



2026 PwC Taiwan Transparency Report

30 October 2026



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Leadership messages

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Message from our Chairman

Welcome to the 2026 PwC Taiwan Transparency Report

PricewaterhouseCoopers, Taiwan (PwC Taiwan) publishes an annual transparency report in accordance with the "Principles for Preparation of Transparency Reports by Audit Firms" mandated by Taiwan's Financial Supervisory Commission. The report provides a range of information about our professional services organization and approach to quality, including our legal and governance structures, risk management and quality control systems, audit quality indicators, and financial and operational details. It also highlights the risk management and quality control support received from our PwC global network.

At PwC, our purpose is to build trust in society and solve important problems. Our network has more than 369,000 people in 136 territories committed to delivering quality in audit and assurance, tax and legal, deals and consulting. We are dedicated to driving a strong culture of quality and excellence that supports our purpose. PwC Taiwan was established in 1970 and we have since grown steadily in size to more than 4,000 partners and professional staff in six cities across Taiwan who provide total solutions to entities of all sizes and backgrounds.

Business leaders around the world face major challenges to adapt to climate change, technological disruption, demographic shifts, geopolitical tensions, and supply chain restructuring. The interplay of these trends will drive transformative change, reshaping global industries. As economic structures evolve, organizations that can transcend traditional industry boundaries and connect key nodes will be best positioned to create value.

To help businesses respond to these evolving market changes, in 2025, PwC published a Value in Motion report, which indicates that, over the next decade, industries will have to reconfigure to meet human needs in new ways, leading to the formation of new 'domains' that cross traditional sector lines. The report also analyzes the impact of AI and climate change on economic value, helping companies to find direction amid uncertainty, embrace change, and drive transformation. Accordingly, PwC Taiwan focuses on three key areas—responsible AI, sustainable transformation, and building trust—to create value for clients and society.



Responsible AI

Generative AI is reshaping business and operating models, presenting significant economic potential. PwC's scenario analysis posits that the adoption of responsible AI could increase global GDP by 14.7 percentage points by 2035. However, realizing AI's full potential depends on how individuals, organizations, and society choose to use it.

PwC Taiwan promotes responsible AI, advocating for the ethical, transparent, and secure development, deployment, and governance of AI. By integrating our expertise in legal matters, risk management, data governance, and digital technology, we help businesses build trustworthy AI systems, leverage new technologies for transformation, develop distinctive competitive advantages, and create new value.

Internally, within PwC Taiwan, we continuously use digital tools to enhance our audit team's capabilities and improve our audit processes and efficiency. This includes actively implementing PwC's digital tools and developing proprietary audit tools tailored to the financial reporting requirements of Taiwanese businesses. We also integrate technology into our audit services through our proprietary generative AI tool, ChatPwC. At the same time, we continue to develop and implement our digital upskilling program to enhance our people's digital proficiency, improve audit efficiency and quality, and provide deeper insights, ultimately creating value for our clients.

In May 2026, PwC Taiwan achieved certification for the internationally recognized ISO/IEC 42001:2023 Artificial Intelligence Management System (AIMS) standard. By using our own operational environment as the primary implementation setting, we demonstrated our commitment to rigorous AI governance practices and responsible AI management. This certification further validates our firm's practical capabilities in AI governance. By integrating multidisciplinary expertise in information security and regulatory compliance, PwC Taiwan is well positioned to deliver comprehensive AI governance advisory services. Through supporting clients in establishing and implementing Artificial Intelligence Management Systems (AIMS), we help organizations foster long-term stakeholder trust.

Sustainable Transformation

In 2026, several major corporate governance and sustainability initiatives came into effect in Taiwan. The Ministry of Environment introduced a carbon fee regime, closely aligned with international supply chain requirements, the Carbon Border Adjustment Mechanism (CBAM), and global net-zero commitments. At the same time, the Taiwan Stock Exchange changed its Corporate Governance Evaluation system into an ESG Evaluation framework to focus on the environmental, social, and governance dimensions. In parallel, under the sustainability roadmap established by the Financial Supervisory Commission, listed companies have begun to adopt the IFRS Sustainability Disclosure Standards in phases. Integrating carbon management into business operations while meeting diverse regulatory requirements has become a critical challenge for enterprises.

PwC Taiwan is accredited by the Ministry of Environment as an authorized verification body, providing professional verification services for regulated emission sources and product carbon footprints. PwC Taiwan is also recognized by the Taiwan Stock Exchange as an assurance provider for sustainability reports and greenhouse gas statements, and was awarded the Sustainability Development Service Institution Certificate by the Industrial Development Administration, Ministry of Economic Affairs. These recognitions reflect PwC's deep commitment to supporting the sustainable development of Taiwanese enterprises. By delivering integrated services that encompass both financial and environmental perspectives, PwC Taiwan helps organizations strengthen their competitiveness and enhance external stakeholders' confidence in their sustainability performance.

PwC Taiwan provides comprehensive sustainability services to assist businesses with carbon footprint verification, the development of decarbonization strategies, and climate risk assessment, and provide related assurance services. We assist our clients to improve the quality of their non-financial reporting. Our goal is to help businesses adapt to evolving regulatory requirements while at the same time capitalizing on the opportunities presented by the growing green economy.

Building Trust

Over the past 56 years, PwC Taiwan has earned the trust of our clients and the public through our expertise in audit, tax, and regulatory compliance. With quality and integrity as our core values, we strive to consistently deliver high-quality audit services. We are also committed to enhancing the transparency of our internal mechanisms and comprehensively disclosing information on topics important to our stakeholders, such as climate matters, corporate governance, risk management, and information security. We will continue to refine our quality management mechanisms and diligently adhere to the regulations and requirements of the regulatory authorities and the PwC network.

Looking ahead, as a human-led and tech-powered global professional services organization, PwC Taiwan maintains a vision of "building trust in society and solving important problems" to embrace change, address critical issues and create value for our stakeholders. To this end, we will continue to cultivate a culture of integrity, professionalism, and client focus, providing high-quality solutions to support businesses' sustainable operations. We are committed to implementing and complying with PwC Network Standards, strengthening our approach to handling risk incidents, and mitigating risks to an acceptable level. PwC Taiwan has adopted "Grow here. Go further." as our employee value proposition. We pledge to continue investing in talent development, technological innovation, and service quality enhancement to address future challenges and opportunities. Through these efforts, we will build a solid foundation for PwC Taiwan's sustainable development and create long-term value for all stakeholders.

Patrick Hsu

Patrick Hsu

Chairman & CEO



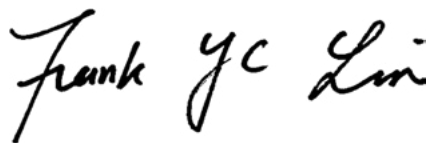
Message from our Assurance Leader

In 2026, Taiwanese businesses continued to pursue resilient growth while responding to change. A range of issues, from artificial intelligence, sustainability, and cybersecurity to geopolitics, are reshaping corporate decision-making. With the external environment rapidly evolving, investors, regulators, and the public are demanding greater quality and transparency in corporate financial information. As a key pillar of trust in the capital markets, we at PwC Taiwan are committed to building trust in society and solving important problems, responding to stakeholders' expectations through our professionalism and quality.

Quality underpins trust and our professional services. We continually strengthen our quality management, audit methodologies, and risk management, while closely monitoring the risks and impacts arising from regulatory, industry, and business-model changes. At the same time, through talent development, technological innovation, and multidisciplinary expertise, we continue to strengthen our professional judgment and service quality. Based on our independence, objectivity, and professional rigor, we are committed to helping maintain trust in the capital markets and meeting stakeholders' expectations for high-quality services.

In response to the rapid advancement of artificial intelligence and other emerging technologies, we continue to monitor their impact on corporate governance, risk management, and information quality, while prudently using technology to enhance our audit quality and professional service capabilities. Technology may change how we work, but independence, objectivity, integrity, and professional judgment remain core to our profession and fundamental to building trust in the capital markets. We will continue to prioritize quality, embracing innovation while upholding our professional values.

Looking ahead, we will continue to place quality at the core of our work, uphold an objective, independent, and rigorous professional mindset, strengthen our professional capabilities and remain attentive to emerging issues and changes in the market environment, striving to be a trusted professional services organization. By working together with our stakeholders, we aim to promote transparency and sustainable development in the capital markets.



Frank YC Lin

Assurance Leader

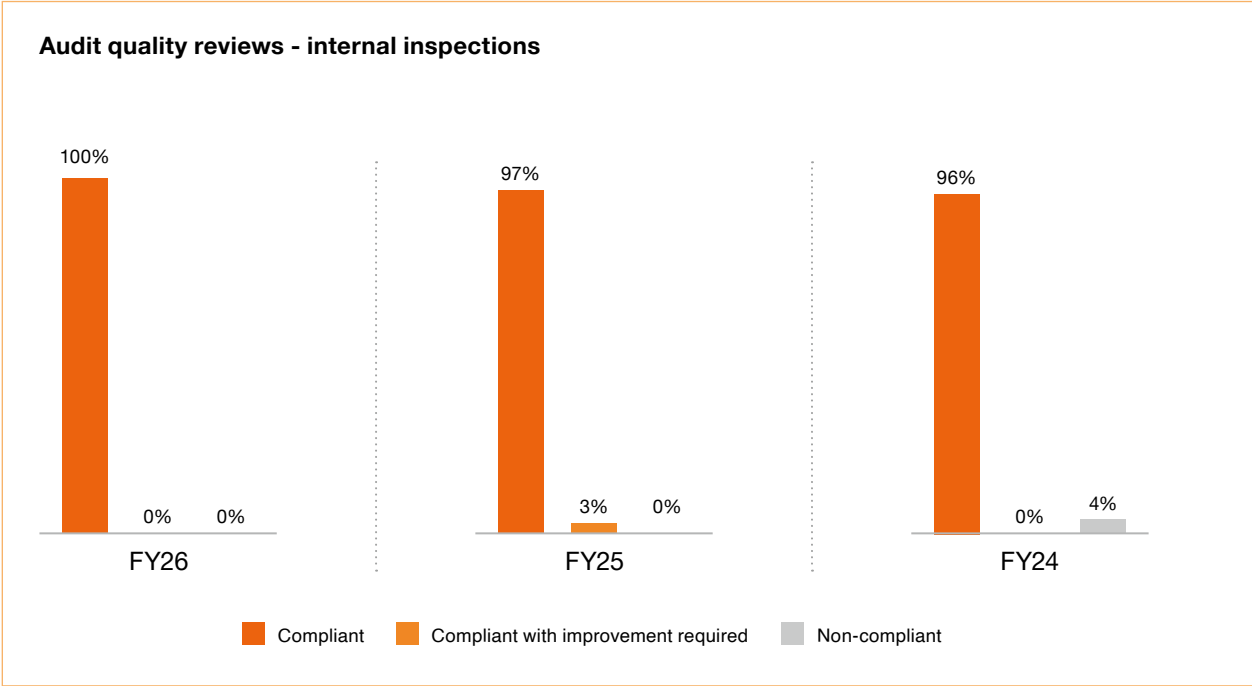


The year in review

Our system of quality management

18,300 hours

Number of hours spent on monitoring



Partner and staff survey

86%

of our staff and partners participated in our Global People Survey

77%

of the respondents believe they are encouraged to deliver high quality audits

Restatements

0

Number of financial statement restatements involving public company audits due to material errors

0%

Percentage of restatements of financial statement for public audit clients

External inspections

2024 FSC inspection result

1

Number of engagement deficiencies

9

Number of engagements selected for inspection

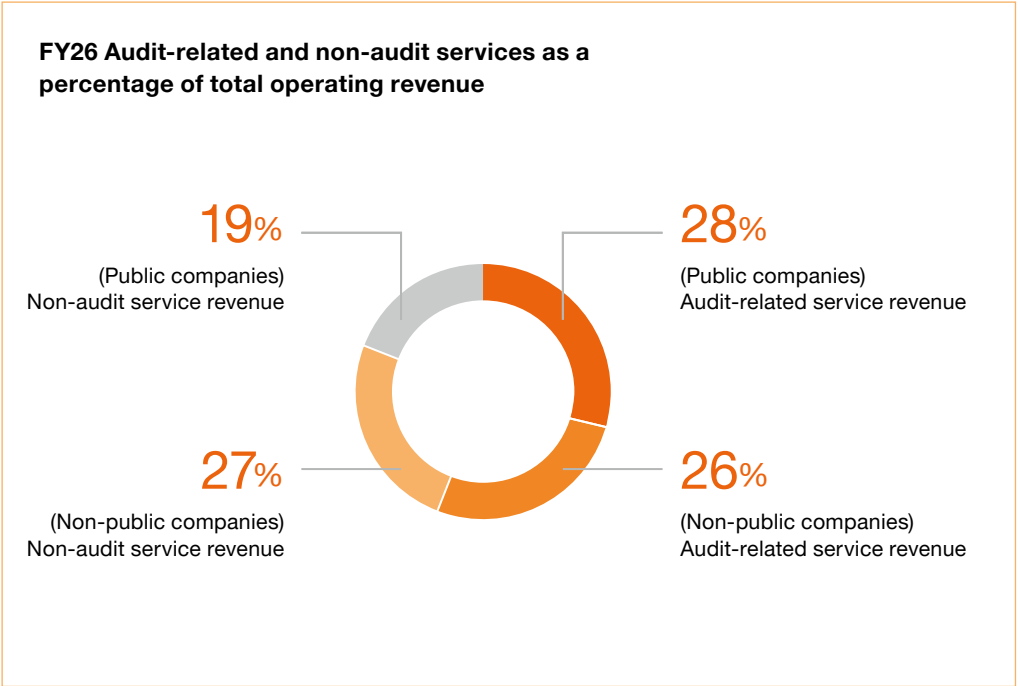
2025 PCAOB inspection result

3

Number of engagement deficiencies

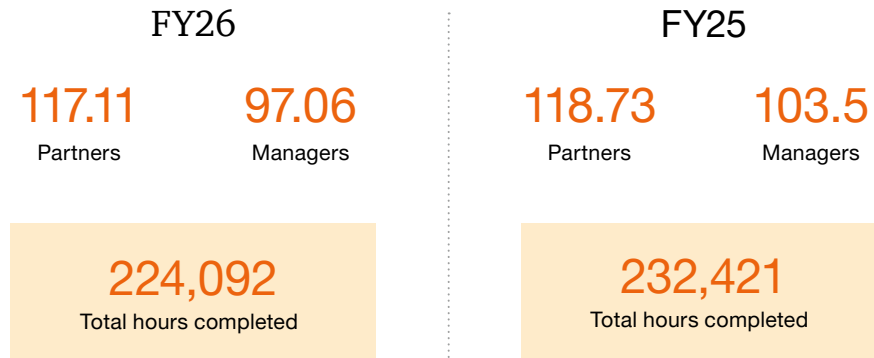
3

Number of engagements selected for inspection



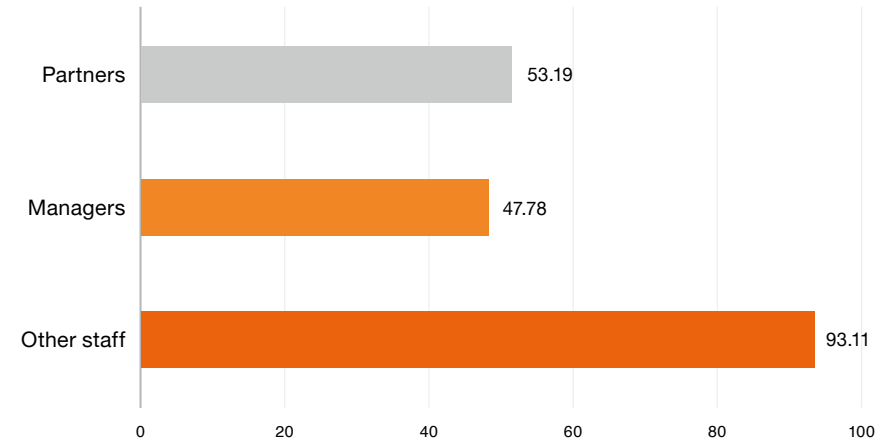
Assurance training

Average training hours

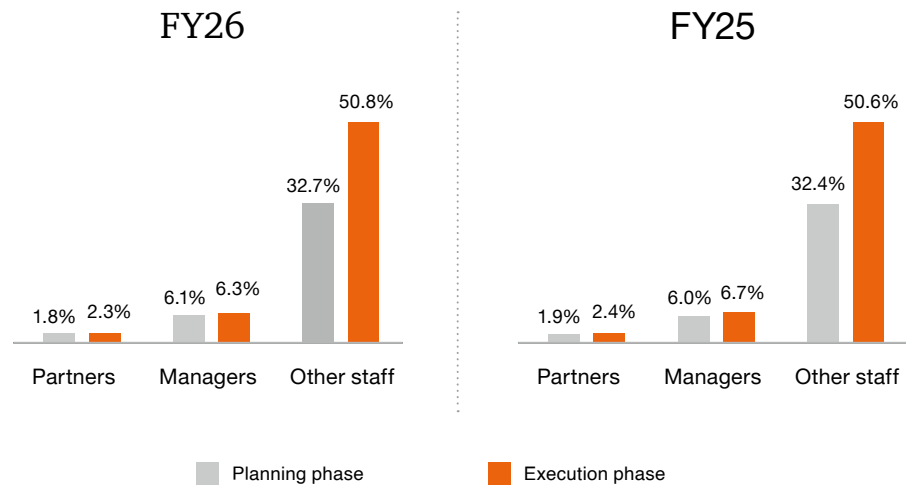


Note: Education and training hours refer to the number of hours spent on the firm's internal training courses and professional training hours recognised by the National Federation of CPA Associations of the R.O.C. (Taiwan), as well as other hours of internal and external teaching and study.

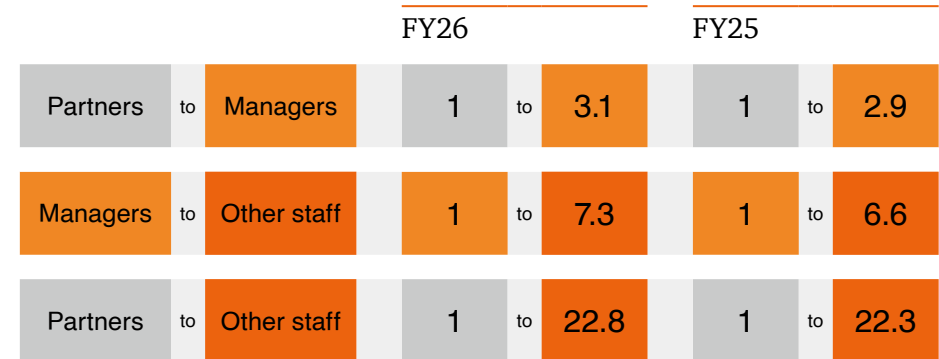
FY26 Average hours of mandatory assurance training



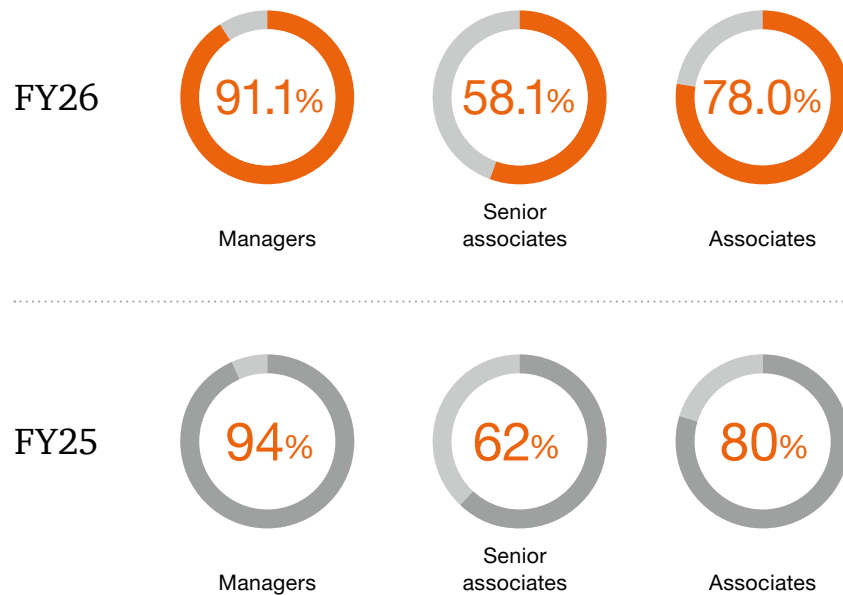
Project management - Phasing the audit



Leveraged ratio of audit-related hours for audit team members



Average retention rate by staff level



Quality support capacity

1 : 28.8

Ratio of the number of full-time equivalent (FTE) quality controllers to the total number of people in our Assurance practice

Use of Service Delivery Center

6.6%

Percentage of audit hours performed by our Service Delivery Center

Experience of our partners



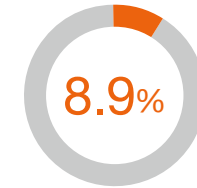
Partners' average years of experience at PwC **22** years



Audit experience

Average years' audit experience of partners	average 9.9 yrs
Average years audit experience of EQC reviewers	average 11.9 yrs
Average years audit experience of other staff (excluding partners)	average 11.7 yrs

Attrition rate



Managers and above
(excluding partners)

Specialist support

4.7%	10.3%
Percentage of experts supporting Assurance practice	Percentage of hours spent by experts on audits of listed companies (%)

Note: Experts include risk assurance specialists, financial appraisers and tax specialists, but not partners and auditors.

Workload

8.2	50.1%
Number of public companies audited by partners as EP	Percentage of time devoted per partner

EQC Review

1%
Percentage of EQCR hours

Number of Official Improvement Letters (OILs)

Ratio of engagements receiving official improvement letters to the total number of listed engagements

0%



01

**Our approach
to quality**

Our approach to quality

International Standard on Quality Management 1 (ISQM 1) and Taiwan Standard on Quality Management 1 (TWSQM1)

In December 2020, the International Auditing and Assurance Standards Board approved and released three new and revised standards that strengthen and modernize the approach to quality management, including ISQM 1 which became effective on December 15, 2022. This requires audit firms to design, implement and evaluate their systems of quality management (SoQM) in line with the new standard by December 15, 2023. Moreover, the Auditing Standards Committee of Taiwan's Accounting Research and Development Foundation released on October 4, 2022 a local equivalent standard, TWSQM1, which became effective on December 31, 2023. We have complied with both of these standards and designed, implemented and evaluated our firm's system of quality management.

ISQM 1 and TWSQM1 use an objectives-based approach that expects audit firms to have in place a system of quality management (SoQM), which should operate in a continuous and iterative manner and take into consideration the conditions, events, circumstances, actions and inactions that impact an audit firm. The aim is to enhance an audit firm's responsibilities around monitoring and remediation, with an emphasis on the need for more proactive, real-time monitoring of the SoQM, a more effective, efficient, and timely root cause analysis process, and more timely and effective remediation of audit deficiencies.

ISQM 1 and TWSQM1 state audit firms must design, implement and operate an SoQM that provides reasonable assurance that: 1) the firm and its personnel fulfil their responsibilities in accordance with professional standards and applicable legal and regulatory requirements, and conduct engagements in accordance with such standards and requirements; and 2) engagement reports issued by the firm or engagement partners are appropriate in the circumstances. The standards also state that the public interest is served by the consistent performance of quality engagements and this is enabled by an effective system of quality management.



Specific network focus on audit quality

PwC Network's Assurance QMSE framework

Delivering high-quality work is at the heart of what we do at PwC; it is what our stakeholders rightly expect of us. To deliver services in an effective and efficient manner that meets the expectations of our clients and other stakeholders, the PwC Network has established a Quality Management for Service Excellence (QMSE) framework which integrates quality management into how each member firm runs their business and manages risk. The QMSE framework is designed to align with the objectives and requirements of ISQM 1 and provides a model for quality management in PwC firms that integrates quality management into business processes and the firm-wide risk management process. Under QMSE, our overall quality objective is supported by a series of underlying quality management objectives and each firm's SoQM is designed and operated in such a way that the overall quality objective, which includes meeting the objectives and requirements of ISQM 1, is achieved with reasonable assurance.



Overall quality objective

To have the necessary capabilities in our organization and to deploy our people to consistently use our methodologies, processes and technology to deliver services in an effective and efficient manner to fulfil the expectations of our clients and other stakeholders.

Integrated and aligned in the right way

Our SoQM includes quality objectives identified in the following components of ISQM 1 as well as any additional objectives the PwC Network has identified in the QMSE framework:

- Governance and leadership
- Relevant ethical requirements
- Acceptance and continuance of client relationships and specific engagements
- Engagement performance
- Resources
- Information and communications

To help us achieve these objectives, the PwC Network invests significant resources in the continuous enhancement of quality across our network. This includes having a strong quality infrastructure that is supported by the right people, underlying tools and technology at both the network level and within our firm, and a programme of continuous innovation and investment in our technology. The PwC Network's Global Assurance Quality (GAQ) organization aims to support PwC firms in promoting, enabling, and continuously improving Assurance quality through effective policies, tools, guidance and systems used to further promote and monitor quality and to build an appropriate level of consistency in what we do.

These elements have been integrated and aligned by our network to create a comprehensive, holistic and interconnected quality management framework that each firm tailors to reflect their respective circumstances. Each firm is responsible for using network resources as part of our efforts to deliver quality to meet the expectations of our stakeholders.

Our quality management process

The achievement of these objectives is supported by a quality management process (QMP) established by our firm and Assurance leadership, business process owners, and partners and staff. This quality management process includes:

- identifying risks to achieving the quality objectives;
- designing and implementing responses to the assessed quality risks;
- monitoring the design and operating effectiveness of the policies and procedures through the use of process-integrated monitoring activities such as real-time assurance as well as appropriate Assurance quality indicators;
- continuously improving the system of quality management when areas for improvement are identified by performing root cause analyses and implementing remedial actions; and
- establishing a quality-related recognition and accountability framework to both set clear expectations of expected quality behaviors and outcomes and reinforce those expectations through consistent and transparent use in appraisals, remuneration, and career progression decisions.

This involves the integrated use of Assurance Quality Indicators (AQIs) to aim to predict quality issues, Real Time Assurance (RTA) to aim to prevent quality issues, Root Cause Analysis (RCA) to learn from quality issues and a Recognition and Accountability Framework (RAF) to reinforce quality behaviors, culture and actions



Our firm's system of quality management

Our system of quality management (SoQM) is designed, implemented and operated on an ongoing basis to achieve the quality objectives. This includes monitoring, assessing, evaluating, reporting, and being responsive to changes in quality risks, driven by the firm's internal and external environments. This is our Quality Management Process (QMP).

Our focus on quality management is therefore not to only apply prescribed rules but rather to design and implement risk responses which are fit for purpose to manage the risks we identify in our own risk assessment and achieve the quality objective taking into consideration the conditions, events, circumstances, actions and/or inactions that may impact our SoQM.

Our risk assessment process

Recent years have seen unprecedented challenges in the market and our firm's SoQM has helped us navigate and respond to the impact that identified factors have on our ability to achieve our overall assurance quality objective — to deliver quality audit engagements. Our SoQM includes the performance of a risk assessment over the quality objectives identified in the QMSE framework.

We consider how and the degree to which a condition, event, circumstance, action or inaction may adversely affect the achievement of the quality objectives which may result in:

- New or changing quality risks to achieving one or more of the quality objectives
- Changes to the risk assessment of existing quality risks
- Changes to the design of the firm's SoQM, including the risk responses

A quality risk is one that has a reasonable possibility of occurring and individually, or in combination with other quality risks, could adversely affect the achievement of one or more quality objectives.



2025/2026 Key factors impacting our SoQM

Various factors impacted our SoQM during the year, with the following changes being made as a result:

Sustainability matters

In response to the increasing global focus on ESG matters, Taiwan's regulators have undertaken significant initiatives to enhance ESG information disclosures, and adopt IFRS Sustainability Disclosure Standards. We therefore identified quality management over sustainability reporting services as a key area of focus within our annual system of quality management. We established a dedicated ESG Task Force to strengthen the relevant quality management measures applicable to sustainability reporting-related services. We progressively developed procedures for greenhouse gas (GHG) emissions assurance engagements and related engagement-level quality control procedures, and continued to monitor the implementation of these measures. These include registering our firm and practitioners with the GHG Assurance Institute in accordance with applicable laws and regulations, continuing to enhance our relevant professional knowledge, and providing a series of learning programmes and practical experience-sharing sessions to equip our people with the capabilities required to deliver these services. Moreover, we established controls to manage the acceptance of engagements and the professional qualifications and work experience of our people who deliver these services. In 2025 and 2026, in addition to continuing to expand the development of our engagement practitioners, we further established requirements for involving specialists based on the complexity and risk profile of GHG assurance engagements, and developed related risk assessment tools and guidance on the nature and extent of the specialist's involvement. We also updated our ESG assurance guidance and working templates to reflect PwC network requirements and evolving practice needs.

To support consistent engagement quality, we also planned and performed quality reviews of sustainability assurance engagements. Matters identified through these reviews are used to drive the continuous enhancement of our system of quality management.

Use of artificial intelligence and emerging technologies

As emerging technologies, including generative AI, become increasingly prevalent and more mature, we recognize the risks that may arise from unfamiliarity with, or inappropriate use of, AI. In line with PwC network requirements governing the use of GenAI, we adopted a phased approach to enabling our people to use firm-approved AI tools to enhance internal processes and support service delivery.

To promote consistent quality in the use of AI, we established a specialist team to develop AI-related quality control measures, design standardized AI prompts and agents, and require appropriate review procedures. These procedures include, but are not limited to, extensive testing and review by the responsible function before standardized AI prompts or agents are made available to our people, to confirm that the outputs are fit for their intended purpose. Where AI tools are used in the course of our work, our audit policies require the details of their use to be documented and the quality of the resulting work to be reviewed by the appropriate reviewer. These measures are designed to help us realize efficiency benefits while maintaining the quality of our outputs.

Human capital strategy adjustment

Taiwan's labor market has experienced worker shortages in recent years, as seen elsewhere around the world. Key influencing factors include demographic changes, the workplace preferences of new generation employees in the post-Covid era, and skills gaps due to AI advancements. PwC Taiwan has responded to these developments by adopting flexible talent attraction strategies, monitoring and adjusting compensation packages to stay competitive in the market, promoting audit transformation through more use of digital tools and providing digital skills training to optimize internal operating processes. During 2025 and 2026, we continued to promote the disaggregation of audit work and further expanded the capacity, scope and delivery models of our Service Delivery Center to enhance individual productivity. In parallel, we continued to provide digital skills training and practical experience to all our people to increase the adoption and benefits of digital tools, while optimizing internal processes to improve operational efficiency.

Implementation of PCAOB QC1000

As a public accounting firm registered with the US Public Company Accounting Oversight Board (PCAOB), we are preparing to comply with PCAOB Quality Control Standard QC 1000, which will take effect on 15 December 2026. During 2025 and 2026, we have progressively introduced or updated elements of our existing system of quality management (SoQM) to address differences between QC 1000 and our current arrangements, with the objective of complying with TWSQM 1, ISQM 1 and QC 1000. This work includes training for quality management personnel, updates to documented policies and procedures, and the implementation of a quality management documentation system. Implementation activities are ongoing and are expected to be completed and operational before the standard comes into force.

Aim to predict: Assurance Quality Indicators

We have identified a set of Assurance Quality Indicators (AQIs) that support our Assurance leadership team with the early identification of potential risks to quality, using metrics that aim to predict quality issues. This quality risk analysis is an essential part of our SoQM, and the AQIs, in addition to other performance measures, also provide a key tool in the ongoing monitoring and continuous improvement of our SoQM. Our firm has been implementing AQIs since 2016. Our Assurance leadership team and business process owners from various functional units routinely discuss each indicator based on the key focus areas for quality management. They establish the definition and measurement objectives for each indicator. When developing their annual work plans, the business process owners of each functional unit consider the need to adjust any indicator metric and related targets for the current year. The actual results of each AQI are regularly reviewed to identify, on a timely basis, any areas requiring SoQM remediation or plan adjustments.

Our monitoring and remediation process

The Monitoring section on pages 42-47 describes the types of ongoing and periodic monitoring that our firm has designed, implemented and is operating to provide relevant and reliable information about our SoQM and to help us take appropriate actions over any identified deficiencies so we can remediate those deficiencies effectively and on a timely basis. To support the timely and effective remediation of identified deficiencies, our firm has designed, implemented and is operating a root cause analysis programme, as described on page 47.

We use the information gathered from our monitoring and remediation processes, along with other sources of information such as from external reviews, to help us evaluate our SoQM.



Statement on the effectiveness of our SoQM

During the year, we completed our evaluation of our firm's SoQM in accordance with ISQM 1 and TWSQM1. On behalf of PwC Taiwan, our Chairman Patrick Hsu evaluated whether our SoQM provides reasonable assurance that:

- The firm and its personnel fulfil their responsibilities in accordance with professional standards and applicable legal and regulatory requirements, and conduct engagements in accordance with such standards and requirements; and
- Engagement reports issued by the firm or engagement partners are appropriate in the circumstances.

Based on all the relevant information of the firm's SoQM, as at June 30, 2026, we believe our SoQM provides us with reasonable assurance that the quality objectives of ISQM 1 and TWSQM1 noted above have been achieved.

02

**Our culture and
values**

Our culture and values

Quality definition and culture

At PwC, we define quality service as consistently meeting the expectations of our stakeholders and complying with all applicable standards and policies. An important part of our ability to deliver against this quality definition is building a culture across a network with more than 369,000 people, which emphasizes that quality is the responsibility of everyone. Continuing to enhance this culture of quality is a significant area of focus for our global and local leadership teams and one which plays a key part in the measurement of their respective performances.

Measurement and transparency

Each member firm of the PwC network is required to have in place a comprehensive system of quality management (SoQM), to annually complete a SoQM performance assessment, and to communicate the results of these assessments to global leadership. These results are then discussed in detail with the leadership of each member firm and if not at the level expected, a remediation plan is agreed with local leadership to take personal responsibility for its successful implementation.

As the services our network provides change and develop, and the needs and expectations of our stakeholders also change, the PwC network continuously reviews and updates the scale, scope and operations of our firms' systems of quality management and invests in programmes to enhance the quality of the services that the PwC network provides.



Our commitment to quality

Leadership and tone at the top

Our purpose and values are the foundation of our success. Our purpose is to build trust in society and solve important problems, and our values help us deliver on that purpose. Our purpose reflects 'why' we do what we do, and our strategy provides us with the 'what' we do. 'How' we deliver our purpose and strategy is driven by our culture, values and behaviors. This forms the foundation of our system of quality management and permeates how we operate, including guiding our leadership actions, and how we deliver 'trust in what matters'.

Trust in what matters

Today companies are judged on far more than just financial outcomes. A company's performance in areas like ESG, cybersecurity, integration and compliance with international regulations can affect how stakeholders measure the complete value of an enterprise. That's why we evolve our assurance offerings to provide confidence not just in corporate financial statements but also in their broader impact.

We apply rigorous standards to analyze companies' performances and give professional advice that is material and relevant to stakeholders, such as through financial performance reports, sustainability reports and carbon emissions disclosures, enterprise risk management and internal controls information. High-quality and reliable information is conducive to gaining the trust of stakeholders, and can enhance corporate accountability. It is the basis for companies to track and improve performance, helps optimize their operating processes, enables them to strengthen their business structures, enhance their corporate reputations, and grow their enterprise value.

When working with our clients and our colleagues to build trust in society and solve important problems, we:



Act with integrity



Make a difference



Care



Work together



Reimagine the possible

This culture is supported by an appropriate tone at the top through regular communications from our leadership to all partners and staff about the firm's commitment to quality. Key messages are communicated to our firm by our Senior Partner and our leadership team and are reinforced by engagement partners. These communications focus on what we do well and the actions we can take to make enhancements. The leadership team and engagement partners take the lead on these actions as they role model the expected behaviors in interactions with clients and teams. We measure whether our people believe our leaders' messaging conveys the importance of quality as central to the success of our firm. Based on this, we are confident our people understand our quality objectives. Delivering service of the highest quality is core to our purpose and our Assurance strategy, the focus of which is to strengthen trust and transparency in our clients, capital markets and wider society.

Reinforce: Recognition and accountability framework

Our Recognition and Accountability Framework (RAF) reinforces quality in everything our people do in delivering on our strategy, with a focus on the provision of services to our clients, how we work with our people and driving a high-quality culture. Our RAF has been designed to both set clear expectations of expected quality behaviors and outcomes and reinforce those expectations by holding Partners accountable for quality behaviors and quality outcomes. Our RAF considers and addresses the following key elements:

Quality outcomes

We provide transparent quality outcomes to measure the achievement of the quality objectives. Our quality outcomes take into account meeting professional standards and the PwC network and our firm's standards and policies

Behaviors

We have set expectations of the right behaviors that support the right attitude to quality, the right tone from the top and a strong engagement with the quality objectives

Interventions / recognition

We have put in place interventions and recognition that promote and reinforce positive behaviors and drive a culture of quality

Consequences / rewards

We have implemented financial and non-financial consequences and rewards that are commensurate to outcome and behavior and sufficient to incentivize the right behaviors to achieve the quality objectives

PwC Taiwan has long established and implemented an RAF, which is regularly updated in accordance with network guidelines and in response to external changes. Subject to the approval of our leadership team, the RAF is communicated to all partners and staff. A discussion takes place at least annually about quality findings from internal/external quality inspections or specific behavioral performance outcomes. Rewards and punishments are imposed and our leadership team supervises their subsequent implementation (including any necessary corrective actions).

Ethics, independence and objectivity

Ethics

At PwC, we adhere to the fundamental principles of ethics set out in the International Ethics Standards Board for Accountants (IESBA) Code of Ethics for Professional Accountants (the Code), which are:

1. Integrity

to be straightforward and honest in all professional and business relationships.

2. Objectivity

to not allow bias, conflict of interest or undue influence of others to override professional or business judgements.

3. Professional competence and due care

to maintain professional knowledge and skill at the level required to ensure that a client or employer receives competent professional service based on current developments in practice, legislation and techniques and act diligently and in accordance with applicable technical and professional standards.

4. Confidentiality

to respect the confidentiality of information acquired as a result of professional and business relationships and, therefore, not disclose any such information to third parties without proper and specific authority, unless there is a legal or professional right or duty to disclose, nor use the information for the personal advantage of the professional accountant or third parties.

5. Professional behavior

to comply with relevant laws and regulations and avoid any action that discredits the profession.

Our network standards, which are applicable to all member firms, cover a variety of areas including ethics and business conduct, independence, anti-money laundering, anti-trust/fair-competition, anti-corruption, information protection, firm's and partner's tax matters, sanctions laws, internal audit and insider trading. We take compliance with these ethical requirements very seriously and strive to embrace the spirit and not just the letter of those requirements. All partners and staff undertake annual mandatory training, as well as submit Annual Compliance Confirmations, as part of the process to promote understanding of the ethical requirements under which we operate. Partners and staff comply with the standards developed by the PwC Network and PwC Taiwan's leadership monitors compliance with these obligations.

In addition to our stated values and purpose, PwC Taiwan has adopted PwC's Global Code of Conduct, Network Standards and related policies that clearly describe the behaviors expected of our partners and other professional behaviors that enable us to build public trust. Because of the wide variety of situations our professionals may face, our standards provide guidance across a broad range of circumstances, each with the common goal of doing the right thing.

Upon being hired or admitted as a partner, PwC Taiwan stresses the PwC Global Code of Conduct and expected behaviors for all partners and staff to follow throughout their professional careers at our firm. As part of the Code's guidance, they also have a responsibility to report and express any concerns, and to do so in a fair, honest, and professional manner when dealing with a difficult situation or when observing conduct inconsistent with the Code. In addition, every partner and staff member is required to complete new hire training, which covers the ethics and compliance network standards, including ethics and the Code of Conduct.

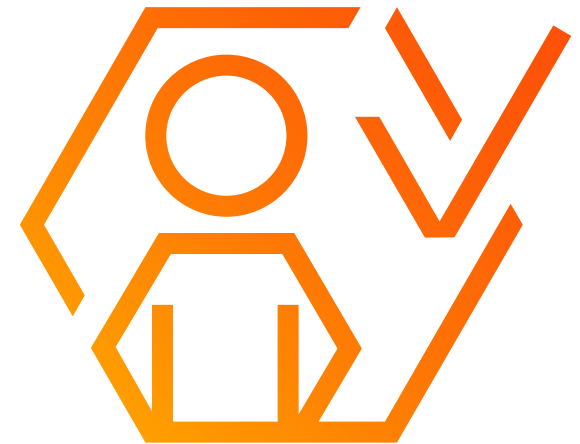
PwC has implemented a network-wide confidential ethics helpline for reporting questions or concerns related to behaviors that are inconsistent with the Code of Conduct and related policies. Every PwC firm has a separate and secure tier of the ethics helpline for confidential matters and investigations. The ethics helpline is also available to third parties, including clients. Therefore, the ethics helpline allows our partners, staff and third parties to feel safe when raising a question or concern without fear of retaliation.

The PwC Code of Conduct and ethics helpline are available online for internal and external stakeholders at <https://www.pwc.com/ethics>.

PwC Taiwan has adopted an accountability framework to facilitate the remediation of behaviors that are inconsistent with the Code of Conduct.

Finally, the Organization for Economic Co-operation and Development (OECD) provides guidance, including the OECD Guidelines for Multinational Enterprises (the OECD Guidelines), by way of non-binding principles and standards for responsible business conduct when operating globally. The OECD Guidelines provide a valuable framework for setting applicable compliance requirements and standards. Although the PwC network consists of firms that are separate legal entities which do not form a multinational corporation or enterprise, PwC's network standards and policies are informed by and meet the goals and objectives of the OECD Guidelines.

PwC annually conducts a Global People Survey, and the 2026 results for our Taiwan firm show an improved satisfaction score in relation to ethics-related questions.



Independence and Objectivity

As auditors of financial statements and providers of other types of professional services, PwC firms and their partners and staff are expected to comply with the fundamental principles of objectivity, integrity and professional behavior. In relation to assurance clients, independence underpins these requirements. Compliance with these principles is fundamental to serving the capital markets and our clients.

The PwC Global Independence Policy (the “Policy”), which is based on the Code, including International Independence Standards, contains minimum standards with which PwC firms have agreed to comply, including processes that are to be followed to maintain independence from clients, when necessary.

The independence requirements of the U.S. Securities and Exchange Commission (SEC) are, in certain instances, more restrictive than the Policy. Given the reach of these requirements and their impact on PwC firms in the network, including PwC Taiwan, the Policy identifies key areas where an SEC requirement is more restrictive. Provisions that are specifically identified as applicable to SEC restricted entities must be followed in addition to, or instead of, the Policy in the associated paragraph.

PwC Taiwan has a designated partner (known as the 'Partner Responsible for Independence' or 'PRI') with appropriate seniority and standing, who is responsible for implementation of the PwC Global Independence Policy including managing the related independence processes and providing support to the business. The PRI is supported by a team of about 17 independence specialists. Significant independence matters are reported to the Firm's Strategic Risk Council for attention, and the PRI reports directly to the Chief Risk Officer, a member of the firm's Leadership Team.



Independence policies and practices

The PwC Global Independence Policy covers the following areas, among others:

- personal and firm independence, including policies and guidance on the holding of financial interests and other financial arrangements, e.g., bank accounts and loans by partners, staff, the firm and its benefit plans;
- non-audit services and fee arrangements. The policy is supported by Statements of Permitted Services (SOPS), which provide practical guidance on the application of the policy in respect of non-audit services to audit clients and related entities;
- business relationships, including policies and guidance on joint business relationships (such as joint ventures and joint marketing) and on purchasing of goods and services acquired in the normal course of business; and
- acceptance of new audit and assurance clients, and the subsequent acceptance of any non-assurance services to be provided to those clients.

PwC Taiwan supplements the PwC Global Independence Policy to include applicable auditor independence requirements under the Certified Public Accountant Act and those issued by the National Federation of Certified Public Accountants Associations of the R.O.C. (Taiwan) where they are more restrictive than the global network policy.

Independence-related systems and tools

As a member of the PwC network, PwC Taiwan has access to a number of systems and tools that support PwC firms and their personnel in executing and complying with their independence policies and procedures. These include:

The Central Entity Service (CES)

contains information about PwC assurance clients and their related entities (including PwC audit clients that are Public Interest Entities and SEC restricted entities) as well as their related securities. CES assists in determining the independence restriction status of PwC clients before entering into a new non-audit service or business relationship. This system also integrates with Independence Checkpoint and Authorization for Services system.

Independence Checkpoint

facilitates the pre-clearance of securities for independence permissibility by all partners, practice staff members and the firm before acquisition and is used to record their subsequent purchases and disposals. Where a PwC firm wins a new audit client or there is a change in the independence restriction status of a security, this system automatically informs those holding relevant securities of the requirement to sell the security, where applicable.

Authorization for Services (AFS)

is a global system that facilitates communication between a non-audit services engagement leader and the group audit engagement partner regarding a proposed non-audit service; it is used to document the analysis of any potential independence threats created by the service and proposed safeguards, where deemed necessary, and it acts as a record of the group audit engagement partner's conclusion on the permissibility of the service.

Global Breaches Reporting System

is designed for reporting any breaches of external auditor independence regulations (e.g., those set by regulation or professional requirements) where the breach has cross-border implications (e.g., where a breach occurs in one territory which affects an audit relationship in another territory). All breaches reported are evaluated and addressed in line with the applicable independence requirements.

PwC Taiwan also has a number of Taiwan-specific systems, which include:

Rotation supervision

A rotation tracking system that monitors compliance with PwC Taiwan's audit rotation policies for engagement leaders, quality review partners, and other key audit partners and senior staff involved in audit engagements.

Registry of business relationships system

The Registry is used to clear proposed joint (close) business relationships from an independence perspective and helps to ensure that we are in compliance with the relevant requirements for new and existing joint business relationships. Our Independence Office uses the system to gather related information, assess the permissibility of proposed joint business relationships and to monitor the continued permissibility of existing approved relationships.

Personal independence audits (PIA)

PIA are regularly performed to test and monitor compliance with personal independence requirements in relation to the investments held by the partners and practice staff of PwC Taiwan.

Independence training and confirmations

PwC Taiwan provides all partners and practice staff with annual or on-going training on independence matters. Training typically focuses on milestone training relevant to a change in position or role, changes in policy or external regulation and, as relevant, guidance on the provision of services. Partners and staff receive computer-based training on PwC Taiwan's independence policy and related topics. Additionally, face-to-face training is delivered to members of the practice on an as-needed basis by PwC Taiwan's independence specialists and risk and quality teams.

All our partners and practice staff are required to complete annual compliance confirmations in relation to relevant aspects of the PwC Global Independence Policy and PwC Taiwan's independence requirements, including their personal independence. In addition, all partners confirm that all non-audit services and business relationships for which they are responsible comply with our firm's independence policies and that the required procedures were followed when accepting these engagements and relationships. Separately, these annual confirmations are supplemented by periodic engagement-level independence confirmations from all partners and staff who provide audit or non-audit services to audit clients of PwC Taiwan.

Independence monitoring and disciplinary policy

PwC Taiwan is responsible for monitoring the effectiveness of its quality management system in managing compliance with independence requirements. In addition to the confirmations described above, as part of our monitoring, we also perform:

- Testing of independence controls and processes;
- Personal independence audits carried out for partners and practice staff as a means of monitoring compliance with personal independence policies; and
- An annual assessment of our firm's adherence with the PwC network's standard relating to independence.

The monitoring and testing results are reported to our senior management on a regular basis, together with an annual summary. PwC Taiwan has an Independence Accountability Framework and supporting independence policies and mechanisms in place that promote compliance with independence policies and processes, and that require any breaches of independence requirements to be reported to the relevant parties and addressed according to the firm's policies and procedures.

This would include discussion with the client's audit committee regarding the nature of a breach, an evaluation of the impact of the breach on the independence of PwC Taiwan and the need for actions or safeguards to maintain objectivity. Although most breaches are minor and attributable to an oversight, all breaches are taken seriously and investigated as appropriate. The investigations of any identified breaches of the Policy also serve to identify the need for improvements in PwC Taiwan's systems and processes and for additional guidance and training.



Considerations in undertaking the audit

Our principles for determining whether to accept a new client, or to continue serving an existing client, are fundamental to our quality ethos, which goes hand-in-hand with our purpose of building trust in society. We have established policies and procedures for acceptance of client relationships and audit engagements that consider whether we are competent to perform the engagement and have the necessary capabilities, including time and resources, can comply with relevant ethical requirements, including independence, and have appropriately considered the integrity of the client. We reassess these considerations in determining whether we should continue with the client engagement and have in place policies and procedures related to withdrawing from an engagement or a client relationship when necessary. These policies and processes emphasize risk and quality considerations and ensure financial and operational priorities do not lead to inappropriate judgements about whether to accept or continue with a client relationship.



Client and Engagement Acceptance and Continuance

PwC Taiwan has a process in place to identify acceptable clients based on the PwC network's proprietary decision support systems for audit client acceptance and retention (called Acceptance). This facilitates a determination by the engagement team, business management and risk management specialists of whether the risks related to an existing client or a potential client are manageable, and whether or not PwC should be associated with the particular client and its management. More specifically, this system enables:

Engagement teams

- To document their consideration of matters required by professional standards related to acceptance and continuance;
- To identify and document issues or risk factors and their resolution, for example through consultation, by adjusting the resource plan or audit approach or putting in place other safeguards to mitigate identified risks or by declining to perform the engagement; and
- To facilitate the evaluation of the risks associated with accepting or continuing with a client and engagement.

PwC firms (including PwC firm leadership and risk management)

- To facilitate the evaluation of the risks associated with accepting or continuing with clients and engagements;
- To provide an overview of the risks associated with accepting or continuing with clients and engagements across the client portfolio; and
- To understand the methodology, basis and minimum considerations all other PwC firms in the network have applied in assessing audit acceptance and continuance.

03

Our people

Our people

People strategy

Our people strategy has been developed to support our broader business strategy, called The New Equation. We are focused on being a leading developer of talent and equipping our people with greater agility and confidence in a rapidly changing world. Specific focus areas include creating a resilient foundation through supporting the well-being of our people and enabling effective delivery, developing inclusive leaders for a shifting world, and enabling our workforce for today's realities and tomorrow's possibilities.

PwC Taiwan's people strategy focuses on building future-critical skills and recruiting diverse talent, while combining cross-functional mobility with practice-based learning to enhance organizational agility. It also aims to optimize talent experience throughout the employee lifecycle, foster an inclusive, supportive and wellbeing-focused workplace, and strengthen succession planning for key talent and leadership roles to support sustainable long-term growth.

The PwC Professional

The PwC Professional is the set of behaviors we expect of all our people, at all levels, to demonstrate with each other and with our clients and other stakeholders. When we focus on the behaviors that guide our interactions, we create opportunities to build trust and empower our teams to deliver distinctive outcomes. This is how we build trust in society and solve important problems.



Audit Quality Measures

- Average staff retention rate
- Measure of project management/phasing of the audit: actual utilization by planning/execution in relation to total actual hours at period end

FY26 Average retention rate by staff level



FY26 Charged hours by planning vs. execution phase





Inclusion and diversity

At PwC, we're an organization that fosters a culture of belonging and equity where our diverse workforce can thrive and feel like they belong. We do this by delivering on our Inclusion First strategy, which is centered on action, accountability and advocacy, in each of our member firms, across the PwC network.

We embrace and encourage differences and help our people actively develop the skills to work and lead inclusively, with a focus on gender equity, disability inclusion, LGBT+ inclusion and social inclusion. This is underpinned by ensuring our systems and behaviors are inclusive.



Recruitment

PwC Taiwan aims to recruit, train, develop and retain the best and brightest staff who share our firm's strong sense of responsibility to deliver high-quality services. Our hiring standards include a structured interview process with behavior-based questions drawn from The PwC Professional framework, assessment of academic records, and background checks. In FY26, we recruited more than 1,000 new people across all lines of service, approximately half of whom were university graduates.



Team selection, experience and supervision

Our audit engagements are staffed based on expertise, capabilities and years of experience. Engagement leaders decide the extent of direction, supervision and review of junior staff.



Feedback and continuous development

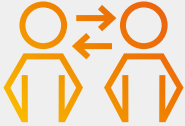
Audit team members receive feedback on their overall performance, including with regard to assurance quality, such as their knowledge of corporate reporting standards, auditing skills and professional skepticism. Assurance quality is an important factor in the performance evaluation and career progression decisions for both partners and staff.

We encourage ongoing, constructive feedback conversations to help our people gain timely insights into their performance and development priorities in relation to the professional behaviors under the PwC Professional framework and their contributions to engagements. By bringing together feedback from a range of colleagues through our feedback system, our people can continuously enhance their professional capabilities, contribute to higher audit quality, and deliver consistent, high-quality service to clients in a rapidly changing and increasingly complex environment.



Career progression

PwC Taiwan uses “The PwC Professional,” our global career progression framework, to set clear expectations for all staff. The framework underpins all elements of career development and helps our people develop into well-rounded professionals and leaders with the capabilities and confidence to produce high-quality work, deliver an efficient and effective experience for our clients, execute our firm’s strategy, and support our brand. Our annual performance cycle is supported by continuous feedback conversations and regular check-ins with team leaders to discuss the development, progression and performance of individual staff members.



Retention

Turnover in the public accounting profession is often high because as accounting standards and regulations change, accountants are in demand and the development experience we provide makes our staff highly sought after in the external market. Our voluntary turnover rate fluctuates based on many factors, including the overall market demand for talent. PwC Taiwan has implemented a range of measures to address these challenges, including the strengthening of employee engagement by gathering feedback through multiple channels; developing responsive strategies and driving their implementation; organizing a variety of well-being activities and introducing flexible working arrangements and employee benefit programmes; increasing investment in volunteer initiatives to connect corporate social responsibility with employees’ personal fulfilment and enhance their sense of purpose and value; monitoring labor market trends and maintaining competitive compensation policies, including bonuses and non-financial recognition, to motivate employees; and continuing the organization's digital transformation to enhance employees’ digital skills.



Global People Survey

Our people are annually invited to participate in a Global People Survey (GPS) conducted by the PwC network. We analyze the GPS results for Taiwan, communicate them to our people and formulate and implement relevant action plans. In recent years, the firm has been dedicated to a people-centric value proposition and promoted various related initiatives and projects. As a result, the people engagement index (PEI) rate reached 66% in 2026. By differentiating our firm through quality and total solutions, and by upholding integrity and a professional, customer-centric service attitude, we aim to enhance the customer experience and continuously pursue stable and consistent high-quality services. Consequently, the Quality Behaviors Index (QBI) was 77%.



Taiwan Junior Board

The Taiwan Junior Board, established in 2019, is composed of representatives nominated by various business units with three to ten years of seniority. Representing the perspectives of the next generation of employees, the Board analyzes the annual GPS results and researches and discusses topics aimed at improving employee satisfaction in the workplace. It also serves as a bridge between employees and management.

The Taiwan Junior Board turns employees' feedback into concrete proposals and submits them to the firm's Leadership Team for review and decision. For proposals approved and implemented by the Leadership Team, the Board monitors their progress and regularly shares the results with all employees.

Since its establishment, the Taiwan Junior Board has proposed and supported various employee benefits and workplace improvement initiatives. These include implementing a work-from-home policy, promoting the development of an internal transfer platform to help employees build their professional skills, proposing a digital tools platform and impactful digital activities, and launching the "Taiwan Junior Board Podcast" to share our work culture.

In FY26, the Taiwan Junior Board continued to promote enhanced health check-up benefits and a development programme for new managers. It also promoted a Smart Dashboard platform to improve workload transparency and partnered with the Human Capital department to offer coaching courses to strengthen managers' coaching capabilities. The "Taiwan Junior Board Podcast" also unveiled a new logo to refresh its identity. Together, these initiatives reflect the Taiwan Junior Board's commitment to fostering a PwC culture grounded in trust, openness, and inclusion.



Basis for determining partner and management remuneration

A partner's compensation package is based on their seniority, management position and performance, and includes fixed income/drawings (including duty allowance) and profit-sharing elements. The fixed part is adjusted by the Chairperson (also known as the Territory Senior Partner or TSP) based on the firm's overall operating results and the annual growth rate of the consumer price index. A duty allowance is also payable to partners holding a management position. The annual adjustment rate and duty allowance are proposed by the TSP and approved by the Board of Directors. The profit-sharing part is determined by a partner's level of seniority, performance and TSP adjustments. Their performance is evaluated based on the three aspects of quality, people and financial performance. The TSP also makes adjustments based on the level of public affairs role that each partner is responsible for and their degree of promotion for strategic priorities and quality performance. The performance portion is allocated to partners based on their respective LoS KPI results as determined by each LoS Leader, with the TSP reporting the overall profit-sharing percentage to the Board of Directors. The remuneration of the Leadership Team members is determined based on the status of strategy implementation, as well as certain quality, people and financial performance indicators. The TSP's remuneration is decided by the Board of Directors.

Learning and education

Professional development

We believe that continuous learning and development are fundamental to building the capabilities that our people need throughout their careers. We are committed to providing our people with opportunities to develop their skills and capabilities, supported by learning and development resources that enable them to take an active role in their career development.

We provide a range of learning opportunities, including in-person training, virtual classrooms, digital learning and on-the-job coaching. Our people can access these through a variety of formats, including live sessions, articles, videos, assessments, interactive activities and structured courses, enabling them to learn in ways that reflect their individual needs and development priorities.

Ongoing assessments and certification programmes also support our people in building and maintaining relevant professional capabilities, reinforcing our commitment to quality. We continue to enhance our career development and progression processes and provide appropriate support and resources for colleagues preparing for professional examinations.

By investing in continuous learning and development, we aim to equip our people with the capabilities they need to achieve their professional goals, so that they can contribute effectively in their roles and support the delivery of high-quality work.

Continuing education

As a member of the global PwC network, we continue to collaborate with PwC member firms around the world to support the delivery of high-quality audit services. To promote greater consistency in audit quality across the network, PwC develops common professional training programmes and learning materials for use by member firms globally. These programmes cover key areas including audit methodology and tools, risk management, and matters relevant to audit quality.

We adopt a diverse and flexible approach to learning, combining in-person training, remote learning, virtual classrooms and on-the-job coaching to provide our people with appropriate learning support at different stages of their careers.

A comprehensive learning framework supports our audit professionals to continuously strengthen their technical capabilities and professional competence, develop sound professional judgement and maintain professional skepticism, thereby contributing to audit quality. Learning programmes are also tailored to local needs, helping ensure our people complete the required training at the appropriate time and are able to effectively apply their learning in practice.

In addition, our Human Resources and Assurance Learning & Development teams provide additional formal and informal learning opportunities in response to developments in the Taiwan market, changes in regulatory requirements and evolving business needs. These include, but are not limited to:

Audit and Professional Knowledge

- Audit and professional knowledge
- International and Taiwan auditing standards
- Latest regulatory developments and key emerging issues
- Accounting and tax-related professional training
- Digital audit tools and applications

General Knowledge and Compliance

- Anti-money laundering
- Independence and professional ethics
- Information security
- Regulatory and compliance-related training

Leadership and Interpersonal Skills

- Coaching, feedback and talent development
- Teamwork and cross-functional collaboration
- Strategic and systems thinking
- Communication and influencing skills

Trainer Development

- Course design and facilitation skills
- Virtual classroom facilitation

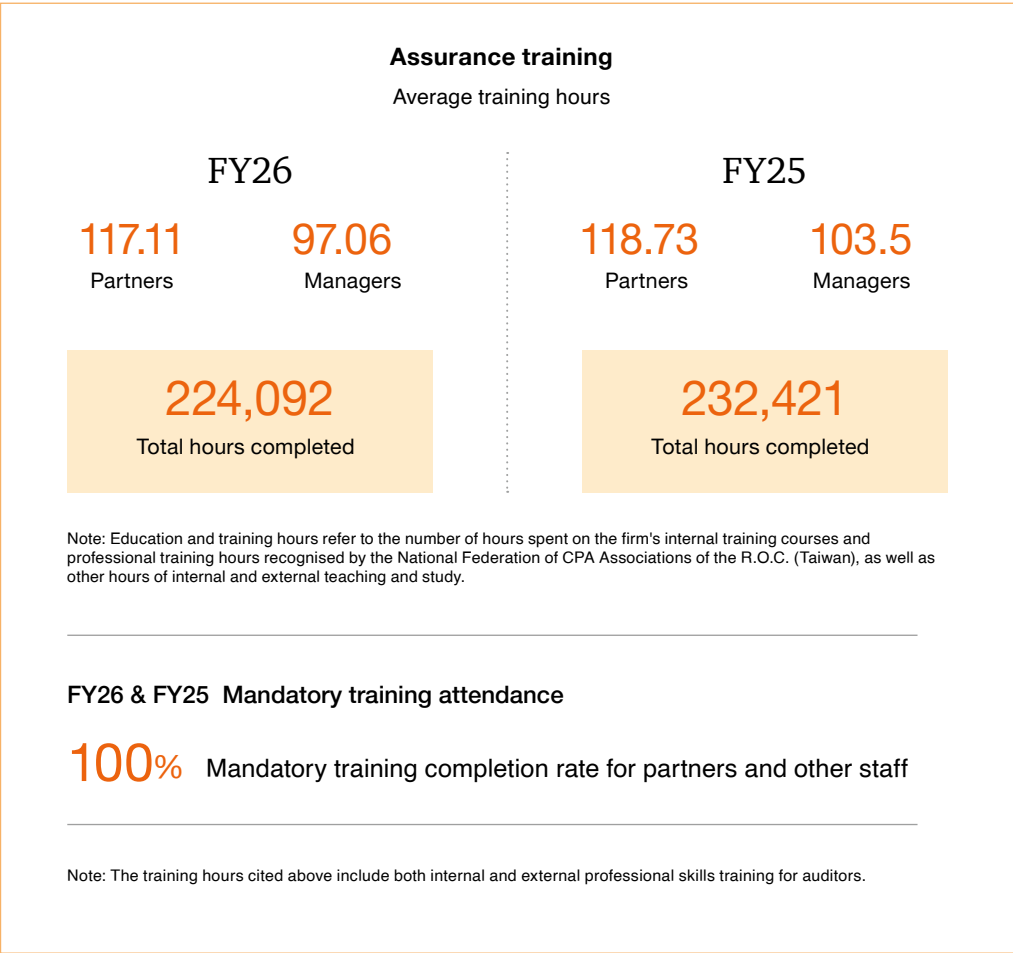
Digital Capabilities

- AI applications and collaboration using digital tools
- Innovation mindset and digital transformation capabilities

Sustainability Capabilities

- Sustainability trends and developments
- Climate change and related topics

Our training investment in people



Audit Quality Measures

- Average training hours
 - Partners
 - Managers
- Mandatory training attendance rate



Cultivation of digital innovation talent

The rapid development of digital tools and Generative AI continues to change how technology is applied in the workplace. Through a range of learning and hands-on opportunities, we help our people develop a digital mindset, the ability to apply digital tools, and problem-solving capabilities. Our approach to talent development extends beyond tool use to application in work-related contexts, guiding our people to identify work-related challenges, examine work processes and explore opportunities to apply AI. This includes considering how appropriate digital tools or Agents can support practical work needs and helping our people develop the ability to connect technology applications with work-related challenges.

Appropriate and responsible use of technology is also an important part of developing AI application capabilities. Our people are required to use firm-approved AI tools and comply with applicable GenAI requirements. All our people must complete a mandatory GenAI course covering requirements relating to the use of tools and data. AI-generated content must be appropriately reviewed by our people before it is delivered. This requirement helps ensure that the application of Generative AI remains subject to human professional judgement and responsibility.

Through learning, hands-on practice and the exchange of knowledge and experience, we continue to cultivate digital innovation talent who can respond to changes in technology and ways of working. These efforts help build the capabilities among our people that provide a foundation for the firm's digital transformation.

Prompting Party 2.0

Our Prompting Party 2.0 programme shifted the focus from learning how to use Generative AI to applying it more effectively in work-related contexts. Through workshops and hands-on activities, it guided our people to identify work-related challenges, examine work processes, explore opportunities to apply AI and develop Agents for their own work contexts. Two cohorts were held in 2025/2026, each comprising four sessions and concluding with final presentations. A total of 40 Agents were developed during the programme.

Digital tools courses

In response to practical data preparation and processing needs, our digital tools courses focused primarily on Power Query. Delivered in person and online, the courses incorporated AI Agents as learning aids to support our people in learning to use the tool.

GenAI sharing sessions

To help different departments understand how Generative AI can be applied to their practical work needs, PwC Taiwan held 18 GenAI sharing sessions in 2025/2026. The content was tailored to the needs of each department and covered AI applications and practical use, Agent development, available features and practical work examples. The sessions helped our people understand AI applications through contexts relevant to their own work.

Digital newsletter

The digital newsletter serves as an ongoing channel for sharing digital knowledge, including feature updates and practical tips on Generative AI and digital tools, Agent development and applications in work-related contexts. In 2025/2026, PwC Taiwan published 42 digital newsletter articles, recording more than 15,000 cumulative views.

04

**Our audit
methodology**

Our approach

The quality and effectiveness of our PwC audits are critical to all of our stakeholders. We therefore invest heavily in enhancing the effectiveness of our audits, the skills of our people, our underlying audit methodology, the technology we use, our compliance with laws and regulations, and making the right amount of time and resources available.

To achieve high-quality and effective assurance, we have designed and implemented a series of risk and quality management systems. We pay close attention to the internal indicators used in our daily monitoring processes, and provide timely information about the quality of our audit work and any areas for improvement. For more detailed information, please refer to the "Monitoring mechanisms" section. Additionally, we consider what our various stakeholders require from us, including any findings and deficiencies noted in regulatory inspections, to continuously improve the quality of our work.

As a member of the PwC network, PwC Taiwan has access to and uses PwC Audit, a common audit methodology and process. This methodology is based on the International Standards on Auditing (ISAs), with additional PwC policy and guidance provided where appropriate. PwC Audit policies and procedures are designed to facilitate audits conducted in compliance with all relevant ISA requirements that are relevant to each individual audit engagement. Our common audit methodology provides the framework to enable PwC firms to consistently comply in all respects with applicable professional standards, regulations and legal requirements. In addition, PwC Taiwan has incorporated additional local standards and regulations into our audit procedures, ensuring that employees can comply with both international and local requirements simultaneously.



Tools and technologies to support our audit

Our technology



Aura

Aura is an audit documentation platform, which is uniformly used across the PwC network. It helps drive how we build and execute our audit plans by supporting engagement teams to effectively apply our methodology. Aura creates transparent linkages between risks, required procedures, controls and the work performed to address those risks, as well as providing comprehensive guidance and project management capabilities. Targeted audit plans specify risk levels, controls reliance and substantive testing. Real-time dashboards allow our teams to quickly see the progress of audits and the impact of scoping decisions.



Connect

Connect is a collaborative platform which allows clients to quickly and securely share and access audit documents and deliverables. It also eases the burden of tracking the status of deliverables and resolving issues by automatically flagging and tracking outstanding items and issues identified for more immediate attention and resolution. Clients can also see in real-time any audit adjustments, control deficiencies and the audit progress for all locations.



Connect Audit Manager

Connect Audit Manager streamlines, standardizes and automates the coordination of groups and component teams for group and statutory/regulatory audits. It provides a single platform to view all outbound and inbound work and digitizes the entire coordination process, which facilitates greater transparency, compliance and quality for complex multi-location audits.



Halo

Halo is a data auditing tool that manages large data volumes and analyses whole populations to improve risk assessment, analysis and testing. For example, Halo for Journals enables the identification of relevant journals based on defined criteria, making it easier for engagement teams to explore and visualize the data for a client's journal entries and conduct testing.



Count

The Count tool facilitates the end-to-end process for inventory counts. Engagement teams use it to create and manage count procedures, input count results via mobile devices or tablets and export the results to Aura.



PwC Confirmations

PwC Confirmations is a global, secure, web-based platform, which provides a guided experience for preparing, sending, monitoring and receiving electronic and paper responses to auditors and third-party confirmers. It also has a dashboard view to assist with status updates. The Confirmer portal allows confirmers to easily navigate and provide responses.



Halo Platform

The Halo Platform enables our engagement teams to manage all data extractions, executions and storage for all applications in one central location. This allows our engagement teams to monitor the status of data uploads and to use the acquired entity data for multiple applications during an audit.

Financial Blockchain Confirmation System

Our Financial Blockchain Confirmation System is a local platform to send bank confirmations within Taiwan, and it uses blockchain's trust mechanism and tamper-resistant technology, and combines the confidentiality and non-repudiation features of digital certificates and digital signatures. By establishing common operational specifications, the system reduces the risks of data tampering, forgery and losses, ensuring the security of financial data and protecting investor interests. In addition, the system simplifies the engagement team's workflow and enhances processing efficiency.

Our technology

We have been using Robotic Process Automation (RPA) technology since 2019 to develop audit tools to extract various types of public information and organize and compare data, thereby saving manual execution time and mitigating the risks of human data entry and calculation errors. We also use data automation tools (Alteryx / Power Query) and visualization tools (Power BI) to significantly reduce the time spent on manual data organization in our audit work and enhance the quality of insights drawn from the data.

Automatic comparison of financial statement notes and schedules (loans and endorsements and guarantees)

This tool automatically compares prepared by client (PBC) information with publicly available data on public information observation platforms, saving manual comparison time and improving information quality.

Exchange rate query tool

This tool helps save time when searching for exchange rate information needed for audit work.

Tool for calculating reference factors for non-financial asset impairment evaluation

The tool replaces manual data collection and organization, saving time and reducing errors.

PBC preparation tool

The tool saves time in organizing PBC data and reduces human errors.

Completeness testing of journal entries tool / sampling tool

This data automation tool assists our engagement teams to conduct general ledger completeness tests and select journal entries automatically.

Automatic sampling tool for tax return certification

This tool assists our engagement teams to select samples automatically.

Our next generation audit

As part of our commitment to building trust and delivering sustained outcomes, the PwC network is investing in a multi-year effort to deliver a new global audit platform, Maestro, to power our next generation audit, ultimately replacing our legacy technologies such as Aura and Connect. By exploring and investing in new technologies and redefining underlying audit processes, PwC will further standardize, simplify, centralize, and automate our audit work. PwC's investments will accelerate ongoing innovation and enable us to respond to changing stakeholders' needs while taking advantage of emerging technologies, including generative AI, providing a transformed audit experience focused on continuous quality enhancement. PwC's vision for NGA is to provide efficient, robust and independent assurance and audit insights across financial and non-financial information, helping to build trust in what matters to our stakeholders.

As PwC gains momentum around the next generation audit programme, we will continue to release new capabilities on an ongoing basis to enhance quality and the overall audit experience.

There have been significant investments across the PwC network in Generative AI as we seek to reimagine how we further enable our people by leveraging the power of AI. We are focused on promoting a culture of responsible use of AI while supporting ongoing interest in and quickly evolving potential use cases for AI, including Generative AI.

Reliability and auditability of audit technologies

We have designed and implemented processes and controls to underpin the reliability of our audit technologies. This includes clarification of the roles and responsibilities of audit technology owners and users. In addition, our guidance focuses on the sufficiency of audit documentation included in workpapers related to the use of these audit technologies, including consideration of the reliability of solutions, and the documentation needed to assist the reviewer in meeting their direction, supervision and review responsibilities as part of the normal course of the audit.

Confidentiality and information security

Data privacy

We adopt a robust and consistent approach to the protection and management of all personal data and have established personal data policies and protection programmes that comply with Taiwan's Personal Data Protection Act and the European Union's General Data Protection Regulation (GDPR). Related management measures include the establishment of a personal data file security maintenance and management organization and the appointment of a management representative; implementation of procedures and controls governing the collection, processing, use, transfer, retention, deletion and outsourcing of personal data (including the provision of appropriate information security controls); the establishment of emergency response protocols for personal data incidents and procedures for handling data subject requests; conducting annual training and personal data inventories and performing internal assessments through internal auditors to verify the status of the implementation of the personal data management and protection measures and follow up on corrective and preventive actions. We are committed to continuously strengthening our existing personal data protection policies and programmes and embedding sound data management practices into our business operations.

Information Security

Information Security is a high priority for the PwC Network. Our firm is accountable to our people, clients, suppliers, and other stakeholders to protect information that they entrust to us. Failure to protect such information could potentially harm the individuals whose information our firm holds, cause our firm to suffer regulatory sanctions or other financial losses, and impact our market reputation and PwC brand. Accordingly, PwC Taiwan complies with the PwC Network's information security policy which outlines the minimum security requirements for all PwC firms.

Compliance with this policy is evaluated through quarterly data-driven assessments and annual evidence-based assessments for each PwC firm. Any policy deviations identified in these assessments are prioritized for timely remediation as agreed with the firm's leadership.

Supporting engagement performance



Evolving delivery model

We continue to evolve the way we deliver services to provide clients an even better experience, further enhancing the quality of what we do and creating economies of scale. We use a service delivery center to centralize parts of the audit, enabling standardization, automation and enhancement of audit quality.



Direction, coaching and supervision

Engagement leaders and senior engagement team members are responsible and accountable for directing, coaching, supervising and reviewing the work of junior team members as well as coaching them to maintain high audit quality. Our engagement teams use the Aura platform to effectively monitor the progress of audit engagements and determine whether all work has been completed and reviewed by appropriate individuals.



Consultation culture

Consultation is key to maintaining high audit quality. We have formal protocols requiring consultation as part of our quality management system. For example, engagement teams consult with appropriate groups in areas such as tax, risk and valuation, as well as with individuals in our professional technical function.



Professional technical function

Our professional technical function comprises specialists in accounting, auditing, tax, sustainability reporting, risk and quality monitoring. They are responsible for keeping up to date on the latest internal and external developments in their respective fields and sharing such information with other professional staff.



Quality Review Partners (QRP)

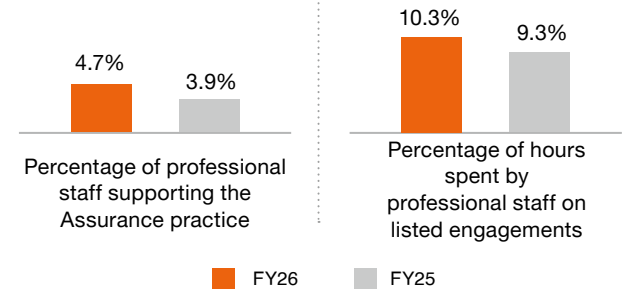
Specific audit engagements are assigned a quality review partner (QRP) as part of our quality management processes. The QRP must have sufficient stature, technical knowledge and experience to be able to objectively evaluate whether an engagement team has performed and obtained sufficient audit evidence, addressed any significant risks and specific accounting or auditing issues identified during the course of the audit, and properly disclosed these matters in the financial statements.



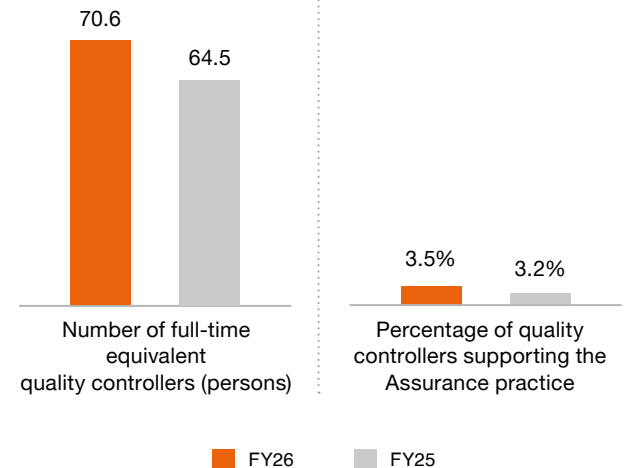
Differences of opinion

We have established procedures to resolve situations where there is a difference of opinion between an engagement team and the QRP or members of the firm's professional technical function. In these circumstances, other senior partners, the partners leading the relevant professional functions or the Assurance Leader will be involved in the discussions and assist the engagement team in resolving the matter.

Specialist support



Quality support capabilities



Note: The number of quality control people includes professional consulting or training personnel involved in audit independence and risk management, quality monitoring, professional accounting and auditing compliance and audit technology, but do not include general administrative staff.

Use of service delivery center

6.6% Percentage of audit hours performed by service delivery center

05

**Monitoring
mechanisms**

Monitoring of assurance quality

We recognize that the quality of the Assurance services we deliver to clients is key to maintaining the confidence of investors and other stakeholders in the integrity of our work. It is a key part of our Assurance strategy.

Responsibility for appropriate quality management lies with PwC Taiwan's leadership team. This includes the design and operation of an effective System of Quality Management (SoQM) that is responsive to our specific risks in delivering quality audit engagements, which is based on our network's QMSE framework.

Our firm's monitoring includes ongoing assessment aimed at evaluating whether the policies and procedures which constitute our SoQM are designed appropriately and operating effectively to provide reasonable assurance that our audit, non-audit assurance and related services engagements are performed in compliance with the relevant laws, regulations and professional standards (also referred to as ongoing monitoring). This includes the use of Real Time Assurance.

We have an independent testing team that monitors the design and operating effectiveness of our SoQM. It is charged with developing and executing an annual testing plan to assist our leadership with assessing the effectiveness of the SoQM. When determining the nature, timing and scope of testing, the team takes into consideration the impact of changes in internal and external environments, including (but not limited to) our firm's strategic developments, the results of previous monitoring activities, and changes in laws and professional standards. The results are reported to our leadership team on a regular basis and also communicated to the relevant business process owners. For all quality findings identified from various SoQM sources, business process owners must perform a root cause analysis and develop and execute remedial actions as necessary.



The overall quality objective of the QMSE framework is for our firm to have the necessary capabilities and to deploy our people to consistently use our methodologies, processes and technology in delivering Assurance services in an effective and efficient manner to fulfil the valid expectations of our clients and other stakeholders.

Aim to Prevent: Real Time Assurance (RTA)

We have developed a Real-Time Quality Assurance (RTA) program designed to provide preventative monitoring that helps coach and support engagement teams in getting the 'right work' completed in real-time, during the audit.

Real Time Assurance (RTA) reviews are designed based on the outcomes of inspections, including the Root Cause Analysis (RCA) performed and the related remediation actions implemented. Through a comprehensive assessment of these results, Key Focus Areas are identified and incorporated into the RTA program. These areas are subject to timely review during the audit engagement and are completed prior to the issuance of the audit report.

In addition, the functional teams within Assurance Risk and Quality (R&Q) discuss significant matters and use technology tools, such as Aura Reporting, to obtain timely information and feedback on audits in progress, thereby enhancing the effectiveness of the RTA program. Our quality reviewers include experienced audit practitioners, systems audit specialists, and R&Q members, who provide appropriate support to audit teams throughout the review process.

In addition to ongoing monitoring, we conduct periodic assessments of our SoQM, which include the review of completed engagements (Engagement Compliance Reviews, ECRs), as well as periodic monitoring of our SoQM by an internal team tasked with conducting objective reviews. The results of these procedures, together with our ongoing monitoring, form the basis for the continuous improvement of our SoQM.

Engagement Compliance Review

Our Engagement Compliance Reviews (ECRs) are performed as part of a network-wide inspection program based on professional standards and PwC audit methodology.

ECRs are risk-focused reviews of completed engagements covering, on a periodic basis, individuals in our firm who are authorized to sign audit, non-audit assurance or related services reports. The review assesses whether an engagement was performed in compliance with PwC Audit guidance, applicable professional standards and other applicable engagement-related policies and procedures. Each signer is reviewed at least once every five years, unless a more frequent review is required based on the profile of that signer's client engagements.

Reviews are led by experienced Assurance partners, supported by objective teams of partners, directors, senior managers and other specialists. ECR reviewers may be sourced from other PwC firms if needed to provide appropriate expertise or objectivity. Review teams receive training to support execution of their responsibilities and use a range of checklists and tools developed at the network level when conducting their inspections. A network inspection team supports local review teams by monitoring the consistent application of guidance on the classification of engagement findings and engagement assessments across the network.

In addition to ECRs, we conduct annual quality reviews of engagements involving individuals who meet specific criteria, such as promotion nominees, as well as non-audit assurance and other related service engagements. Reviews are conducted by members of the dedicated quality review function and experienced audit practitioners using PwC network-developed checklists for applicable engagement types. In addition to monitoring whether engagement teams comply with relevant laws, standards, and policies, these reviews provide a basis for our leadership team to understand and assess whether quality management measures are being implemented at the individual engagement level.





Audit quality measures

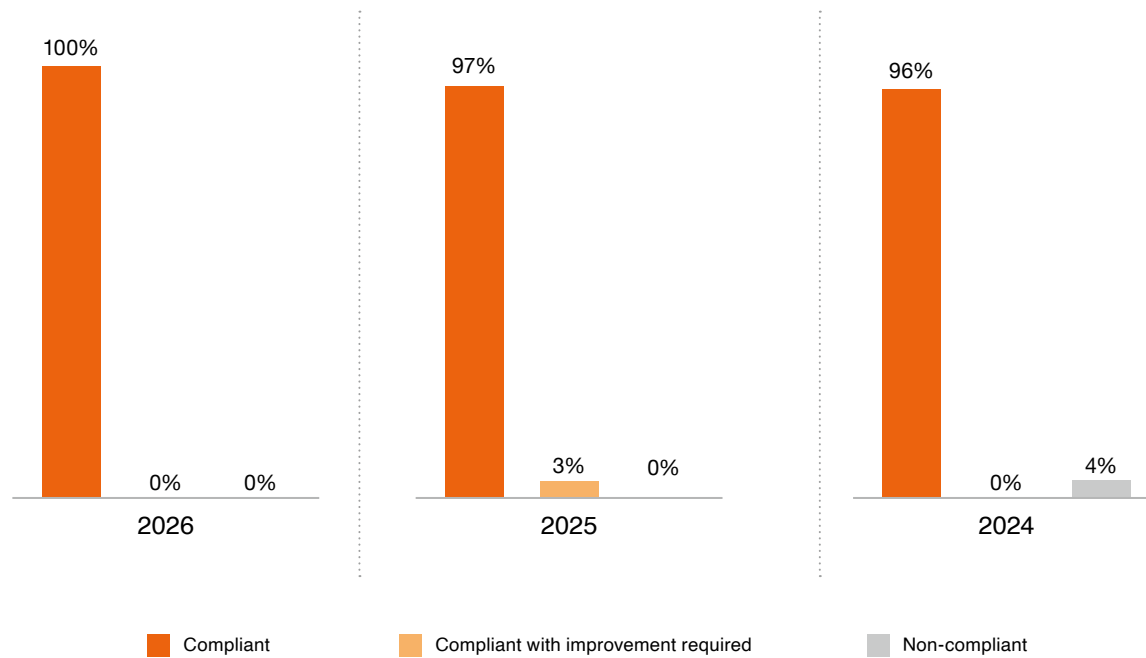
- Percentage of total internal inspections rated as compliant, compliant with improvement required, or non-compliant
- Number of financial statement restatements involving public audits due to material errors

Restatements

0

Number of financial statement restatements involving public audits due to material errors

Audit quality reviews - internal inspections



Quality Management Review

Additionally, the PwC network undertakes periodic reviews to evaluate certain elements of PwC firms' systems of quality management. The network also looks at the PwC firm leadership's own assessment of the effectiveness of their system of quality management and their determination of whether the overall quality objective has been achieved.

The inspection results are reported to our firm's leadership who are responsible for analyzing the results of the inspections along with quality findings identified from all sources of information, for performing timely root cause analysis, and for implementing remedial actions as necessary. In situations where adverse quality matters on engagements are identified, based on the nature and circumstances of the issues, the responsible engagement leader or our firm's Assurance leadership personnel may be subject to financial or non-financial sanctions (for example, client portfolio adjustments or additional training) in accordance with our firm's Recognition and Accountability Framework.

Our firm's Assurance engagement leaders receive information on the results of the network inspection program for their use in assessing the scope of audit work they determine needs to be performed and their reliance on work performed by PwC firms in connection with their audit of a client's consolidated financial statements.

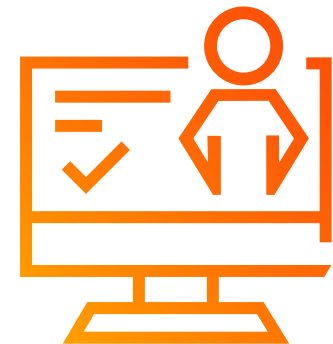
External inspection results

In addition to the inspection programs conducted by PwC Taiwan and the PwC Network, our firm is subject to inspections by external regulatory authorities. A summary of the results of the most recent regulatory inspections is provided in the year in review section on page 7 of this report.



Audit quality measures

- Result from the regulators' audit quality reviews



Learn: Root cause analysis

We perform analyses to identify potential factors contributing to our firm's audit quality so that we can take actions to continuously improve. Our primary objectives when conducting such analyses are to understand what our findings tell us about our SoQM and to identify how our firm can provide an effective environment for our engagement teams to deliver a quality audit. We look at quality findings from all sources including our own ongoing monitoring of our SoQM as well as Network inspection of our SoQM, audits both with and without deficiencies, whether identified through our own internal inspections process or through external inspections and other inputs such as financial statement restatements to help identify possible distinctions and learning opportunities.

For individual audits, an objective team of root cause specialists identifies potential factors contributing to the overall quality of the audit. We consider factors relevant to technical knowledge, supervision and review, professional skepticism, engagement resources, and training, amongst others. Potential causal factors are identified by evaluating engagement information, performing interviews, and reviewing selected audit working papers to understand the factors that may have contributed to audit quality.

Also, the data compiled from audits, both with and without engagement-level findings, is compared and contrasted to identify whether certain factors appear to correlate to audit quality. The data used includes (but is not limited to) the degree of involvement by key engagement team members such as the engagement partner, quality review partner or engagement manager, where there is a geographic concentration of engagement review matters, the level of seniority of the engagement partner, quality review partner or the engagement manager, amongst other information.

Our goal is to understand how quality audits may differ from those with engagement-level findings, and to evaluate how these learnings may be used to continuously improve all of our audits. We evaluate the results of these analyses to identify enhancements that may be useful to implement across the practice. We believe these analyses contribute significantly to the continuing effectiveness of our quality management.



06

PwC global network

PricewaterhouseCoopers International Limited

PwC is the brand under which the member firms of PricewaterhouseCoopers International Limited (PwCIL) operate and provide professional services. Together, these firms form the PwC network. 'PwC' is often used to refer either to individual firms within the PwC network or to several or all of them collectively.

In many parts of the world, accounting firms are required by law to be locally owned and independent. Although regulatory attitudes on this issue are changing, PwC member firms do not and cannot currently operate as a corporate multinational. The PwC network is not a global partnership, a single firm, or a multinational corporation.

For these reasons, the PwC network consists of firms which are separate legal entities. The firms that make up the network are committed to working together to provide quality service offerings for clients throughout the world. Firms in the PwC network are members of, or have other connections to, PricewaterhouseCoopers International Limited (PwCIL), an English private company limited by guarantee. PwCIL does not practice accountancy or provide services to clients. Rather, its purpose is to facilitate coordination between member firms in the PwC network. Focusing on key areas such as strategy, brand, and risk and quality, the Network Leadership Team and Board of PwCIL develop and implement policies and initiatives to achieve a common and coordinated approach among individual firms where appropriate. Member firms of PwCIL can use the PwC name and the resources and methodologies of the PwC network are made available to them. In addition, member firms may request the resources of other member firms and/or secure the provision of professional services by other member firms and/or other entities. In return, member firms agree to abide by certain common policies and to maintain the standards of the PwC network as put forward by PwCIL.

The PwC network is not one international partnership and PwC member firms are not otherwise legal partners with each other. Many of the member firms have legally registered names which contain "PricewaterhouseCoopers"; however, there is no ownership by PwCIL. A member firm cannot act as agent of PwCIL or any other member firm, cannot obligate PwCIL or any other member firm, and is liable only for its own acts or omissions and not those of PwCIL or any other member firm. Similarly, PwCIL cannot act as an agent of any member firm, cannot obligate any member firm, and is liable only for its own acts or omissions.



The governance bodies of PwCIL are

Global Board

which is responsible for the governance of PwCIL, the oversight of the Network Leadership Team and the approval of network standards. The Board does not have an external role. The Board is comprised of elected partners from PwC firms around the world and one or more external independent directors. Please refer to the following [page on the PwC Global website](#) for a list of the current members of the Global Board.

Network Leadership Team

which is responsible for setting the overall strategy for the PwC network and the standards to which the PwC firms agree to adhere.

Strategy Council

which is made up of the leaders of the largest PwC firms and regions of the network, agrees on the strategic direction of the network and facilitates alignment for the execution of strategy.

Global Leadership Team

which is appointed by and reports to the Network Leadership Team and the Chairman of the PwC network. Its members are responsible for leading teams drawn from PwC firms to coordinate activities across all areas of our business.



07

**Legal and governance
structures**

Legal structure and ownership of PricewaterhouseCoopers, Taiwan

PricewaterhouseCoopers, Taiwan

PricewaterhouseCoopers, Taiwan was founded in 1970 by Accounting Professors Kuo-chang Chu and Chen-hsien Chen. In 1973, our firm joined the PricewaterhouseCoopers global network and was authorized to use the names “PwC” and “PricewaterhouseCoopers”. Information on PwC member firms and the locations where they operate is available at: <https://www.pwc.com/gx/en/about/office-locations.html>.

Partnership organization

PricewaterhouseCoopers, Taiwan is organized as a partnership. As of 30 June 2026, we had 123 partners and 2,692 professional staff, including those in our tax practice. Our principal office is located at 27F, No. 333, Section 1, Keelung Road, Taipei, and we have branch offices in Taoyuan, Hsinchu, Taichung, Tainan and Kaohsiung.

Strategic alliances

PwC Taiwan has entered into strategic alliances with the following entities:

PricewaterhouseCoopers Business Services Taiwan Ltd.

PricewaterhouseCoopers Sustainability Services Company Ltd.

PricewaterhouseCoopers Business Consulting Services Taiwan Ltd.

PricewaterhouseCoopers Professional Services Taiwan Ltd.

PricewaterhouseCoopers Financial Advisory Services Company, Ltd.

PricewaterhouseCoopers Consulting Services Taiwan Co., Ltd.

PricewaterhouseCoopers Risk Consulting Taiwan Ltd.

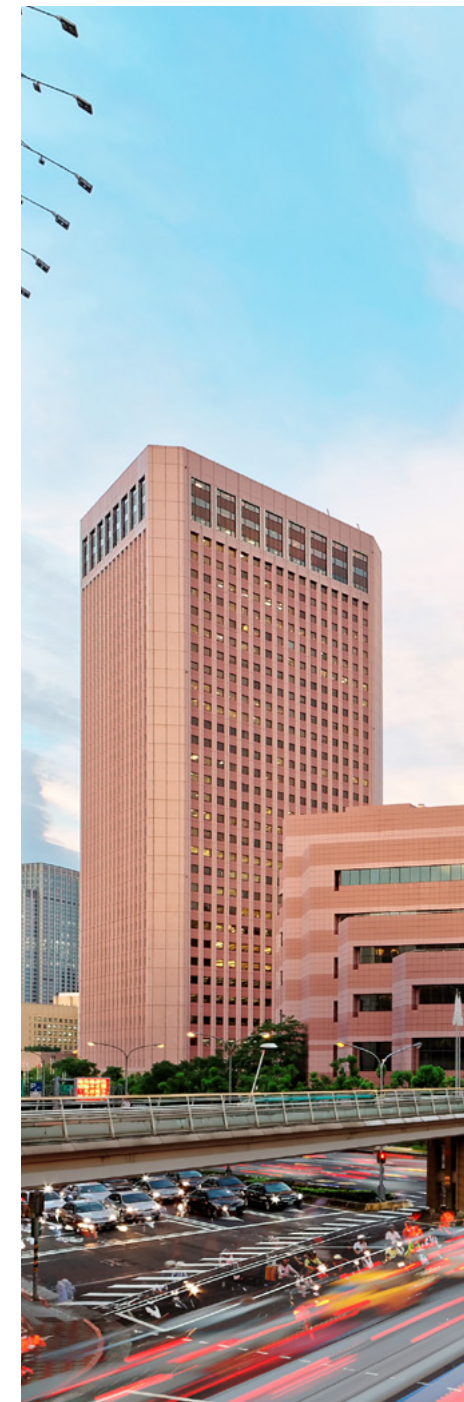
PricewaterhouseCoopers Financial Advisory Taiwan Ltd.

PricewaterhouseCoopers Management Consulting Company Ltd.

PricewaterhouseCoopers Tax Consulting Company, Ltd.; and

PwC Business Advisory Services Taiwan Ltd.

All these entities are members of the PwC network and share its resources and management policies and jointly plan strategic directions for relevant operations to provide professional services in audit, tax and legal services, financial advisory, management consulting, people and organization transformation consulting, and real estate agency and advisory services.



Governance structure and management of PricewaterhouseCoopers, Taiwan

1. Board of Directors

The Board consists of the Chairperson and nine Board members, one of whom is elected to serve as Chair of the Board. The members represent Assurance, Tax and Legal, Advisory, Financial Services, and the branch offices, and the Board's decisions draw on their professional expertise and diverse perspectives. Each member serves a four-year term and may be re-elected once. The Board meets regularly to review major strategic matters and oversee governance.

2. Chairperson

PwC Taiwan elects a Chairperson (also known as the Territory Senior Partner or TSP) from among all partners to serve for a term of four years. The TSP represents the firm externally and is responsible for executing partnership matters, including the formation of a Leadership Team and other advisory bodies (such as consultative and advisory committees) to execute the significant operational developments and the planning of PwC member firms in Taiwan.

3. Leadership Team

The Leadership Team is appointed and removed by the TSP, with such appointments and removals being submitted to the Board of Directors and the Partners' Meeting for recordation. Its principal responsibilities are to implement the business strategies resolved by the partners, handle authorized matters, and report on operations to the Board of Directors. The current Leadership Team comprises eleven members, including the TSP as an ex officio member, members of the TSP Office, the Chief Operating Officer, the heads of Human Capital and the Compliance & Risk Management Office among the support functions, branch office representatives, and the heads of strategic alliance businesses. The LT meets monthly and holds additional meetings as necessary.

4. xLoS R&Q Leader

The Cross-Line of Service Risk & Quality Management (xLoS R&Q) Leader also serves as the Head of the Compliance & Risk Management Office and is a member of the Leadership Team. In addition, the xLoS R&Q Leader is the convenor and chair of the firm's Strategic Risk Council as well as its designated Anti-Money Laundering Officer.

5. Strategic Risk Council

The Strategic Risk Council (SRC) meets monthly. In addition to routine reports from its constituent units on risk- or quality-related matters, the SRC discusses other risk- or quality-related matters, including actual cases that have arisen, forthcoming projects and systems to be introduced. The responsibilities of each SRC unit are summarized below.

(1) Cross-Line of Service Risk & Quality Management Department

The xLoS R&Q Department convenes the SRC to communicate and coordinate our firm's risk and quality management affairs. It develops, implements and supervises risk and quality management policies applicable to all our people. Its responsibilities include policy formulation and promotion; consulting on and resolving risk and quality management issues; investigating, reporting and disciplining violations; and reporting significant matters to the Leadership Team.

(2) LoS Risk & Quality teams

Line of Service Risk & Quality teams are responsible for implementing the risk and quality management policies of each business unit. They formulate applicable policies, provide education and training, conduct compliance testing and report on relevant work matters to the xLoS R&Q Leader.

(3) Compliance Management Office

The Compliance Management Office is responsible for implementing the overall risk management and regulatory compliance policies of PwC Taiwan. It formulates applicable policies, provides education and training, conducts compliance testing and reports on relevant work matters to the xLoS R&Q Leader.

(4) Code of Conduct Office

The Code of Conduct Office is responsible for matters relating to PwC Taiwan's Code of Conduct and professional ethics, including formulating Code of Conduct policies and handling complaints. It reports relevant matters to the xLoS R&Q Leader.

(5) Independence Office

The Independence Office is responsible for all independence-related matters. It formulates and implements policies, provides education and training, conducts compliance testing and reports on relevant work matters to the xLoS R&Q Leader.

(6) Office of General Counsel

The Office of General Counsel is responsible for advising on and coordinating PwC Taiwan's internal legal affairs. Its responsibilities include reviewing important legal documents, assisting with relevant legal matters and providing legal services in connection with significant matters.

(7) Other support units

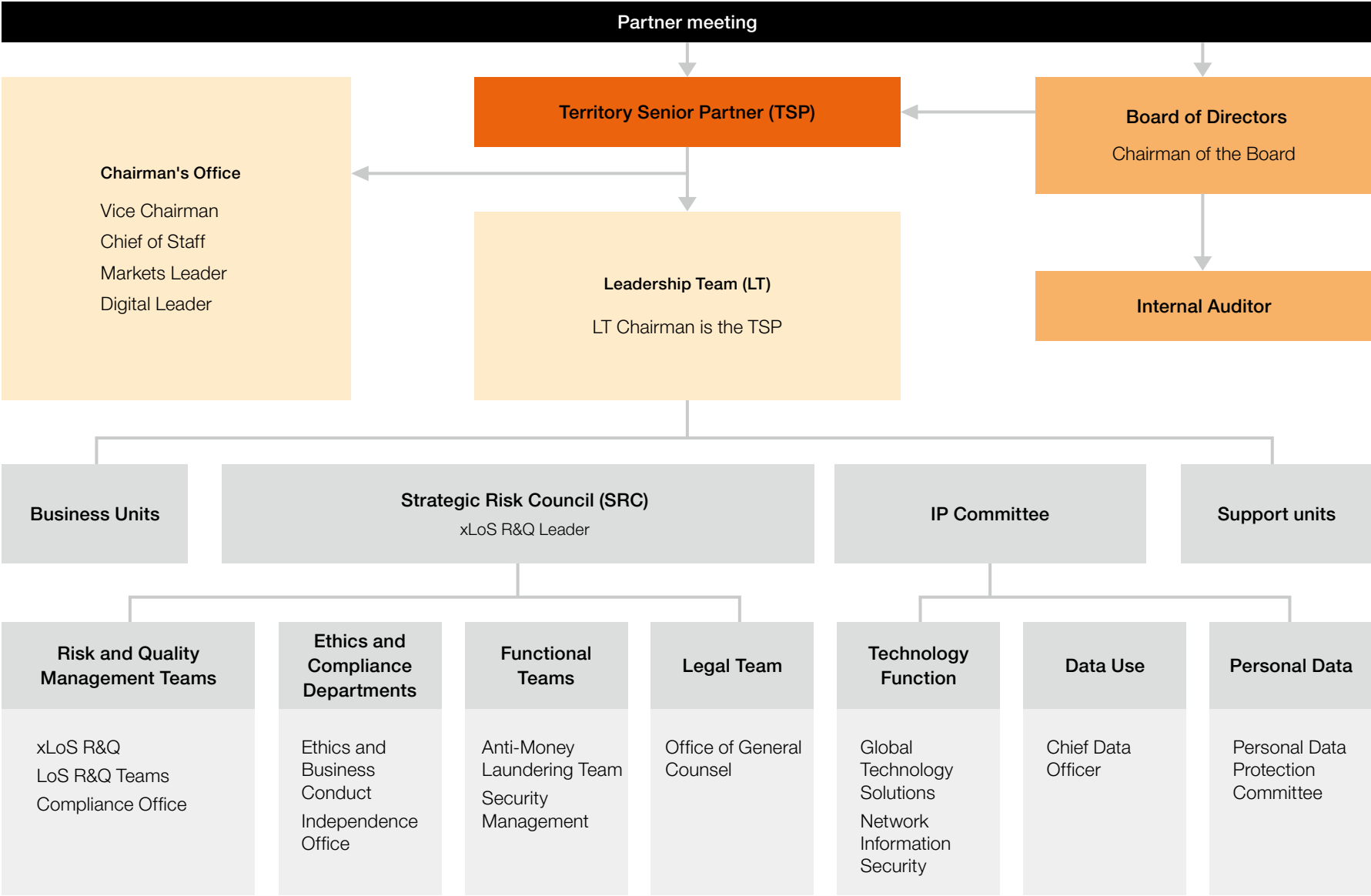
Various support units (including Brand & Communications, Human Capital, Finance & Accounting and General Affairs) also provide support in connection with risk management decisions.

6. Information Protection Committee

The Information Protection Committee coordinates the management of security and compliance requirements relating to PwC Taiwan's information assets. Its remit covers information security, compliance with personal data protection laws, and the proper management and protection of business-related information. Its members are:

1. Chief Information Officer;
2. Head of Network Information Security;
3. Chief Data Officer;
4. Head of the Office of General Counsel or a designated representative;
5. Digital Development Functions;
6. Head of General Affairs or a designated representative; and
7. Head of Risk & Quality and Compliance Management, or a designated representative.

Organizational chart of our firm's governance and management





Contact us



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Chairman and CEO
PwC Taiwan



林永智 Frank YC Lin
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PwC Taiwan



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