

Stock Code : 8446

2025 Sustainability Report



HIM International Music Inc.



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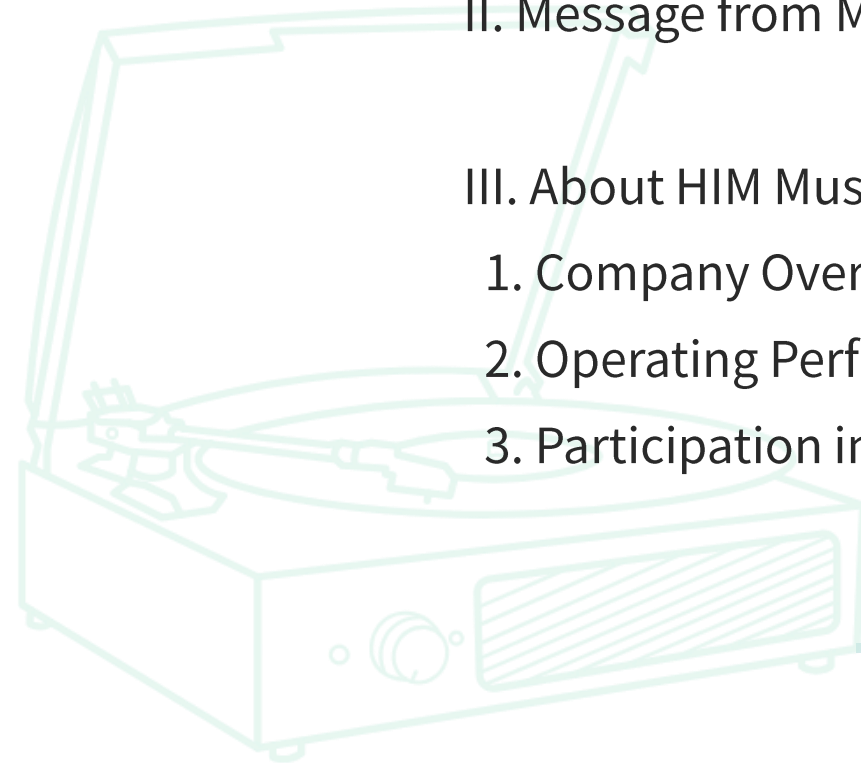




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I. About This Report

1. Reporting Period and Cycle

Beginning in 2025, the Company issued its first Sustainability Report and, in principle, will continue to issue the report annually on a regular basis.

Date of finalization of this Report: May 31, 2026

Current issue date: August 2026

Reporting period: The reporting period of this Report is consistent with the consolidated financial statements, covering January 1, 2025 to December 31, 2025. To enhance the completeness and comparability of the Report, certain chapters also include information outside the current reporting period, with notes provided in the respective chapters.

Next issue date: August 2027

This Report may be downloaded from the Company's official website(<https://www.him.com.tw/about13-2.php>) and the MOPS(<https://esggenplus.twse.com.tw/inquiry/report>).

2. Reporting Boundary and Scope

The scope of information disclosed in this Report is based on the organizational boundary determined under the consolidated reporting principle. The Report discloses the governance, environmental, and social performance of HIM International Music Inc. and its subsidiaries, collectively referred to as the Group, presents the Company's implementation of social responsibility, and describes the Company's goals as it advances toward sustainable development.

The Group includes HIM International Music Inc. and four subsidiaries, namely Taiwan-based HIM Music Publishing Inc. and All Ears Music Inc., Singapore-based HIM International Music Pte Ltd, and Malaysia-based HIM International SDN BHD.

Where the disclosure scope of any chapter of this Report differs from the foregoing, supplementary explanations are provided in the respective chapter.

3. Editorial Principles

This Report has been prepared in accordance with the GRI Sustainability Reporting Standards published by the Global Reporting Initiative (GRI). For the content of this Report and the corresponding index to the GRI Standards, please refer to the appendix.

4. Content Review and Data Verification

The information and data disclosed in this Report were prepared and provided by each department. After compilation and editing by the General Administration Office, the Report was submitted to the Board of Directors for approval before publication. No external assurance has been obtained.

The financial information disclosed in this Report was prepared on the basis of the International Financial Reporting Standards (IFRSs) and is based on the consolidated financial statements audited and publicly released by PwC Taiwan. All financial data are presented in New Taiwan dollars. The greenhouse gas emissions data disclosed in this Report are derived from the Company's self-inventory calculation results and have not been verified by a third-party verification body.

5. Restatements of Information

There were no restatements of information in this Report.

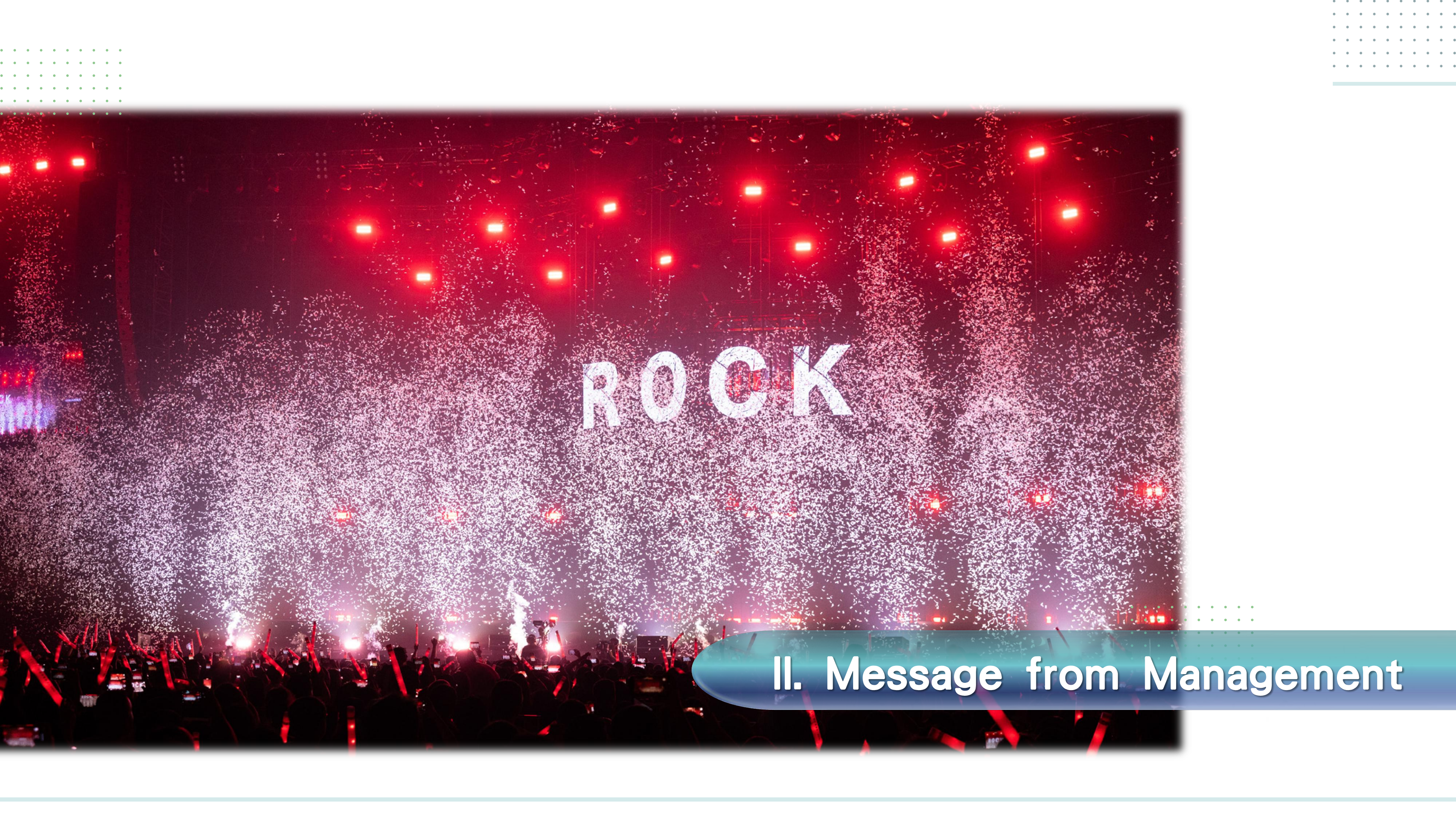
6. Contact Information

For any suggestions or questions regarding the contents of this Report, please contact us:

Sustainability Development Dedicated Unit: General Administration Office

Email: spokesman@him.com.tw

Company website: <https://www.him.com.tw/>



II. Message from Management

In the past, the pop music industry was affected by piracy and by immature business mechanisms amid the development of digital technology. Infringement evolved from early pirated physical albums to the unauthorized reproduction and use of digital music, resulting in shrinking sales of genuine physical albums, eroding record companies' profitability, causing losses, and leading many record companies in the industry to withdraw from the market. This made it impossible for the Mandopop industry to achieve shared prosperity, which was deeply regrettable.

Driven by its passion for pop music, HIM Music continuously reflected on how to transform during times of adversity. Leveraging its own know-how, the Company moved beyond its former focus on album production, release, and sales, and expanded into singer and artist management, including commercial performances, concerts, advertising endorsements, hosting, drama, and other entertainment activities. In doing so, the Company carved out its own path, not only offsetting the accumulated losses caused by the era of physical and digital infringement, but also generating stable profits. In recent years, with the promotion of user-pay concepts and copyright licensing awareness, business mechanisms have gradually matured, enabling record companies to expand diversified revenue sources in addition to sales of physical albums.

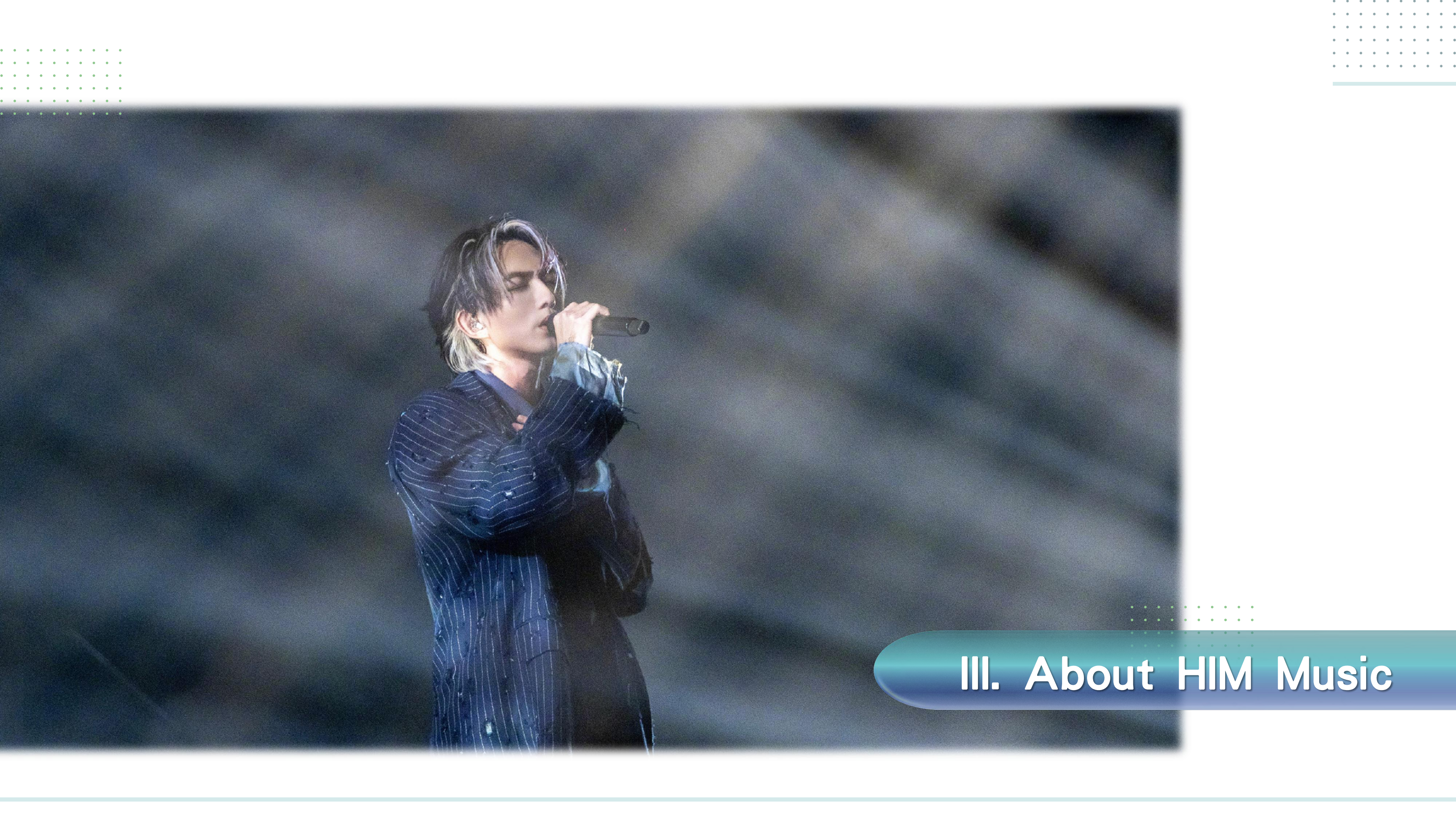
HIM Music has always been known for cultivating new artists. Power Station(動力火車), S.H.E, Fahrenheit(飛輪海), Tank, Yoga Lin(林宥嘉), Hebe(田馥甄), Olivia, Janice Yan(閻奕格), PopuLady, Boon, Hui-Lu(文慧如), Karencici, 77Ke(柯榮棋), babyMINT, JUD(陳泳希), and others all debuted as new artists under HIM. Among them, Power Station(動力火車) is a well-known and long-standing vocal duo that has worked with the Company for more than 25 years, while S.H.E is also the longest-running girl group in the global pop music scene. Based on the characteristics of each artist, and as artists grow older and as their living and working environments change, the Company properly plans each artist' s performance and development path, develops the artist' s brand over the long term, and enables artists to become increasingly mature and active over time. The factors behind the successful cultivation of new artists are often determined by the know-how accumulated by a record company. In addition to discovering and cultivating new artists from the very beginning, a record company must rely on a comprehensive artist training and talent development system, a professional production team, and strong planning and publicity capabilities in order to shape well-rounded and successful artists.

The greatest difference between the Company and its peers lies in the fact that it does not compete for artists to join the Company by relying on large advance royalties or signing bonuses. Upholding the operating philosophy of producing high-quality music works, the Company treats each artist with care and manages them through people-oriented management and professional systems. Through an internationalized and highly competent team, the Company plans and manages each artist's development on a grander scale, stimulates each artist's unique qualities and charm, and creates customized work arrangements and appropriate performing arts activities. By cultivating a strong sense of mission, the Company creates a win-win relationship with its artists. Word of mouth among new artists and those who have worked with HIM is the foundation of artists' trust in the Company, and it is also a powerful tool for attracting artists to join HIM and pursue the next level.

Taiwan's pop music industry has long served as an indicator of the development of the Mandopop scene, and it is also a leader in Mandopop trends. This is because pop music demonstrates not only musical creativity and distribution, but also Taiwan's superior lifestyle and cultural strength compared with other countries. HIM Music's spirit is people-oriented and innovation-driven. The Company strongly emphasizes the establishment of human-centered systems and encourages employees and creators to actively innovate. It is committed to continuing the advantages of Mandopop and to building the best Chinese-language entertainment and cultural content platform. As a member of the pop music industry and the only listed company in the Chinese-language music content industry, the Company will continue to invest in innovation, promote Mandopop, and contribute to Taiwanese society. The Company will uphold a professional and honest business philosophy, take into account the rights and interests of investors, create corporate value, and move toward sustainable operation and development.



HIM International Music Inc.
Chairman
Lu, Yen-Ching



III. About HIM Music

1. Company Overview and Outlook

Company name: HIM International Music Inc.

Company location: 15F, No. 135, Sec. 2, Jianguo N. Rd., Taipei City, Taiwan

Date of establishment: May 1, 1999

(1) Key Milestones

May 1999

The Company was approved for establishment. Originally named Huawei Music International Inc., the Company had paid-in capital of NT\$200 million at the time of establishment.

May 1999

Power Station(動力火車), the Company's first group of artists, sang the theme song 〈當〉 for the TV drama 《還珠格格》. The song became widely popular across Chinese-speaking communities.



September 2001

The Company changed its name to HIM International Music Inc.

September 2001

Girl group S.H.E released its debut album 《女生宿舍》 and officially made its debut.



April 2004

Company artist S.H.E won the Best Vocal Group Award at the 14th Golden Melody Awards for the album 《美麗新世界》.

December 2005

Boy group Fahrenheit(飛輪海) officially made its debut.



March 2006

Company artist Power Station(動力火車) won the Best Vocal Group Award at the 16th Golden Melody Awards for the album 《就是紅光輝全紀錄》.

July 2007

Yoga Lin(林宥嘉) won the championship of the first season of 《One Million Star超級星光大道》 and officially made his debut.



June 2009

The album 《Mystery Guest神秘嘉賓》, featuring the song 〈Color of Your Eyes眼色〉, won the Best Single Producer Award at the 20th Golden Melody Awards.



June 2010

The album 《Senses Around感官/世界》 won the Best Album Packaging Award at the 21st Golden Melody Awards.

September 2010

S.H.E officially entered the stage of solo careers without disbanding. Member Hebe, under her real name Tien, Fu-Chen(田馥甄), released her first solo album 《To Hebe》.



June 2011

The album 《To Hebe》 won the Best Music Video Award at the 22nd Golden Melody Awards for 〈Leave Me Alone寂寞寂寞就好〉; the song 〈LOVE ! 〉 won the Best Composer Award at the 22nd Golden Melody Awards.

November 2011

The Company carried out an organizational restructuring, under which HIM International Music PTE LTD in Singapore and HIM International SDN BHD in Malaysia, original investee of the Company's shareholders, were reorganized as subsidiaries.

November 2011

The Company carried out an organizational restructuring through share conversion and merger, under which HIM Music Publishing Inc. became a subsidiary.

May to June 2012

In line with the government's development of the cultural and creative industries, the Company introduced venture capital shareholders affiliated with financial holding companies and secured co-investment from the National Development Fund. The government became one of the shareholders of the Company and jointly promoted the growth and entry of the cultural and creative industries into the capital market.

1. Company Overview and Outlook

(1) Key Milestones

		June 2018	The song 〈Grim Reaper閻羅王〉 from the album 《I Have Myself我有我自己》 won the Best Composer Award at the 29th Golden Melody Awards .	
September 2012	The Company' s shares were publicly issued on September 27, 2012.	September 2018	The Company invested in We Are Champions Films Co., Ltd.	
October 2012	The Company' s shares began trading on the Emerging Stock Market on October 26, 2012.	June 2019	Subsidiary All Ears Music Inc.' s singer Ardor Huang(流氓阿德), through the album 《Warming a Pot of Youth to Drink溫一壺青春下酒》, won the Best Male Taiwanese Singer at the 30th Golden Melody Awards .	
December 2013	The Company' s shares were listed on the Taipei Exchange on December 19, 2013, making the Company the first entertainment and cultural and creative company in Taiwan to become listed .	July 2019	The Company invested in DaMou Entertainment Co., Ltd.	
2014 to January 2015	Graphic creators including “爽爽貓,” “馬來貘,” “掰掰啾啾,” and “迷路” joined the Company, marking the Company' s entry into graphic creator management.	October 2019	The Company invested in Yida International Hospital Management & Consultant Co., Ltd.	
January 2015	The Company invested in Touch of Light Films Co., Ltd.	November 2019	Company artist Karencici won the Best R&B Single Award at the 10th Golden Indie Music Awards for the song 〈Timeless長期有效〉.	
September 2016	The Company invested in The Tag-Along Co., Ltd..	October 2020	The Company invested in Direct Current Co., Ltd.	
October 2016	The Company established subsidiary All Ears Music Inc.	December 2020	The Company, Kbro Media Co., Ltd., and DaMou Entertainment Co., Ltd. jointly established DaXiao Creative Co., Ltd.	
November 2017	The Company invested in Story Maker Production Inc.	May 2021	The Company invested in Beast Kingdom Co., Ltd.	
		August 2021	The Audit Committee was established.	

1. Company Overview and Outlook

(1) Key Milestones

October 2021

The Company' s investee DaXiao Creative Co., Ltd. and jointly established KOKO Entertainment Co., Ltd. with the Taiwan Creative Content Agency.



June 2025

November 2022

Company artist Karencici won the Best R&B Single Award and Best R&B Album Award at the 13th Golden Indie Music Awards for the album 《99% Angel》.



June 2026

May 2023

The Company invested in NEXT GIRLZ Co., Ltd.



July 2023

The Company invested in Hao Kungfood Co., Ltd.



September 2023

The Company invested in Fun Lead Change Co., Ltd.

March 2024

The Company' s new-generation girl group babyMINT was ranked No. 1 for Mandopop albums on overseas well-known music review website RYM.

February 2025

babyMINT was selected for the “NME 100” list by the well-known British music magazine NME, becoming the first Mandopop girl group to be selected for the “NME 100.”



Power Station(動力火車) won the Best Vocal Group Award at the 36th Golden Melody Awards for the album 《Always With You結伴》.

Salsa Chen(Chen, Hsiao-Hsia陳小霞) won the Jury Award at the 37th Golden Melody Awards for the album 《Worn Wings老翅膀》.



(Photo credit: GMA FB)

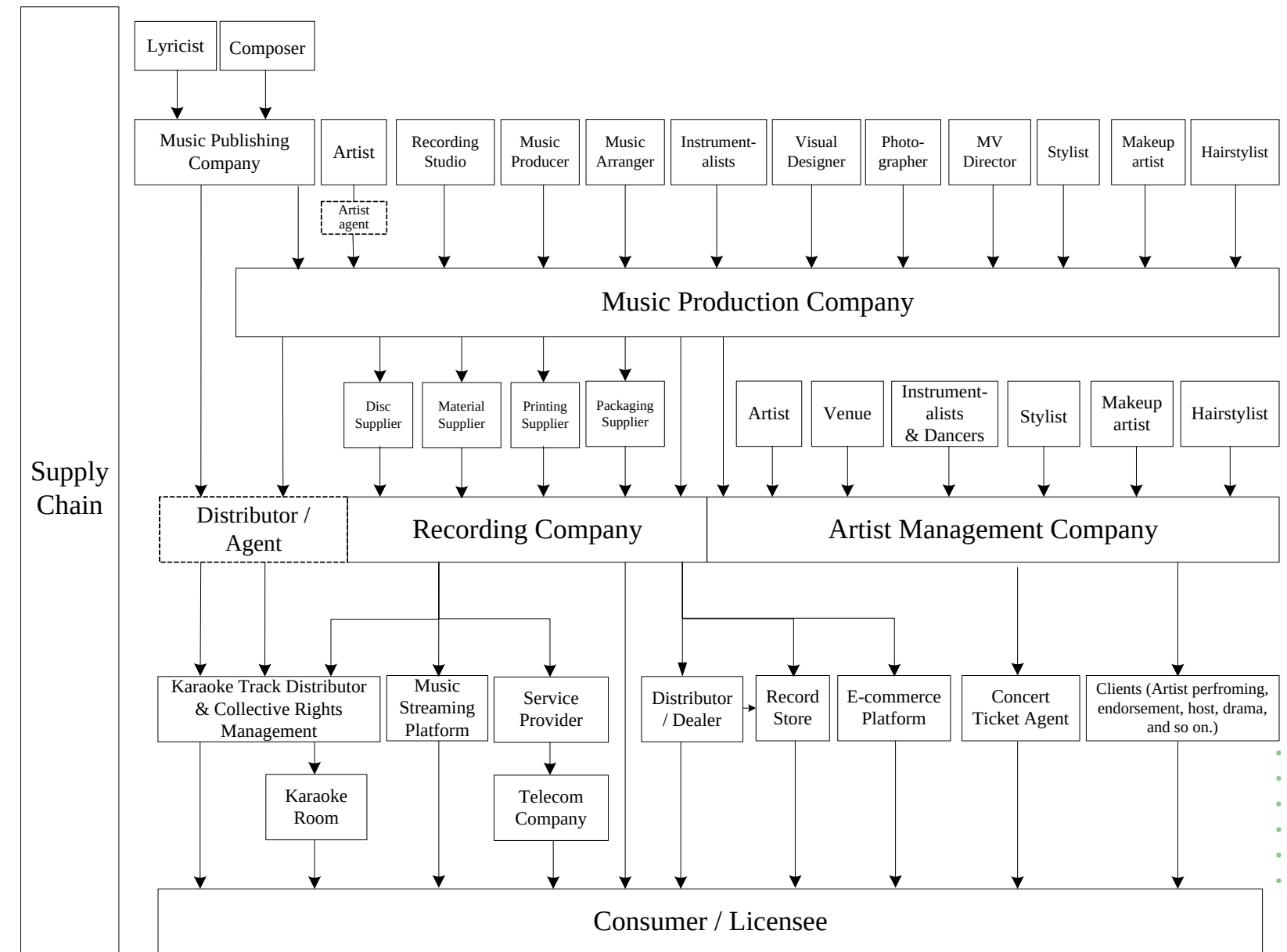


1. Company Overview and Outlook

(2) Operating Overview

The Company and its subsidiaries are primarily engaged in: (1) the production, release, and distribution of pop music; (2) copyright licensing; and (3) the management of graphic creators, professionals, and actors/singers, collectively referred to below as “artists.” As a company specializing in pop music, film and television entertainment, and comprehensive artist management, the Company not only continuously produces song albums for well-known artists, but also actively maintains the discovery and development of new artists and graphic creators. In addition to album sales, the Company has expanded digital music and graphic licensing, and has actively developed markets for artist performances, including live concerts, theatrical performances, commercial performances, and endorsements.

The upstream segment of the pop music industry mainly comprises providers of musical and lyrical works, singers, music production talent, and related service providers engaged in music production, artist styling, makeup and hairstyling. Its downstream segment includes record sales channels, digital music platforms, concert-related curatorial and planning entities and ancillary service providers, singer performance and artist management, public performance organizations, audiovisual karaoke entertainment, and radio and television media. The upstream, midstream, and downstream relationships of the pop music industry are illustrated on the right.



 The main operating revenues of the Company and its subsidiaries are music licensing revenue and artist management revenue. Sales regions include both domestic and overseas markets, with overseas markets primarily consisting of Chinese-speaking markets.

1. Company Overview and Outlook

(2) Operating Overview

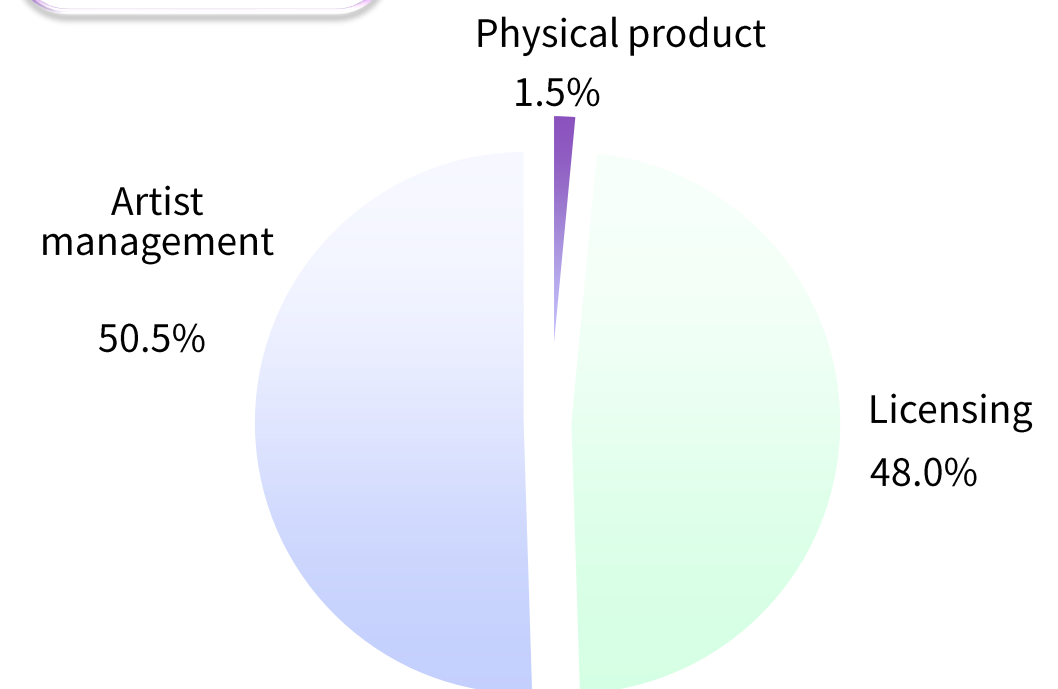
Unit: NT\$ thousand

Revenue category \ Year	FY2024		FY2025	
	Operating revenue amount	Percentage	Operating revenue amount	Percentage
Physical product revenue	19,869	1.5%	6,771	0.6%
Licensing revenue	660,737	48.0%	631,900	58.3%
Artist management revenue	694,881	50.5%	446,043	41.1%
Total	1,375,487	100.00%	1,084,714	100.00%

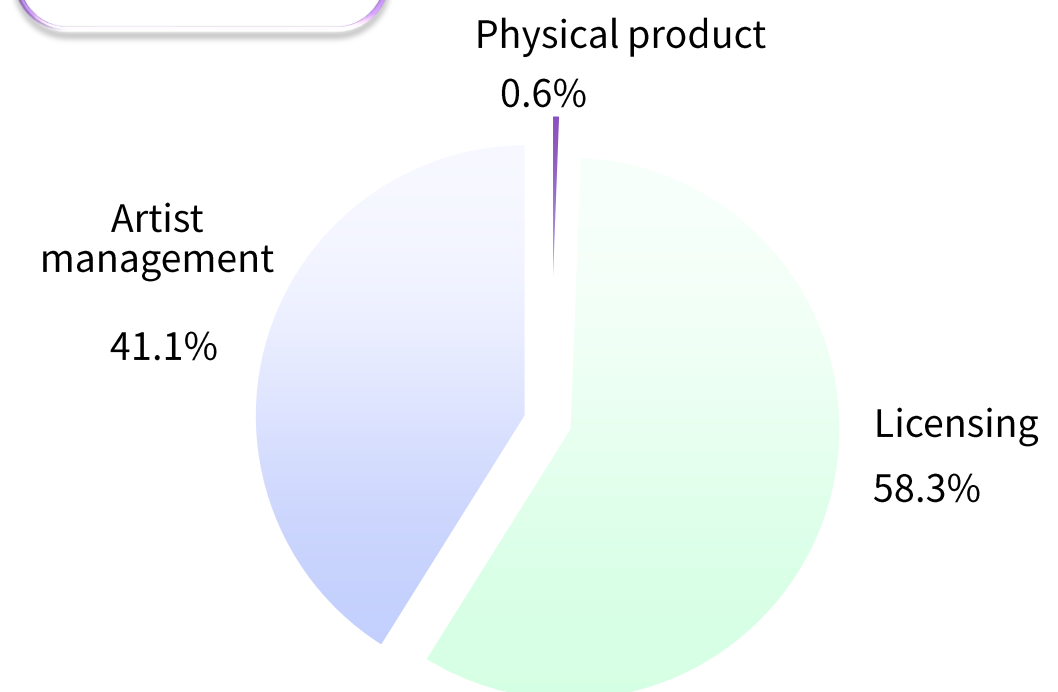


Due to the impact of piracy and the continued progress of technology, physical music products are no longer the primary carrier through which consumers listen to music. Physical products are now mainly purchased by consumers for collection purposes. Accordingly, physical products have accounted for approximately 1% of the Company's operating revenue in recent years, while the Company's main operating revenues are digital licensing revenue and artist management revenue.

FY2024



FY2025



1. Company Overview and Outlook

(2) Operating Overview

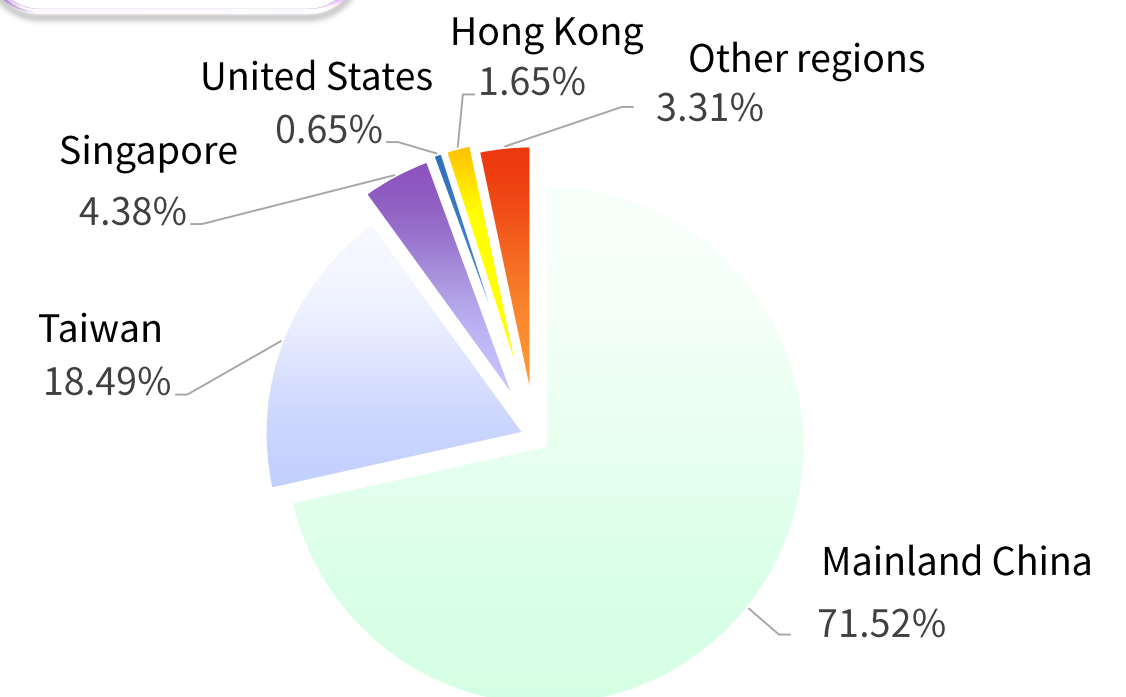
Unit: NT\$ thousand

Region \ Year	FY2024		FY2025	
	Amount	Percentage	Amount	Percentage
Mainland China	983,680	71.52%	798,081	73.58%
Taiwan	254,331	18.49%	188,815	17.41%
Singapore	60,203	4.38%	28,256	2.60%
United States	8,962	0.65%	15,837	1.46%
Hong Kong	22,745	1.65%	6,426	0.59%
Other regions	45,566	3.31%	47,299	4.36%
Net consolidated operating revenue	1,375,487	100%	1,084,714	100%

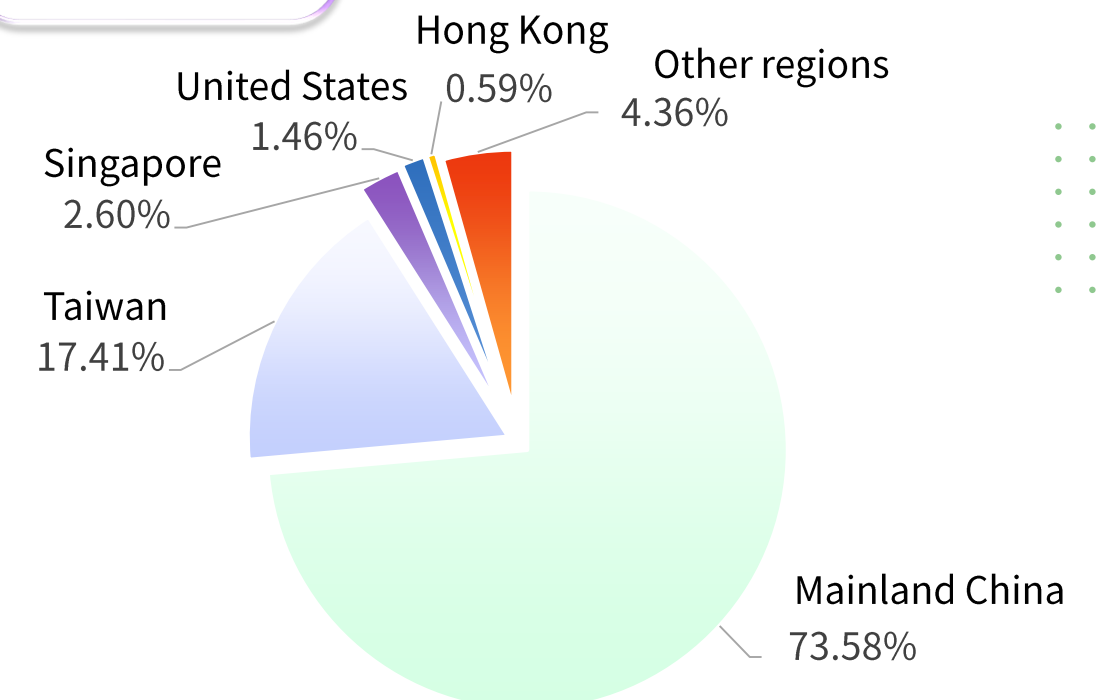


The Company and its subsidiaries mainly operate Mandopop music, with end consumers primarily comprising Chinese-speaking communities around the world. The revenue distribution by region over the past two years is as shown above.

FY2024



FY2025



1. Company Overview and Outlook

(3) Operating Policies

Taiwan's pop music industry is an indicator of the development of the Mandopop market, and is also a leader in Mandopop trends. This is because pop music demonstrates not only creativity and distribution in music, but also Taiwan's superior lifestyle and cultural strength compared with other countries.

At the end of April 2018, the Ministry of Culture launched the "Cultural Content Investment Plan," securing a National Development Fund allocation of NT\$6 billion and a total four-year budget of NT\$4.18 billion under the Forward-looking Infrastructure Development Program for content production. In December 2018, the Legislative Yuan passed the Act for the Establishment of the Taiwan Creative Content Agency, proposed by the Ministry of Culture, and in 2019 the administrative corporation "Taiwan Creative Content Agency" was established. Based on the concept of a national team to revitalize the market, the Agency serves as a professional intermediary organization connecting the government and the private sector. Through the National Development Fund, it actively promotes the growth and internationalization of Taiwan's cultural content industry, focusing not only on content fields such as film and television, animation, and music, but also extending to ACG, AI, and other cultural technology industries related to the development of cultural content. It also cooperates with domestic and international telecommunications, technology, and media groups to enhance the global competitiveness of Taiwan's cultural content industry.

In May 2023, the Development of the Cultural and Creative Industries Act was amended to add that investments in cultural and creative companies, limited partnerships, or projects in national strategic key cultural and creative industries approved by the Executive Yuan may apply for investment tax credits. This measure is more conducive to the thriving development of the industry.



1. Company Overview and Outlook

(3) Operating Policies

In November 2024, the second phase of the Cultural Content Investment Plan was launched with a budget allocation of NT\$10 billion. The scope of investment includes cultural and creative industry enterprises and projects that promote the development of Taiwan's cultural and creative industry ecosystem, with cultural content as the primary focus. Cultural content refers to technology, products, or services that integrate and apply cultural elements through symbols, text, graphics, colors, sound, images, and visual media, as well as cultural creation, publication, distribution, performance, exhibition, agency services, and related production technology services. The plan aims to strengthen Taiwan's content production capabilities, support the development of large-scale production companies, and encourage the production of flagship drama series with international marketability and high development difficulty, thereby driving comprehensive upgrades across the industrial chain from story development to production, including art design, sets, costumes, visuals, special effects, and music scoring; enhancing Taiwan's international competitiveness and influence in content; and expanding Taiwan's content industry into a “Taiwan Cultural Wave.”

As a member of the pop music industry and the only TPEX listed company in the music content industry, the Company will continue to promote Mandopop music and pop cultural creativity, cooperate with industry peers to enhance Taiwan's pop music and contribute to Taiwanese society.



1. Company Overview and Outlook

(4) Major Production and Sales Policies

In addition to continuing to produce high-quality songs and enrich pop music content, the Company focuses on strengthening negotiations for digital music licensing and expanding the market for artist performances. Since 2005, the Company has continuously held its Songwriting Competition for nineteen sessions, and the twentieth session officially commenced at the beginning of 2026. The Company's encouragement of creative work is rare in the industry and is also an important reason why the Company is able to continuously launch innovative music products.



In 2015, the Company launched the first HIM Music Institute as a recruitment activity for behind-the-scenes staff. From more than 1,000 applications, 10 creative talents were selected and, through Company training, became part of the Company's talent pool, strengthening the foundation of the Company's music creation and enhancing its creative development capabilities. To date, seven HIM Music Institute activities have been held, and a number of participants have successfully been recruited as employees, continuing to cultivate talent for the industry and providing creative talent with opportunities to demonstrate their abilities.

Since 2020, the Company has promoted the large-scale open audition project for new talent, ZZ Generation Trainee Audition, selecting numerous talented young-generation individuals as trainees.



After signing the illustrator SECOND, creator of the character SONG SONG MEOW(爽爽貓), in 2014 and formally entering the field of cultural and creative agency, the Company has regarded itself as a talent scout, actively discovering emerging creators with distinctive styles, deepening its cultivation of Taiwan's cultural creativity, and developing cross-strait deployment. Through attracting talent with talent, the Company brought together popular creators from different cultural and creative fields, including LAIMO(馬來貘), ByeByeChuChu(掰掰啾啾), and Morita(森田), to jointly create a new force in illustration and graphic creation.

The Company acts as an agency driver, integrating entertainment and cultural creativity through licensing of diversified products and cooperation with different industries, and continues to maintain its leading position in the cultural and creative industry. By integrating illustration and graphic creation through the Company's core pop music business and agency resources, the Company seeks to create rich and diversified revenue streams and continue expanding its cultural and creative territory.

1. Company Overview and Outlook

(4) Major Production and Sales Policies

To enhance its grasp of trends in drama and film and to provide performance platforms for artists, the Company invested in the drama 《Workers做工的人》 and its original creative team, DaMou Entertainment Co., Ltd., in 2019. In 2020, the Company, Kbro Media Co., Ltd., and DaMou Entertainment Co., Ltd. jointly established DaXiao Creative Co., Ltd. to engage in film and television investment, and successfully secured joint investment from the Taiwan Creative Content Agency in the new company KOKO Entertainment Co., Ltd., thereby investing in cross-domain adaptation and development of film and television works, cultivation of film and television talent, and expanded investment. Produced and invested well-known works include the series 《Wave Makers人選之人—造浪者》, the film 《Workers做工的人》, the series 《Urban Horror都市懼集》, the musical 《Don't Cry, Dancing Girls the Musical勸世三姊妹》, the series 《The World Between Us: After the Flames我們與惡的距離2》, and others.

In 2021, the Company invested in Beast Kingdom Co., Ltd. and the series 《Wave Makers人選之人—造浪者》. In 2022, it invested in the film 《Workers做工的人》 and the drama 《Urban Horror都市懼集》. In 2023, it invested in the film 《Kung Fu功夫》, the series 《Haunted House Secrets凶宅專賣店》, Fun Lead Change Co., Ltd., Hao Kungfood Co., Ltd., and the girl group audition program 《NEXT GIRLZ未來少女》, with the hope of creating a healthy industry ecosystem, introducing more investment, invigorating the film and television content industry, and combining HIM Music's strengths in discovering newcomers and developing new songs to create a win-win outcome.

In 2025, the Company released Salsa Chen(Chen, Hsiao-Hsia陳小霞)'s album 《Worn Wings老翅膀》, Pets Tseng(曾沛慈)'s first album 《Stay Tuned下週同樣時間》, Yoga Lin(林宥嘉)'s album 《Apples of Thy Eye》, released in the “liquid vinyl” format, JUD(陳泳希)'s album 《Weak Massages Create Bad Situations當我不敢說+》 and EP 《都是自己拿來的》, lead vocalist of “Anti-Talent(沒有才能)” - Huang, Ruo-Xin(黃若欣)'s EP 《黃花 Plucked》, Geng, Si-Han(耿斯漢)'s EP 《Let Me Go替我自由》, Yisa Yu(郁可唯)'s single 〈Prelude序〉, Jessica Cheng(Cheng, Fu-Yi鄭馥儀)'s singles 〈Hear You你的聲音〉 〈Rain Falls雨落下〉. The Company also collaborated with drama productions on new works, including the soundtrack for the series 《The Outlaw Doctor化外之醫》, the theme song 〈Reborn From Ashes廢墟之燼〉 and insert song 〈Everything Happens For a Reason最好安排〉 〈Be Your Light你給過我太陽〉 for the series 《The World Between Us: After the Flames我們與惡的距離2》, the soundtrack for the drama 〈The Good, The Bad and The Ugly舊金山美容院〉, the ending theme 〈煮沸〉 for the series 《A Table For one(Is Great Too)就算一個人也可以好好的吃飯2》, the ending theme 〈愛一次就夠〉 for the short drama 《還珠》, the insert song 〈紙星星〉 for the television drama 《梟起青壤》, and the soundtrack for the series 《Haunted House Secrets凶宅專賣店》, among other new works.



As of the finalization date of this report in 2026, the Company had released Power Station(動力火車)'s single 〈I Need You〉 〈Lost in Roses玫瑰玫瑰 feat. 葛西瓦〉, Pets Tseng(曾沛慈)'s single 〈音樂產房: 孤單心事(Live)〉, Jessica Cheng(Cheng, Fu-Yi鄭馥儀)'s “Campus Trilogy” singles 〈學妹〉 〈不是朋友的朋友〉 〈樓梯間唱的歌〉, babyMINT's 〈WIL:D feat. JUD〉, JUD(陳泳希)'s single 〈音樂產房: 菓子(Live)〉, Yisa Yu(郁可唯)'s single 〈Brand New Day—覺醒來〉 for the film 《Dear Stranger最親愛的陌生人》 as the promotional song, Yo Lee(李友廷)'s single 〈The Unfinished Song未完成的歌〉 for the series 《Love's Hidden Side那些你不知道的我》 as the ending song, among other works.

In May, the Company launched Power Station's 《Life Goes On 一路向前》World Tour Concert at Taipei Arena, and in June, the Company launched Yoga Lin's 《Perfect Stewards超級管家》World Tour Concert. Subsequent plans include releasing songs by Power Station, Yoga Lin, Yisa Yu, Pets Tseng, JUD, babyMINT, Jessica Cheng, and new artists. Please stay tuned.



1. Company Overview and Outlook

(5) Future Outlook

A. Future Development Strategy

Operational

- Continue to invest in discovering promising new talent and outstanding songwriters, promote the vitality and innovation of the Mandopop market, and enhance the competitiveness of Taiwan's music industry.
- Continuously cultivate existing artists and emerging talent. Through professional training resources, the Company enables them to fully demonstrate their musical performance capabilities, enhances artists' market positioning, guides artists in developing and creating new works, and promotes the comprehensive and diversified development of artists and creators.
- Attract diversified and outstanding behind-the-scenes performing arts talent to join the Company, deepen professional capabilities in production, creation, and management, build a more competitive and innovative team, and enhance the Company's development potential and industry influence.
- Actively expand comprehensive entertainment agency services, promote the development of new businesses, and continue to broaden the Company's operating territory. Through the integration of music, film and television, and behind-the-scenes resources, the Company seeks to build a larger-scale and more diversified cultural and creative development platform, create more innovation opportunities for the Company, and promote the long-term and steady growth of both the Company and the overall industry.



1. Company Overview and Outlook

(5) Future Outlook

A. Future Development Strategy

Social

- Continue to encourage employees and artists to actively participate in public welfare activities. In particular, through the influence of artists, the Company seeks to guide the public to engage in social care. Through methods such as providing tickets for public welfare concerts and making corporate charitable donations from time to time, the Company strengthens its corporate social responsibility and fulfills its commitment to giving back to society.
- Through cooperation with educational institutions and non-profit organizations, enhance public participation in Mandopop culture. In doing so, the Company not only cultivates professional talent for the music industry, but also promotes the inheritance and innovation of Mandopop culture.
- Maintain membership in numerous music copyright-related associations and organizations, work closely with the government and industry peers, strengthen the protection of musical copyrights, and raise public awareness of the importance of legally using musical works, thereby safeguarding creators' rights and interests and promoting the sustainable development of the Mandopop cultural and music industry.



Environmental

- In the processes of music and music video production, concert organization, and office operations, adopt environmentally friendly hardware and digital technologies to reduce resource consumption and practice environmental protection.
- Conduct greenhouse gas inventories on a regular annual basis, and complete third-party verification within the prescribed timeline in accordance with the requirements of the competent authorities. The Company will strengthen and actively implement internal energy conservation and carbon reduction awareness, regularly monitor greenhouse gas emissions, water consumption, and waste consumption, assess the potential impact of climate change on the Company's business, respond to challenges brought by extreme weather, and fulfill its corporate responsibility for sustainability.
- Combine the influence conveyed through artists and music to actively advocate environmental protection concepts, enhance public attention to sustainable development, and jointly contribute to environmental protection.
- Invest in green and environmental protection enterprises, support the development of innovative technologies and renewable resources, take a global perspective, create a healthier global environment for future generations, and achieve the goals of ecological protection and sustainable business operations.



1. Company Overview and Outlook

(5) Future Outlook

B. Favorable and Unfavorable Factors for Development Prospects and Response Measures

Favorable Factors

1

The pop music industry still has room for future growth

Taiwan's pop music industry has long served as an indicator of the development of the Mandopop scene, and it is also a leader in Mandopop trends. This is because pop music demonstrates not only musical creativity and distribution, but also Taiwan's superior lifestyle and cultural strength compared with other countries. The government has actively promoted and subsidized the cultural and creative industries. If the user-pay model and appropriate business mechanisms can continue to be promoted, this will bring more positive benefits to the Company. In addition, as music is one of the core elements of all cultural and creative products, profit models are no longer limited to the copyright royalties and sales of a single product. Pop music may also form alliances with other industries to create new directions for music development.

2

Advantages of a complete supply chain layout

The Company not only owns copyrighted assets, but also regularly holds the Songwriting Competition every year to identify promising songwriters and bring them on as exclusive songwriters of the Company. In addition, the Company has an experienced professional team that is familiar with market conditions and possesses capabilities in in-house production, planning, publicity, and artist performance management coordination. The Company also maintains good relationships with various sales channels. In recent years, the Company has also worked together with other record companies and industry associations to combat copyright infringement, with the aim of strengthening its grasp of the pop music industry through vertical and horizontal integration.

1. Company Overview and Outlook

(5) Future Outlook

B. Favorable and Unfavorable Factors for Development Prospects and Response Measures

Unfavorable Factors

1

Artists are the most important assets in the pop music industry. Artists' brand image and added value are the primary sources of revenue creation. In order to compete for more well-known artists, industry peers often offer extremely high advances for royalties or compete aggressively for talent. Artists switching companies or establishing their own studios are also common in this industry. In addition, as artists are public figures, any damage to their reputation may affect artist management work.

Response Measures

Please refer to p.88, "Artist Brand Management."

1. Company Overview and Outlook

(5) Future Outlook

B. Favorable and Unfavorable Factors for Development Prospects and Response Measures

Unfavorable Factors

2

The development of digital technology has impacted existing business mechanisms. At the time digital technology developed, existing business mechanisms were not adjusted simultaneously. Digital music can still be obtained or listened to online without payment. This has not only caused record companies' revenues to decline, but has also exposed creators to practical challenges, resulting in the loss of motivation and creative energy. It has also made it difficult to cultivate new-generation creators, and the market may face a talent gap.

Response Measures

A

The Company and the Recording Industry Foundation in Taiwan disclose legally authorized music platforms on their websites, making it easier for the public to recognize and identify the legality of online music platforms, avoid mistakenly accessing illegal websites and thereby indirectly supporting unlawful activities, and actively rely on the power of online public opinion to expose websites that use the Company's works without authorization.

1. Company Overview and Outlook

(5) Future Outlook

B. Favorable and Unfavorable Factors for Development Prospects and Response Measures

Response Measures

B At present, courts in various countries have issued clear rulings on liability for P2P infringement, and legitimate fee-charging operators have also emerged. After Baidu, the search engine in Mainland China, entered into authorized digital music distribution agreements with the three major international record companies in 2011, internet giants such as NetEase, Baidu, Tencent, and Alibaba have also actively promoted licensed music. This has achieved breakthrough progress with respect to long-criticized infringement. Currently, several digital music platforms in Mainland China not only use advertising revenue to pay legitimate copyright licensing fees, but have also established commercial mechanisms based on consumer payment. This will further encourage the music market to develop in a healthier direction. The Company also actively negotiates licensing with various online music platforms. As the concept of rule of law deepens, the user-pay concept among consumers becomes stronger, and the consumer group willing to pay for digital music continues to grow. In addition, with major companies such as Google and Apple successively launching Mandopop music authorized by record companies, the business model for digital music has already taken shape.

C

In recent years, the government has actively promoted concepts relating to intellectual property rights and user payment, strengthened supervision through collective management organizations for copyrights, and enhanced cross-strait exchanges and cooperation in intellectual property rights protection. It is hoped that relevant issues can be resolved through negotiation, thereby improving the innovation, application, management, and protection of intellectual property rights on both sides of the Strait.

D

Following the Golden Melody Awards, the government has established the Golden Indie Music Awards and the Taiwan Original Pop Music Awards to encourage pop music creation, thereby stimulating the creativity of Taiwan's new generation of musicians.

1. Company Overview and Outlook

(5) Future Outlook

B. Favorable and Unfavorable Factors for Development Prospects and Response Measures

Response Measures

E At the end of April 2018, the Ministry of Culture launched the Cultural Content Investment Plan, seeking an allocation of NT\$6 billion from the National Development Fund and a total budget of NT\$4.18 billion over four years under the Forward-looking Infrastructure Development Program for investment in content production. The industries targeted for investment include domestic cultural content industries such as film, television, music, publishing, and ACG. The Plan also focuses on the development of new business models and business scaling within Taiwan’s cultural content industry, including the creation of serialized stories derived from cultural content, applications that integrate big data and blockchain to enhance transaction security and efficiency, new technologies and devices, platform channels, and new commercialization models. The investment model under the Cultural Content Investment Plan was also upgraded to encourage investors in the content industry, including financial holding companies, general venture capital firms, platform operators, channel operators, distributors, and production companies, to submit applications to the Ministry of Culture for investment cooperation review at any time, thereby expanding diversified private-sector funding, generating spillover effects from industrial investment, and promoting integration across the industry chain.

In December 2018, the Legislative Yuan passed the Act for the Establishment of the Taiwan Creative Content Agency in its third reading, and the Taiwan Creative Content Agency was established in 2019 as an administrative corporation. Based on the concept of a national team to revitalize the market, it serves as a professional intermediary organization linking the government and the private sector. Through the National Development Fund, it actively promotes the growth and internationalization of Taiwan’s cultural content industry. Its focus includes film and television, animation, music, and other content fields, and extends to ACG, AI, and other cultural technology industries related to the development of cultural content. It also cooperates with domestic and overseas telecommunications, technology, and media groups to enhance the global competitiveness of Taiwan’s cultural content industry. By establishing the “Diversified Content Investment” mechanism, phased capital injection solutions are provided for industry participants to better address their fundraising needs, accelerate the development of sound commercial production and sales models, enhance market efficiency and scale, increase private-sector willingness to participate in investment, catalyze the entry of private capital, and comprehensively build an ecosystem for the cultural content industry.

In May 2023, the Development of the Cultural and Creative Industries Act was amended to add provisions allowing applications for tax credits for investments in cultural and creative companies, limited partnerships, or projects in national strategic key cultural and creative industries approved by the Executive Yuan, a measure that will further contribute to the flourishing development of the industry.

1. Company Overview and Outlook

(5) Future Outlook

B. Favorable and Unfavorable Factors for Development Prospects and Response Measures

Response Measures

F

In November 2024, the second phase of the Cultural Content Investment Plan was launched with a budget allocation of NT\$10 billion. The scope of investment includes cultural and creative industry enterprises and projects that promote the development of Taiwan's cultural and creative industry ecosystem, with cultural content as the primary focus. Cultural content refers to technology, products, or services that integrate and apply cultural elements through symbols, text, graphics, colors, sound, images, and visual media, as well as cultural creation, publication, distribution, performance, exhibition, agency services, and related production technology services. The plan aims to strengthen Taiwan's content production capabilities, support the development of large-scale production companies, and encourage the production of flagship drama series with international marketability and high development difficulty, thereby driving comprehensive upgrades across the industrial chain from story development to production, including art design, sets, costumes, visuals, special effects, and music scoring; enhancing Taiwan's international competitiveness and influence in content; and expanding Taiwan's content industry into a “Taiwan Cultural Wave.”

2. Operating Performance

(1) Financial Information

The Company convened a Board of Directors meeting on March 9, 2026 and announced its 2025 operating results. Consolidated revenue amounted to NT\$1.08 billion, operating profit amounted to NT\$460 million, net profit after tax amounted to NT\$540 million, and earnings per share after tax were NT\$10.30. The Board of Directors also resolved to distribute annual earnings as cash dividends of NT\$8.0 per share.

Financial Position - Condensed Balance Sheet

Unit: NT\$ thousand

Item	Year	FY2024	FY2025
Current assets		1,451,919	1,548,303
Property, plant and equipment		6,692	6,661
Intangible assets		77,861	62,317
Other assets		1,361,359	1,299,465
Total assets		2,897,831	2,916,746
Current liabilities		647,922	587,165
Non-current liabilities		140,705	98,120
Total liabilities		788,627	685,285
Share capital		529,144	529,144
Capital surplus		246,100	246,100
Retained earnings		1,338,039	1,460,334
Other equity		(4,068)	(3,836)
Equity attributable to owners of the parent company		2,109,215	2,231,742
Non-controlling interests		(11)	(281)
Total equity		2,109,204	2,231,461

Financial Performance - Condensed Statement of Comprehensive Income

Unit: NT\$ thousand, except earnings per share, which is expressed in NT\$

Item	Year	FY2024	FY2025	Item	Year	FY2024	FY2025
Operating revenue		1,375,487	1,084,714	Net income attributable to owners of the parent company		605,429	545,179
Operating costs		(513,598)	(358,206)	Net income attributable to non-controlling interests		179	(249)
Gross profit		861,889	726,508	Total comprehensive income attributable to owners of the parent company		606,323	545,842
Operating expenses		(268,854)	(270,025)	Total comprehensive income attributable to non-controlling interests		170	(270)
Operating income		593,035	456,483	Basic earnings per share		11.44	10.30
Non-operating income and expenses		154,164	216,691				
Income before income tax		747,199	673,174				
Income tax expense		(141,591)	(128,244)				
Net income for the year		605,608	544,930				
Other comprehensive income (net amount)		885	642				
Total comprehensive income for the year		606,493	545,572				

2. Operating Performance

(1) Financial Information

Cash Flows

Unit: NT\$ thousand

Item	Cash inflows (outflows)	
	FY2024	FY2025
Operating activities	561,736	456,712
Investing activities	(148,918)	307,732
Financing activities	(872,141)	(492,243)

• For financial analysis of financial position, financial performance, and cash flows, please refer to p.135 of the Company' s 2025 Annual Report

(https://www.him.com.tw/about3.php?select_index=about5).

Dividend Distribution

Dividend distribution year	2020 Second Distribution	2021 First Distribution	2022 First Distribution	2023 First Distribution	2024 First Distribution	2025 First Distribution	2026 First Distribution
Earnings year	First half Of 2020	Second half of 2020	FY2021	FY2022	FY2023	FY2024	FY2025
Current-year earnings available for distribution (NT\$ thousand)	431,513		276,846	283,621	390,074	541,640	532,670
Actual earnings distributed (NT\$ thousand)	185,200	185,200	238,115	264,572	317,486	423,315	423,315
Distribution ratio (Note)	86%		86%	93%	81%	78%	80%
EPS	NT\$9.55		NT\$6.56	NT\$5.94	NT\$8.23	NT\$11.44	NT\$10.30
Cash dividends (per share)	NT\$3.5	NT\$3.5	NT\$4.5	NT\$5.0	NT\$6.0	NT\$8.0	NT\$8.0
Stock dividends (per share)	-	-	-	-	-	-	-
Cash dividend ratio	100%		100%	100%	100%	100%	100%

• Note: Distribution ratio = actual earnings distributed ÷ current-year earnings available for distribution × 100%.

• For the Company' s dividend policy, please refer to p.89 of the Company' s 2025 Annual Report

(https://www.him.com.tw/about3.php?select_index=about5).

2. Operating Performance

(2) Awards and Honors

April 2004



Company artist S.H.E won the **Best Vocal Group Award at the 14th Golden Melody Awards** for the album 《美麗新世界》.

March 2006



Company artist Power Station(動力火車) won the **Best Vocal Group Award at the 16th Golden Melody Awards** for the album 《就是紅光輝全紀錄》.

June 2009



The album 《Mystery Guest神秘嘉賓》, featuring the song 〈Color of Your Eyes眼色〉, won the **Best Single Producer Award at the 20th Golden Melody Awards**.

April 2010



Selected for the Government Information Office' s 2010 Flagship Record Planning, Production, and Publicity Subsidy Program.

June 2010



The album 《Senses Around感官/世界》 won the **Best Album Packaging Award at the 21st Golden Melody Awards**.

April 2011



Selected for the Government Information Office' s 2011 Flagship Pop Music Production and Integrated Marketing Subsidy Program.

June 2011



The album 《To Hebe》 won the **Best Music Video Award at the 22nd Golden Melody Awards** for 〈Leave Me Alone寂寞寂寞就好〉; the song 〈LOVE ! 〉 won the **Best Composer Award at the 22nd Golden Melody Awards**.



S.H.E won the Best Vocal Group Award at the 14th Golden Melody Awards



Power Station won the Best Vocal Group Award at the 16th Golden Melody Awards

2. Operating Performance

(2) Awards and Honors

- April 2012



Selected for the Government Information Office' s 2012 Flagship Pop Music Production and Integrated Marketing Industry Promotion Program.

May 2013



Selected for the Bureau of Audiovisual and Music Industry Development, Ministry of Culture' s 2013 Flagship Pop Music Production and Integrated Marketing Industry Promotion Program.

June 2018



The song 〈Grim Reaper閻羅王〉 from the album 《I Have Myself我有我自己》 won **the Best Composer Award at the 29th Golden Melody Awards**.

June 2019



Subsidiary All Ears Music Inc.' s singer Ardor Huang(流氓阿德), through the album 《Warming a Pot of Youth to Drink溫一壺青春下酒》, won **the Best Male Taiwanese Singer at the 30th Golden Melody Awards**.

November 2019



Company artist Karencici won **the Best R&B Single Award at the 10th Golden Indie Music Awards** for the song 〈Timeless長期有效〉.

November 2022



Company artist Karencici won **the Best R&B Single Award and Best R&B Album Award at the 13th Golden Indie Music Awards** for the album 《99% Angel》.

June 2025



Power Station(動力火車) won **the Best Vocal Group Award at the 36th Golden Melody Awards** for the album 《Always With You結伴》.

June 2026



Salsa Chen(Chen, Hsiao-Hsia陳小霞) won **the Jury Award at the 37th Golden Melody Awards** for the album 《Worn Wings老翅膀》.



Ardor Huang won the Best Male Taiwanese Singer at the 30th Golden Melody Awards



Karencici won the Best R&B Single Award at the 10th Golden Indie Music Awards



Power Station won the Best Vocal Group Award at the 36th Golden Melody Awards



Salsa Chen won the Jury Award at the 37th Golden Melody Awards

2. Operating Performance

(2) Awards and Honors



Government Financial Subsidies

Year	Program Name	Subsidizing Authority
2010	Flagship Pop Music Production and Integrated Marketing Subsidy Program	Ministry of Culture
2011	Flagship Pop Music Production and Integrated Marketing Subsidy Program	Ministry of Culture
2012	Flagship Pop Music Production and Integrated Marketing Subsidy Program	Ministry of Culture
2013	Flagship Pop Music Production and Integrated Marketing Subsidy Program	Ministry of Culture
2016	Pop Music Cross-sector Cooperation and Business Model Industry Innovation Subsidy Program	Ministry of Culture

In addition, in order to encourage the development of pop music and the creation of pop music brands as the core, the government has assisted record companies in further demonstrating creativity, developing markets, and forming strong production and marketing teams, thereby making industry participants more internationally competitive. The government selects annual proposals with flagship leading brands and development potential. The Bureau of Audiovisual and Music Industry Development, Ministry of Culture invites professionals from various fields, including music creation and album production, artist management, music criticism, entertainment integrated marketing, print media columns, and television media, to serve as review committee members and select pop music development proposals. From 2010 to 2013, the Company was selected for the Ministry of Culture's Flagship Pop Music Production and Integrated Marketing Subsidy Program for four consecutive years, and all projects were successfully closed in accordance with the relevant regulations, demonstrating strong recognition of the Company's planning and execution capabilities.



S.H.E 15th Anniversary Classic Exhibition '團圓One in One'



To encourage domestic pop music industry participants to produce or develop pop music products or business model services through cross-sector cooperation, enhance the penetration rate of pop music and the competitiveness of the pop music industry, and strengthen the circulation, dissemination, and value-added application of pop music, the Ministry of Culture launched the Pop Music Cross-sector Cooperation and Business Model Industry Innovation Subsidy Program in 2016. The Company was selected for the program and, through the "S.H.E 15th Anniversary Classic Exhibition '團圓One in One'," combined Graphic Mapping, dynamic projection, and augmented reality integrated with virtual reality to complete the integrated application of pop music and the digital technology industry, creating a model case for cross-sector integration and receiving recognition for its innovation.

3. Participation in External Organizations

The Company actively participates in industry associations and organizations related to copyright, records, artist management, and performing arts agency services, with the aim of bringing together the collective efforts of industry organizations and the government to promote the development of the Mandopop industry:

External Organization	Purpose of Establishment
Taipei Music Copyright Agents Association (MPA) 	The Association provides song copyright information, promotes diversified use, and coordinates music copyright agents in establishing licensing guidelines for various forms of music use. It guides users to use music legally, brings together the efforts of song users and rights holders, and is committed to enhancing their mutual interests.
Recording Industry Foundation in Taiwan (RIT) 	As the representative organization of Taiwan's recording industry and a member of the International Federation of the Phonographic Industry (IFPI), RIT aims to protect sound recording copyrights, safeguard the legitimate rights and interests related to the recording industry, and focus on building a more friendly environment for the development of the music industry, thereby enhancing the economic and cultural value of music. It serves as a bridge among record companies, domestic and foreign governments, and music copyright organizations, ensuring that the musical creations of its donor record companies receive comprehensive protection, promoting the use of music and expanding its commercial value, and further enhancing the cultural value of music in people's lives.

External Organization	Purpose of Establishment
International Federation of the Phonographic Industry (IFPI) 	IFPI aims to promote the value of recorded music worldwide, protect the rights of record producers, and expand the commercial use of recorded music. It is committed to ensuring that the rights of its members are properly protected and enforced, and to helping members obtain the commercial value of their music products through various channels. It upholds trade ethics and fair commercial practices within the global recorded music industry, combats copyright infringement worldwide, and cooperates with international music organizations to promote the healthy development of the global music industry.
Taiwan Association for Copyrights Protection (TACP) 	TACP aims to protect the copyright property rights of various artistic and cultural creations. It is composed of numerous associations and organizations from the film and television, recording, music, and related industries, as well as publishers. By pooling collective strength, it introduces international policies and concepts relating to copyright protection, enhances public understanding of the meaning of copyright, strengthens the respect that all levels of society should have for copyright, and provides policy recommendations to the government. It is currently the only certification body designated by the official authorities on both sides of the Taiwan Strait to handle copyright certification for Taiwanese businesses, shortening the certification process, resolving cross-strait copyright issues, and promoting mutual assistance and exchange across the Taiwan Strait.

3. Participation in External Organizations

External Organization	Purpose of Establishment
Music Copyright Society of Chinese Taipei (MÜST) 	MÜST is a collective management organization for musical works in Taiwan. It is committed to managing three rights relating to musical works: public broadcasting rights, public transmission rights, and public performance rights. It aims to protect the rights of music copyright owners and promote the healthy development of the music industry. Through centralized licensing, unified fee collection, and distribution, it facilitates the exercise of rights and obligations by music copyright owners and users. It also strengthens exchange and cooperation among domestic and foreign music organizations, combats infringement, and promotes knowledge of intellectual property rights and concepts relating to licensed music use, thereby implementing the user-pay concept and protecting the rights and interests of its member creators.
Association of Recording Copyright Owners of Taiwan (ARCO) 	ARCO is a collective management organization for sound recordings and audiovisual works in management organization for Taiwan. It handles the licensing of use, royalty collection, and royalty distribution for members' sound recordings and audiovisual works, including the public broadcasting rights of sound recordings, remuneration claim rights for public performance, necessary reproduction rights for public performance purposes, public transmission rights and necessary reproduction rights for public transmission, as well as the public broadcasting rights, public presentation rights, public transmission rights, and necessary reproduction rights for public transmission of audiovisual works.

External Organization

Purpose of Establishment

Taipei Multimedia Production Association (TMPA)



TMPA assists the government in the promotion, research, and recommendation of film and television policies and laws. Through seminars, film and television forums, and other methods, it serves as a smooth communication bridge between the government and the industry. In recent years, it has actively participated in overseas film and television exhibitions, promoted industry matchmaking between foreign and domestic businesses, enabled information on Taiwan's audiovisual industry to be effectively communicated internationally, and used such opportunities to absorb the latest overseas audiovisual trends, business information, and technologies.

Radio and Television Program Production Commercial Association of the Republic of China (VAPA)



VAPA is committed to the development of the radio, television, and film and television industries. It serves as a bridge between the government and the industry, with the main objectives of promoting the sound development of the radio and television program production industry, coordinating industry relationships, safeguarding the legitimate rights and interests of members, promoting cross-strait industry exchanges, and enhancing the common interests and welfare of the industry.

Taipei Performing Arts Agency Cultural Exchange Association (TAAA)



TAAA brings together industry peers to jointly establish a professional and reasonable management system for the performing arts agency industry. It provides a platform for exchanging performing arts agency information, integrates performing arts resources from various regions, and works with enterprises to organize public welfare and charitable activities to give back to society and support disadvantaged groups. It promotes performing arts agency cultural exchanges among Taiwan, Hong Kong, Macau, and Mainland China, and organizes seminars and exhibitions related to performing arts agency culture. It also works with media and schools to hold performing arts agency training courses, thereby cultivating outstanding professionals for the performing arts agency industry.

3. Participation in External Organizations

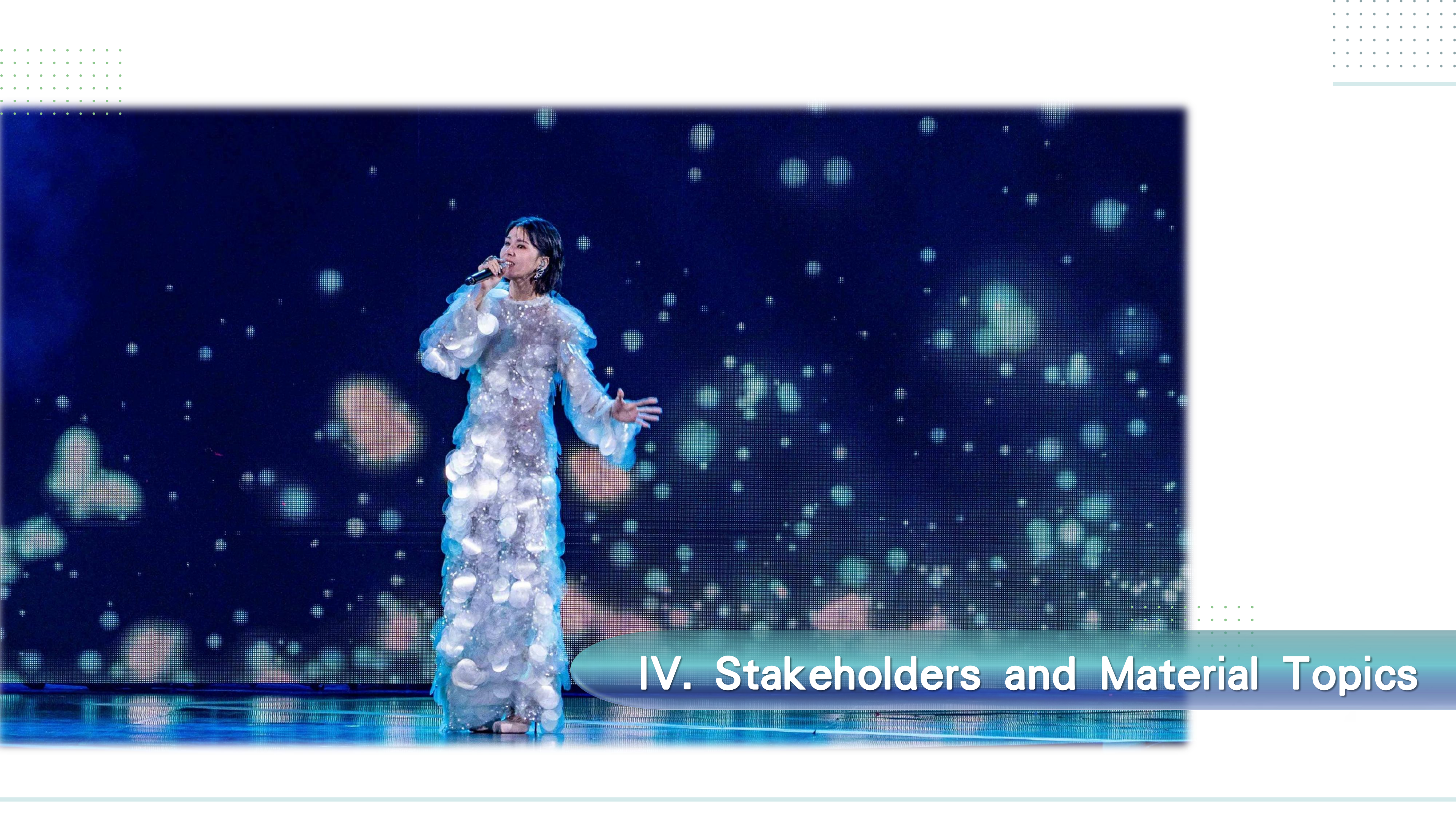
External Organization	Purpose of Establishment
Chinese Artist Agent Association (CAAA) 	CAAA aims to “professionalize,” “institutionalize,” and “internationalize” performing arts agency services, which are among the most important businesses in the performing arts industry. It brings together performing arts agency talent in Taiwan to jointly develop the vast performing arts agency markets across Taiwan, Hong Kong, Macau, Mainland China, and the world, and protects the related rights and interests of its members.
New Media, Film, Television and Music Development Association (NMEA) 	NMEA assists the government in formulating relevant industry policies, facilitates real-time information exchange among industry peers, jointly develops business opportunities, promotes the exchange of domestic and overseas experience and resources, and advances industry-academia cooperation for the cultivation of diverse new-generation talent. It is committed to responding to changes in technology and the environment, keeping pace with the times, and creating a new media, film, television, and music industry chain that starts from Taiwan and has global influence.
Importers and Exporters Association of Taipei (IEAT) 	IEAT serves as a bridge between the government and trade businesses. It consolidates industry consensus, puts forward various policy recommendations, strives to protect members’ rights and interests, and actively assists businesses in exploring global market opportunities.

External Organization	Purpose of Establishment
The Association of GS1 Taiwan 	GS1 Taiwan is the only dedicated GS1 organization in Taiwan. It issues manufacturer identification numbers, or company prefixes, to applicants such as domestic manufacturers, wholesalers, and retailers. It also provides professional review and testing services for international barcode numbers required by manufacturers for product labeling.
Taiwan Industrial Holding Association (TIHA) 	TIHA promotes industrial holding companies, integrates resources from industry, government, and academia, and facilitates further industrial integration. It promotes dedicated legislation for industrial holding companies, establishes a high-quality development environment for the industrial holding business model, shapes specialized knowledge in industrial holding through an experience-sharing platform, and provides education and training courses related to the operation and management of industrial holding companies, thereby assisting members in understanding and developing industrial holding businesses and improving their market share and performance.
Recording Industry Association (Singapore) (RIAS) 	RIAS represents major and independent record companies in Singapore. It is committed to promoting the development of Singapore’s music industry and copyright protection, cooperating with regulatory authorities to safeguard the market use of sound recordings, and protecting the rights and interests of record producers and creators. It is the Singapore national group of the International Federation of the Phonographic Industry (IFPI).
Music Rights Public Limited (MRSS) 	MRSS is a collective management organization for sound recordings and music videos in Singapore. It aims to represent its music producer members in ensuring that music copyright owners receive reasonable remuneration for the use of their musical creations, thereby protecting the rights and interests of music publishers and creators and promoting the healthy development of the music industry.

3. Participation in External Organizations

External Organization	Purpose of Establishment
Composers and Authors Society of Singapore (COMPASS) 	COMPASS protects and promotes the copyrights of composers, lyricists, and music publishers in Singapore. It manages the public performance, broadcasting, communication, and reproduction rights of musical works on behalf of its members. It is committed to protecting music copyrights and the rights to use musical works, ensuring that members receive the royalties they deserve from the market use of their creations, and preventing unauthorized use.
Recording Industry Association of Malaysia (RIM) 	RIM represents Malaysian record companies and enterprises, covering the production and distribution of local and international music, music videos, and karaoke recordings in Malaysia. As the Malaysian national group of the International Federation of the Phonographic Industry (IFPI), it is committed to promoting the development of the music industry and copyright protection.

External Organization	Purpose of Establishment
Public Performance Malaysia SDN BHD (PPM) 	PPM represents eligible Malaysian and international record companies and is responsible for managing their music rights in Malaysia, ensuring the fair collection of royalties for sound recordings and maximizing distribution to rights holders. It also protects the broadcasting rights, public performance rights, communication rights, and other rights of sound recordings, safeguards the interests of music copyright owners, and provides music users with legal and convenient channels for playing and reproducing music. It is committed to protecting the value of musical works, responding to changes in the digital era by combating piracy, and safeguarding the rights and interests of music publisher members.
Music Authors' Copyright Protection (MACP) 	MACP aims to serve songwriters and music publishers in Malaysia and abroad, ensuring that music users obtain legal authorization to play music, and collecting and distributing royalties when members' works are publicly performed, broadcast, or communicated to the public. Through reciprocal agreements with foreign performing rights-related associations, MACP represents composers and music publishers worldwide, manages musical works from around the world in Malaysia, and issues blanket licenses to users, enabling them to perform musical works from around the world.



IV. Stakeholders and Material Topics

1. Identification of Material Topics

The Company refers to the five dimensions under the AccountAbility Stakeholder Engagement Standard (AA1000 SES): Dependency, Responsibility, Tension, Influence, and Diverse Perspectives; the four-step process for determining material topics under GRI 3: Material Topics 2021; and international sustainability standards such as SASB, TCFD, and the United Nations Sustainable Development Goals (SDGs). Through the Company's dedicated sustainability development unit, the General Administration Office, and the management of each department, the Company identified seven major categories of stakeholders that interact with the Company: investors, employees, customers, suppliers, government, communities, and the media.

The Company further analyzes material topics related to stakeholders and their level of concern, evaluates the importance and impact of each topic based on positive and negative impacts across economic, environmental, social, and human rights dimensions, confirms the contents, prioritization, and management approaches of material topics, discloses relevant internal information such as data and performance results, and continuously tracks and reviews material topics and stakeholder engagement. The results are regularly reported to the Audit Committee and the Board of Directors as a reference for reporting in the following year.

With reference to international sustainability standards such as AA1000 SES, GRI, SASB, TCFD, and the SDGs, the Company identified seven major categories of stakeholders and compiled 20 sustainability topics most relevant to the Company.

Understand
organizational
context and
identify
stakeholders

Identify
actual and
potential
impacts and
assess the
significance of
impacts

The Company's sustainability promotion team and sustainability governance unit assess the potential positive and negative impacts of each topic, and analyze the topics most closely related to the seven major categories of stakeholders as well as their level of concern.

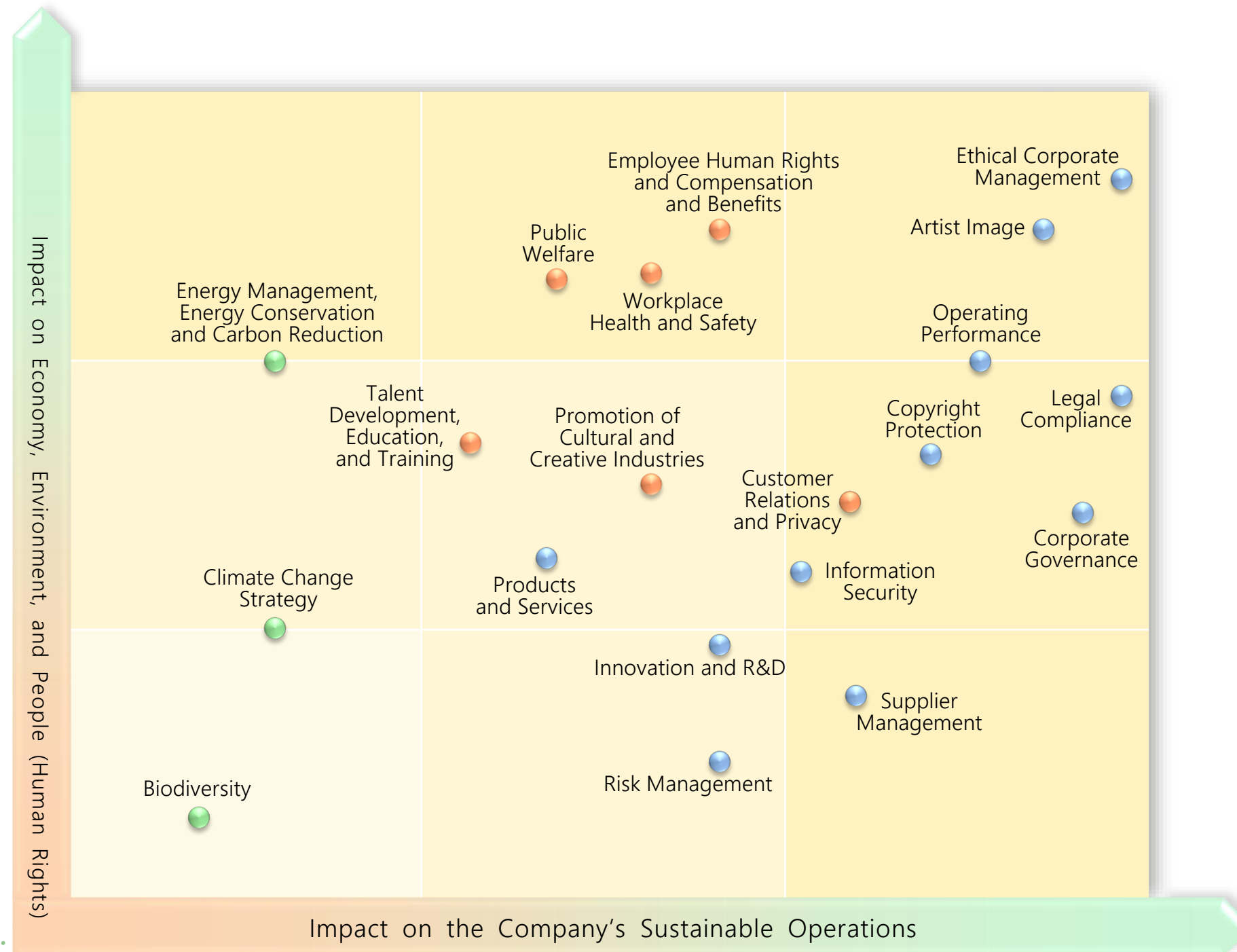
Prioritize the
most significant
impacts for
reporting and
confirm
material
topics

Based on the impact of each topic and the level of stakeholder concern, the Company prioritizes the topics and confirms 13 material topics for priority reporting, together with their management approaches.

The Company Continuously tracks and reviews the impacts and management of material topics as well as stakeholder engagement, regularly reports the results to the Audit Committee and the Board of Directors, and uses the results as a reference for reporting in the following year.

Manage, engage on,
track, and review
material topics

1. Identification of Material Topics



2025 Material Topics

Sustainable Environment (E)

- Energy Management, Energy Conservation and Carbon Reduction

Social Responsibility (S)

- Customer Relations and Privacy
- Employee Human Rights and Compensation and Benefits
- Workplace Health and Safety
- Public Welfare

Corporate Governance (G)

- Ethical Corporate Management
- Legal Compliance
- Corporate Governance
- Artist Image
- Operating Performance
- Copyright Protection
- Supplier Management
- Information Security

2. Impact and Management of Material Topics

Dimension	Material Topics	Positive and Negative Impacts		GRI Alignment	Management Strategies and Implementation
Sustainable Environment (E)	Energy Management, Energy Conservation and Carbon Reduction	+	- The effective implementation of energy conservation measures can reduce office electricity consumption, thereby saving related energy use costs. The digitization of paper documents not only reduces resource waste, but also improves the efficiency of the Company's internal operating processes. - The active implementation of energy conservation and carbon reduction policies and greenhouse gas inventories demonstrates corporate social responsibility. Under the global trend of sustainable development, such efforts can also attract investors or partners that value related issues.	GRI 102: Climate Change 2025 GRI 103: Energy 2025 GRI 306: Waste 2020	The Company has established the “Sustainable Development Best Practice Principles” and the “Sustainability Information Management Procedures,” and has set up a greenhouse gas inventory task force. The Company actively implements energy conservation and carbon reduction measures, and has set a target of reducing energy management expenses by 1% compared with the previous year, with the aim of achieving a reduction of 6% by 2030 compared with 2024. Please refer to p.114 “Green Environment and Sustainable Development.”
		-	- Energy management, such as the statistical tracking of electricity consumption, water consumption, waste volume, and other data, as well as greenhouse gas inventories and external verification, may lead to an increase in related manpower and financial costs. - The Company's energy consumption mainly comes from daily office space, such as air conditioning, electrical equipment, and water use, as well as fuel used by company vehicles. Therefore, the Company has limited room to reduce energy consumption and carbon emissions, and cannot achieve significant reductions in the same way as companies with factories. If energy conservation and carbon reduction targets are not achieved, this may affect the Company's evaluation and credibility.		

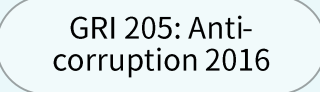
2. Impact and Management of Material Topics

Dimension	Material Topics	Positive and Negative Impacts		GRI Alignment	Management Strategies and Implementation
Social Responsibility (S)	Customer Relations and Privacy	+	- Comprehensive customer privacy protection can enhance customers' trust in the Company and reduce customer churn. - Rigorous privacy protection measures can become a differentiated advantage in the industry and strengthen the Company's competitiveness.	GRI 418: Customer Privacy 2016	The Company has established the "Personal Data Protection Management Regulations" to protect personal privacy. It has also designated dedicated personnel to communicate with customers promptly and fully, providing customers with comprehensive services and protection. Please refer to p.90 "Customer Relations."
		-	- As privacy protection regulations become increasingly stringent, the Company may need to invest more costs in related monitoring and compliance. - If an incident involving infringement of privacy rights occurs, it may result in legal disputes, damage to the Company's reputation, and substantial customer loss.		
	Employee Human Rights and Compensation and Benefits	+	- Fair and reasonable compensation policies can improve employee work performance and loyalty and reduce talent turnover costs. - Providing comprehensive benefits and employee development opportunities can attract and cultivate outstanding talent and strengthen the Company's competitiveness.	GRI 2-7 Employees GRI 2-8 Workers who are not employees GRI 401: Employment 2016 GRI 404: Training and Education 2016 GRI 405 : Diversity and Equal Opportunity 2016 GRI 406 : Non-discrimination 2016 GRI 408 : Child Labor 2016	The Company's Articles of Incorporation specify the scope of employee remuneration. The Company conducts regular employee opinion surveys and has established regulations including the "Regulations for the Prevention, Complaint, and Discipline of Sexual Harassment in the Workplace," the "Regulations for the Prevention, Complaint, and Discipline of Workplace Bullying," the "Written Declaration on the Prevention of Unlawful Infringement in the Workplace," and the "Human Rights Policy," as well as the "Human Rights Due Diligence Process," to protect employees' basic human rights, labor rights, right to gender equality in employment, and collective bargaining rights. The Company provides employee benefits including employee trips, birthday/Dragon Boat Festival/Mid-Autumn Festival cash gifts, subsidies for weddings, funerals, and celebrations, concert activities, employee purchase discounts, year-end party events, prizes, and bonuses. Please refer to p.98 "Employee Rights and Talent Development."
		-	- If compensation and benefits policies are implemented unfairly, this may cause employee dissatisfaction, or even harm employee human rights, which may lead to legal issues and reputational damage to the Company. - Employee needs are diverse, and the Company may not be able to meet every employee's expectations, which may reduce employees' evaluation of the Company and their willingness to remain with the Company.		

2. Impact and Management of Material Topics

Dimension	Material Topics	Positive and Negative Impacts		GRI Alignment	Management Strategies and Implementation
Social Responsibility (S)	Workplace Health and Safety	+	- Enhancing employees' sense of safety and comfort in the workplace helps promote productivity and improve retention rates. - Proper maintenance of workplace health and safety may attract more outstanding job applicants while enhancing the Company's corporate social responsibility image.	GRI 403: Occupational Health and Safety 2018	Through regular employee health examinations, mental and physical health seminars, promotion of a smoke-free workplace, 24-hour building access control, annual fire safety inspections, and regular environmental disinfection, the Company provides employees with a safe and healthy work environment. The Company also regularly conducts employee opinion surveys, complies with the Occupational Safety and Health Act, and has established the "Regulations for the Prevention, Complaint, and Handling of Workplace Bullying" to protect employees' physical and mental health and prevent and handle workplace bullying incidents. Please refer to p.111 "Occupational Health and Safety."
		-	- If an occupational accident occurs, related medical insurance, legal costs, and compensation expenses may arise, reducing employee satisfaction with the workplace environment, potentially causing talent loss and damaging the Company's image. - If workplace bullying, discrimination, or other infringements of employee rights occur, they may affect employees' physical and mental health and the overall workplace atmosphere, lead to legal disputes, and have a negative impact on the Company's reputation.		
	Public Welfare	+	- The Company's artists' continued participation in public welfare activities can enhance the image of the Company and its artists, increase public goodwill, and promote the Company's sustainable operations. - Artists' participation in public welfare activities can increase public attention to and engagement in public welfare issues, bringing substantive contributions to social sustainability.	GRI 203: Indirect Economic Impacts 2016 GRI 413: Local Communities 2016	The Company continues to encourage and arrange for employees and artists to participate in public welfare activities, with the aim of contributing positive energy to society through the influence of public figures. Please refer to p.128 "Social Care."
		-	- If the transparency or sincerity of public welfare participation is insufficient, public doubts may arise, affecting the image of the Company or its artists. - Public welfare activities require additional resources, which may divert the Company's focus from its core operations. If the costs incurred and operational benefits are not balanced, financial pressure may also result.		

2. Impact and Management of Material Topics

Dimension	Material Topics	Positive and Negative Impacts		GRI Alignment	Management Strategies and Implementation
Corporate Governance (G)	Ethical Corporate Management		1. Minimizing internal corruption risks helps avoid related disputes or legal issues and protects the stability of the Company's operations. 2. Establishing a culture of integrity strengthens internal cohesion, enhances the Company's image and trustworthiness, attracts domestic and overseas partners or investors, and increases the Company's competitiveness.		The Company has established regulations such as the “Ethical Corporate Management Best Practice Principles” and the “Procedures for Ethical Management and Guidelines for Conduct,” strictly prohibiting and preventing unethical conduct. The Company has established clear and effective reward and disciplinary systems, and each year employees sign a consent form for the “Notice on Recusal of Conflicts of Interest and Important Code of Conduct” related to ethical corporate management. Please refer to p.71 “Ethical Corporate Management.”
			1. Ethical corporate management requires a certain period of accumulation, including the penetration of corporate philosophy, regular education and training, and the improvement of the whistleblowing system, all of which involve costs. 2. Integrity regulations may be violated by internal employees or external partners, which could lead to legal disputes and have a material impact on the image of the Company or its artists.		
	Legal Compliance		1. Ensuring at all times that all Company operations comply with laws and regulations can prevent legal issues or substantial fines. 2. Lawful operations with no violation records may attract more business customers and investors, and promote the Company's evaluation and sustainable operations.		The Company has established the “Corporate Governance Best Practice Principles” and internal control systems, complies with the laws and regulations of the competent authorities, and has established functional committees to ensure that the Company's operations are properly supervised by the Board of Directors and develop soundly. Please refer to p.10 “About HIM Music” and p.55 “Corporate Governance.”
			1. As laws and regulations are amended over time, substantial resources must be invested to update the Company's internal systems and operations. 2. Compliant operations may reduce employee efficiency due to their complexity. 3. If the Company violates laws or regulations, in addition to being subject to legal penalties, it may also trigger distrust from partners or potential customers, thereby affecting the Company's operations.		

2. Impact and Management of Material Topics

Dimension	Material Topics	Positive and Negative Impacts		GRI Alignment	Management Strategies and Implementation
Corporate Governance (G)	Corporate Governance		1. A sound corporate governance structure ensures transparent and fair decision-making and enhances the Company’ s interests. 2. Improved supervisory and management effectiveness of corporate governance bodies such as the Board of Directors, Audit Committee, and Remuneration Committee helps maintain the Company’ s steady growth.	GRI 2-9~2-21 GRI 201: Economic Performance 2016	The Company has established the “Corporate Governance Best Practice Principles” and internal control systems, complies with the laws and regulations of the competent authorities, and has established functional committees to ensure that the Company’ s operations are properly supervised by the Board of Directors and develop soundly. Please refer to p.10 “About HIM Music” and p.55 “Corporate Governance.”
			1. If governance decisions are biased, they may affect operating performance, lead to legal risks, or damage the Company’ s reputation. 2. If the diversity and professionalism of members of the Company’ s governance bodies are not properly balanced, this may affect the efficiency of the Company’ s decision-making.		
	Operating Performance		1. Good financial performance can gain investors’ attention and trust, enhance corporate value, and increase shareholders’ equity. 2. High operating efficiency and strong results help strengthen the Company’ s internal growth cohesion. 3. The Company owns “copyright” as a core asset. Through proper licensing, it has the ability to withstand market volatility, which supports the Company’ s long-term and steady operations.	GRI 201: Economic Performance 2016	
			1. Uncertainty in market demand, such as the level of public preference for artists and the saturation of the performing arts market, may lead to fluctuations in operating performance and shake investor confidence. 2. In the face of unstoppable future technological trends such as AI, the Company’ s operating model and products may require additional investment of manpower, capital, and other costs.		

2. Impact and Management of Material Topics

Dimension	Material Topics	Positive and Negative Impacts		GRI Alignment	Management Strategies and Implementation
Corporate Governance (G)	Copyright Protection	+	- Ensuring that the Company's and artists' works receive comprehensive copyright protection prevents misuse, safeguards the Company's important core assets, and increases the value of works and operating revenue. - Promoting the distinctive style, diversified innovation, and continuous renewal of the creative content of the Company and its artists helps maintain the stability of the Company's important revenue sources.	Self-defined topic	The Company has established internal control systems such as the "Copyright Management Regulations" and has set up the Digital Content Department and Copyright Department to ensure copyright licensing and maintenance. The Company also carefully selects suppliers, signs relevant agreements with employees and suppliers, and participates in copyright-related associations and organizations to protect the lawful rights of use of works and assets. Please refer to p.33 "Participation in External Organizations," p.71 "Ethical Corporate Management," p.76 "Risk Management," p.84 "Supplier Management and Customer Relations," and p.96 "Intellectual Property Rights Management."
		-	- Rigorous copyright management or cross-border copyright maintenance and regulatory compliance may increase operating costs. - If an infringement incident occurs, it may result in legal and compensation issues. - If copyright ownership or licensing management is improper, conflicts may arise between the Company and creators or partners.		
	Artist Image	+	- A positive artist image helps consolidate and expand the fan base, enhance the Company's reputation, increase commercial collaborations such as endorsements, and promote operating performance. - Artists' participation in public welfare activities helps strengthen the Company's corporate social responsibility image, attract more diverse cooperation opportunities, and increase public attention to sustainable development.	GRI 414: Supplier Social Assessment 2016	During the term of contracts with artists and during the work period for contract performance, artists are required to maintain a proper image and must not engage in any conduct that harms the image and reputation of both parties, such as drug use, alcohol abuse, or gambling. The Company also guides artists to actively participate in public welfare, exert positive influence, and give back to society. Please refer to p.84 "Supplier Management."
		-	- If an artist's image is damaged, or if disputes arise due to private life issues, the Company may bear the risk of losses related to contracts, and the Company's reputation may be affected over the long term. - Significant resources must be invested in artist management and image maintenance, including public relations handling and image building costs.		

2. Impact and Management of Material Topics

Dimension	Material Topics	Positive and Negative Impacts		GRI Alignment	Management Strategies and Implementation
Corporate Governance (G)	Supplier Management	+	1. Establishing transparent, stable, and trustworthy cooperative relationships with suppliers helps reduce supply chain risks, decrease legal disputes, improve operating efficiency, and strengthen market competitiveness. 2. Incorporating environmental protection, labor rights, and human rights protection into supplier management not only responds to ESG standards, but also strengthens brand image and may attract customer groups that value sustainability and social responsibility.	GRI 414: Supplier Social Assessment 2016	The Company's suppliers mainly consist of artists, songwriters, music and video workers, and other parties. Before engagement, the Company learns about and evaluates suppliers' past records through industry exchanges or background checks. Suppliers must pass the Company's evaluation before the Company conducts business with them. The Company also conducts supplier evaluations from time to time and pursues sustainable, mutually beneficial growth together with suppliers. Please refer to p.84 "Supplier Management."
		-	1. If suppliers fail to comply with standards such as ethical integrity, labor rights, human rights protection, or sustainable environmental protection, this may create reputational risks for the Company by association. 2. Incorporating reviews of environmental, labor rights, and human rights issues into supplier evaluation, selection, and management may require investment of time and funds and increase management costs. 3. If the supply chain is interrupted, the product launch schedule may be affected.		
	Information Security	+	Establishing a thorough information security management and protection mechanism can significantly reduce risks such as data leakage and malicious intrusion, and protect the stability of the Company's daily operations and music content assets.	GRI 418: Customer Privacy 2016	The Company has established the "Information Security Policy," appointed a Chief Information Security Officer, and set up the "Information Security Committee," which is responsible for the planning and implementation of information security systems and regularly reviews the status of information security operations. For detailed information security policies and management practices, please refer to p.80 "Information Security."
		-	1. If an information security incident occurs, confidential information or the privacy of the Company or its artists may be leaked. In addition to reputational damage, the Company may also face related legal and compensation liabilities. 2. The establishment and maintenance of information security protection systems, information security education and training, and regular audits require continuous investment of manpower, technology, funds, and other related costs.		

3. Stakeholder Communication

Stakeholder	Key Topics of Concern	Communication Methods and Frequency	Communication Channels	Results
Investors	- Corporate Governance - Operating Performance - Information Transparency - Ethical Corporate Management - Legal Compliance - Investor Rights	➤ Established an independently operated internal audit unit. ➤ Established the Audit Committee to formulate risk management policies and supervise the Company's operations. The Audit Committee convenes at least once each quarter. ➤ Established the Remuneration Committee to formulate remuneration policies and review performance. The Remuneration Committee convenes at least twice each year. ➤ Convenes one annual general shareholders' meeting each year, providing shareholders with sufficient opportunities to ask questions and submit proposals, thereby enabling them to exercise shareholder rights. ➤ Holds at least one investor conference each year. ➤ Discloses Company information on the MOPS and the Company's website annually, quarterly, monthly, or from time to time. ➤ Issues press releases after each quarterly Board meeting. ➤ Established the "Procedures for the Prevention of Insider Trading" and conducts relevant education and training every year to strengthen the management of insiders and prohibit Company insiders from trading securities using material non-public information available in the market. ➤ Purchases directors' and officers' liability insurance every year to strengthen the protection of shareholders' rights and interests. ➤ Reports related party transactions at the annual shareholders' meeting every year.	☎ Spokesperson: Lee, Shou-Hsien TEL : 02-27183199 ☎ Acting Spokesperson: Su, Ya-Hui TEL : 02-25121919	✓ Convened 6 Audit Committee meetings. For details on the operation status, please refer to p.66. ✓ Convened 3 Remuneration Committee meetings. For details on the operation status, please refer to p.67. ✓ Convened one annual general shareholders' meeting. For meeting information, please refer to the Company's official website(https://www.him.com.tw/about9.php?select_index=about4). ✓ Was invited to participate in one investor conference. For relevant information, please refer to the Company's official website(https://www.him.com.tw/about3.php?select_index=about6). ✓ Disclosed monthly revenue on the MOPS on a monthly basis, quarterly consolidated financial reports on a quarterly basis, and annual parent company only and consolidated financial reports and consolidated financial reports on an annual basis, and published material information in compliance with laws and regulations(https://mops.twse.com.tw/mops/#/web/home). ✓ Updated operating information on the Company's official website(https://www.him.com.tw/) from time to time. ✓ Issued a total of 4 financial press releases after Board meetings and the shareholders' meeting. ✓ On December 8, 2025 and January 12, 2026, the Internal Audit Officer conducted briefings for Company insiders on the prevention of insider trading and the ethical corporate management policy, with a total of 13 managers participating. ✓ In 2025, a total of 92 employees of the Company signed consent forms related to ethical corporate management, with a signing rate of 100%. ✓ Renewed directors' and officers' liability insurance through April 1, 2027. For insurance information, please refer to p.64. ✓ Reported at the shareholders' meeting that there were no related party transactions in 2025 that were required to be submitted to the Board of Directors or the shareholders' meeting for reporting or discussion.

3. Stakeholder Communication

Stakeholder	Key Topics of Concern	Communication Methods and Frequency	Communication Channels	Results
Employees	- Employee Human Rights and Compensation and Benefits - Talent Development and Education and Training - Workplace Health and Safety - Internal Communication - Ethical Corporate Management - Information Security	➤ Recruits and appoints employees based on professional capabilities. The Company has established the Remuneration Committee and formulated a remuneration system, under which remuneration and bonuses are determined based on the Company's overall operating results and individual performance. ➤ Established regulations including the "Regulations for the Prevention, Complaint, and Discipline of Sexual Harassment in the Workplace," the "Regulations for the Prevention, Complaint, and Discipline of Workplace Bullying," and the "Human Rights Policy," as well as the "Human Rights Due Diligence Process," to protect employees' basic human rights, labor rights, right to gender equality in employment, comply with labor-related laws and regulations, and emphasize workplace equality and diversity. ➤ Complies with the Personal Data Protection Act and formulated the "Personal Data Protection Management Regulations," which were approved by the Board of Directors, to protect employees' personality rights from infringement, ensure that personal data are used within a reasonable scope, and emphasize personal privacy. ➤ Conducts evaluations of direct supervisors' leadership capabilities, employee performance, and employee opinions every six months to ensure smooth workplace communication channels and allow employees to provide improvement suggestions regarding the Company's various measures. ➤ Holds labor-management meetings every quarter to promote consensus and harmony between labor and management. ➤ Established the Employee Welfare Committee, organizes birthday celebrations, and provides birthday/Dragon Boat Festival/Mid-Autumn Festival cash gifts, domestic leisure and entertainment subsidies, and subsidies for weddings, funerals, and celebrations. ➤ Provides employee benefits including employee trips, concert activities, employee purchase discounts, year-end party events, prizes, and bonuses, and regularly arranges employee health examinations and physical and mental health seminars. ➤ Purchases group insurance and travel safety insurance for employees to provide high-coverage protection. ➤ Implements 24-hour access control in the office building, promotes a smoke-free work environment, installs fire extinguishers in the office, conducts annual fire safety inspections, and carries out regular environmental disinfection. ➤ Organizes various internal education and training programs on different topics from time to time, encourages employees to pursue further learning, and assists employees in enhancing work skills and professional knowledge. ➤ Established the "Code of Ethical Conduct," communicates matters relating to recusal of conflicts of interest with all employees every year, and requires employees to sign important code-of-conduct agreements to implement ethical corporate management.	☎ Head of Administration Department TEL : 02-25121919	✓ Convened 4 labor-management meetings. ✓ In 2025, a total of 64 employees applied for health examination subsidies, with total subsidies amounting to NT\$537,500. ✓ Organized an employee trip to Hokkaido, Japan in March 2025 and an employee trip to Nagoya, Japan in March 2026 as employee incentives. ✓ Held one year-end party and provided prizes and bonuses totaling NT\$4 million. ✓ Held birthday celebrations once every three months, totaling 4 celebrations. ✓ Conducted one office fire safety inspection. ✓ Held training courses in 2025, including 2 sessions on "Information Security and AI Applications" and 2 sessions on "Introduction to Practical Copyright Operations." ✓ In 2025, a total of 92 employees of the Company signed the consent form for the "Notice on Recusal of Conflicts of Interest and Important Code of Conduct" related to ethical corporate management. This covered all 92 employees employed during the year, with a signing rate of 100%.

3. Stakeholder Communication

Stakeholder	Key Topics of Concern	Communication Methods and Frequency	Communication Channels	Results
Customers	- Customer Relations and Privacy - Ethical Corporate Management - Copyright Protection - Corporate Image - Artist Image - Product Quality and Responsibility - Information Security	➤ The Company's contracts with customers all include integrity clauses prohibiting any form of corruption, extortion, misappropriation of public funds, or similar conduct. The Company will not provide improper benefits to customers or their related parties for the purpose of completing transactions. ➤ Established the "Procedures for Handling Reports of Illegal and Unethical Conduct," which regulate the whistleblowing system for illegal, unethical, and other dishonest conduct. The Company also provides a reporting channel on its website, with dedicated personnel responsible for receiving and handling reports. ➤ Established the "Copyright Management Regulations" to ensure the acquisition of copyrights, maintain the integrity of copyrights, and handle infringement matters. ➤ Established the "Personal Data Protection Management Regulations," which were discussed and approved by the Board of Directors. The regulations govern the collection, processing, and use of personal data, protect personality rights from infringement, and emphasize customer privacy. ➤ Encourages and actively arranges for artists to participate in public welfare activities, which not only helps enhance artists' image, but also uses artists' influence to increase public attention to social welfare. ➤ The Company agrees with artists that, during the term of contracts and during the work period for contract performance, artists shall maintain a proper image and shall not engage in any conduct that damages personal or Company reputation or affects programs, events, or endorsements.	☎ Head of Legal Department TEL: 02-25121919 ✉ Complaint Mailbox: stakeholder@him.com.tw	✓ In 2025 and up to the date of finalization of this Report, the Company did not receive any reports involving violations of ethical corporate management, infringement of copyrights, or infringement of personal privacy or other rights and interests. ✓ For information on the Company's artists' participation in public welfare activities, please refer to p.128. ✓ In 2025 and up to the date of finalization of this Report, the artists contracted by the Company did not engage in any material conduct that damaged their image or affected programs or endorsements. ✓ In 2025 and up to the date of finalization of this Report, the Company did not suffer any losses from information security incidents.

3. Stakeholder Communication

Stakeholder	Key Topics of Concern	Communication Methods and Frequency	Communication Channels	Results
Suppliers	- Supplier Management - Ethical Corporate Management - Copyright Protection - Corporate Image - Artist Image - Product Quality and Responsibility - Information Security	➤ The Company's suppliers mainly consist of artists, songwriters, music and video workers, and other parties. Before engagement, the Company learns about and evaluates their past records through industry exchanges, background checks, and other methods. Suppliers must pass the Company's evaluation before the Company conducts business with them. The Company also conducts supplier evaluations from time to time and pursues sustainable and mutually beneficial growth together with suppliers. ➤ As a cultural and creative content enterprise, the Company has no production factories. The Company respects intellectual property rights and complies with relevant laws and regulations such as the Copyright Act and the Trademark Act. At the same time, the Company requires suppliers to be committed to protecting intellectual property rights, product safety, environmental protection, and human rights. During cooperation, the Company also promotes suppliers' reduction of resource consumption, compliance with environmental protection laws and regulations, and fulfillment of social responsibility. If any cooperating supplier is involved in false advertising, products containing ingredients harmful to human health, infringement of another party's patent rights, copyrights, trade secrets, or other intellectual property rights or other rights, or violation of human rights, labor rights, environmental protection, or other matters that cause significant negative impacts on the environment and society, the Company may terminate the cooperation and clearly stipulate relevant clauses in the cooperation contract. ➤ Through songwriter discussions, video planning meetings, and other methods, the Company communicates creative requirements to suppliers. Suppliers that create intellectual property must, when providing services, undertake not to plagiarize or infringe others' works, and sign contractual undertakings or copyright completion certificates to the Company. ➤ The Company's contracts with suppliers all include integrity clauses prohibiting any form of corruption, extortion, misappropriation of public funds, or similar conduct. The Company will not provide improper benefits to suppliers or their related parties for the purpose of completing transactions. ➤ The Company agrees with artists that, during the term of contracts and during the work period for contract performance, artists shall maintain a proper image and shall not engage in any conduct that damages personal or Company reputation or affects programs, events, or endorsements. ➤ The Company encourages and actively arranges for artists to participate in public welfare and environmental protection activities, which not only helps enhance artists' image, but also uses artists' influence to increase public attention to social welfare. ➤ The Company complies with the Personal Data Protection Act and has formulated the "Personal Data Protection Management Regulations," which were approved by the Board of Directors, to protect artists' personality rights from infringement, ensure that personal data are used within a reasonable scope, and emphasize personal privacy.	☎ Head of Legal Department TEL: 02-25121919 ✉ Complaint Mailbox: stakeholder@him.com.tw	✓ In 2025 and up to the date of finalization of this Report, no existing suppliers or approximately 214 newly added suppliers were found to have materially breached contracts or materially violated intellectual property rights, labor laws and regulations, human rights, or environmental protection requirements. ✓ For information on the Company's artists' participation in public welfare activities, please refer to p.128. ✓ In 2025 and up to the date of finalization of this Report, the artists contracted by the Company did not engage in any material conduct that damaged their image or affected programs or endorsements. ✓ In 2025 and up to the date of finalization of this Report, the Company did not suffer any losses from information security incidents.

3. Stakeholder Communication

Stakeholder	Key Topics of Concern	Communication Methods and Frequency	Communication Channels	Results
Government	- Legal Compliance - Corporate Governance - Ethical Corporate Management - Energy Management, Energy Conservation and Carbon Reduction	- Participates from time to time in seminars, regulatory briefings, advocacy sessions, education and training courses, and other events organized by competent authorities. - Refers to Audit Quality Indicators (AQIs) to evaluate the independence and suitability of the certifying CPAs every year. - Regularly reports information related to finance, shareholder services, and corporate governance, and ensures that the contents, procedures, and deadlines comply with laws and the requirements of competent authorities. - Updates the Company's website and the MOPS from time to time to provide stakeholders with the most timely information. - Communicates promptly by telephone and email through designated personnel, and correspond by official documents from time to time. - Established a greenhouse gas inventory task force and conducts greenhouse gas inventories every year. - Implements energy conservation and carbon reduction in daily operations, invests in renewable resource companies, and fulfills environmental protection and corporate social responsibility.	- General Administration Office TEL : 02-27183199 - Complaint Mailbox: stakeholder@him.com.tw	- For the continuing training status of the Company's accounting officer, accounting personnel responsible for preparing financial reports, internal audit officer, and corporate governance officer in 2025, please refer to p.52 of the Company's 2025 Annual Report(https://www.him.com.tw/about3.php?select_index=about5). - Each year, based on Audit Quality Indicators (AQIs), the Board of Directors evaluates the independence and suitability of the certifying CPAs. Please refer to p.44 of the Company's 2025 Annual Report(https://www.him.com.tw/about3.php?select_index=about5). - The Company disclosed monthly revenue on the MOPS on a monthly basis, quarterly consolidated financial reports on a quarterly basis, and annual parent company only and consolidated financial reports on an annual basis, and published material information in compliance with laws and regulations(https://mops.twse.com.tw/mops/#/web/home). - The Company began conducting greenhouse gas inventories voluntarily ahead of schedule in 2023. For the 2025 greenhouse gas inventory results, please refer to p.119. - For the status of energy conservation and carbon reduction, please refer to p.122. - For the status of renewable resource investments, please refer to p.126.

3. Stakeholder Communication

Stakeholder	Key Topics of Concern	Communication Methods and Frequency	Communication Channels	Results
Communities	- Public Welfare - Promotion of Cultural and Creative Industries	➤ Continuously encourages and arranges for employees and artists to actively participate in public welfare activities, using the influence of artists as public figures to create a demonstration effect and positive force. ➤ Provides public welfare tickets for persons with disabilities and other disadvantaged groups at concerts organized by the Company, fulfilling the responsibilities and obligations of corporate operations. ➤ Organizes charity sales from time to time, donating proceeds from the charity sale of performance costumes to public welfare organizations, and makes donations from time to time to foundations that support disadvantaged groups. ➤ When disasters occur in society, uses the leading role of public figures to remind the public to show concern for disadvantaged and affected groups. ➤ All of the Company's business activities are committed to the development and promotion of Mandopop music. The Company also engages in cross-sector film and television investments, cultivates music and audiovisual talent, and promotes the sustainable development of Mandopop music and audiovisual culture.	☎ Administration Department TEL: 02-25121919 ✉ Complaint Mailbox: stakeholder@him.com.tw	✓ For information on the Company's artists' participation in public welfare activities, please refer to p.128. ✓ For information on the provision of public welfare tickets for concerts, please refer to p.130. ✓ For information on charity sales and donations, please refer to p.130. ✓ For information on the Company's promotion of cultural and creative industries, please refer to p.131.

3. Stakeholder Communication

Stakeholder	Key Topics of Concern	Communication Methods and Frequency	Communication Channels	Results
Media	- Artist Image - Ethical Corporate Management - Operating Performance	- Issues press releases, holds press conferences, or publishes relevant information on social media from time to time at major milestones such as artists' release of singles or albums and the holding of concerts. - Issues financial press releases after Board meetings each quarter. - Accepts telephone interviews, appointment interviews, or media interviews at public events from time to time. - Updates the Company's website and the MOPS from time to time to disclose the most timely artist-related information and Company operating information.	- General Administration Office TEL : 02-27183199 - Marketing Department TEL : 02-25121919	✓ In 2025, the Company issued a total of 33 artist-related press releases. ✓ In 2025, the Company issued a total of 4 quarterly financial press releases after Board meetings.

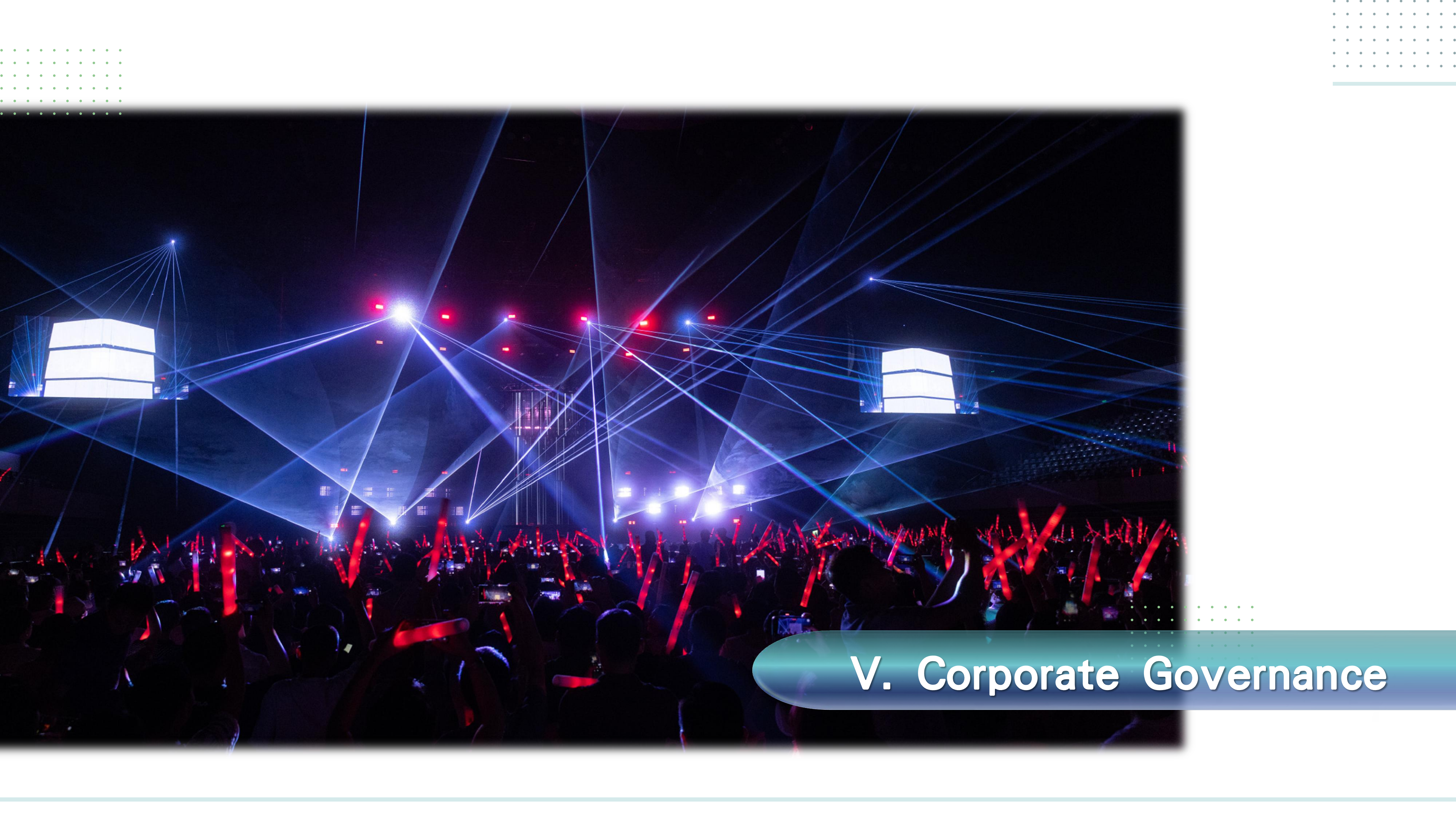
4. Reporting Channels

The Company honestly and transparently discloses Company information in accordance with laws and regulations. It has established a spokesperson and acting spokesperson system, and discloses the contact methods between stakeholders and the Company on the Company's website(<https://www.him.com.tw/about18.php>) and the MOPS(<https://mops.twse.com.tw/mops/#/web/t05st03?companyId=8446>), so that stakeholders can quickly understand the Company's operating status and protect their rights and interests.

The Company has established the Corporate Governance Best Practice Principles, the Rules Governing the Scope of Duties of Independent Directors, the Sustainable Development Best Practice Principles, the Code of Ethical Conduct, the Ethical Corporate Management Best Practice Principles, the Procedures for Ethical Management and Guidelines for Conduct, the Procedures for Handling Reports of Illegal and Unethical Conduct, and the Procedures for Handling Internal Material Information, among other regulations. These regulations are disclosed in the Stakeholders and Corporate Governance section of the Company's website(https://www.him.com.tw/about13.php?select_index=about4).

The 2025 implementation results for stakeholder engagement were reported to the Board of Directors on May 4, 2026.



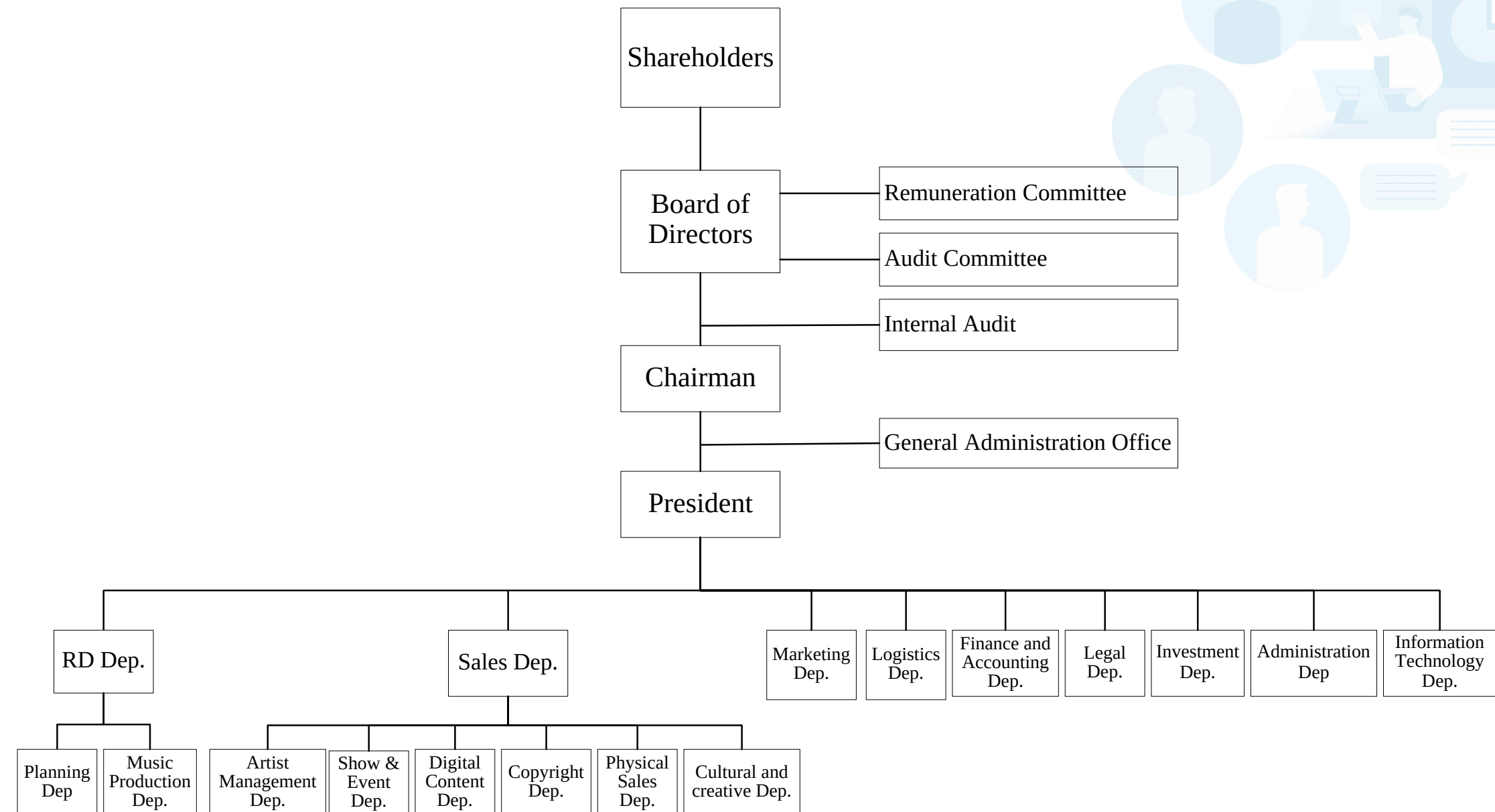


V. Corporate Governance

1. Corporate Governance Organization

To establish a sound corporate governance system and enhance the effectiveness of corporate governance, the Company has established the Corporate Governance Best Practice Principles for compliance, and discloses relevant information on the MOPS. Taking into account its overall operating activities, the Company has designed and effectively implemented internal control systems, and reviews them from time to time in response to changes in the Company's internal and external environment, ensuring the continued effectiveness of the design and implementation of relevant systems. For important corporate governance systems of the Company, please refer to the Stakeholders and Corporate Governance section of the Company's official website (https://www.him.com.tw/about13.php?select_index=about4).

Company Organization Chart



🏛 The Company's highest governance body is the Board of Directors, and the Company currently has a Remuneration Committee and an Audit Committee.

1. Corporate Governance Organization

(1) Board of Directors

A. Directors and Independent Directors

Title	Name	Election Date	Term	Principal Education and Experience	Concurrent Positions in the Company and Other Companies
Chairman	Lu, Yen-Ching	Jun. 26, 2024	3 years	- Kuang-Hwa Vocational Senior High School of Technology - Supervisor and Director, Recording Industry Foundation in Taiwan - Director and Standing Director, Association of Recording Copyright Owners of Taiwan - Chairman, What' s Music International Inc.	- Chairman of the Company - Chairman, HIM Music Publishing Inc. (representative of the Company) - Director, HIM International Music Pte Ltd. - Director, HIM International SDN. BHD. - Chairman, Sanpro Management Consulting Co., Ltd. - Director, Heme International Co., Ltd. - Chairman, HIM Cultural Foundation
Director	Lu, Shih-Yu	Jun. 26, 2024	3 years	- Department of Industrial Engineering, Hsinpu Junior College of Technology - Vice Chairman, What' s Music International Inc.	- Chief Strategy Officer of the Company - Chairman, Heme International Co., Ltd. - Director, HIM Cultural Foundation - Chairman, All Ears Music Inc. (representative of the Company)
Director	C-Media Cultural Creative Technology Inc. Rep.: Cheng, Chi-Chen	Jun. 26, 2024	3 years	- M.S., Electronic Engineering, China Institute of Technology - NTNU and Fudan University Cross-Strait President Class	- Chairman and Chief Strategy Officer, C-Media Electronics Inc. - Director, HIM International SDN. BHD. - Vice Chairman, Yida International Hospital Management & Consultant Co., Ltd. - Chairman and President, C-Media Cultural Creative Technology Inc. (representative of C-Media Electronics Inc.) - Chairman, Global Good Music Multimedia Co., Ltd. (representative of C-Media Cultural Creative Technology Inc.)

1. Corporate Governance Organization

(1) Board of Directors

A. Directors and Independent Directors

Title	Name	Election Date	Term	Principal Education and Experience	Concurrent Positions in the Company and Other Companies
Director	Ho, Yen-Lin	Jun. 26, 2024	3 years	- International MBA Program, National Chengchi University - Senior Marketing Director (the Greater China Region), BMG Records - International Department Director, PolyGram Records	- President (President, the Greater China Region) of the Company - President, HIM Music Publishing Inc. - President, All Ears Music Inc. - Director, HIM Cultural Foundation - Director, Omusic Co., Ltd. (representative of the Company) - Director, The Tag-Along Co., Ltd. (representative of the Company) - Director, We Are Champions Films Co., Ltd. (representative of the Company) - Independent Director, IFPI Asia - Supervisor, DaMou Entertainment Co., Ltd. (representative of the Company) 10. Director, DaXiao Creative Co., Ltd. (representative of the Company) 11. Director, KOKO Entertainment Co., Ltd. 12. Supervisor, Hao Kungfood Co., Ltd. (representative of the Company) 13. Chairman, Recording Industry Foundation in Taiwan (RIT) 14. Chairman, Association of Recording Copyright Owners of Taiwan (representative of the Company) 15. Director, MyStory Entertainment Co., Ltd. (representative appointed by TAICCA)
Director	Lee, Shou-Hsien	Jun. 26, 2024	3 years	- M.S., Accounting, National Taiwan University - Certified Public Accountant - Audit Manager, KPMG Taiwan - Accounting Assistant Manager, Primax Electronics Ltd. - CFO, Digimaster Technology Inc.	- Vice President, General Administration Office of the Company - Corporate Governance Officer - Director, HIM Cultural Foundation

1. Corporate Governance Organization

(1) Board of Directors

A. Directors and Independent Directors

Title	Name	Election Date	Term	Principal Education and Experience	Concurrent Positions in the Company and Other Companies
Director	Hsu, Cheng-Tai	Jun. 26, 2024	3 years	- MBA, Pennsylvania State University - Chairman, Hong-Chi Internet Co., Ltd. - Director, Feng-He International Co., Ltd. - Vice Chairman, Advance Data Technology Corp. - Director, Formosan Rubber Group Inc.	- Chairman, Feng-He Development Co., Ltd. - Chairman, KuanCheng International Co., Ltd. - Independent Director, C-Media Electronics Inc.
Director	Lu, Jen-Chieh	Jun. 18, 2025	2 years	- M.S., Information Science, University of Sydney, Australia - Department of Computer Science, National Chengchi University - Special Assistant to President of the Company	- Vice President, Investment Department and Chief Information Security Officer of the Company - Supervisor, Hua Yang Management Consulting Co., Ltd. - Supervisor, Sanpro Management Consulting Co., Ltd. - Director, Yida International Hospital Management & Consultant Co., Ltd. (representative of the Company) - Director, ACpay Co., Ltd. (representative of the Company) - Director, Blooming Music & Arts Inc.
Independent Director	Chen, Shih-Wen	Jun. 26, 2024	3 years	Department of Electronic Engineering, Tamkang University	1. Member of the Remuneration Committee and Audit Committee of the Company 2. Chairman, Sancordon Inc. 3. Chairman, Hydrous Wave Bioscience Co., Ltd. 4. Chairman, San Cheng Energy Co., Ltd. 5. Chairman, Fehong Technology Co., Ltd. 6. Chairman, San Agriculture Biotechnology Co., Ltd.

1. Corporate Governance Organization

(1) Board of Directors

A. Directors and Independent Directors

Title	Name	Election Date	Term	Principal Education and Experience	Concurrent Positions in the Company and Other Companies
Independent Director	Shaw, Hwei-Jean	Jun. 26, 2024	3 years	- Department of Business Administration, College of Law and Business, National Chung Hsing University - MBA, New York Institute of Technology - Clerk, First Bank - Specialist, Farmers Bank of China (now merged into Taiwan Cooperative Bank)	Member of the Remuneration Committee and Audit Committee of the Company
Independent Director	Lin, Tsung-Ching	Jun. 26, 2024	3 years	- Ph.D., Electrical Engineering, National Taiwan University - Chairman, UniPattern Co., Ltd. - Chairman, Muzee Co., Ltd. 8th President, Kaohsiung Listed Companies Entrepreneurs' Association	- CEO, E United Group Management Committee - Chief Administrative Officer, E-DA Healthcare Group - Professor, Department of Information Engineering, I-Shou University

🏢 The Group has no parent company. Chairman Lu, Yen-Ching and his relatives within the second degree of kinship are the ultimate controllers of the Group.

🏢 For detailed information on the professional qualifications and experience of the Company's directors, as well as the independence of the independent directors, please refer to p.17 of the Company's 2025 Annual Report(https://www.him.com.tw/about3.php?select_index=about5).

1. Corporate Governance Organization

(1) Board of Directors

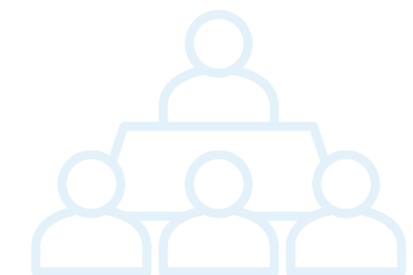
B. Diversity and Independence of the Board of Directors

(A) Board diversity

The Company advocates a policy of board diversity. To strengthen corporate governance and promote the sound development of the composition and structure of the Board of Directors, the Company believes that a diversified board contributes to the enhancement of overall corporate performance. Directors are selected on the basis of merit and possess cross-industry, diverse and complementary capabilities, including basic composition (such as age, gender and nationality), industry experience and relevant skills (such as cultural and creative industries, electronics, finance, biotechnology, asset management, education, leisure and medical care), as well as business judgment, operational management, leadership, decision-making and crisis management capabilities.

To strengthen board functions and achieve the ideal goals of corporate governance, Article 20 of the Company's Corporate Governance Best Practice Principles also provides that the Board as a whole shall possess the following capabilities: (1) operational judgment; (2) accounting and financial analysis; (3) operational management; (4) crisis management; (5) industry knowledge; (6) international market perspective; (7) leadership; and (8) decision-making.

After the FY2024 reelection, the composition of the Board of Directors takes into account diversity in age and professional knowledge and skills. Directors with expertise in leadership, operational judgment, operational management, crisis management, industry knowledge and international market perspective include Directors Lu, Yen-Ching, Lu, Shih-Yu, Cheng, Chi-Chen, Ho, Yen-Lin, Lee, Shou-Hsien, Hsu, Cheng-Tai, and Lu, Jen-Chieh, as well as Independent Directors Chen, Shih-Wen, Shaw, Hwei-Jean, and Lin, Tsung-Ching. Director Lee, Shou-Hsien is qualified as a certified public accountant, and Independent Director Lin, Tsung-Ching holds a doctoral degree and is qualified as a university professor.



1. Corporate Governance Organization

(1) Board of Directors

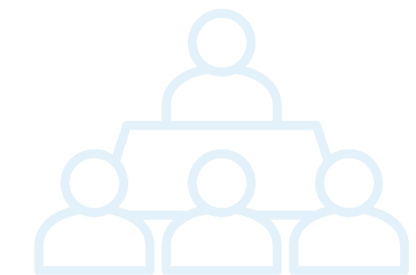
B. Diversity and Independence of the Board of Directors

(A) Board diversity

The Company values gender equality in the composition of the Board and has set the objective of increasing the number of seats held by either gender to more than one-third. Before the FY2024 board reelection, the Board consisted of six male directors and three female directors, meeting the competent authority's gender expectations. After the FY2024 reelection, the Board consisted of seven male directors and two female directors, and neither gender accounted for one-third of the seats. This was because former female Independent Director Lee, Chun-Yen had served three consecutive terms and was not nominated for re-election to avoid affecting independence; instead, Lin, Tsung-Ching, a male independent director with experience in the entertainment industry, was nominated. The nomination primarily considered professional experience and did not simultaneously take gender factors into account. In future director elections, the Company will take into account professional experience, gender and other diversity policies. In FY2025, in line with the needs of the Company's operational management, Director Lu, Jen-Chieh was additionally elected to pass on the Company's operational management experience.

Directors concurrently serving as employees account for 50% of the Board, independent directors account for 30%, and female directors account for 20%. One director is aged 70-79, six directors are aged 60-69, two directors are aged 50-59, and one director is aged 30-39.

The specific diversity items and achievement status are as follows:



Director	Core Diversity Items	Gender	Age	Nationality	Employee Director	Industry experience					Professional competence			
						Cultural & Creative	Electronics	Finance	Biotech	Asset Management	Accounting	Legal	Information Technology	Operational Management
Lu, Yen-Ching		Male	60~69	R.O.C.	V	V	V			V				V
Lu, Shih-Yu		Male	60~69	R.O.C.	V	V								V
Cheng, Chi-Chen		Male	60~69	R.O.C.		V	V						V	V
Ho, Yen-Lin		Female	60~69	R.O.C.	V	V								V
Lee, Shou-Hsien		Male	50~59	R.O.C.	V	V					V			V
Hsu, Cheng-Tai		Male	60~69	R.O.C.			V			V				V
Lu, Jen-Chieh		Male	30~39	R.O.C.	V	V				V			V	V
Chen, Shih-Wen		Male	70~79	R.O.C.					V					V
Shaw, Hwei-Jean		Female	60~69	R.O.C.				V			V			V
Lin, Tsung-Ching		Male	50~59	R.O.C.		V	V		V	V			V	V

1. Corporate Governance Organization

(1) Board of Directors

B. Diversity and Independence of the Board of Directors

(B) Board independence

The Company has ten directors, of whom three are independent directors, representing 30%. Directors Lu, Yen-Ching and Lu, Shih-Yu are brothers and jointly founded the Company; Director Lu, Jen-Chieh is the son of Chairman Lu, Yen-Ching. Except for the foregoing, there are no spousal or second-degree kinship relationships among the other directors. Accordingly, the Company complies with Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act, under which more than half of the board seats are not held by persons who are spouses or relatives within the second degree.

For detailed information on the professional qualifications of the Company's directors, as well as the independence of the independent directors, please refer to p.17 of the Company's 2025 Annual Report(https://www.him.com.tw/about3.php?select_index=about5).

C. Operation of the Board of Directors

In the most recent year(FY2025) and as of the finalization date of this report in FY2026, the Board of Directors convened 7 meetings(A). The attendance of directors is as follows:

Title	Name	Actual Attendance(B)	Attendance by Proxy	Actual Attendance Rate(%) (B/A) (Note)	Remarks
Chairman	Lu, Yen-Ching	7	0	100%	Re-elected on Jun. 26, 2024
Director	Lu, Shih-Yu	7	0	100%	Re-elected on Jun. 26, 2024
Director	C-Media Cultural Creative Technology Inc. Rep.: Cheng, Chi-Chen	3	4	43%	Re-elected on Jun. 26, 2024
Director	Ho, Yen-Lin	7	0	100%	Re-elected on Jun. 26, 2024
Director	Lee, Shou-Hsien	6	1	86%	Re-elected on Jun. 26, 2024
Director	Hsu, Cheng-Tai	6	1	86%	Re-elected on Jun. 26, 2024
Director	Lu, Jen-Chieh	5	0	100%	Newly elected on Jun. 18, 2025
Independent Director	Chen, Shih-Wen	6	1	86%	Re-elected on Jun. 26, 2024
Independent Director	Shaw, Hwei-Jean	7	0	100%	Re-elected on Jun. 26, 2024
Independent Director	Lin, Tsung-Ching	6	0	86%	Newly elected on Jun. 26, 2024

- Director Lu Jen-Chieh was additionally elected at the annual shareholders' meeting on June 18, 2025. His attendance rate is calculated based on the number of Board meetings held after his election.
- For information on important resolutions adopted by the Board of Directors, please refer to the Company's official website(https://www.him.com.tw/about13.php?select_index=about1).

1. Corporate Governance Organization

(1) Board of Directors

D. Board performance evaluation

Since FY2020, the Company has implemented self-evaluations or peer evaluations of the Board of Directors and functional committees. The implementation status of the FY2025 Board evaluation is set out below.

Evaluation Cycle	Once every year
Evaluation Period	Performance from Jan. 1 to Dec. 31, 2025
Scope	Board as a whole, individual directors, and functional committees
Method	Internal Board self-evaluation, self-evaluation by board members, and self-evaluation by functional committees
Evaluation Content	1. Board performance evaluation: participation in Company operations, improvement of Board decision-making quality, Board composition and structure, director election and continuing education, and internal control. 2. Self-evaluation by directors: understanding of Company objectives and missions, awareness of directors' duties, participation in Company operations, internal relationship management and communication, directors' professionalism and continuing education, and internal control. 3. Functional committee performance evaluation: participation in Company operations, awareness of committee duties, enhancement of committee decision-making quality, committee composition and member selection, and internal control.
Evaluation Results	1. Board performance evaluation: score of 4.62. 2. Directors' self-evaluation: score of 4.71. 3. Functional committee performance evaluation: Remuneration Committee score of 4.63; Audit Committee score of 4.80. Notes: The evaluation options are: Excellent (strongly agree) 5 points; Good (agree) 4 points; Average (neutral) 3 points; Poor (disagree) 2 points; Very Poor (strongly disagree) 1 point.

The Company's 2025 Board performance evaluation results ranged between 5 points ("Excellent") and 4 points ("Good"). Directors generally indicated strongly agree with respect to the operation of each evaluation indicator. The evaluation results showed that the Board of Directors, the Remuneration Committee, and the Audit Committee operated well overall, complied with corporate governance requirements, and effectively strengthened the functions of the Board of Directors while safeguarding shareholders' rights and interests.

The General Administration Office reported the 2025 Board performance evaluation results to the Board of Directors on March 9, 2026. The items with relatively lower scores mainly included whether directors did not concurrently serve as directors or supervisors of other companies, directors' actual attendance at Board meetings, directors' provision of specific recommendations and contributions regarding meeting proposals, and directors' clear understanding of the characteristics and risks of the industry in which the Company operates. These items were provided as references for further improvement. The evaluation results are disclosed on the Company's website(https://www.him.com.tw/about13.php?select_index=about1) and on p.38 of the 2025 Annual Report(https://www.him.com.tw/about3.php?select_index=about5).

For the Company's Board performance evaluation regulations, please refer to the Company's official website (https://www.him.com.tw/about13.php?select_index=about4).

1. Corporate Governance Organization

(1) Board of Directors

E. Goals for Strengthening the Functions of the Board of Directors and Implementation Status

After the re-election of directors and independent directors at the Company's 2021 shareholders' meeting, the Company established the Audit Committee, which convenes meetings as scheduled. CPAs are invited to attend each Board meeting and Audit Committee meeting. In addition, on March 6, 2023, the Board of Directors approved the appointment of a corporate governance officer to handle corporate governance matters and work related to enhancing the functions of the Board of Directors.

Adhering to the principle of operational transparency, the Company has established a Stakeholders and Corporate Governance section on its official website(https://www.him.com.tw/about13.php?select_index=about4), and discloses operating information on the MOPS on a regular and non-regular basis, as well as clarifies media reports, in order to protect shareholders' rights and interests.

F. Directors' Liability Insurance

The Company has purchased liability insurance for all directors to strengthen the protection of shareholders' rights and interests.

- Insured parties: All directors and key officers
- Insurance company: Cathay Century Insurance Co., Ltd.
- Insurance period: From April 1, 2013 to April 1, 2027; renewal procedures will be carried out before the policy expires.
- Insured amount: The original insured amount was US\$2 million, and was increased to US\$5 million starting from April 1, 2018.

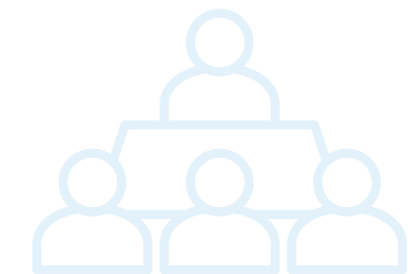


1. Corporate Governance Organization

(1) Board of Directors

G. FY2025 Director Training Status

Title	Name	Training Date	Course	Training Hours
Chairman	Lu, Yen-Ching	Nov. 3, 2025	AI Development Applications and New Legal Issues	3
		Dec. 15, 2025	Criminal Methods Involving Virtual Assets and Money Laundering Prevention	3
Director	Lu, Shih-Yu	Nov. 3, 2025	AI Development Applications and New Legal Issues	3
		Dec. 15, 2025	Criminal Methods Involving Virtual Assets and Money Laundering Prevention	3
Director	C-Media Cultural Creative Technology Inc. Rep.: Cheng, Chi-Chen	Nov. 3, 2025	AI Development Applications and New Legal Issues	3
Director	Ho, Yen-Lin	Nov. 3, 2025	AI Development Applications and New Legal Issues	3
		Dec. 15, 2025	Criminal Methods Involving Virtual Assets and Money Laundering Prevention	3
Director	Lee, Shou-Hsien	Nov. 3, 2025	AI Development Applications and New Legal Issues	3
Director	Hsu, Cheng-Tai	Nov. 3, 2025	AI Development Applications and New Legal Issues	3
Director	Lu, Jen-Chieh	Nov. 3, 2025	AI Development Applications and New Legal Issues	3
		Dec. 15, 2025	Criminal Methods Involving Virtual Assets and Money Laundering Prevention	3
Independent Director	Chen, Shih-Wen	Dec. 15, 2025	Criminal Methods Involving Virtual Assets and Money Laundering Prevention	3
Independent Director	Shaw, Hwei-Jean	Nov. 3, 2025	AI Development Applications and New Legal Issues	3
		Dec. 15, 2025	Criminal Methods Involving Virtual Assets and Money Laundering Prevention	3
Independent Director	Lin, Tsung-Ching	Dec. 15, 2025	Criminal Methods Involving Virtual Assets and Money Laundering Prevention	3



 The Company's 2025 directors' training courses mainly focused on corporate governance, legal compliance, and risk management topics, including "AI Development Applications and New Legal Issues" and "Criminal Methods Involving Virtual Assets and Money Laundering Prevention." Courses related to sustainable development issues such as climate change and environmental management were not arranged. Going forward, the Company will continue to review the planning of directors' continuing education, arrange relevant courses in a timely manner in line with sustainable development trends, and strengthen the Board's supervisory and decision-making capabilities regarding sustainable governance issues.

1. Corporate Governance Organization

(2) Audit Committee

The Company established the Audit Committee in 2021. The Audit Committee is composed of all independent directors, with no fewer than three members. In accordance with the “Audit Committee Charter,” the Audit Committee aims to assist the Board of Directors in fulfilling its oversight responsibilities with respect to the quality and integrity of the Company’s accounting, auditing, financial reporting processes, and financial controls. The Audit Committee convenes at least once each quarter and may convene meetings at any time as needed. CPAs are invited to attend each Audit Committee meeting.

- The operation of the Company’s Audit Committee is primarily aimed at supervising the following matters:
 - 1) Fair presentation of the Company’s financial statements.
 - 2) Appointment or dismissal of CPAs, as well as their independence and performance.
 - 3) Effective implementation of the Company’s internal controls.
 - 4) The Company’s compliance with relevant laws, regulations, and rules.
 - 5) Control of existing or potential risks of the Company.

In the most recent year(FY2025) and as of the finalization date of this report in FY2026, the Audit Committee convened 6 meetings(A). The attendance of independent directors is as follows:

Title	Name	Actual Attendance(B)	Attendance by Proxy	Actual Attendance Rate(%) (B/A)	Remarks
Independent Director	Chen, Shih-Wen	5	1	86%	Re-elected on Jun. 26, 2024
Independent Director	Shaw, Hwei-Jean	6	0	100%	Re-elected on Jun. 26, 2024
Independent Director	Lin, Tsung-Ching	5	0	86%	Newly elected on Jun. 26, 2024

For information on the professional qualifications and experience of the Company’s Audit Committee members, as well as major resolutions and implementation status, please refer to p.17 and 40 of the Company’s 2025 Annual Report(https://www.him.com.tw/about3.php?select_index=about5).



1. Corporate Governance Organization

(3) Remuneration Committee

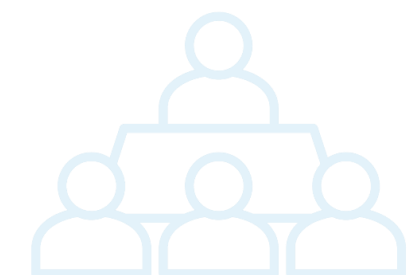
The Company established the Remuneration Committee in 2012. Its members are appointed by resolution of the Board of Directors. The Committee consists of three members, one of whom serves as the convener, and the term of office of the members is the same as the term of the Board of Directors that appointed them. In accordance with the “Remuneration Committee Charter,” the Committee evaluates the remuneration policies and systems for directors and managerial officers from a professional and objective standpoint, and formulates and reviews policies, systems, standards, and structures for the performance evaluation and remuneration of directors and managerial officers. The Committee convenes at least twice each year and may convene meetings at any time as needed.

- Members of the Remuneration Committee shall faithfully perform the following duties with the care of a good administrator, be accountable to the Board of Directors, and submit their recommendations to the Board of Directors for discussion:
 - 1) Formulate and periodically review the policies, systems, standards, and structures for the performance evaluation and remuneration of directors, Audit Committee members, and managerial officers.
 - 2) Periodically evaluate and determine the remuneration of directors, Audit Committee members, and managerial officers.

The term of office of the Company’ s fifth Remuneration Committee is from June 26, 2024 to June 25, 2027. In the most recent year(FY2025) and as of the finalization date of this report in FY2026, the Remuneration Committee convened 3 meetings(A). The qualifications and attendance status of the Committee members are as follows:

Title	Name	Actual Attendance(B)	Attendance by Proxy	Actual Attendance Rate(%) (B/A)	Remarks
Convener	Chen, Shih-Wen	3	0	100%	Re-elected on Jun. 26, 2024
Member	Shaw, Hwei-Jean	3	0	100%	Re-elected on Jun. 26, 2024
Member	Lin, Tsung-Ching	3	0	100%	Newly elected on Jun. 26, 2024

For information on the professional qualifications and experience, independence information, and implementation status of the Company’ s Remuneration Committee, please refer to p.17 and 53 of the Company’ s 2025 Annual Report(https://www.him.com.tw/about3.php?select_index=about5).



1. Corporate Governance Organization

(4) Internal Audit

The Company's internal audit function is an independent unit that reports directly to the Board of Directors. The Company has appointed one Internal Audit Officer, and the scope of audit covers the Company and each of its subsidiaries. Audit work is carried out in accordance with the annual audit plan in order to identify deficiencies in internal controls and abnormalities in a timely manner. After each audit is completed, an audit report is issued and submitted to the independent directors for review by the end of the month following completion of the audit item. The Internal Audit Officer regularly attends Board meetings to report on audit operations, and the Company also conducts departmental self-assessments and regularly follows up on the improvement status of identified deficiencies.

- Communication among Independent Directors, the Internal Audit Officer, and CPAs:

The Company's internal audit officer and CPAs may directly contact the independent directors as needed during ordinary operations. The internal audit officer submits monthly reports to the independent directors on the status of internal control audits, and regularly attends the Company's Board meetings to present audit reports. The internal audit officer and CPAs are both arranged to attend each Audit Committee meeting. In addition, before Board meetings are convened, pre-meetings are held to discuss the agenda items of the Board meetings, during which the internal audit officer, CPAs, and independent directors may report and discuss matters in advance.

As of the finalization date of this Report, communication among the Company's independent directors, internal audit officer, and CPAs has been good.

For information on the Company's internal audit communication status, please refer to the Company's official website(https://www.him.com.tw/about13.php?select_index=about3).



1. Corporate Governance Organization

(5) Sustainability Governance

To implement sustainable development and promote economic, environmental, and social progress, the Company has established the “Sustainable Development Best Practice Principles” and the “Sustainable Information Management Measures.” Guided by the principles of “implementing corporate governance, developing a sustainable environment, preserving public welfare, and enhancing disclosure of corporate sustainability information,” the Company regulates its sustainable development policies, systems, and related management guidelines. The General Administration Office and the Corporate Governance Officer coordinate the departments of the parent company and subsidiaries, integrate sustainability information of the parent company and subsidiaries, and regularly provide such information to the Board of Directors and the Audit Committee. The Management Measures also specify the responsibilities and authority of each department as follows: :

Unit	Sustainability Management Responsibilities
Audit Committee	• Approve sustainable development policies or relevant management guidelines, specific implementation plans, and internal control systems related to sustainability information. • Supervise management in allocating and assigning sufficient and appropriate resources to ensure the effective operation of internal control systems related to sustainability information.
Board of Directors	• Supervise and evaluate the effectiveness of the design and implementation of internal control systems related to sustainability information. • Approve policies for sustainability information assurance or verification procedures. • Confirm the suitability of internal auditors or members of third-party organizations performing independent assurance or verification.
General Administration Office	• As the staff unit of the Chairman, assist the Chairman in introducing or executing major project plans, and handle matters relating to meetings of the Board of Directors, functional committees, and shareholders’ meetings. • Coordinate the departments of the parent company and subsidiaries, integrate sustainability information of the parent company and subsidiaries, regularly provide such information to the Board of Directors and the Audit Committee, and prepare the Sustainability Report. • Properly record issues of concern to stakeholders.





1. Corporate Governance Organization

(5) Sustainability Governance

Unit	Sustainability Management Responsibilities
Finance and Accounting Department	• Make financial accounting entries, prepare financial statements, and handle tax filings. • Plan bills, credit, and fund utilization, and perform cost analysis and control. • Handle and manage investment and financing operations. • Handle shareholder services and shareholder rights-related operations. • Integrate, analyze, and manage budgets. • Review of application documents and affixing of company seals. • Participate in the design of internal control systems and be responsible for supervising each department's implementation. • Accurately calculate payroll and calculate the average and median salary for each job grade. • Record, process, and prepare various records and reports, including greenhouse gas inventory records and reports.
Legal Department	• Draft, review, manage risks, and manage files for various contracts and documents. • Handle litigation and non-litigation matters. • Cooperate with the Company's contract management procedures to promote sustainability-related values. • Properly record issues of concern to stakeholders.
Administration Department	• Plan and execute human resources planning, personnel management, salary and benefits, and the establishment and implementation of talent development systems. • Manage master audiovisual recordings, real estate, plant and equipment, and maintain general affairs. • Assist with artist itinerary arrangements, transportation bookings and budget operations, and the execution of insurance plans.

Unit	Sustainability Management Responsibilities
Administration Department	• Maintain employee information, occupational safety and health, and occupational incident information. • Maintenance of agenda items and meeting records for the Company's management meetings and operating meetings. • Properly record issues of concern to stakeholders.
Information Technology Department	• Maintain network system architecture, implement and manage software system operations, and maintain hardware equipment. • Collect information on information security and information leakage incidents and impacts.
Internal Audit	• Formulate annual audit plans for various operating activities and operating procedures, and execute each audit plan. • Design and implement internal control systems and provide improvement recommendations, and provide analysis reports on relevant matters to each management level. • Audit the collection and processing of sustainability information and the implementation thereof.
Artist Management Department	• Properly arrange artists' schedules and participate in public welfare activities, thereby creating a positive demonstrative effect for society. • Properly record issues of concern to stakeholders.
Planning Department	
Marketing Department	

2. Ethical Corporate Management

(1) Ethical Corporate Management Policy

The Company established the “Ethical Corporate Management Best Practice Principles,” which were approved by the Board of Directors, in 2013, and subsequent amendments were also approved by the Board of Directors. The Company separately established the “Procedures for Ethical Management and Guidelines for Conduct,” which were also approved by the Board of Directors in 2020. The foregoing regulations are disclosed in the Stakeholders and Corporate Governance section of the Company’s website(https://www.him.com.tw/about13.php?select_index=about4).

The Company’s General Administration Office and Administration Department are responsible for relevant operations and supervision, and report implementation status to the Board of Directors each year. The internal control system also includes relevant anti-fraud measures. The Company strictly prohibits the following conduct with relatively high risks of unethical behavior within its business activities, and conducts communication with employees, provides written documents to employees, and strengthens employees’ awareness of the following behavioral risks:

- 1) Offering and accepting bribes.
- 2) Making illegal political donations.
- 3) Making improper charitable donations or sponsorships.
- 4) Offering or accepting unreasonable gifts, hospitality, or other improper benefits.
- 5) Infringing trade secrets, trademark rights, patent rights, copyrights, and other intellectual property rights.
- 6) Engaging in unfair competition.
- 7) Damaging the rights and interests, health, and safety of consumers or other stakeholders.

The Company’s contracts with customers and suppliers all include integrity clauses and clauses protecting copyright holders. The Company implements these clauses in daily operations and reviews and evaluates them at any time to ensure that the design and execution of the system remain continuously effective.



2. Ethical Corporate Management

(2) Implementation of Ethical Corporate Management

A. Dedicated Unit for Ethical Corporate Management

The Company's dedicated units are the General Administration Office and the Administration Department, which are jointly responsible for matters relating to the amendment, execution, interpretation, consulting services, registration and filing of reported matters, and supervision of implementation of the Procedures for Ethical Management and Guidelines for Conduct. The Administration Department reports to the President, and the General Administration Office reports to the Board of Directors. Relevant supervisors participate in Board meetings and may report to the Board or respond to directors' inquiries at any time.

The Company communicates important integrity principles to employees every year, detailing how to prevent unethical conduct and the procedures for handling the receipt of improper benefits, and promotes the ethical corporate management policy. The Company also links the policy to employee performance evaluations and human resources policies, establishes clear and effective reward and disciplinary systems, and reviews them at any time. At the same time, employees sign consent forms relating to ethical conduct. Key contents include prohibiting the following conduct:

- 1) Falsification or fraud, such as forging documents or falsely reporting expenses; fraudulent self-dealing, such as misappropriating public funds, accepting kickbacks, embezzling Company assets, or intentionally or negligently causing waste or loss of Company assets.
- 2) Engaging in matters that conflict with the Company's business interests, providing improper benefits to others, working part-time outside the Company without authorization, or engaging in activities or providing services to others with or without compensation, whether or not during working hours, including but not limited to serving as judges for music-related matters, personal performances, and television program recordings, thereby affecting work efficiency during Company working hours.
- 3) Establishing, in one's own name or in the name of another person without the Company's consent, a company or firm related or similar to the Company's business, or undertaking the Company's business or services, excluding songwriting and music production.
- 4) Incurring debts externally in the name of the Company or committing fraud by abusing the Company's name, or engaging in other misconduct that affects the Company's interests or image.
- 5) Intentionally disclosing the Company's business secrets.
- 6) Committing violence, serious insults, or harassment against employers or colleagues, including but not limited to oral, written, or physical conduct, and any improper, unpleasant, offensive language, physical contact, or sexual requests of a sexual nature.
- 7) Accepting gifts exceeding official courtesy or ordinary social etiquette and customs.

 In FY2025, a total of 92 employees of the Company signed the "Notice on Conflict-of-Interest Recusal and Important Conduct Rules," representing all 92 employees who had been employed during the year, with a signing rate of 100%. The Company reports on its implementation of ethical corporate management to the Board of Directors at least once a year. The implementation results for FY2025 were reported to the Board of Directors on May 4, 2026.

2. Ethical Corporate Management

(2) Implementation of Ethical Corporate Management

B. Evaluation of Integrity Records of Business Counterparties

Before establishing a business relationship, the Company first evaluates the legality of the business counterparty, its ethical corporate management policy, and whether it has any record of unethical conduct, so as to ensure that its business practices are fair and transparent and that it neither offers nor accepts bribes. The Company also stipulates relevant ethical conduct clauses in contracts according to the nature of the business.

C. Conflict of Interest Prevention Policy

The Company's directors, managers, employees, mandataries, and substantial controllers shall not use their positions or influence in the Company to enable themselves, their spouses, parents, children, or any other persons to obtain improper benefits. The Company's directors, managers, and other interested parties attending or present at Board meetings shall proactively state whether they have any potential conflict of interest with the Company. During discussion and voting, they shall recuse themselves and may not exercise voting rights on behalf of other directors. Directors shall also exercise self-discipline and shall not improperly support one another.

D. Accounting and Internal Control System Audit

To implement ethical corporate management, the Company's accounting system and internal control system are established in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers, the Regulations Governing Establishment of Internal Control Systems by Public Companies, and other relevant regulations. The Company has clearly defined risk identification, operational control procedures, and supervision methods. Internal auditors formulate audit plans, regularly audit compliance status, prepare audit reports for submission to the Board of Directors, and may appoint CPAs to perform audits. When necessary, the Company may engage professionals to assist.



Participated in the Taipei Exchange's "FY2025 Internal Shareholding Awareness Seminar for Listed and Emerging Stock Companies."

E. Ethical Corporate Management Education and Training

The Company actively encourages employees to participate in corporate governance-related courses, seminars, conferences, and regulatory briefing sessions organized by competent authorities. The Company also provides employees with training on internal control systems, relevant laws and regulations, and prevention of insider trading, and establishes conflict-of-interest recusal guidelines to strengthen the Company's philosophy of ethical corporate management and prevention of unethical conduct.

On December 8, 2025 and January 12, 2026, the internal audit officer provided 13 managers of the Company with educational materials on prevention of insider trading and ethical corporate management policies by email. The Company also arranged for supervisors of the finance and accounting department, the Vice President of the General Administration Office, the investor relations contact person, and the internal audit officer to participate in seminars on corporate governance and corporate social responsibility organized by competent authorities and accounting firms.

2. Ethical Corporate Management

(3) Whistleblowing System

A. Establishment of Specific Reporting and Reward Systems

The Company has established the “Procedures for Handling Reports of Illegal and Unethical Conduct,” which set out a reporting system for illegal, unethical, and other dishonest conduct. The procedures are announced on the Company’s website, and the Company’s website directly provides reporting channels and a dedicated mailbox, with reports received and handled by dedicated personnel of the Company. Employees may also conduct reporting and complaint procedures through their direct unit supervisors, or may report directly to the Company’s Administration Department, General Administration Office, or Internal Audit. The Company also specifies reporting channels in contracts with customers and suppliers. Where a reported case is verified to be true, in addition to imposing disciplinary action in accordance with laws and regulations or the Company’s relevant rules, the Company also provides the whistleblower with appropriate rewards.

B. Reporting Investigation Procedures and Confidentiality Mechanism

The Company’s “Ethical Corporate Management Best Practice Principles” and “Procedures for Handling Reports of Illegal and Unethical Conduct” provide that records shall be prepared and retained for the acceptance, investigation process, investigation results, and relevant documents of reported cases. The identity of whistleblowers and the content of reports shall be kept confidential, and measures shall be adopted to protect whistleblowers from improper treatment due to their reporting. Where an investigation confirms the reported matter, the Company shall handle the matter in accordance with laws and regulations or the Company’s relevant disciplinary rules, and shall provide the whistleblower with appropriate rewards. Where a whistleblower knowingly makes a complaint regarding false matters or provides false evidence, and such falsehood is verified upon investigation, if the whistleblower is an internal employee, disciplinary action shall be taken. If criminal liability is involved, the whistleblower shall bear such liability, and the Company reserves the right to pursue legal action.

C. Whistleblower Protection

The Company’s “Procedures for Handling Reports of Illegal and Unethical Conduct” provide that, to protect the rights and interests of whistleblowers, in addition to treating reported matters as confidential, where a report is improperly handled, senior management shall assist in handling the matter and properly arrange the rights and interests to which the whistleblower is entitled. If an investigation identifies a material violation or the risk of material damage to the Company, a report shall be prepared immediately and the independent directors shall be notified in writing.



2. Ethical Corporate Management

(4) Disclosure of Ethical Corporate Management Information

The Company's "Ethical Corporate Management Best Practice Principles" are posted in the Stakeholders and Corporate Governance section of the Company's website(https://www.him.com.tw/about13.php?select_index=about4) for investors, employees, and other stakeholders to review and download. In the event of any violation of ethical corporate management, such violation will also be disclosed on the Company's website.

The Company pays close attention at all times to the development of domestic and international regulations related to ethical corporate management, and encourages directors, managers, and employees to provide recommendations. Based on such recommendations, the Company reviews and improves its established ethical corporate management policies and related promotion measures to enhance the effectiveness of implementing ethical corporate management. The Ethical Corporate Management Best Practice Principles shall be implemented after approval by the Board of Directors and reported to the shareholders' meeting; the same shall apply to any amendments. For information on the identities of the Company's stakeholders, topics of concern, communication channels, and response methods, please refer to the Company's website(<https://www.him.com.tw/about18.php>).

 In FY2025 and as of the finalization date of this Report, the Company had not received any notice of violation of ethical corporate management, and no stakeholder had filed any report.

3. Risk Management

On March 23, 2020, the Company's Board of Directors approved the "Risk Management Measures," which are disclosed on the Company's website. The Regulations clearly define the units responsible for risk management, as well as the operating procedures and rules. They require the identification of various risks, including market risk, investment risk, credit risk, operational risk, legal risk, and environmental risk, and assign responsibilities and authority among departments within the organization to control the scope of risk tolerance. Through the implementation of the internal control mechanism, the Company ensures that all personnel and operations of the Company and its subsidiaries comply with relevant laws and regulations and internal control rules. The Board of Directors is the highest authority for the Company's risk management, and the Audit Committee supervises risk management.

(1) Risk Management Organizational Structure

The supervisors of each department of the Company are responsible for first-line risk management, and are responsible for analyzing and monitoring relevant risks within their respective departments to ensure that risk control mechanisms and procedures are effectively implemented.

- 1) Department head meetings or management meetings are chaired by the Chairman or the President, and are responsible for reviewing and controlling the risk assessments of various plans and projects initiated at all levels.
- 2) The General Administration Office assists the Chairman and the President in introducing or executing various projects.
- 3) The Finance and Accounting Department is responsible for recording and managing the operating activities and funding risks of each department.
- 4) The Investment Department is responsible for maximizing the effectiveness of the Company's resources, developing investment targets, and managing investment risks.
- 5) The Administration Department is responsible for human resource allocation and response, equipment and property safety management, implementation of various insurance operations, and recommendations on and maintenance of environmental safety and health.
- 6) The Information Technology Department and Chief Information Security Officer are responsible for introducing and maintaining information system operations to ensure normal operations and information security.
- 7) The Legal Department is responsible for clarifying rights and obligations, interpreting laws and regulations, controlling contract risks, and drafting contract declarations and related documents.
- 8) The Internal Audit is responsible for conducting planned or project-based audits on the execution of various departments and business activities and their risk control status, and regularly reporting to the Company's management decision-making level and the Audit Committee, so that risks may be properly controlled.

3. Risk Management

(2) Risk Management Strategies

A. Environmental Risk

Environmental risk refers to the risk of financial or reputational loss caused by climate change, environmental pollution, and other factors. The Company operates in the cultural and creative industry and has no factory or manufacturing process. The energy and resources consumed by the Company mainly consist of waste and water used by employees in daily office work, fuel used by official vehicles, and greenhouse gas emissions generated from electricity used for office lighting and air conditioning.

However, extreme weather events, such as typhoons, heavy rain, and extreme heat, may affect venue availability, audience attendance, equipment transportation, and event execution for physical performances. In addition, as competent authorities raise requirements for sustainability disclosure, greenhouse gas inventory, and other matters, related management costs may also increase.

To reduce environmental and climate-related risks, the Company will continue to promote daily energy conservation and carbon reduction measures, including waste sorting and reduction, office temperature control, replacement of LED lighting fixtures, digitalized office operations, and strengthening employees' environmental awareness. The Company will also continue to monitor the impact of extreme weather on physical performances, and will gradually strengthen climate risk identification and related management actions in line with competent authorities' requirements for sustainability disclosure, greenhouse gas inventory, and energy conservation and carbon reduction, so as to reduce the impact of operating activities on the environment.

B. Market Risk

Market risk refers to the impact on the Company's operations caused by external changes, such as domestic and overseas economic factors, technology, the environment, industry changes, and changes in consumption patterns. The Company's market risk is affected by changes in the technology industry and consumption patterns. As music records and songs have become digitalized, the Company continues to negotiate with online platform operators to request the removal of unauthorized recordings and audiovisual works, or to establish user-pay mechanisms, so as to protect the due rights of copyright creators.

The Company has established digital content and new business development departments to stay abreast of technological development trends, business promotion, and cross-industry cooperation. The Company also continues to observe changes in the consumer market and, through different new media carriers, such as interactive internet television and smart speakers, continues to expand the scope of its copyright licensing business.



3. Risk Management

(2) Risk Management Strategies

C. Investment Risk

The Company's investment risks include risks arising from fluctuations in the market prices of short-term and long-term investments, the operations and management of investee companies, and potential losses related to interest rates, exchange rates, finance, loans of funds to others, and poor business management.

The Company has established the "Procedures for Acquisition or Disposal of Assets" and internal controls over the investment cycle. Investment evaluations are conducted before investments are made, and post-investment management is carried out after investments are made. In addition, as the Company and its subsidiaries operate across countries, exchange rate fluctuations have a certain degree of impact on revenue and profitability. The Finance Department closely monitors international financial conditions, keeps track of the latest exchange rate movements, and requests professional consulting services from correspondent banks in order to fully understand exchange rate trends.

Before business handlers and department supervisors provide quotations to customers, the Company comprehensively considers and evaluates future exchange rate trends and the factors affecting exchange rates, and then determines appropriate and reasonable quotations. The Company currently has no loans of funds to others or endorsements/guarantees for others. In daily operations, the identification, assessment, and control of relevant risks are reported and discussed by department supervisors at management meetings.

D. Legal Risk and Operational Risk

Legal risk and operational risk refer to the risk of financial or reputational loss that may arise from internal control deficiencies, improper or erroneous R&D, personnel, and information system management, unclear contractual rights and obligations, unclear licensing terms, negligence of laws and regulations, or other factors, which may result in the inability to bind counterparties to perform their obligations under contracts or cause the Company to violate laws and regulations.

Since the establishment of the Company and its subsidiaries, the Company has upheld the principles of integrity and professionalism in business operations, actively strengthened internal management, improved management quality and efficiency, emphasized corporate image and risk control, implemented internal control mechanisms, and complied with relevant laws and regulations. The dedicated units responsible for promoting ethical corporate management are the Company's General Administration Office and Administration Department. Each year, they regularly report to the Board of Directors on the implementation of the Company's annual promotion of ethical corporate management. Each year, the Company also communicates conflict-of-interest recusal matters with all employees, signs relevant agreements with employees, provides whistleblowing channels, and regularly holds awareness sessions to implement the relevant provisions of the Ethical Corporate Management Best Practice Principles.



3. Risk Management

(2) Risk Management Strategies

E. Regulatory Compliance

Since the establishment of the Company and its subsidiaries, the Company has upheld the principles of integrity and professionalism in business operations, actively strengthened internal management, improved management quality and efficiency, emphasized corporate image and risk control, implemented internal control mechanisms, and continuously paid close attention to policy implementation by competent authorities and amendments, additions, and other changes to laws and regulations, while strictly complying with relevant laws and regulations. In FY2025, the Company had no incidents of penalties imposed for violations of laws or regulations.



The Company presented risk management reports at the Audit Committee and Board of Directors meetings on May 5, 2025 and May 4, 2026. For FY2025 and as of the finalization date of this Report in 2026, the Company conducted operational management in accordance with the Risk Management Measures, control focuses prescribed thereunder, and the Company's internal controls. The control of operational risk events remained effective, and no material abnormalities occurred.



4. Information Security

(1) Information Security Policy Principles

To strengthen information security management and ensure the security of data, systems, equipment, and networks, the Company has specifically established the “Information Security Policy,” which is disclosed on the Company’s website(https://www.him.com.tw/about13.php?select_index=about4). To maintain information and communications security, the Company follows the principles below in handling its information security matters:

- 1) Comply with the Company’s internal control systems, including but not limited to the CM - Information Cycle, and relevant approval authority rules.
- 2) Provide employees with information security education and training.
- 3) Use legal software.
- 4) Back up the Company’s databases and maintain off-site redundancy.
- 5) Establish firewalls, purchase legal antivirus software, and regularly update relevant virus definitions and scanning engines.
- 6) Establish disaster recovery plans.
- 7) Protect the personal data of employees and transaction counterparties.
- 8) Comply with other matters prescribed by laws and regulations.

(2) Information Security Management

A. Information Security Management Organization

The Company has appointed a Chief Information Security Officer, namely Vice President Lu, Jen-Chieh, who has expertise in information management. The appointment was approved by the Board of Directors. Together with the Company’s Information Technology Department, the Chief Information Security Officer is responsible for planning and monitoring the information security system and implementing information security management operations.

To effectively promote information security work, the Company has also established an “Information Security Committee,” which coordinates and deliberates on matters relating to information security policies, plans, and resource allocation.

The convener of the Company’s Information Security Committee is Vice President Lu, Jen-Chieh, the Chief Information Security Officer, who is responsible for coordinating and promoting information security management matters. Committee members consist of supervisors from the General Administration Office, Finance and Accounting Department, Administration Department, Information Technology Department, and other units.

4. Information Security

(2) Information Security Management

B. Scope of Information Security Management Practices

Based on the number of employees, the Company purchases a sufficient amount of software, acquires antivirus and firewall software and hardware, holds information security education and training and other awareness activities, and establishes an information security audit system to conduct information security audits on a regular or ad hoc basis.

To ensure lawful access to the Company's information, and to enable complete and uninterrupted operation of information systems in the event of possible external intrusion, the Company makes rapid and necessary emergency responses when an incident occurs, so that normal operations may be restored within the shortest possible time and the potential damage caused by the incident may be reduced.

 The scope of information and communications security management is as follows:

- 1) Division of information security responsibilities.
- 2) Personnel security management and information security education and training.
- 3) Computer system security management.
- 4) Network security management.
- 5) System access control management.
- 6) System development and maintenance security management.
- 7) Information asset security management.
- 8) Physical and environmental security management.
- 9) Business continuity operation plan management.
- 10) Other information security management matters.

The Company's Information Technology Department holds regular weekly meetings every Monday to review information security-related work, and reports to relevant personnel through internal emails to handle information and communications security incidents in a timely manner. In addition, the Information Security Committee convenes information security meetings at least once every two months to ensure the effective operation of units responsible for information security, compliance with regulations by relevant Company personnel, and responses to social information security incidents, and conducts rolling reviews at all times.



4. Information Security

(2) Information Security Management

C. Personal Data Security

When the Company collects personal data, it shall notify the data subject in accordance with the relevant regulations, and the data subject shall sign the Personal Data Collection, Processing, and Use Notice and Consent Form, so as to confirm that the data subject understands and agrees to the purpose and use of the personal data provided.

When employees of the Company need to access or use personal data for business purposes, they shall submit an application form for use. Only after approval by the supervisor may the Administration Department provide the personal data.

Personal data collected by the Company shall be managed in dedicated records. Written materials shall be stored in locked cabinets or storage rooms to prevent access by unrelated persons. For electronic data, the Information Technology Department establishes dedicated storage space and sets access permissions, and adopts protective measures in accordance with the Information Cycle regulations, such as data encryption, firewalls, and intrusion detection systems, to prevent personal data from being stolen, tampered with, damaged, lost, or leaked.

If information equipment or program databases are outsourced for management, or if information equipment is stored outside the Company's office premises, the Company shall confirm whether such information equipment and program databases contain personal data. If personal data is involved, the Company shall enter into a custody agreement with the outsourced management vendor, stipulating confidentiality obligations, security maintenance measures, responsibilities for personal data custody, and liability for damages arising from failure to properly safeguard personal data.

 Due to business transactions, the Company added 69 personal data collection records in FY2025, received no requests for destruction of personal data, and had no personal data leakage incidents.



4. Information Security

(2) Information Security Management

D. Information Security Risk Management

(A) The Company conducts information security risk management for personnel, internal matters, and external matters:

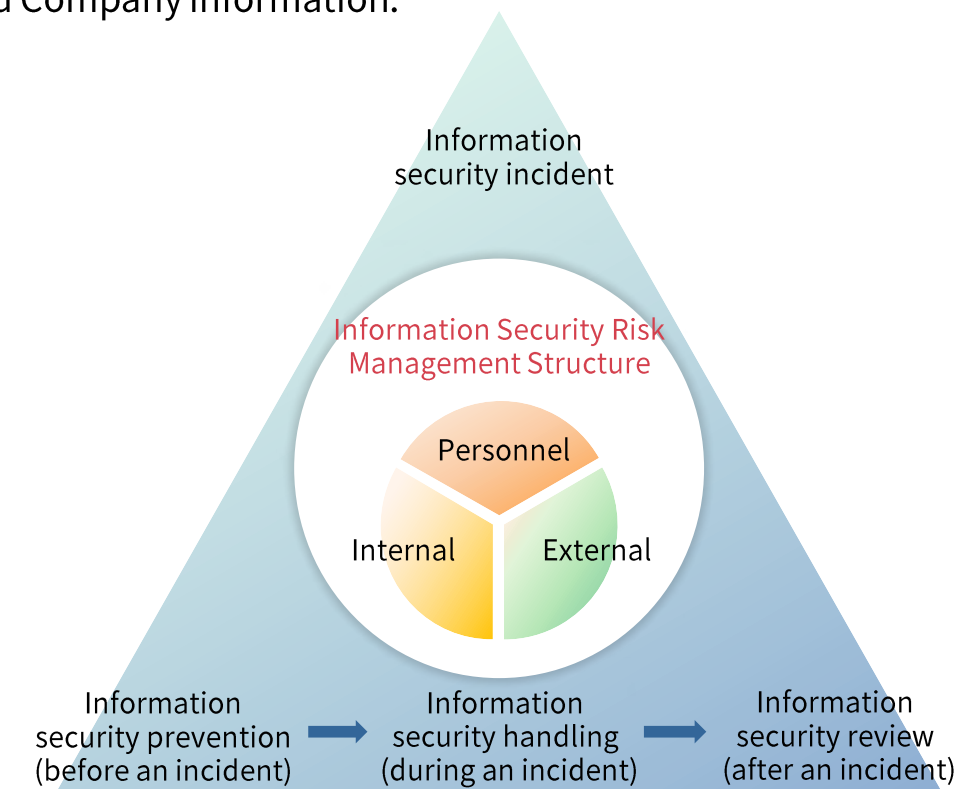
Personnel	Information security policies, training and awareness, and access control
Internal	Network control, antivirus protection, and data protection
External	Firewalls, intrusion prevention systems, and log records

(B) Prevention, handling, and review of information security incidents:

Information security prevention (before an incident)	Personnel	Strengthen personnel's awareness and prevention of information security incidents
	Infrastructure	Establish a safer, more stable, and faster network environment and facility services
	Data	Strengthen data access security and integrity
Information security handling (during an incident)	Immediate handling, control, and containment of incidents	
	Recovery of networks and services	
	Preservation, backup, and recovery of data	
Information security review (after an incident)	Evidence preservation and incident investigation	
	Review of investigation results and improvement	

E. Information Security Education and Training

In FY2025, the Company held two internal courses on information security and AI application, attended by 61 and 38 employees, respectively. The Company also reminds employees of information security matters from time to time through Company emails, so as to enhance the information security awareness and information security incident prevention capabilities of all employees, reduce information security risks, and ensure the security of personal data and Company information.



In FY2025 and as of the finalization date of this Report, the Company had not suffered any losses from information and communications security incidents.

5. Supplier Management and Customer Relations

(1) Supplier Management

The Company's principal business activities are the recording and release of pop music, copyright licensing, and artist management. Artist management and copyright licensing are intangible products. Artist management includes advertising endorsements, commercial performances such as signing events and concerts, film and television management, and the use of artist images. Such services vary depending on the nature of the activity, duration, performance items, and other conditions, and are all customized services. Therefore, there is no fixed production process. Where copyright licensing only involves digital publication and distribution and does not involve the production of physical products, there is also no outsourced processing stage.

The Company's physical products mainly consist of published pop music audio products. Their main raw material suppliers provide packaging and printed materials, CDs, artist merchandise, and vinyl and colored vinyl records, among others. These costs account for less than 1% of overall operating costs.

Creative talent and performing artists are the Company's major suppliers of intangible products. To maintain stable creative quality and sustainable creative sources, the Company has continuously organized the Global Mandopop Songwriting Contest since 2005. The Company is the only company in the industry that has continuously held a songwriting contest to cultivate lyricists and composers. Through the songwriting contest, the Company has discovered many outstanding creative talents, provided prize money, signed exclusive songwriter contracts, and offered guidance and cultivation, thereby creating many quality lyrics and songs and enabling artists to perform outstanding works. The Company also continues to invest in new talent development through various channels, such as singing competitions, drama discovery, self-recommendations, and random amateur talent, enabling it to continuously release new works.

5. Supplier Management and Customer Relations

(1) Supplier Management

The cost structure of the Company and its subsidiaries is mainly divided into two major categories: **physical product costs** and **intangible product costs**. These include raw material costs required for physical albums, as well as non-physical product costs such as album production and planning costs, copyright royalty costs, and various artist management costs.

The Company's **physical product** purchases mainly consist of physical inventory such as CDs, printed materials, and packaging materials. The composition of physical products is not complicated, and the technical threshold for printed materials and packaging materials is not high. The product content is controlled by the Company. The Company's physical products require an appropriate level of confidentiality before release and publication to avoid data leakage and prevent piracy. Therefore, most suppliers are companies with good quality reputations in the relevant industry and have maintained business relationships with the Company for many years, forming stable cooperative relationships. Since the Company controls product content and copyrights and may independently decide on or replace suppliers, there is no risk arising from concentration of purchases from a small number of suppliers.

The Company's **intangible products** consist of artist management and the output of musical works. Artists, songwriters, music professionals, and video production professionals are providers of performing arts activities and musical content, and are therefore the Company's most important assets and suppliers of intangible products. The Company manages artists as brands, conducts risk control over artists' reputations, and has successfully established artist brand images. Over the years, the artists contracted by the Company have had no major negative news that materially damaged their reputations. Before engaging with artists, songwriters, music professionals, and video production professionals, the Company conducts industry exchanges or background checks to understand and evaluate their past records. Only those who pass the Company's evaluation may cooperate with the Company.

5. Supplier Management and Customer Relations

(1) Supplier Management

Physical Product Supplier Management

1 The Company's procurement policy is to determine suppliers after making full comparisons among multiple suppliers through inquiry, price comparison, and price negotiation, taking into account unit price, specifications, payment terms, delivery schedule, product and service quality, and other information. Before engaging with suppliers, the Company also understands and evaluates suppliers' past records through industry exchanges. The Company also conducts supplier evaluations from time to time, refuses to engage with suppliers lacking integrity, actively develops new suppliers, and establishes collaborative, mutually trusting, mutually beneficial relationships with suppliers, jointly pursuing sustainable, win-win growth.

2 The Company prudently selects suppliers and maintains good communication with them. In addition to requiring suppliers to strive to protect intellectual property rights, product safety, and environmental protection, the Company also attaches importance to their compliance with labor rights, human rights protection, and social responsibility, including prohibiting forced labor, child labor, discrimination, harassment, workplace bullying, or any other infringement of workers' basic rights, interests, and dignity. During cooperation, the Company continues to promote suppliers' reduction of resource consumption, compliance with environmental laws and regulations, and implementation of ethical corporate management and sustainable development concepts. If any supplier or customer engages in false advertising, provides products containing ingredients harmful to the human body, infringes others' patent rights, copyrights, trade secrets, or other intellectual property rights or other rights, or violates labor laws and regulations, human rights protections, environmental protection requirements, or otherwise causes significant negative impacts on the environment and society, the Company may terminate cooperation, and relevant clauses are expressly stipulated in cooperation contracts.

3 The Company's contracts with suppliers include integrity clauses, prohibiting any form of corruption, extortion, and embezzlement of public funds, and the Company will never provide suppliers or their related parties with improper benefits for the purpose of completing transactions.

5. Supplier Management and Customer Relations

(1) Supplier Management

Intangible Product Supplier Management

The Company's artists, songwriters, music professionals, video production professionals, and other intellectual property creators are important suppliers of the Company's intangible products. Through songwriter forums, video planning meetings, contract communications, and other methods, the Company explains creative requirements and cooperation rules to suppliers. When suppliers provide services or creative works, they must undertake not to plagiarize or infringe others' copyrights or other intellectual property rights, and must sign relevant contracts or provide Copyright Completion Certificates to the Company.

At the same time, the Company also attaches importance to labor rights, human rights protection, environmental protection, and other matters during the cooperation process. The Company expects suppliers to comply with relevant laws and regulations and integrity principles, and not to infringe relevant rights and interests. Through activity planning and cooperation communication, the Company also encourages artists, songwriters, music professionals, video production professionals, and other suppliers to jointly support environmental protection and the promotion of sustainability concepts, and to work with the Company to implement the social responsibility of the cultural and creative industry.



In FY2025 and in FY2026 as of the finalization date of this Report, the Company found no existing suppliers or approximately 214 newly added suppliers to have committed any material breach of contract, violation of laws or regulations, or infringement of other rights or interests.

5. Supplier Management and Customer Relations

(1) Supplier Management

Artist Brand Management

1

Most of the Company's artists are new talents selected by the Company. They sign artist management contracts with the Company and make their debut under the Company. The Company believes in treating artists with care and adhering to people-oriented management. Based on its extensive experience, the Company identifies each artist's characteristics and creates the best plan for them, stimulates each artist's potential qualities and charm, and supports them with a high-quality professional team to create popular works and secure suitable artist management activities. As a result, the Company and its artists have cultivated strong bonds. Under a win-win relationship, most artists renew their contracts with the Company upon expiration, and the frequency of non-renewal is relatively low.

In addition to maintaining a stable group of artists, the Company also actively seeks out potential newcomers and well-known artists. However, the greatest difference between the Company and its peers lies in the fact that it does not use high advance royalties to compete for artists. This is because the Company believes that its operating philosophy of creating "high-quality music and works," its emphasis on human-centered and professional systems, and its specialized, outstanding, internationalized, and comprehensive artist planning and management capabilities are the Company's greatest strengths in attracting talented and promising artists.

2

The Company has established a large artist management department to help the Company and its artists expand their opportunities. The Company also has many long-term customers with outstanding brand reputations, allowing artists to have more performance opportunities within the Company. Since artists may not necessarily obtain broader performance platforms after moving to another company or setting up their own businesses, this effectively reduces incentives for artist turnover.



5. Supplier Management and Customer Relations

(1) Supplier Management

Artist Brand Management

3

The Company agrees with its artists that, during the term of the contract and during the period of performing contractual work, they shall maintain a proper artist image and shall not engage in drug use, alcohol abuse, gambling, or any other conduct that affects the personal image or the image of both parties or damages the image and reputation of programs, activities, or endorsements. Otherwise, the artist may face the risk of breach of contract.

4

The Company regularly educates artists to maintain a positive image, give back to society, and actively engage in public welfare activities. Artists are also able to actively participate and experience the needs of disadvantaged groups, and therefore have been invited by many public welfare organizations to serve as ambassadors.

5

The Company refuses to recruit artists with poor images, so as to avoid harming shareholders' interests. If any artist of the Company violates social order, the Company will guide the artist to courageously admit mistakes and will conduct prompt crisis management, and will never evade responsibility.



In FY2025 and in FY2026 as of the finalization date of this Report, the artists contracted by the Company had no incidents involving material damage to their image, programs, or endorsements.



5. Supplier Management and Customer Relations

(2) Customer Relations

The Company has established a large artist management department to help the Company and its artists enhance brand and product added value. The Company has many long-term customers with outstanding reputations. Its partners include well-known local brands and major international companies, covering various aspects of daily life, including food, clothing, housing, transportation, education, and entertainment, with services extending throughout Asia.

The Company mainly operates in the Mandopop market. Physical music products are mainly intended to satisfy the collection value sought by fans and consumers. In recent years, the songs produced by the Company have demonstrated outstanding performance in lyric and composition selection and artist interpretation, striking a sound balance between the pursuit of musicality and commercial acceptance.

The Company's artists and production teams have also been nominated for and won many well-known domestic and international awards, including the Golden Melody Awards, and have been widely recognized by industry peers, the media, and consumers. With the growing popularity of leisure concepts and the improvement of national living standards and consumer purchasing power, the Company provides high-quality music products and artist management activities, which can create richer lifestyle content for consumers and enhance their spiritual life.

A. Status of Sales Customers

In FY2025, the Company's top ten sales customers accounted for approximately 80% of the consolidated net operating revenue of the Company and its subsidiaries. Larger revenue sources included digital music licensing platforms, concert co-organizers or ticketing systems, agents arranging performance activities on behalf of the Company, karaoke distributors, and numerous channels and telecommunications operators of various types, as well as customers and licensees.

Some downstream channels and platform operators of the Company, in order to secure stable content supply, obtain authorization for the Company's content through exclusive licensing and then sublicense it to other industry players or downstream parties. Compared with non-exclusive licensing, where revenue is spread across more customers, the exclusive licensing model results in more concentrated revenue, but can also generate higher income.

The Company is the property rights holder of its content assets. As long as the content is indispensable to platform operators, sales concentration resulting from exclusive licensing is the outcome of a commercial mechanism derived from market competition for scarce content. Such sales concentration instead demonstrates the importance of the Company's content assets to downstream channels and platform operators, as well as the Company's influence.

5. Supplier Management and Customer Relations

(2) Customer Relations

B. Customer and Consumer Rights Policy

- 1 The main audience of the pop music developed by the Company is young people. The songs released by the Company help listeners relieve emotions and maintain mental health. When organizing concerts, in addition to emphasizing construction safety, the Company also purchases relevant liability insurance and attaches importance to consumer safety and rights.
- 2 The Company has established the “Personal Data Protection Management Procedures,” which were discussed and approved by the Board of Directors. The regulations govern the collection, processing, and use of personal data, so as to avoid infringement of personality rights and attach importance to personal privacy.
- 3 The Company is in the cultural and creative content industry and has no production factory. Its operating processes involve the input and output of intellectual property rights. In addition to complying with the Copyright Act, Trademark Act, and other relevant laws and regulations, the Company also requires suppliers to comply with relevant rules. The music albums issued by the Company clearly indicate creators, production staff, and song ISRC codes to protect creators’ rights and interests.

- 4 The Company’s internal control systems, including the sales, procurement, production, and R&D cycles, prescribe various risk identification and control operating procedures. Each business operation is assigned dedicated personnel to handle customer complaints and serve customers, consumers, and suppliers. The Company also provides detailed contact information on its website and in its annual report, serving as a complaint channel for stakeholders whose rights and interests have been infringed.
- 5 With respect to the products and services it provides, the Company complies with relevant consumer regulations and international standards to ensure the transparency and safety of product and service information, so as to prevent products or services from directly or indirectly damaging the rights, interests, health, and safety of consumers or other stakeholders. The Company’s physical music products are sold to consumers through distributors’ physical record stores and online shopping channels. If a product is damaged or may endanger the safety or health of consumers or other stakeholders, consumers may return or exchange the product, or the Company will proactively recall it. The responsible department of the Company is the Physical Sales Department, and the contact number is (02) 2883-5858. The Company’s digital music and artist concerts are mainly intangible services. If a concert involves ticket sales and consumers need to request a refund, they may do so in accordance with the refund mechanism stipulated by the ticketing website for that event.
- 6 To provide customers with comprehensive services and protection, the Company communicates fully and promptly with customers regarding complaints, understands customer needs, promotes interaction between the Company and customers, and reviews and improves relevant matters from time to time at internal Company meetings.

 In FY2025 and in FY2026 as of the finalization date of this Report, there were no losses arising from infringement of customer or consumer rights.



VI. Innovation, R&D and Intellectual Property Rights

1. R&D Overview

The pop music album production work operated by the Company requires numerous creative talents to engage in conceptual development. The Company has established departments for production, planning, publicity, and artist management, among others, and has many employees with extensive experience in relevant fields. It also fully collaborates with upstream and downstream partners in the industry. Through brainstorming in formal and informal meetings, the Company generates a wide variety of product and marketing concepts. Through artist merchandise, song albums, music videos, and concerts, and through methods such as physical sales, print media, electronic media, online marketing, and live performances, the Company implements creative concepts and builds commercialization models, thereby enabling content providers to have channels through which they may receive compensation.

In addition, the Company has many contracted exclusive songwriters and regularly holds songwriting contests each year to recruit promising lyricists and composers. Through the Company's proper planning, it provides a platform for creative development, allowing artists to interpret the works of lyricists and composers and giving such creations the opportunity to be publicly released. The Company also organizes "HIM Music Institute activities" and the "ZZ Generation Trainee Audition" to cultivate both front-stage and behind-the-scenes talent.

Over the years, the Company has signed graphic creators such as SECOND, creator of "爽爽貓," Cherng, creator of "馬來貘," and "掰掰啾啾," and has also represented inBloom, Barkley the Cat, Godpod, and others. By integrating graphic creation through the Company's core pop music business and agency resources, the Company combines graphics, audio, and video to enrich the depth and breadth of pop culture content.

For details on the Company's innovation and promotion of cultural and creative industries, please refer to p.131, "Promotion of Cultural and Creative Industries."

(1) R&D Expenses

In FY2025, the Company invested NT\$56,324 thousand in production, planning, and other expenses for music production, accounting for 5.2% of FY2025 consolidated operating revenue of NT\$1,084,714 thousand.

Unit: NT\$ thousand, except percentages

Item \ Year	FY2025	Q1 FY2026
R&D expenses	71,868	16,351
Consolidated net operating revenue	1,084,714	217,552
R&D expenses / Consolidated net operating revenue	6.63 %	7.52%

1. R&D Overview

(2) R&D Results

◆ FY2025

Albums and Songs

In FY2025, the Company released new works including Salsa Chen(陳小霞) s album 《Worn Wings老翅膀》, Pets Tseng(曾沛慈) s album 《Stay Tuned下週同樣時間》, Yoga Lin(林宥嘉) s album 《Apples of Thy Eye》, released in the “liquid vinyl” format, JUD(陳泳希) s album 《Weak Messages Create Bad Situations當我不敢說+》 and EP 《都是自己拿來的》, lead vocalist of “Anti-Talent(沒有才能)” Huang, Ruo-Xin(黃若欣) s EP 《黃花 Plucked》, Geng, Si-Han(耿斯漢) s EP 《Let Me Go替我自由》, Yisa Yu(郁可唯) s single 〈Prelude序〉, and Jessica Cheng(鄭馥儀) s singles 〈Hear You你的聲音〉 and 〈Rain Falls雨落下〉.

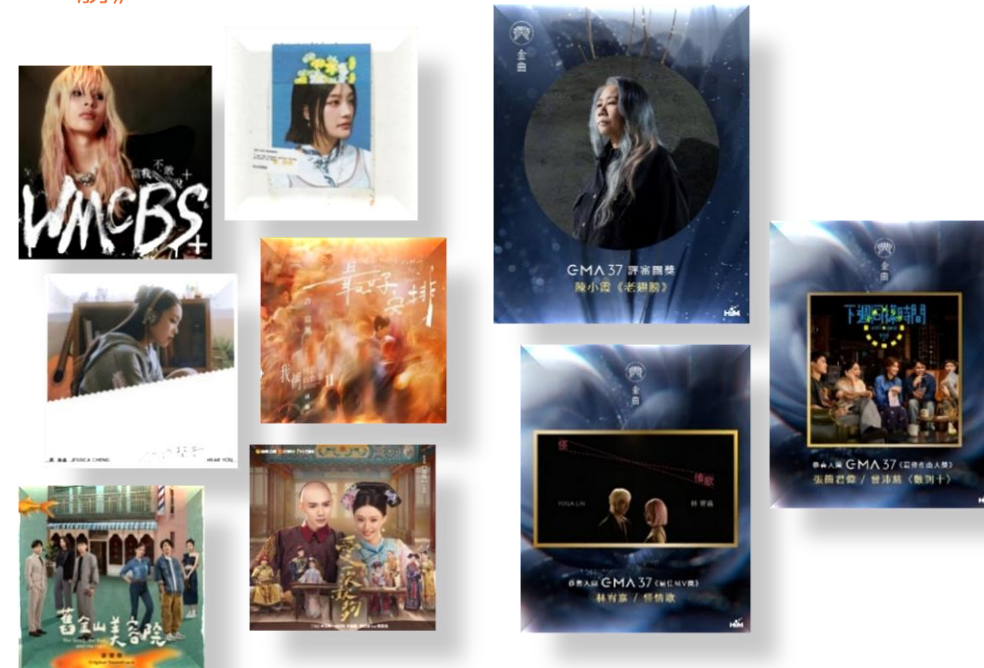
The Company also collaborated with drama productions in FY2025 on works including the soundtrack for the series 《The Outlaw Doctor 化外之醫》, the theme song 〈Reborn From Ashes 廢墟之燼〉 and insert songs 〈Everything Happens For a Reason最好安排〉 〈Be Your Light你給過我太陽〉 for the series 《The World Between Us: After the Flames我們與惡的距離2》, the soundtrack for the drama 《The Good, The Bad and The Ugly舊金山美容院》, the ending theme 〈煮沸〉 for the series 《A Table For one(Is Great Too)就算一個人也可以好好的吃飯2》, the ending theme 〈愛一次就夠〉 for the short drama 《還珠》, the insert song 〈紙星星〉 for the television drama 《梟起青壤》, and the soundtrack for the series 《Haunted House Secrets凶宅專賣店》, among other new works.

🏆 The Company s FY2025 works were nominated for three awards at the 37th Golden Melody Awards:

- 1) Song of the Year: 〈Worn Wings老翅膀〉 (Performer: Salsa Chen(陳小霞) / Composer: Salsa Chen(陳小霞) / Lyricist: Daryl Yao(姚若龍))
- 2) Best Music Video Award: 〈A Strange Love Song 怪情歌〉 from 《Apples of Thy Eye》 (Performer: Yoga Lin(林宥嘉) / Directors: 亞歷三小 and 自動鮭魚)
- 3) Best Composer Award: Alex Chang Jien(張簡君偉), 〈Count to Ten數到十〉 from 《Stay Tuned下週同樣時間》 (Performer: Pets Tseng(曾沛慈))

🏆 The Company s FY2025 work won an award at the 37th Golden Melody Awards:

Jury Award: Salsa Chen(陳小霞), 《Worn Wings老翅膀》



Concerts

The Company held Pets Tseng(曾沛慈) s 《What Love Feels Like關於愛這件事》 concert at the Taipei Music Center and Power Station(動力火車) s 《Because of Love都是因為愛》 World Tour Concert in various cities in Canada, the United States, Singapore, Macau, Melbourne, and Sydney, and brought the tour to a perfect conclusion with the final show in Malaysia.



1. R&D Overview

(2) R&D Results

◆ As of the Finalization Date of This Report in FY2026

Albums and Songs

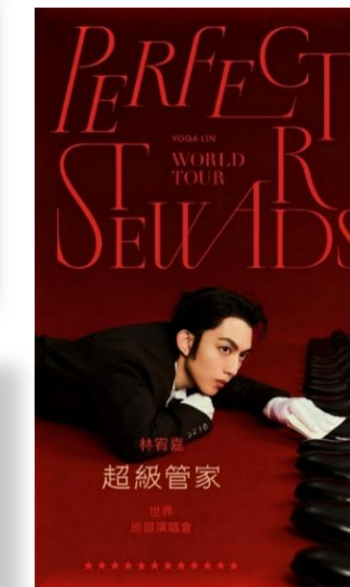
As of the finalization date of this report in 2026, the Company had released Power Station(動力火車)'s single 〈I Need You〉 〈Lost in Roses玫瑰玫瑰 feat. 葛西瓦〉, Pets Tseng(曾沛慈)'s single 〈音樂產房: 孤單心事(Live)〉, Jessica Cheng(Cheng, Fu-Yi鄭馥儀)'s "Campus Trilogy" singles 〈學妹〉 〈不是朋友的朋友〉 〈樓梯間唱的歌〉, babyMINT's 〈WIL:D feat. JUD〉, JUD(陳泳希)'s single 〈音樂產房: 葉子(Live)〉, Yisa Yu(郁可唯)'s single 〈Brand New Day一覺醒來〉 for the film 《Dear Stranger最親愛的陌生人》 as the promotional song, Yo Lee(李友廷)'s single 〈The Unfinished Song未完成的歌〉 for the series 《Love's Hidden Side那些你不知道的我》 as the ending song, among other works. Subsequent plans include releasing songs by Power Station, Yoga Lin, Yisa Yu, Pets Tseng, JUD, babyMINT, Jessica Cheng, and new artists.

The Company expects to invest NT\$93,000 thousand in production, planning, and R&D expenses to meet operational needs and maintain the Company's competitive advantages.



Concerts

In May, the Company launched Power Station(動力火車)'s 《Life Goes On一路向前》 World Tour Concert at Taipei Arena, and in June, the Company launched Yoga Lin's 《Perfect Stewards超級管家》 World Tour Concert.



2. Intellectual Property Rights Management

To accumulate a substantial portfolio of high-quality intellectual property rights, enhance corporate value and artist visibility, and generate licensing revenue through intellectual property rights while ensuring that no intellectual property rights are infringed or subject to infringement, the Company uses intellectual property rights to achieve its goals of revenue and profit growth.

(1) Copyright Management

- 1) The Company continues to invest in the development of pop music songs, music videos, and concert content, creating a substantial portfolio of high-quality works.
- 2) The Company ensures that its works meet the requirements for protection under the Copyright Act. It has designed and effectively implemented the internal control system of the “Copyright Management Procedures” to ensure the effective acquisition of copyrights and the proper handling of licensing and rights protection.
- 3) The Company has established the Digital Content Department and the Copyright Department. The former is responsible for digital licensing of copyrights, new media, and the development of new products and new businesses. The latter handles the licensing and management of individual copyrighted songs. Through licensing for public transmission, public broadcast, and public presentation of copyrights, the Company obtains subsequent benefits from the development of copyrights.

(2) Trade Secret Management

The Company attaches importance to the protection of trade secrets. Employees sign conflict-of-interest recusal agreements upon onboarding and every year, and sign resignation undertakings upon departure, so as to comply with confidentiality obligations.



(3) Implementation Status

- 1) The Company participates in industry associations such as the Recording Industry Foundation in Taiwan (RIT) and the Music Publishers Association of Taipei (MPA) to obtain the latest information on copyright law amendments and jointly resolve disputes between copyright owners and users.
- 2) The Company participates in the Taiwan Association for Copyrights Protection (TACP), which is the only copyright certification organization for Taiwanese businesses designated by the authorities on both sides of the Taiwan Strait under the “Cross-Strait Intellectual Property Right Protection Cooperation Agreement.” By shortening the certification process, the Company is able to quickly resolve copyright-related issues across the Taiwan Strait.
- 3) The Company has joined the Association of Recording Copyright Owners of Taiwan (ARCO) and the Music Copyright Society of Chinese Taipei (MUST) to increase revenue from the public use of copyrights.
- 4) In FY2025, the Company invested in the development of 74 sound recordings, 40 audiovisual works, and related artistic, graphic, and photographic works. As of the finalization date of this Report, the types and quantities of intellectual property rights owned by the Company include approximately 2,500 sound recordings, related music videos, concerts, promotional videos, and other audiovisual works, artistic, graphic, and photographic works, and 110 trademark classes.

 The Company reported on intellectual property management and implementation status to the Board of Directors on May 5, 2025 and May 4, 2026.



VII. Employee Rights and Talent Development

1. Workforce Structure

(1) Employees

All employees of the Group are full-time employees and have signed non-fixed-term employment contracts. The Group has no temporary or part-time employees.

As of December 31, 2025, the Group had 96 employees, of whom 16 were managerial/supervisory personnel. The structure is as follows:



By Gender

Gender Region	Male	Female	Total
Taiwan	30	59	89
Singapore	0	3	3
Malaysia	0	4	4
Total	30	66	96

Supervisors by Gender

Gender Region	Male	Female	Total
Taiwan	8	6	14
Singapore	0	1	1
Malaysia	0	1	1
Total	8	8	16

By Age

Age Region	18-20	21-30	31-40	41-50	51-60	61-70	70 and above	Total
Taiwan	0	12	29	18	23	7	0	89
Singapore	0	0	1	1	0	1	0	3
Malaysia	0	0	1	0	3	0	0	4
Total	0	12	31	19	26	8	0	96

1. Workforce Structure

(1) Employees

● FY2025 Employee Turnover Rate by Gender and Age

Gender Region and Age		Male		Female	
		Number	%	Number	%
Taiwan	Under 30	0	0%	0	0%
	30-50	1	1.04%	6	6.25%
	Over 50	0	0%	1	1.04%
Singapore	Under 30	0	0%	0	0%
	30-50	0	0%	0	0%
	50歲以上	0	0%	0	0%
Malaysia	Under 30	0	0%	0	0%
	30-50	0	0%	1	1.04%
	Over 50	0	0%	0	0%
Total		1	1.04%	8	8.33%
Percentage of turnover by gender		11%		89%	

● FY2024 Employee Turnover Rate by Gender and Age

Gender Region and Age		Male		Female	
		Number	%	Number	%
Taiwan	Under 30	0	0%	6	6.19%
	30-50	2	2.06%	4	4.12%
	Over 50	0	0%	0	0%
Singapore	Under 30	0	0%	0	0%
	30-50	0	0%	0	0%
	Over 50	0	0%	0	0%
Malaysia	Under 30	0	0%	1	1.03%
	30-50	0	0%	0	0%
	Over 50	0	0%	0	0%
Total		2	2.06%	11	11.34%
Percentage of turnover by gender		15%		85%	

Note 1: Employee turnover rate (%) = number of departing employees in each category / total headcount at year-end.

Note 2: Percentage of turnover by gender (%) = number of departing employees of each gender / total number of departing employees.

👤 In FY2025, the Group's male turnover rate was 1.04% and female turnover rate was 8.33%. Compared with the FY2024 male turnover rate of 2.06% and female turnover rate of 11.34%, there was no significant difference. The Group's employee headcount and composition have not fluctuated significantly over the past two years.



(2) Non-employees

The Group's non-employee workers include artists, musicians, makeup artists, hairstylists, stylists, and other freelancers, who are appointed by the Group or event organizers. They are not exclusively employed by the Group. During the reporting period of this Report, no headcount statistics were available.

2. Employee Rights and Labor-Management Relations

The Company attaches great importance to employee rights and expresses care for its employees. It actively establishes a gender-equal and diversified work environment, emphasizes employee human rights and privacy, implements labor insurance, national health insurance, and retirement pension systems in accordance with laws, holds labor-management meetings every quarter with labor and management representatives, and conducts immediate supervisor leadership capability evaluations, employee performance assessments, and opinion surveys every six months. These measures ensure smooth workplace communication channels and promote consensus and harmony between labor and management. In addition, the Company's employees have not organized a labor union, and therefore no collective agreement has been entered into.

 All of the Company's rules are based on compliance with the Labor Standards Act. In FY2025 and as of the finalization date of this Report, labor-management relations remained harmonious.

(1) Human Rights Protection

The Company has established the "Human Rights Policy of HIM International Music Inc." and is committed to safeguarding employees' basic human rights and creating an environment in which human rights are fully protected. The Company recognizes and supports international human rights conventions, including the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization conventions. It also requires business partners to prevent any acts of human rights infringement or violation in their operating activities, so that both internal and external members of the Company may be treated fairly and with dignity. For details on the Company's Human Rights Policy, please refer to the Company's website https://www.him.com.tw/about13.php?select_index=about4.

The Company's Administration Department is responsible for promoting human rights protection measures. Based on the Labor Standards Act and other relevant laws and regulations, as well as international human rights conventions, the Company establishes internal controls to respect labor rights, such as freedom of association, collective bargaining rights, care for disadvantaged groups, prohibition of child labor, and elimination of all forms of forced labor.



2. Employee Rights and Labor-Management Relations

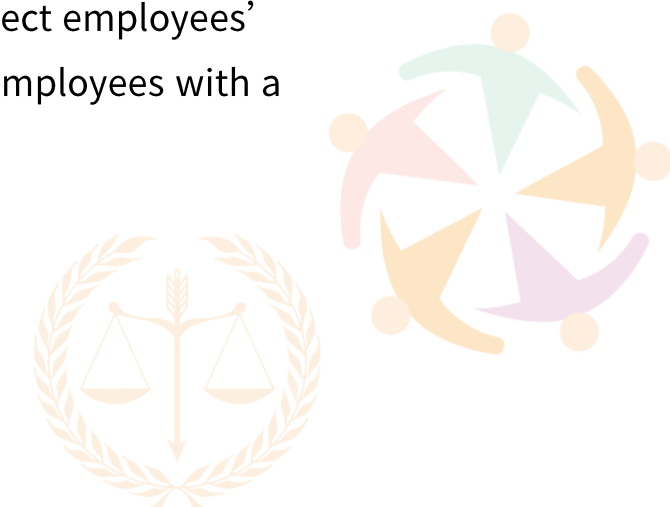
(2) Employment Diversity

The Company complies with the Employment Service Act, respects the personal value and life experience of every employee, and adopts a merit-based employment approach. Compensation is based on the principle of equal pay for equal work. There is no difference in treatment based on age, race, nationality, gender or gender identity, physical or mental ability, religion or belief, sexual orientation, or social class, so as to implement equality and fairness in employment, employment conditions, compensation, benefits, training, evaluations, and promotion opportunities.

(3) Gender Equality in Employment

The Company creates a friendly work environment, provides employees with fair opportunities for progress and growth, and builds a sense of belonging. Through education and awareness, the Company enhances a culture of mutual respect among employees, prevents improper workplace conduct, and has established relevant complaint mechanisms.

- 1) The Company complies with the Gender Equality in Employment Act and has clearly established regulations such as the “Workplace Sexual Harassment Prevention, Complaint and Disciplinary Measures” and the “Written Declaration on Prevention of Unlawful Workplace Infringement,” to protect employees’ gender-equal employment rights and freedom from unlawful workplace infringement. The Company also complies with the Occupational Safety and Health Act and has clearly established the “Workplace Bullying Prevention, Complaint and Disciplinary Measures,” to protect employees’ physical and mental health, maintain a dignified working environment, prevent and handle workplace bullying incidents, and provide employees with a safe working environment.
- 2) As of December 31, 2025, the Group had 96 employees, of whom approximately 31% were male and approximately 69% were female. Female employees outnumbered male employees, and the Group employed one person with disabilities.
- 3) In FY2025 and FY2026 as of the finalization date of this Report, the Company had no incidents of penalties imposed for violations of the foregoing human rights-related laws and regulations. The Company’s implementation of workplace diversity and gender equality has been effective.

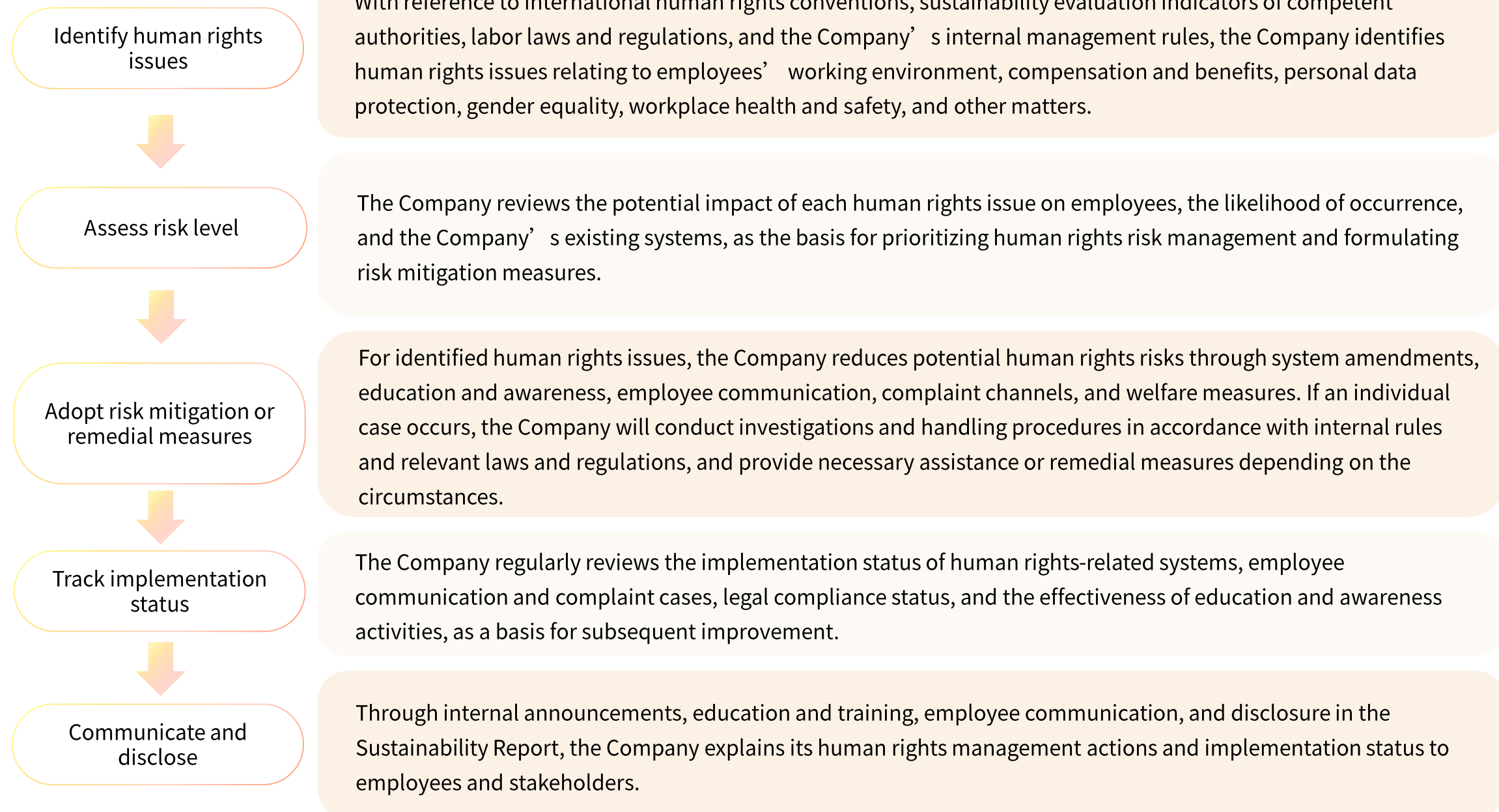


2. Employee Rights and Labor-Management Relations

◆ Human Rights Due Diligence

(1) Human Rights Due Diligence Process

The Company's human rights due diligence mainly follows the process of "identification, assessment, risk mitigation, tracking, and communication." The Administration Department, together with each unit, reviews possible human rights risks based on the Company's operations, employee work patterns, and existing management systems, and continuously adjusts relevant management measures based on the assessment results.



2. Employee Rights and Labor-Management Relations

◆ Human Rights Due Diligence

(2) Scope of Human Rights Due Diligence and Material Human Rights Issues

The scope of the Company's human rights due diligence in FY2025 mainly covered all employees of the Company. As of December 31, 2025, the Group had 96 employees, of whom approximately 31% were male and approximately 69% were female. Female employees outnumbered male employees, and the Group employed one person with disabilities, accounting for approximately 1% of all employees. Based on the Company's operating model and employee work environment, the material human rights issues identified in FY2025 were as follows:

Issue	Risk Description	System or Measure
Compensation and working hours	Whether compensation, overtime, leave, and working hour management comply with laws and regulations, while also taking into account employees' work-life balance.	The Company complies with the Labor Standards Act and related laws and regulations, has established compensation and attendance management systems, and handles labor insurance, national health insurance, retirement pension contributions, and various leave management matters in accordance with laws.
Health and safety	Whether the office environment is safe, and whether employees' physical and mental health is cared for.	The Company provides benefits such as health examinations, group insurance, family group insurance, and travel accident insurance, and continues to maintain office environment safety and employee health.
Equality and non-discrimination	Whether employee recruitment, appointment, compensation, promotion, and other matters involve unfair treatment due to gender, age, race, nationality, religion, disability, or other identity differences.	The Company adopts merit-based employment, follows the principle of equal pay for equal work, respects employees' diverse backgrounds and personal values, and provides fair work, development, and training opportunities.
Prevention of sexual harassment, unlawful workplace infringement, and bullying	Whether employees may be subject to sexual harassment, improper words or conduct, unlawful workplace infringement, or bullying in the workplace.	The Company has established the "Workplace Sexual Harassment Prevention, Complaint and Disciplinary Measures" and the "Workplace Bullying Prevention, Complaint and Disciplinary Measures," and has set up relevant complaint mechanisms to strengthen workplace safety and dignity protection.
Privacy and personal data protection	Whether the collection, processing, use, and retention of employees' personal data comply with personal data protection requirements.	The Company complies with the Personal Data Protection Act and has established the "Personal Data Protection Management Procedures," to ensure that the use of employees' personal data is limited to a reasonable and necessary scope.
Communication and complaint rights	Whether employees have appropriate channels to express opinions, respond to issues, and file complaints.	Through internal communication, complaint mechanisms, and relevant management procedures, employees may provide opinions relating to the working environment, human rights protection, and labor rights.

(3) FY2025 Implementation Status

In FY2025, in accordance with its Human Rights Policy and relevant internal systems, the Company continued to review the implementation status of employee human rights protection. Through measures such as compensation and benefits systems, employee training, health care, workplace sexual harassment prevention, personal data protection, and complaint mechanisms, the Company reduced human rights risks.

In FY2025 and as of the finalization date of this Report, the Company had no incidents of penalties imposed for violations of human rights, labor, gender equality, occupational safety and health, personal data protection, or other relevant laws and regulations.

The Company will continue to monitor changes in employees' working environment and human rights risks. It will also conduct rolling reviews of relevant systems and management measures based on amendments to laws and regulations, requirements of competent authorities, and employee feedback, so as to strengthen its human rights due diligence mechanism.

2. Employee Rights and Labor-Management Relations

◆ Human Rights Due Diligence

(4) Risk Mitigation and Remedial Measures for Material Human Rights Issues

Issue	Risk Mitigation	Remedial Measures
Compensation and working hours	Regularly review whether compensation, attendance, overtime, and leave management comply with laws and regulations. Maintain reasonable compensation and employee benefits in accordance with the Company's compensation system and performance evaluation mechanism.	If any wages, overtime pay, leave, or other matters are found to be inconsistent with laws or the Company's systems, the Company will immediately correct and adjust such matters and retroactively pay wages in accordance with laws.
Health and safety	Provide employees with health examinations, group insurance, and travel accident insurance, and maintain a safe, clean, and healthy office environment. Enhance employees' safety and health awareness through education and awareness.	If an occupational accident or health and safety incident occurs, the Company will conduct reporting, investigation, and improvement in accordance with relevant laws and regulations and the Company's internal procedures, and provide necessary assistance.
Equality and non-discrimination	Recruitment, appointment, compensation, training, evaluation, and promotion are all based primarily on abilities, job requirements, and performance. The Company does not provide differential treatment due to personal identity differences.	If a complaint involving discrimination or unfair treatment occurs, the Company will conduct investigation and handling through the complaint procedures, and adopt improvement, communication, adjustment, or disciplinary measures depending on the circumstances.
Prevention of sexual harassment, unlawful workplace infringement, and bullying	Implement the Workplace Sexual Harassment Prevention, Complaint and Disciplinary Measures, establish complaint channels, and continue to formulate relevant regulations for workplace bullying prevention, so as to enhance a workplace culture of mutual respect among employees.	If a sexual harassment, bullying, or unlawful workplace infringement incident occurs, the Company will investigate and handle the matter promptly in accordance with relevant laws and internal regulations, and provide necessary assistance and protective measures to the parties involved depending on the circumstances.
Privacy and personal data protection	Control the collection, processing, and use of employees' personal data in accordance with the Personal Data Protection Management Procedures, and avoid exceeding the specified purpose or improper disclosure.	If any personal data abnormality or suspected leakage occurs, the Company will immediately initiate investigation and improvement procedures, and adopt necessary notification and remedial measures in accordance with the Personal Data Protection Act and Company regulations.
Communication and complaint rights	Maintain channels for employee feedback and complaints, and encourage employees to provide opinions on issues relating to working conditions, the workplace environment, and human rights protection.	If employee feedback or a complaint is received, the responsible unit, the Administration Department, will handle the matter in accordance with procedures, and conduct cross-department communication, system amendments, or individual case remediation when necessary.



👤 The Company will continue to gradually improve its human rights due diligence system based on its operating scale, stakeholder expectations, and sustainability disclosure requirements of competent authorities, and will evaluate extending the scope of human rights risk identification and management to other stakeholders, so as to enhance the Company's overall human rights governance effectiveness.

2. Employee Rights and Labor-Management Relations

(4) Privacy Protection

The Company complies with the Personal Data Protection Act and has established the “Personal Data Protection Management Procedures,” which were discussed and approved by the Board of Directors. The Regulations govern the collection, processing, and use of personal data, prevent infringement of employees’ and artists’ personality rights, ensure that the use of personal data remains within a reasonable scope, and emphasize personal privacy.

- 1) The scope of personal data protection includes the collection, processing, or use of personal data of employees, artists, business counterparties, and official website members. The rights and interests of data subjects shall be respected, and personal data shall be handled in accordance with the principles of good faith and trust. Such handling shall not exceed the necessary scope of the specified purpose, and shall have a legitimate and reasonable connection with the purpose of collection.
- 2) Responsible units include:
 - Finance and Accounting Department: Responsible for personal data management relating to employee payroll, income tax withholding filings for artists and business counterparties, and financial transactions.
 - Administration Department: Responsible for organizing employee personnel data, assisting employees, artists, and business counterparties with matters such as air tickets, visas, insurance, and hotel accommodations, and managing related personal data and personal data within other newly added business scopes.
 - Information Technology Department: Responsible for controlling the personal data of members of the Company’ s official website and maintaining the overall security of the Company’ s information systems.
- 3) For information security policies and implementation status, please refer to p.80, “Information Security.”



2. Employee Rights and Labor-Management Relations

(5) Retirement System

The Company handles retirement matters in accordance with the Labor Standards Act and the Labor Pension Act. It regularly contributes labor retirement reserve funds and deposits such funds with Bank of Taiwan, and engages an actuary at year-end to perform actuarial calculations to ensure that sufficient retirement reserve funds have been prepared.

- 1) Since July 1, 2005, the new labor pension system has been implemented. In accordance with the Labor Pension Act, for employees who choose the new system, the Company contributes no less than 6% of each employee's monthly wages to the employee's labor pension account each month. In FY2025, the Company recognized pension costs of NT\$3,880 thousand, and also handled voluntary employee pension contributions in accordance with employees' wishes.
- 2) In FY2017, one employee of the Company applied for retirement. From FY2018 to the end of FY2025, no employee met the retirement qualification requirements or applied for retirement.

- ◆ The Company held four labor-management meetings in FY2025. Matters discussed included the planning of employee health examinations for FY2025, proposals regarding employee travel and employee leave application methods, the amended announcement of the FY2025 work calendar, and office carpet cleaning to protect employees' health. Consensus was reached on all proposals discussed, and labor-management relations remained harmonious.
- ◆ The Company has established consultation and complaint channels for workplace sexual harassment, workplace bullying, or other unlawful infringements as follows:
Complaint hotline: (02)2512-1919 ext. President's Office
Complaint mailbox: 885@him.com.tw
- ◆ In the most recent year and as of the finalization date of this Report, the Company had no losses arising from labor-management disputes, nor had it received any complaints from employees regarding workplace sexual harassment, workplace bullying, or other unlawful infringements.



3. Talent Development, Education, and Training

Based on the development of various job functions, the Company provides diversified training and arranges professional on-the-job training courses for employees, in order to cultivate talent with strong professional capabilities and the ability to take on challenges:

- 1) When new employees report for duty, the Company arranges orientation training to help them adapt to the Company's environment and culture.

• In FY2025, the Company had a total of 7 new employees. Upon reporting for duty, they were introduced to the Company's environment, systems, and other matters, with each session lasting 1 to 2 hours.

- 2) The Company encourages employees to participate in training provided by external organizations based on their career plans and business needs. Training topics include planning and publicity in the online environment, the development and application of information technology, and new knowledge in accounting, taxation, and legal affairs. The Company also arranged for supervisors of the Finance and Accounting Department, the Vice President of the General Administration Office, the investor relations contact person, and the internal audit officer to participate in seminars, forums, briefing sessions, or practical courses on corporate governance, corporate social responsibility, and sustainability-related topics organized by competent authorities, accounting firms, or other organizations. In FY2025, employees of the Company participated in external training courses on finance, legal affairs, audit, corporate governance, and information security, with total training hours exceeding 60 hours.

- 3) The Company holds internal education and training courses on various topics from time to time, inviting industry professionals to share relevant knowledge with employees, helping employees improve their work skills and professional competencies. Important course content is also recorded and archived for employees who were unable to attend the courses to watch at any time.

• In FY2025, the Company held internal education and training courses including two sessions on "Information Security and AI Application" and two sessions on "Introduction to Practical Copyright Operations."



FY2025 Internal Training on "Introduction to Practical Copyright Operations"

- 4) To promote the sustainable development of Mandopop performing arts talent, the Company continues to organize the "Global Mandopop Songwriting Contest" and the "ZZ Generation Trainee Audition," attracting talented Chinese-language creators and performers from around the world. Through prize money, the Company recruits creative talent and cultivates outstanding trainees into performing artists, ensuring a continuous source of talent and new works for the Company. In addition, the Company also organizes the "HIM Music Institute activities" program to recruit and cultivate behind-the-scenes music professionals, enriching the talent pool of both the Company and the industry. For details, please refer to p.131, "Promotion of Cultural and Creative Industries."

4. Compensation and Benefits

(1) Compensation Policy

- 1) In addition to complying with the minimum requirements under laws and regulations, the Company has established a comprehensive compensation and reward policy, which is implemented after discussion and review by the Remuneration Committee.
- 2) The Company recruits and appoints employees based on professional capabilities and job requirements. Employee compensation is determined based on job title, position, and employee attributes. Adjustments are made according to annual performance assessment results. Performance assessments also evaluate employees' overall performance in all aspects of their work. Employees with excellent performance are rewarded, while employees with unsatisfactory performance are provided with improvement recommendations and appropriate incentives or disciplinary measures as needed.
- 3) For the average and median salary of non-supervisory full-time employees and the changes compared with the previous year, please refer to the MOPS(<https://mops.twse.com.tw/mops/#/web/t100sb15>).
- 4) The Company's leave policy is implemented in accordance with the Labor Standards Act. For any unused annual paid leave at the end of the year, the Company promptly settles and pays the corresponding compensation.
- 5) The Company's remuneration policies for directors and senior management are mainly assessed based on business performance, job duties, professional capabilities, and risk control. In FY2025, the Company had not yet established a clear linkage between remuneration and specific sustainability performance indicators. In the future, the Company will continue to review its remuneration system in accordance with sustainability principles and the disclosure requirements of competent authorities, evaluate the gradual inclusion of relevant sustainability indicators, and strengthen the linkage between remuneration policies and sustainability goals.

● Employee Remuneration

In accordance with Article 21 of the Company's Articles of Incorporation, if the Company makes a profit in a fiscal year ("profit" refers to profit before tax before deduction of employee remuneration and director remuneration), the Company shall allocate 2% to 5% as employee remuneration and no more than 5% as director remuneration.

At the FY2025 shareholders' meeting, the Company amended its Articles of Incorporation to add provisions on the distribution of remuneration to rank-and-file employees: no less than 10% of employee remuneration shall be distributed to rank-and-file employees. Rank-and-file employees refer to employees who are not managers and whose salary level is below a certain amount. The foregoing "certain amount" shall be determined by the Board of Directors, but shall not be lower than the salary level of rank-and-file employees as defined under the Regulations for Tax Preferences Provided to Small and Medium Enterprise on Wage Payment Raising.

The portion of employee remuneration accrued by the Company in FY2024 and actually paid to rank-and-file employees accounted for approximately 31.9%, in compliance with Article 21 of the Company's Articles of Incorporation, which requires that no less than 10% of employee remuneration be distributed to rank-and-file employees. The Company's FY2025 profit-based employee remuneration of NT\$15,000 thousand was approved by the Board of Directors on March 9, 2026, and will be distributed after the shareholders' meeting and after performance evaluations.

4. Compensation and Benefits

(2) Welfare System

The Company provides employees with a wide range of benefits, including employee trips, concert tickets, employee purchase discounts for products of the Company and its affiliates, year-end parties and prizes, office beverages, coffee, and snacks. The Company also provides referral bonuses for recommending new artists or talents, annual performance bonuses, employee stock options and restricted stock awards, regular employee health examinations, and half-day leave for health examinations. To provide employees with high-level protection, the Company also provides group insurance and travel accident insurance, and allows employees' dependents to participate in group insurance.

The Company has established an Employee Welfare Committee, which holds birthday celebrations every three months, and provides employees with birthday bonuses, Dragon Boat Festival bonuses, Mid-Autumn Festival bonuses, domestic leisure subsidies, wedding and funeral subsidies, and other forms of assistance. These benefits help care for employees' work-life balance, promote internal cohesion and recognition, and improve work efficiency and quality.



January 2026 Year-End Party



2026 Employee Trip to Nagoya, Japan



2025 Birthday Celebration



4. Compensation and Benefits

● Sound Leave System

The Company values employees' work-life balance and fully respects their family care needs at different life stages. It provides diversified and flexible systems, including paid maternity leave and unpaid parental leave within the scope prescribed by laws and regulations. If employees need to care for newborn children during the early stage of childcare, they may apply for unpaid parental leave and return to work after completing the relevant stage of care.

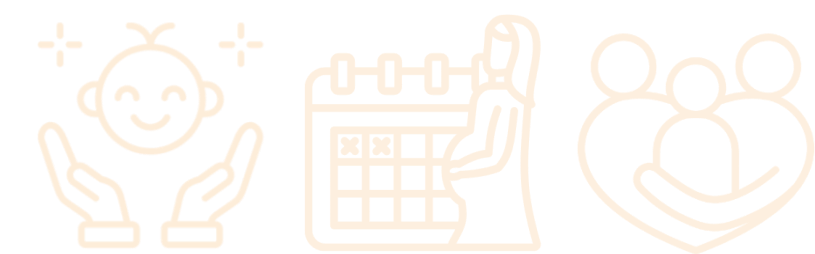
The number of employees who applied for unpaid parental leave in the past two years is as follows:

Item	Gender	Male	Female	Total
Number of employees entitled to unpaid parental leave in FY2025		1	3	4
Number of employees who actually took unpaid parental leave in FY2025		0	1	1
Number of employees scheduled to return to work after unpaid parental leave in FY2025 (A)		0	1	1
Number of employees who actually returned to work after unpaid parental leave in FY2025 (B)		0	1	1
Number of employees who returned to work after unpaid parental leave in FY2024 (C)		0	0	0
Number of employees who remained employed one year after returning to work in FY2024 (D)		0	0	0
Return-to-work rate(%)(B/A)	100%			
Retention rate(%)(D/C)	Not applicable (Note: No employee returned to work after unpaid parental leave in FY2024; therefore, the rate cannot be calculated.)			

At the same time, in accordance with government regulations such as the Gender Equality in Employment Act and maternal labor health protection requirements, the Company promotes a gender-friendly workplace. Employees may apply for various types of leave based on their needs, including menstrual leave, family care leave, prenatal checkup leave, paternity leave, and maternity leave, thereby enhancing diverse workplace flexibility. In addition, to respect the cultures of different groups, the Company newly added Indigenous ceremonial leave, supporting employees in balancing work with personal, family, and cultural life, and creating a more inclusive and friendly workplace.

The number of employees who applied for the foregoing leave in FY2025 is as follows:

Leave Type	Menstrual Leave	Family Care Leave	Prenatal Checkup / Paternity Leave	Maternity Leave	Indigenous Ceremonial Leave
Number of employees	13	1	0	0	1



5. Occupational Health and Safety

(1) Employee Health

- 1) The Company regularly arranges employee health examinations and provides subsidies and half-day leave. In FY2025, 64 employees applied for subsidies, with total subsidies amounting to NT\$537,500.
- 2) The Company promotes a smoke-free work environment, enabling employees to work in a comfortable and healthy environment.
- 3) The Company holds employee cultural and artistic activities from time to time, such as movie viewings and concerts, provides office lunches and afternoon tea desserts, and organizes overseas travel and sports activities, allowing employees to properly care for their personal health and cultivate exercise habits outside work. The Company organized employee trips to Hokkaido, Japan in March 2025 and Nagoya, Japan in March 2026 to reward employees.
- 4) The Company purchases group insurance and travel accident insurance for employees, providing high-level protection.
- 5) The Company engages professional first-aid instructors and physical and mental health lecturers to provide employees with first-aid information and methods, as well as knowledge relating to physical and mental health.
- 6) In accordance with the Occupational Safety and Health Act, the Company has expressly established the “Workplace Bullying Prevention, Complaint and Disciplinary Measures” to protect employees’ physical and mental health, maintain a dignified working environment, prevent and handle workplace bullying incidents, and provide employees with a healthy and safe working environment.

(2) Workplace Safety

- 1) The Company’s office building is managed by building management personnel 24 hours a day. An access control system and intercom security system are installed at the office entrance to protect the safety of Company personnel. The Company controls the entry and exit of personnel during working hours to ensure workplace safety.
- 2) Fire extinguishers are installed in the office, and office fire safety inspections are conducted once each year.
- 3) The office environment is regularly cleaned and disinfected.

• In FY2025, the Company’s implementation of the foregoing measures was good. There were no occupational accidents or fire incidents, and no casualties occurred.



5. Occupational Health and Safety

(3) Employee Opinion Survey

The Company conducts employee opinion surveys twice a year, in June and December. During the performance evaluation of all employees, an open-ended questionnaire is attached, allowing employees to provide improvement recommendations regarding various Company measures. Information is transmitted through the electronic signing system, with the Administration Department supervisor coordinating the information, while also protecting the suggestions and privacy of colleagues.

The implementation status, survey results, and improvement plans of the FY2025 employee opinion survey are summarized below:

Survey participants	Taiwan-based employees
Number of employees	89
Coverage rate	100%
Responsible unit	Administration Department
Survey frequency	June and December each year
Survey period	FY2025
Survey items	Open-ended questions regarding the Company environment and assistance or recommendations provided by supervisors
Survey method	Online questionnaire attached during performance evaluation
Main survey results	1. Recommendation to improve the issue of excessively cold or hot office air-conditioning temperature. 2. Recommendation to diversify tea and snack options. 3. Recommendation regarding waste sorting methods.
Main improvement plans	1. As the Company uses the building's central air-conditioning system, it is difficult to improve the cold air supply. Alternative measures will be adopted by providing employees with electric fans and heaters to improve room temperature. 2. The Company will diversify the procurement of tea and snacks to meet different needs. 3. The Administration Department will explain the Company's resource and waste sorting policy to all employees. Resource and waste sorting is divided into three categories: paper, bottles/cans, and other waste (general waste includes food waste). The Company's cleaning contractor will subsequently clean and sort the waste to improve handling efficiency.

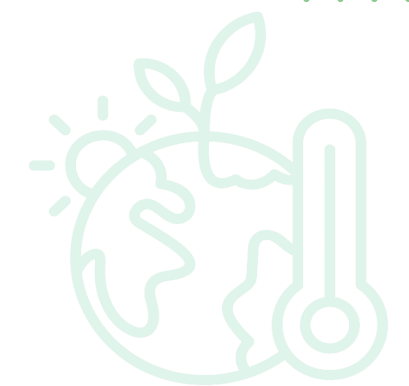




VIII. Green Environment and Sustainable Development

1. Sustainable Development Management

- 1) The Company has established the “Sustainable Development Best Practice Principles” and the “Sustainability Information Management Measures,” which are disclosed in the Stakeholder and Corporate Governance Section of the Company’s website. While conducting its business operations, the Company actively practices sustainable development and promotes economic, environmental, and social progress, with the aim of achieving its sustainable development goals.
- 2) The dedicated unit responsible for promoting sustainable development within the Company is the General Administration Office. The Finance and Accounting Department, Legal Department, Administration Department, Information Technology Department, head of information security, Artist Management Department, and other departments all actively implement corporate governance, develop a sustainable environment, and maintain public welfare operations in accordance with their respective duties and scopes of responsibility. The Company also established a Greenhouse Gas Inventory Task Force by resolution of the Board of Directors on December 12, 2022, with the President supervising the operations of the Greenhouse Gas Inventory Task Force. For details on the Company’s sustainable governance, please refer to p.69; for details on the members of the Greenhouse Gas Inventory Task Force, please refer to p.119.
- 3) The Company reports the status of sustainable development to the Board of Directors each year. The implementation status of sustainable operations for 2025 was reported to the Board of Directors on May 4, 2026. The Board of Directors recognized the Company’s efforts in promoting public welfare activities together with its artists, energy conservation and carbon reduction, maintaining environmental sustainability, and participating in emergency relief and disaster relief donations. After regularly reviewing the Company’s operations and results, the Board of Directors provides recommendations for strengthened adjustments to support the Company’s continued promotion of sustainable development.



2. Climate Risk Response

The Company operates in the cultural and creative content industry, primarily engaging in pop music production and distribution, copyright licensing, and the management of graphic creators and artists' performing arts activities. Among these businesses, copyright licensing accounts for a relatively large proportion of revenue and is primarily conducted through digital networks, making it less affected by climate factors. Artist management activities, however, involve artists' on-site performances and are therefore more susceptible to the impacts of climate change. Climate change is an overall systemic risk. The Company continues to monitor climate change and regularly assesses potential risks, adjusting its service model in response to changes in the overall external environment.

The Company's "Implementation Status of Climate-related Information"

Item	Implementation Status
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	The Company's Board of Directors and Audit Committee approve sustainable development policies or relevant management policies and specific implementation plans, and oversee management's allocation and assignment of sufficient and appropriate resources to ensure the effective operation of internal control systems related to sustainability information. On December 12, 2022, the Company's Board of Directors approved the establishment of a Greenhouse Gas Inventory Task Force, with the President supervising the operations of the task force. The Company has also established the Sustainability Information Management Measures, under which the General Administration Office and the Chief Corporate Governance Officer are responsible for coordinating the departments of the parent company and subsidiaries, integrating sustainability information of the parent company and subsidiaries, and regularly providing such information to the Board of Directors and Audit Committee. The Measures also clearly define the authority and responsibilities of each department. The Company's implementation status of sustainable operations for 2025 was reported to the Board of Directors on May 4, 2026.
2. Describe how the identified climate risks and opportunities affect the enterprise's business, strategy, and finance (short, medium, and long term).	The Company mainly engages in digital music content licensing and artist management activities. Digital music licensing is primarily conducted through online transactions, and climate factors currently have no impact. Artist management activities, if involving artists' live performances, may be affected by extreme weather in terms of performance opportunities and on-site experience. The Company's identification of short-, medium- and long-term climate risks and opportunities is as follows: 1) Short term A. Risk identification: a) Artists' live performances may be forced to be postponed or cancelled due to extreme weather (such as typhoons, torrential rain, and extreme heat), affecting audience attendance, overall event results, and revenue. b) In response to government requirements on sustainability disclosure, greenhouse gas inventory, energy conservation and carbon reduction policies, etc., manpower and related operating time costs may increase. B. Opportunity identification: Early deployment of online performances or virtual concerts can reduce the future impact of climate risks on physical venues and expand the potential audience base.

2. Climate Risk Response

The Company’ s “Implementation Status of Climate-related Information”

Item	Implementation Status
2. Describe how the identified climate risks and opportunities affect the enterprise’ s business, strategy, and finance (short, medium, and long term).	2) Medium term: A. Risk identification: a) If the government strengthens requirements on disclosure information such as greenhouse gas inventory, sustainability reports, and annual reports, costs may increase for related system implementation, manpower and education/training, and third-party assurance. b) If cooperating customers or brands increasingly value sustainability issues, they may require the Company or artists to have energy-saving and environmental-protection-related images, affecting opportunities for endorsements or commercial performances. B. Opportunity identification: Continuing to implement energy conservation and carbon reduction measures, proactively introducing sustainability information disclosure systems (such as SASB, TCFD, etc.), and artists’ participation in activities related to environmental protection and energy conservation will help enhance the sustainability image of the Company and its artists, and may be beneficial to obtaining brand endorsements or commercial performance cooperation, and may even improve market competitiveness. 3) Long term: A. Risk identification: a) Drastic climate change and rising global average temperatures may change the models for large events and performances, affecting long-term tour planning or other live performance planning. b) If carbon fees or other energy tax policies are implemented, expenditures related to concert venues, electricity use, or other operations may increase significantly. c) As sustainability concepts become more prevalent and government supervision becomes more stringent, failure to comply with relevant rules may adversely affect the Company’ s reputation and artists’ images. B. Opportunity identification: a) Artists’ participation in or endorsement of green environmental protection, energy conservation and carbon reduction activities, and having a sustainability-related image, may become new evaluation indicators for customers and brands in cooperation. b) Continuing to introduce energy-saving software, hardware and systems (such as using energy-saving equipment at concerts and promoting carbon-neutral tours) will help establish the Company’ s sustainable innovation image and create cultural IP with sustainable value. c) Music content can be combined with climate and environmental themes, or sustainability and charity concerts can be held, using the influence of music and artists to promote public awareness and increase cross-sector cooperation opportunities.

2. Climate Risk Response

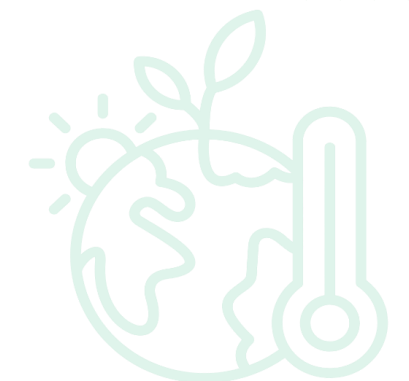
The Company's "Implementation Status of Climate-related Information"

Item	Implementation Status
3. Describe the financial impact of extreme climate events and transition actions.	1) Extreme climate may increase uncertainty in artists' performances, such as equipment damage or traffic disruption causing cancellation or postponement of live events, which may in turn cause revenue losses. 2) The Company may establish sustainability management systems or increase energy-saving-related investments in response to environmental policy requirements, increasing operating costs. 3) The Company actively develops music content. In addition to digital licensing, it can also convert artists' performances into online concerts, reducing the impact of extreme climate and strengthening operational resilience.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	The Company's Greenhouse Gas Inventory Task Force collects data on electricity use, fuel use, water use, and waste, and regularly reviews the possible impact of climate change on the Company's operations. Management also plans corresponding measures, such as digitization of music content, off-site data backup, or consideration of the feasibility of converting artists' performance content from physical to online format. Climate risk response-related measures are gradually incorporated into the operations and preventive mechanisms of each department, and coordinated responses are made with information security, finance, human resources, and other units to enhance the Company's overall risk response capability.
5. If scenario analysis is used to assess resilience to climate-change risks, describe the scenarios, parameters, assumptions, analysis factors, and major financial impacts used.	The Company has not yet formally used climate scenario analysis to assess its resilience to climate change risks. However, by referring to climate change trends, the Company has preliminarily conducted scenario assessments based on physical risks and transition risks. Please refer to p.148 for details. In the future, the Company will conduct relevant analyses in accordance with regulatory requirements to strengthen its response mechanism for climate risks.
6. If there is a transition plan in response to and for the management of climate-related risks, describe the plan and the indicators and targets used to identify and manage physical risks and transition risks.	The Company mainly operates digital music content. In response to the impact of climate change on physical performances, it considers the feasibility of converting some physical performances into online events, ensuring flexibility in performance activities and reducing transition risks. In response to climate risks, the Company has promoted various energy conservation and carbon reduction measures, including paperless electronic systems, air-conditioning control, waste sorting and reduction, etc., to reduce daily office energy consumption. It uses electricity consumption, water consumption and waste volume, a 1% annual reduction in energy management expenses, and a 6% reduction from 2024 to 2030 as targets, gradually incorporating carbon reduction systems into departmental operation management. In the future, the Company will also continue to improve energy conservation measures, greenhouse gas inventory, climate transition risk management, etc., according to the implementation of relevant government policies.

2. Climate Risk Response

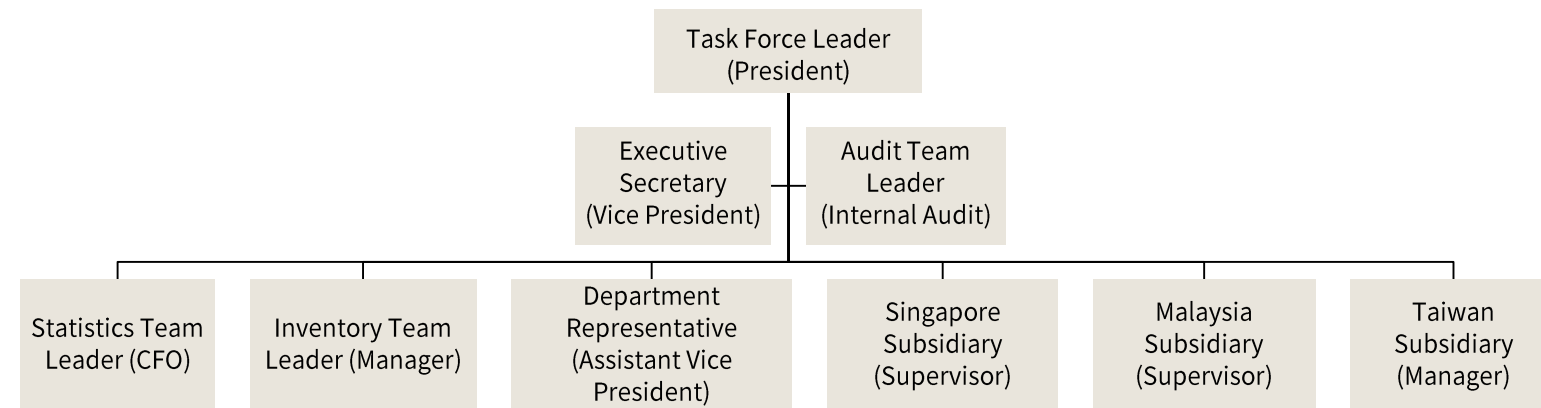
The Company's "Implementation Status of Climate-related Information"

Item	Implementation Status
7. If internal carbon pricing is used as a planning tool, describe the basis for price setting.	The Company operates in the cultural and creative industry. 99% of its revenue comes from non-physical products, while the physical products accounting for 1% of revenue are outsourced for production. The Company itself has no manufacturing process and currently assesses that there is no need to use internal carbon pricing. The Company will continue to monitor developments in domestic and international carbon-related issues, such as carbon fees and carbon trading, and assess the necessity of introducing an internal carbon pricing system.
8. If climate-related targets are set, describe the activities covered, greenhouse gas emission scopes, planned schedule, annual progress, and other information; if carbon offsets or renewable energy certificates (RECs) are used to achieve relevant targets, describe the source and quantity of the carbon reduction credits offset or the quantity of renewable energy certificates (RECs).	The Company has completed statistics on electricity consumption, water consumption, and total waste from 2022 to 2025, and has converted the data into greenhouse gas emissions, covering Scope 1 and Scope 2. Please refer to p.120 for the relevant data. The Company has also set targets to reduce energy management expenses relating to electricity use, water use, and waste by 1% compared with the previous year, and by 6% from 2024 to 2030. It continues to promote various energy management policies. Please refer to p.122 for details. The Company has no production plants and currently does not use carbon offsets or renewable energy certificates (RECs).
9. Greenhouse gas inventory and assurance status, and reduction targets, strategies, and specific action plans.	The Company has conducted greenhouse gas inventories by reference to ISO14064 and the GHG Protocol, covering Scope 1 and Scope 2. The inventories have not yet been assured by a third party. The Company will complete verification within the prescribed schedule in accordance with regulatory requirements, and will gradually expand the inventory to Scope 3. In terms of reduction targets, strategies, and action plans, the Company has set an energy management target of reducing energy management expenses relating to electricity use, water use, and waste volume by 1% each year, and achieving a 6% reduction by 2030 compared with 2024. Carbon reduction measures include air-conditioning control, use of energy-saving lighting, use of electronic approvals to replace paper documents, and strengthening employees' awareness of energy conservation. The Company will also gradually assess the carbon footprint of performance activities and consider converting physical performances into online formats to reduce energy and carbon consumption. In the future, the Company will continue to optimize management measures in accordance with carbon reduction trends and regulatory policies, thereby promoting the Company's sustainable operations.



3. Greenhouse Gas Inventory

(1) Greenhouse Gas Inventory Task Force



Member	Department	Title	Responsibilities
Task Force Leader	President	President	Approves and issues the annual greenhouse gas inventory report and supervises the operations of the Inventory Task Force.
Executive Secretary	General Administration Office	Vice President	- Supervises and provides manpower support for the implementation of the greenhouse gas inventory, and formulates the annual greenhouse gas inventory plan. - Coordinates the parent company and subsidiaries in matters related to greenhouse gas information management. - Assigns and authorizes the internal verification team.
Audit Team Leader	Internal Audit	Supervisor	Audits greenhouse gas emissions management and statistics.

Member	Department	Title	Responsibilities
Inventory Team Leader	Administration Department	Manager	- Manages greenhouse gas emission sources generated from the office space of the Taiwan parent company and subsidiaries, and serves as the main contact window for each department - Assists in emission source identification, activity data and record retention, collection of emission factors, and provision of necessary data and supporting documentation.
Statistics Team Leader	Finance and Accounting Department	Chief Financial Officer	Manages and reviews greenhouse gas emissions statistics of the parent company and subsidiaries.
Department Representative	Logistics Department	Assistant Vice President	Manages greenhouse gas emission sources generated from the Company's warehouse.
Taiwan Subsidiary: HIM Music Publishing Inc.	Administration Department	Manager	Same as the parent company's office space; handled together.
Taiwan Subsidiary: All Ears Music Inc.	Administration Department	Manager	Same as the parent company's office space; handled together.
Singapore Subsidiary: HIM International Music Pte Ltd	Administration Department	Supervisor	Identifies emission sources of the Singapore subsidiary, checks and retains activity data and records, collects emission factors, and provides necessary data and supporting documentation.
Malaysia Subsidiary: HIM International SDN BHD	Administration Department	Manager	Identifies emission sources of the Malaysia subsidiary, checks and retains activity data and records, collects emission factors, and provides necessary data and supporting documentation.

3. Greenhouse Gas Inventory

(2) Greenhouse Gas Inventory Boundary

A. Organizational Boundary

The scope of the Company's 2025 greenhouse gas inventory includes HIM International Music Inc., HIM Music Publishing Inc., All Ears Music Inc., the Singapore subsidiary HIM INTERNATIONAL MUSIC PTE LTD, and the Malaysia subsidiary HIM INTERNATIONAL SDN BHD.

B. Inventory Scope

The Company's greenhouse gas inventory is primarily conducted in accordance with ISO14064-1:2018, with reference to the GHG Protocol. The identified reporting boundaries for Scope 1 and Scope 2 greenhouse gas emissions are as follows:

Category	Subcategory	Facility	Emission Source
Direct emission sources	1.1 Direct emissions from stationary emission sources	Emergency generator	Diesel
	1.2 Process emissions	None	None
	1.3 Direct emissions from mobile sources	Company vehicles	Gasoline and diesel
	1.4 Direct emissions from fugitive emission sources	Septic tank	CH4
		Refrigerators, dehumidifiers, water dispensers, and company vehicles	R-134a
Energy indirect emissions	2.1 Indirect emissions from imported energy, including electricity, steam, heat, compressed air, cooling, or other forms of energy	Air conditioners	R-410a
		Company electricity use	Purchased electricity

(3) Greenhouse Gas Emissions

A. Direct Greenhouse Gas Emissions (Scope 1)

The Company's direct greenhouse gas emission sources in 2025 are shown in the table below. The greenhouse gases generated include four types: carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), and hydrofluorocarbons (HFCs).

	Category	Corresponding Activity / Facility Type	Emission Source	Greenhouse Gas
Scope 1 - Direct greenhouse gas emissions	Stationary emission sources	Emergency generator	Diesel	CO2, CH4, N2O
	Mobile emission sources	Company vehicles	Gasoline and diesel	CO2, CH4, N2O
	Fugitive emission sources	Water dispensers, company vehicles, dehumidifiers, refrigerators, and air conditioners	Refrigerant	HFCs
		Septic tank	Methane	CH4

The Company's total direct greenhouse gas emissions (Scope 1) in 2025 were 49.1680 metric tons CO2e, accounting for 25.21% of total emissions. The main Scope 1 emission source was mobile emissions, and the greenhouse gas generated in the largest amount was CO2. The Company's Scope 1 greenhouse gas emissions are shown in the table below:

	CO2	CH4	N2O	HFCs	PFCs	SF6	NF3	Total Annual Emission Equivalent of the Seven Scope 1 Greenhouse Gases
Emission equivalent (metric tons CO2e/year)	41.1305	4.5500	1.1925	2.2950	0.0000	0.0000	0.0000	49.1680
Percentage by gas (%)	83.65%	9.25%	2.43%	4.67%	0.00%	0.00%	0.00%	100.00%

3. Greenhouse Gas Inventory

(3) Greenhouse Gas Emissions

B. Indirect Greenhouse Gas Emissions (Scope 2)

The Company's Scope 2 emissions mainly arise from purchased electricity and public electricity use. The primary source of statistical data is the ERP system:

Category	Significant Emission Source	Potential Greenhouse Gas Generated	Data Source	Responsible Unit
Category 2 Imported energy	Purchased electricity	CO2	ERP system	Finance and Accounting Department

The Company's electricity consumption over the past two years was as follows:

Year	Total Electricity Consumption (kWh)
2024	318,343
2025	305,175

Scope 2 includes indirect greenhouse gas emissions generated from purchased electricity, heat, or steam. The Company's Scope 2 greenhouse gas emissions in 2025 were 145.8287 metric tons CO2e, accounting for 74.79% of total emissions.

C. Total Greenhouse Gas Emissions

The Company's greenhouse gas emissions in 2025 are shown in the table below. The combined total of Scope 1 and Scope 2 greenhouse gas emissions was 194.997 metric tons CO2e. Scope 1 mobile emissions were mainly attributable to gasoline used by company vehicles, while Scope 2 energy indirect emissions were mainly attributable to electricity used in offices. Emissions by type of greenhouse gas were as follows: CO2 emissions were 186.9592 metric tons CO2e; CH4 emissions were 4.5500 metric tons CO2e; N2O emissions were 1.1925 metric tons CO2e; HFCs emissions were 2.2950 metric tons CO2e; and emissions of PFCs, SF6, and NF3 were all zero.

	Scope 1				Scope 2	Total Emission Equivalent
	Stationary Emissions	Process Emissions	Mobile Emissions	Fugitive Emissions	Energy Indirect Emissions	
Emission equivalent (metric tons CO2e/year)	49.1680				145.8287	194.9967
Percentage by gas (%)	25.21%				74.79%	100.00%
	0.0000	0.0000	42.6982	6.4698		
	0.00%	0.00%	21.90%	3.32%		

In accordance with the latest "Greenhouse Gas Emission Factors" announced on the Ministry of Environment's Greenhouse Gas Emissions Information Platform for Enterprises, the Company has established its greenhouse gas inventory management procedures and maintained inventory operations in order to meet the information management requirements of the international standards ISO14064-1:2018 and the GHG Protocol, and to provide management with a basis for decision-making so as to reduce the organization's greenhouse gas emissions.

4. Energy Management, Energy Conservation and Carbon Reduction



The Company operates in the cultural and creative content industry and has no factories or manufacturing processes. The energy and resources consumed mainly consist of water used by employees in daily office operations, office waste, fuel used by company vehicles, and greenhouse gas emissions generated from electricity used for office lighting, air-conditioning, and other purposes. To effectively reduce its impact on the environment, the Company actively promotes energy conservation and carbon reduction, and has set a target to reduce energy management expenses by 1% compared with the previous year, and by 6% by 2030 compared with 2024, with the aim of establishing a sustainable office environment.

(1) Energy Management System

Purpose and Objectives

The Company operates in the cultural and creative content industry and has no factories or manufacturing processes. To reduce the impact of electricity consumption, water use, waste consumption, and fuel used by company vehicles in daily office operations on the environment, the Company improves resource use efficiency through energy management and energy conservation and carbon reduction measures, and establishes a sustainable office environment.

Scope of Application

Most of the Company's employees work at the office located on Jianguo North Road. Within the scope of data that can be obtained, the Company collects statistics on relevant electricity consumption, water use, and waste volume.

Management Target

The Company has set a target to reduce energy management expenses by 1% compared with the previous year, and by 6% by 2030 compared with 2024.

Management Approach

The Company implements management through statistics on energy use, review of water use data, waste management, energy conservation and carbon reduction measures, circular economy management, digitalized office operations, cross-departmental collaboration, and enhancement of employees' awareness of environmental protection

Tracking and Improvement

The Company regularly reviews electricity consumption, water use, and waste data, and adjusts relevant energy-saving, water-saving, and waste reduction measures on a rolling basis according to actual conditions.

4. Energy Management, Energy Conservation and Carbon Reduction

(2) Energy Use

Most of the Company's employees work at the office located on Jianguo North Road. Statistics on relevant electricity consumption, water use, and waste volume are as follows:

Year	Total Electricity Consumption (kWh)
2024	318,343
2025	305,175

Year	Total Water Consumption (kWh or metric tons)	Intensity (metric tons / operating revenue of NT\$1 million)
2024	691	0.5024
2025	1,290	1.1893

Year	Total Waste Volume (metric tons)	Intensity (metric tons / operating revenue of NT\$1 million)
2024	6.36	0.0046
2025	7.31	0.0067



Water consumption in FY2025 increased by 86.7% compared with the previous year, mainly because the management committee of the Jianguo North Road office building repaired water tanks and pipelines and discharged water multiple times for repairs, increasing the allocated public water consumption.

The Company's waste consists of general office domestic waste. Waste weight is estimated based on the number of garbage bags purchased and is not weighed; therefore, the values are less precise. The calculated total waste weight in FY2025 increased by 14.9% compared with the previous year. The Company will continue to pay attention to and improve water and waste management, with the expectation of reducing unnecessary resource consumption.

- The Company's logistics warehouse and its subsidiaries in Singapore and Malaysia have a total headcount of no more than 10 employees. The leased warehouse and offices share water use and waste collection services with other tenants in the buildings in which they are located. The lessors and building property management companies include water charges and waste disposal fees in the rent or management fees, and do not allocate such data by tenant or provide relevant figures. Accordingly, these locations were excluded from the statistics. Given the small number of employees involved, the impact on the statistical results is not significant.

4. Energy Management, Energy Conservation and Carbon Reduction

(3) Energy Management Measures

To achieve the targets of reducing energy management expenses by 1% compared with the previous year and by 6% by 2030 compared with 2024, the Company continues to implement the following sustainable development measures:



Item	Specific Measures
Energy Conservation and Carbon Reduction	1) Air-conditioning control: The Company pays attention to weather changes and temperature changes at all times, and appropriately adjusts the air-conditioning temperature of the Company's office environment to reduce unnecessary energy consumption. 2) Optimized lighting system: LED lighting is used in office areas to improve energy use efficiency and reduce energy consumption. 3) Power management: Employees are encouraged to turn off unnecessary power sources at any time, and the use of office equipment is regularly inspected to ensure that equipment is fully turned off during idle periods and to avoid standby power consumption. 4) Low-carbon transportation: Employees are encouraged to take public transportation to and from work in order to reduce carbon emissions generated by private transportation.
Circular Economy Management	1) Waste sorting and reduction: Recycling bins with clear labels are placed beside the pantry, and employees' awareness of waste sorting is strengthened to reduce waste volume. 2) Reduced use of disposable items: Employees are encouraged to use reusable items in daily office and public events. For example, catering for dinners and gatherings uniformly requires employees to bring their own environmentally friendly tableware, in order to reduce the use of disposable tableware. 3) Paper Reuse: A used-paper reuse area has been established to encourage employees to reuse paper and reduce resource consumption. 4) Management, Recycling and Reuse of Metal Components from Office Equipment and Scrapped Inventory: For replaced or scrapped office computers and related equipment, as well as inventory that has expired or no longer has sales value, recyclable metal or other material components and inventory-related materials are handled through appropriate recycling channels to enhance the benefits of resource reuse. 5) Waste battery recycling: Convenient waste battery recycling channels have been established within the Company and are combined with nearby community resources. Employees are encouraged to bring every 500 grams of waste batteries to FamilyMart convenience stores for an NT\$8 discount on spending, thereby successfully guiding colleagues to practice carbon reduction and circular economy in daily life through an incentive mechanism. 6) Gradual introduction of recycled materials: The Company gradually increases the use of environmentally friendly recycled materials, such as recycled paper and recycled plastics, to promote circular economy development. 7) Use of Bidet Toilet Seats: Bidet toilet seats have been installed across the Company's premises to reduce toilet paper consumption and minimize resource waste.

4. Energy Management, Energy Conservation and Carbon Reduction

(3) Energy Management Measures

Item	Specific Measures
Water Resource Management	The Company operates in the cultural and creative industry, has no production processes, and does not use large volumes of water. Water resource consumption mainly consists of employees' daily office water use. Management measures for reducing water consumption are as follows: 1) Regular inspection and maintenance: The Company regularly inspects its water-use equipment, identifies water leaks or equipment abnormalities at an early stage, and carries out repairs promptly to reduce unnecessary waste of water resources. 2) Water conservation management: Office cleaning work adopts low-water cleaning methods and uses environmentally friendly cleaning products to reduce the impact on the environment and employee health. 3) Review of water-use data and adjustment of measures: The Company regularly reviews its water-use data, continuously monitors water use at office premises, and adjusts water-saving measures according to actual usage conditions to reduce water resource consumption.
Digitalized Office Operations	1) Electronic invoices and electronic approvals: The Company fully uses electronic invoices and electronic approval systems to reduce paper consumption, facilitate data preservation, and shorten operating process time. 2) Paperless meetings: Employees are encouraged to use electronic devices to share and record meeting materials, thereby reducing paper use for meetings.
Cross-departmental Collaboration	With respect to sustainability issues, the Company regularly convenes the heads of each department to jointly discuss energy conservation and carbon reduction-related measures and actively implement them.
Enhancement of Employees' Environmental Awareness	1) Sustainability courses: The Company plans to hold sustainability development-related courses, such as environmental protection courses, to enhance employees' attention to energy conservation, carbon reduction, and resource protection, and to advocate the development of good energy-saving habits in daily life or in the work environment. 2) Continuous communication: Energy-saving and water-saving slogans are posted in office premises to remind employees to cherish resources. 3) Participation in Earth Day: The Company responds to the Earth Day lights-off-for-one-hour campaign and encourages employees to actively participate in environmental protection actions.

 The Company operates in the cultural and creative industry and has no factory-related environmental pollution. In the most recent year and up to the date of finalization of this Report, the Company has not suffered any losses due to environmental pollution. The Company will continue to set an annual target of reducing energy management expenses by 1%, ensure that its operations are in line with the concept of sustainable development, actively promote various environmental protection measures, and bring positive contributions to society and the environment.

5. Renewable Resource Investment

Following an investment evaluation, the Company invested NT\$10 million in Fun Lead Change Co., Ltd. (ECOCO) when it carried out a cash capital increase in 2023. ECOCO is engaged in the circular economy and works with a professional technology-based design and R&D team. With AIoT technology as its core, ECOCO processes recyclables and remanufactures them into environmentally friendly recycled products, extending the lifecycle of resources, reducing resource waste, and establishing a circular business ecosystem. It has built an intelligent IoT recycling system equipped with the dedicated ECOCO APP, establishing an engaging and real-time reward mechanism that enables the public to practice environmental protection over the long term and in a natural manner, work together to contribute to environmental protection, and promote the sustainable use of resources, thereby creating a mutually beneficial platform for multiple parties.

For relevant information on energy conservation and carbon reduction, please refer to <https://www.ecocogroup.com/>. According to the latest published information, the number of service uses has exceeded 3.10 million, and as of June 2025, the total amount of carbon reduction has reached more than 7,578.82 metric tons.

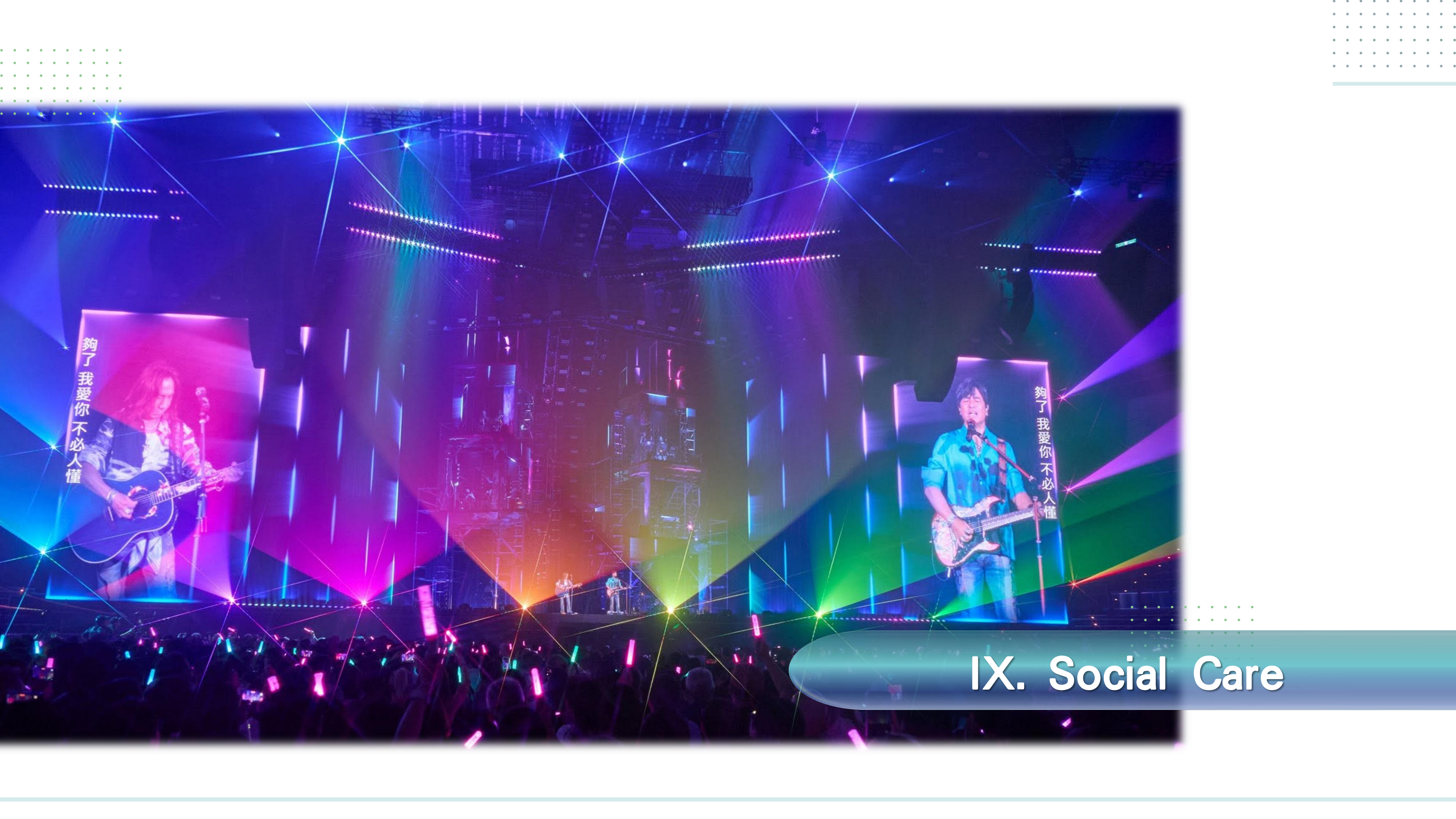


Photo credit: ECOCO official website

6. Biodiversity Policy

The Company operates in the cultural and creative content industry, primarily engaging in pop music production and distribution, copyright licensing, and the management of graphic/text creators and artists' performing arts activities. The Company is located in an office building in Taipei City. Its daily operations consist of brainstorming by employees and creators to produce various creative works and works of authorship. The Company has no factories or production and manufacturing processes that require the direct use of large amounts of natural resources or affect biological habitats. Therefore, biodiversity management focuses on reducing the indirect impact of operating activities on the natural environment.

The Company's music products are mainly digital music content, and the proportion of physical products is relatively low, significantly reducing resource consumption from raw materials and packaging materials for physical products. Other related environmental protection measures include the use of environmentally friendly fireworks at concert events, the promotion of electronic approvals and paperless operations, and the use of artists' influence to advocate environmental protection and enhance public awareness of sustainability. These measures are consistent with the Company's practices and targets for promoting energy management, energy conservation, and carbon reduction. The Company will continue to pay attention to ecological conservation in its operations, avoid operating activities that damage endangered and protected species and their habitats, and support biodiversity conservation actions or initiatives.



IX. Social Care

1. Public Welfare Participation

(1) Public Welfare Activities

Over the years, the Company has continuously encouraged and arranged for employees and artists to actively participate in public welfare activities. Through the influence of artists as public figures, the Company seeks to create a positive leading effect and convey uplifting, positive energy. The public welfare activities participated in by the Company's artists over the past two years are as follows:

Power Station(動力火車)

◆ Caring Ambassador for TransGlobe Life's Public Welfare Activity

In 2024, Power Station served as the caring ambassador for TransGlobe Life's "ZUMBA Dance Gathering Because of Love" public welfare activity. Part of the registration fees for the event was donated to the Taiwan Breast Cancer Foundation to promote the health concept that "prevention is better than treatment." Through music, Power Station accompanied the public, conveyed positive energy, and encouraged more people to respond to public welfare initiatives together and pay attention to their own health.



Photo credit:
TransGlobe Life

◆ Children Are Us Foundation Mid-Autumn Festival Public Welfare Activity

In 2024, Power Station served as the public welfare ambassador for the "Children Are Us Mid-Autumn Mooncake Series." Through the filming of a public welfare promotional video, Power Station called on fans to join the "Send Love to Tribes" initiative, raising Mid-Autumn Festival gift boxes for more than 30,000 schoolchildren in remote townships and non-mountain, non-urban areas. While helping Children Are Us, the activity also cared for disadvantaged schoolchildren in remote townships, conveying a double warmth.

In 2026, Power Station served for the second time as the ambassador for a public welfare project of the Children Are Us Foundation. They entered the baking classroom and experienced the Class C certification course together with children with Children Are Us, calling on the public to support the Children Are Us job training program and help them achieve stable employment.



Photo credit:
the Children Are Us Foundation



1. Public Welfare Participation

(1) Public Welfare Activities

Power Station(動力火車)

Public Welfare Ambassador of the Huashan Social Welfare Foundation

In 2025, Power Station served as the public welfare ambassador of the Huashan Social Welfare Foundation, promoting the “Love the Elderly, Take Action for Dragon Boat Festival” public welfare campaign. The campaign delivered “Dragon Boat Festival Care Packages” to more than 30,000 elderly persons in Taiwan, Penghu, Kinmen, and Matsu who are disabled, cognitively impaired, or without family support. Through a gift and a greeting, it conveyed the warmth and care of the festival, adding a sense of anticipation to the lives of the elderly and reducing a sense of loneliness. Power Station called on the public to respond together, so that love would not be absent and protection would become the warmest scenery in society.

In December of the same year, Power Station invited the public to donate their universal cash payment under the initiative “One Person, NT\$1,000; One Thousand People, Gathering Love.” By gathering the strength of thousands people, the campaign raised funds for “home-visit service vehicles” for lonely elderly persons in remote townships, enabling station heads and volunteers of the Huashan Social Welfare Foundation to travel across mountains and provide necessary care and services to the elderly.



Photo credit:
the Huashan Social Welfare Foundation

Illustrator ByeByeChuChu(掰掰啾啾)

Assisting the Zhongshan Police Precinct in Creating Anti-Fraud Awareness Materials

In March 2025, the Company's illustrator ByeByeChuChu assisted the Zhongshan Precinct of the Taipei City Police Department in creating anti-fraud awareness posters and promotional materials, attracting the attention of the public, increasing their willingness to read the materials, reminding citizens to stay alert, and refusing to be defrauded.



1. Public Welfare Participation

(2) Public Welfare Tickets

In addition to encouraging employees to participate in public welfare activities, cultivating a positive public welfare image for its artists, and working with government agencies and charitable organizations to jointly promote social welfare, the Company also provides public welfare tickets for persons with disabilities and other disadvantaged groups at the concerts it organizes, thereby fulfilling its corporate responsibilities and obligations.

◆ In May 2026, the Company held Power Station's 《Life Goes On—一路向前》World Tour Concert at Taipei Arena, providing public welfare tickets for persons with disabilities and other disadvantaged groups, benefiting a total of 336 people.

(3) Charity Sales and Donations

The Company also holds charity sales from time to time, donating proceeds from the charity sale of performance clothing and accessories to public welfare organizations, and making irregular donations to foundations that assist disadvantaged groups. When disasters occur in society, the Company also leverages the role of public figures in leading and taking the initiative, thereby reminding the public to care for disadvantaged and disaster-affected groups. Relevant donations in recent years are as follows:

- ◆ July 2, 2015 - Donation Activity for the Formosa Fun Coast Dust Explosion
The Company donated NT\$1.25 million to the Sunshine Social Welfare Foundation, with the Sunshine Foundation using the funds to provide psychological rehabilitation services for burn victims of the Formosa Fun Coast dust explosion.
- ◆ February 6, 2016 - Southern Taiwan Earthquake
The Company donated NT\$1 million to the “Tainan City Government Social Assistance Fund” special account, with the Department of Social Welfare of the Tainan City Government properly using the donation to assist disaster-affected households with emergency relief and subsequent reconstruction work.
- ◆ February 6, 2018 - Hualien Earthquake
The Company called on employees and artists to participate in a one-day salary donation activity, donating a total of NT\$310,000 to the “Hualien County Social Assistance Fund” special account, with the Hualien County Government properly using the donation to assist disaster-affected households with emergency relief and subsequent reconstruction work.
- ◆ June 29, 2018
The Company donated NT\$300,000 to the Huashan Social Welfare Foundation. The Huashan Foundation has long cared for and assisted disadvantaged elderly persons, serving disabled, cognitively impaired, and unsupported elderly persons in various regions, conducting home visits, making telephone calls to care for the elderly, and promoting elderly services.
- ◆ In addition, the Company makes annual donations to the Recording Industry Foundation in Taiwan (RIT) for the operation of association affairs and to promote the sound development of the music industry. The Company also makes donations to the Association of Recording Copyright Owners of Taiwan (ARCO) as an operating fund for music licensing and the investigation and enforcement of infringement matters. In 2025, the total donation amount was NT\$764,809.

2. Promotion of Cultural and Creative Industries

The Company operates in the cultural and creative industry. All of its business activities involve investing resources in the development and promotion of Mandopop music, thereby supporting the development of domestic culture. The Company's official website (<https://www.him.com.tw/>) is updated from time to time with the latest music releases. In 2025, the Company invested NT\$27,791 thousand in the development of pop music songs, and invested NT\$270,025 thousand in R&D, sales, and management work, producing more than 70 sound recording copyrights, more than 40 audiovisual work copyrights, and related artistic, graphic, textual, and photographic works.

To build a sound ecosystem for music, film, and television, the Company has expanded into film and television investment since 2004 and cross-sector illustration IP management since 2014. In 2020, the Company jointly established DaXiao Creative Co., Ltd. with Kbro Media Co., Ltd. and DaMou Entertainment Co., Ltd., and jointly invested with the Taiwan Creative Content Agency in a new company, KOKO Entertainment Co., Ltd. In addition to enhancing the Company's understanding of the drama field, these initiatives also integrate the Company's strengths in music creation and development, provide artists with more diversified development platforms, and are dedicated to cultivating talent in music, film, and television, thereby enhancing Taiwan's competitiveness in the cultural and creative industry among Chinese-language communities.

(1) Global Mandopop Songwriting Contest

To pursue sustainable sources of creative works and develop talent for the music industry, the Company has continuously held the Global Mandopop Songwriting Contest every year since 2005. The Company provides prize money to the winners of the competition and signs exclusive songwriter or work licensing agreements with creators to protect the rights creators should have, promote creators' works, increase their creative remuneration, and allow creators to devote themselves to creation without worries, so that they will not lose opportunities to publish their works and obtain remuneration due to unfamiliarity with the operation of the music copyright market. This forward-looking approach of the Company has discovered many outstanding creative talents through the songwriting competition. The Company has worked with more than one hundred exclusive writers, and has released more than 2,500 high-quality lyrical and musical works over the years.

In 2026, the Company will expand the 20th Songwriting Contest to discover and cultivate a new generation of lyricists and composers. The Company will provide winners with opportunities such as a one-million-dollar advance signing bonus and free admission to the HIM Music Creation Camp, continuing to recruit numerous creative talents. The Company is the only creative company in the industry that invests in the development of lyrics and music. Works created by lyricists and composers who gain recognition through the songwriting competition may be prioritized for performance by the Company's artists, and may also be licensed to other record companies to generate licensing income, thereby increasing the Company's overall operating scale.



Photo credit: DaMou Entertainment



20th Global Mandopop Songwriting Contest

2. Promotion of Cultural and Creative Industries

(2) HIM Music Institute

To cultivate talent for the pop music industry, the Company launched the first “HIM Music Institute” program in 2015 as a recruitment activity for behind-the-scenes personnel in planning, publicity, management, performances, and other functions. From more than 1,000 application letters, 10 creative talents were selected. The Company invited experienced industry professionals and creators to provide experience sharing and education and training to HIM Music Institute participants free of charge. Participants who completed the program became part of the Company’s talent pool, enriching the foundation of the Company’s music creation and enhancing its capacity for creative development.

The Company has held seven sessions of the “HIM Music Institute” program, cultivating talent for the Company and the industry, while also providing creative talents with opportunities to showcase their strengths. Among the talents who completed the HIM Music Institute program, many have joined the Company as full-time employees after graduating from university, or have interned at the Company during their spare time. The Company also provides certain remuneration, reducing talent outflow and encouraging talent to devote themselves to the music industry.



(3) ZZ Generation Trainee Audition

The Company began promoting the large-scale open audition program for new talent, ZZ Generation Trainee Audition, in 2020, selecting many talented young-generation participants to become trainees. In 2022, 77Ke(柯榮棋) officially debuted from the ZZ Generation Trainee program, performed the original songs 〈Take It Away〉 and 〈Slow Motion〉, and was selected to sing the theme song and ending song for the series 《About Youth》. In 2023, he also released his first solo album 《Wonderland》.

In August 2021, the Company launched the second-phase audition campaign, attracting applicants from Hong Kong, Singapore, Malaysia, Thailand, Indonesia, Japan, the Philippines, and other places around the world. In addition to general submission channels, HIM also launched an innovative participation channel, the “ZZ Limited-Time Challenge,” through social media Stories. In just 10 days, the campaign received more than 200 submissions, attracted more than 4,000 people each day to interact and vote, and generated a wave of discussion among the younger generation.

The talented newcomer JUD(陳泳希), who debuted in 2024, was cultivated by the Company as a trainee. In 2024, she was nominated for the "Best Original Theme Song for Drama" at the 59th Golden Bell Awards for 〈This Is Love相濡以沫〉, an insert song from the Netflix series 《Let's Talk About CHU愛愛內含光》. In 2024, she was also nominated for "Best New Artist" and "Best Composer" at the 36th Golden Melody Awards for the album 《Weak Messages Create Bad Situations當我不敢說》. In 2025, she was once again shortlisted for the "Best Original Theme Song for Drama" with 〈懼絕逃生〉 at the 60th Golden Bell Awards, marking the second consecutive year that she competed in the category and demonstrating her remarkable strength. The Company is currently continuing to recruit and train trainees.



2. Promotion of Cultural and Creative Industries

(4) Film and Television Investment

The Company has expanded into drama and variety-show investment since 2004, and has produced the television drama 《Reaching for the Stars真命天女》 and the films 《The Soul of the Bread愛的麵包魂》 and 《My Egg Boy我的蛋男情人》. The Company also invested in Touch of Light Films Co., Ltd. to deepen its involvement in the drama field. In 2016, the Company jointly invested with a film company and a cinema chain company to establish The Tag-Along Co., Ltd., and also invested in the television drama 《Wake Up麻醉風暴2》. In 2018, the Company invested in We Are Champions Films Co., Ltd., all of which achieved good results. Among them, the film 《The Tag-Along紅衣小女孩2》 exceeded NT\$100 million in box office revenue in Taiwan, while 《The Tag-Along: Devil Fish人面魚：紅衣小女孩外傳》 exceeded NT\$70 million in box office revenue in Taiwan, delivering outstanding performance.



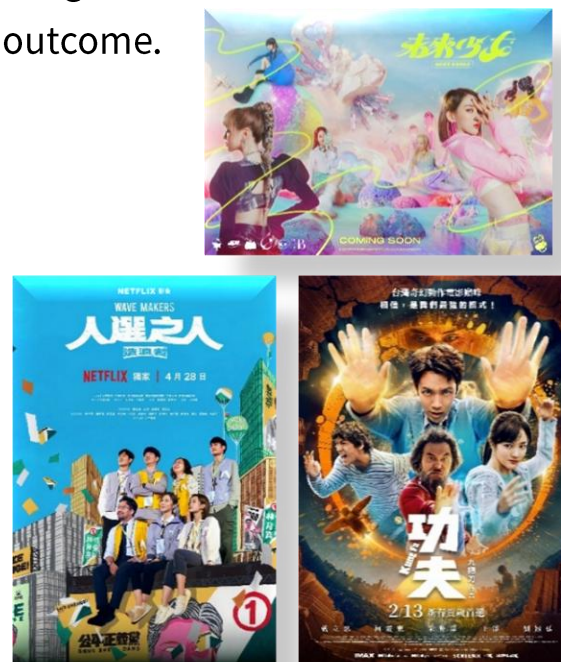
In 2019, the Company invested in the drama 《Workers做工的人》 and its principal creative team, DaMou Entertainment Co., Ltd. In 2020, the Company jointly established DaXiao Creative Co., Ltd. with Kbro Media Co., Ltd. and DaMou Entertainment Co., Ltd. to engage in film and television investment, and successfully secured the joint investment of TAICCA in a new company, KOKO Entertainment Co., Ltd. The Company has made cross-sector investments in the development of film and television works, cultivated film and television talent, expanded investment in the cultural and creative industry, and combined these efforts with the Company's expertise in discovering new talent and developing new songs to promote the prosperity of the music, film, and television content industries. In the future, the Company will continue to form alliances with high-quality industry operators to expand its operating scale and create synergy.

2. Promotion of Cultural and Creative Industries

(4) Film and Television Investment

From 2021 to 2022, the Company invested in the drama 《Wave Makers人選之人-造浪者》, the film 《Workers做工的人》, and the drama 《Urban Horror都市懼集》, and created customized theme songs and insert songs for the dramas. 《Wave Makers人選之人-造浪者》 is Taiwan's first workplace drama about political campaign staffers. It was released on Netflix in more than 190 countries worldwide on April 28, 2023, received 14 nominations and won four awards at the 58th Golden Bell Awards in 2023, and also won awards at the 5th Asia Contents Awards & Global OTT Awards of the Busan International Film Festival and the Asia Creative Academy Awards in Singapore.

In 2023, the Company invested in the film 《Kung Fu功夫》, the series 《Haunted House Secrets凶宅專賣店》, and the girl group talent show 《NEXT GIRLZ未來少女》, hoping to build a healthy industry ecosystem, introduce more investment, invigorate the film and television content industry, combine HIM Music's strengths in discovering newcomers and developing new songs, and create a win-win outcome.



◆ The Company's historical investments are as follows:

- 2004: Television drama 《真命天女》
- 2011: Film 《愛的麵包魂》
- 2015: Film 《我的蛋男情人》
- 2015: Touch of Light Films Co., Ltd.
- 2016: The Tag-Along Co., Ltd.
- 2016: Television drama 《Wake Up麻醉風暴2》
- 2017: Film 《The Tag-Along紅衣小女孩2》
- 2018: Film 《The Tag-Along: Devil Fish人面魚：紅衣小女孩外傳》
- 2018: We Are Champions Films Co., Ltd.
- 2019: DaMou Entertainment Co., Ltd.
- 2020: Drama 《Workers做工的人》
- 2020: Jointly established DaXiao Creative Co., Ltd. with Kbro Media Co., Ltd. and DaMou Entertainment Co., Ltd., and successfully secured the joint investment of the TAICCA in a new company, KOKO Entertainment Co., Ltd.
- 2021: Drama 《Wave Makers人選之人-造浪者》
- 2022: Film 《Workers做工的人》
- 2022: Drama 《Urban Horror都市懼集》
- 2023: Film 《Kung Fu功夫》
- 2023: Drama 《Haunted House Secrets凶宅專賣店》
- 2023: Music talent show 《NEXT GIRLZ未來少女》

(5) Graphic and Illustration IP

In 2014, the Company signed with SECOND, the graphic and illustration creator of “爽爽貓,” officially entering the field of cultural and creative IP management. Acting as a talent scout, the Company actively discovers emerging creators of graphic and illustration IP, integrates audiovisual and graphic creation, and continues to invest in the field of cultural and creative content. From the horizontal expansion of business items and artist categories, to the vertical extension of artists' performance products and cultural and creative products, the Company engages in cross-sector and comprehensive operations. Through the team's sound capabilities in production, planning, promotion, and artist management planning, the Company has become a platform for the development of creators' creative ideas, an important value integrator and creator in the industry, and enables creators' works and ideas to gain opportunities for public release and performance, as well as reasonable remuneration.



2. Promotion of Cultural and Creative Industries

(6) Large-scale Concerts in Taiwan and Overseas

Over the years, the Company has been committed to promoting Mandopop music culture and has continued to plan artists' concert tours in Taiwan and overseas. In 2018 and 2019, the Company's artists held more than 40 large-scale music events and concerts in China, Hong Kong, Macau, Singapore, Malaysia, the United States, Australia, New Zealand, Italy, and other locations, promoting high-quality Taiwanese culture, influencing Chinese communities around the world, enriching Mandopop music content, continuing Taiwan's leading position in Mandopop music, and enhancing the development of the music industry and its competitiveness in the international market.



In 2020 and 2021, due to restrictions caused by the COVID-19 pandemic, large-scale cross-border tours could not be launched. However, the Company still held several small and medium-sized performances in Taiwan. In 2022, as pandemic prevention measures were gradually lifted, the Company held three Power Station 《Because of Love都是因為愛》concerts in Taipei, Kaohsiung, and Singapore.



After borders reopened in various countries in 2023, the Company once again moved toward the international market, immediately holding eight Yoga Lin 《idol》World Tour concerts in Vancouver, Toronto, New York, Los Angeles, San Jose, Paris, and London in February. Power Station also held a 《Because of Love都是因為愛》tour concert in Los Angeles in March. In 2023, the Company held a total of 33 large-scale concerts. The ability to achieve a full resurgence after the pandemic was precisely the result of the energy accumulated through years of R&D.

In 2024, continuing the momentum in artist management, Yoga Lin's 《idol》and Power Station's 《Because of Love都是因為愛》continued to tour in Kaohsiung, Singapore, Malaysia, Tokyo, Osaka, and various cities in China, with more than 40 large-scale concerts held throughout the year. In 2025, the Company held Pets Tseng(曾沛慈)'s 《What Love Feels Like關於愛這件事》concert at the Taipei Music Center. Power Station's 《Because of Love都是因為愛》continued its tour in Canada, the United States, Singapore, Macau, Melbourne, Sydney, and other locations, and concluded perfectly with the final show in Malaysia.

In May 2026, Power Station launched the 《Life Goes On一路向前》World Tour Concert at Taipei Arena, and in June, Yoga Lin's 《Perfect Stewards超級管家》World Tour was introduced, marking the launch of a new round of tours. In the future, the Company will continue to expand its touring stages, accumulate artists' performance capacity, and deepen its presence in the Mandopop music market.



2. Promotion of Cultural and Creative Industries

(7) International Recognition

In 2015, the Company's song 〈A Little Happiness小幸運〉 was nominated for the Golden Horse Award for Best Original Film Song. It has currently exceeded 200 million views on YouTube and became the first Mandopop music video to surpass 100 million views. It also ranked first in the 2015 Top 100 Singles of the Year by KKBOX and Hit FM, and was nominated for Song of the Year at the 27th Golden Melody Awards in 2016. As the film 《Our Times我的少女時代》 became a hit in China, South Korea, and Southeast Asia, the song 〈A Little Happiness小幸運〉 sparked a listening trend across Asia. Well-known artists such as Fei, Yu-Ching(費玉清), Jolin Tsai(蔡依林), and Korean star Song, Joong-ki(宋仲基) also performed the song publicly on television programs, concerts, fan meetings, and other occasions. It was also covered by numerous artists and members of the public in various languages, including English, Japanese, Cantonese, and Korean, becoming a notable example of Mandopop music leading trends around the world.



Hebe Tien(田馥甄)'s album 《Day By Day日常》 collaborated with the well-known performing arts theater troupe "Shakespeare's Wild Sisters Group(莎士比亞的妹妹們)" to create the tailor-made stage play 《Serenade小夜曲》. Together with Wang, Chia-Ming, the popular playwright and director of "Shakespeare's Wild Sisters Group(莎士比亞的妹妹們)", and the acclaimed director Baboo, the production used the album concept as its text, connecting five songs from Hebe Tien's album 《Day By Day日常》 into a story about the night, jointly creating a new form of performance combining songs and theater. 《Serenade小夜曲》 was performed at the National Theater in 2017, marking the distinction of being the first time a pop music singer appeared on the stage of the National Theater.

The drama 《The World Between Us我們與惡的距離》, which won six major awards at the Golden Bell Awards in 2019, including Best Television Series, Best Writing for a Television Series, Best Directing for a Television Series, Best Leading Actress, Best Supporting Actor, and Best Supporting Actress, also received awards including Douban's highest-rated Mandarin-language drama of the year and Best Writer at the Busan International Film Festival. With both strong word-of-mouth and viewership, the drama generated a viewing trend in Taiwan and overseas. Theme songs such as 〈Don't Let Me Drift Away別讓我走遠〉 sung by the Company's artist Yoga Lin(林宥嘉) and 〈Walking by the world路過人間〉 sung by Yisa Yu(郁可唯), together with their music videos, surpassed 100 million listens and views, once again creating hit songs in the Chinese-speaking world and making another contribution to bringing Taiwanese pop music to the world.



2. Promotion of Cultural and Creative Industries

(7) International Recognition

In 2020, the Company produced the original soundtrack for the drama 《The Victims' Game誰是被害者》. After the series was released, it achieved the best viewership performance for a Netflix Mandarin-language original drama, ranking No. 1 on Netflix Taiwan' s chart for 15 consecutive days and entering the top 10 movie rankings in Hong Kong, Vietnam, and Singapore. The Company' s arrangements for new-generation artist Yo Lee(李友廷) to perform 〈Listen To Me我要你〉, Karencici to perform 〈One Who Will(Find Me)誰〉, Shao Hao(邵豪) to perform 〈White Horse〉, and Naulege(黃祝賢儒) to perform 〈不存在的遺憾〉 made important contributions. The Company' s 2020 co-produced drama 《Workers做工的人》 was selected as one of China' s “Top 10 Mandarin-language Dramas of 2020.” As 80% of the dialogue in the drama was in Taiwanese, it was no easy feat for the drama to enter the Chinese market. The drama was also broadcast worldwide through HBO. 《Workers做工的人》 received nine nominations at the 56th Golden Bell Awards and won four major awards, namely Best Miniseries, Best Directing, Best Leading Actor, and Best Supporting Actor. The Company also fully created the original soundtrack for the drama, and songs developed by the Company, including 〈YOUiverse你的世界〉 〈Wait No More到底還要等多久〉 〈Ode To Dad老爸的詩〉 〈Watch Over Me值得被珍惜〉 〈Long Gone永遠不再〉, shone around the world together with the drama.



In addition, the Company published and released the theme song of the same name for the film 《Your Love Song你的情歌》, performed by TANK, which ranked fourth among YouTube' s 2020 most popular music videos, with cumulative views exceeding 46 million. In 2021, the music video 〈Love Me True我很好騙〉, a song from Power Station' s new album 《Because of Love都是因為愛》 released by the Company, ranked third among YouTube' s 2021 most popular music videos, with cumulative views exceeding 39 million.

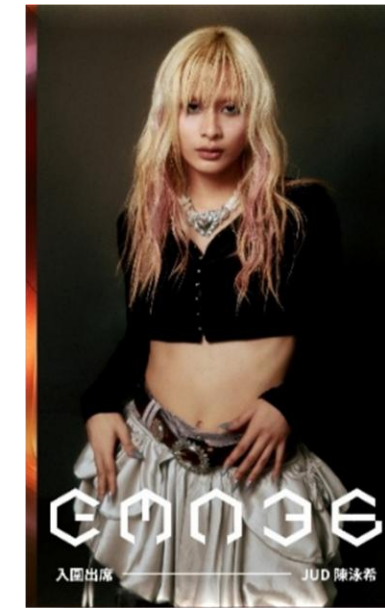
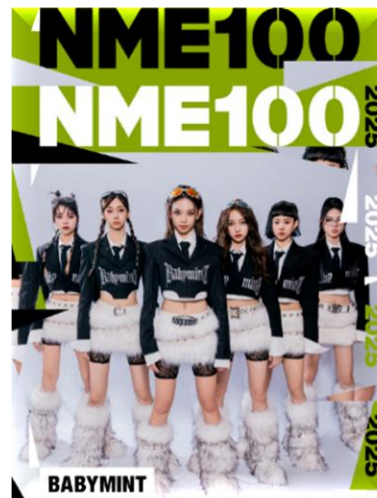
At the end of 2021, the trendsetting female singer Karencici released her second self-composed album 《99% Angel》. The album first received dual nominations at the Golden Melody Awards for Best Female Singer and Best Vocal Recording Album, and then won two major awards at the Golden Indie Music Awards: Best R&B Song and Best R&B Album. Her works were also featured on Spotify' s “Top Artists of EQUAL Global 2022” and Apple Music' s “Top 100 Best Songs of 2022.”

2. Promotion of Cultural and Creative Industries

(7) International Recognition

In the 2023 talent show 《NEXT GIRLZ未來少女》, the Company launched babyMINT, composed of nine girls with an average age of only 17, all highly distinctive, diverse, and complementary in various aspects. As the competition progressed, the group's cohesion became increasingly strong. Among their works, 《Hellokittybalahcurrihellokitty 美味しい》 made babyMINT famous in one breakthrough. TikTok users around the world competed to imitate the song, which accumulated more than 100 million views and was selected as one of Apple Music's Top 100 songs of 2023.

In 2024, babyMINT officially debuted with six members - LIN(鄰鄰), Vikky(韋喬薺), Siena(熙妍), PX(品妍), XUXU(栩栩), YUN(丞媛). At the beginning of the year, the group ranked first among Mandarin-language albums on the well-known overseas music review website RYM. In December, the group was invited to Tokyo to participate in “塔音渋谷『台湾音市』音樂祭 Vol.2” and held its first overseas fan meeting. In February 2025, babyMINT was further selected for the “NME 100” list by the renowned British music magazine NME, becoming the first group in the Mandopop music scene to be selected for the “NME 100” list, demonstrating rapidly rising overseas popularity.



The Company's emerging singer-songwriter JUD(陳泳希) has a dreamy vocal tone and solid capabilities. After debuting in 2024, she was nominated for the 59th Golden Bell Awards' Best Original Theme Song for Drama with 〈This Is Love相濡以沫〉. In 2025, she was further selected for the international music platform Spotify's 2025 “RADAR Emerging Artists,” the Best New Artist Award at the 3rd Wave Music Awards, and Best New Artist at Singapore's 18th Freshmusic Awards. With her album 《Weak Messages Create Bad Situations當我不敢說》, she was nominated at the 36th Golden Melody Awards in 2025 for Best New Artist and Best Composer. At the 60th Golden Bell Awards, she once again competed for the Best Original Theme Song for Drama with 〈懼絕逃生〉 for the second consecutive year. Her capabilities have received benchmark recognition in Taiwan and overseas, and her potential is unlimited.

2. Promotion of Cultural and Creative Industries

(7) International Recognition

After joining the Company, Pets Tseng(曾沛慈) has continued to shine with her musical works and performance energy. In 2026, she participated in the Chinese music variety program 《乘風2026》. After multiple rounds of stage challenges, she reached new heights in popularity with her stable vocal skills and personal charisma, ultimately winning the “Annual Overall Champion” title. Her strength was widely recognized, further enhancing the visibility and influence of HIM artists in the Mandopop music market.



In 2025, Power Station(動力火車) won the Best Vocal Group Award at the 36th Golden Melody Awards for the album 《Always With You結伴》, winning the Golden Melody honor again after a 20-year interval and demonstrating vocal strength that spans generations. In 2026, the Company's works were once again recognized at the 37th Golden Melody Awards. Salsa Chen(Chen Hsiao-Hsia陳小霞), a heavyweight composer in the Mandopop music scene, released her creative album 《Worn Wings老翅膀》 after a 20-year interval and won the Jury Award, leaving an important milestone for Mandopop music with her profound creative foundation and music production energy.



Photo credit: GMA FB



The Company's outstanding talent and creative works continue to emerge and achieve remarkable results in the fields of music, film and television, and performing arts, successfully leading Mandopop music and the entertainment industry toward the world. HIM Music hopes to continue winning recognition and influence for Taiwan's popular music culture on the international stage through outstanding creative and production capabilities, creating greater value and glory.

Appendix I. GRI Standards Content Index

Statement of Use	The Company has reported in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025.
GRI Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	No GRI Sector Standards apply during the reporting period of this Report.

GRI 2: General Disclosures 2021

Disclosure		Corresponding Chapter	Page	Reason for Omission
Organization and reporting practices				
2-1	Organizational details	About HIM Music	10	-
2-2	Entities included in the organization's sustainability reporting	About This Report	4	-
2-3	Reporting period, frequency and contact point	About This Report	4	-
2-4	Restatements of information	About This Report	5	No restatements of information
2-5	External assurance	About This Report(No external assurance has been obtained)	5	-
Activities and workers				
2-6	Activities, value chain and other business relationships	About HIM Music	10	-
2-7	Employees	Employee Rights and Talent Development	98	-
2-8	Workers who are not employees	Supplier Management and Customer Relations, Workforce Structure	84, 98	-

Disclosure		Corresponding Chapter	Page	Reason for Omission
Governance				
2-9	Governance structure and composition	Corporate Governance	55	-
2-10	Nomination and selection of the highest governance body	Board of Directors	56	-
2-11	Chair of the highest governance body	Board of Directors	56	-
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance	55	-
2-13	Delegation of responsibility for managing impacts	Corporate Governance	55	-
2-14	Role of the highest governance body in sustainability reporting	About This Report	5	-
2-15	Conflicts of interest	Stakeholders and Material Topics	38	-
2-16	Communication of critical concerns	Stakeholders and Material Topics	38	-
2-17	Collective knowledge of the highest governance body	Board of Directors	65	-
2-18	Evaluation of the performance of the highest governance body	Board of Directors	63	-
2-19	Remuneration policies	Compensation and Benefits	108	-
2-20	Process to determine remuneration	Compensation and Benefits	108	-
2-21	Annual total compensation ratio	None	-	Confidentiality restrictions

Appendix I. GRI Standards Content Index

GRI 2: General Disclosures 2021

Disclosure		Corresponding Chapter	Page	Reason for Omission
Strategy, policies and practices				
2-22	Statement on sustainable development strategy	Message from Management, About HIM Music, Green Environment and Sustainable Development	7, 10, 114	-
2-23	Policy commitments	Stakeholders and Material Topics, Corporate Governance, Employee Rights and Labor-Management Relations	38, 55, 100	-
2-24	Embedding policy commitments	Corporate Governance	55	-
2-25	Processes to remediate negative impacts	Stakeholders and Material Topics	38	-
2-26	Mechanisms for seeking advice and raising concerns	Stakeholders and Material Topics, Corporate Governance	38, 55	-
2-27	Compliance with laws and regulations	Corporate Governance	55	-
2-28	Membership associations	Participation in External Organizations	33	-

Disclosure		Corresponding Chapter	Page	Reason for Omission
Stakeholder engagement				
2-29	Approach to stakeholder engagement	Stakeholders and Material Topics	38	-
2-30	Collective bargaining agreements	None	-	The Company’ s employees have not formed a labor union; therefore, there is no collective bargaining agreement. However, the Company holds labor-management meetings each quarter and has transparent communication channels to ensure consensus and harmony between labor and management.

GRI 3: Material Topics 2021

Disclosure		Corresponding Chapter	Page	Reason for Omission
3-1	Process to determine material topics	Stakeholders and Material Topics	38	-
3-2	List of material topics	Stakeholders and Material Topics	38	-
3-3	Management of material topics	Stakeholders and Material Topics	38	-

Appendix I. GRI Standards Content Index

Topic-specific Disclosures

Material Topic	GRI Standard		Disclosure	Corresponding Chapter	Page
Economic					
Corporate Governance	GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	About HIM Music, Compensation and Benefits	10, 108
		201-2	Financial implications and other risks and opportunities due to climate change	Climate Risk Response, Appendix III	115, 145
Operating Performance		201-3	Defined benefit plan obligations and other retirement plans	Retirement System	106
		201-4	Financial assistance received from government	Awards and Honors	30
Ethical Corporate Management	GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Ethical Corporate Management	71
		205-3	Confirmed incidents of corruption and actions taken	Ethical Corporate Management	71
Artist Image, Supplier Management	GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supplier Management	84
		414-2	Negative social impacts in the supply chain and actions taken	Supplier Management	84

Material Topic	GRI Standard		Disclosure	Corresponding Chapter	Page
Environmental					
Energy Management, Energy Conservation and Carbon Reduction	GRI 101: Biodiversity 2024	101-2	Management of biodiversity impacts	Biodiversity Policy	126
	GRI 102: Climate Change 2025	102-2	Climate change adaptation plan	Climate Risk Response, Appendix III	115, 145
		102-4	GHG emissions reduction targets and progress	Greenhouse Gas Inventory	119
		102-5	Scope 1 GHG emissions	Greenhouse Gas Inventory	119
		102-6	Scope 2 GHG emissions	Greenhouse Gas Inventory	119
	GRI 103: Energy 2025	103-1	Energy policies and commitments	Green Environment and Sustainable Development	114
	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Energy Management, Energy Conservation and Carbon Reduction	122
		306-2	Management of significant waste-related impacts	Energy Management, Energy Conservation and Carbon Reduction	122
		306-3	Waste generated	Energy Management, Energy Conservation and Carbon Reduction	122

Appendix I. GRI Standards Content Index

Topic-specific Disclosures

Material Topic	GRI Standard		Disclosure	Corresponding Chapter	Page
Social					
Public Welfare	GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Social Care	128
	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Social Care	128
Employee Human Rights and Compensation and Benefits	GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Workforce Structure	98
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Rights and Labor-Management Relations	100
		401-3	Parental leave	Compensation and Benefits	110
	GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development, Education, and Training	107
	GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Corporate Governance, Employee Rights and Talent Development	55, 98
	GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Employee Rights and Labor-Management Relations	100
	GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights Protection	100

Material Topic	GRI Standard		Disclosure	Corresponding Chapter	Page
Workplace Health and Safety	GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety	111
		403-3	Occupational health services	Occupational Health and Safety	111
		403-5	Worker training on occupational health and safety	Occupational Health and Safety	111
		403-6	Promotion of worker health	Occupational Health and Safety	111
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	111
Information Security	GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security	83
Customer Relations and Privacy				Customer Relations	91



Appendix II. Climate-related Information under Table 2 of Article 4-1 of the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies

1. Implementation Status of Climate-related Information

The relevant information has been disclosed under “Climate Risk Response” on p. 115. Please refer thereto.

1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent Two Years

1-1-1 Greenhouse Gas Inventory Information

The greenhouse gas emissions, emissions intensity and data coverage for the most recent two years are described below.

Please refer to the following table. For the scope of the 2025 inventory and detailed inventory information, please refer to “Greenhouse Gas Inventory” on p. 119.

Year		2024		2025	
Item (Unit)		Emissions (metric tons CO2e)	Emissions Intensity (metric tons CO2e/ NT\$ million in revenue)	Emissions (metric tons CO2e)	Emissions Intensity (metric tons CO2e/ NT\$ million in revenue)
All subsidiaries included in the consolidated financial statements	Scope 1	61.1455	-	49.168	-
	Scope 2	158.3845	-	145.8287	-
	Total	219.5300	0.1596	194.9967	0.1798

1-1-2 Greenhouse Gas Assurance Information

The assurance status for the most recent two years, including the assurance scope, assurance provider, assurance standards and assurance opinion, is described below.

The Company’ s greenhouse gas inventory has not yet been assured by an independent third party. Assurance will be completed in accordance with the timetable prescribed by the competent authority.

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

The greenhouse gas reduction base year and corresponding data, reduction targets, strategies and specific action plans, and the status of target achievement are described below.

Please refer to “Green Environment and Sustainable Development” on p. 114.



Appendix III. IFRS S2 Climate-related Risks and Opportunities Disclosure

- Reporting boundary: Consistent with the scope of the consolidated financial statements.

Aspect	IFRS S2 Climate-related Disclosures	Measures Adopted by the Company
Governance	A. Role of the Governance Body in the Governance of Climate-related Risks and Opportunities	The Company’ s Board of Directors serves as the highest oversight body for corporate governance and sustainable development. It regularly receives reports on the Company’ s operating conditions, risk and internal control management, and implementation of sustainable development, and oversees the execution of the Company’ s major operating strategies and risk management. Climate-related risks and opportunities have been incorporated as one of the Company’ s sustainable development and risk management topics. Through its review of the Sustainability Report, Annual Report and relevant climate-related disclosures, the Board of Directors monitors the progress of the Company’ s climate-related management.
	B. Role of Management in the Governance of Climate-related Risks and Opportunities	The Company’ s General Administration Office, Administration Department, Finance and Accounting Department, and other departments promote sustainable development and climate-related management matters in accordance with their respective responsibilities. These matters include energy, water and waste management, greenhouse gas inventories, energy conservation and carbon reduction measures, and the identification of climate-related risks associated with performance activities and suppliers. The management personnel of each responsible unit carry out data compilation, risk management, implementation tracking and necessary improvement measures. The relevant implementation status is reported to the Board of Directors through internal meetings and Board reports.



Appendix III. IFRS S2 Climate-related Risks and Opportunities Disclosure

Aspect	IFRS S2 Climate-related Disclosures	Measures Adopted by the Company		
Strategy	A. Climate-related Risks and Opportunities That Could Reasonably Be Expected to Affect the Entity’ s Prospects	The Company is primarily engaged in the production and distribution of pop music, copyright licensing, artist performance management, and cultural and creative-related businesses. The Company has no factory-based manufacturing processes and therefore has relatively limited direct environmental impacts. Nevertheless, in view of the intensification of global climate change and the trend toward net-zero transition, the Company has identified the following climate-related risks and opportunities:		
		Short Term	Medium Term	Long Term
		1) Physical risks: Extreme weather conditions such as typhoons, torrential rain and extreme heat may cause live performances to be postponed or canceled, or affect audience attendance, venue availability, and the transportation and setup of equipment, thereby affecting the Company’ s revenue. 2) Transition risks: Increasing requirements imposed by the competent authorities regarding sustainability disclosures, greenhouse gas inventories, and energy conservation and carbon reduction policies may increase costs associated with personnel, education and training, inventory work and information disclosure. 3) Opportunities: a. Early planning for online performances or virtual concerts may reduce the impact of climate-related risks on physical venues in the future and enable the Company to explore the development potential of online performances. b. Proactively disclosing sustainability information, conducting greenhouse gas inventories, establishing climate risk management systems and collecting climate-related data may facilitate alignment with the policies and requirements of the competent authorities, while enhancing the Company’ s sustainability image and corporate governance evaluation.	1) Physical risks: Intensifying climate change and increasingly frequent extreme weather events may have a greater impact on the scheduling of large-scale activities such as outdoor concerts, commercial performances and concerts, affecting the continuity and costs of activities across the overall market. 2) Transition risks: Business partners and brands are placing increasing emphasis on sustainability issues and may require the Company or its artists to maintain an energy-efficient and environmentally friendly image, which may affect opportunities for endorsements and commercial performances. 3) Opportunities: a. If online performances are implemented, the absence of venue restrictions may enable the Company to reach a broader audience. Combining performance content with digital technologies may also create fresh and compelling innovative performances. b. Continuing to implement energy conservation and carbon reduction measures, encouraging artists to participate in green and environmental activities, and launching musical works or performances incorporating climate- or environmental-related themes may facilitate the communication of environmental issues and enhance the brand value of the Company and its artists.	1) Physical risks: Rising average temperatures and worsening extreme climate conditions may alter the overall format of live performances, including large-scale tours and outdoor music festivals, thereby affecting long-term tour planning. 2) Transition risks: If products, performance activities or supply chains are gradually required to disclose carbon footprints or comply with higher sustainability standards, the Company may incur additional costs associated with inventories, system establishment and management. 3) Opportunities: Once low-carbon performances, virtual concerts or permanent sustainability-related solutions become mature, they may create innovative business models and collaboration opportunities.

Appendix III. IFRS S2 Climate-related Risks and Opportunities Disclosure

Aspect	IFRS S2 Climate-related Disclosures	Measures Adopted by the Company	
Strategy	B. Information on the Current and Anticipated Effects of Climate-related Risks and Opportunities on the Entity’ s Business Model and Value Chain	Cancellation or Delay of Live Performances	The Company’ s live performances, commercial performances, concerts and other large-scale outdoor events may, at present or in the short term, be affected by extreme weather conditions such as typhoons, torrential rain and extreme heat. Such conditions may affect venue use, audience transportation and attendance, and the transportation and setup schedules of equipment, thereby affecting event outcomes, revenue and costs. If climate risks continue to increase as anticipated, outdoor performance activities will face greater uncertainty, and the Company may need to incur additional costs for responsive equipment, insurance, backup venues or rescheduling arrangements.
		Supply Chain and Business Partners	The Company’ s value chain partners include songwriters and composers, artists, directors, styling and makeup teams, stage equipment suppliers, music venues, ticketing agencies, digital music platforms and physical merchandise suppliers. In the short term, extreme weather conditions may affect the delivery and transportation of equipment by concert equipment suppliers, as well as equipment setup schedules. In the medium to long term, if suppliers are unable to meet requirements relating to sustainability information disclosure, greenhouse gas inventories or the acquisition of environmental labels, the Company may need to select new suppliers and incur the corresponding management costs.
		Policy Costs and Sustainability Disclosure	To comply with requirements imposed by the competent authorities concerning sustainability disclosure, greenhouse gas inventories, and energy conservation and carbon reduction policies, the Company has gradually established procedures for environmental data collection, the preparation of Sustainability Reports and related disclosures. If future policies impose more stringent requirements concerning sustainability disclosure, third-party assurance, the carbon footprints of events or supply chain sustainability management, the Company expects that related personnel, education and training, system implementation and external professional service costs will increase.
		Sustainability Image and Market Opportunities	The Company currently proactively discloses sustainability information, conducts greenhouse gas inventories, establishes climate risk management systems, and promotes energy conservation and carbon reduction measures, all of which contribute to establishing the Company’ s sustainability image. In the future, combining the influence of artists, musical works, music videos, concert tours or public welfare activities to promote climate- and environmental-related issues is expected to enhance the brand value of the Company and its artists, while increasing opportunities for brand endorsements, commercial performances and cross-industry collaborations.
	C. Information on the Effects of Climate-related Risks and Opportunities on the Entity’ s Strategy and Decision-making	In terms of daily operations, the Company has established an energy conservation and carbon reduction target of reducing energy management expenses by 6% by 2030 compared with 2024. The Company also promotes measures such as conserving electricity and water in offices, reducing paper use, adopting electronic approval processes, sorting waste and recycling resources. In terms of performance activities, the Company will continue to assess the feasibility of low-carbon performances, online performances, virtual concerts and collaboration with brands to promote green activities. The Company will also make rolling adjustments to its climate-related strategies based on market trends, regulatory requirements and operational needs.	

Appendix III. IFRS S2 Climate-related Risks and Opportunities Disclosure

Aspect	IFRS S2 Climate-related Disclosures	Measures Adopted by the Company		
Strategy	D. Information on the Current and Anticipated Effects of Climate-related Risks and Opportunities on the Entity’ s Financial Position, Financial Performance and Cash Flows	The Company did not incur any material financial losses caused by climate-related events in 2025. In terms of current effects, the Company’ s principal resource consumption in its daily operations consists of electricity and water used in offices, general waste generated, and fuel used by company vehicles. Costs associated with energy conservation and carbon reduction measures mainly include energy management expenses and labor costs for manual data inventory work.		
		Short Term	Medium Term	Long Term
		Extreme weather may cause outdoor performances to be postponed or canceled, resulting in increased costs. Requirements concerning sustainability information disclosure and greenhouse gas inventories may increase expenditures related to data collection, education and training, and personnel costs. However, as the Company’ s core products primarily consist of music content and copyright licensing and are highly digital and non-physical in nature, the direct effects of climate-related events on its overall operations are relatively limited.	If brand clients and business partners raise their sustainability requirements, the Company may need to incur operating costs for low-carbon event planning, event carbon-emissions assessments, supplier data collection and environmental management. Nevertheless, an enhanced sustainability image may also increase opportunities for endorsements, commercial performances, brand collaborations and collaboration on public welfare activities, thereby driving revenue growth.	As sustainable development trends continue to deepen and stakeholders raise their sustainability expectations, the Company’ s failure to respond to such expectations in a timely manner may affect the brand images and collaboration opportunities of the Company and its artists. Conversely, if low-carbon performance activities, virtual concerts, or sustainability-themed music and cultural and creative works become well developed, they may contribute to the creation of new revenue models and the expansion of collaborations with domestic and international brands.
	E. Climate-related Scenario Analysis and Assessment of Climate Resilience	With reference to climate change trends, the Company has conducted a preliminary scenario assessment based on physical risks and transition risks:		
		Physical Risk Scenario	Transition Risk Scenario	Resilience
		Under a rising-temperature scenario, typhoons, torrential rain or extreme heat may increase uncertainty in event arrangements in the short term. In the long term, rising average temperatures and intensifying extreme weather may increase costs associated with adjustments to outdoor performance schedules, event equipment, insurance, backup venues and rescheduling, thereby affecting the long-term planning of large-scale tours, commercial performances, music festivals and other outdoor activities.	Under a scenario in which the global transition to net zero and government regulation are progressively strengthened, costs associated with sustainability disclosure, greenhouse gas inventories, supply chain sustainability management and energy management may gradually increase. If brand clients, event partners and consumers raise their expectations regarding sustainability image, the Company and its artists will also need to strengthen their corresponding measures.	The Company’ s core products primarily consist of digital products such as music content and copyright licensing. Except for physical performance activities, they are subject to relatively limited direct impacts from climate-related risks. The Company possesses diversified integration capabilities in digital distribution, online promotion, artist and songwriting content creation, and cross-media operations, which help maintain content exposure and market engagement when physical performances are affected by climate conditions. The Company will continue to promote energy management and sustainability information disclosure and will assess future plans for low-carbon performances and virtual concerts to address physical climate risks and enhance climate resilience.

Appendix III. IFRS S2 Climate-related Risks and Opportunities Disclosure

Aspect	IFRS S2 Climate-related Disclosures	Measures Adopted by the Company				
Risk Management	Processes for Identifying, Assessing, Prioritizing and Monitoring Climate-related Risks and Opportunities	Identification	Assessment	Prioritization	Monitoring	Integration into Risk Management
		Based on their respective operating models, business scopes and value chain activities, the General Administration Office, Administration Department, Finance and Accounting Department, and other departments identify physical climate risks, transition risks and related opportunities that may affect the Company, including those associated with live performances, supplier deliveries, policy-related disclosure costs, sustainability image and low-carbon products.	Based on the likelihood of occurrence, degree of impact and time horizon of each risk, climate-related issues are categorized as short-, medium- or long-term, and their effects on operations, costs, revenue, reputation and collaboration opportunities are assessed.	Climate-related issues are incorporated into the order of management priority according to their respective risk levels. In the short term, priority is given to the effects of extreme weather on live performances and supply chain deliveries. Over the medium and long term, attention is given to policy-related costs, sustainability image and the development of low-carbon business models.	The Company continuously monitors climate-related risks and opportunities through energy use data, greenhouse gas inventories, water use and waste statistics, the preparation of the Sustainability Report, the tracking of competent authority requirements, and reporting mechanisms established by each department.	Climate change risks are interconnected with the Company’ s operational risks, regulatory compliance risks, supply chain risks and market risks. The Company will incorporate such risks into its sustainable development and internal risk control processes and adjust its management measures according to actual circumstances.
Metrics and Targets	A. Information Relevant to Cross-industry Metric Categories(Climate-related Metrics)– (1)Greenhouse Gas Emissions	The Company has established greenhouse gas inventory management procedures and maintains the operation of its inventory activities based on the latest “Greenhouse Gas Emission Factors” published on the Ministry of Environment’ s Greenhouse Gas Emissions Information Platform for Enterprises, in order to comply with the information management requirements of the international standard ISO14064-1:2018 and the GHG Protocol and to provide management with a reference for decision-making. In 2025, the Company’ s total greenhouse gas emissions amounted to 194.9967 metric tons CO2e, of which Scope 1 emissions amounted to 49.1680 metric tons CO2e and Scope 2 emissions amounted to 145.8287 metric tons CO2e. Scope 1 accounted for 25.21%, while Scope 2 accounted for 74.79%. Emissions by greenhouse gas type were as follows: CO2 emissions amounted to 186.9592 metric tons CO2e; CH4 emissions amounted to 4.5500 metric tons CO2e; N2O emissions amounted to 1.1925 metric tons CO2e; HFCs emissions amounted to 2.2950 metric tons CO2e; and PFCs, SF6 and NF3 emissions were all zero. Scope 3 emissions have not yet been inventoried at this stage. In the future, the Company will gradually expand the scope of its inventory in accordance with the requirements of the competent authorities and the availability of Company data.				
	A. Information Relevant to Cross-industry Metric Categories(Climate-related Metrics)– (2)Remuneration	The Company’ s remuneration policies for directors and senior management are mainly assessed based on business performance, job duties, professional capabilities, and risk control. In FY2025, the Company had not yet established a clear linkage between remuneration and specific sustainability performance indicators. In the future, the Company will continue to review its remuneration system in accordance with sustainability principles and the disclosure requirements of competent authorities, evaluate the gradual inclusion of relevant sustainability indicators, and strengthen the linkage between remuneration policies and sustainability goals.				

Appendix III. IFRS S2 Climate-related Risks and Opportunities Disclosure

Aspect	IFRS S2 Climate-related Disclosures	Measures Adopted by the Company
Metrics and Targets	B. Information on Industry-based Metrics	The Company operates in the cultural and creative content and music entertainment industries and has no factory-based production or manufacturing processes. Its principal businesses include music content production, copyright licensing, artist performance and entertainment activities, and cultural and creative IP management. At this stage, the Company uses energy consumption from office operations, Scope 1 and Scope 2 greenhouse gas emissions, water consumption, waste weight, and climate risks associated with live performances as its primary management metrics. In the future, the Company will expand the application of climate risk and sustainability-related metrics in accordance with the sustainability disclosure requirements of the competent authorities, developments in SASB or other industry-based metrics, and the availability of Company data.
	C. Information on Targets Set for Climate-related Risks or Opportunities(Climate-related Targets)	The Company has set a target of reducing energy management expenses by 1% compared with the previous year, with the aim of achieving a 6% reduction by 2030 compared with 2024. The Company will also continue to promote measures relating to energy conservation and carbon reduction, circular economy management, water resource management, digitalized office operations, cross-departmental collaboration, and the enhancement of employees’ environmental awareness.
		Specific measures include controlling air-conditioning temperatures, optimizing lighting systems, switching off unnecessary power supplies when not in use, encouraging the use of public transportation, sorting and reducing waste, reducing the use of single-use products, reusing waste paper, managing the disposal of metal parts from office equipment and inventories and recycling and reusing such materials, gradually introducing recycled materials, using bidet toilets, inspecting and maintaining water-use equipment, cleaning office premises with reduced water consumption, adopting electronic invoices, electronic approval processes and paperless meetings, organizing environmental protection courses, promoting energy and water conservation, and participating in a one-hour lights-off activity on World Earth Day. In the future, the Company will continue to optimize its climate- and sustainability-related management measures in response to carbon reduction trends, policies of the competent authorities, and operational needs.



Appendix IV. Sustainability Accounting Standards Board(SASB) Industry Metrics

Under the SASB industry classification, the Company is classified within the Media & Entertainment industry. The relevant industry metrics are disclosed below:

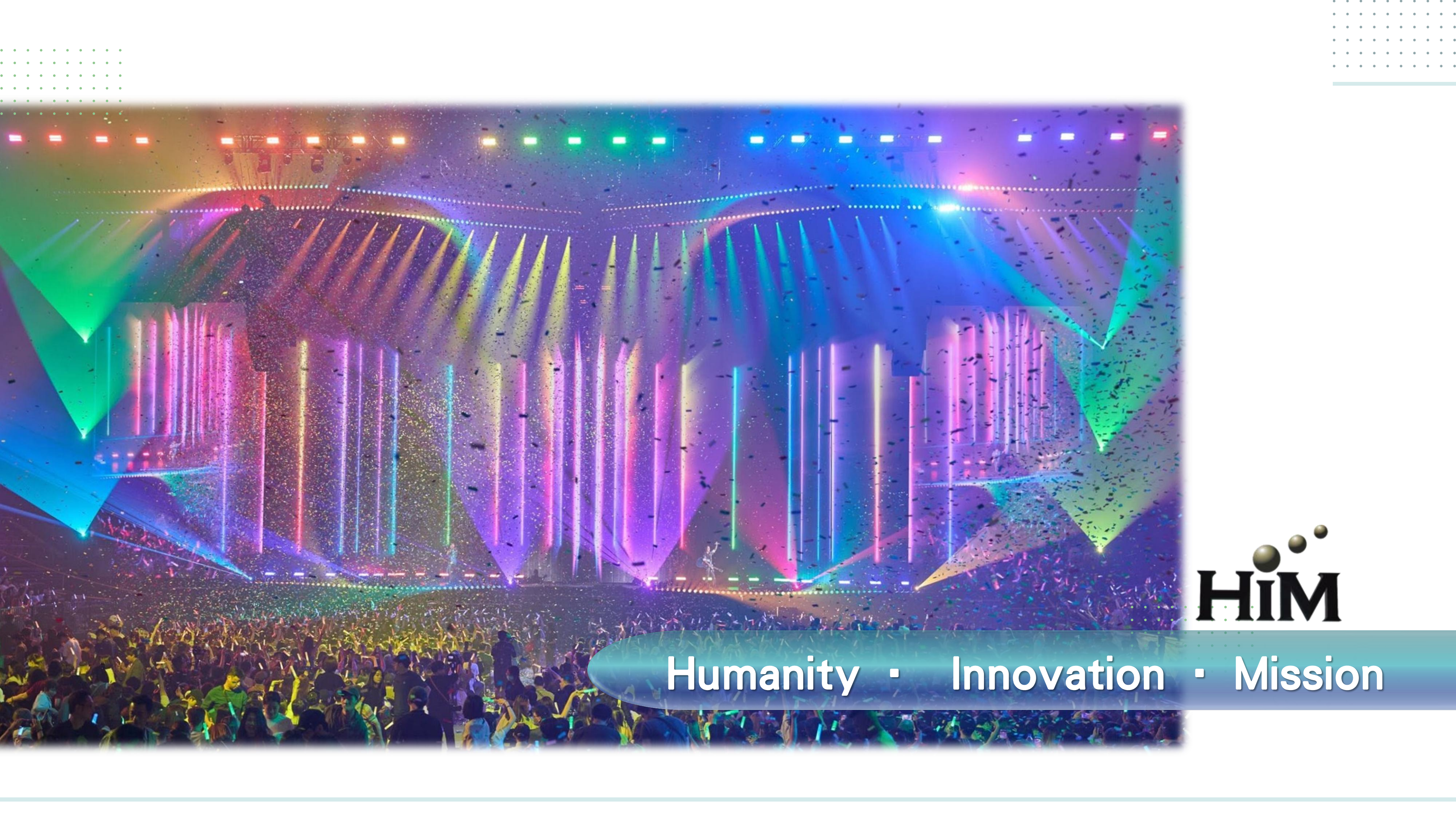
Sustainability Disclosure Topics & Metrics

Topic	Metric	Company Status or Measures
Media Pluralism	Percentage of (1)gender and (2)diversity group representation for (a)executive management, (b)non-executive management, (c)professionals, and (d)all other employees	The Company values workplace diversity, equity and inclusion. Employee recruitment, remuneration, performance evaluation and promotion are based primarily on professional competence, job performance and position requirements. No differential treatment is made on the basis of gender, age, nationality, disability or other factors unrelated to work. As of December 31, 2025, the Group had 96 employees, of whom approximately 31% were male and approximately 69% were female. The Group also employed one person with a disability, representing approximately 1% of all employees. The Company currently does not separately compile and disclose management positions by executive and non-executive management. In 2025, there were 16 employees in management positions, comprising eight men and eight women; the gender composition of management was therefore 50% male and 50% female. Please refer to p. 98, “Workforce Structure.”
	Description of policies and procedures for ensuring pluralism in news media content	The Company is a music content production company and is not a news media company; therefore, it has no policies relating to media pluralism.
Journalistic Integrity & Sponsorship Identification	Total amount of monetary losses as a result of legal proceedings associated with libel or slander	In recent years, the Company has not incurred any losses arising from legal proceedings related to libel or slander.
	Revenue from embedded advertising	The Company’ s marketing approach primarily focuses on brand collaborations rather than an embedded advertising model. Forms of collaboration are diverse, including artists serving as brand ambassadors, participating in advertising shoots and collaborating on social media content.

Topic	Metric	Company Status or Measures
Journalistic Integrity & Sponsorship Identification	Description of approach for ensuring journalistic integrity of news programming related to: (1)truthfulness, accuracy, objectivity, fairness, and accountability, (2)independence of content or transparency of potential bias, and (3)protection of privacy and limitation of harm	The Company is not a news media company and is primarily engaged in music content development, artist management and performance activities. Therefore, matters relating to journalistic integrity are not applicable to the Company.
Intellectual Property Protection & Media Piracy	Description of approach to ensuring intellectual property(IP) protection	Please refer to p. 96, “Intellectual Property Rights Management.”

Activity Metrics

Activity Metric	Company Status or Measures
(1)Total recipients of media and the number of (2)households reached by broadcast TV, (3)subscribers to cable networks, and (4)circulation for magazines and newspapers	The Company is not a broadcast television operator, cable television network operator, or newspaper or magazine publisher. It does not operate the relevant media channels; therefore, no related data are applicable. The Company’ s works primarily reach audiences through digital music platforms, audiovisual platforms, social media and live performance activities. At present, no method or standard is available for calculating the total number of media recipients.
Total number of media productions and publications produced	In 2025, the Company invested in the development of 74 sound recordings, 40 audiovisual works, and related artistic, graphic, literary and photographic works. As of the date this Report was finalized, the types and quantities of intellectual property rights owned by the Company included approximately 2,500 sound recordings; related audiovisual works, including music videos, concert videos and promotional videos; artistic, graphic, literary and photographic works; and 110 classes of trademarks.



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