule. 2. Review 2021 distribution of directors' remuneration and employee bonus
Mar. 17, 2022	Remuneration Committee Meeting	1. Review 2022 management change and principal of salary adjustment 2. Review 2021 proposal for the distribution of directors' remuneration and employee bonus
Aug. 6, 2021	Remuneration	1. Planning of 2022 Remuneration Committee meetings schedule.

	Committee Meeting	2. Review 2020 distribution of directors' remuneration and employee bonus
Mar. 16, 2021	Remuneration Committee Meeting	1. Review 2021 management change and principal of salary adjustment 2. Review 2020 proposal for the distribution of directors' remuneration and employee bonus
Aug. 7, 2020	Remuneration Committee Meeting	1. Planning of 2021 Remuneration Committee meetings schedule. 2. Review 2020 distribution of directors' remuneration and employee bonus
Mar. 20, 2020	Remuneration Committee Meeting	1. Review 2020 proposal for the salary Increment of employees 2. Review 2019 proposal for the distribution of directors' remuneration and employee bonus
Mar 20,2019	Remuneration Committee Meeting	1. Review 2019 proposal for the salary Increment of employees 2. Review 2018 proposal for the distribution of directors' remuneration and employee bonus
Mar 14, 2018	Remuneration Committee Meeting	1. Review 2018 management change and principal of salary adjustment 2. Review 2017 proposal for the distribution of directors' remuneration and employee bonus
Jul 25, 2017	Remuneration Committee Meeting	1. Review 2017 proposal for the salary Increment of employees 2. Review 2016 proposal for the distribution of directors' remuneration and employee bonus
Mar 13, 2017	Remuneration Committee Meeting	1. Review 2016 proposal for the distribution of directors' remuneration and employee bonus 2. Review 2017 proposal for the salary Increment of employees
Dec 12, 2016	Remuneration Committee Meeting	Verify business administrators' regulations for salaries and performance evaluation
Mar. 16, 2016	Remuneration Committee Meeting	1. Review 2014 proposal for the distribution of directors' remuneration and employee bonus 2. Review 2015 proposal for the salary Increment of employees
Mar. 25, 2015	Remuneration Committee Meeting	1. Review 2014 plan for the distribution of directors' remuneration and employee bonus 2. Review 2015 plan for the related salary of employees
Aug. 8, 2014	Remuneration Committee Meeting	1. Review 2013 proposal for the distribution of directors' remuneration and employee bonus 2. Review 2014 proposal for the salary Increment of employees
Mar. 17, 2014	Remuneration Committee Meeting	1. Review 2013 plan for the distribution of directors' remuneration and employee bonus 2. Review 2014 plan for the related salary of employees
Aug. 12, 2013	Remuneration Committee Meeting	1. Review 2012 proposal for the distribution of directors' remuneration and employee bonus 2. Review 2013 proposal for the salary Increment of employees
Apr. 1, 2013	Remuneration Committee Meeting	1. Review 2012 plan for the distribution of directors' remuneration and employee bonus 2. Review 2013 plan for the related salary of employees
Aug. 23, 2012	Remuneration Committee Meeting	1. Review 2011 proposal for the distribution of directors' remuneration and employee bonus 2. Review 2012 proposal for the salary Increment of employees
Mar. 15, 2012	Remuneration Committee Meeting	1. Review 2011 plan for the distribution of directors' remuneration and employee bonus 2. Review 2012 plan for the related salary of employees

C. Information about the members of the Nomination Committee and its operation information: Not Applicable

2.3.6 Promotion of Sustainable Development - Implementation Status and Deviations from the Sustainable Development Best Practice Principles for WSE/TPEx Listed Companies and the Reasons

As an international company, Dimerco not only pursues business development, but also strives to make the greatest effort for the sustainable development of the Earth, reducing carbon emissions and energy consumption generated by shipping. In addition to minimizing the emissions and energy consumption generated during shipping to reduce our impact on the Earth, Dimerco share and provide feedback to improve our living environment, and hold ourselves to the highest professional and ethical standards, providing feedback to all customers and investors who trust Dimerco.

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary description	
1. Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board? (The TWSE/TPEx listed company shall report the implementation status. This is not a comply- or-explain provision.)	V		1. In pursuit of sustainable development goals, to strengthen corporate sustainability governance, and to fulfill corporate social responsibility, Dimerco formally established the Sustainability Development Committee on November 12, 2024, in accordance with the Sustainable Development Best Practice Principles. The committee, formerly known as the ESG Steering Committee, had already been convening four times a year since 2022, with a 100% attendance rate. It operates under the authority of the Board of Directors. The committee consists of three members, all appointed by resolution of the Board. It is required to convene at least once per year, with additional meetings held as needed. Its primary responsibilities include:	

			• Formulating, promoting, and strengthening the Company's sustainability-related policies, annual plans, and strategies • Reviewing, monitoring, and revising the execution and effectiveness of sustainability plans • Overseeing the disclosure of sustainability-related information and reviewing the content of the Sustainability Report • Supervising the implementation of the Company's Sustainable Development Code and other sustainability-related tasks as resolved by the Board of Directors • Reporting annually to the Board of Directors, including updates on the progress of sustainability initiatives, the preparation of the Sustainability Report, and the Company's future direction in sustainability development 2. To promote the organization to implement carbon reduction and sustainable work, the ESG Steering Committee specially established the "Greenhouse Gas Inventory Promotion Organization", the structure of which is as shown above. The ESG Committee for Energy Saving & Carbon Emission Reduction convenes and manages the overall strategic direction, and approves the release of the annual GHG inventory project and report; the Executive Secretary is served by Business Development & Coordination of the Central Service Center (CSC), which is mainly responsible for	

			supervising, providing various resources required for the implementation of GHG inventory, coordinating relevant departments to cooperate with information collection operations, and assigning the establishment of an internal audit team; The inventory team leader of each group is appointed by the relevant departments to assist the Executive Secretary in coordinating the GHG inventory operation, which is an important role in charge of the collection, compilation, filing, and archiving of the inventory records, and the Inventory Committee is responsible for providing the data and corroborating information required by the team leader.	

3. The ESG Steering Committee authorized by the Board of Directors of Dimerco Group is the top management of climate

No.	Name of Company	Name of Site	Ownership	Address
1	DIMTW	Taipei Branch	Self-owned	11 and 12-1 F., No. 160, Sec. 6, Min Chuan E. Rd., Neihu Dist., Taipei City 114, Taiwan
2		Taoyuan Airport Office	Lease	Rm. T4005, 4F., No. 101, Hangxiang Rd., Dayuan Dist., Taoyuan City 337, Taiwan
3		TACT Logistics Office	Lease	3F., No. 10-1, Hangqin N. Rd., Dayuan Dist., Taoyuan City 337, Taiwan
4		Hsinchu Office	Lease	7F-1, No. 38, Tai-Yuen St., Zhubei City, Hsinchu County 302, Taiwan
5		Taichung Office	Lease	12F-8, No. 201, Sec. 2, Wenxin Rd., Xitun Dist., Taichung City 407, Taiwan
6		Kaohsiung Branch	Lease	6F-3, No. 110, Sanduo 4th Rd., Lingya Dist., Kaohsiung City 802, Taiwan
7	DFSTW	Taipei Branch	Self-owned	11F.-1, No. 160, Sec. 6, Minquan E. Rd., Neihu Dist., Taipei City 114, Taiwan
8		Taichung Office	Lease	12F.-8, No. 201, Sec. 2, Wenxin Rd., Xitun Dist., Taichung City 407, Taiwan
9		Kaohsiung Branch	Lease	6F-2, No. 110, Sanduo 4th Rd., Lingya Dist., Kaohsiung City 802, Taiwan

Note: The address of the Taipei Branch includes 11th floor and 12-1th floor, of which the 11th floor is the main address.

change-related issues and sustainable management and performs the supervision and management responsibilities of the sustainable development of the Group (including the company). ESG Committee for Energy Saving & Carbon Emission Reduction is established under the ESG Steering Committee, which is jointly established by the Business Intelligence Technology (BIT) Department, Central Service Center (CSC) and Internal Audit (IA) Department of the Dimerco Group. The key work is to focus on sustainable logistics services, supply chain negotiation and carbon reduction operations. The organizational structure of the Group's sustainable development promotion is shown above.

2. Does the company conduct risk

V

1. Dimerco started since 2023 on GHG emissions calculation

assessments of environmental, social and corporate governance (ESG) issues related to the company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies? (Note 2) (The TWSE/TPEx listed company shall report the implementation status. This is not a comply- or-explain provision.)			including not only Airfreight but also Ocean Freight forwarder services. 2. The base year is 2023, with a period from January 1, 2023, to December 31, 2023. The setting of reporting boundaries is mainly based on ISO 14064-1:2018 (Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals). GHG emissions can be aggregated into six categories at the organizational level. Furthermore, the criteria for the significance of indirect emissions will be applied and documented to determine which indirect emissions to include in the GHG inventory, in accordance with the anticipated purpose of use, the availability and integrity of data, and the proportion of emissions. 3. For the significant indirect emissions, the emission sources concerned by the main intended users (i.e. the company's clients) shall be the essential inventory categories (goods transportation). The identification subcategories mainly include purchased electricity, goods transportation, business travel, purchased electricity upstream indirect emissions, fuel emissions from forklift (excluded from category 1).	
3. Environmental Issues (1)Has the Company set an environmental management system designed to industry characteristics?	V		Dimerco has achieved international standards ISO 14001 and ISO 45001 in 2022 for its environmental management and occupational health and safety management systems for its subsidiary in China. With the ongoing commitment to carbon reduction and sustainability, in 2023, Dimerco's environmental initiatives have been recognized as well with a B- score by the Carbon Disclosure Project (CDP), indicating an above-average performance in the intermodal transport and logistics sector, both in Asia and globally.	

			Besides, Dimerco not only improves its environmental performance through more efficient use of resources and reduction of waste but also proves ongoing commitment to its loyal workforce with mutual growth between the company and its employees worldwide by receiving Great Place to Work (GPTW) recognition in China, Hong Kong, Singapore, Taiwan, USA and Vietnam in 2021, and also Thailand in 2022.	

广东中之鉴认证有限公司

环境管理体系认证证书

NO：20700222E10073R0S

故证明

中非行国际货运代理（上海）有限公司东莞分公司

注册地址：东莞市南城区鸿福路200号第一国际汇一城3号办公楼2003（仅限注册）
办公地址：东莞市南城街道东莞大道南城段428号寰宇汇金中心9栋1单元2803室
统一社会信用代码：91441900669856265R

建立的环境管理体系符合标准：

GB/T 24001-2016 / ISO14001:2015

通过认证范围如下：

空运、海运货物代理服务及相关管理活动

颁证日期：2022年5月26日

本证书有效期自2022年5月26日始至2025年5月31日

获证组织必须定期接受监督审核并获得合格此证书方继续有效

公司代表（签名）

Item	Implementation status			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary description	
(2) Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	V		Dimerco has achieved automated workflows through a secure cloud system, reducing unnecessary paperwork between internal departments, agents, operators, and customers. We are a leader in the IATA e-AWB project, committed to end-to-end paperless air cargo transportation processes. Due to significant differences in cost and carbon emissions between transportation modes such as air, sea, rail, and road, Dimerco has promoted green logistics solutions aimed at changing existing freight methods and choosing environmentally friendly transportation. Additionally, the company plans to integrate all transportation systems through its patented CYM® (Consolidated Yield Management) system (Patent No. I 505230) to reduce carbon footprints. In addition, Dimerco has been implementing energy-saving measures in its office environments for many years, including replacing traditional fluorescent lamps with LED energy-saving lamps at its operational units in Taiwan. This measure has now been fully implemented and a temperature control measure of 25°C has been implemented worldwide. Through the implementation of GHG inventory in 2024, the foundation of the pathway for CO2 reduction will be laid. Dimerco sets a goal of	

			reducing the total emissions of Scope 1 and 2 by 30% in 2030, and use 100% renewable energy for the electricity purchased by the office in 2050.	
(3) Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?	V		Since 2022, Dimerco has started working with consulting companies to evaluate potential risks and opportunities, as well as the corresponding measures that will be taken in the future. Dimerco implements GHG inventory in accordance with ISO 14064-1:2018 and sets reporting boundaries. Subsequently, through established base year setting, recalculation procedures, and identification principles of significant indirect emission sources, the selection of base year is completed and the scope of indirect emission sources is established. Simultaneously, activity data collection and data management procedures have been followed and emission factors have been selected to calculate emissions. After the inventory is established, the information will be archived and disclosed to intended users while the inventory will be used for subsequent promotion of GHG reduction.	

GHG Comparison between Y2021 and Y2022

GHG Protocol Scope	ISO14064-1:2018 Category	Emission Source	Activity /Facility	Dimerco TW, SHA, HKG & SG Air BUs' Emissions (tCO_2)				
				Y2021 Total of Emission Category	Proportion(%)	Y2022 Total of Emission Category	Proportion(%)	Y2022 vs. Y2021 +/-
Scope 1	Category 1	Direct GHG emissions and removals		215.276	0.15%	208.115	0.18%	-3.33%
Scope 2	Category 2	Indirect GHG emissions from imported energy		271.968	0.19%	285.748	0.24%	5.1%
Scope 3	Category 3 Indirect GHG emissions from transportation	Emissions from upstream transport	Purchasing for Packaging Consumables	142,548.59	99.52%	117,795.96	99.40%	-17.364%
			Purchasing for General Consumables					
		Logistics Transportation	Land Transport					
			Air Freight					
		Business Travel	Aircraft					
			High-Speed Rail					
			Railway					
	Category 4	Indirect GHG emissions from products used by organization		203.582	0.14%	211.801	0.18%	4.037%
Total CO_2e				143,239.41	100%	118,501.62	100%	-11.59%

(4) Did the company collect data for the past two yearson greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	V		In 2024, the Group completed the greenhouse gas inventory and verification for its air and sea transportation operations in the Taiwan region for the year 2023. Since 2023, the Group has also adopted the EcoTransIT World system, certified by the international organization Smart Freight Centre (SFC), to calculate carbon emissions from air, sea, and land transportation. This approach aligns with the Global Logistics Emissions Council (GLEC) framework and complies with the GHG Protocol (Corporate Standard) requirements.	
4. Social Issues (1)Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	V		The Company has completed the formulation of its Human Rights Policy in both Chinese and English, which has been formally signed by the Chairman. The ongoing Human Rights Policy focuses on five key areas: Respect for Individuals, Workplace Equality, Health, Safety, and Security, Prohibition of Harassment and Discriminatory Treatment, and Protection of Privacy and Confidential Information. The Company will	

			continue to review and enhance the policy to ensure its comprehensiveness, aiming to provide the highest level of human rights protection for all stakeholders.	
(2)Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?	V		Dimerco has established a comprehensive compensation and rewards policy along with a structured system, overseen by a Remuneration Committee to ensure fairness and transparency in its reward mechanisms. Upholding the principle of equal employment opportunity, the Company guarantees that compensation practices are free from discrimination based on race, religion, gender, age, marital status, or any other personal background. Salary determination and annual adjustments are carried out in accordance with the Company's Salary Adjustment Guidelines, taking into account multiple objective factors such as national inflation rates, the Company's overall profitability, individual performance, market trends, and industry salary benchmarks. This approach balances internal equity and external competitiveness, enhancing overall employee satisfaction and organizational cohesion. While striving for economic growth, we also place strong emphasis on the physical and mental well-being of our employees. The Company provides health check-ups and group insurance benefits that exceed the requirements of the Occupational Safety and Health Act and Labor Health Protection Regulations. In accordance with labor laws, an Employee Welfare Committee has been established to manage employee welfare and related activities. Committee members are elected by employees and are regularly re-elected. Quarterly Labor-Management Meetings (four times annually) are held to report on hiring status, communicate company policies, and discuss labor-related issues. To promote work-life balance and employee engagement, Dimerco also offers travel subsidies, various allowances for marriage, bereavement,	

			childbirth, and hospitalization, as well as holiday bonuses, gift vouchers, and birthday gifts. The Company regularly organizes activities such as sports days, family days, annual year-end banquets, and departmental gatherings, all aimed at enhancing employee well-being and fostering a strong sense of unity among colleagues.	
(3)Does the Company provide employees with a safe and healthy working environment, and implementregular safety and health education for employees?	V		Dimerco is committed to building a safe working environment and minimizing occupational health and safety risks, while also prioritizing employees' physical and mental well-being and disease prevention. A variety of health promotion and training programs are provided to support these goals. In 2024, there were no aviation safety incidents or road accidents, and the fatality rate among full-time and part-time employees during duty remained at zero. The Total Recordable Incident Rate (TRIR) was 1.666, with only four commuting-related traffic accidents, a slight increase compared to 2023. In response, the Company has strengthened safety awareness campaigns for commuting and offers on-site medical services, aiming to reduce such incidents in the future. In accordance with the Occupational Safety and Health Education and Training Regulations, the Company also conducts regular general safety and health education sessions. New employees are required to complete safety training upon onboarding, while existing employees undergo refresher training every three years. Additionally, various safety and health-related training sessions and seminars are held annually. Topics include risk assessment, hazardous materials handling, security control and dangerous goods identification, suspicious package and explosive detection, and information security.	

(4)Has the Company established effective career development training programs for employees?	V		The Company places great importance on talent development and holistic learning by offering a wide range of internal and external training programs and seminars, covering professional knowledge, soft and technical skills, leadership and management, as well as life education. In 2023, Dimerco conducted over 30 online and in-person courses, including 14 external and 19 internal training sessions, with a total of 683 participants. In 2024, the Company again delivered over 30 training sessions, comprising 16 external and 16 internal courses, with a total of 636 participants. In addition, Dimerco has established several talent development initiatives and programs, including the Global Talent Development Program, Internal Trainer Program, International Manager Program, and Succession Planning Program, providing employees with both breadth and depth in career development opportunities and ensuring the right talent is placed in the right roles.	
(5) Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?	V		The company has a dedicated customer service team to promptly address customer complaints and ensure efficient operations for delivering excellent service quality. Through Electronic Data Interchange (EDI) and problem-solving capabilities, Dimerco is able to transmit electronic information of goods to agents, airlines, transportation companies, and customers. This exchange of information enhances data accuracy, improves efficiency for users, and reduces resource waste, such as paper and electricity consumption associated with fax communication.	
(6) Has the company formulated supplier managementpolicies requiring suppliers to comply with relevant regulations on	V		When entering into contracts with suppliers, our company includes compliance with labor laws and avoidance of environmental hazards as necessary declaration items. We require suppliers to commit to relevant corporate social responsibility policies and establish provisions for	

issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?			damages and compensation. In the event of supplier violations that significantly impact the environment and society, we reserve the right to terminate or dissolve the contract at any time.	
5. Does the company refer to international reporting standards or guidelines when preparing its sustainability report and other reports disclosing non-financial information? Does the company obtain third party assurance or certification for the reports above?	V		Dimerco received ISO 14064-1 certification in 2022 under rigorous third-party verification by DNV, which gave us the highest possible rating for adherence to the GHG measurement standards. (verified categories as below) Besides, the ESG Committee has started at the end of 2023 on the planning of verified Sustainability Report, which targeted to be released in 2025.	

Direct Emissions: 50.194 tons CO2e
Imported Energy Indirect Emissions: 74.552 tons CO2e
Quantification of the other indirect emissions:

Category	Subcategory	Tons CO_2e
Indirect GHG emissions from transportation	Upstream transportation and distribution- consumables for logistics (packaging materials)	0.450
	Upstream transportation and distribution- office supplies (drinking water and paper)	0.414
	Logistics cargo transportation - truck	208.137
	Logistics cargo transportation - air freight	58,566.246
	Business travel	0.125
Indirect GHG emissions from products used by organization	Purchased goods and services	65.607
	Fuel-and-energy-related activities (not included in Scope 1 or 2)	26.045

DNV

Independent assurance statement

Statement No.: CO2-DNV-2021-2470-TWN-ORM
Issued date: 25 October, 2022
Page 1 of 3

This is to verify intimate reporting of Greenhouse Gas Inventory Management Report (2021) of

DIMERCO EXPRESS CORPORATION

Scope of Verification
DNV Business Assurance (DNV) has been commissioned by DIMERCO EXPRESS CORPORATION to perform a verification of its Greenhouse gas assertion of Greenhouse Gas Inventory Management Report (2021) (hereafter the "Inventory Report") with respect to the sites:

Site	Address
Taipei branch	10710 2F, No.300, Sec. 4, Min Chuan E. Rd, Neihu Dist., Taipei City 11493, Taiwan
Taoyuan branch	3F, No.1, Section 1, Fuxing Road, Taoyuan City, Taoyuan District, Taoyuan, Taiwan
Office in TAO	3F, No. 10-1, Kangjhih St Rd, Taoyuan Dist, Taoyuan City, Taiwan
Office in Hsinchu	No. 1, Fl. No. 28, Taiyuan St., Zhubei City, Hsinchu County, Taiwan
Office in Kaohsiung	12F, B No. 192, Sec. 1, Minsheng Rd, Nanzi Dist., Kaohsiung City, Taiwan
Kaohsiung branch	8F, B No. 192, Sanjiao RD N.E, Lingya Dist., Kaohsiung City, Taiwan

Based on the Inventory Report, the Greenhouse Gas Inventory Management Report (2021) of DIMERCO EXPRESS CORPORATION, was pre-determined criteria for significance of indirect emissions, comprising the criteria of the GHG inventory:

Category	Subcategory	Boundary
Indirect GHG emissions from transportation	Upstream transportation and distribution	Consumables for logistics (packaging materials) and office supplies (drinking water and paper); Upstream emissions of fuels, used for logistics cargo transportation (truck and air freight)
	Logistics cargo transportation	Transportation by truck and aircraft (exportimport) based on all the customer's goods
	Business travel	Business travel by transportation of employees for business related activities by aircraft, train and bus
Indirect GHG emissions from products used by organization	Purchased goods and services	Upstream emissions of paper, drinking water, handoff service
	Fuel-and-energy-related activities (not included in Scope 1 or 2)	Upstream emissions of fuels purchased fuel and electricity production

Verification Criteria and GHG Programme
The verification was performed on the basis of ISO 14064-3:2019. The verification was conducted in accordance with ISO 14064-3:2019, ISO 14064-2:2019 and ISO 14064-1:2006.

Verification Statement
The Inventory Report (the Inventory Report (2021), which was published on 04 Oct, 2022(ver. 0), is free from material discrepancies in accordance with the verification criteria identified as stated above. The opinion is decided based on the following:
- For the Direct GHG emissions and Indirect GHG emissions from imported energy, the reliability of the quantification of GHG emissions that are real, transparent and measurable.
- For the other indirect GHG emissions, the involved information was verified and tested using agreed upon procedures, stated in Inventory Report.

Celine Wang
GHG Verifier

Place and date:
Taipei, 25 October, 2022

For the Lloyd's Register Quality Assurance Co.,Ltd.
DNV, No. 201 Sec. 2, Beishin Rd., Shindian Dist., New Taipei City 231, Taiwan

Management Representative

This certificate remains the property of Lloyd's Register Quality Assurance Co.,Ltd. Use of fulfilment of conditions as set out in the certification agreement may render this certificate invalid. The validity of this certificate may be confirmed by telephone, fax or e-mail with the issuing office. Lloyd's Register Quality Assurance Co.,Ltd. cannot guarantee the accuracy of information or data provided. LRQA - Lloyd's Register Quality Assurance Co.,Ltd. is a company with independent operations. Registered office: 1 Trinity Park, Bickenhill Lane, Birmingham B37 7ES, United Kingdom. Registered number: 08126509.
www.lrqanet.com Rev.0, Sep-2, 2021-1

DNV

Statement No.: CO2-DNV-2021-2470-TWN-ORM
Place and date: Taipei, 25 October, 2022
Page 3 of 3

Supplement to Statement

Process and Methodology
The Inventory Report (the Inventory Report and the subsequent follow-up interviews have provided DNV with sufficient evidence to determine the fulfilment of stated criteria. The Inventory Report correctly complies with the requirement of ISO 14064-1:2018.

Organizational Boundary of Verification
Operational Boundary of Greenhouse Gas Emissions
Based on the Inventory Report, on 07 January, 2021 to 31st December, 2021, it is DNV's opinion that the Inventory Report results in quantification of GHG emissions that are real, transparent and measurable.

Organizational Boundary of Verification
☐ Financial Management Control ☑Operational Management Control ☐Equity Share

GHGs Verified
☑CO_2 ☑CH_4 ☑N_2O ☑$HFCs$ ☑$PFCs$ ☑SF_6 ☑NF_3

Direct Emissions: 50.194 tons CO2e
Imported Energy Indirect Emissions: 74.552 tons CO2e
Quantification of the other indirect emissions:

Category	Subcategory	Tons CO_2e
Indirect GHG emissions from transportation	Upstream transportation and distribution- consumables for logistics (packaging materials)	0.450
	Upstream transportation and distribution- office supplies (drinking water and paper)	0.414
	Logistics cargo transportation - truck	208.137
	Logistics cargo transportation - air freight	58,566.246
	Business travel	0.125
Indirect GHG emissions from products used by organization	Purchased goods and services	65.607
	Fuel-and-energy-related activities (not included in Scope 1 or 2)	26.045

** Unless other indicated, the Indirect Emissions was calculated based on 2021 electricity emission factor of 0.509 kg CO_2 e/kWh. The Global Warming Potential (GWP) defined in IPCC AR5 (2014) has been chosen.*

Verification Opinion
☑ Positive
☐ Modified
☐ Adverse

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www.lrqanet.com Rev.0, Sep-2, 2021-1

6. If the Company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, please describe any deviation from the principles in the Company's operations: NA

7. Other important information to facilitate better understanding of the company's promotion of sustainable development: NA

Climate-Related Information:

1. Implementation of Climate-Related Information

Item	Implementation status
1. Describe the board of directors' and management's oversight and governance of climate-related risks andopportunities. 2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of thebusiness (short, medium, and long term). 3. Describe the financial impact of extreme weather events and transformative actions. 4. Describe how climate risk identification, assessment, and management processes are integrated into the overall riskmanagement system. 5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions,analysis factors and major financial impacts used should be described. 6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicatorsand targets used to identify and manage physical risks and transition risks. 7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated. 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. 9. Greenhouse gas inventory and assurance status (separately fill out in point 1-1 and 1-2 below).	The Sustainability Committee authorized by the Board of Directors (BOD) of Dimerco Group is the top management of climate change-related issues and sustainable management and performs the supervision and management responsibilities of the sustainable development of the Group (including the company). The committee coordinates with related departments and reports to BOD on annual base. ESG Committee for Energy Saving & Carbon Emission Reduction is established under the Sustainability Committee, which is jointly established by the Business Intelligence Technology (BIT) Department, Central Service Center (CSC) and Internal Audit (IA) Department of the Dimerco Group. The key work is to focus on sustainable logistics services, supply chain negotiation and carbon reduction operations. Through the implementation of GHG inventory in 2023, the foundation of the pathway for CO2 reduction will be laid. With the base year of 2021, Dimerco sets a goal of reducing the total emissions of Scope 1 and 2 by 30% in 2030, and use 100% renewable energy for the electricity purchased by the office in 2050. The inventory and verification of 2022 along with the inventory of 2023 are as below in details.

1-1. Greenhouse Gas Inventory and Assurance Status

1-1-1 Information on Greenhouse Gas inventory

[Inventory of 2021] Organizational Boundaries: Dimerco Express Corporation - Airfreight Bases in Taiwan Scope 1: 50.194 Ton CO_2e；Density: 0.011 Ton CO_2e/NTD Million Scope 2: 74.552 Ton CO_2e；Density: 0.016 Ton CO_2e/ NTD Million Scope 3: 58,867.025 Ton CO_2e **[Inventory of 2022]** Organizational Boundaries: Dimerco Express Corporation - Airfreight Bases in Taiwan Diversified Freight System Corporation - Ocean Freight Bases in Taiwan Scope 1: 48.498 Ton CO_2e；Density: 0.02 Ton CO_2e/ NTD Million Scope 2: 98.496 Ton CO_2e；Density: 0.04 Ton CO_2e/ NTD Million Scope 3: 59,004.993 Ton CO_2e **[Inventory of 2023]** Organizational Boundaries: Dimerco Express Corporation - Airfreight Bases in Taiwan Diversified Freight System Corporation - Ocean Freight Bases in Taiwan Scope 1: 58.518 Ton CO_2e；Density: 58.518 Ton CO_2e/ NTD Million Scope 2: 130.621 Ton CO_2e；Density: 0.1 Ton CO_2e/ NTD Million Scope 3: 48,002.077 Ton CO_2e

1-1-2 Information on Greenhouse Gas Assurance

Below shown information of Dimerco Express Corporation verified by Det Norske Veritas (DNV) in 2022 for the 2021 Inventory of CO2 Emission from its Airfreight Bases in Taiwan. Scope 1: For the Direct GHG emissions, the reliability of the information within the Inventory Report (2021) were verified with reasonable level of assurance. Scope 2: For the Indirect GHG emissions from imported energy, the reliability of the information within the Inventory Report (2021) were verified with reasonable level of assurance.

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

With the base year of 2023, Dimerco sets a goal of reducing the total emissions of Scope 1 and 2 by 30% in 2030, and use 100% renewable energy for the electricity purchased by the office in 2050. The concrete initiatives include Dimerco's significant environmental challenge on Jun. 17, 2023 to remove 100+ kgs of the invasive plant species Mikania micrantha, commonly known as "Mile a minute," from the Wugu Wetland Ecological Park, a nationally important area known for its high biodiversity sensitivity. Continuing its commitment to sustainability, the Group once again collaborated with the Society of Wilderness on August 10, 2024, to organize a river cleanup event at Zhumeikeng Creek in Zhuwei, Tamsui. A total of 352.3 kilograms of waste was successfully collected and sorted. The event was deliberately scheduled outside of migratory bird nesting months to avoid disturbance, demonstrating a hands-on effort to protect the Earth and safeguard river and marine ecosystems. And started planning in 2023, Dimerco has aligned ESG goals with Cathay's vision on its Corporate Sustainable Aviation Fuel (SAF) Program in Jan., 2024, to support the earth with practical action on reduction of greenhouse gas emissions associated with aviation, and keep improving towards the reduction goal.

Basic information of the company	Minimum required disclosure under the Sustainable Development Roadmap for TWSE/TPEx Listed Companies:
□ Capital of NT$10 billion or more, iron and steel industry, or cementindustry □ Capital of NT$5 billion or more but less than NT$10 billion ☑ Capital of less than NT$5 billion	□ Inventory for parent company only □ Inventory for all consolidated entities □ Assurance for parent company only □ Assurance for all consolidated entities

Scope 1	Total emissions (Metric tons CO2e)	Intensity (Metric tons CO2e / NT$ 1 million)(Note 2)	Assurance body	Description of assurance status (Note 3)
Dimerco Express Corporation	50.194	0.011	Det Norske Veritas (DNV)	For the Direct GHG emissions, the reliability of the information within the Inventory Report (2021) were verified with reasonable level of assurance.
Subsidiary(ies)_				
(Note 1)				
Total	50.194	0.011		
Scope 2	Total emissions (Metric tons O2e)	Intensity (Metric tons CO2e / NT$ 1 million)(Note 2)	Assurance body	Description of assurance status (Note 3)
Dimerco Express Corporation	74.552	0.016	Det Norske Veritas (DNV)	For the Indirect GHG emissions from imported energy, the reliability of the information within the Inventory Report (2021) were verified with reasonable level of assurance.
Subsidiary(ies)_				
(Note 1)				
Total	74.552	0.016		
Scope 3	58,867.025			

2.3.7 Ethical Corporate Management – Implementation Status and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons

Evaluation Item	Implementation status (Note))			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary description	
1. Establishment of ethical corporate management policies and programs (1) Does the company have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethicspolicy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?	V		(1) To comply with relevant international standards and ensure the safety of employees' working environment, as well as protect and respect their rights and interests, our company has established a "Corporate Social Responsibility Policy" and an "Environmental Policy" that are implemented across all global subsidiaries. The related information disclosure can be found on our external website at www.dimerco.com. Our company is committed to integrating corporate social responsibility into various aspects of operations, including company policies, internal management models, implementation procedures, and educational training plans. We also conduct audits and management of suppliers and outsourcing contractors to maximize the benefits for customers and relevant stakeholders. Regular and ad hoc educational training and awareness initiatives are provided, and a clear system of	Compliant with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.

			rewards and punishments is established.	
(2) Whether the company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates, within a business context, the business activities witha higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPE Listed Companies?	V		(2)The company provides regular and ad hoc educational training and awareness programs to employees, covering various topics.	
(3) Does the company clearly set out the operating procedures, behavior guidelines, and punishment and appeal system for violations in the unethical conduct prevention program, implement it, and regularly review and revise the plan?	V		(3)The company's corporate headquarters has a part-time unit dedicated to promoting corporate social responsibility. This unit provides various suggestions and feedback to relevant departments at the end of the year, authorizing them to evaluate and review response strategies. The initiatives are then implemented in the following year in alignment with established goals and projects, and periodic reports are submitted to the board of directors. The company's governance objective is to balance the interests of stakeholders, including "society" as an important stakeholder. Considering corporate governance and operational goals, the company has established a reasonable compensation policy, with corporate social responsibility being one of the indicators.	

2. Ethical Management Practice				Compliant with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
(1) Does the company assess the ethics records of those it has business relationships with and include ethical conduct related clauses inthe business contracts?	V		(1) Section 5.2 of Chapter 1 in the company's employee handbook provides detailed guidelines that the company's business activities should avoid engaging any dishonest or unethical behavior.	
(2) Has the company set up a dedicated unit to promote ethical corporate management under the board of directors, and does it regularly (at least once a year) report to the board of directors onits ethical corporate management policy and program to preventunethical conduct and monitor their implementation?	V		(2) The company emphasizes the importance of ethical business practices and has established a dedicated unit within the group office to promote and oversee the implementation of ethical business management. This unit is responsible for formulating and implementing policies and preventive measures related to ethical business practices and regularly reports to the board of directors.	
(3) Has the company established policies to prevent conflict of interests, provided appropriate communication and complaint channels, and properly implemented such policies?	V		(3) The company has outlined in Section 5.4.7 of the employee handbook the establishment of a policy to prevent conflicts of interest and the provision of appropriate channels for disclosure.	

(4) Does the company have effective accounting and internal controlsystems in place to enforce ethical corporate management? Doesthe internal audit unit follow the results of unethical conduct riskassessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside accountantsto perform the audits? (5) Does the company provide internal and external ethical corporate management training programs on a regular basis?	V V		(4) The company carries out an annual internal audit plan to assess and monitor areas for improvement, and submits the annual audit report to the Board of Directors. (5) Please refer to Labor Relations.	Compliant with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
3. Implementation of Complaint Procedures (1)Has the company established specific whistle-blowing and rewardprocedures, set up conveniently accessible whistle-blowing channels, and appointed appropriate personnel specifically responsible for handling complaints received from whistle- blowers? (2) Has the company established standard operation procedures for investigating the complaints received, follow-up measures takenafter investigation, and mechanisms ensuring such complaints are handled in a confidential manner? (3) Has the company adopted proper measures to protect whistle- blowers from retaliation for filing complaints?	V		The company has established a reporting channel and a disciplinary and grievance system for violations of integrity and business ethics, as outlined in Chapter 5, Section 4.11 of the employee handbook.	Compliant with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.

4. Strengthening Information Disclosure Does the company disclose its ethical corporate management policiesand the results of their implementation on its website and the MarketObservation Post System (MOPS)?	V		A dedicated person is responsible for regularly and irregularly disclosing information related to the company's integrity and business ethics on the external website: http://www.dimerco.com.	Compliant with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
5. If the company has adopted its own ethical corporate management best practice principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, please describe any deviations between the principles and their implementation: Although the company has not established the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies," the Board of Directors of Dimerco Express Group has decided to establish an ethical framework called "Dimerco's Commitment to Ethics and Business Conduct" to detect and prevent any violations of the U.S. Foreign Corrupt Practices Act (FCPA) and other applicable anti-bribery laws. In accordance with this, Dimerco has adopted a clear company policy to prevent violations of the FCPA and establish standards and procedures for compliance by all Dimerco employees, consultants, and agents. These rules, included in our FCPA compliance program, serve to reasonably reduce the risk of violating the FCPA or other national anti-bribery laws. The Board of Directors of Dimerco has decided to establish the following policies as the foundation of its FCPA policy and implementation plan.				
6. Other important information to facilitate a better understanding of the status of operation of the company's ethical corporate management policies (e.g., the company's reviewing and amending of its ethical corporate management best practice principles): The company has established the "Code of Conduct for Ethics and Business Practices" policy. For detailed information, please refer to our company website at www.dimerco.com.				

2.3.8 Other Important Information Regarding Corporate Governance
Please go to our company website or public information observatory.

2.3.9 Internal Control System
Please refer to page 47 of the Chinese annual report.

2.3.10 Major Resolutions of Shareholders' Meeting and Board Meetings
Status of last shareholders' extempore meetings: 6th Jun 2024
1. Acceptance of the proposal on business report and financial accounts of year 2023
   Execution status: Approved by resolution.
2. Approval on the proposal of distribution of earnings surplus of year 2023.
   Execution status: Set the ex-dividend date as June 12th 2024 and the payable date is June 26th 2024 (Cash dividend per share is NT$ 6.).

Important resolutions of the board: 2025/3/12

Date	Item	Major resolutions	Matters listed in §14-3 of the Securities and Exchange Act	Opinions of independent directors and the company's handling of opinions	Board of Directors' resolutions
12 Mar 2025	2025 No 1	1. Recognized year 2024 internal audited report 2. Recognized year 2024 individual and consolidated financial statements and reports 3. Year 2024 retained earing distribution	V	None	Approved by the directors present without any objection.
10 Dec 2024	2024 No 6	Recognized year 2025 business plan and budget.		None	Approved by the directors present without any objection.
12 Nov 2024	2024 No 5	Recognized year 2024 Q3 audited financial statements and reports		None	Approved by the directors present without any objection.
12 Aug 2024	2024 No 4	Recognized year 2024 Q2 audited financial statements and reports		None	Approved by the directors present without any objection.
6 Jun 2024	2024 No 3	Approved Mr. Chien Wen-Li as Chairwoman by resolution.		None	Approved by the directors present without any objection.
12 May 2024	2024 No 2	1. Recognized year 2024 Q1 audited financial statements and reports 2. Determine the ex-right base date		None	Approved by the directors present without any objection.
13 Mar 2024	2024 No 1	1. Recognized year 2023 internal audited report 2. Recognized year 2023 individual and consolidated financial statements and reports 3. Year 2023 retained earing distribution	V	None	Approved by the directors present without any objection.
12 Dec 2023	2023 No 5	Implement treasury stock repurchase plan		None	Approved by the directors present without any objection.
8 Nov 2023	2023 No 4	Recognized year 2023 Q3 audited financial statements and reports		None	Approved by the directors present without any objection.
10 Aug 2023	2023 No 3	Recognized year 2023 Q2 audited financial statements and reports		None	Approved by the directors present without any objection.
10 May 2023	2023 No 2	1. Recognized year 2023 Q1 audited financial statements and reports 2. Determine the ex-right base date		None	Approved by the directors present without any objection.
15 Mar 2023	2023 No 1	1. Recognized year 2022 internal audited report 2. Recognized year 2022 individual and consolidated financial statements and reports 3. Year 2022 retained earing distribution	V	None	Approved by the directors present without any objection.
9 Nov 2022	2022 No 5	Recognized year 2022 Q3 audited financial statements and reports		None	Approved by the directors present without any objection.
12 Oct 2022	2022 No 4	Implement treasury stock repurchase		None	Approved by the directors present without any objection.

		plan			
9 Aug 2022	2022 No 3	Recognized year 2022 Q2 audited financial statements and reports		None	Approved by the directors present without any objection.
10 May 2022	2022 No 2	Recognized year 2022 Q1 audited financial statements and reports		None	Approved by the directors present without any objection.
17 Mar 2022	2022 No 1	1. Recognized year 2021 internal audited report 2. Recognized year 2021 individual and consolidated financial statements and reports 3. Year 2021 retained earing distribution	V	None	Approved by the directors present without any objection.
9 Dec 2021	2021 No 9	Recognized year 2022 business plan and budget.		None	Approved by the directors present without any objection.
9 Nov 2021	2021 No 8	Recognized year 2021 Q3 audited financial statements and reports		None	Approved by the directors present without any objection.
6 Aug 2021	2021 No 7	1. Recognized year 2021 Q2 audited financial statements and reports 2. Determine the ex-right base date		None	Approved by the directors present without any objection.
8 Jul 2021	2021 No 6	Approved Mr. Chien Yao-Huai continue as Chairman by resolution.		None	Approved by the directors present without any objection.
18 Jun 2021	2021 No 5	Announced the change of date and location for shareholder's meeting due to COVID-19 pandemic.		None	Approved by the directors present without any objection.
28 May 2021	2021 No 4	Determine ex-dividend base date		None	Approved by the directors present without any objection.
7 May 2021	2021 No 3	Recognized year 2021 Q1 audited financial statements and reports		None	Approved by the directors present without any objection.
15 Apr 2021	2021 No 2	1. Proposed and reviewed the candidates of directors and independent directors. 2. Proposal for a new share issue through capitalization of earnings		None	Approved by the directors present without any objection.
16 Mar 2021	2021 No 1	1. Recognized year 2020 internal audited report 2. Recognized year 2020 individual and consolidated financial statements and reports 3. Year 2020 retained earing distribution	V	None	Approved by the directors present without any objection.
17 Dec 2020	2020 No 6	Recognized year 2021 business plan and budget.		None	Approved by the directors present without any objection.
10 Nov 2020	2020 No 5	Recognized year 2020 Q3 audited financial statements and reports		None	Approved by the directors present without any objection.
10 Aug 2020	2020 No 4	Recognized year 2020 Q2 audited financial statements and reports		None	Approved by the directors present without any objection.
9 Jun 2020	2020 No 3	Determine the ex-right and ex-dividend base date		None	Approved by the directors present without any objection.
8 May 2020	2020 No 2	Recognized year 2020 Q1 audited financial statements and reports		None	Approved by the directors present without any objection.
20 Mar 2020	2020 No 1	1. Recognized year 2019 internal	V	None	Approved by the directors present without any objection.

		audited report 2. Recognized year 2019 individual and consolidated financial statements and reports 3. Year 2019 retained earing distribution			
16 Dec 2019	2019 No 6	Recognized year 2020 business plan and budget.		None	Approved by the directors present without any objection.
11 Nov 2019	2019 No 5	Recognized year 2019 Q3 audited financial statements and reports		None	Approved by the directors present without any objection.
8 Aug 2019	2019 No 4	Recognized year 2019 Q2 audited financial statements and reports		None	Approved by the directors present without any objection.
10 June 2019	2019 No 3	To determine the ex-right and ex-dividend base date		None	Approved by the directors present without any objection.
8 May 2019	2019 No 2	Recognized year 2019 Q1 audited financial statements and reports		None	Approved by the directors present without any objection.
20 Mar 2019	2019 No 1	1. Recognized year 2018 internal audited report 2. Recognized year 2018 individual and consolidated financial statements and reports 3. Year 2018 return earing distribution		None	Approved by the directors present without any objection.
11 Dec 2018	2018 No 6	Recognized year 2019 business plan and budget.		None	Approved by the directors present without any objection.
9 Nov 2018	2018 No 5	Recognized year 2018 Q3 audited financial statements and reports		None	Approved by the directors present without any objection.
6 Aug 2018	2018 No 4	Recognized year 2018 Q2 audited financial statements and reports		None	Approved by the directors present without any objection.
23 July 2018	2018 No 3	To determine the ex-right and ex-dividend base date		None	Approved by the directors present without any objection.
9 May 2018	2018 No 2	Recognized year 2018 Q1 audited financial statements and reports		None	Approved by the directors present without any objection.
15 Mar 2018	2018 No 1	1. Recognized year 2017 internal audited report 2. Recognized year 2017 individual and consolidated financial statements and reports 3. Year 2017 retained earing distribution	V	None	Approved by the directors present without any objection.
12 Dec 2017	2017 No 6	Recognized year 2018 business plan and budget.		None	Approved by the directors present without any objection.
8 Nov 2017	2017 No 5	Recognized year 2017 Q3 audited financial statements and reports		None	Approved by the directors present without any objection.
9 Aug 2017	2017 No 4	Recognized year 2017 Q2 audited financial statements and reports		None	Approved by the directors present without any objection.
3 Jul 2017	2017 No 3	To determine the ex-right and ex-dividend base date		None	Approved by the directors present without any objection.
15 May 2017	2017 No 2	Recognized year 2017 Q1 audited financial statements and reports	V	None	Approved by the directors present without any objection.
16 Mar 2017	2017 No 1	1. Recognized year 2016 audited financial statements and reports 2. Proposal for distribution of year 2016 earnings surplus. 3. Resolution for the date and issues of year 2016 annual shareholders	V	None	Approved by the directors present without any objection.

		meeting 4. Approval of year 2016 Internal Control Declaration Statement.			
12 Dec 2016	2016 No 6	1. Recognized year 2016 business plan and budget. 2. Recognized Treasury stocks transferring 3. Recognized the key audit matters		None	Approved by the directors present without any objection.
10 Nov 2016	2016 No 5	Recognized year 2016 Q3 audited financial statements and reports		None	Approved by the directors present without any objection.
8 Aug 2016	2016 No 4	Recognized year 2016 Q2 audited financial statements and reports		None	Approved by the directors present without any objection.
8 July 2016	2016 No 3	To determine the ex-right and ex-dividend base date		None	Approved by the directors present without any objection.
11t May 2016	2016 No 2	Recognized year 2016 Q1 audited financial statements and reports		None	Approved by the directors present without any objection.
17 Mar 2016	2016 No 1	Recognized year 2015 Q4 audited financial statements and reports	V	None	Approved by the directors present without any objection.

2.3.11 Major Issues of Record or Written Statements Made by Any Director or Supervisor Dissenting to Important Resolutions Passed by the Board of Directors

Not Applicable

Managerial participation in corporate governance-related education and training

Job Title	Name	Course Name	Organizer	Training Hours	Training Expense
Group Financial Controller	Chen, Ching-Chi	Continuous Education Program for Securities Industry Accountants in Listed Companies	Taiwan Accounting Research and Development Foundation	12	8,000
VP for Investment and Investor Relations Managements	Ruan, Yao-Chang	Corporate Governance and Securities Regulations	Taiwan Corporate Goverance Association	3	5,000
VP for Investment and Investor Relations Managements	Ruan, Yao-Chang	ESG Legal Issues for Board Consideration	Corporate Governance and Securities Regulations	3	5,000
VP for Investment and Investor Relations Managements	Ruan, Yao-Chang	Introduction and Discussion on Pillar II	Corporate Governance and Securities Regulations	3	5,000
VP for Investment and Investor Relations Managements	Ruan, Yao-Chang	Implementation and Management of Global Tax Compliance in Group Enterprises	Corporate Governance and Securities Regulations	3	5,000
Internal Audit Director	Chang, Li-Li	Digital Transformation of Internal Audit	Taiwan Institute of Internal Auditors	6	3,300
Internal Audit Director	Chang, Li-Li	Analysis of ESG Sustainability Policies and Net-Zero Emissions Regulations Impact on Financial Reports	Taiwan Accounting Research and Development Foundation	6	3,500
Internal Audit Director	Chang, Li-Li	Legal Overview and Internal Control Practices for Annual Reports, Sustainability Disclosures, and Financial Reports	Taiwan Accounting Research and Development Foundation	6	3,500
Assistant Internal Audit Manager	Tseng, Kuang-Chun	Power BI – Risk Assessment and Visualization Analysis	Taiwan Institute of Internal Auditors	6	3,500
Assistant Internal Audit Manager	Tseng, Kuang-Chun	Information Governance and Internal Control/Internal Audit (Personal Data, Trade Secrets Protection, and AI)	Taiwan Institute of Internal Auditors	6	3,000
Acting Asst. Group Controller, Central Service	Chen, Timg-Hsin	Continuous Education Program for Securities Industry Accountants in Listed Companies	Taiwan Accounting Research and Development Foundation	12	8,000

2.4 Information Regarding the Company's Audit Fee

2.4.1 Audit Fee

Unit: NTD thousand

Accounting Firm	Name of CPA		Period Covered by CPA's Audit	Audit Fee	Non-audit Fee	Total	Remarks
KPMG	Ms.Chang, Chun-I	Ms. Huang Tsai-Chuan	2024/1/1-2024/12/31	$4,370	$2,139	$6,509	1. Tax filing $1,105 2. Transfer pricing report/country-by-country report/master file report: $855 3. Advanced expenses $129 4. Salary information for full-time employees not holding supervisory positions $50

2.5 Replacement of CPA

A. Regarding the former CPA

Replacement Date	2024.12.31		
Replacement reasons and explanations	Due to internal rotation, the CPAs were changed from Ms. Chang, Chun-I and Kuang, Chun-Hsiu to Ms. Chang, Chun-I and Huang, Tsai-Chuan in Y2024.		
Describe whether the Company terminated or the CPA did not accept the appointment	Parties / Status	CPA	The Company
	Termination of appointment	N/A	N/A
	No longer accepted (continued) appointment	N/A	N/A
Other issues (except for unqualified issues) in the audit reports within the last two years	None		
Differences with the company	Yes	N/A	Accounting principles or practices
		N/A	Disclosure of Financial Statements
		N/A	Audit scope or steps
		N/A	Others
	None	N/A	
	Remarks/specify details:		
Other Disclosures (Items 1-4 to 1-7 of Paragraph 6 of Article 10 of this Code should be disclosed)	N/A		

B. Regarding the successor CPA

Name of accounting firm	KPMG
Name of CPA	Huang Tsai-Chuan
Date of appointment	2024.12.31
Consultation results and opinions on accounting treatments or principles with respect to specified transactions and the company's financial reports that the CPA might issue prior to the engagement.	None
Succeeding CPA's written opinion of disagreement toward the former CPA	None

C. Reply from the former accountant to matters in Item 1 and Item 2 of Article 10 No 6.: N/A

2.6 If the company's chairman, general manager, or manager responsible for financial or accounting affairs has worked for the certified public accountant's firm or its affiliated companies within the past year, his or her name, professional title, and employment position at the certified public accountant's firm or its affiliated company shall be disclosed: Not applicable

The Company's Chairman, Chief Executive Officer, Chief Financial Officer, and managers in charge of its finance and accounting operations did not hold any positions in the Company's independent auditing firm or its affiliates during 2024.

2.7 Equity transfers and changes in equity pledges of directors, managers and shareholders holding more than 10% of the shares in the most recent year and as of the publication date of the annual report

Unit: Share

Title	Name	2024		As of April 6, 2025	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
Chairwoman	Chien, Wen-Li	255,915	0	0	0
Director	Ruei Cheng Investment Ltd Representative: Chiou, Juin-Rong	47,268	0	0	0
Director	MEC Electronics Corporati Representative: Shih, Cheng-Sheng	0	0	0	0
Director	AGM INVESTMENT LTD Representative: Peng,Shi-Xiao	713,000	0	0	0
Independent Director	Chien, Yin-Fan	0	0	0	0
Independent Director	Ho,Chi-Ming	0	0	0	0
Independent Director	Chu,Chia-Cheng	129,488	0	0	0
President	Chiou, Jiun-Rung	0	0	0	0
Deputy General Manager	Chung, Hung-Chih	0	0	0	0
Group Financial Controller	Chen, Ching-Chi	0	0	0	0

A Shares Trading with Related Parties : N/A

B Shares Pledge with Related Parties: N/A

2.8 Disclosure of the top ten shareholders' shareholding ratio, who are related persons or relatives within a spouse or second-degree relationship.

Name	Shareholding		Spouse & Minor		Shareholding by Nominee Arrangement		The relationship between any of the Company's Top Ten Share holders		Remarks %
	Shares	%	Shares	%	Shares	%	Name	Relation	
AGM INVESTMENT LTD	8,144,038	5.79%	-	-	-	-	-	-	-
Representative --Peng,Shi-Xiao of AGM INVESTMENT LTD	-	-	-	-	-	-	-	-	-
MEC Electronics Corporation	7,643,579	5.43%	-	-	-	-	-	-	-
Universal Consulting Ltd. Representative –Yang, Wei-Yen of MEC Electronics Corporation	-	-	229,170	0.16%	-	-	-	-	-
Ruei Cheng Investment Ltd.	3,706,268	2.63%	-	-	-	-			-
Representative –Chien, Wen-Yi of Ruei Cheng Investment Ltd.	1,098,844	0.78%	-	-	-	-	Chien, Wen-Li-	Sister	-
Universal Consulting Ltd.	3,699,289	2.63%	-	-	-	-	Johnny Lee	Brothers	-
Representative –LEE DIONISIO JR Of UNIVERSAL CONSULTING LTD.	-	-	1,285,966	0.91%	-	-	-	-	-
Han,Shu-Ping	3,288,952	2.29%					Chien, Wen-Li- Chien, Wen-Yi	Mother -daughter	-
Mo Hsin Investment Ltd..	3,018,856	2.14%	-	-	-	-	-	-	-
Representative –Chou, Mu-Hao of Mo Hsin Investment Ltd.	-	-	-	-	-	-	-	-	-
HSBC Bank (Taiwan) Limited, as Custodian for the Cambria Emerging Shareholder Yield ETF Investment Account	2,530,176	1.80%	-	-	-	-	-	-	-
Su, Yu-Shin i	2,365,321	1.68%	-	-	-	-	-	-	-
Chien, Wen-Li	2,170,268	1.54%	175,988	0.13%	-	-	Han,Shu-Ping	Mother -daughter	
Deng Fu Ltd.	1,847,768	1.31%							
Representative –Johnny Lee of Deng Fu Ltd.			-	-	-	-	Lee Dionsion Jr	Brothers	

2.9 The number of shares held by the company, the company's directors, managers, and enterprises directly or indirectly controlled by the company in the same reinvested enterprise, is included in calculating the comprehensive shareholding ratio:

Unit: shares/ %

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors, Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
Diversified Freight System Corp.	1,200,000	99.99	0	0	1,200,000	99.99
Dimerco Express Holding Co. Ltd.	3,089,000	100.00	0	0	3,089,000	100.00
Dimerco International Logistics Corporation	1,000	100.00	0	0	1,000	100.00

Long-term investment that the company adopts the equity method.

III. Capital Overview

3.1 Capital and Shares

3.1.1 Source of Capital

A. Issued Shares

Unit: Share/NT$

Month/ Year	Par Value (NT$)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount (NT$ thousands)	Shares	Amount (NT$ thousands)	Sources of Capital	Capital Increased by Assets Other than Cash	Other
Aug 1985	10	1,000,000	10,000,000	1,000,000	10,000,000	Establishment of Company Registration	Nil	---
Aug 1994	10	2,500,000	25,000,000	2,500,000	25,000,000	Capital Replenishment by Cash 15,000,000	Nil	---
Aug 1997	10	20,000,000	200,000,000	7,500,000	75,000,000	Capital Replenishment by Earnings Surplus 5,000,000 Capital Replenishment by Cash 45,000,000	Nil	---
Nov 1997	10	20,000,000	200,000,000	19,000,000	190,000,000	Capital Replenishment by Cash 115,000,000	Nil	---
Jun 1998	10	30,000,000	300,000,000	26,500,000	260,500,000	Capital Replenishment by Earnings Surplus 20,500,000 Capital Replenishment by Cash 50,000,000	Nil	Remark 1
Aug 1999	10	35,000,000	350,000,000	31,700,000	317,000,000	Capital Replenishment by earnings surplus and capital reserves 56,500,000	Nil	Remark 2
Jan 2000	10	44,000,000	440,000,000	37,300,000	373,000,000	Capital Replenishment by Cash 56,000,000	Nil	Remark 3
Aug 2000	10	44,000,000	440,000,000	42,500,000	425,000,000	Capital Replenishment by earnings surplus and capital reserves 52,000,000	Nil	Remark 4
Nov 2001	10	62,000,000	620,000,000	49,000,000	490,000,000	Capital Replenishment by earnings surplus and capital reserves 65,000,000	Nil	Remark 5
Aug 2002	10	110,000,000	1,100,000,000	56,000,000	560,000,000	Capital Replenishment by earnings surplus and capital reserves 70,000,000	Nil	Remark 6
Aug 2003	10	110,000,000	1,100,000,000	66,000,000	660,000,000	Capital Replenishment by earnings surplus and capital reserves100,000,000	Nil	Remark 7
Jul 2004	10	118,000,000	1,180,000,000	72,500,000	725,000,000	Capital Replenishment by earnings surplus and capital reserves 65,000,000	Nil	Remark 8
Aug 2005	10	120,500,000	1,205,000,000	81,000,000	810,000,000	Capital Replenishment by earnings surplus and capital reserves 85,000,000	Nil	Remark 9
Sep 2005	10	1,238,417	12,384,170	82,238,417	822,384,170	First time conversion of overseas unsecured negotiable convertible bonds into common stock for 1,238,417 shares	Nil	Remark 10
Oct 2006	10	120,500,000	1,205,000,000	91,900,000	919,000,000	Capital Replenishment by earnings surplus and capital reserves 96,615,830	Nil	Remark 11
Oct 2007	10	120,500,000	1,205,000,000	100,200,000	1,002,000,000	Capital Replenishment by Earnings Surplus 83,000,000	Nil	Remark 12
Oct 2008	10	138,000,000	1,380,000,000	116,000,000	1,160,000,000	Capital Replenishment by Earnings Surplus 158,000,000	Nil	Remark 13
Oct 2009	10	138,000,000	1,380,000,000	123,000,000	1,230,000,000	Capital Replenishment by Earnings Surplus 70,000,000	Nil	Remark 14
July 2010	10	138,000,000	1,380,000,000	131,000,000	1,310,000,000	Capital Replenishment by Earnings Surplus 80,000,000	Nil	Remark 15
July 2011	10	138,000,000	1,380,000,000	135,000,000	1,350,000,000	Capital Replenishment by Earnings Surplus 40,000,000	Nil	Remark 16
Mar 2014	10	138,000,000	1,380,000,000	133,000,000	1,330,000,000	Write-off Treasury Stock 20,000,000	Nil	Remark 17
June 2014	10	138,000,000	1,380,000,000	131,000,00	1,310,000,000	Write-off Treasury Stock 20,000,000	Nil	Remark 18
Oct 2014	10	138,000,000	1,380,000,000	129,000,000	1,290,000,000	Write-off Treasury Stock 20,000,000	Nil	Remark 19
Sep 2018	10	138,000,000	1,380,000,000	126,000,000	1,260,000,000	Write-off Treasury Stock 30,000,000	Nil	Remark 20
Sep 2021	10	168,000,000	1,680,000,000	136,080,000	1,360,800,000	Capital Replenishment by Earnings Surplus 10,080,000	Nil	Remark 21
July, 2023	10	168,000,000	1,680,000,000	142,884,000	1,428,840,000	Capital Replenishment by Earnings Surplus 68,040,000	Nil	Remark 22

Remark 1: Approval no.:(1998)Tai Sai Zheng (one)No. 27451
Remark 2: Approval no.:(1999)Tai Sai Zheng (one)No. 63675
Remark 3: Approval no.:(1999)Tai Sai Zheng (one)No. 110263
Remark 4: Approval no.:(2000)Tai Sai Zheng (one)No. 58288
Remark 5: Approval no.:(2001)Tai Sai Zheng (one)No. 166245
Remark 6: Approval no.: Tai Sai Zheng (one)No. 0910143800
Remark 7: Approval no.: Tai Sai Zheng (one)No. 0920131682
Remark 8: Approval no.: Jing Guan Zheng (one)No. 09301314198
Remark 9: Approval no.: Jing Guan Zheng (one)No. 0940132104
Remark 10: Approval no.: Zheng Gui Jian (one)No. 0940201622
Remark 11: Approval no.: Zheng Gui Jian (one)No. 0950027470
Remark 12: Approval no.: Zheng Gui Jian (one)No. 0960203341
Remark 13: Approval no.: Zheng Gui Jian (one)No. 0970202178
Remark 14: Approval no.: Zheng Gui Jian (one)No. 0980202178
Remark 15: Approval no.: Zheng Gui Jian (one)No. 0990035003
Remark 16: Approval no.: Jing Guan Zheng (one)No. 1000032276
Remark 17: Approval no.: Jing Shou Shang No. 10301040870
Remark 18: Approval no.: Jing Guan Zheng (one)No. 10301109420
Remark 19: Approval no.: Jing Guan Zheng (one)No. 10301219720
Remark 20: Approval no.: Jing Shou Shang No. 107011111150
Remark 21: Approval no.: Jing Shou Shang No. 11001164720
Remark 22: Approval no.: Jing Show Shang No. 11230133310

B. Type of Stock

Unit: Thousand Shares

Share Type	Authorized Capital			Remarks
	Issued Shares	Un-issued Shares	Total Shares	
Registered Common Stock	142,884	25,116	168,000	

Overall reporting system and related information: None

C. Information for Shelf Registration: N/A

3.1.2 List of Major Shareholders(Shareholding percentage over 5%)

Based on the shareholder list as of April 6, 2025. The list of major shareholders is disclosed as below

Shareholder's Name	Shareholding	
	Shares	Percentage
AGM INVESTMENT LTD	8,144,038	5.79%
MEC Electronics Corporation	7,643,579	5.43%
Ruei Cheng Investment Ltd.	3,706,268	2.63%
Universal Consulting Ltd	3,699,289	2.63%
HAN,SHU-PING	3,228,952	2.29%
Mo Hsin Investment Ltd.	3,018,856	2.14%
HSBC Bank (Taiwan) Limited, as Custodian for the Cambria Emerging Shareholder Yield ETF Investment Account	2,530,176	1.80%
Su, Yu-Shin	2,365,321	1.68%
Chien, Wen-Li	2,170,268	1.54%
Deng Fu Ltd.	1,847,768	1.31%

3.1.3 Dividend Policy and Implementation Status

A. Dividend Policy

If earnings are available for distribution at the end of a fiscal year, 10% of net earnings – that is, after offsetting any loss from prior year(s) and paying all taxes and dues – shall be set aside as legal reserve and appropriated in accordance with the Securities Exchange Law. The remaining net earnings can be distributed along with prior accumulated unappropriated retained earnings. The Board of Directors will consider the above-mentioned factors when making the dividend distribution proposal. Dividends will be distributed in accordance with the resolution approved by the Board of Directors and at the annual shareholders' meeting. The remaining balances will be distributed in the following manner:

(1) In response to the company's future needs to expand its operational scale.
(2) Maintain a stable level of earnings per share of the company.
(3) Consider the company's cash flow and operating surplus status.

The company is currently in a growth stage, and has plans to expand its operating service network and capital needs in the next few years. When distributing earnings, the cash distribution of shareholder dividends should be no less than 10%.

B. Proposed Distribution of Dividend

12th Mar. 2025, after setting aside NTD 95,939,112 as legal reserve according Company Law and the Articles of Incorporation, Board of Directors proposed to distribute NTD 14,866,340 as remuneration for directors, NTD 56,887,382 as remuneration for employees. Cash dividends for shareholders NTD 731,868,800 will be proposed in the annual shareholders' meeting for resolution.

3.1.4 The proposed free stock distribution at this shareholders' meeting and its impact on the company's operating performance and earnings per share:

In the fiscal year 2024, the portion of shareholder dividends from the earnings distribution will be distributed in the form of cash dividends.

3.1.5 Employee and Directors' Remuneration

A. Information Relating to Employee and Directors' Remuneration in the Articles of Incorporation

If earnings are available for distribution at the end of a fiscal year, 10% of net earnings – that is, after offsetting any loss from prior year(s) and paying all taxes and dues – shall be set aside as legal reserve and appropriated in accordance with the Securities Exchange Law. The remaining net earnings can be distributed along with prior accumulated unappropriated retained earnings. The Board of Directors will consider the above-mentioned factors when making the dividend distribution proposal.

The Articles of Incorporation prescribes the following for the employee and compensation for directors:

1. No less than 5% as a remuneration for employees;
2. No more than 5 % as remuneration for directors;

If the above-mentioned remuneration for employees is in the form of a stock bonus, it may also be distributed to employees of subsidiary companies. The Board of Directors is authorized to work out the conditions and procedures of making such distribution.

The estimated remuneration for employees is NTD 56,887 and 60,984 thousand, remuneration for directors is NTD 14,866 and 15,942 thousand as of 2024 and 2023.

B. Profit Distribution for employees and Directors' remuneration:

(1) Distribution of cash dividends to employees and remuneration for directors:
In 2024, it is proposed to distribute employee remuneration in the amount of NT 56,887 thousand and remuneration for directors in the amount of NT14,866 thousand. The proposed amounts for cash dividends to employees and remuneration for directors are consistent with the estimated amounts in the company's consolidated financial statements for 2023.

(2) Starting from 2008, the implementation of employee profit sharing and the recognition of remuneration for directors as expenses, any differences between the estimated employee remuneration and remuneration for directors in the financial statements for 2023 will be recorded as income or expenses for 2024.

(3) Taking into consideration the proposed employee remuneration and remuneration for directors for 2024 as

expenses attributed to the earnings of the year, the calculated after-tax basic earnings per share would decrease from NTD 6.78 to NTD 6.74 , a decrease of NTD 0.04.

C. Distribution of Earnings for Employee Compensation and Director/Supervisor Remuneration in the Previous Year:

The resolution for the distribution of earnings for the fiscal year 2023 was approved by the Board of Directors on March 12, 2024, and the distribution report was presented at the shareholders' meeting on June 6, 2024.

3.1.6 Buyback of Treasury Stock:

A. On December 11, 2022, a board meeting was held, and it was resolved to repurchase 3,000,000 treasury shares and transfer the shares to employees.

B. The repurchase of company shares from the Taiwan Stock Exchange centralized market was completed on February 2, 2024. A total of 2,000,000 treasury shares were repurchased, accounting for 1.5% of the total issued shares of the company. The average repurchase price per share was NT$86.24.

Purchase Time	8th	9th
Purchase Purpose	Transfer Shares to Employees	Transfer Shares to Employees
Purchase Period	2022/10/17 ~ 2022/12/08	2023/12/13~2024/02/02
Buyback Price Range	Lowest： 43.50 Highest： 104.30	Lowest : 56.14 Highest：120.21
Types and Quantities of Shares Bought Back	Common Share 3,000,000 shares	Common Share 2,000,000 股 shares
Amount of Shares Bought Back	NT$ 201,000,388	NT$172,471,641
Percentage of Bought Back Shares to Planned Buyback Quantity (%)	100%	67%
Number of Shares Cancelled and Transferred	2,860,000 shares	-
Cumulative Number of Shares Held in the Company	3,000,000 shares	2,140,000 shares
Percentage of Cumulative Shares Held in the Company to Total Issued Shares (%)	2.20%	1.50%

3.1.7 According to the "Guidelines for the Disclosure of Annual Report Information by Publicly Issued Companies," Appendix 15, the names, acquisitions, and subscription details of the top ten managers who have obtained employee stock options certificates and whose subscription amount exceeds NT$30 million up to the date of the annual report's printing are as follows: Not applicable

3.2 Bonds: Not applicable

3.3 Preferred Stock: Not applicable

3.4 Global Depository Receipts: Not applicable

3.5 Employee Stock Options: Not applicable

3.6 Restricted Stock: Not applicable

3.7 Status of New Shares Issuance in Connection with Mergers and Acquisitions: Not applicable

3.8 Financing Plans and Implementation: Not applicable

IV. Operational Highlights

4.1 Business Content

(I) Business Scope

1. Main business activities

Dimerco integrates air freight, ocean freight, trade compliance, and contract logistics to deliver global logistics services, helping customers stay ahead in a dynamic supply chain environment. Most logistics projects are connected to key logistics and manufacturing hubs across Asia, positioning Dimerco as a leading global logistics provider, connecting Asia with the world.

Dimerco nowadays operates over 150 locations, 80 contract logistics operation centers, and more than 200 strategic partner agency locations across China, India, the Asia-Pacific region, North America, and Europe. Leveraging intelligent technology, a professional and agile service team, Dimerco delivers optimal logistics solutions tailored to every customer.

2. Proportion of business

Currency: NTD Million				
Sales Revenue by Service	**2024**		**2023**	
	Revenue	**%**	**Revenue**	**%**
Air Freight	17,028	60.9%	13,410	62.4%
Ocean Freight	9,441	33.8%	6,737	31.3%
Contract Logistics	1,491	5.3%	1,353	6.3%
Total Sales Revenue	**27,960**	**100.0%**	**21,500**	**100.0%**

3. Current Products

3-1. Freight Forwarding Service

Dimerco provides comprehensive door-to-door international freight forwarding service across Asia-Pacific, North America, and Europe, integrating air, ocean, road, rail, and contract logistics via an integrated global logistics platform.

3-1-1. Air Freight

Focused on time-sensitive sectors such as semiconductors, electronics, aerospace, healthcare, and fashion.

Core Strengths:

- Long-term block space agreements with Asian carriers ensure capacity even during disruptions.
- Ranked among the top 25 global air freight forwarders with guaranteed year-round space.
- Over 46 years serving high-tech industries; 50% of revenue comes from semiconductor and other high-tech cargo.
- On-time delivery rate over 98%, with smart tracking and real-time cargo status visibility.

Key Features

- Cost-effective consolidated air freight with fixed schedules to major cities in Asia, Europe, and the US.
- Expedited and Next Flight Out (NFO) air freight service for urgent shipments:
  - 24 to 48 hours within Asia.
  - 72-hour delivery outside Asia.
- Charter services for bulk or time-sensitive shipments.

3-1-2. Ocean Freight

As a Non-Vessel Operating Common Carrier (NVOCC), Dimerco provides full container load (FCL) and less-than-container load (LCL) services, with stable capacity via partnerships with leading Asian carriers.

Core Strengths:

- Among the top 50 global ocean freight forwarders, with strong space assurance in Asia-Pacific.
- Door-to-door integrated service from pickup to final delivery.
- Buyer consolidation services in China, Hong Kong, and Taiwan to optimize cost and efficiency.

Key Features

- Customized solutions to manage production delays, schedule changes, and port congestion.
- Specialized handling for oversized or complex cargo via project teams.

- EDI/API support for efficient logistics data integration.

3-1-3. Road and Rail Transport

One-stop services for road and rail transport across China, cross-border trucking, and China-Europe rail balancing cost-effectiveness and sustainability.

Core Strengths:

- Trucking operations in China since 2001, covering major hubs like Shanghai, Beijing, Guangzhou, and Shenzhen.
- Own fleet and drivers offering FTL and LTL services between Hong Kong and mainland China.
- China-Europe rail saves approximately 70% compared to air freight and shortens transit by up to 20 days compared to ocean freight.

Key Features

- Cross-border trucking alleviates high air freight costs and capacity issues, especially for China–Southeast Asia routes.
- Fully managed by Dimerco, reducing costs and supporting low-carbon transport.

3-1-4. Multimodal Transport

Provides sea-air, air-sea, road, and rail multimodal solutions to achieve the right balance of shipping cost, speed, and sustainable development.

Core Strengths:

- Professional teams manage complex routes to ensure timely delivery.
- MyDimerco system offers real-time tracking and alerts.

Key Features:

- China-Europe rail and intra-Asia multimodal routes.
- Air+Road solutions for high-value shipments from China to Mexico in 6-8 days.

3-1-5. Customs Brokerage and Compliance

Seamless integration of transport and customs expertise via a single service window.

Core Strengths:

- 130+ Asia-Pacific operations well-versed in local regulations to expedite clearance and reduce inspection rates.
- AEO and C-TPAT certified, enhancing customs efficiency.
- Top-tier AEO certification in China with comprehensive brokerage services.

Service Highlights:

- US subsidiaries offer import security filing and compliance support.
- Bonded warehouse and FTZ clearance services in China.
- “Expand to India Advisory Service” in Chennai assists manufacturers in regulatory compliance and incentives.

3-1-6. Cargo Insurance

Comprehensive insurance coverage across all transport modes worldwide, with Dimerco handling all related procedures.

3-2. Contract Logistics

Offering warehousing, distribution, bonded logistics, and spare parts management.

Core Strengths:

- Warehouses located in FTZs and bonded areas for flexible storage and accurate inventory control.
- Advanced WMS supports end-to-end distribution from factory to market.
- Service Highlights:
- Bonded warehouses offer deferred tax options to improve cash flow.
- Spare parts logistics ensure quick turnaround and effective reverse logistics.

3-3. Supply Chain Solutions

Supports complex international logistics projects with data integration and market entry advisory.

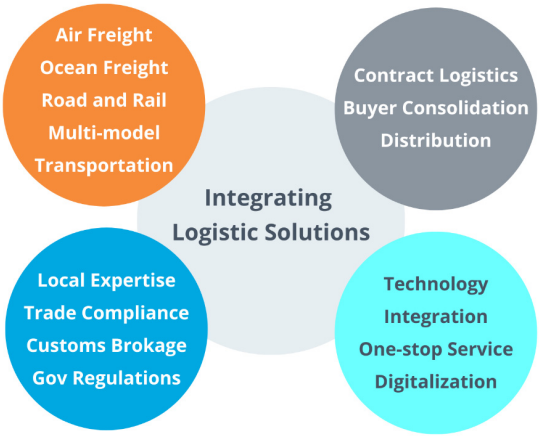
Core Strengths:

- Deep understanding of regulations in China, India, and Southeast Asia.
- 50+ years of experience in designing integrated global logistics plans.

Service Highlights:

- Project logistics: simplify transport of oversized and heavy cargo.
- Order management system: supports supplier collaboration and process visibility.
- Data integration: digital platform enhances transparency.
- Supply chain consulting: customized logistics strategies.

4. New products, new industries and technologies planned to be developed



Integrated Logistics Solutions

Dimerco continues to enhance its integrated contract logistics services by combining sea, air, and road resources to transition from single-mode transport or warehousing to comprehensive, customizable solutions. The goal is to improve logistics efficiency and reduce operational costs while meeting diverse market demands.

Customs and Compliance Expertise

We provide professional local customs clearance, tariff advisory, and HS classification optimization to help clients reduce duties. In response to global regulatory changes, we offer up-to-date training on tax and compliance to ensure customers remain competitive in international trade.

Supply Chain Diversification and New Market Entry Consulting

To support the "China+1" strategy and supply chain diversification trends, Dimerco is expanding in Southeast Asia and India with professional consulting teams. We offer one-stop services from factory relocation and warehouse site selection to regulatory guidance, including risk assessments to evaluate feasibility. Our local experts are fluent in Chinese and regional languages and deeply understand the local culture and business environment to ensure accurate, efficient service.

Sustainable Aviation Fuel (SAF) Services

In line with global carbon reduction efforts, Dimerco has launched services related to Sustainable Aviation Fuel (SAF). Partnering with international airlines, we offer low-carbon air freight options to help clients reach their carbon neutrality goals. We also provide emissions tracking and reporting to help clients transparently manage their environmental impact and comply with international sustainability standards.

Technology Development and Future Outlook

Dimerco is committed to integrating digital technology with industry insights to deliver more agile and forward-thinking logistics services. With cloud platforms, smart logistics systems, and sustainable solutions, we help businesses navigate complex global markets, seize new opportunities, and achieve long-term sustainable growth.

(II) Industry Overview

1. Industry Status and Development

1-1. Macroeconomic Performance

In 2024, the global economy demonstrated resilience. The International Monetary Fund (IMF) projected a global growth rate of 3.2%, unchanged from the previous year but below the pre-pandemic average. Easing inflation, reduced labor market pressures, and robust demand for artificial intelligence (AI) products, particularly in developed economies due to improved supply chains and rising service consumption, supported a trade recovery. According to S&P Global data, the average global manufacturing PMI in 2024 was approximately 48.8, indicating a slight contraction in manufacturing activity. Notably, the new export orders PMI stood at 47.5, reflecting weak global demand. However, the services PMI performed better, with countries such as India and the U.S. maintaining readings above 50, thereby underpinning economic growth.

Geopolitical risks had a significant impact on the economy. Port strikes, the Russia–Ukraine war, the Red Sea crisis, escalating Middle East tensions, and U.S.–China trade frictions led to freight rate

volatility and disruptions in air and sea freight services, undermining cargo capacity and market confidence.

1-2. Performance of Major Economies

- United States: Economic growth remained steady, supported by strong consumer spending and a solid labor market. Inflation gradually eased, with used car prices returning to pre-pandemic levels and slower price increases in apparel and transportation services. According to S&P Global, the U.S. manufacturing PMI stood at 48.8 in November 2024, marking five consecutive months of contraction, though at the slowest pace since July. The services PMI was 51.2, indicating modest expansion.
- Europe: The manufacturing sector remained sluggish. The HCOB Eurozone Manufacturing PMI was just 45.7 in April 2024, reflecting subdued factory output. Nevertheless, rising real wages and historically high household savings improved consumer confidence. Services PMI was more stable, with countries such as Spain hovering near the 50 threshold. Despite increased defense spending due to the Russia–Ukraine conflict, falling energy prices helped contain inflation.
- China: Weak domestic demand and investment, along with a depressed real estate market, intensified fiscal pressures at the local level. The official Manufacturing PMI in December 2024 was 50.1, barely indicating expansion, while the Non-Manufacturing PMI stood at 50.0, on the edge of contraction. Since September, the government has launched expansionary fiscal and monetary policies, including increased infrastructure investment and monetary easing, providing short-term relief. However, risks in the real estate sector persist.
- India: The economy performed strongly, with the Manufacturing PMI rising to 58.2 in April 2024, driven by a surge in new export orders, making India a standout in global economic performance.

1-3. Industry Trends

The AI supply chain performed exceptionally well, with technological advancements improving efficiency and reducing costs, fueling rapid growth in chip manufacturing and software markets. Traditional manufacturing and the automotive industry faced dual pressures from China's supply surplus and weakening global demand. In 2024, Chinese electric vehicle (EV) manufacturers rapidly gained market share, while European automakers faced cost pressures and heightened competition, leading to waves of layoffs. The automotive industry crisis further impacted exports and manufacturing PMIs, with Germany's PMI dropping to just 42.4 in August 2024, reflecting a sharp contraction in industrial output.

1-4. Air Freight Market

According to the International Air Transport Association (IATA), global air cargo demand reached a record high in 2024, surpassing the previous peak in 2021. Air cargo capacity, measured in available cargo tonne-kilometers (ACTK), increased by 7.4% year-on-year, with international demand rising by 9.6%. Although the average yield declined by 1.6% compared to 2023, it remained 39% higher than the 2019 level.

In December 2024, the air cargo market continued to perform strongly. Global demand rose by 6.1% year-on-year, with international demand growing by 7.0%. Global capacity increased by 3.7%, and international capacity by 5.2%. Yields rose by 6.6% compared to December 2023 and were 53.4% higher than the same period in 2019.

In terms of market demand, the global economy steadily recovered, with signs of rebound in international trade and Asian exports, as well as a modest recovery in European consumer demand. However, the overall growth momentum remained weak. Considering the continued impact of Red Sea rerouting in the second half of the year, upcoming tariff hikes by the EU, and traditional peak-season demand, international trade is expected to maintain the recovery trend seen in the first half. Nevertheless, in the longer term, global ocean trade is projected to remain at a low level. Although the current shipping demand is supported by stable fundamentals, the market still faces the risk of unexpected disruptions, with opportunities and challenges coexisting.

1-5. Ocean Freight Market

According to the United Nations Conference on Trade and Development (UNCTAD), international maritime trade was primarily driven by growth in containerized, dry bulk, and liquefied gas cargo. However, ongoing geopolitical tensions and global health crises such as COVID-19 remain key concerns in the current maritime landscape, with risks skewed to the downside. The long-term trend of containerization in general cargo continues to rise. Globalized container trade still primarily operates along major East–West trade lanes, including the Asia-Europe, trans-Pacific, and trans-Atlantic routes. In the coming years, the compound annual growth rate (CAGR) for container and dry bulk trade is projected to be 4.5% and 3.9%, respectively.

Trends in global container port throughput show that Asia continues to play a central role in global trade and shipping. Asian countries are experiencing significant growth in intra-regional trade, largely driven by manufacturing-related activities. This reflects a fragmented production process, in which components are produced across multiple locations in Asia and assembled elsewhere. Supported by ocean freight, this trend is expected to further stimulate trade growth. Demand growth is primarily concentrated in Asia, influenced by ongoing shifts in energy policies, while export capacity in Australia and the United States also continues to expand.

Overall, demand for dry bulk and oil cargo will be influenced by multiple factors, including the global economic environment, trade policies, geopolitical tensions, and international developments, adding to market uncertainty. While container shipping demand may see a cyclical recovery, limited momentum in global economic recovery could constrain growth. At the same time, global container shipping capacity continues to expand, indicating a growing trend of supply surplus, which may limit the potential for further freight rate increases.

2. Upstream, Midstream, and Downstream in the industry

The transportation service industry primarily provides international air freight forwarding services, catering to enterprises with import and export needs. When upstream suppliers, manufacturers, or exporters engage with forwarders to secure space from airlines, freight rates fluctuate depending on the supply and demand for air cargo capacity. Rates decrease when supply exceeds demand and increase when demand outpaces available capacity.

After securing space, inland transportation providers deliver export cargo to air cargo terminals. Customs brokers then declare import/export data to the customs authorities. Once customs clearance is completed, the cargo is shipped via air to the destination. Depending on the distribution model, import-side trucking companies may further deliver the cargo to downstream manufacturers, importers, or end customers, completing the full air freight process.

Upstream	Midstream	Downstream
Airlines Shipping Carriers Warehouse Operators Customs Brokers Cargo Terminals Port Operators Road Transportation Providers	Freight Forwarders	Import/Export Traders Manufacturers E-commerce Businesses Agents

3. Various Development Trends and Competitive Situation of Products

In 2024, the international transportation and logistics market faced numerous challenges. Labor strikes at ports along the U.S. East Coast and Gulf, the ongoing Russia-Ukraine war, the Red Sea crisis, and geopolitical conflicts in the Middle East not only disrupted regional stability but also caused volatility and surges in freight rates. These events had a significant impact on the scheduling of airline and shipping carrier services, presenting operational difficulties. In a rapidly changing global landscape and volatile market conditions, businesses faced increasing challenges and heightened operational risks.

3-1. Vessel Supply and Overbooking

- To meet the International Maritime Organization's (IMO) green standards, shipping lines invested in fleet renewal.
- Carriers utilized profits accumulated during the pandemic to replace vessels, particularly focusing on long-term chartered ships.
- Leveraging financial strength, carriers aimed to expand market share and demonstrate strategic advantages in a rapidly evolving industry.

3-2. Environmental Regulations

The European Union Emissions Trading System (ETS) posed considerable challenges for freight operators servicing European routes. The regulation requires carriers to surrender carbon allowances for part of the CO_2 emissions generated during voyages to, from, or between EU ports.

In response, carriers have implemented cost-recovery measures. Anticipating additional expenses, many operators announced surcharges for shippers utilizing space on their vessels.

3-3. Outlook for 2025

Looking ahead to 2025, the global freight market will continue to be shaped by various geopolitical, economic, and regulatory factors. Key trends include:

- Geopolitical Risks and the Suez Canal
  The Houthis' declaration to target only vessels linked to Israel may improve security in the region and help reduce risks, thus supporting the flow of cargo through critical shipping lanes such as the Suez Canal.
- Ocean Alliance Restructuring
  The expected restructuring of the Ocean Alliance in 2025 is likely to influence capacity allocation and reshape ocean freight rate dynamics. Companies must closely monitor these changes and adapt their transport strategies accordingly.
- Uncertainty in the Air Freight Market
  With the U.S. government introducing new policies that prompted e-commerce platforms to cancel charter flights, the e-commerce landscape is gradually shifting from a B2C to a B2B2C model. This shift is expected to reduce air freight demand, with more cargo moving to ocean transport, thus impacting the overall supply-demand balance.
- Oversupply and Rate Volatility
  If normal operations through the Suez Canal resume and vessels no longer need to detour around the Cape of Good Hope, the resulting surplus in capacity may carry into 2025, potentially driving freight rate fluctuations. Businesses must prepare for cost volatility brought about by oversupply.

- New U.S. Tariff Policies
  Changes in U.S. tariff regulations and the elimination of the de minimis rule will challenge traditional supply chains, particularly in the e-commerce and air cargo sectors. These adjustments are expected to increase cross-border e-commerce costs and regulatory complexity, pushing more companies toward a B2B2C approach.
- Rise of Manufacturing in Southeast Asia and India
  Against the backdrop of continued U.S.-China trade tensions, Southeast Asia and India have emerged as critical hubs for global manufacturing. Countries such as Vietnam, Thailand, Malaysia, and Indonesia are attracting substantial manufacturing investment due to competitive labor costs, improving infrastructure, and supportive government policies. Participation in trade agreements like the Regional Comprehensive Economic Partnership (RCEP) has further enhanced their roles as manufacturing centers, fostering increasingly frequent intra-regional trade and the development of more complex and efficient supply chain networks.

Especially, Vietnam has made significant strides in electronics manufacturing, becoming a key hub for the tech industry. Thailand leads in automobile and component production in the region, while Malaysia holds a competitive edge in semiconductor and electronic component manufacturing. Indonesia, with its abundant natural resources, is advancing in the mineral processing and textile industries.
India, driven by its vast population and the "Make in India" initiative, is rapidly becoming a global manufacturing powerhouse. The Indian government is actively attracting foreign investment through tax incentives (PLI), streamlined business procedures, and the development of specialized industrial zones. Key growth areas include electronics, auto parts, and textiles. India's robust growth potential is prompting many multinational companies to establish or expand production in the country.
This ongoing restructuring of supply chains presents both new opportunities and challenges for logistics service providers. Amid global freight market uncertainties, Dimerco remains committed to offering flexible logistics solutions to ensure transportation continuity. In response to rising freight costs and market volatility, we are optimizing capacity planning and strengthening our regional logistics networks to help businesses navigate evolving trade policies and enhance supply chain efficiency.

(III) Technology and R&D Overview

1. Business Intelligence Technology
   The Dimerco Value Plus System® was successfully upgraded, and the latest Cloud Networking and intelligent mobile applications were introduced in 2017–2019. With the concept and the capability of a virtual office, the Company provides customers with high-quality services anytime and anywhere using smart devices.

- MyDimerco cooperative service platform

With a more optimized interactive interface system or mobile version, the Company helps the customer learn the whole transportation management process. It includes the process of sending the raw materials to the factory and the process of sending finished products that are processed and packaged to the market distribution centers around the world. In addition to cargo tracking, the Company also provides customers with an understanding of shipment volume and price analysis, real-time online reporting, and other services to quickly and effectively analyze and achieve customer critical performance indicators.

- POMS, Purchase Order Management System

  In 2017, Dimerco demonstrated its IT capability by launching an intelligent management platform, POMS (Purchase Order Management System), dedicated to enhancing the overall efficiency of our supply chain management focused on our customers' orders. Not only does POMS connect with customers' purchase order management systems and synchronize with the Dimerco Value Plus System® for online booking, but it also enables customers to keep track of real-time information on sales, shipping, purchasing, and warehousing.
- Cross-Border eCommerce EDI Integration

  Cross-border e-commerce has advanced from a stage of rapid rise to booming development in recent years. Dimerco has reinforced its organizational power to develop new businesses by forming an action team, integrating sales and customer services around the world, and has continued to win over several multinational companies and cross-border e-commerce companies. Its self-developed Dimerco Value Plus System® allies customers, international logistics providers (referring to Dimerco), and local couriers, performing electronic data interchange (EDI) to help customers synchronize all logistics information with local couriers. Ultimately, the Company successfully achieves the fastest delivery of goods from warehouses to customers within their required timeframe.
- eCallFreight® System – an intelligent logistics front-end system

  To integrate the door-to-door services of international transportation and mobile logistics system, Dimerco launched the development of a truck dispatch management system called the "eCallFreight® System" at the beginning of 2015, strengthening the connections between truck dispatch, pickup, and distribution services in the front-end and back-end of international logistics. By implementing this solution, the Company cooperated with local logistics partners by using IoT (Internet of Things) to unify data streams and information flows to achieve digitalization. Meanwhile, the Company established a substantial database to improve the safety of cargo freight and maximize operational efficiency and quality of service.
- Value+ Mobile Assistance APP(VMA)

  Provide field personnel with more convenient, faster, and easier access to import and export goods shipment data at any time and from any place. Update relevant milestones and upload the photograph. In addition, it is also equipped with the Vendor Mode, a real-time feedback function for cargo Proof of Delivery information developed specifically for field or outsourced truck drivers by Dimerco, allowing customers to receive more timely cargo information.
- eWMS APP

  Through the mobile phone APP coupled with a handheld scanning device, warehouse managers may engage in simpler and more intuitive operations according to customers' different needs. The actual operations and system updates are integrated to accelerate and ensure smoother operating processes and reduce operational errors.
- Miles Do APP

  To prevent problems with air import and export and enhance operational speed, this APP has all-in-one features, including data cross-checking, printing labels, and milestones to provide service contents with higher quality.
- Dimerco MFA (Multi-Factor Authentication)

  To ensure ERP system login security. The Dimerco MFA has been self-developed. Verification codes can be obtained via the APP or email to ensure the identity of the user at login and reduce information security risks.
- DimBot

  By integrating Machine Learning and AI, the computer can assist the primary user in completing daily operations, obtain correct flight information from Airline websites, automatically update the ERP

system, and automatically send notifications in the event of abnormal situations. To reduce users' usual work, the efficiency of information acquisition can also be obtained, thereby providing higher quality and faster services.

- MyHome Plus App
  To provide customers with better service, Dimerco has developed the MyHome Plus App for its employees, allowing them to easily and quickly access important company information and communication through their mobile phones. The app includes functions such as important company activity messages, internal news releases, Freight Market Forecast, eAWB Monitor, contact information for major branches, holiday and attendance status inquiries, etc. Through these functions, employees can quickly understand the current market situation, provide customers with a better pricing foundation, and assist customers in making more suitable arrangements for their cargo and services.
- RPA (Robotic Process Automation) Process Automation
  With years of cultivating digital capabilities, Dimerco has positioned 2023 as the year of digital transformation and established an RPA seed team to conduct in-depth research on global logistics service processes. By utilizing RPA software, the team has achieved unified and digitalized information, enhancing operational and management efficiency, as well as service levels.
- Carbon Emissions Report for Cargo Transportation
  Implemented the EcoTransIT World system certified by the international organization Smart Freight Centre (SFC) since 2023, Dimerco utilizes this system to calculate carbon emissions for air, sea, and land transportation, aligning with the Global Logistics Emissions Council (GLECC) framework and meeting the requirements of the GHG Protocol (corporate standards).

In 2024, Dimerco successfully obtained the transition certification for ISO 27001:2022 (BSI Certification No. IS 743553). This signifies an outstanding achievement for Dimerco in the field of information security. The attainment of ISO 27001:2022 transition certification not only demonstrates Dimerco's excellent performance in ensuring the security of customer data and information but also strengthens customer confidence and trust in Dimerco's commitment to protecting their data and information. By adopting the latest information security management framework and integrating cloud-based data analytics with digital marketing, Dimerco continues to enhance its competitive edge. In addition, the upgraded MyDimerco platform, together with the implementation of the POMS system, has extended capabilities to include supply chain management, supplier performance evaluation, and logistics cost analysis. Online booking and customer service functions are also incorporated to deliver an integrated online and offline service experience, further improving customer satisfaction and operational efficiency.

2. Sustainability and Global Network Integration
   In response to the growing emphasis on green logistics, Dimerco conducted its first greenhouse gas inventory in 2022-2023 for the base year of 2023. The company successfully passed the highest-level verification under ISO 14064-1:2018, setting a goal to reduce Category 1 and 2 emissions by 30% by 2030. In addition, Dimerco has set a long-term vision to source 100% renewable electricity for its offices by 2050. Since 2023, Dimerco has adopted EcoTransIT World, a system certified by the Smart Freight Centre (SFC), to calculate carbon emissions across air, ocean, and road transport. The system is aligned with the Global Logistics Emissions Council (GLEC) framework and complies with the GHG Protocol (Corporate Standard). Emission data and reports are efficiently generated through the MyDimerco platform.
   On February 23, 2024, Dimerco joined Cathay Pacific's Corporate Sustainable Aviation Fuel (SAF) Programme to offer customers green logistics solutions. In the same year, Dimerco entered into an agreement with Acer Inc. (TWSE: 2353) and Cathay Cargo (Cathay Pacific, SEHK: 293) to utilize SAF. Under the agreement, Dimerco began using Cathay Cargo flights powered by SAF from 2024 onward. This collaboration aligns with Dimerco's ESG sustainability goals and Cathay Pacific's long-term vision, demonstrating a shared commitment to environmental sustainability through tangible action.

(IV) Long-term and short-term business development plans

1. Short-term business development plan
   Dimerco Express Group is committed to enhancing customer value through its cloud-based smart logistics infrastructure, centered around the Dimerco Value Plus System®. This integrated platform supports international logistics management, sales, operations, finance, and service functions. We deliver high-value,

diversified solutions and premium service quality to meet the evolving needs of our customers. Through organizational optimization and regional marketing initiatives, along with our global sales and customer service teams, we work closely with clients to expand market opportunities. We continue to strengthen our organizational capabilities and solidify our marketing and service networks across Europe, the Americas, Asia-Pacific, and China, while actively expanding into the Indian market and integrating with global strategic partners.

Strategic Initiatives

(1) Expansion of Contract Logistics Services: Actively promote and enhance contract logistics services in key markets including China, Hong Kong, Singapore, India, Vietnam, Taiwan, the United States, and Germany.
(2) Advancement of Multimodal Transportation: Improve transportation efficiency by integrating cross-border trucking services between ASEAN countries and China, as well as cross-border rail freight services between China and Europe.
(3) Promotion of Specialized Logistics Solutions: Offer tailored solutions such as charter services for oversized precision equipment and integrated logistics services for cross-border e-commerce to meet diverse market demands.
(4) Strengthening Airline Partnerships: Collaborate with international airlines to advance the digitalization of air waybills and enhance marketing capabilities and logistics service quality.
(5) Fulfillment of Corporate Social Responsibility: Actively participate in community service, environmental sustainability initiatives, and industry-academia collaboration to demonstrate corporate citizenship.
(6) Enhancement of a Secure Supply Chain: Group subsidiaries are progressively applying for AEO (Authorized Economic Operator) certification to expand the scope of secure supply chain operations and ensure safety and professionalism.
(7) Innovative Trade Consulting Services: Launch a Free Tariff Calculator to provide prospective customers with trade advisory and supply chain solutions.
(8) Strengthening U.S. Market Capabilities: Promote Dimerco's U.S. customs brokerage and compliance services to enhance market competitiveness.

2. Long-term development plans

2-1. Deepening Partnerships and Market Expansion

Dimerco continues to center its strategy around the "Greater China Economic Circle" while actively engaging the ASEAN market. We are focused on enhancing organizational capabilities and regional marketing strength. A professional team comprised of marketing, sales, and customer service personnel drives market expansion and customer engagement, delivering diversified logistics solutions tailored to customer needs and fostering global business growth.

Through strategic alliances and acquisitions, we expand service coverage, integrate resources, and strengthen our global network, enhancing overall competitiveness and achieving mutually beneficial outcomes with our partners. Internally, we emphasize ethical values and corporate culture, using innovation and transformation to guide strategic planning. By leveraging professional resources and execution capabilities, and embracing diversity across races and religions, we foster localization and sustainable development.

2-2. Business Intelligence Empowerment

Dimerco's Business Intelligence Technology (BIT) division plays a critical role in supporting our Air Freight, Ocean Freight, and Contract Logistics business units. The department drives product diversification, service optimization, operational efficiency, and management excellence. Since 2009, we have operated the integrated e-commerce and global information system — Dimerco Value Plus System® — which was upgraded to a cloud-based platform in 2017. This Collaborative Service Platform (CSP) connects upstream and downstream partners and customers, enabling seamless collaboration through virtual offices and smart mobile tools such as the eSAM and eCall Freight System®. Additionally, our Purchase Order Management System (POMS) helps customers reduce costs and improve efficiency.

2-3. Organizational Transformation and Global Management

In March 2021, Dimerco launched "Organizational Transformation 2.0," emphasizing intelligent operations, professional specialization, meticulous management, and cross-departmental collaboration to achieve a more streamlined structure. Regional management centers in North America, Mainland China, Southeast Asia, and Europe were consolidated into the Group's Central Service Center to enhance internal management efficiency and improve market responsiveness. At the end of 2023, Mr. Jeffrey Shih was appointed as CEO, further strengthening connections between the Asian market and the global logistics

landscape.

2-4. Green Commitment and Sustainable Development

Dimerco is committed to corporate social responsibility and aims to be a trusted green partner for global clients and society. We promote paperless operations and environmentally friendly workplaces. Since 2022, we have conducted greenhouse gas (GHG) inventories and established a goal to reduce category 1 and 2 emissions by 30% by 2030, using 2023 as the base year. Our long-term vision is to power all offices with 100% renewable energy by 2050. Through internal energy-saving initiatives and external carbon reduction partnerships, we actively fulfill our sustainability commitments.

2-5. Outlook

Guided by the principle of “Global Vision, Local Touch,” Dimerco will continue to connect Asia with the world, leveraging our strategic presence in the Asia-Pacific region. We remain committed to embracing future challenges and expanding our global reach to become a leading force in international transportation and logistics services.

4.2 Market and Sales Overview

4.2.1 Market Analysis

A. Main Competitions and Market Share

(1) Main Competitors

As the aviation cargo contracting industry in Taiwan has regional competitive advantages and a flexible operation mode close to Taiwanese enterprises, the main competitors are Taiwanese large-scale international companies.

Main Competitions in Taiwan

Logistic Company	Advantage Routes
Expeditors/DHL/UPS/DSV	USA
Geodis/Kuehne+Nagel/Toll/ DSY/DHL/Schenker	Europe
Expeditors/Dolphin/ Morrison/ Taiwan Express	China /Southeast Asia
Kintetsu/ Nippon/ Yusen/ Hanaro/ Pantos	South North Asia

(2) Market Share

According to the statistics of the Civil Aeronautics Administration (Ministry of Transportation and Communications) and Taipei Airfreight Forwarders and Logistics Association of Taiwan (TAFLA), the market shares of the Company from 2020 to 2024 were 3.20%、2.73%、2.94%、2.98 and 3.01%, respectively, 0.09% higher than the average market share in the industry.

Approximate market share of Dimerco and other businesses in the market Unit: Ton

Year Item	2023					2024				
	TPE Airfreight Volume	Dimerco Contracted Volume	Dimerco Market Share (%)	Average Contract Volume in the Industry	Average Market Share in the Industry (%)	TPE Airfreight Volume	Dimerco Contracted Volume	Dimerco Market Share (%)	Average Contract Volume in the Industry	Average Market Share in the Industry (%)
Total import and export	807,842	24,034	2.98%	769	0.10%	907,063	27,299	3.01%	856	0.09%

Data Source: Civil Aeronautics Administration (Ministry of Transportation and Communications) and Taipei Airfreight Forwarders and Logistics Association of Taiwan (TAFLA)

Note 1: Dimerco Contracted Volume is supplied by Dimerco

Note 2: Average Contract Volume in the Industry=TPE Airfreight Volume ÷ Number of businesses in the industry (Note 4)

Note 3: Average Market Share in the Industry (%) = Average Contract Volume in the Industry ÷ TIA Airfreight Volume

Note 4: According to the statistics on the register of members of TAFLA, the number of members of the industry from 2020 to 2024 was respectively 990, 1,007, 1,027,1,051 and 1,060.

(3) Key Performance Index

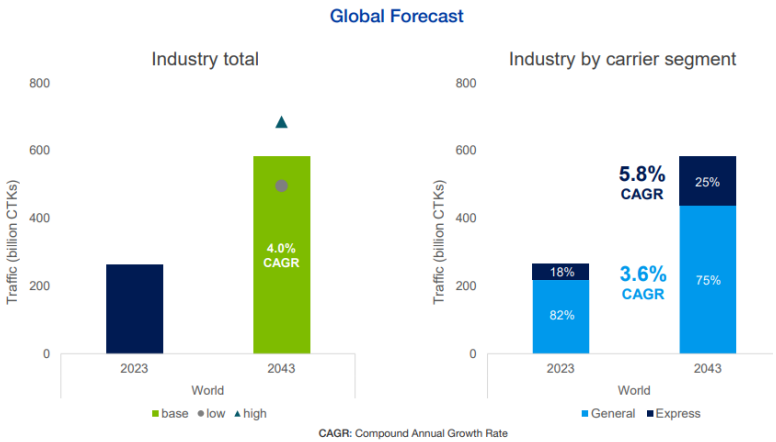
a. Based on the key performance indicators such as the export tonnage and market share, Dimerco was ranked 11th in 2024.

Unit: Ton

2024			
Ranking	**Airfreight Forwarder**	**Total of Export Tonnage**	**Export Market Share (%)**
1.	Eci Taiwan Co., Ltd.	46,145	9.48%
2.	Morrison Express Corp., Ltd.	29,191	6.00%
3.	Dsv Air & Sea Co.,Ltd.	25,822	5.30%
4.	Schenker (H.K.) Ltd. Taiwan Branch	21,535	4.42%
5.	Kuehne + Nagel Ltd.	17,847	3.67%
6.	Kintetsu World Express (Taiwan) Inc.	17,782	3.65%
7.	Crane Worldwide Logistics Taiwan Co., Ltd	14,227	2.92%
8.	Dhl Global Forwarding	13,948	2.87%
9.	Dolphin Co., Ltd.	10,808	2.22%
10.	T.H.I. Logistics Co., Ltd.	9,104	1.87%
11.	Dimerco Express Corporation	8,814	1.81%
12.	Yusen Logistics (Taiwan) Ltd.	8,751	1.80%
13.	Racer Logistics Co., Ltd.	8,676	1.78%
14.	Nippon Express (Taiwan) Co., Ltd.	8,254	1.70%
15	Panda Air Express Co., Ltd.	8,183	1.68%
	Others	237,669	48.83%
	Total	486,757	100.00%

Data Source: Civil Aeronautics Administration, Ministry of Transportation and Communications

C. Projection of the Global Airfreight Market



(1) International air transportation will drive the growth of the global air cargo industry until 2043. It is projected that global air cargo volume will increase by 4.0% annually over the next 20 years.

(2) South Asia, China, Southeast Asia, and Africa will lead this growth as their economies continue to develop and mature. Global trade and industrial production, also drivers of air cargo, are projected to grow 2.9% and 2.2% annually over the same period.

(Data Source: Boeing, Air Cargo World – IATA report)

D. Competitive Advantages

Dimerco was founded in 1971. Taiwan is an island nation; therefore, economic development is mainly export-oriented. Plus the increasing volume of global trade, airfreight services are definitely demanded in the market and have certain market advantages. Therefore, since its founding, Dimerco has set its goal to become a global airfreight service provider, and to achieve this goal, the corporation continues to improve the health of organization and expand its integrated marketing and service network. The following is a summary of Dimerco's competitive advantages.

(1) Clear market positioning
(2) Professional logistic services for e-commerce
(3) Experienced professional teams
(4) Long-term and stable cooperative relationship with several airlines
(5) Central accounting system for reduced exchange rate risks

After Dimerco launched AEO validation application, the Taipei and Kaohsiung Customs AEO Validation Team visited the Taipei, Taoyuan, Hsinchu and Taichung offices, as well as the Kaohsiung subsidiary in November 2011 to carry out the AEO validation process. The validation is done based on a set of 14 standards and the self-assessment list. At the end of the year, Dimerco successfully passed the AEO validation conducted by the Customs Administration, Ministry of Finance on December 20th 2011 and received the Safety Certified Quality Enterprise AEO Certificate simultaneously from the Taipei and Kaohsiung Customs. Taipei Customs certified Dimerco for three practices, freight forwarding, customs clearance and warehousing and Kaohsiung Customs certified two practices, freight forwarding and customs clearance. As an international logistics service company, Dimerco's business covers airfreight forwarding, customs clearance and warehousing. AEO validation enabled us to build a complete and safe supply chain management system, which serves as a platform for management and consolidation, reinforced the Company's health and competitiveness and enabled the Company to meet customers' and market demand in safety. In addition, we expect the system to ensure the completeness, accuracy and safety of Dimerco's international cargo transport services and compliance with the supply chain related regulations and international standards and help us gain substantive benefits, such as expedited clearance, when clearing customs for export goods. General Manager, Mr. Chou, expects that Dimerco's contracted cargo will enjoy the benefits and convenience of green pass in other countries through customs agreements.

Dimerco is not only a registered member of the International Air Transport Association (IATA), but also a member of CTPAT certified by the US Customs. Through ISO 9002 certification, Dimerco provides the best quality of services. Dimerco positions itself as 'the logistic expert in the Greater China Region" and has been successfully certified for logistics and transport services in China. With complete certification, we are able to offer our customers the most efficient and most complete range of services. The joint venture in Vietnam is also equipped with class 1 forward qualification to provide all-rounded logistic services for your cargo in and out of Vietnam.

In addition, Dimerco merged a renowned customs clearance service, MYK Global Services Inc. on January 16th 2012. This merger sped up Dimerco's development in the US. Recently, Dimerco has received a confirmation from the US Customs and this customs clearance service has been successfully renamed as Dimerco Customs Brokerage Co., Ltd. Dimerco Express (USA) Corp. will work closely with Dimerco Customs Brokerage Services Co., Ltd. to provide Dimerco's global customers a seamless one-stop service through its fine reputation and quality customs clearance abilities.

E. Favorable and Unfavorable Factors in Future Development

(1) Favorable Factors

a. Globalization
b. World and regional GDP growth
c. Just in time concept
d. Tariff decreasing which was owing to oil price and availability
e. Deregulation and new trade relations
f. Development of aircrafts (ex. wide-body freighters and lower decks)

(2) Unfavorable Factors

g. Industry relocation
h. Trade barrier and restrictions
i. Directional imbalance
j. Competition
k. Currency revaluation

4.2.2 Production Procedures of Main Products

Dimerco is a transport service provider, offering mainly international transport services. Our services have been expanded into the distribution system with a goal to achieve global logistics in future development. We offer door-to-door services; that is, in addition to customs clearance service, we plan the products and services, including procedures, schedule, delivery and warehousing, for our customers to help them cut down the time spent on running the procedures. In addition, Dimerco offers comprehensive after-sale services. Our customer service personnel are trained to respond and handle customer complaints in the first instance and provide high-quality services in the most efficient way.

4.2.3 Supply Status of Main Materials

Dimerco is a transport service provider; therefore, unlike the manufacturing businesses, no raw materials are involved in our operations. Our main costs are the payment to the airlines for the freight, and our main suppliers of airfreight spaces are Eva Air, China Airlines, Dragon Airlines and Cathay Pacific Airways. The supply of airfreight spaces is stable.

4.2.4 Major Suppliers and Clients

A. Major Suppliers in the Last Two Calendar Years Unit: NT$ '000

Ranking	2023				2024				As of March 31 2025			
	Name	Net Value of Supply	Percentage of Annual Supply (%)	Relation with Dimerco	Supplier Name	Net Value of Supply	Percentage of Annual Supply (%)	Relation with Dimerco	Supplier Name	Net Value of Supply	Percentage of Annual Supply (%)	Relation with Dimerco
1	A34	11,395	1.07%	None	A16	19,931	1.90%	None	A02	46,491	13.65%	None
2	A33	12,663	1.19%	None	A10	18,508	1.76%	None	A06	17,702	5.20%	None
3	A17	15,216	1.43%	None	A17	19,218	1.83%	None	A08	15,159	4.45%	None
4	A8	15,278	1.44%	None	A15	23,261	2.21%	None	A10	12,558	3.69%	None
5	A28	15,344	1.45%	None	A13	23,856	2.27%	None	A11	11,208	3.29%	None
6	A23	25,617	2.41%	None	A12	30,364	2.89%	None	A12	10,541	3.10%	None
7	A6	34,295	3.23%	None	A10	34,626	3.29%	None	A13	10,102	2.97%	None
8	A5	38,302	3.61%	None	A07	40,138	3.82%	None	A16	9,235	2.71%	None
9	A1	232,218	21.87%	None	A03	122,586	11.66%	None	A19	6,399	1.88%	None
10	A4	245,884	23.16%	None	A02	145,734	13.86%	None	A22	6,124	1.80%	None
	Others	415,466	39.13%	None	Others	573,175	54.52%	None	Others	194,971	57.26%	None
	Net Supply	1,061,677	100.00%		Net Supply	1,051,398	100.00%		Net Supply	340,490	100.00%	

B. Major Clients in the Last Two Calendar Years Unit: NT$ '000

Ranking	2023				2024				As of March 31 2025			
	Name	Net Sales	Percentage to Annual Net Sales (%)	Relation ship with Dimerco	Name	Net Sales	Percentage to Annual Net Sales (%)	Relations hip with Dimerco	Name	Net Sales	Percentage to Annual Net Sales (%)	Relation ship with Dimerco
1	S52	79,244	6.17%	None	S28	19,373	1.55%	None	S01	65,027	16.43%	None
2	S51	73,078	5.69%	None	S06	19,580	1.56%	None	S03	24,068	6.08%	None
3	S53	64,725	5.04%	None	S41	20,804	1.66%	None	S04	21,488	5.43%	None
4	S14	62,930	4.90%	None	S30	26,877	2.15%	None	S09	12,816	3.24%	None
5	S29	43,019	3.35%	None	S02	28,322	2.26%	None	S10	12,523	3.16%	None
6	S9	42,816	3.33%	None	S04	35,598	2.84%	None	S11	12,370	3.13%	None
7	S1	34,111	2.65%	None	S43	39,317	3.14%	None	S12	11,765	2.97%	None
8	S43	33,117	2.58%	None	S40	42,803	3.42%	None	S14	7,785	1.97%	None
9	S54	29,175	2.27%	None	S27	76,730	6.12%	None	S15	8,137	2.06%	None
10	S25	25,458	1.98%	None	S1	82,110	6.55%	None	S16	7,910	2.00%	None
	Others	797,387	62.05%	None	Others	861,409	68.75%	None	Others	211,818	53.53%	None
	Net Supply	1,285,060	100.00%		Net Supply	1,252,923	100.00%		Net Supply	395,707	100.00%	

4.3 Human Resources

Number of employees, average years of service, average age and distribution of education in the most recent two years up to the date of printing of this annual report

Year		2023	2024	As of first quarter of 2025
Total number of employees		149.00	145.00	149.00
Average age		40.76	40.77	40.36
Average years of service		9.81	11.18	10.88
Distribution of education %	PhD -	0.00%	0.00%	0.00%
	Master's Degree	16.11%	15.86%	16.78%
	Undergraduate	74.50%	75.17%	73.83%
	High School	9.40%	8.97%	9.40%
	Less than High School -	0.00%	0.00%	0.00%

4.4 Environmental Protection Expenditure

Not applicable.

4.5 Labor Relations

The section below discloses employee benefits, retirement system, status of implementation and agreement between the employer and employees:

1. Employee Welfare

   Dimerco has placed high emphasis on employee welfare. The Company has set up the Employee Welfare Committee as required by regulations and organizes various recreational activities that are open to all employees. A portion of the Company's capital or operating income is appropriated to fund the activities along with a fixed percentage of contributions from employees' salaries. The aggregated fund is managed by the Employee Welfare Committee. The members of the committee are elected by the employees and re-elected in a fixed term. Dimerco also offers a complete package of employee benefits, as listed in the section below:

   (1) Insurance: In addition to labor insurance and National Health Insurance, Dimerco insures our employees with Fubon Life Group Accident Insurance and One-year Hospitalization Group Health Insurance.

   (2) Meal Subsidy: Dimerco gives out credits for meals.

   (3) Annual employee and family sports event and year-end party.

   (4) Employee Day: The 15th of every month is employee day. The Employee Welfare Committee throws a birthday party for employees born in that month and invites the employees to social with each other over a session of afternoon tea serving delicious refreshments.

   (5) Scholarships for employees' children and self-learning by employees: Dimerco set up a performance sharing mechanism to support the employees and grow with them in the journey to reach another peak of Dimerco's glory.

   (6) Employee Care Fund: Dimerco cares for our employees' lives. We offer cash relief and gifts for special occasions to convey our care, congratulations and condolences.

   (7) Others: Short essay competition on corporate social responsibility issues, online English learning, and extra benefits for overtime working during holidays.

2. Retirement System and Implementation:

   With the aim of taking care of employees' lives, our company has established the Employee Retirement Regulations, which allocate retirement benefits according to the applicable labor retirement pension system for employees. Under the previous system, the company made full

provisions for retirement reserves and stored them in a dedicated account with the "Dimerco Express Corporation Retirement Reserve Supervisory Committee" at the Central Trust of China. Under the new system, the provisions are allocated to individual accounts with the Labor Insurance Bureau. Employees who have completed 15 years of service and are at least 55 years old, or have completed 25 years of service, or have completed 10 years of service and are at least 60 years old are eligible to apply for retirement. The calculation and payment of retirement benefits are carried out in accordance with the regulations of the Labor Standards Act. In accordance with the "Regulations for the Organization of the Supervisory Committee of Enterprise Labor Retirement Reserve Funds," our company has established a Supervisory Committee for Labor Retirement Reserve Funds. This committee holds regular meetings to oversee the use and allocation of the retirement reserve funds.

3. Employee Education and Training:

Continuous education is the keystone in Dimerco's employee development strategies. Dimerco offers a wide range of training programs to employees of different capacities, including new employee training, work-specific training and management training.

The table below exhibits the internal and external training programs launched in 2022 and the status of implementation.

A. External Training **Unit: NT$**

Training Category	Name of Course	No. of Trainee	Hours	Expenditure
Work-Specific Training	2024 Specialized Reporting Personnel Guidance Class	1	60.00	7,000
	Dangerous Goods Regulations Training – Refresher	5	24.00	57,600
	Security Control Personnel and Hazardous Items Awareness Training- Initial Training	3	16.00	2,400
	Security Control Personnel and Hazardous Items Awareness Training- Recurrent Training	6	8.00	3,000
	CBTA Dangerous Goods Regulations Training Course 7.3 - Initial Training	1	40.00	15,000
	CBTA Dangerous Goods Regulations Training for Personnel Performing Specific Functions – 7.3 - Initial Training	1	45.00	13,000
	CBTA Dangerous Goods Regulations Training for Personnel Performing Specific Functions – 7.3 - Recurrent Training	1	27.00	8,000
	IMDG Code International Maritime Dangerous Goods Regulations	1	16.00	6,000
	Occupational Safety and Health Business Supervisor Education and Training – Category C	1	6.00	1,000
	2024 Second "General Services Supervisor" Seminar	7	2.00	0
	Occupational Safety and Health Business Supervisor Education and Training –Recurrent Training	2	6.00	2,600
	Occupational Safety and Health Business Supervisor Education and Training – Category B	1	35.00	6,500
	AEO Supplier Security Liaison Officer	1	24.00	5,000
	First Aid Personnel Workplace Training - Recurrent Training	3	3.00	1,900
	First Aid Personnel Workplace Training - Initial Training	1	16.00	4,500
	Lithium Battery Transport Regulation Training Course	1	3.00	1,500

B. Internal Training

Unit: NT$

Training Category	Name of Course	No. of Trainee	Hours	Expenditure
New Employee Training	Introduction to Dimerco culture	21	1.50	443
	Introduction to Dimerco systems	21	1.50	443
	Introduction to Dimerco human resource management	21	1.50	443
	Telephone manners	21	0.50	443
	C-TPAT / AEO	21	1.50	443
Work-Specific Training	Introduction of Dangerous Goods	77	4.00	3,120
	Security Control and Dangerous Goods Awareness	82	1.00	4,240
	Logistics Operators Case study	15	1.50	0
	ISO28000:2022 Internal Audit Training	27	3.00	0
	Risk Assessment Awareness	40	0.50	2,080
	Suspicious Persons & Parcel Inspection and Explosives Identification	40	0.50	2,080
	Information Security Training	118	1.00	9,345
	Emergency Response Drill	14	2.00	0
General Education Training	Tax Seminar on Consolidated Housing and Land Income	36	1.50	1,940
	Emergency Response Drills	18	1.50	0
	【Energy Saving Seminar】Becoming an Easygoing Energy Saver	28	1.00	3,120
	【Health Seminar】Understanding Gastroesophageal Reflux Disease	77	4.00	3,120

C. Others

(1) Dimerco has been licensed by Customs Administration, Ministry of Finance, for Class 1 customs clearance service since 2007. Dimerco has been recognized by Customs Administration, Ministry of Finance, as “Authorized Economic Operator” since 2011.

(2) Dimerco Kaohsiung Subsidiary has been licensed by Customs Administration (Ministry of Finance) for Class 1 customs clearance service since 2008. Dimerco has been recognized by Customs Administration, Ministry of Finance, as “Authorized Economic Operator” since 2011.

(3) Dimerco has been certified by ISO 9001:2008 in 1995 and obtained the latest version of ISO 9001:2015 certification in 2018.

4. Agreement between Employer and Employees:

(1) The Company’s senior management meets with heads of departments on a weekly basis for the latter to convey and consolidate the opinions and feedback from employees for follow-up actions.

(2) An opinion poll is conducted prior to the making of major decisions involving the rights of employees and employees’ opinions are taken into consideration in the process of decision-making.

(3) Heads of departments communicate with the employees from time to time to understand their status and help them resolve issues if necessary.

(4) Carry out employee satisfaction surveys to allow every employee to have a voice.

5. Employee Code of Conduct:

(1) Employee Code of Conduct or Code of Ethics:

The Code of Conduct has been drawn up by Dimerco to regulate the conduct of Dimerco employees.

The details are as follows:

a. Employees shall follow the rules of the Company and all legal regulations and duly carry out their work.
b. Employees shall uphold the Company's business philosophy and help the Company build a positive corporate image.
c. Employees shall receive customers in an enthusiastic, friendly and courteous manner and provide high-quality services.
d. Employees shall follow the orders and assignments of supervisors and strive to achieve work with high-quality work and enhanced performance.
e. Employees shall respect the Company's schedules by reporting to work on time and never terminate work or leave post unauthorized.
f. Employees shall treasure public properties and fulfill their duty in caring for the properties without intentional or unintentional wastage. Employees causing damage to company properties will be liable for the compensation and disciplined as stipulated in the work rules.
g. Employees shall report issues of work to their immediate supervisors and never bypass any level of authority, unless the issues involve emergency or special situations.
h. Employees shall never leak out or lose any confidential documents or diagrams came into contact during business transactions or at work.
i. Employees shall maintain the workplace and the surrounding environment in safe, hygienic, clean and tidy manner and take all necessary measures to prevent burglary, fire or damages of other natural disasters.
j. Employees shall never bring or allow others to bring combustible or flammable substances, dangerous objects, such as sharp cutlery or prohibited substances into any vehicles or the workplace.
k. Employees shall not take public properties out of the workplace unauthorized.
l. Employees required to wear uniform shall dress as demonstrated by the work rules and keep their appearances clean and presentable to maintain the corporate image of Dimerco.
m. Employees may not engage in gambling, drinking or physical confrontation, make loud noises or play mindlessly, take off shirts or wear slippers or wooden slippers or chew betel nuts in the workplace. Smoking is prohibited in the office outside of the designated smoking area.

(2) The Codes of Conduct is published in the Company's bulletin and all employees are expected to follow the codes closely.

(3) The Company has also set up the Dimerco International Logistics Co., Ltd. Employee Performance Evaluation Guidelines. Employees are informed of the regulations, rules and codes of conduct. Rewards and disciplines are also enforced timely according to the above-disclosed rules.

(4) The Operating Procedures for Handling Major Internal Information shall serve as the guiding principles for Dimerco's directors, managers and employees. All conducts of Dimerco's directors and employees shall be governed by the Dimerco International Logistics Co., Ltd. Operating Procedures for Trading with Individuals of Special Relations and between Businesses under the Group. These operating procedures clearly stated that directors, managers and employees shall meet full compliance with the laws, regulations and administrative orders, including regulations governing insider trading.

6. Work Environment and Personal Safety Protection:

(1) Work Environment

a. Dimerco and its branches and subsidiaries are staffed with dedicated personnel to handle employee safety and health related administration, including coordinating labor safety and health management, continuously making improvements for various safety and health measures and creating a safe, healthy, comfortable and friendly workplace.

b. All employees are required to wear an employee identification badge when entering the office area and access is controlled by electronic access card.

c. Visitors are required to register at the front counter and deposit an identification card upon entering the office area. All guests must be accompanied by employees of Dimerco.

(2) Personal Safety Protection: Dimerco has insured all employees with Nan Shan Life Insurance Company, Ltd. for occupational injury insurance.

Please disclose losses due to labor disputes, the estimated amount likely to occur in the future and the responding measures in the recent years and up to the date of printing of this annual report. If the amount cannot be reasonably assessed, please the reason: none.

Dimerco sees its employees as the most valuable assets of the Company; therefore, we place high emphasis on employees' career planning and give the best effort to maintain positive labor relations and harmony in the Company. Dimerco offers a complete package of remuneration and benefits, including standardized salary, annual leaves, retirement plans, labor insurance and National Health

Insurance, group insurance and various recreational activities at irregular intervals. Dimerco also offers comprehensive education and training programs to our employees, encouraging them to reinforce their work skills and plan personal careers based on their interests.

4.6 Information Security Management

A. Information Security Risk Management

To ensure uninterrupted operation of the "Dimerco Value Plus System" cloud logistics platform, Dimerco adjusts its overall security posture to enhance business cyber resilience and control information security risks, minimizing the impact of network threats within acceptable limits. Supporting security infrastructure is crucial for Dimerco's strategic focus on global channelization, product diversification, operational excellence, unified information, and local operations, combined with the application of the Internet and integration with the Internet of Things, to build both physical and virtual channels and provide borderless international logistics services.

Improvements in information security are an ongoing process for Dimerco. Starting with the adjustment of the overall security posture, with a foundation of uninterrupted critical operational services, Dimerco expands its scope to include primarily B2B data exchange services on external service platforms. Currently, this effort extends to the overall enterprise operational environment, including development environments, user operating environments, and physical security.

For critical operational services and B2B data exchange services, Dimerco implemented the ISO 27001 Information Security Management System in the year 2019 and obtained ISO 27001:2013 certification from BSI. The certification is valid from April 2021 to April 2024. Dimerco continues to progress on the path of information security, controlling and reducing the threats and impacts of information security risks, and establishing a sustainable information security management system.

1.Information Security Risk Management Framework

The coordination, planning, auditing, and promotion of the information security management system in Dimerco are overseen by the Director of the Business Technology and Intelligence Department, who serves as the Chairman of the Information Security Committee. The committee is responsible for coordinating matters related to the information security management system. Management review meetings are held every six months to report to the Risk Management Committee and the Executive Management Committee. The most recent reporting date was October 30, 2024.

The management review meetings conducted by the Information Security Committee primarily cover the following:

a. Information security objectives of the company.
b. Reviewing the effectiveness and completeness of information security planning and implementation, taking into account operational needs, changes in government regulations, information security requirements, and technological advancements.
c. Reviewing reports on the revision of information security policies, information security organization, and related norms and procedures.
d. Reviewing the classification of information assets.
e. Executing assigned tasks by the Information Security Committee.
f. Communicating and coordinating information security matters across departments.
g. Reviewing and arbitrating incidents of information security breaches within Dimerco
h. Supervising the response and improvement measures for significant security incidents in the company.
i. Providing input and output items for the management review of the information security management system every six months.

2.Information Security Policy

Our company is committed to maintaining the information security of its operational environment and serving its customers. In addition to implementing basic information security controls, we ensure the security of all data and processing by strengthening information security management. We continuously enhance the confidentiality, integrity, and availability of critical personal and transactional information to improve the quality of our services. Our information security statement is as follows:

- The information security management system should establish an appropriate organization to carry out information security management operations, ensuring compliance with laws and regulations and the normal operation of the information security management system.
- Work assignments should consider functional divisions and distinguish job responsibilities to avoid unauthorized modification or misuse of information or services.
- All personnel, including employees, contractors, outsourced vendors, and temporary staff, who use company information for information services or project work, are responsible for protecting the information assets obtained or used from the company to prevent unauthorized access, alteration, destruction, or improper disclosure.
- All personnel have an obligation to protect customer data, including transactional and personal information. Unauthorized access, use, or disclosure of such information to unrelated colleagues, vendors, or other customers is strictly prohibited.
- Security protections for computer and physical environments should be strengthened, including data centers' access control, air conditioning, uninterruptible power supplies, etc., to prevent unauthorized access, damage, or unexpected disasters that may affect normal business operations.
- Personnel are prohibited from unauthorized connections between external and internal networks. Necessary security measures should be implemented to protect both internal and external networks.
- Security controls should be considered and implemented in the initial stages of system development. Outsourced development should have enhanced controls and information security requirements in contracts. System

development, modification, and implementation should comply with and follow information security management norms.

- All personnel should remain vigilant and report any security incidents, vulnerabilities, or violations of information security management system standards and procedures in accordance with the established procedures.
- Business continuity plans should be developed based on business needs and regularly tested and exercised to ensure their applicability.
- The Information Security Working Group, based on information security policies and organizational responsibilities, formulates information security objectives to be reviewed and approved by the Information Security Committee for implementation.
- Information security objectives should cover confidentiality, integrity, and availability and align with the requirements of the information security policy.

3. Specific Information Security Management Measures

In addition to implementing the ISO 27001 Information Security Management System, Zhongfei values information security protection in its value-added service system and provides comprehensive protection to customers by obtaining global cybersecurity insurance from Cathay Century Insurance. Furthermore, Zhongfei performs the following activities/exercises annually to strengthen information security:

- Security attack and defense exercises (twice a year)
- Social engineering exercises (twice a year)
- System vulnerability scanning (twice a year)
- System/data recovery testing (monthly)
- Emergency response exercises (twice a year)
- Education and training for company employees

These measures aim to enhance the awareness of information security among our employees and establish a comprehensive defense mechanism to detect and prevent incidents in a timely manner.

B. As of the latest annual report printing date, there have been no significant losses or potential impacts due to major information and communication security incidents, and therefore no specific response measures have been taken.

4.7 Important Contracts

Nature of Contract	Party	Contract Date		Main Contract	Terms of Limitation
		Starting	Ending		
Office accident insurance	XX Property Insurance Co., Ltd.	10-Jan-25	10-Jan-26	Insurance	Nil
Software Maintenance Agreement	XXXX Co., Ltd.	1-Jan-24	31-Dec-24	IT Services	Nil
Freight Forwarding Contract	XXXX Co., Ltd.	1-Apr-24	31-Mar-25	Freight Forwarding Services	Nil

4.8 Litigation or Non-litigation Incidents: none.

4.9 Major asset trading in the most recent year up to the date of printing of this annual report: none

V. Review of Financial Conditions, Operating Results, and Risk Management

5.1 Analysis of Financial Status

5.1.1 Analysis of Financial position

Unit: NT$ thousand

Year / Item	2023	2024	Difference	
			Amount	%
Current Assets	7,464,374	8,230,320	765,946	10.26
Property、Plant and Equipment	544,726	560,876	16,150	2.96
Intangible Assets	69,817	70,564	747	1.07
Other Assets	802,710	860,047	57,337	7.14
Total Assets	8,881,627	9,721,807	840,180	9.46
Current Liabilities	2,766,579	3,057,326	290,747	10.51
Non-current liabilities	175,669	193,047	17,378	9.89
Total Liabilities	2,942,248	3,250,373	308,125	10.47
Capital stock	1,428,840	1,428,840	-	-
Capital surplus	62,234	62,234	-	-
Retained Earnings	4,144,436	4,259,262	114,826	2.77
Total Stockholders' Equity	5,939,379	6,471,434	532,055	8.96

5.1.2 Explanation for Material changes:

Current assets increased: due to the increase of accounts receivable

Current liabilities increased due to the increase of accounts payable

5.2 Analysis of Operating Results

5.2.1 Analysis of Financial performance

Unit: NT$ thousand

Year / Item	2023	2024	Difference	
			Amount	%
Gross Sales	22,042,684	28,947,367	6,904,683	31.32
Less: Sales Returns	-	-	-	-
.Sales Allowances	-	-	-	-
Net Sales	22,042,684	28,947,367	6,904,683	31.32
Cost of Sales	18,245,653	25,051,497	6,805,844	37.30
Gross Profit	3,797,032	3,895,870	98,839	2.60
Operating Expenses	2,715,695	2,884,609	168,914	6.22
Operating Income	1,081,336	1,011,261	(70,075)	-6.48
Non-operating Income and Expenses(net)	176,394	157,539	(18,855)	-10.69

Income Before Tax	1,257,730	1,168,800	(88,930)	-7.07
Tax Benefit (Expense)	241,162	194,538	(46,624)	-19.33
Net Income	1,016,568	974,262	(42,306)	-4.16
Attributable to owners of the parent	1,023,630	954,807	(68,823)	-6.72
Attributable to non-controlling interest	(7,062)	19,455	26,517	-375.49

5.2.2 Analysis of change on the Gross Profit:

We do not calculate the volume-price differences because of our business characteristic.

5.2.3 Basis of the Sales volume forecast and Measures to be taken with regards to future finance operation changes related to sales volume forecast:

The company does not provide public financial forecasts but establishes internal targets based on industry conditions, market supply and demand, and the company's operational status.

5.3 Analysis of Cash Flow

Unit: NT$ thousand

Cash and Cash Equivalents, Beginning of Year (1)	Net Cash Flow from Operating Activities (2)	Cash Outflow (3)	Cash Surplus (Deficit) (1)+(2)-(3)	Leverage of Cash Deficit	
				Investment Plans	Financing Plans
4,780,626	601,493	812,600	4,569,519	-	-

5.3.1 Cash Flow Analysis for the Current Year:

1. Operating activities: Net cash inflow from operating activities decreased compared to 2023, mainly due to a decline in pre-tax profit for the year.
2. Investment activities: Net cash outflow from investing activities increased compared to 2023, primarily due to higher acquisitions of financial assets measured at fair value through profit or loss and those measured at amortized cost in 2023.
3. Financial activities: Net cash outflow from financing activities decreased compared to 2023, mainly due to the amount of cash dividends distributed in 2023.

5.3.2 Remedy for Cash Deficit and Liquidity Analysis: Not applicable.

5.3.3 Cash Flow Analysis for the Coming Year

Unit: NT$ thousand

Estimated Cash and Cash Equivalents, Beginning of Year (1)	Estimated Net Cash Flow from Operating Activities (2)	Estimated Cash Outflow (Inflow) (3)	Cash Surplus (Deficit) (1)+(2)-(3)	Leverage of Cash Surplus (Deficit)	
				Investment Plans	Financing Plans
4,569,519	1,381,192	1,074,434	5,087,384	-	-

5.4 Major Capital Expenditure Items

Dimerco is a lightweighted-assets company, capital expense to stockholders' equity is below 35%, there's no effect on our operation.

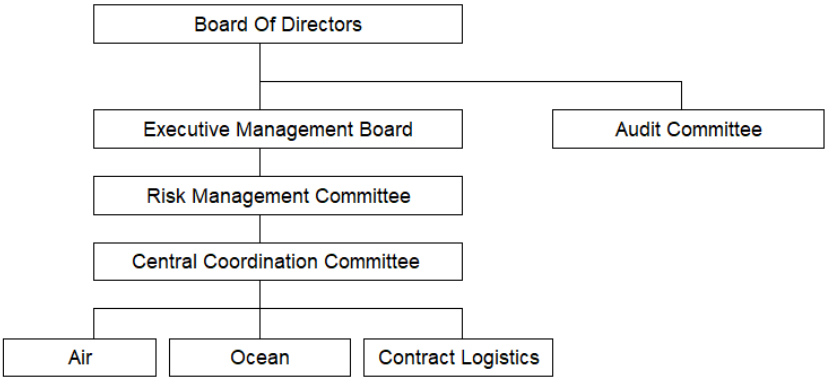
5.5 Investment Policy in Last Year, Main Causes for Profits or Losses, Improvement Plans and the Investment Plans for the Coming Year

Dimerco's investments are all long-term investments, due to global economic slowdown. In the future, the company will continue expanding its China, Asia, Europe and USA market with a stable and long-term strategy.

5.6 Analysis of Risk Management

Risk Management is a necessary course for our company and affiliated company, all of the middle and senior managers are the member of the Risk Management Organization. Risk management is centralized at headquarter and expands to all affiliate companies in 17 countries. We expect to use effective risk management to reduce strategy, operating and financial risks.

5.6.1 Risk management organization chart



5.6.2 Organization explanation:

Risk Management Direct Committee:

*Reports to Board of Directors

*Composed of highest level managers

*Directs the improvement of risk control

*Identifies and authorizes the priority sequence of risk

Work committee of Risk Management

*Assignment by Central service center

*Integrates organizations' Enterprise Risk Management

*Improves and tracks the results of risk management

5.6.3 Effects of Changes in Interest Rates, Foreign Exchange Rates and Inflation on Corporate Finance, and Future Response Measures

1.**Income statement effect：** **Unit: NT$ thousand**

Items	Year 2024
Interest revenue/expense(net)	81,516
Exchange gain/loss(net)	48,697
Interest revenue/expense to net income rate	0.28%
Interest revenue/expense to net income rate(before tax)	6.97%
Exchange gain/loss(net) to net income rate	0.17%
Exchange gain/loss(net) to net income rate (before tax)	4.17%

(1) Interest rate

Our interest rate risk rises from the long-term debts related to operating activities.

(2) Foreign exchange rates

The company mainly engages in international air and ocean freight forward business. The company collects payments in local currency or US dollar, while receivables and payables between stations and agents are dealt through the central checkout system in US dollar, Euro or CNY. In order to reduce the impact of exchange rate fluctuations, the exchange rate fluctuation factors are taken into account when collecting money from customers. In addition, the company's central checkout system is received and paid in US dollars or Euros, and the accounts are reconciled and settled every half a month to a month, reducing the time factor on exchange rate fluctuations influence.

(3) Inflation

The impact of inflation does not currently have a significant impact on the company’s profits and business operations.

1. Measures for Future Response:

(1) Measures for Interest Rate Fluctuations:

The company's financial personnel hold meetings at least once a month to discuss trends in interest rates and exchange rates, closely monitoring market fluctuations. In the future, we will continue to observe volatility in the interest rate market and make prompt adjustments to our cash and debt positions.

(2) Measures for Exchange Rate Fluctuations:

The company relies on regional financial managers as the core team to track foreign currency positions of subsidiaries on a weekly basis. We engage in purchasing stronger currencies and utilize forward exchange contracts to mitigate exchange rate risks arising from assets and liabilities.

(3)Measures for Inflationary Changes:

Currently, our business is not affected by inflationary changes.

5.6.4 Policies, Main Causes of Gain or Loss and Future Response Measures with Respect to High-risk, High-leveraged Investments, Lending or Endorsement Guarantees, and Derivatives Transactions

1. The company did not engage in any high-risk or high-leveraged investments as of the publish of this manual.
2. The company did not engage in any lending activities.
3. The Company’s “Procedures of Endorsement Guarantee.” Rules that the limit amount of total endorsement guarantee is 40% of capital and limit amount to single corporation is 20% of capital.

2025/3/31 Unit: NT$ thousands

Number	Name of the endorsement guarantee company	Company in guaranteed		Limit amount to the company	endorsement guarantee balance-highest amount	Ending balance of endorsement guarantee balance	endorsement guarantee balance(use the assets)	Accumulated endorsement guarantee amount to net assets rate	limit amount of endorsement guarantee
		Name	Relationship (father-son -grandson structure)						
0	DIMVN	2	285,768	16,396	16,396	16,396	-	0.27%	571,536
0	DIMIN & DIMTH	2	285,768	83	83	83	-	-%	571,536
0	DILTW	2	285,768	250	250	250	-	-%	571,536

5.6.5 Future Research & Development Projects and Corresponding Budget

The company's R & D expenditure proportion of the most recent two years is as below. The company expects to invest R & D expenses of NT $ **19,430** thousand and improve self-developed ERP system in Y2025.

R & D expenditure accounted for turnover ratio table: Unit: NT$ thousands

Year	Research Expenditure	Rate to Operating Income
2024	15,490	0.03%
2025	19,430	0.06%

Our development and research department includes system design and information integration, integration Of development and action techniques, big data, AI, Machine learning and Business Intelligence and will be elevating cyber security safety measures. The main projects are as below:

Name	Explanation
MyRate Contract Inquiry System	Due to the complexity of ocean freight contracts, Dimerco developed the MyRate Contract Inquiry System to streamline operations and improve the efficiency of internal sales and customer service when searching for contract rates. The system analyzes and integrates contracts from various shipping lines, providing users with a simple query interface to access the required rate information.
MyDimerco cooperative service platform	With a more optimized interactive interface system or mobile version, the Company helps the customer learn the whole transportation management process. It includes the process of sending the raw materials to the factory and the process of sending finished products that are processed and packaged to the market distribution centers around the world. In addition to cargo tracking, the Company also provide customers with understanding of shipment volume and price analysis, real-time online reporting, and other

	services to quickly and effectively analyze and achieve customer critical performance indicators.
POMS, Purchase Order Management System	In 2017, Dimerco demonstrated its IT capability by launching an intelligent management platform POMS (Purchase Order Management System), dedicated to enhancing the overall efficiency of our supply chain management focused on our customers' orders. Not only does POMS connect with customers' purchase order management systems, and synchronize with the Dimerco Value Plus System® for online booking, but it also enables customers to keep track of real-time information on sales, shipping, purchasing and warehousing.
Cross-Border eCommerce EDI Integration	Cross border e-commerce has advanced from a stage of rapid rise to booming development in recent years. Dimerco has reinforced its organizational power to develop new business by forming an action team, integrating sales and customer services around the world, and continued to win over a number of multinational companies and cross border e-commerce companies. Its self-developed Dimerco Value Plus System® allies customers, international logistics providers (referring to Dimerco) and local couriers, performing electronic data interchange (EDI) to help customers synchronize all logistics information with local couriers. Ultimately, the Company successfully achieves the fastest delivery of goods from warehouses to customers within their required timeframe.
eCallFreight® System – an intelligent logistics front end system	To integrate the door-to-door services of international transportation and mobile logistics system, Dimerco launched the development of a truck dispatch management system called the"eCallFreight® System" at the beginning of 2015, strengthening the connections between truck dispatch, pickup and distribution services in the front-end and back-end of international logistics. By implementing this solution, the Company cooperated with local logistics partners

	by using IoT (Internet of Things) to unify data streams and information flows to achieve digitalization. Meanwhile, the Company established a substantial database to improve the safety of cargo freight, and maximize operational efficiency and quality of service.
Value+ Mobile Assistance APP(VMA)	Provide field personnel with more convenient, faster, and easier access of import and export goods shipment data at any time and any place. Update relevant milestones and upload photograph. In addition, it is also equipped with the Vendor Mode, a real-time feedback function for cargo Proof of Delivery information developed specifically for field or outsourced truck drivers by Dimerco, allowing customers to receive more timely cargo information.
eWMS APP	Through the mobile phone APP coupled with a handheld scanning device, warehouse managers may engage in simpler and more intuitive operations according to customers' different needs. The actual operations and system updates are integrated to accelerate and ensure smoother operating processes and reduce operational errors.
Miles Do APP	In order to prevent problems with air import and export and enhance operational speed, this APP all-in-one features, including data cross-checking, printing label, and milestone I order to provide service contents with higher quality.
Dimerco MFA(Multi-Factor Authentication)	In order to ensure ERP system login security. The Dimerco MFA has been self-developed. Verification codes can be obtained via the APP or e-mail in order to ensure the identity of the user at login and reduce information security risks.
DimBot	By integrating Machine Learning and AI, the computer will be able to assist the primary user in completing daily operations, obtain correct flight information from Airline websites, automatically update the ERP system, and automatically send notifications in the event of abnormal situations. In order to reducing users' usual work, the efficiency of information acquisition can also

	be obtained, thereby providing higher quality and faster services.
MyHome Plus App	To provide customers with better service, Dimerco has developed the MyHome Plus App for its employees, allowing them to easily and quickly access important company information and communication through their mobile phones. The app includes functions such as important company activity messages, internal news releases, Freight Market Forecast, eAWB Monitor, contact information for major branches, holiday and attendance status inquiries, etc. Through these functions, employees can quickly understand the current market situation, provide customers with a better pricing foundation, and assist customers in making more suitable arrangements for their cargo and services.
RPA (Robotic Process Automation) Process Automation	With years of cultivating digital capabilities, Dimerco has positioned 2023 as the year of digital transformation and established an RPA seed team to conduct in-depth research on global logistics service processes. By utilizing RPA software, the team has achieved unified and digitalized information, enhancing operational and management efficiency, as well as service levels.

5.6.6 Effects of and Response to Changes in Policies and Regulations that affects Corporate Finance

Not applicable

5.6.7 Effects of and Response to Changes in Technology and in Industry Related to Corporate Finance and Sales

Not applicable

5.6.8 The Impact of Changes in Corporate Image on Corporate Risk Management, and the Company's Response Measures

Not applicable

5.6.9 Expected Benefits from, Risks Related to and Response to Mergers and Acquisition Plans

Not applicable

5.6.10 Expected Benefits from, Risks Related to and Response to Factory Expansion Plans

Not applicable

5.6.11 Risks Related to and Response to Concentration of Purchasing Sources and Customer Concentration

Not applicable

5.6.12 Effects of, Risks Related to and Response to Large Share Transfers or Changes in Shareholdings by Directors or Shareholders with Shareholdings of over 10%

Not applicable

5.6.13 Effects of, Risks Related to and Response to Changes in Control of the Company

Not applicable

5.6.14 Litigation or Non-litigation Matters that may materially affect Stockholders' Equity or Stock Price

Not applicable

5.6.15 Other Major Risks

Not applicable

5.7 Other Critical Matters

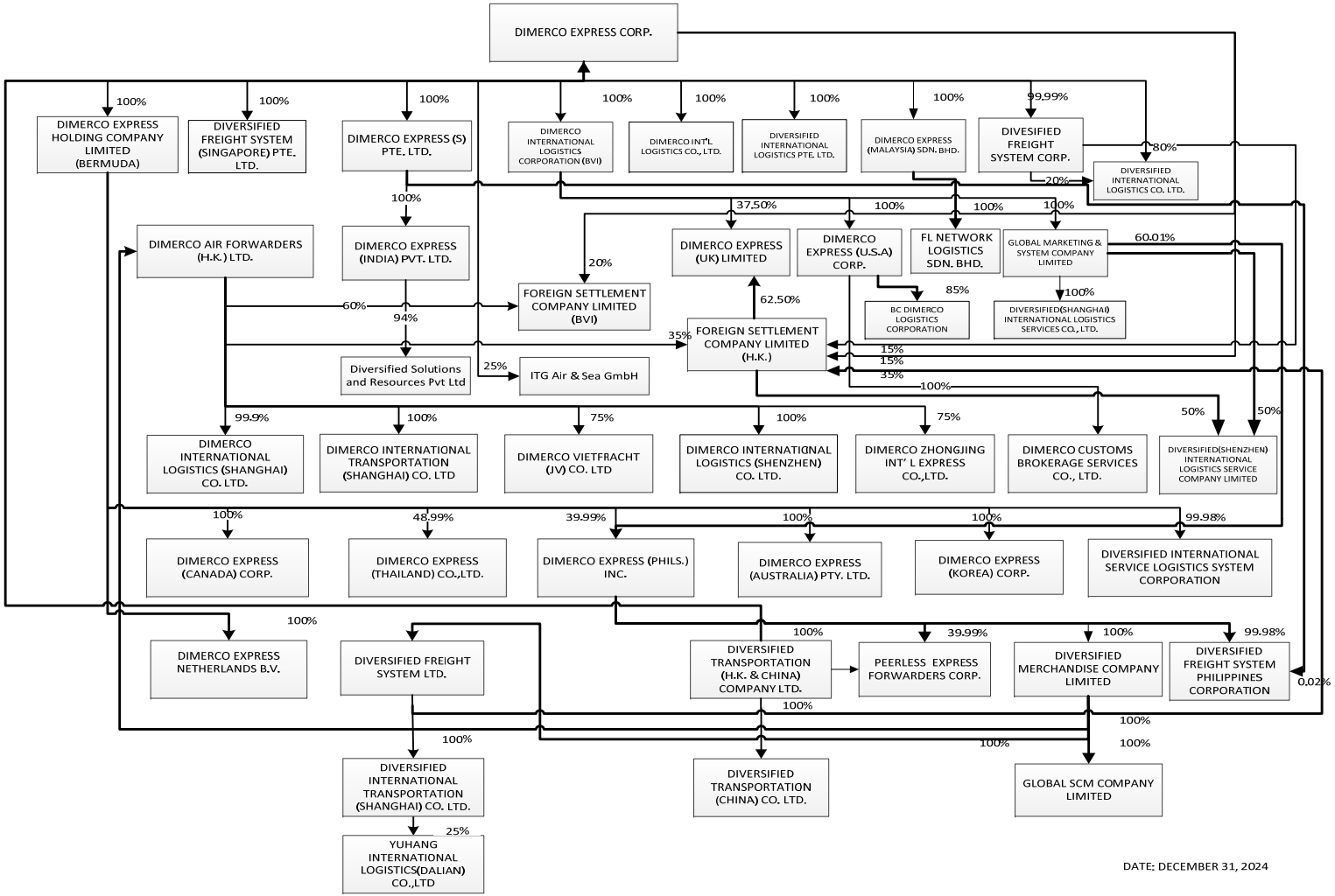
Not applicable

VI. Special Disclosure

Other Supplementary Explanations:

Not applicable

VII. Issues of significant impacts on shareholders equity or securities prices stipulated under 2nd paragraph of 2nd item of Securities Exchange Act article no. 36.: Not applicable



DATE: DECEMBER 31, 2024

Dimerco Express Corporation

Chairwoman: Mrs. Chien, Wen-Li

16th May 2025

DIMERCO

Connecting Asia with the world