Stock Code: 2597

RUENTEX

RUENTEX ENGINEERING & CONSTRUCTION CO., LTD.

2024 Annual Report

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One. Report to Shareholders

Dear shareholders, ladies, and gentlemen:

In 2024, as AI applications continue to evolve, global commodity trade is experiencing significant growth. However, the pace of recovery varies across industries, resulting in only modest global economic growth. The adoption of emerging technologies has boosted exports, with growth exceeding initial projections. Private investment has also benefited from semiconductor capacity expansion, with major international companies continuing to increase their investments in Taiwan. As a result, Taiwan's economy has maintained steady growth. The Company, benefiting from the domestic demand for semiconductor plant expansion, has adopted a short and efficient approach to rapidly construct facilities for major international clients. This favorable position has enabled our performance in 2024 to surpass that of our peers in the construction industry.

Looking ahead to 2025, with the inauguration of the newly elected U.S. President Trump, we will face global economic downside risks stemming from geopolitical uncertainties. However, the continued strong demand for emerging technologies such as AI is expected to effectively boost Taiwan's exports and production momentum, while also driving domestic semiconductor plant construction, which will support the performance of the construction industry. As such, the Company will continue to set positive growth as our operational target. To differentiate ourselves in quality from our peers, we will actively strengthen fundamental training, enhance the competency of our engineers, treat subcontractors well while securing relevant resources, insist on quality standards, and pursue innovation in engineering technologies and new advancements. We aim to leverage the advantages of pre-cast construction methods to solve traditional construction challenges, create profits, and maximize shareholder value. This represents the Company's strategic goal and commitment moving forward.

I. Business Status:

Major projects in 2024 Include: Please refer to the attachments for the following cases.

(1) Finished construction sites: 14 construction projects including Molie Quantum Energy Corporation Kaohsiung lithium battery plant new construction

(2) Construction sites in progress: 26 construction projects including the new TransGlobe Life Insurance's headquarters building project.

(3) New Contract construction sites: 17 construction projects, including T Hsinchu Plant 2.

II. Financial Performance:

Consolidated revenue for 2024 increased 16.59% to NT$26.23681 billion from NT$22.5253 billion in the previous year. Revenue from unconsolidated subsidiaries for 2024 was NT$19.8256 billion, an increase of 15.4% from NT$17.15898 billion in the previous year. Net income attributable to owners of the parent company was NT$2.77423 billion, an increase of 45.84% from NT$1.922 billion in the previous year. The consolidated results of operations for the year are highlighted below.

(I) Achievements of the Business Plan:

Unit: NTD in Hundred Millions

Item / Year	2024		2023		Increased (Decreased) Amount	
	Amount	%	Amount	%	Difference	Increase (decrease) Percentage %
Operating revenue	262.37	100.00	225.03	100.00	37.34	16.59
Gross profit	46.64	17.77	34.63	15.38	12.01	34.67
Operating profit	35.48	13.52	24.54	10.90	10.94	44.58
Income (Loss) Before Tax	37.00	14.10	25.10	11.15	11.90	47.41
Total Consolidated Income (Loss)	29.97	11.42	20.38	9.05	9.59	47.05
Net Income Attributable to Shareholders of the Parent	27.74	10.57	19.02	8.45	8.72	45.84
Earnings Per Share (EPS) (NT$)	10.71	-	7.35	-	3.36	45.71

(II) Budget Achievement:

In 2024, the Company executed its projects strictly in accordance with the approved budget. The Company promoted standardization and modularization, and applied industrial engineering techniques to save costs. The overall gross profit margin was greater than projected due to the balance of pre-cast production and construction costs in some cases. The operating expenses for the year were consistent with the forecast.

(III) Portability Analysis:

Item		2024	2023
Financial Structure (%)	Liabilities to Assets Ratio (%)	56.10	63.21
	Long-term Capital to PP&E Ratio (%)	381.93	338.37
Solvency (%)	Current Ratio (%)	132.69	138.07
	Quick ratio (%)	56.05	66.75
Profitability (%)	Return on Assets (ROA) (%)	13.22	9.62
	Return on Equity (ROE) (%)	31.79	25.23
	Profit Margin (%)	11.42	9.05

III. Main Business Development Strategies:

1. Main strategies:

(1)Thinking and innovation together to achieve excellence of Ruentex Engineer & Construction.

(2) Focus on improving competitiveness to face the ever-changing market and compete with top-tier companies.

(3) Strengthen Ruentex Engineering & Construction's advantages in R&D, pre-cast construction, turnkey projects, software, and AI.

2. Key points of strategy

Aspect	Key points of strategy
Strengthen the Company's training system to enhance employees' capabilities and soft skills	1. Establish an Incubation Center to provide comprehensive training for employees.
	2. Integrate all training materials to ensure that employees can accurately master construction procedures and standards and improve their skills through diversified approaches.
	3. Strengthen ESG awareness, fulfill social responsibilities, and attract top talent.
Expand business into the high-tech smart construction sector	1. Take the opportunity to work with Company T and Company N to actively develop the virtual and automation market.
	2. Provide customized services for other high-tech factories.
Strengthen the advantages of Ruentex Engineering & Construction	1. Integrate and replace the traditional PCM role of contractors by fully managing the entire project process from design, mechatronics to operations.
	2. Utilize AI technology to develop comprehensive services covering design, construction, equipment operation, and maintenance.
	3. Develop and strengthen BIM applications, cultivate mechatronic capabilities, and establish a mechatronic material inspection system.
	4. Expand production capacity by developing satellite plants and backup facilities.

IV. R&D Status:

In December 2024, the Company established the Sustainable Development Committee to formulate strategies for the Company's sustainable growth, implement sustainability goals, and strengthen governance in sustainability. In addition to driving business profitability, our R&D team will align with sustainable development efforts by adjusting the carbon footprint and carbon emissions from the supply chain, clients, and products. We adopt new process methods and technologies to meet the world trend and achieve the goal of energy saving and

carbon reduction, as well as continue to improve R&D, including notably rational construction, intellectually oriented production, and information-based management and the like to lay a new generation foundation in competition for the Company to, in turn, lead to creation of an ambiance of innovative research and development in the industry further into industrial upgrade. We also create a diversified and inclusive workplace to attract and cultivate talents, and strive to build a more comfortable, safe, environmentally friendly, sustainable and energy-efficient living space.

V. Future Outlook:

As we enter 2025, with major international companies continuing to increase their investments in Taiwan and robust growth in AI-related demand, we anticipate our businesses steadily in the coming year. The Company will continue to uphold the integrity and stability of its business operations, actively carve out a niche, strengthen the contracting of technology plant projects and precast projects to improve operating profit. The Company also aims to combine government resources to innovate and develop, apply its special engineering technology and various precast patents to relevant construction projects, so that we can combine ESG to become a leading enterprise in environmental protection, energy saving, and sustainable construction, expand the Company's energy and market share, and create value and profit for shareholders, employees and the society, in order to fulfill the social responsibility of benefiting society and secure people's livelihood.

We wish you

Good health and all the best,

Chairman Li, Jhih-Hong

(I) Completed Construction Sites:

Item	Project
1	T Tainan Plant C
2	T Zhunan Plant A
3	Dharma Drum Mountain Nantiantai Ziyun Temple expansion project
4	Molie Quantum Energy Corporation Kaohsiung lithium battery plant new construction
5	MMT P3 PARKING TOWER
6	GBC Zhubei Plant civil engineering project
7	MS TPE03 new construction project
8	Zhunan B Plant
9	tok phase 1 CR project
10	T Kaohsiung Plant 1
11	UHPC energy storage cabinet manufacturing and assembly project
12	Ruentex Development Lihe Section new construction
13	Ruentex Development Yangbei new construction
14	Ruentex Construction Qingtian Street project

(II) Ongoing Construction Sites:

Item	Project
1	Guangfu South Road PC precast project
2	Spiritist Center Phase 3 new construction
3	Cheng Chueh Temple Xuanzang Religious Culture Park construction project
4	Taipei City Wanhua Huajiang Section 2 social housing construction turnkey project
5	Yang Er Sixin Section - PC precast project
6	TCP2 CSA civil engineering project
7	Phison Electronics's innovation building construction project
8	Yang Yi Sixin Section - PC precast project
9	The new construction project of onshore substation CHW2204 of the Greater Changhua Offshore Wind Power Project
10	RDE new turnkey project
11	ATP Electronics's plant construction (in Taiwan Ciaotou Science Park) project
12	TransGlobe Life Insurance's headquarters building project
13	T Hsinchu Plant 1-1
14	T Hsinchu Plant 1-2
15	T Tainan Building 8-O
16	Lite-On Kaohsiung Manufacturing Center Phase II project
17	New construction of Fubon Insurance Building
18	Puxin Anju Social Housing Turnkey Project in Yangmei District, Taoyuan City
19	Sanchong Jie 6 main project
20	Ruentex Development Wolong Street project
21	Ruentex Development Wuguwang B new construction
22	Ruentex Development Wuguwang A new construction
23	Ruentex Development Yucheng Section new construction project
24	Ruentex Development Nangang Star project new construction project
25	Taipei Veterans General Hospital's precast dormitory project
26	Ruentex Development Nanhai Section new construction project

(III) Newly Contracted Construction Sites:

Item	Project
1	T Zhunan Building B-O
2	T Hsinchu Plant 2-1
3	T Hsinchu Plant 2-2
4	T Hsinchu Plant 2-R
5	T Taichung Plant B
6	T Hsinchu Plant 2-B
7	T Kaohsiung Plant 2-2
8	T Kaohsiung Plant 2-1
9	Construction of the Kaohsiung Lite-On Building
10	T Taichung Plant B-B
11	R/S new construction turn-key project and R/S pre-cast construction for Guishe Distribution Substation
12	Phison Electronics's innovation building construction project in Tainan
13	New construction project for 70 MeV proton cyclotron facility
14	Ruentex Development Soft-Bridge Project
15	Ruentex Development Yucheng Building Electricity and Air Conditioning Project
16	Ruentex Development Huan Cui Section Project
17	Ruentex Development Chuangqing North Road Project

Two. Governance

I. Background Information of the Directors, the President, Vice Presidents, Assistant Vice Presidents, and Chiefs of Departments and Branches

(I) 1. Director Profiles

Data by: March 15, 2025 ; unit: shares; %

Title (Note 1)	Nationality or Registration Place	Name	Gender and Age (Note 2)	Elected (Inaugurated) Date	Term of office (year)	Date First Elected (Note 3)	Shares Held at the Time of Election		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 4)	Concurrent Positions in The Company and Other Companies	Other Officers, Directors, or Supervisors of the Company Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Chairman	ROC	Ruentex Development Co., Ltd.		2023.05.31	3	2007.06.26	72,397,456	39.14%	101,356,438	39.14%	0	0.00%	0	0.00%	Nil	Nil	Nil	Nil	Nil	Nil
	ROC	Representative: Lee, Chih-Hung	Male 61~70	2023.05.31	3	2007.06.26	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1. Master, Graduate School of Commerce, National Taiwan University 2. Management Engineer, Chinese Management Association 3. President, Ruentex Engineering & Construction Co., Ltd.	1.Director and President, Ruentex Development Co., Ltd. 2.Director, Ruentex Industries Ltd. 3. Director, Ruentex Material Co., Ltd. 4. Director, Ruentex Xu-Zhan Development co., Ltd.	Nil	Nil	Nil	Nil
Director	ROC	Yingjia Investment Co., Ltd.		2023.05.31	3	2017.05.26	11,558,690	6.25%	16,182,166	6.25%	0	0.00%	0	0.00%	Nil	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality or Registration Place	Name	Gender and Age (Note 2)	Elected (Inaugurated) Date	Term of office (year)	Date First Elected (Note 3)	Shares Held at the Time of Election		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 4)	Concurrent Positions in The Company and Other Companies	Other Officers, Directors, or Supervisors of the Company Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
	ROC	Representative: Mo, Wei-Han	Male 71~75	2023.05.31	3	2018.08.13	10,960	0.01%	15,344	0.01%	23,016	0.01%	0	0.00%	1. Master of Management, Asian Institute of Management 2. Vice President, Continental Engineering Corporation 3. Plant Manager of RSEA Engineering	1. President of the Company 2.Chairman, Ruentex Material Co., Ltd. 3.Director and President, TEH HSIN ENTERPRISE CO., LTD	Nil	Nil	Nil	Nil
Director	ROC	Ruen Hua Dyeing & Weaving Co., Ltd.		2023.05.31	3	2017.05.26	3,540,080	1.91%	4,956,112	1.91%	0	0.00%	0	0.00%	Nil	Nil	Nil	Nil	Nil	Nil
	ROC	Representative: Yin, Chung-Yao	Male 41~50	2023.05.31	3	2016.02.19	0	0.00%	0	0.00%	0	0.00%	0	0.00%	PhD, University of Oxford, UK	1.Director, Ruentex Development Co., Ltd. 2.Director, Ruentex Industries Ltd. 3.Director, Ruentex Material Co., Ltd. 4. Director, Ruen Chen Investment Holdings Ltd. 5. Chairman, Nan Shan Life	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality or Registration Place	Name	Gender and Age (Note 2)	Elected (Inaugurated) Date	Term of office (year)	Date First Elected (Note 3)	Shares Held at the Time of Election		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 4)	Concurrent Positions in The Company and Other Companies	Other Officers, Directors, or Supervisors of the Company Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
																Insurance Co., Ltd. 6. Chairman, The Tang Prize Foundation				
Director	ROC	Ruentex Development Co., Ltd.		2023.05.31	3	2007.06.26	72,397,456	39.14%	101,356,438	39.14%	0	0.00%	0	0.00%	Nil	Nil	Nil	Nil	Nil	Nil
	ROC	Representative: Chang, Kun-Long	Male 71~75	2023.05.31	3	2021.08.01	219,200	0.12%	225,480	0.09%	0	0.00%	0	0.00%	Kainan High School Mechanical Engineering Major	Vice President of the Company	Nil	Nil	Nil	Nil
Director	ROC	Huei Hong Investment Co., Ltd.		2023.05.31	3	2007.06.26	493,200	0.27%	690,480	0.27%	0	0.00%	0	0.00%	Nil	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality or Registration Place	Name	Gender and Age (Note 2)	Elected (Inaugurated) Date	Term of office (year)	Date First Elected (Note 3)	Shares Held at the Time of Election		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 4)	Concurrent Positions in The Company and Other Companies	Other Officers, Directors, or Supervisors of the Company Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
	ROC	Representative: Chen, Chih-Chuan	Male 61~70	2023.05.31	3	2007.06.26	298,660	0.16%	418,124	0.16%	0	0.00%	0	0.00%	1. Master, Graduate School of Commerce, National Taiwan University 2. Deputy Director, Yuen Foong Paper Co., Ltd. 3. Vice President of Finance Department, Ruentex Development Co., Ltd. 4. Vice President of Finance Department, Kwang Hua Securities	1.Director, TaiMed Biologics, Inc. 2.Director, Nan Shan Life Insurance Co., Ltd. 3.Supervisor, Ruen Chen Investment Holdings Ltd.	Nil	Nil	Nil	Nil
Director	ROC	Ruentex Development Co., Ltd.		2023.05.31	3	2007.06.26	72,397,456	39.14%	101,356,438	39.14%	0	0.00%	0	0.00%	Nil	Nil	Nil	Nil	Nil	Nil
	ROC	Representative: Lin, Chin-Szu	Male 51~60	2023.05.31	3	2023.05.31	0	0.00%	0	0.00%	0	0.00%	0	0.00%	MA, Department of Finance, National Taiwan University	1. Vice President, Ruentex Development Co., Ltd. 2.Supervisor, Ruentex Property Management &	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality or Registration Place	Name	Gender and Age (Note 2)	Elected (Inaugurated) Date	Term of office (year)	Date First Elected (Note 3)	Shares Held at the Time of Election		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 4)	Concurrent Positions in The Company and Other Companies	Other Officers, Directors, or Supervisors of the Company Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
																Maintenance Co., Ltd. 3.Supervisor, Shing Yen Construction & Development Co., Ltd.				
Independent Director	ROC	Shen, Xiao-Ling	Female 71~75	2023.05.31	3	2008.06.02	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1. Michigan State University Master of Business Administration 2. Takming University of Science and Technology Principal 3. Department of Business Administration, Soochow University Dean 4. International Trade Commission , Ministry of Economic Affairs	1.Independent Director, JOINSOON ELECTRONICS MFG. CO., LTD. 2.Independent Director, Jing-Jan Retail Business Co., Ltd.	Nil	Nil	Nil	Nil
Independent Director	ROC	Zheng, Hui-Bin	Male 51~60	2023.05.31	3	2008.06.02	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1. PhD, Construction Management, Department of Civil Engineering, University of Wisconsin-Madison, USA 2. Manager, DTA Technologies, Inc.	Professor, Operation and Management Track, Department of Civil Engineering, National Taiwan University	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality or Registration Place	Name	Gender and Age (Note 2)	Elected (Inaugurated) Date	Term of office (year)	Date First Elected (Note 3)	Shares Held at the Time of Election		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 4)	Concurrent Positions in The Company and Other Companies	Other Officers, Directors, or Supervisors of the Company Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
															3.Deputy Dean, Department of Civil Engineering, National Taiwan University					
Independent Director	ROC	Lin, Kuo-Feng	Male 61~70	2023.05.31	3	2020.05.27	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1. Ph.D., University of Pittsburgh, USA 2.Supervisor, Ruentex Material Co., Ltd. 3.Distinguished Professor, National Taiwan University	1.Independent Director, Kindom Construction Corp. 2.Independent Director, Kedge Construction Co. Ltd. 3.Independent Director, TaiMed Biologics, Inc.	Nil	Nil	Nil	Nil

Note 1: The names of corporate shareholders and their representatives shall be listed separately (where they are representatives of corporate shareholders, the names of their corporate shareholders shall be indicated) and indicated in table 1 below.

Note 2: Please prove the substantial age by means of age range.

Note 3: Each director's time of serving as the Company's director or supervisor shall be indicated. If there is any interruption, it shall be indicated as well.

(1) Lee, Chih-Hung, a director of the Company elected on May 8, 2014, was dismissed on May 13, 2014.

(2) Representative Lin, Chin-Szu, elected on May 8, 2014 by the Company's director, Ruentex Development Co., Ltd., was dismissed on December 8, 2014. Lee, Chih-Hung was assigned on December 8, 2014 to take office.

(3) The Company's director, Huei Hong Investment Co., Ltd. and its representative, Chen, Chih-Chuan, who was elected on May 8, 2014, was dismissed together on January 29, 2015 and took office on May 26, 2017.

(4) Representative Yen, Tien-Cheng, elected on May 8, 2014 by the Company's director, Ruentex Development Co., Ltd., was dismissed on February 19, 2016. Yin, Chung-Yao was assigned on February 19, 2016 to take office.

(5) Representative Tung, Shih-Ning, elected on May 26, 2017 by the Company's director, Yingjia Investment Co., Ltd, was dismissed on August 13, 2018. Mo, Wei-Han was assigned on August 13, 2018 to take office.

(6) Chairman Lai, Shih-Hsun, voted in on May 27, 2020, representative of the Company, Ruentex Development Co., Ltd., was discharged from his duties on August 1, 2021; Chang, Kun-Long was appointed as the new Director. The Board of Directors elected Director Lee, Chih-Hung to be the Chairman on August 1, 2021.

(7) The Company increased its number of shares by 49,950,000 on the ex-date of September 6, 2021, for a total of 184,950,000 shares issued.

(8) The Company increased its number of shares by 73,980,000 on the ex-date of August 20, 2024, for a total of 258,930,000 shares issued.

Note 4: The hands-on experiences linked up with the current position title. If having served with the auditing and certifying Certified Public Accountant Office during the aforementioned period, please expressly indicate the position title and the duties in charge.

Note 5: Information related to whether the Chairman and the President or person of an equivalent position (the top-level manager) of the Company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (such as increase of the number of independent directors or a majority of directors who are not also employees or managers concurrently).

(I)2.Major Shareholders of the Corporate Shareholder

(1) Major Shareholders of the Corporate Shareholder

Data by: March 15, 2025

Title of the Corporate Shareholder	Major Shareholders of the Corporate Shareholder	% of Shares Held
Ruentex Development Co., Ltd.	Ruentex Industries Ltd.	25.70%
	Huei Hong Investment Co., Ltd.	6.45%
	Yi Tai Investment Co., Ltd.	4.00%
	Chang Quan Investment Co., Ltd.	3.86%
	Ruen Hua Dyeing & Weaving Co., Ltd.	1.51%
	Yingjia Investment Co., Ltd.	1.22%
	The Tang Prize Foundation	0.90%
	Ruentex Xing Co. Ltd.	0.88%
	Citibank (Taiwan) Limited In Custody For Norges Bank Investment Fund	0.78%
	Vanguard FTSE Emerging Markets ETF Special Account, JPMorgan Chase	0.77%
Yingjia Investment Co., Ltd.	Chang Quan Investment Co., Ltd.	75.86%
	Ruen Hua Dyeing & Weaving Co., Ltd.	24.14%
Ruen Hua Dyeing & Weaving Co., Ltd.	Ruentex Xing Co. Ltd.	19.55%
	Ren Ying Industrial Co., Ltd.	19.14%
	Chang Quan Investment Co., Ltd.	18.44%
	Huei Hong Investment Co., Ltd.	17.96%
	Samuel Yen-Liang Yin	13.70%
	Yin Wong, Yee-Fan	6.55%
	Yin Xun Ruo Education Foundation	4.40%
	Yin,Chong-En (Lena Yin)	0.26%
Huei Hong Investment Co., Ltd.	Ruen Hua Dyeing & Weaving Co., Ltd.	63.53%
	Ruentex Xing Co. Ltd.	19.93%
	Yi Tai Investment Co., Ltd.	16.54%

(2) Major Shareholders of Corporate Shareholders

Data by: March 15, 2025

Title of Corporate Shareholder	Major Shareholders of the Corporate Shareholder	% of Shares Held
Ruentex Industries Ltd.	Ruentex Development Co., Ltd.	14.28%
	Ruentex Engineering & Construction Co., Ltd.	4.55%
	Yi Tai Investment Co., Ltd.	4.22%
	Huei Hong Investment Co., Ltd.	4.02%
	Yingjia Investment Co., Ltd.	3.68%

Title of Corporate Shareholder	Major Shareholders of the Corporate Shareholder	% of Shares Held
	Chang Quan Investment Co., Ltd. Gin-Hong Investment Co., Ltd. Sheng Cheng Investment Co., Ltd. Hua Nan Commercial Bank is entrusted to keep the Yuanta Taiwan Value High Interest ETF Securities Investment Trust Fund special account Ruen Hua Dyeing & Weaving Co., Ltd.	3.50% 3.31% 3.18% 2.60% 1.88%
Huei Hong Investment Co., Ltd.	Ruen Hua Dyeing & Weaving Co., Ltd. Ruentex Xing Co. Ltd. Yi Tai Investment Co., Ltd.	63.53% 19.93% 16.54%
Yi Tai Investment Co., Ltd.	Ren Ying Industrial Co., Ltd. Ruentex Xing Co. Ltd.	85.10% 14.90%
Chang Quan Investment Co., Ltd.	Huei Hong Investment Co., Ltd. Ruen Hua Dyeing & Weaving Co., Ltd. Ruentex Xing Co. Ltd.	48.00% 33.00% 19.00%
Ruen Hua Dyeing & Weaving Co., Ltd.	Ruentex Xing Co. Ltd. Ren Ying Industrial Co., Ltd. Chang Quan Investment Co., Ltd. Huei Hong Investment Co., Ltd. Samuel Yen-Liang Yin Yin Wong, Yee-Fan Yin Xun Ruo Education Foundation Yin,Chong-En (Lena Yin)	19.55% 19.14% 18.44% 17.96% 13.70% 6.55% 4.40% 0.26%
Yingjia Investment Co., Ltd.	Chang Quan Investment Co., Ltd. Ruen Hua Dyeing & Weaving Co., Ltd.	75.86% 24.14%
The Tang Prize Foundation	Huei Hong Investment Co., Ltd. Chang Quan Investment Co., Ltd.	39.73% 18.69%
Ruentex Xing Co. Ltd.	Samuel Yen-Liang Yin Yin Wong, Yee-Fan	99.997% 0.003%
Citibank (Taiwan) Limited In Custody For Norges Bank Investment Fund	Not applicable	
Vanguard FTSE Emerging Markets ETF Special Account, JPMorgan Chase	Not applicable	
Ren Ying Industrial Co., Ltd.	Samuel Yen-Liang Yin Yin Wong, Yee-Fan	92.86% 7.14%
Yin Xun Ruo Education Foundation	Yin Wong, Yee-Fan Samuel Yen-Liang Yin Ruen Hua Dyeing & Weaving Co., Ltd.	63.4% 30.6% 4.5%

(I) 3.Disclosure of the professional qualifications and independence of independent directors

Data by: March 20, 2025

Core Competency Diversity / Name of Director	Basic Information					The professional qualifications and hands-on experiences							Facts about independence attribute				Concurrently an Independent Director for Other Public Companies
	Nationality	Gender	Age		Employee Status	Experience in the Industry		Professional Capabilities				Not under any of the categories stated in Article 30 of the Company Act	Length of tenure as director			No spouse or relative within two degrees of kinship between directors or supervisors	
			31 to 60	61 to 75		Architecture and Engineering	Finance	Law	Accounting	Risk management	Leadership and Decision-making		Less than 3 years	3 to 9 years	More than 9 years		
Lee, Chih-Hung	ROC	Male		✓		✓				✓	✓	✓			✓	✓	0
Mo, Wei-Han	ROC	Male		✓	✓	✓				✓	✓	✓		✓		✓	0
Yin, Chung-Yao	ROC	Male	✓					✓		✓	✓	✓		✓		✓	0
Chang, Kun-Long	ROC	Male		✓	✓	✓				✓	✓	✓		✓		✓	0
Chen, Chih-Chuan	ROC	Male		✓			✓		✓	✓	✓	✓			✓	✓	0
Lin, Chin-Szu	ROC	Male	✓			✓	✓		✓	✓	✓	✓	✓			✓	0
Shen, Xiao-Ling (Independent Director)	ROC	Female		✓			✓		✓	✓	✓	✓			✓	✓	2
Zheng, Hui-Bin (Independent Director)	ROC	Male	✓			✓				✓	✓	✓			✓	✓	0
Lin, Kuo-Feng (Independent Director)	ROC	Male		✓		✓				✓	✓	✓		✓		✓	3

Note: Mark "✓" for those who have the above capabilities or circumstances.

(1) Independence of the Board of Directors

The Company presently maintains a nine-member board of directors, of which three are independent directors (representing a one-third representation on the board). Six directors, one of whom is female, are between the ages of 61 and 75, while three directors, all between the ages of 31 and 60, comprise the age distribution of the board. Professional backgrounds in finance, civil engineering, and construction engineering

management comprise the three independent directors. Two independent directors possess over nine years of service experience. In light of their substantial experience in construction management, financial accounting, and strategic planning, as well as their contribution to risk management and decision-making, they have been reappointed as independent directors of the Company despite their lengthy tenures.

(2) Independence of independent directors

Requirements / Title/Name		The professional qualifications and hands-on experiences	Facts about independence attribute	Concurrently an Independent Director for Other Public Companies
Independent Director	Shen, Xiao-Ling	Convener of the Audit Committee, formerly the Dean a professor in the Department of Business Administration at Soochow University, with a professional background in finance and accounting management.	(1) The principal person, his or her spouse, blood relative within the second degree of kinship have not served as the director and supervisor or employee in the Company or an affiliated enterprise thereof. (2) The number of shares held by the principal person, his or her spouse, blood relative within the second degree of kinship (or in the name of another): 0 (3) Having not served with the Company or a company with specific relationship with the Company as director and supervisor or employee. (4) The amount of remuneration received by the Company or its affiliated enterprises for commercial, legal, financial, accounting services rendered within the most recent two years: 0	2
Director	Zheng, Hui-Bin	Audit Committee member, currently a professor at National Taiwan University Civil Engineering Department, with a professional background in construction.	(1) The principal person, his or her spouse, blood relative within the second degree of kinship have not served as the director and supervisor or employee in the Company or an affiliated enterprise thereof. (2) The number of shares held by the principal person, his or her spouse, blood relative within the second degree of kinship (or in the name of another): 0 (3) Having not served with the Company or a company with specific relationship with the Company as director and supervisor or employee. (4) The amount of remuneration received by the Company or its affiliated enterprises for commercial, legal, financial, accounting services rendered within the most recent two years: 0	0

	Lin, Kuo-Feng	Audit Committee member, currently a distinguished professor at National Taiwan University, with a professional background in construction.	(1) The principal person, his or her spouse, blood relative within the second degree of kinship have not served as the director and supervisor or employee in the Company or an affiliated enterprise thereof. (2) The number of shares held by the principal person, his or her spouse, blood relative within the second degree of kinship (or in the name of another): 0 (3) Having not served with the Company or a company with specific relationship with the Company as director and supervisor or employee. (4) The amount of remuneration received by the Company or its affiliated enterprises for commercial, legal, financial, accounting services rendered within the most recent two years: 0	3

Note: For all directors' professional qualifications, hands-on experiences, and independence, see the Implementation of the Board of Directors' Diversity Policy on p.18~20 of this Annual Report.

(I) 4. Diversification and independence of the Board of Directors:

(1) Diversification of the Board of Directors

The Company advocates and respects the policy of director diversity in order to strengthen corporate governance and promote sound development of the of the Board composition and structure. The Company also believes that the diversity will help enhance the overall performance of the Company. The Board of Directors is selected on the basis of merit. The current Board of Directors is composed of nine directors with a diverse and complementary set of skills across industries, including basic composition (e.g., age, gender, etc.), industry experience and related skills (e.g., construction, civil engineering, finance and accounting, legal, security and safety, etc.), as well as competencies such as business decision-making, management, leadership, and risk management. To strengthen Board capabilities toward the ideal goal of corporate governance, Article 20 of the Company's "Code of Corporate Governance" stipulates that the Board of Directors shall, overall, possess the capabilities as enumerated below: 1. Business decision-making capability; 2. Accounting and financial analysis capabilities; 3. Business management capabilities; 4. Risk management capabilities; 5. Industrial technology and know-how; 6. International market view; 7. Leadership capabilities; and 8. Policymaking process capabilities.

(2) The Company's board diversity policy, objectives,and the status of implementation thereof:

Management Objectives	Implementation Status	Achievement
At least one-third of the directors have expertise in the industry.	6 directors have related expertises or experiences.	V
Two-thirds of the independent directors have at least two years of experience in finance, accounting, industry or sustainability.	3 independent directors have related expertises or experiences.	V

(3) If the number of directors of either gender on the board of directors of a TWSE or TPEx listed company is less than one-third, explain the reasons and the planned measures to be taken to enhance director gender diversity: The Company has one female director, accounting for 11% of the board members. Moving forward, the Company will prioritize gender equality and the establishment of a diversity policy pertaining to the membership of the board of directors. The objective is to systematically enhance the composition of the board, placing specific emphasis on promoting gender equality. The objective for the upcoming board election is to gradually improve gender equality by increasing the number of directors of each gender and reserving a minimum of one seat for a woman.

(4) Independence of the Board of Directors (Please refer to p. 18~20 of this Annual Report)

(II) Background Information of the President, Vice Presidents, Assistant Vice Presidents, and Chiefs of Departments and Branches

Data by: March 15, 2025; unit: shares; %

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
President	ROC	Mo, Wei-Han	Male	August 13, 2018	15,344	0.01%	23,016	0.01%	0	0.00%	1. Master of Management, Asian Institute of Management 2. Vice President, Continental Engineering Corporation 3. Plant Manager of RSEA Engineering	1.Chairman, Ruentex Material Co., Ltd. 2. Director and President, TEH HSIN ENTERPRISE CO., LTD	Nil	Nil	Nil	Nil
Construction Business Division President	ROC	Lee, Zhen-Hong	Male	July 1, 2011	5,000	0.00%	0	0.00%	0	0.00%	1. Master of Architecture, National Taiwan University of Science and Technology 2. Project Vice President, Baolong International Co., Ltd. 3. Deputy Director, DA-CIN CONSTRUCTION CO., LTD.	Ruen Yang Construction Co., Ltd. Chairman	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Executive Vice President	ROC	Chuang, Chuan-Yeh	Male	February 1, 2020	58,540	0.02%	0	0.00%	0	0.00%	1. Geotechnical Engineering Track, Institute of Civil Engineering, National Central University Master's 2. Engineer, Ruentex Construction & Engineering Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Planning and Design Department Executive Vice President	ROC	Feng, Yi-Tao	Male	January 1, 2011	9,506	0.00%	0	0.00%	0	0.00%	1. Master of Civil Engineering, State University of New York System 2. Structural Engineer, FLOUR CITY ARCHI,INC. 3. Vice President and Chairman, Ruentex Construction & Engineering Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Vice President of the Precast Business Division	ROC	Hsu, Kun-Jung	Male	April 1, 2007	5,754	0.00%	0	0.00%	0	0.00%	Master of Civil Engineering, National Taiwan University	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Quality Assurance Department and Occupational Health and Safety Department Vice President	ROC	Chen, Li-Wei	Male	January 11, 2021	170,310	0.07%	206,000	0.08%	0	0.00%	1. Department of Architecture, Feng Chia University 2. Assistant Vice President, Shing Yen Construction & Development Co., Ltd. 3. Manager, Dowell Skylight Co.	Nil	Nil	Nil	Nil	Nil
Electrical and Mechanical Business Division Vice President	ROC	Tan, Kuo-Kuang	Male	August 3, 2018	0	0.00%	0	0.00%	0	0.00%	1. Master of Chemical Engineering, North Carolina State University 2. President, Taipei Rapid Transit Corporation	Nil	Nil	Nil	Nil	Nil
Accounting Department Vice President	ROC	Chao, Tsun-Kuo	Male	February 7, 2014	8,890	0.00%	0	0.00%	0	0.00%	1. Department of Financial Management, Management College, National Defense University 2. Vice President, Runzhu Architecture and Engineering (Shanghai) Co., Ltd.	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Valuation Department Vice President	ROC	Wu, Tzu-Liang	Male	January 4, 2005	0	0%	0	0.00%	0	0.00%	1. Ph.D. in Civil Engineering, National Taiwan University 2. Director, Wu Tzu Liang Structural Engineers & Associates	Nil	Nil	Nil	Nil	Nil
Research and Development Department Vice President	ROC	Wang, Jui-Chen	Male	November 3, 2015	0	0.00%	0	0.00%	0	0.00%	1. Ph.D. in Civil Engineering, National Taiwan University 2. Research Assistant, National Taiwan University 3. Assistant Researcher, Taiwan Construction Research Institute	Director, Ruen Yang Construction Co., Ltd.	Nil	Nil	Nil	Nil
Contracting Center Vice President	ROC	Fu, Kuo-Chen	Male	February 22, 2019	9,590	0.00%	70,350	0.03%	0	0.00%	1. Master of Civil Engineering, National Central University 2. Vice President, Ruentex Construction & Engineering Co., Ltd.	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
											3. Nan Shan Life Insurance Co., Ltd. Chief Engineering Manager					
Assistant Vice President of Human Resources Department	ROC	Jia-ru Wu	Female	June 1, 2020	1,400	0.00%	0	0.00%	0	0.00%	1. Master of Counseling, Ming Chuan University 2. Assistant Vice President, Ruentex Development Co., Ltd. 3. Assistant Manager, Micro-Star International Co., Ltd. 4. Assistant Manager, Ruentex Construction & Engineering Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Software Service Department Vice President	ROC	Tsao, Chang-Sheng	Male	May 18, 2010	26,572	0.01%	0	0.00%	0	0.00%	1. Master of Civil Engineering (Structural Engineering Track), National Taiwan University	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
											2. Manager, Han-Chieh Engineering Consulting Co. 3. Manager, Tseng Ching-Cheng Structural Engineers					
Information Security Office Assistant Vice President	ROC	Lin, Ming-Yi	Male	March 1, 2014	0	0.00%	0	0.00%	0	0.00%	1. Department of Mechanical Engineering, National Taiwan Institute of Technology 2. Engineer, Youcheng Industrial Co. 3. CAD Director, Hsiung Fong Electronics	Nil	Nil	Nil	Nil	Nil
Financial Department Kung-Yi Design Inc.	ROC	Chen, Hsueh-Ling	Female	July 1, 2011	57,540	0.02%	0	0.00%	0	0.00%	1. Shih-Hsin Comprehensive Business School 2. Junior Manager, Kwang Hua Securities 3. Manager, Ruentex Construction & Engineering Co., Ltd.	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Audit Office Kung-Yi Design Inc.	ROC	Tai, Meng-Fang	Female	March 1, 2013	0	0.00%	0	0.00%	0	0.00%	1. Bachelor in Accounting, Shih Chien University 2. Senior Auditor, Deloitte Taiwan	Nil	Nil	Nil	Nil	Nil
Vice President	ROC	Liao, Ching-Sung	Male	October 1, 2000	46,032	0.02%	0	0.00%	0	0.00%	1. Business Administration Major, Ling Tung Junior College of Accounting 2. Assistant Vice President, Ruentex Industries Ltd. 3. Section Manager, Formosa Chemicals & Fibre Corporation	Nil	Nil	Nil	Nil	Nil
Vice President	ROC	Chang, Gong-Chen	Male	November 1, 2010	100,884	0.04%	71,400	0.03%	0	0.00%	1. Electrical Engineering Department, Chien Hsin Tech 2. Chief Engineer, Shing Yen Construction & Development Co., Ltd.	Director, Ruen Yang Construction Co., Ltd.	Nil	Nil	Nil	Nil
Vice President	ROC	Chang, Po-Chao	Male	May 4, 2011	560	0.00%	0	0.00%	0	0.00%	1. Master of Architecture, National Taiwan University of	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
											Science and Technology 2. Assistant Supervisor, BES Engineering Corp.					
Vice President	ROC	Chang, Kun-Long	Male	June 22, 2011	225,480	0.09%	0	0.00%	0	0.00%	1. Kainan High School Mechanical Engineering Major 2. Engineer, CHENG CHEN MACHINERY CO., LTD. 3. Vice President, Ruentex Construction & Engineering Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Vice President	ROC	Su, Yi-Hsien	Male	July 31, 2013	46,032	0.02%	0	0.00%	0	0.00%	1. Department of Civil Engineering, National Taipei Institute of Technology 2. Section Manager, Yi-Cheng Engineering Co.	Nil	Nil	Nil	Nil	Nil
Vice President	ROC	Teng, Pin-Pin	Male	March 1, 2014	26,950	0.01%	5,026	0.00%	0	0.00%	1. Ph.D. in Civil Engineering, National Taiwan University	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
											2. Consultant, Sinotech Engineering Consultants Co., Ltd. 3. Researcher, Architecture and Building Research Institute, Ministry of the Interior					
Vice President	ROC	Chien, Chiu-Hsueh	Female	March 1, 2014	0	0.00%	0	0.00%	0	0.00%	1. Department of Mining and Metallurgy, National Taipei Institute of Technology 2. Global Studio 3. Junior Manager, Ruen-An Mechanical & Electrical Engineering, Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Vice President	ROC	Tsai, Shun-Chi	Male	August 7, 2014	56,406	0.02%	20,524	0.01%	0	0.00%	1. Master of Civil Engineering, National Central University 2. Supervisor, National Defense Medical Center	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
											3. Surveyor, Square Circle Engineer Consulting Co., Ltd.					
Vice President	ROC	Yang, Kao-Ming	Male	November 1, 2019	2,000	0.00%	0	0.00%	0	0.00%	1. Master of Civil Engineering, National Chung Hsing University 2. Assistant Vice President, CHUNG-LIN GENERAL CONTRACTORS, LTD. 3. Vice President, Chao Pu Construction Co. 4. Manager, JJP Architects & Planners	Nil	Nil	Nil	Nil	Nil
Vice President	ROC	Chen, Chao-Cheng	Male	November 16, 2021	113,962	0.04%	5,600	0.00%	0	0.00%	1. Department of Architecture, Chung Yuan Christian University 2. Vice President, Ruentex Interior Design Inc.	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Vice President	ROC	Lin, Kuo-Feng	Male	August 1, 2022	0	0.00%	140,000	0.05%	0	0.00%	1. Department of Civil Engineering, Feng Chia University 2. Vice President, Chien Kuo Construction Co., Ltd. 3. Director, Continental Engineering Corporation 4. Deputy Director, BES Engineering Inc.	Nil	Nil	Nil	Nil	Nil
Vice President	ROC	Chen, Xuexian	Male	March 12, 2025	42,200	0.02%	14,800	0.01%	0	0.00%	1. Master of Soil Research Institute, National Central University 2. Vice President of Ruentex Development Co., Ltd. 3. President of Ruentex Material Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Ho, Yen-Chang	Male	January 1, 2005	211,288	0.08%	1,918	0.00%	0	0.00%	Master of Construction, National Taiwan	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
											Institute of Technology					
Assistant Vice President	ROC	Yeh, Tsung-Han	Male	May 18, 2010	26,852	0.01%	0	0.00%	0	0.00%	1. Department of Electronic Engineering, Kuang Wu Industry and Commerce Junior College 2. Air Conditioning Engineer, Chang Fu Plumbing 3. Ruen-An Mechanical & Electrical Engineering, Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Hung, Jung-Lin	Male	May 18, 2010	672	0.00%	1,400	0.00%	0	0.00%	1. Electrical Engineering Department, Oriental Institute of Technology 2. Li Min Construction Company 3. Chu Pu Construction Co. 4. Ruen-An Mechanical & Electrical	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
											Engineering, Co., Ltd.					
Assistant Vice President	ROC	Lin, Ming-Huang	Male	March 1, 2011	149,604	0.06%	0	0.00%	0	0.00%	1. Institute of Construction Engineering, National Taiwan University 2. Engineer, Sze Ching Sports Engineering Co.	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Hung, Jung-Fang	Male	March 1, 2011	78,638	0.03%	0	0.00%	0	0.00%	1. Department of Architecture, National Taipei Institute of Technology 2. Manager, Yi-Cheng Engineering Co. 3. Manager, Lun Bao Engineering Co.	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Chen, Jung-Ti	Female	March 1, 2011	102,200	0.04%	0	0.00%	0	0.00%	1. Department of Accounting, Chungyu Junior College of Business Administration 2. Cashier, HeySong Corporation	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
											3. Accountant, KUO YUAN YE FOODS CO., LTD.					
Assistant Vice President	ROC	Hsu, Liang-Tsai	Male	March 23, 2012	0	0.00%	0	0.00%	0	0.00%	1. Department of Civil Engineering, National Cheng Kung University 2. Engineer, Yi Tai Construction Co.	Nil	Nil	Nil	Nil	Nil
Project Assistant Vice President	ROC	Liang, Chia-Chou	Male	March 21, 2013	10,000	0.00%	0	0.00%	0	0.00%	1. Master of Civil Engineering, National Chiao Tung University 2. Structural Engineer, Taiwan Engineering Consultants Group 3. Structural Engineer, CTCI Smart Engineering Corporation	Nil	Nil	Nil	Nil	Nil
Project Assistant Vice President	ROC	Huang, Pei-Chi	Male	March 21, 2013	0	0.00%	0	0.00%	0	0.00%	1. Master of Civil Engineering, Carnegie-Mellon University 2. Project Manager, Wu Tzu Liang Structural	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
											Engineers & Associates					
Assistant Vice President	ROC	Hsu, Tsui-Li	Female	March 21, 2013	67,130	0.03%	0	0.00%	0	0.00%	1. Department of International Trade, Hsing Wu College 2. Section Chief, Ruentex Construction Co., Ltd. 3. Manager, Fu Hua Construction Manager Co.	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Wang, Chih-Chiang	Male	March 1, 2014	0	0.00%	0	0.00%	0	0.00%	1. Department of Mechanical Engineering, National Taipei University of Technology 2. Mechanical Engineer, Hanwei Electric & Technician Co. 3. Hai Long Fire Protection PE	Nil	Nil	Nil	Nil	Nil
Project Assistant Vice President	ROC	Chen, Wu-Sung	Male	March 1, 2014	0	0.00%	0	0.00%	0	0.00%	1. International MBA Program, National Chengchi University Master's	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
											2. Design Engineer, SOUND AIR INDUSTRIAL CO., LTD. 3. Project Manager, Jui Hua Engineering 4. Manager, Tong Kai Engineering					
Project Assistant Vice President	ROC	Huang, Ming-Chieh	Male	March 1, 2014	0	0.00%	0	0.00%	0	0.00%	1. Institute of Electronic Engineering, National Taiwan University of Science and Technology 2. Project Engineer, China Engineering Consultants, Inc. 3. Manager, Tong Kai Technology 4.T-COM TECH FAE	Nil	Nil	Nil	Nil	Nil
Valuation Assistant Vice President	ROC	Wu, Shih-Chung	Male	March 1, 2014	10,180	0.00%	0	0.00%	0	0.00%	1. Department of Civil Engineering, Feng Chia University 2. On-Site Engineer, CHU-CHIANG	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
											CONSTRUCTION CO., LTD.					
Project Assistant Vice President	ROC	Kao, Feng-Cheng	Male	April 1, 2015	0	0.00%	300	0.00%	0	0.00%	1. Department of Mechanical Engineering, Nanya Polytechnic 2. Construction Engineer, H PLUS R ENVIRONMENTAL ENGINEERING CO., LTD. 3. Plumbing & Electrical Design Engineer, Juyo Engineering Consultants Ltd.	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Cheng, Hung-Hsun	Male	April 1, 2016	0	0.00%	0	0.00%	0	0.00%	1. Master of Civil Engineering, National Taiwan University 2. Planning Engineer, NEW ASIA CONSTRUCTION 3. Manager, Ruentex Interior Design Inc.	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Assistant Vice President	ROC	Chiu, Chin-Hsiu	Male	April 1, 2016	21,770	0.01%	0	0.00%	0	0.00%	Section of Civil Engineering, Tungnan Junior College of Technology	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Chang, Nien-Cheng	Male	April 1, 2018	0	0.00%	0	0.00%	0	0.00%	1. Department of Business Administration, Aletheia University 2. Site Manager, LU HO CONSTRUCTION CO., LTD. 3. Site Manager, Ruentex Construction & Engineering Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Project Assistant Vice President	ROC	Pan, Cheng-Shan	Male	April 1, 2018	0	0.00%	0	0.00%	0	0.00%	1. Master of Construction Management, National Chiao Tung University 2. Senior Engineer, Continental Engineering Corporation	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Business Assistant Vice President	ROC	Kao, Tao-Yuan	Male	April 1, 2018	5,754	0.00%	32,170	0.01%	0	0.00%	1. Master of Civil Engineering, National Chung Hsing University 2. Chief Engineer, Ruentex Construction & Engineering Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Project Assistant Vice President	ROC	Li, Jung-Che	Male	February 1, 2020	0	0.00%	0	0.00%	0	0.00%	1. Master of Civil Engineering, Chung Yuan Christian University 2. Engineer, Hong Yun Engineering Co.	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Liang, Te-Yi	Male	September 1, 2020	0	0.00%	0	0.00%	0	0.00%	1. Department of Civil Engineering, Tamkang University 2. Senior Manager, EXYTE Taiwan Co. 3. Shanghai Construction Director, LEND LEASE (TAIWAN) PTY LIMITED	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Assistant Vice President	ROC	Tang, Erh-Sheng	Male	April 1, 2021	0	0.00%	0	0.00%	0	0.00%	1. Section of Civil Engineering, Sze Hai College of Technology 2. Manager, Ruentex Construction & Engineering Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Cheng, Chieh	Male	January 1, 2022	0	0.00%	0	0.00%	0	0.00%	1. Section of Civil Engineering, Sze Hai College of Technology 2. Assistant Vice President, Ruentex Material Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Su, Chang-Chun	Male	April 1, 2022	0	0.00%	0	0.00%	0	0.00%	1. Master of Architecture, National Taipei University of Technology 2. Junior Manager, Ruentex Construction	Nil	Nil	Nil	Nil	Nil
Project Assistant Vice President	ROC	Han, Chia-Chun	Male	April 1, 2022	0	0.00%	1,000	0.00%	0	0.00%	1. Master of Civil Engineering, National Central University 2. Team Leader, Continental	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Number of shares held		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 2)	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remark (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
											Engineering Corporation					
Assistant Vice President	ROC	Chen, Ming-He	Male	April 1, 2023	0	0.00%	0	0.00%	0	0.00%	1. Department of Civil Engineering, China University of Science and Technology 2. Manager, Ruentex Construction	Nil	Nil	Nil	Nil	Nil
Human Resources Assistant Vice President	ROC	Wang, Ming-Yi	Female	April 13, 2023	28,042	0.01%	0	0.00%	0	0.00%	1. Master's Degree, Institute of Human Resource Management, National Sun Yat-Sen University 2. Executive Officer, Ruentex Development Co., Ltd.	Nil	Nil	Nil	Nil	Nil

Note 1: The information of the President, Vice Presidents, Assistant Vice Presidents, heads of departments and branches, and anyone whose position is equivalent to President, Vice President or Assistant Vice President, regardless of title, shall all be disclosed.

Note 2: The hands-on experiences linked up with the current position title. If having served with the auditing and certifying Certified Public Accountant Office during the aforementioned period, please expressly indicate the position title and the duties in charge.

Note 3: Information about that the President or person of an equivalent position (the highest level Manager) and the Chairman is the same person, spouses, or relative within the first degree of kinship, shall disclose the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (such as increase the number of Independent Directors and have a majority of directors who are not also employees or Managers concurrently, etc.)

II. Remuneration for Directors, Presidents, and Vice Presidents

(I) 1. Remuneration for General and Independent Directors

Unit: NTD in Thousands; %

Title	Name (Note 1	Directors' Remuneration								(A+B+C+D) as a % of Net Income (Note 10)		Remuneration for Directors Who are Concurrently Employees								(A+B+C+D+E+F+G) as a % of Net Income(Note 10)		Whether or Not Receiving Remuneration From Investees or the Parent Company Other Than Subsidiaries (Note 11)
		Remuneration (A) (Note 2)		Severance Pay/Retirement Allowance (B)		Remuneration of Directors (C) (Note 3)		Business Execution Expenses (D) (Note 4)				Salaries, Bonuses, and Special Expenses (E) (Note 5)		Severance Pay/Retirement Allowance (F)		Remuneration to Employee (G) (Note 6)						
		The Company	All Firms Disclosed in the Financial Statements (Note 7)	The Company	All Firms Disclosed in the Financial Statements (Note 7)	The Company	All Firms Disclosed in the Financial Statements (Note 7)	The Company	All Firms Disclosed in the Financial Statements (Note 7)	The Company	All Firms Disclosed in the Financial Statements	The Company	All Firms Disclosed in the Financial Statements (Note 7)	The Company	All Firms Disclosed in the Financial Statements (Note 7)	The Company		All Firms Disclosed in the Financial Statements (Note 7)		The Company	All Firms Disclosed in the Financial Statements	
																Cash Amount	Stock Amount	Cash Amount	Stock Amount			
Director	Representative of Ruentex Development: Lee, Chih-Hung Representative of Ruen Hua Dyeing & Weaving Co., Ltd.: Yin, Chung-Yao Representative of Yingjia Investment Co., Ltd.: Mo, Wei-Han Representative of Ruentex Development Co., Ltd.: Chang, Kun-Long	576	576	0	0	0	0	0	0	576 0.02%	576 0.02%	21,865	21,865	0	0	1,065	0	1,065	0	23,506 0.85%	23,506 0.85%	46,512

	Representative of Huei Hong Investment Co., Ltd.: Chen, Chih-Chuan																					
	Representative of Ruentex Development Co., Ltd.: Lin, Chin-Szu (Note①)																					
	Cao, Sho-Min (Note①)																					
Independence Director	Shen, Xiao-Ling	2,880	2,880	0	0	0	0	500	500	3,380 0.12%	3,380 0.12%	0	0	0	0	0	0	0	0	3,380 0.12%	3,380 0.12%	0
	Zheng, Hui-Bin																					
	Lin, Kuo-Feng																					
Total		3,4566	3,456	0	0	0	0	500	500	3,956 0.14%	3,956 0.14%	21,865	21,865	0	0	1,065	0	1,065	0	26,886 0.97%	26,886 0.97%	46,512

1. Please specify the policy, system, standards, and structure of the remuneration paid to independent directors, and specify their correlation between the amount of the remuneration paid and their responsibilities, risks, and time contributed:

(1) With respect to Article 21 of the Articles of Incorporation, the Board of Directors is authorized to determinate the remuneration of independent directors through discussions in respect to their involvement in organizational operations and organizational contributions and with reference to the common pay standards in the business.

(2) In addition to the overall performance of the Company's operations, the future business risks, and development trends of the industry, the remuneration is also based on the performance evaluation of the directors, taking into account their personal performance in terms of time commitment and responsibilities, and evaluating the reasonableness in relation to the Company's business performance and future risks. The performance evaluation and the reasonableness of remuneration are reviewed by the Compensation Committee and the Board of Directors, and the remuneration system is reviewed in a timely manner in accordance with the actual operating conditions and relevant laws and regulations.

2. Other than disclosure in the above table, Directors remunerations earned by providing services (e.g. providing consulting services as a non-employee of parent company/all consolidated entities/non-consolidated affiliates) to the Company and all consolidated entities in financial statements of the previous year: NA

Range of Remuneration

Payment to the Company's Range of remunerations to directors	Name of Director			
	Total Amount of A to D		Total Amount of A to G	
	The Company (Note 8)	All Firms Disclosed in the Financial Statements (Note 9) H	The Company (Note 8)	Parent and All Invested Companies (Note 9) I
Less than NT$1,000,000	Ruentex Development Co., Ltd. representatives Lee, Chih-Hung, Chang, Kun-Long, Lin, Chin-Szu; Yingjia Investment Co., Ltd. representative Mo, Wei-Han; Ruen Hua Dyeing & Weaving representative Yin, Chung-Yao; Huei Hong Investment representative Chen, Chih-Chuan,	Ruentex Development Co., Ltd. representatives Lee, Chih-Hung, Chang, Kun-Long, Lin, Chin-Szu; Yingjia Investment Co., Ltd. representative Mo, Wei-Han; Ruen Hua Dyeing & Weaving representative Yin, Chung-Yao; Huei Hong Investment representative Chen, Chih-Chuan,	Ruentex Development Co., Ltd. representatives Lee, Chih-Hung, Lin, Chin-Szu; Ruen Hua Dyeing & Weaving representative Yin, Chung-Yao; Huei Hong Investment representative Chen, Chih-Chuan;	Ruen Hua Dyeing & Weaving representative Yin, Chung-Yao; Huei Hong Investment representative Chen, Chih-Chuan;
NT$1,000,000 (included) – NT$2,000,000 (excluded)	Shen, Xiao-Ling; Zheng, Hui-Bin;Lin, Kuo-Feng	Shen, Xiao-Ling; Zheng, Hui-Bin;Lin, Kuo-Feng	Shen, Xiao-Ling; Zheng, Hui-Bin;Lin, Kuo-Feng	Shen, Xiao-Ling; Zheng, Hui-Bin;Lin, Kuo-Feng
NT$2,000,000 (included) – NT$3,500,000 (excluded)			Representative of Ruentex Development: Chang, Kun-Long	Representative of Ruentex Development: Chang, Kun-Long
NT$3,500,000 (included) – NT$5,000,000 (excluded)				
NT$5,000,000 (included) – NT$10,000,000 (excluded)				Representative of Ruentex Development Co., Ltd.: Lin, Chin-Szu
NT$10,000,000 (included) – NT$15,000,000 (excluded)				
NT$15,000,000 (included) – NT$30,000,000 (excluded)			Representative of Yingjia Investment Co., Ltd. Mo, Wei-Han	Representative of Yingjia Investment Co., Ltd. Mo, Wei-Han
NT$30,000,000 (included) – NT$50,000,000 (excluded)				Representative of Ruentex Development: Lee, Chih-Hung

Payment to the Company's Range of remunerations to directors	Name of Director			
	Total Amount of A to D		Total Amount of A to G	
	The Company (Note 8)	All Firms Disclosed in the Financial Statements (Note 9) H	The Company (Note 8)	Parent and All Invested Companies (Note 9) I
NT$50,000,000 (included) – NT$100,000,000 (excluded)				
NT$100,000,000 and Above				
Total	9 people	9 people	9 people	9 people

Note 1: Names of directors shall be enumerated respectively. (In case of corporate shareholders, the names of the corporate shareholders and their representatives shall be enumerated respectively) It shall respectively enumerate the general directors and independent directors to disclose a variety of amounts of payments in aggregation. Where directors concurrently served as President and Vice President, please fill in the present Table and the following Table.

Note 2: It refers to the remuneration to directors in the most recent year (including the salaries for directors, additional job subsidies, severance pay, a variety of incentives and awards and the like).

Note 3: It refers to the amounts of the remuneration to directors to be distributed as resolved by the Board of Directors in the most recent year.

Note 4: It refers to the expenses spent by directors for relevant business execution in most recent year (including traffic allowances, special expenditures, a variety of allowances, provided forms, vehicles and such objects in kind and the like). In case of provision of housings, vehicles or other transportations as individual expenditures, the Company shall disclose the attributes and costs for such provisions; such rents, fuel costs or other payments as substantially paid or counted based on the fair market prices. In case of chauffeurs provided, please remark the relevant remuneration paid to the chauffeurs which, nevertheless, shall not be counted inclusively into the remuneration.

Note 5: It refers to such salaries, position bonus, resignation fees, a variety of bonuses, incentives, traffic allowance s, special expenditures, a variety of allowances, dormitories, vehicle allocations and other objects provided to the directors who concurrently served as employees most recent year (including concurrently presidents, vice presidents, other managerial officers and employees). In case of provision of housings, vehicles or other transportations as individual expenditures, the Company shall disclose the attributes and costs for such provisions; such rents, fuel costs or other payments as substantially paid or counted based on the fair market prices. In case of chauffeurs provided, please remark the relevant remuneration paid to the chauffeurs which, nevertheless, shall not be counted inclusively into the remuneration. Besides, such salary expenses recognized under IFRS 2 "Share Based Payment", including the acquisition of employee stock option certificates, restriction upon employee rights from new shares and participation in cash capital increase subscription shares and the like shall also be counted inclusively into the remuneration as well.

Note 6: It refers to such the remuneration to employees (including stocks and cash) acquired by the directors who concurrently served as employees most recent year (including concurrently presidents, vice presidents, other managerial officers and employees) most recent year, the Company shall disclose the amounts of the remuneration to employees to be distributed as resolved in the Board of Directors most recent year. In such amounts could not be estimated in advance, the amounts intended to be distributed in the present year shall be duly counted pro rata to the amounts substantially distributed in the preceding year and shall, additionally, fill up Table 1-3.

Note 7: The Company shall disclose the aggregate total amount of a variety of remunerations paid to the Company’s directors from all companies within the consolidated statements (including the Company).

Note 8: The aggregate total amount of a variety of remuneration paid to each and every director by the Company, the Company shall disclose names of directors in the hierarchy scale of distribution.

Note 9: The Company shall disclose the aggregate total amount of a variety of remunerations paid to the Company's directors from all companies within the consolidated statements (including the Company). The Company shall disclose names of directors in the hierarchy scale of distribution.

Note 10: The term "net profit after tax" denotes the net profits after tax in the respective or individual financial statements in the most recent year.

Note 11: a. This column shall expressly indicate the amounts of remunerations payable to the Company's directors from the investees other than subsidiaries or parent company (Please enter "nil" in case of none).

b. Where the Company's directors received relevant remunerations from the investees or parent company except subsidiaries, the Company shall have the remunerations from the investees or parent company except subsidiaries consolidated into the column of the hierarchy table and shall change the title of the column into "Parent company and all investees"

c. The term "remuneration" as set forth herein denotes such relevant remuneration as reward. remuneration (including remunerations paid to employees, directors and supervisors) and business execution expenses received by the Company's directors who serve as directors and supervisors or managerial officers of investees, parent company except subsidiaries.

*Given the difference between the remuneration disclosed in this Table and concept of income under the Income Tax Act, information disclosed in this Table is for disclose purposes only and shall not be used for taxation.

(I) 2. Remuneration for the President and Vice Presidents

Unit: NTD in Thousands; %

Title	Name	Remuneration (A) (Note 2)		Severance Pay/Retirement Allowance (B)		Bonuses & Special Expenses (C) (Note 3)		Amount of Remuneration to Employee (D) (Note 4)				(A+B+C+D) as a % of Net Income (Note 8)		Whether or Not Receiving Remuneration From Investees or the Parent Company Other Than Subsidiaries (Note 9)
		The Company	All Firms Disclosed in the Financial Statements (Note 5)	The Company	All Firms Disclosed in the Financial Statements (Note 5)	The Company	All Firms Disclosed in the Financial Statements (Note 5)	The Company		All Firms Disclosed in the Financial Statements (Note 5)		The Company	All Firms Disclosed in the Financial Statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
President	Mo, Wei-Han	51,890	51,890	0	0	111,499	111,499	2,709 註①	0	2,709 註①	0	166,098 5.99%	166,098 5.99%	0
President of the Construction Business Division	Lee, Zhen-Hong													
Chief Technical Consultant	Ke, Wen-Pin (Note②)													
Executive Vice President	Chuang, Chuan-Yeh													
Executive Vice President	Feng, Yi-Tao													
Vice President	Hsu, Kun-Jung													
Vice President	Fu, Kuo-Chen													
Vice President	Tsai, Shun-Chi													
Vice President	Wu, Tzu-Liang													
Vice President	Liao, Ching-Sung													
Vice President	Chang, Gong-Chen													
Vice President	Tsao, Chang-Sheng													
Vice President	Chang, Kun-Long													

Title	Name	Remuneration (A) (Note 2)		Severance Pay/Retirement Allowance (B)		Bonuses & Special Expenses (C) (Note 3)		Amount of Remuneration to Employee (D) (Note 4)				(A+B+C+D) as a % of Net Income (Note 8)		Whether or Not Receiving Remuneration From Investees or the Parent Company Other Than Subsidiaries (Note 9)
		The Company	All Firms Disclosed in the Financial Statements (Note 5)	The Company	All Firms Disclosed in the Financial Statements (Note 5)	The Company	All Firms Disclosed in the Financial Statements (Note 5)	The Company		All Firms Disclosed in the Financial Statements (Note 5)		The Company	All Firms Disclosed in the Financial Statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
Vice President	Hsu, Jin-Qian (Note ③)													
Vice President	Tan, Kuo-Kuang													
Vice President	Chang, Po-Chao													
Vice President	Chao, Tsun-Kuo													
Vice President	Chang, Chao-Yu (Note④)													
Vice President	Su, Yi-Hsien													
Vice President	Teng, Pin-Pin													
Vice President	Chien, Chiu-Hsueh													
Vice President	Wang, Jui-Chen													
Vice President	Yang, Kao-Ming													
Vice President	Chen, Chao-Cheng													
Vice President	Chen, Li-Chun													
Vice President	Lin, Kuo-Feng													

Note ① The distribution of employees' remuneration for 2024 was approved by the Board of Directors on January 21, 2025, with a 1% allocation, and on March 12, 2025, the Board of Directors approved the distribution of employees' remuneration in accordance with Article 26 of the Company's Articles of Incorporation, amounting to NT$34,373

thousand. However, the allocation of personnel and individual amounts have not yet been resolved (the proposed allocation amount is an estimate). Note② Chief Technical Consultant Ke, Wen-Pin was dismissed on April 1, 2024. Note③ Vice President, Hsu, Jin-Qian was discharged on March 1, 2024. Note④ Vice President, Chang, Chao-Yu was discharged on February 28, 2025 .

Range of Remuneration

Range of Remuneration for Presidents and Vice Presidents	Name of President/Vice President	
	The Company (Note 6)	Parent and All Invested Companies (Note 7) E
Less than NT$1,000,000	Hsu, Jin-Qian;Ke, Wen-Pin	Hsu, Jin-Qian;Ke, Wen-Pin
NT$1,000,000 (included) – NT$2,000,000 (excluded)		
NT$2,000,000 (included) – NT$3,500,000 (excluded)	Chen, Chao-Cheng; Chang, Kun-Long; Lin, Kuo-Feng	Chen, Chao-Cheng; Chang, Kun-Long; Lin, Kuo-Feng
NT$3,500,000 (included) – NT$5,000,000 (excluded)	Chang, Chao-Yu; Chang, Po-Chao; ; Tsai, Shun-Chi;Teng, Pin-Pin; Chien, Chiu-Hsueh; Chen, Li-Chun; Yang, Kao-Ming;	Chang, Chao-Yu; Chang, Po-Chao; ; Tsai, Shun-Chi;Teng, Pin-Pin; Chien, Chiu-Hsueh; Chen, Li-Chun; Yang, Kao-Ming;
NT$5,000,000 (included) – NT$10,000,000 (excluded)	Liao,Ching-Sung;Chang,Gong-Chen;Wu,Tzu-Liang ;Tan, Kuo-Kuang; Fu, Kuo-Chen;Hsu, Kun-Jung;Wang, Jui-Chen; Tsao, Chang-Sheng;Chao, Tsun-Kuo; Feng, Yi-Tao ;Su, Yi-Hsien;	Liao,Ching-Sung;Chang,Gong-Chen;Wu,Tzu-Liang ;Tan, Kuo-Kuang; Fu, Kuo-Chen;Hsu, Kun-Jung;Wang, Jui-Chen; Tsao, Chang-Sheng;Chao, Tsun-Kuo; Feng, Yi-Tao ;Su, Yi-Hsien;
NT$10,000,000 (included) – NT$15,000,000 (excluded)	Chuang, Chuan-Yeh	Chuang, Chuan-Yeh
NT$15,000,000 (included) – NT$30,000,000 (excluded)	Lee, Zhen-Hong ;Mo, Wei-Han	Lee, Zhen-Hong ;Mo, Wei-Han
NT$30,000,000 (included) – NT$50,000,000 (excluded)		
NT$50,000,000 (included) – NT$100,000,000 (excluded)		
NT$100,000,000 and Above		
Total	A total of twenty-six	A total of twenty-six

Note 1: The names of the President and Vice President shall be enumerated respectively to disclose amounts of various payments in combination. Where directors concurrently served as President and Vice President, please fill up the present Table and the aforementioned Table.

Note 2: To enumerate the salaries, position allowance, resignation fees for President and Vice President in the most recent year.

Note 3: It refers to a variety of bonuses, incentives, traffic allowances, special expenditures, a variety of allowances, dormitories, vehicle allocations and objects in kind paid to the President and Vice President in the most recent year. In case of provision of housings, vehicles or other transportations as individual expenditures, the Company shall disclose the attributes and costs for such provisions; such rents, fuel costs or other payments as substantially paid or counted based on the fair

market prices. In case of chauffeurs provided, please remark the relevant remuneration paid to the chauffeurs which, nevertheless, shall not be counted inclusively into the remuneration. Besides, such salary expenses recognized under IFRS 2 "Share Based Payment", including the acquisition of employee stock option certificates, restriction upon employee rights from new shares and participation in cash capital increase subscription shares and the like shall also be counted inclusively into the remuneration as well.

Note 4: It should enumerate the amount of remuneration to employees allocated to President and Vice President as resolved in the Board of Directors in the most recent year (including both stocks and cash). If the amount could not be estimated, it shall be counted *pro rata* to the amounts substantially distributed in the preceding year for the amount to be distributed in the present year. Besides, please additionally fill up Table 1~3.

Note 5: The Company shall disclose the aggregate total amount of a variety of remunerations paid to the Company's President and Vice President from all companies covered within the consolidated financial statements (including the Company).

Note 6: Regarding the aggregate total amount of a variety of remunerations paid to each and every President and Vice President by the Company, the names of the President and Vice President shall be disclosed in the hierarchy scale.

Note 7: The Company shall disclose the aggregate total amount of a variety of remunerations paid to the Company's President and Vice President from all companies covered within the consolidated financial statements (including the Company). The names of the President and Vice President shall be disclosed in the hierarchy scale.

Note 8: The term "net profit after tax" denotes the net profits after tax as shown in the individual or respective financial statements in the most recent year.

Note 9: a.This column shall expressly indicate the amounts of remunerations payable to the Company's President and Vice President from the investees other than subsidiaries or parent company (Please enter "nil" in case of none).

b. Where the Company's President and Vice President received relevant remunerations from the investees or parent company except subsidiaries, the Company shall have the remunerations payable to the President and Vice President from the investees or parent company except subsidiaries consolidated into the column of the hierarchy table Column E and shall change the title of the column into "Parent company and all investees"

c. The term "remuneration" as set forth herein denotes such relevant remuneration as reward. remuneration (including remunerations paid to employees, directors and supervisors) and business execution expenses received by the Company's President and Vice President who serve as directors and supervisors or managerial officers of investees, parent company except subsidiaries.

*Given the difference between the remuneration disclosed in this Table and concept of income under the Income Tax Act, information disclosed in this Table is for disclose purposes only and shall not be used for taxation.

(I) 3. Employees' Profit Sharing Paid to Management Team (2024):

Unit: NT$ thousands; %

	Position title: (Note 1)	Name (Note 1)	Stock Amount	Cash Amount	Total	Percentage in Net Earnings After Tax
Managers	President	Mo, Wei-Han	Zero	5,113	5,113	0.18%
	President of the Construction Business Division	Lee, Zhen-Hong				
	Executive Vice President	Chuang, Chuan-Yeh				
	Executive Vice President	Feng, Yi-Tao				
	Vice President	Tsai, Shun-Chi				
	Vice President	Chang, Po-Chao				
	Vice President	Tsao, Chang-Sheng				
	Vice President	Teng, Pin-Pin				
	Vice President	Su, Yi-Hsien				
	Vice President	Liao, Ching-Sung				
	Vice President	Wang, Jui-Chen				
	Vice President	Chao, Tsun-Kuo				
	Vice President	Fu, Kuo-Chen				
	Vice President	Chien, Chiu-Hsueh				
	Vice President	Chang, Kun-Long				
	Vice President	Hsu, Kun-Jung				
	Vice President	Wu, Tzu-Liang				
	Vice President	Chang, Gong-Chen				
	Vice President	Chang, Chao-Yu				
	Vice President	Tan, Kuo-Kuang				
	Vice President	Yang, Kao-Ming				
	Vice President	Chen, Li-Chun				
	Vice President	Chen, Chao-Cheng				
	Vice President	Lin, Kuo-Feng				
	Business Assistant Vice President	Kao, Tao-Yuan				
	Project Assistant Vice President	Liang, Chia-Chou				
	Assistant Vice President	Yeh, Tsung-Han				
	Assistant Vice President	Cheng, Hung-Hsun				
	Assistant Vice President	Hung, Jung-Lin				
	Assistant Vice President	Hung, Jung-Fang				
	Assistant Vice President	Chang, Nien-Cheng				
	Assistant Vice President	Chen, Jung-Ti				

	Position title: (Note 1)	Name (Note 1)	Stock Amount	Cash Amount	Total	Percentage in Net Earnings After Tax
	Assistant Vice President	Ho, Yen-Chang				
	Valuation Assistant Vice President	Wu, Shih-Chung				
	Assistant Vice President	Lin, Ming-Yi				
	Assistant Vice President	Lin, Ming-Huang				
	Project Assistant Vice President	Chen, Wu-Sung				
	Project Assistant Vice President	Huang, Ming-Chieh				
	Project Assistant Vice President	Kao, Feng-Cheng				
	Assistant Vice President	Chiu, Chin-Hsiu				
	Assistant Vice President	Hsu, Liang-Tsai				
	Assistant Vice President	Wang, Chih-Chiang				
	Project Assistant Vice President	Huang, Pei-Chi				
	Project Assistant Vice President	Pan, Cheng-Shan				
	Project Assistant Vice President	Li, Jung-Che				
	Assistant Vice President	Hsu, Tsui-Li				
	Assistant Vice President	Jia-ru Wu				
	Assistant Vice President	Liang, Te-Yi				
	Assistant Vice President	Tang, Erh-Sheng				
	Assistant Vice President	Su, Chang-Chun				
	Project Assistant Vice President	Han, Chia-Chun				
	Assistant Vice President	Cheng, Chieh				
	Assistant Vice President	Chen, Ming-He				
	Human Resources Assistant Vice President	Wang, Ming-Yi				
	Finance Manager	Chen, Hsueh-Ling				
	Audit Manager	Tai, Meng-Fang				

Note: The distribution of employees' remuneration for 2024 was approved by the Board of Directors on January 21, 2025, with a 1% allocation, and on March 12, 2025, the Board of Directors approved the distribution of employees' remuneration in accordance with Article 26 of the Company's Articles of Incorporation, amounting to NT$34,373 thousand. However, the allocation of personnel and individual amounts have not yet been resolved (the proposed allocation amount is an estimate).

Note 1: The name and title of managers shall be disclosed individually. However, the distribution of profit can be disclosed in aggregate.

Note 2: Refers to the remuneration for managers (including stock and cash) approved by the Board of Directors in the previous year. If the remuneration cannot be estimated, the Company shall calculate the proposed distribution balance this year based on the amount of actual distribution in the previous year. The net income after tax refers to the net income after tax of the most recent year; if IFRSs have been adopted, the net income after tax refers to the net income after tax of the most recent year for individual or standalone financial reports.

Note 3: Referring to Letter Tai-Cai-Zheng-San-Zi No. 0920001301 of the Commission dated March 27, 2003, the scope of managers is as follows:

(1) Presidents and equivalent level; (2) Vice presidents and equivalent level; (3) Assistant vice presidents and equivalent level; (4) Financial supervisor;(5) Accounting supervisor; (6) Other managers and authorized personnel.

Note 4: In addition to Table 1-2, directors, presidents, and vice presidents receiving remuneration for employees (including stock and cash) shall be disclosed in this table.

(II) In case of one among circumstances enumerated below, the names and remunerations for the individual directors or supervisors shall be disclosed:

1. A company that reported after-tax losses in parent company only or individual financial statements in any of the last 3 years shall make separate disclosures for the names and compensation of "directors and supervisors"; this requirement does not apply if standalone/individual financial statements in the most recent year show after-tax profit that adequately covers cumulative losses: None.
2. Make separate disclosure of directors' compensation if directors fail to maintain minimum shareholding for 3 consecutive months or longer in the last year; make separate disclosure of supervisor' compensation if supervisors fail to maintain minimum shareholding for 3 consecutive months or longer in the last year: None.
3. Make separate disclosure of directors' and supervisors' compensation for directors and supervisors that pledged an average of more than 50% of shares held in any three months in the last year: None.
4. If the total amount of remuneration received by all of the directors and supervisors in their capacities as directors or supervisors of all of the companies listed in the financial reports exceeds 2 percent of the net income after tax, and the remuneration received by any individual director or supervisor exceeds NT$15 million, the Company shall disclose the remuneration paid to that individual director or supervisor(excluding relevant remunerations received by concurrent employees): None.
5. Where a TWSE/TPEx listed company ranks in the last two grade level in the corporate governance evaluation results in the most recent year or has changed transaction approach, discontinued trading, terminated TWSE/TPEx listing or has been resolved by the Corporate Governance Evaluation Committee as not entitled to evaluation in the most recent year as of the publication date of the Annual Report: None.
6. Where the salaries averaged for full-time employees serving not as a department head in a TWSE/TPEx listed company are not up to NT$500,000 in the most recent year: None.
7. A TWSE or TPEx listed company had an increase of 10 percent or more in net profit after tax for the most recent fiscal year, but the average annual salary of its full-time non-management employees did not increase relative to the preceding fiscal year.: None.
8. A TWSE or TPEx listed company had a decline in after-tax net income reaching 10 percent and exceeding NT$5 million for the most recent fiscal year, along with an increase in its average remuneration per director (not including the remuneration of those who are also employees) reaching 10 percent or more and exceeding NT$100,000:

(III) TWSE/TPEX listed companies that exhibit any of the conditions mentioned in 1. or 5. of the preceding Paragraph are required to disclose compensation received by the top-5 paid managers (e.g. President, Vice Presidents, CEO, or Head of Finance): **None.**

(IV) Respectively compare and explain with analysis that the aggregate total amounts of remunerations paid to the Company's directors, supervisors, President and Vice President in the two most recent years as shown through the Company's consolidated financial statements for the percentage to the net profits after tax in the individual or respective financial statements and explanatory the policies regarding payment of remunerations, standards/criteria and compositions, procedures to fix the remuneration along with the interrelationship with the business performance and risks in the future.

1. Analysis of the Proportion of the Total Remuneration Paid to the Directors, Supervisors, Presidents, and Vice Presidents of the Company to the Net Income After Tax in the Most Recent Two Years:

(1) Unit: NT$ thousands; %

Position title:	Total Remuneration and its Proportion to the Net Income After Tax (%)			
	2023		2024	
	The Company	All Firms Disclosed in the Consolidated Financial Statements	The Company	All Firms Disclosed in the Consolidated Financial Statements
DirectorNote①	24,536 1.29%	24,536 1.29%	26,886 0.97%	26,886 0.97%
SupervisorNote②	0	0	0	0
Presidents and Vice Presidents	158,625 8.34%	158,625 8.34%	166,098 5.99%	166,098 5.99%
Note①: Including the remuneration of part-time managers. Note②: The Company set up an Audit Committee on June 22, 2020.				

The remuneration of directors (including independent directors) paid by both the consolidated and individual companies in 2024 was NT$26,886 thousand, an increase of NT$2,350 thousand from NT$24,536 thousand in 2023. The total amount of remuneration as a percentage of net income was 0.97% and 1.29% in 2024 and 2023, respectively. This change is mainly attributable to the increase in both revenue and profit in 2024 compared to the previous year. As the portion of remuneration for directors who concurrently serving as employee only showed a slight increase, the overall proportion of remuneration to net profit after tax declined from the previous year.

(2) As the Company has established an Audit Committee to replace the supervisors on June 22, 2020, the supervisors' remuneration was NT$0.

(3) The total compensation paid to the President and Vice President by both the consolidated and individual companies in 2024 was NT$166,098 thousand, an increase of NT$7,473 thousand from NT$158,625 thousand paid in 2023. The total compensation as a percentage of the net profit after tax was 5.99% in 2024 and 8.34% in 2023. The remuneration was determined in accordance with the Company's bonus policy, which links compensation to the Company's operating performance and the achievement of individual goals. As both revenue and profit increased compared to the previous year, employee compensation rose accordingly. However, as the rate of increase in compensation was lower than the growth in profitability, the proportion of remuneration to net profit after tax decreased compared to the previous year.

2. Compensation Policies, Standards, Packages, and Procedures, and Association with Future Risks and Business Performance:

(1) In accordance with Article 21 of the Company's Articles of Incorporation, the Board of Directors is authorized to determine the remuneration of directors based on the extent of their participation in and contribution to the Company's operations, the results of the director's performance evaluation, and with reference to the standards of the industry. In addition to receiving fixed remuneration when performing duties in the Company of this current term of directors (including independent directors), the functional committee members are paid with the traveling stipend for their attendance on a case-by-case basis. In addition, the Company's Articles of Incorporation does not stipulate the remuneration of directors , and no remuneration is paid to directors.

(2) For the remuneration to the president, vice presidents and other managers, in accordance with Article 26 of the Company's Articles of Incorporation, if the Company has a profit in the year, at least 1% of the remuneration shall be distributed as employee's remuneration. The bonus method is determined based on the operating conditions (achievement of net operating profit after tax) , the results of individual performance evaluation (function goals and business achievement), and the contribution to the company.

The Company's procedures for determining remuneration, in addition to referring to the Company's overall operating performance (bonus is calculated based on the bonus scale table for It also takes into account the quality and performance of the project, special contribution , as well as the time invested by the individual, the responsibilities he undertakes, and the achievement of individual goals , and the remuneration to the unit and individual is calculated accordingly. Based on the achievement of the Company’s short-term and long-term business objectives and the Company’s financial position. The performance evaluation and the reasonableness of the remuneration are reviewed by the Compensation Committee and the Board of Directors, and the remuneration system is reviewed in accordance with the actual operating conditions and relevant laws and regulations in order to strike a balance between sustainable operation and risk control.

III. Corporate Governance:

(I) Board of Directors Meeting Status:

In the most recent fiscal year (2024), the Board of Directors convened a total of 7 meetings (A). The facts of participation and attendance by directors are as enumerated below:

Title	Name	Attendances in Person B	Attendances by Proxy	Rate of Actual Attendance (%) [B/A]	Remark
Chairman	Ruentex Development Co., Ltd. Representative: Lee, Chih-Hung	7	0	100.00%	Re-elected on May 31, 2023
Director	Yingjia Investment Co., Ltd. Representative: Mo, Wei-Han	7	0	100.00%	Re-elected on May 31, 2023
Director	Ruen Hua Dyeing & Weaving Co., Ltd. Representative: Yin, Chung-Yao	4	3	57.14%	Re-elected on May 31, 2023
Director	Ruentex Development Co., Ltd. Representative: Chang, Kun-Long	7	0	100.00%	Re-elected on May 31, 2023
Director	Huei Hong Investment Co., Ltd. Representative: Chen, Chih-Chuan	6	1	85.71%	Re-elected on May 31, 2023
Director	Ruentex Development Co., Ltd. Representative: Lin, Chin-Szu	6	1	85.71%	Newly appointed on May 31, 2023, 5 attendances required
Director	Cao, Sho-Min	7	0	100.00%	Expired on May 31, 2023; expected to attend 3 times
Independent Director	Shen, Xiao-Ling	7	0	100.00%	Re-elected on May 31, 2023
Independent Director	Zheng, Hui-Bin	7	0	100.00%	Re-elected on May 31, 2023
Independent Director	Lin, Kuo-Feng	7	0	100.00%	Re-elected on May 31, 2023

Other Information Required for Disclosure:

I. The date, session, proposal content, and resolution specified and the opinion expressed by independent directors shall be specified under any one of the following circumstances:

(I) An issue as set forth under Article 14-3 of Securities and Exchange Act.

Board of Directors	Proposal Contents and Handling	An issue as set forth under Article 14~3 of Securities and Exchange Act	Independent Directors Object or Reserve Their Opinions
13th Term The 6th meeting 2024/02/02	1. The Company's Managers' Performance Bonus for the Year 2023 (Directors Mo, Wei-Han and Chang, Kun-Long were recused due to a conflict of interest as the President and the Vice President, respectively.) 2. The Company's Managers' Employee Remuneration for the Year 2022 (Directors Mo, Wei-Han and Chang, Kun-Long were recused due to a conflict of interest as the President and the Vice President, respectively.).	Yes	No
	Independent directors' opinions: N/A		
	The Company's Handling of the Independent Directors' Opinions: N/A.		
	Resolution: 1.2. With the exception of directors who were recused from the discussion and vote in accordance with the regulations, the Chairperson consulted the other directors present, and the motion was passed without objection.		
13th Term The 7th meeting 2024/03/13	1. The Company's 2023 Business Report and Financial Statements. 2. 2023 Statement of the Internal Control System. 3. Distribution of Earnings for 2023. 4. In line with the distribution of the profit for 2023, the Company proposes a capital increase from the profit for issuance of new shares. 5. Amendment to the "Articles of Incorporation".	Yes	No
	Independent directors' opinions: N/A		
	The Company's Handling of the Independent Directors' Opinions: N/A.		
	Resolution result: After the Chairperson's consultation with the directors present, the motion was passed without any objection.		
13th Term The 8th meeting 2024/05/13	1. The Company's Consolidated Financial Report of Q1 of 2024.	Yes	No
	Independent directors' opinions: N/A		
	The Company's Handling of the Independent Directors' Opinions: N/A.		
	Resolution result: After the Chairperson's consultation with the directors present, the motion was passed without any objection.		
13th Term The 9th meeting 2024/07/26	1. Proposal to set the ex-dividend record date for the issuance of new shares for capital increase through earnings.	Yes	No
	Independent directors' opinions: N/A		
	The Company's Handling of the Independent Directors' Opinions: N/A.		
	Resolution result: After the Chairperson's consultation with the directors present, the motion was passed without any objection.		
13th Term The 10th meeting 2024/08/09	1. The Company's Consolidated Financial Report of Q2 of 2024.	Yes	No
	Independent directors' opinions: N/A		
	The Company's Handling of the Independent Directors' Opinions: N/A.		
	Resolution result: After the Chairperson's consultation with the directors present, the motion was passed without any objection.		

Board of Directors	Proposal Contents and Handling	An issue as set forth under Article 14~3 of Securities and Exchange Act	Independent Directors Object or Reserve Their Opinions
13th Term The 11th meeting 2024/11/11	1. The Company's Consolidated Financial Report 3Q of 2024. 2. Amendments to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules".	Yes	No
	Independent directors' opinions: N/A		
	The Company's Handling of the Independent Directors' Opinions: N/A.		
	Resolution result: After the Chairperson's consultation with the directors present, the motion was passed without any objection.		
13th Term The 12th meeting 2024/12/27	1. Amendments to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules". 2. Amendments to the Company's "Stock Affairs Units Internal Control System". 3. Proposal of the 2025 CPA remuneration.	Yes	No
	Independent directors' opinions: N/A		
	The Company's Handling of the Independent Directors' Opinions: N/A.		
	Resolution result: After the Chairperson's consultation with the directors present, the motion was passed without any objection.		
13th Term The 13th Meeting 2025/01/21	1. Payout of the Company's 2024 managerial officers' performance bonus. 2. The Company's distribution of 2023 remuneration to managerial officers. 1.2. (Directors Mo, Wei-Han and Chang, Kun-Long were recused due to a conflict of interest as the President and the Vice President, respectively) 3. Travel expenses for members of 1st term of the Sustainable Development Committee. (Independent Directors Shen, Xiao-Ling, Zheng, Hui-Bin, and Lin, Kuo-Feng recused from declaration of interest for being a related party) 4. Amendments to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules". 5. Amendment to the "Articles of Incorporation". 6. Proposal for lifting of the non-compete restrictions on managerial officers of the Company. 7. Proposal of lifting of the non-compete restrictions on Director Mo, Wei-Han. 6.7. (Director Mo, Wei-Han recused from declaration of interest for being a related party)	Yes	No
	Independent directors' opinions: N/A		
	The Company's Handling of the Independent Directors' Opinions: N/A.		
	Resolution: 1.2.3.6. With the exception of directors who were recused from the discussion and vote in accordance with the regulations, the Chairperson consulted the other directors		

Board of Directors	Proposal Contents and Handling	An issue as set forth under Article 14~3 of Securities and Exchange Act	Independent Directors Object or Reserve Their Opinions
	present, and the motion was passed without objection. 4. Resolution result: After the Chairperson's consultation with the directors present, the motion was passed without any objection. 5. After the Chairperson's consultation with the directors present, the motion was passed without any objection and submitted to the shareholders' meeting for discussion. 7. With the exception of directors who were recused from the discussion and vote in accordance with the regulations, the Chairperson consulted the other directors present, and the motion was passed without objection, and submitted to the shareholders' meeting for discussion.		
13th Term 14th Meeting 2025/03/12	1. The Company's 2024 Business Report and Financial Statements. 2. 2024 Statement of the Internal Control System. 3. Distribution of Earnings for 2024. 4. In line with the distribution of the profit for 2024, the Company proposes a capital increase from the profit for issuance of new shares. 5. Amendment to the "Articles of Incorporation".	Yes	No
	Independent directors' opinions: N/A		
	The Company's Handling of the Independent Directors' Opinions: N/A.		
	Resolution: 1.3.4.5. After the Chairperson's consultation with the directors present, the motion was passed without any objection and submitted to the shareholders' meeting for discussion. 2. After the Chairperson's consultation with the directors present, the motion was passed without any objection.		

(II) Other Board of Directors resolutions to which objections or qualified opinions for the record or in writing are expressed by independent directors: NA

II. A fact of implementation where an independent director avoids from conflict of interests, please expressly state the name of that director, contents of motion, cause for avoidance from conflict of interests and participation in the voting process: Please refer to the description in the preceding paragraph.

III. Status of Board Evaluation

Assessment cycle: (1) Internal evaluation: once a year; (2) External evaluation: once every three years.

Serial No.	Assessment Scope	Assessment Method	Assessment Duration	Assessment Contents	Assessment Results & Improvement Items
1	Board of Directors as a whole	Self-evaluation of Board of Directors	2024/1/1~2024/12/31	Performance evaluation for Board of Directors as a whole: A. Participation in the operation of the company; B. Improvement of the quality of the board of directors' decision making; C. Composition and structure of the board of directors; D. Election and continuing education of the directors; and E. Internal control.	1. Based on the collection of relevant meeting materials from the Company's Board of Directors in 2024, the "Board Performance Self-Evaluation Questionnaire" was completed according to its five major assessment categories. Scores were assigned in accordance with the evaluation criteria, reflecting actual operational circumstances. The average score across all categories was 4.98 out of a maximum of 5.0 points, with the self-evaluation result rated "Excellent". 2. "Improvement of the quality of the board of directors' decision making" did not achieve a full score. Specifically, under the criterion of "Appropriate Frequency of Board Meetings," the benchmark for a full score of 5 points requires holding 8 meetings per year. As the Board convened 7 times during the year, this item was awarded 4 points.
2	Individual board members	Board member self-assessment	2024/1/1~2024/12/31	Performance evaluation of individual board member: A. Alignment of the goals and mission of the company; B. Awareness of the duties of a director; C. Participation in the operation of the company; D. Management of internal relationship and communication; E. The director's professionalism and continuing education; and F. Internal control.	1. Evaluation results The Company has a total of 9 directors (including independent directors). By the end of December 2024, nine "Director Self-Assessment Questionnaires" were distributed and fully collected, achieving a 100% response rate. Upon compiling the results, the average score across all assessment dimensions was 4.88 out of 5, which is comparable to the previous year's score of 4.89. 2. Item Improved: The average attendance rate of directors in person reached 92.06%, an improvement from 88.89% in the previous year. The Company will continue to coordinate meeting schedules to ensure that all directors are able to attend.
3	Audit Committee	Self Evaluation of Board of Directors	2024/1/1~2024/12/31	Audit Committee's performance evaluation A. Participation in the operation of the company; B. Awareness of the duties of functional committees; C. Improvement of quality of decisions made by the functional committee; D. Makeup of the functional committee and election of its members; and E. Internal control.	The Company has established an "Audit Committee." Following individual self-evaluation conducted by the convener and attending committee members, all evaluation aspects were rated as "Excellent." The evaluation results indicate that the committee members consider the overall operation of the Audit Committee to be sound, in compliance with corporate governance requirements, and effectively enhancing the functioning of the Board of Directors.
4	Remuneration Committee	Self Evaluation of Board of Directors	2024/1/1~2024/12/31	Performance evaluation of the Remuneration Committee A. Participation in the operation of the company; B. Awareness of the duties of functional committees; C. Improvement of quality of decisions made by the functional committee; D. Makeup of the functional committee and election of its members; and	The Company has established an "Remuneration Committee." Following individual self-evaluation conducted by the convener and attending committee members, all evaluation aspects were rated as "Excellent." The evaluation results indicate that the committee members consider the overall operation of the Audit Committee to be sound, in compliance with corporate governance requirements, and effectively enhancing the functioning of the Board of Directors.

Serial No.	Assessment Scope	Assessment Method	Assessment Duration	Assessment Contents	Assessment Results & Improvement Items
5	Board of Directors as a whole	External Evaluation (Evaluation Institution: Taiwan Investor Relations Institute)	2023/09/01~2024/8/31	External Evaluation Item for Board of Directors A. Board composition and professional development; B. Quality of the Board of Directors' decision-making; C. Operational effectiveness of Board of Directors; D. Internal control and risk management E. Participation of the Board of Director in corporate social responsibility.	1. Recommendation to upgrate the "Sustainability Committee" to a Functional Committee Level: A proposal to establish the "Sustainability Committee" as a functional committee at the board level was submitted to the Board of Directors on December 27, 2024. 2. Risk Management to Be Overseen by the Audit Committee or a Functional Committee at the Board Level: On December 27, 2024, the Audit Committee approved the Company's Risk Management Policies and Procedures. 3. Hold at Least Two Investor Conferences Annually: Two investor conferences were held on June 28, 2024, and November 29, 2024. 4. Actively Promote Governance in Environmental and Social Aspects: In response to international ESG trends, the Company has applied for the ESG Sustainability Certification from Dun & Bradstreet to enhance ESG disclosures and improve international information transparency.

IV. Targets (e.g. establishment of an Audit Committee and enhancement of information transparency) for the Board of Directors competency improvement in the current and previous years and performance evaluation:

1. Targets for strengthening of the functions of the Board:

(1) Implement corporate governance and improve information transparency:

A. The Company has established the "Rules of Procedures for Board Meetings" in accordance with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies", and the "Standard Operating Procedures for Handling Directors' Requests" on June 14, 2019 for compliance. The Company also established the "Rules Governing the Evaluation of the Performance of the Board of Directors" . On August 9, 2024, the Board Performance Evaluation Procedures were revised to stipulate that, in addition to conducting internal board performance evaluations annually, an external evaluation must be conducted at least once every three years by an independent professional institution or an external team of experts and scholars. All independent directors are professionals in finance or corporate business, who can effectively supervise business execution and reduce operational risks.

B. The Company has established the "Internal Material Information Processing SOP" to ensure the accuracy, integrity, and timeliness of disclosure of material information. The Board of Directors has also designated the "Accounting Department" as the unit responsible for handling material internal information, implementing the spokesperson system, the spokesperson or deputy spokesperson uploading material financial information to the Market Observation Post System (MOPS) and the corporate website in a timely manner to maintain the rights and interests of shareholders.

C. The Company sets up an "Interested Party Section" on the corporate website: It includes Corporate Governance, Financial Information, Stock Affairs, Material Information,

Contact Window, etc. The Company actively establishes communication channels with interested parties, so as to increase the transparency of external information.

D. Each annual meeting of shareholders is scheduled to accept proposals from shareholders. Shareholders who are entitled to propose may apply to the Company during the acceptance period, and the Company will convene a Board of Directors' meeting to review the proposals.

(2) Directors' Continuing Education:

The Company arranges courses for directors to obtain information on corporate governance and relevant laws and regulations of the competent authorities, and to continuously enrich their knowledge in order to maintain their core values and professional strengths and capabilities.

The directors of the Company shall pursue further education in accordance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies".

Title	Name	Date	Course details	Number of Class Hours	Total hours
Chairman	Representative of Ruentex Development: Lee, Chih-Hung	2024/07/03	Cathay Pacific Sustainable Finance & Climate Change 2024 Summit Forum	3	9
		2024/09/20	2024 Insider Trading Prevention Seminar	3	
		2024/09/30	Taiwan Capital Market Summit	3	
Director	Yingjia Investment Co., Ltd. Representative: Mo, Wei-Han	2024/07/03	Cathay Pacific Sustainable Finance & Climate Change 2024 Summit Forum	3	6
		2024/09/30	Taiwan Capital Market Summit	3	
Director	Representative of Ruen Hua Dyeing & Weaving Co., Ltd.: Yin, Chung-Yao	2024/07/03	Cathay Pacific Sustainable Finance & Climate Change 2024 Summit Forum	6	6
Director	Representative of Ruentex Development: Chang, Kun-Long	2024/07/03	Cathay Pacific Sustainable Finance & Climate Change 2024 Summit Forum	3	6
		2024/10/04	2024 Insider Trading Prevention Seminar	3	
Director	Hui Hong Investment Co., Ltd. Representative: Chen, Chih-Chuan	2024/04/18	The Development History of the Sustainable Development Concepts	1	10
		2024/05/09	Financial Consumer Protection, Fair Treatment, and Financial Inclusion: A Case Study on Financial Discrimination Against Persons with Disabilities	1	
		2024/05/30	Sustainability in Finance: GRI, TCFD, TCFD, IFRS, S1/S2 and sustainability insurance	1	
		2024/07/26	IFRS 17 Management Issues and Analysis of Case Studies	2	
		2024/08/08	IFRS 17 Management Issues and Analysis of Case Studies	2	

Title	Name	Date	Course details	Number of Class Hours	Total hours
		2024/09/18	Gender Equality Obligations Under the ESG Framework for Corporations	1	
		2024/10/01	Leading Corporate Growth Through Performance Management	3	
Director	Representative of Ruentex Development: Lin, Chin-Szu	2024/05/02	Practical Workshop on Sustainable Disclosure	9	12
		2024/07/03	Cathay Pacific Sustainable Finance & Climate Change 2024 Summit Forum	3	
Independent Director	Shen, Xiao-Ling	2024/05/28	The Business Value and Digital Risks of Generative AI	3	9
		2024/09/26	Establishing the Facts of Breach of Trust and Special Breach of Trust for Directors and	3	
		2024/11/05	Advanced Practical Seminar for Corporate Governance Supervisors (Global Economic Outlook for 2025)	3	
Independent Director	Zheng, Hui-Bin	2024/03/22	CDP Taiwan Launch Event: Creating a New Carbon Era Through Sustainable Knowledge	3	9
		2024/10/08	2024 WIW (Digital and Sustainable Finance Symposium Under AI Trend)	3	
		2024/11/22	2024 Presentation of Insider Trading on Equity Transaction Related Laws and Compliance	3	
Independent Director	Lin, Kuo-Feng	2024/01/22	Corporate Governance - Sustainable Environmental Carbon Management: Low-Carbon Transformation Path Planning, Carbon Credits, and Carbon Pricing	3	12
		2024/01/24	Series of Courses for Directors, Supervisors, and Corporate Governance Supervisors: Sustainable Supply Chain Strategies in the Face of Rising Global Risks	3	
		2024/10/01	Leading Corporate Growth Through Performance Management	3	
		2024/10/21	Latest Practice and Development of Insider Trading Prevention and Response Measures in Taiwan	3	

2. Implementation assessment:

(1) Communication Policies Between the Independent Directors and the Internal Audit Head and the CPA

A. The independent directors and the CPAs meet at least once a year. The CPAs are also present at the Audit Committee when the quarterly financial reports are submitted to the Audit Committee. The CPAs report to the independent directors on the financial condition of the Company, the financial and overall operations of the subsidiaries, and the internal control audit status. The CPAs also communicate with the independent directors on whether there are any significant adjustments to the financial statements or amendments to laws and regulations that would affect accounting. A meeting may be convened at any time in the case of material irregularities.

B. The internal audit head and the independent directors meet at least once a year to report on the status of the Company's internal audit and internal control operations. A meeting may be convened at any time in the case of material irregularities.

(2) Communications between the independent directors and CPAs and chief auditors

Date	Communication highlights and results of the meetings below where the chief internal auditor attended in a non-voting capacity
March 13, 2024	1.The Corporate Governance Unit Communication Meeting was convened before the "Audit Committee" CPA communicated with the corporate governance unit on matters to be communicated at the current phase, and explained to the independent directors the key audit issues, the entries of significant adjustment, the materiality principle, and that the design and implementation of the internal control system that are effective and free of significant deficiencies. 2. The CPA responded to the questions raised by the independent directors and received a letter from the independent directors stating that they understood and had no further comments on the communication.
2024/5/13	The CPA attended the "Audit Committee" to explain to the independent directors the results of the Q1 consolidated financial statements review and whether there were any significant adjustments to the financial statement entries.
2024/8/9	The CPA attended the "Audit Committee" to explain to the independent directors the results of the Q2 consolidated financial statements review and whether there were any significant adjustments to the financial statement entries.
2024/11/11	The CPA attended the "Audit Committee" to explain to the independent directors the results of the Q3 consolidated financial statements review and whether there were any significant adjustments to the financial statement entries.
2024/12/27	The CPA attends the "Audit Committee" meeting to explain the audit plan and key audit matters to the independent directors. The CPA responds to the questions raised by the independent directors and provides explanations.
2025/3/12	1. The Corporate Governance Unit Communication Meeting was convened, CPA communicated with the corporate governance unit on matters to be

	communicated at the current phase, and explained to the independent directors the key audit issues, the entries of significant adjustment, the materiality principle, and that the design and implementation of the internal control system that are effective and free of significant deficiencies. 2. The CPA responded to the questions raised by the independent directors and received a letter from the independent directors stating that they understood and had no further comments on the communication.

(3) Communications Between the Independent Directors and the Internal Audit Head:

Date	Main Points in Communication and Results
March 13, 2024	The internal audit head of the "Audit Committee" reported on the tracking of audit deficiencies, responded to questions from the independent directors on the content of the audit report, and reported the results of communication to the Board of Directors.
2024/5/13	The internal audit head attended the "Audit Committee" to explain to the independent directors the audit results of the Q1 audit report and improvement of deficiencies.
2024/8/9	The internal audit head attended the "Audit Committee" to explain to the independent directors the audit results of the Q2 audit report and improvement of deficiencies.
2024/11/11	The internal audit head attended the "Audit Committee" to explain to the independent directors the audit results of the Q3 audit report and improvement of deficiencies.
2024/12/27	The internal audit head attended the "Audit Committee", reported on the 2024 internal audit plan, responded to the independent directors' questions on the audit plan, and presented the results of the communication to the Board of Directors.
2025/1/21	The internal audit head attended the "Audit Committee" to explain to the independent directors the audit results of the Q4 audit report and improvement of deficiencies.
2025/3/12	The internal audit head of the "Audit Committee" reported on the tracking of audit deficiencies, responded to questions from the independent directors on the content of the audit report, and reported the results of communication to the Board of Directors.

(4) Audit Committee Communications:

Audit Committee	Proposal Contents and Handling	An issue as set forth under Article 14~5 of Securities and Exchange Act	Matters not passed by the Audit Committee but approved by over two-thirds of all directors.
2nd Term The 6th meeting	1. The Company's Consolidated Internal Audit Report of Q4 2023 2. Proposal for amendments to the Company's "Rules	No	No

Audit Committee	Proposal Contents and Handling	An issue as set forth under Article 14~5 of Securities and Exchange Act	Matters not passed by the Audit Committee but approved by over two-thirds of all directors.
2024/02/02	of Procedure for Board of Directors Meetings" and "Audit Committee Charter"		
	Audit Committee's opinion: None.		
	The Company's handling of the opinions of the Audit Committee Members: None.		
	Resolution: 1. Approved by all members present and to be reported to the Board meeting. Resolution: 2. Approved by all members present and to be reported to the Board meeting.		
2nd Term The 7th meeting 2024/03/13	1. Distribution of the 2023 employees' remuneration 2. The Company's 2023 Business Report and Financial Statements 3. Proposal for the 2023 Statement of Internal Control System of the Company 4. Distribution of Earnings for 2023 5. In line with the distribution of the profit for 2023, the Company proposes a capital increase from the profit for issuance of new shares. 6. Amendment to the "Articles of Incorporation".	Yes	No
	Audit Committee's opinion: None.		
	The Company's handling of the opinions of the Audit Committee Members: None.		
	Resolution: Approved by all members present and to be reported to the Board meeting.		
2nd Term The 8th meeting 2024/05/13	1. The Company's Consolidated Financial Report of Q1 of 2024 2. The Company's Consolidated Internal Audit Report of Q1 2024	Yes	No
	Audit Committee's opinion: None.		
	The Company's handling of the opinions of the Audit Committee Members: None.		
	Resolution: 1. Approved by all members present and to be reported to the Board meeting. Resolution: 2. Approved by all members present and to be reported to the Board meeting.		
2nd Term The 9th meeting 2024/07/26	Proposal to set the ex-dividend record date for the issuance of new shares for capital increase through earnings.	Yes	No
	Audit Committee's opinion: None.		
	The Company's handling of the opinions of the Audit Committee Members: None.		
	Resolution: Approved by all members present and to be reported to the Board meeting.		
2nd Term The 10th meeting 2024/08/09	1. The Company's Consolidated Internal Audit Report of Q2 2024 2. The Company's Consolidated Financial Report of Q2 2024	Yes	No
	Audit Committee's opinion: None.		
	The Company's handling of the opinions of the Audit Committee Members: None.		
	Resolution: 1. Approved by all members present and to be reported to the Board meeting. Resolution: 2. Approved by all members present and to be reported to the Board meeting.		
2nd Term The 11th meeting 2024/11/11	1. The Company's Consolidated Internal Audit Report of Q3 2024 2. The Company's Consolidated Financial Report of Q3 2024 3. Proposal for establishment of the "Sustainability Information Management Procedures." 4. Amendments to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules."	Yes	No
	Audit Committee's opinion: None.		
	The Company's handling of the opinions of the Audit Committee Members: None.		

Audit Committee	Proposal Contents and Handling	An issue as set forth under Article 14~5 of Securities and Exchange Act	Matters not passed by the Audit Committee but approved by over two-thirds of all directors.
	Resolution: 1. Approved by all members present and to be reported to the Board meeting. Resolution: 2.3.4. Approved by all members present and to be reported to the Board meeting.		
2nd Term The 12th meeting 2024/12/27	1. The Company's 2025 business plan 2. The Company's 2025 internal audit plan 3. Amendments to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules." 4. Amendments to the Company's Stock Affairs Units Internal Control System 5. Amendments to the Company's "Corporate Governance Best Practice Principles" 6. Proposal for establishing the "Risk Management Policy and Procedures" of the Company 7. Proposal for the Company's regular evaluation of the independence of CPAs 8. Proposal of the 2025 CPA remuneration	Yes	No
	Audit Committee's opinion: None.		
	The Company's handling of the opinions of the Audit Committee Members: None.		
	Resolution: Approved by all members present and to be reported to the Board meeting.		
2nd Term The 13th Meeting 2025/01/21	1. The Company's Consolidated Internal Audit Report of Q4 2024 2. Amendments to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules." 3. Amendment to the "Articles of Incorporation". 4. Proposal for lifting of the non-compete restrictions on managerial officers of the Company. 5. Proposal of lifting of the non-compete restrictions on Director Mo, Wei-Han.	Yes	No
	Audit Committee's opinion: None.		
	The Company's handling of the opinions of the Audit Committee Members: None.		
	1. Resolution: Approved by all members present and to be reported to the Board meeting. 2.3.4.5. Resolution: Approved by all members present and to be reported to the Board meeting.		
2nd Term The 14th Meeting 2025/03/12	1. Distribution of the 2024 employees' remuneration 2. The Company's 2024 Business Report and Financial Statements 3. 2024 Statement of Internal Control System of the Company 4. Distribution of Earnings for 2024 5. In line with the distribution of the profit for 2024, the Company proposes a capital increase from the profit for issuance of new shares. 6. Amendment to the "Articles of Incorporation".	Yes	No
	Audit Committee's opinion: None.		
	The Company's handling of the opinions of the Audit Committee Members: None.		
	Resolution: Approved by all members present and to be reported to the Board meeting.		

(5) The Board of Directors approved the amendments to the "Ethical Corporate Management Best Practice Principles" on December 26, 2019 and the amendments to the "Procedures for Ethical Management and Guidelines for Conduct" on March 6, 2020 to enhance corporate governance, carry out the corporate

culture, and submit the above amendments to the shareholders' meeting. As officially resolved on December 27, 2024, the Company duly amended the "Corporate Governance Best-Practice Principles" in compliance with the corporate governance blueprints of the up-to-date version further in coordination with the latest amendment to the Securities and Exchange Act and Company Act to enhance corporate governance.

(6) On February 3, 2016, the Company established the "Regulations Governing Remuneration to Employees", which stipulates that, every year, the Company shall submit the employee remuneration distribution for the previous year to the general meeting of shareholders in the following year. The Company also occasionally amends the "Salary Management Regulations" and "Bonus Regulations", so that a clear relation between employee contribution and bonus can be established.

(7) The Company adheres to the corporate culture of "Enriching the community and providing peace of mind to the people" and upholds the principle of transparency in its operations by announcing important resolutions on the Market Observation Post System (MOPS) immediately after Board meetings to ensure the interests of shareholders.

(II) Audit Committee Meeting Status:

1. Audit Committee Meeting Status:

The Company's shareholders elect three independent directors at their regular meetings to form the Audit Committee. The Audit Committee meets at least once a quarter and is responsible for the proper presentation of the Company's financial statements, the appointment (dismissal), independence, and performance of the certified public accountants, the effective implementation of the Company's internal controls, the Company's compliance with relevant laws and regulations, and the control of the Company's existing or potential risks. Its primary duties are as follows:

1. Stipulation or amendment of the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
2. Appraisal of internal control system effectiveness.
   The Audit Committee evaluates the effectiveness of the Company's internal control system, including approval authority, completeness, risk management, etc. (the scope includes but is not limited to finance, operations, research and development, information security, legal compliance, and operations in relation to all stakeholders). The Audit Committee deemed that the Company's risk management and internal control systems were effective, and the Company adopted necessary control mechanisms to supervise and correct noncompliance or weaknesses with opportunities for improvement.
3. Formulate or revise the handling procedures for the acquisition or disposal of assets, engagement in derivative transactions, loaning of funds to others, provisions of endorsement or guarantee to others, and other significant financial or business actions in accordance with the provisions in Article 36-1.
4. Matters involving the personal interest of directors.
5. Transactions on material assets or derivative commodities.
6. Material monetary loans, endorsements, or provision of guarantees.
7. The offer, issuance, or private placement of securities of equity nature.
8. The appointment, discharge, or remuneration of certified public accountants.

9 The appointment and discharge of the head of finance, accounting, or internal audit.

10. The annual financial statements signed or stamped by the Chairman, managerial officers, and chief accounting officer and the quarterly financial statements signed or stamped by the

Chairman, managerial officers, and chief accounting officer, and reviewed by CPAs.

11. Business report, proposal for profit distribution or loss make-up.
12. Other significant matters stipulated by the Company or competent authorities.

In the most recent fiscal year (2024), the Audit Committee convened a total of 7 meetings (A) which were attended by independent directors as enumerated below:

Title	Name	Actual Attendances (B)	Attendances by Proxy	Actual Attendance Rate (%) (B/A)	Remark
Independent Director	Shen, Xiao-Ling	7	0	100%	Re-elected on May 31, 2023
Independent Director	Zheng, Hui-Bin	7	0	100%	Re-elected on May 31, 2023
Independent Director	Lin, Kuo-Feng	7	0	100%	Re-elected on May 31, 2023

Other Information Required for Disclosure:

I. Whenever one among circumstances enumerated below is found in the Audit Committee in its the business operation, the date, term, contents of motion, the objections, qualified opinions, contents of significant proposals of an independent director (s), result of decision resolved by the Audit Committee and the Company's measures in response to the opinions of the Audit Committee shall be expressly accounted:

(I) An issue as set forth under Article 14-5 of Securities and Exchange Act. (Please refer to p. 66~68 of this Annual Report)

(II) Matters other than the above unapproved by the Audit Committee but resolved by over two thirds of all directors: None.

II. When there is avoidance of conflicts of interest by an independent director, specify the name of that independent director, the involved proposal(s), the cause(s) of the avoidance of conflicts of interest, and the participation in voting of that director: None.

III. Communication between independent directors and the internal chief auditor and accountant (shall include communication on the Company's material financial and sales affairs, including the topics, methods, and results of communication): (Please refer to p.65~66 of this Annual Report)

(III) The state of the Company's implementation of corporate governance, any variance from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies, and the reason for any such variance:

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
I. Has the Company defined and disclosed its governance best practice principles in accordance with the Corporate Governance Best Practice Principles?	✓		The Company had enacted the "Corporate Governance Best-Practice Principles" which were duly resolved by the Board of Directors on November 13, 2014. The "Corporate Governance Best-Practice Principles" were amended and approved by the Board meeting on December 27, 2024 in compliance with the corporate governance blueprints of the up-to-date version. The relevant contents have been duly amended by the Board of Directors in coordination with the updated Securities and Exchange Act and Company Act to enhance corporate governance with disclosure on the Market Observation Post System (MOPS) and the Company's website.	N/A.
II. Structure of Shareholdings and Shareholder's Equity (I) Does the Company establish and implement internal procedures for handling shareholder suggestions, questions, disputes, and litigation?	✓		(I) The Company has established the "Procedures for Handling Material Inside Information" and designated the Accounting Department as the dedicated unit to ensure that the disclosure of internal material information is accurate, complete, implemented in a timely manner, and in accordance with the procedures. The Company handles shareholders' suggestions and questions through its spokesperson, deputy spokesperson, and the Company's stock affairs team. The Company has also established a "Stakeholder Area" on its website to distinguish stakeholders as investors, customers, and suppliers, disclosing their important concerns, communication	N/A.

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
			channels, and responses on the website.	
(II) Does the Company keep an up-to-date list of its dominant shareholders and the parties with ultimate control over its dominant shareholders?	✓		(II) The Company's stock affairs personnel is responsible for grasping the lists of directors, managers, and major shareholders with more than 10% of shareholdings, and the shareholdings thereof, at any time. In addition, the Company discloses the names of shareholders holding 5% or more of the shares in its quarterly financial reports.	N/A.
(III) Does the Company establish and implement a risk control mechanism and firewall between its affiliates?	✓		(III) The Company and its affiliates operate independently and have established the "Supervisory Rules for Subsidiaries", "Operating Procedures for Specified Persons, Group Companies, and Related Party Transactions" , and "Internal Control System"; The Board of Directors approved the establishment of the "Rules Governing Financial and Business Matters Between this Corporation and its Affiliated Enterprises" on June 20, 2023.	N/A.
(IV) Does the Company establish internal rules to prevent insider trading using undisclosed information?	✓		(IV) The Company has established the "Procedures for Handling Material Inside Information", "Procedures for Ethical Management and Guidelines for Conduct", "Employee Code of Conduct" and other relevant internal procedures . As required by Article 10 of the "Corporate Governance Best Practice Principles", it shall not trade its shares for 30 days prior to the release of its annual financial statements and 15 days prior to the release of its quarterly financial statements, prohibit insiders from using undisclosed information in the market to trade securities or punish them in violation of regulations,	N/A.

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
			and strictly abide by the Securities and Exchange Act and related laws and regulations.	
III. Organization and Functions of the Board of Directors (I) Will the Board of Directors work out a diversification policy, set concrete targets, and put the same into hands-on implementation?	✓		(I) 1. The Company's Board of Directors has approved the establishment of Chapter 3 "Strengthening the Functions of the Board of Directors" of the "Corporate Governance Best Practice Principles", and has established a policy for diversifying. The nomination and election of Board members are conducted in accordance with the Articles of Incorporation, adopting a candidate nomination system where candidates' education levels, professional experiences, and credentials are taken into account. It is conducted according to the "Rules for Election of Directors" and the "Corporate Governance Best Practice Principles" to ensure the diversity and independence of the Board members. The list of the Company's 9 directors for this term includes one female member. The members of the Board of Directors specialize in management, leadership, industry expertise, finance and accounting, and law. Please refer to this year's report for diversity policy for individual Board members and implementation of specific management goals. 2. The Board of Directors' Diversity Policy and its detailed implementation status have been disclosed on the Company's website.	N/A.
(II) In addition to a Remuneration Committee and an Audit Committee established by law, does the Company voluntarily establish other functional committees?	✓		(II) On December 27, 2024, the Company established a "Sustainable Development Committee" under the board of directors as a functional committee. The committee is composed of three independent directors and is responsible for overseeing the implementation of the Company's sustainable development code of conduct or other sustainability-related tasks as resolved by the board of directors. In	N/A.

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
			addition, the "Audit Committee" supervises risk management and has established risk management policies and procedures approved by the board of directors. The committee also discloses the risk management organizational structure, procedures, and operations, providing at least an annual report to the board. Relevant information is disclosed on the Company's website. https://www.rtc.com.tw。	
(III) Has the Company enacted regulations to evaluate the Board of Directors' performance and other assessment methods to carry out performance evaluation periodically every year and report the performance evaluation result to the Board of Directors to be utilized as the handy reference to determine the remunerations for individual directors and for the nomination process?	✓		(III) On August 12, 2019, the Board of Directors of the Company approved the establishment of Rules for Performance Evaluation of Board of Directors, and the Board conducts an internal performance evaluation annually. An external evaluation is carried out every three years to evaluate, review, and improve, in order to enhance the effectiveness of the Board. The evaluation results are then submitted to the Board. For details on the implementation of the Board evaluation, please refer to this annual report. The results of the performance evaluation of the Board of Directors for 2024 were submitted to the Board of Directors on January 21, 2025, and will be used as reference for individual director's salary compensation and nomination for reappointment. The results of the Board of Directors' performance evaluation are available on the Company's website.	N/A.
(IV) Does the Company regularly evaluate the independence of certified public accountants?	✓		(IV) The Company held an Audit Committee meeting on December 27, 2024 to discuss the independence and suitability of CPAs and the remuneration for 2025. The audit used a combination of the audit quality indicator (AQI) information submitted by the CPAs and other non-quantitative indicators. that the evaluation results are suitable and submitted to the Board of Directors for resolution on the same day. The evaluation items in the most recent year included 13 indicators in five major aspects,	N/A.

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
			namely professionalism, quality control, independence, supervision, and innovation ability; other non-quantitative indicators were mainly to evaluate whether accountants have complied with the provisions of the Certified Public Accountant Act and the Statement of Auditing Standards . In addition, the Company evaluates the independence of the CPAs annually (once a year). The Company has obtained through the stock affairs unit that the CPAs do not hold the Company's shares and are concurrently serving as the Company's senior executives, and the CPAs have issued a "Declaration of Independence" to certify The results of the independent auditor's assessment that the CPAs complied with the independence assessment standards and were independent are disclosed as follows. The assessment results for the most recent two years were reported to the Board of Directors on December 26, 2023 and December 27, 2024 . Note 1: Criteria to evaluate the certified public accountants in attribute of independence.		

Item	Assessment Contents	Assessment Results
1	Neither the CPAs nor the Audit Team members hold the stock of this Company group.	Is Independent
2	Neither the CPAs nor the professionals are a director, supervisor, or officer of this Company.	Is Independent
3	There is no cooperation between the CPA firm and this Company.	Is Independent
4	There is no litigation between the CPA firm and this Company.	Is Independent
5	No report of non-replacement of CPAs for seven consecutive years or discipline of CPAs that damages independence.	Is Independent

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
IV. Has the Company has appointed an appropriate number of competent corporate governance personnel and designated a corporate governance officer to be responsible for corporate governance affairs (including but not limited to providing directors and supervisors with the materials required for performance of their duties, assisting directors and supervisors with compliance, handling matters related to board meetings and the shareholders' meetings, and preparing minutes of board meetings and shareholders' meetings)?	✓		In June 2023, the Company approved the appointment of Chao, Tsun-Kuo, the Vice President of Accounting, to be responsible for corporate governance affairs, protect shareholders' rights and interests, and strengthen the functions of the Board of Directors. Vice President Chao, Tsun-Kuo has more than seven years of experience in financial and accounting management of public companies. ■The corporate governance unit is responsible for providing information necessary for directors and independent directors to perform their duties, assisting directors and independent directors in complying with laws and regulations, conducting meetings of the Board of Directors and shareholders' meetings in accordance with the law, supervising the implementation and reviewing its effectiveness, and reporting its implementation to the Board of Directors in a timely manner, please refer to Note 2 .	N/A.
V. Does the Company establish channels for communication with interested parties (including, without limitation, shareholders, employees, customers, and suppliers), set up a interested party section on the corporate website, and respond appropriately to material CSR issues that concern shareholders?	✓		With respect for stakeholders' rights and interest, the identify our stakeholders, learn about their reasonable expectations and needs, and properly respond to important corporate social responsibility issues about which they are concerned. Each department is responsible for communicating with their respective stakeholders and reporting to the Board of Directors at least once a year. The Company's stakeholders include employees, shareholders, clients, suppliers, social organizations, and government agencies, and their respective issues of concerns, communication channels, and our response methods are detailed on the company website. We have also set up an "Interested Party Section" on the corporate website: It includes Corporate Governance,	N/A.

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
			Financial Information, Stock Affairs, Material Information, Contact Window, etc. The Company actively establishes communication channels with interested parties.	
VI. Does the Company appoint a professional stock affairs agent to handle shareholder affairs?		✓	The shareholders' meeting is conducted by the Company's internal stock unit, and the related matters are handled in accordance with the "Regulations Governing Stock Affairs" and the "Standard Rules for Internal Control Systems of Stock Affairs Units".	Implemented with respect to the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies."
VII. Information Disclosure (I) Does the Company set up a website to disclose its financial and governance information?	✓		(I) The company website has been established in both Chinese and English disclosing company history, introduction of products manufactured or services provided, organizational structure and management team (including the introduction of management team's education and experience), quarterly financial reports , relevant information on shareholders' meetings (including annual reports) , meeting notice, meeting handbook, and minutes, etc.), the Articles of Incorporation, the Company's Articles of Incorporation, the Company's corporate governance-related regulations and their implementation , the ESG section, and business-related information.	N/A.
(II) Does the Company try other means to disclose information (such as setting up an English website, designating personnel to gather and disclose organizational information, effectively implementing the spokesperson system, and posting investor conferences on the	✓		(II) The Company's Accounting Department is responsible for collecting and disclosing company information, and we have a spokesperson and an deputy spokesperson as well as an investor relations contact point in place. We regularly or irregularly disclose the Company's financial information on the Market Observation Post System (MOPS). Meanwhile, the "Interested Party Section" is available in both Chinese and English languages, to fully disclose our financial business, investor conferences (including materials for investor conferences), and corporate	N/A.

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
corporate website)? (III) Does the Company announce and report its financial statements within two months after the end of a fiscal year, and publish and declare in advance the financial statements of Q1, Q2, and Q3 and status of monthly operations?		✓	governance information as a reference for shareholders and the general public. (III) We complete reporting the quarterly and annual financial statements by the time-limit. However, we are still unable to advance the announcement and reporting of the annual financial statements within two months after the end of a fiscal year. In addition, we complete reporting the monthly business report by the time-limit.	The Company has not yet achieved the requirement for filing the annual financial report within two months after the end of each fiscal year
VIII. Is there any other material information (including, without limitation, employee rights, employee care, investor relations, supplier relations, interested party rights, further education for directors and supervisors, the status of implementation of the risk management policy and risk measurement measures, the status of implementation of the customer policy, and the purchase of liability insurance for directors and supervisors), that will help interested parties understand governance practices at the Company?	✓		Please refer to ■Note 3 for other material information that helps understand the Company's governance practices.	N/A.

■Note 2 The operation of the corporate governance unit is as follows:

1. Assistance for independent directors and directors in carrying out their duties, provision of the required data, and arrangement of further education for directors:

(1) Assist the board members in understanding the latest amendments and development of laws and regulations relating to corporate governance.

(2) Arrange interviews with the CPAs for independent directors and the internal audit head to understand the Company's accounting and internal control affairs and communications. Please refer to p.65-66 of the annual report.

(3) Assist with further education planning and course arrangement for independent directors and general directors based on the education and experience of individual directors. Please refer to p.63-64 of the Annual Report.

2. Assist the Board of Directors and shareholders in the procedures and resolutions of compliance matters . The corporate governance officer regularly reports to the Board of Directors whether the qualifications of independent directors at the time of nomination, election and during the term of office are in compliance with relevant laws and regulations .

3. Establishment of the Board and Audit Committee's meeting agenda and notification of directors seven days in advance; convening the meetings and provision of related meeting data; reminding the avoidance of conflicts of interest in related proposals; and production of the minutes within 20 days after a Board meeting. A total of 7 Audit Committee meetings and 7 Board of Directors meetings were held in 2024 .

4. Registration of the meeting of shareholders before the meeting date by law; production of the meeting notice, meeting handbook, and meeting minutes within the statutory time limit; and registration for a change after the amendment of the articles of incorporation or board election.

5. Holding at least one investors conference a year to maintain investor relations, provide investors with sufficient information to determine the enterprise's reasonable capital market value, and maintain the rights and interests of shareholders. In the investors conference held on June 28, 2024 and November 29, 2024 at the Information Display Center on the 1st floor of the Taiwan Stock Exchange, the Company explained its recent operating results and future objectives. Relevant information has been uploaded to the Market Observation Post System (MOPS) and the Company's website.

■Note 3

1. Employee Rights and Benefits:

(I) We handle the appointment, dismissal, transfer, profit sharing from earnings, reward, punishment, training, and education of employees with respect to the Labor and Standards Act and related provisions of our internal management and control systems to protect the rights and benefits of employees.

(II) The Company's labor policy is based on the principle of open communication, creating a win-win situation for enterprises and employees through the following measures.

(1) Comply with the Labor Standards Act and related laws and regulations for the maximum protection of the rights and interests of employees.

(2) Provide unfettered and diverse communication channels for employees to freely express their opinions and get feedback (Granite Questionnaire Survey).

(3) In the case of the Company's operating situations and major measures, we always fully inform our employees in advance, so that they can clearly understand and provide full support and cooperation.

(4) Provide employees with adequate training and education (elite training, internal professional training courses, professional certification, e-learning platform, external education and training expense subsidies, and encouragement of on-the-job training for employees).

(5) Other benefits such as reasonable employee benefits and compensation (group insurance, uniforms, holiday gifts, maternity benefits, employee trips, etc.) are provided.

(6) In order to ensure the safety of life and property of all colleagues, contractors, and construction workers at the construction site, we pay special attention to health and safety, and have been awarded many times by the Labor Affairs Commission and the labor inspection units of the county and city governments for work safety.

①Ensure safety in the working environment (ISO9001, CNS45001 and ISO 45001 certification) and ensure that the occupational health and safety environment complies with the standards.

②Establish written policies related to labor health and safety.

(III) Although the Company has established an enterprise trade union, no collective agreement has been signed as the trade union has never requested the Company to negotiate a collective agreement.

2. Employee Care:

The Company always attaches great importance to employee welfare and talent training, and abides by labor-related laws and regulations to protect the rights of employees.

(1) Employee Benefits

Provide two regular health checks every year. In addition to labor insurance and national health insurance, the Company also provides employees, spouses, and children with group life insurance, accident insurance, and health insurance; meanwhile, it has also set up a welfare committee to provide employees with subsidies for weddings, birthdays, births, funerals, hospitalization, injury and disability, travel, etc. It also holds events from time to time and provides holiday gifts or gift certificates to all employees. In 2024, to promote employee health, the Company organized a "Virtual Island-wide Walk" team walking event. The response from employees was enthusiastic, with 273 participants forming teams to register. Walking competition prizes were awarded; employees were also able to schedule a monthly massage session. Furthermore, employees who have served for 6 months or more are eligible to apply for the "Childcare and Education Subsidy." The Company has always valued employee well-being and considers its staff to be a vital asset.

(2) Training and Education for Employees

Every year we plan pre-job and on-the-job training budgets for employees to improve their professional skills, leadership, and career development. We also encourage them to actively improve their knowledge and participate in external training courses, giving incentives for employees to obtain certification and actively participate in continuing education. In addition to the regular training courses provided by the Company, we have also established an online teaching system environment that is unique to Ruentex. Through digital resources and autonomous learning, employees can fully understand the innovation, research and development, and professional knowledge that they must possess as a Ruentexer. This allows each employee to acquire the knowledge, skills and standards, and form professional teams at Ruentex. By using the e-learning system, employees can get information about courses and share their thoughts after taking courses. In this way, employees can save much time and space, and utilize learning resources more efficiently.

Item		Implementation results and description for the year
1	Online Learning Platform	303 people participated in the 44 online safety courses.
2	OJT on-the-job physical training courses	Participated in OJT (On-the-Job Training) physical training courses (144 sessions), totaling 3,250 participants and 4,040 hours.

(3) Retirement system

(I) In addition to the relevant provisions of the Labor Standards Act, the Company's retirement system is better than the Labor Standards Act, and the application for voluntary retirement is qualified:

1. Those who have accumulated a total of 10 years or more of working experience with the affiliated enterprise.
2. The worker will be at the age of 55 or above with at least 15 years of service or at least 25 years of service within five years.
3. People over the age of 45 who are unable to work due to health factors.

(II) The Company contributed 2% of the total labor salaries under the old system and 6% of the total monthly pension under the new system. The total contribution under the old system is NT$41,973,723, of which the new system in 2024 accounts for 99% and the old system 1%.

(III) Relevant operating procedures for retirement application:

1. When an employee applies for retirement, the determination of the retirement age is based on the household registration records, fully calculated from the date of birth.
2. The application for retirement shall be submitted in writing one month in advance, and the resignation procedures shall be completed in accordance with the Company's regulations.

(IV) The operation status of the Labor Pension Supervisory Committee in 2024 is as follows:

1. Monitor whether the monthly contribution is based on the total amount of labor salaries according to the statutory ratio.
2. To supervise whether the pension fund is appropriated in full. If the reserve in the special account is insufficient to cover the labor pension, the Company shall make up for it.
3. A total of 2 employees applied for retirement in 2024. The Labor Pension Supervisory Committee has completed its meeting and applied for it in accordance with the relevant procedures.

3. Investor Relations:

(1) Enhance operational transparency and ensure the accuracy, integrity, and timeliness of information disclosures.

(2) Attach great importance to corporate governance , formulate and disclose corporate governance-related regulations and their implementation .

(3) Establish the spokesperson system to specialize in handling shareholder recommendations and protect shareholder equality.

(4) The regular shareholders' meetings have adopted video conference and electronic voting to facilitate voting, provide shareholders with opportunities and channels to participate in the online shareholders' meeting, and implement shareholder activism.

(5) An investor conference is held at least once a year to establish a platform for communication with investors, and to explain to shareholders and investors non-financial qualitative information such as operating results, future business directions and goals, or industry trends, in order to strengthen the Company's information transparency .

4. Supplier Relations:

(1) The Company has established a contracting center that consolidates procurement authority and responsibility to improve purchasing efficiency and prevent abuse, and to treat contractors well with reasonable profits and timely payments.

(2) The Company ensures the safety of life and property of all contractors and construction workers on site, and pays special attention to a health and safe working environment and the insurance system for contractors’ workers.

(3) Establishment of the "Contractor Green Procurement Management Regulations" to exert influence and work with suppliers to achieve the net zero carbon emission goal by 2050.

5. Stakeholders Rights:

(1) Respect intellectual property rights.

(2) Value customer relations.

(3) Comply with laws and regulations.

6. Directors' Continuing Education: See pages 63-64 of this Annual Report.

7. The implementation of risk management policies and risk measurement standards:

On December 27, 2024, the Board of Directors approved the establishment of the "Risk Management Policy and Procedures" as the highest guiding principles for the Company's risk management. The Company conducts annual risk factor identification by the Risk Management Team to identify risks that may impact the sustainable development of the business. The team selects the scope of risk management and, in accordance with the latest internal audit developments and standards, monitors potential risks and implements preventive measures to strengthen risk management. For each type of risk, the Company formulates a risk management strategy, which includes management objectives, organizational structure, responsibilities, and risk management procedures, ensuring effective execution to control various risks arising from business activities within an acceptable range.

Organizational Name	Scope of Responsibilities
Board of Directors	The Board of Directors is the highest decision-making unit for the Company's risk management.
Audit Committee	The Audit Committee assists the Board of Directors in performing its risk management duties and is responsible for reviewing the Company's risk management policies and examining management reports on major risk issues.
Risk Management Team	The Team is responsible for executing risk management duties. It is primarily in charge of overall risk management, formulating risk management policies, frameworks, and mechanisms, and establishing both qualitative and quantitative management standards. The team is required to submit a risk management report to the Audit Committee and the Board of Directors at least once a year.
Audit Office	Assist the Board of Directors and managers in checking the deficiencies of the internal control system and confirm the effective operation of risk management, and report the risk status to the Board of Directors on a regular basis.
Responsible units	To promote, identify, evaluate and manage the risk management policies of each department; to report risk status on a regular basis and to formulate response and improvement mechanisms.

8. Implementation of Customer Policy: Maintain stable and good relationships with customers.

9. Liability Insurance Taken Out by the Company for Directors and Supervisors:

The Company has renewed the liability insurance policy for directors and key staff members from Taiwan Fire & Marine Insurance Co., Ltd. for one year. The contents covered under the insurance policy(ies) include the liabilities of directors, supervisors and key staff members, the Company's liabilities for compensation and the liabilities for compensation for negotiable securities, and liabilities for compensation in the employment behaviors. The insured period is from 12:00 February 1, 2025 to 12:00 February 1, 2026, and the insurance amount is US$3 million.

IX. Please specify the status of improvement and the prioritized improvements with reference to the Corporate Governance Evaluation results announced by the Corporate Governance Center of Taiwan Stock Exchange Corporation in the previous year.

1. We assessed governance compliance based on the "Corporate Governance Evaluation Indicators" every year. We disclosed the focus of corrections for future improvements.

Summary of evaluation indicators	Items Improved
Shareholders' meeting assisted by video convening.	In 2024, the shareholders' meeting will be convened by means of video conferencing.
Amendment to the Articles of Incorporation to disclose a specific dividend policy.	Amendments to the Articles of Incorporation were approved in the 2024 shareholders' meeting to specify the dividend policy.

Upload the English version of the annual financial report 16 days prior to the Shareholders' Meeting.	Uploaded the English version of the annual financial report.
The Chinese version of each quarterly financial report shall be disclosed in English within two months after the deadline for filing the Chinese version of each quarterly financial report.	Uploaded the English version of each quarterly financial report.
At least two investor conferences are held each year. (Listed companies shall convene at least one tax briefing each year.)	There were two institutional investor conference held in 2024.
The performance evaluation of the Board of Directors is externally evaluated at least once every three years.	In 2024, one external evaluation was performed, and the implementation status and evaluation results were disclosed on the Company's website.
A functional committee (risk management committee) other than the statutory standards at the level of the audit committee has been established and reports to the board of directors at least once a year.	Established the Sustainable Development Committee, which is equivalent to a functional committee, and disclosed its implementation status on the Company's website in 2024.
Issue the GRI Guidelines in both Chinese and English, which were verified by a third party and submitted to the Sustainability Report for the Board of Directors' approval.	In 2024, prepared the Sustainability Report and submitted it to the Board of Directors for discussion and approval on August 9, 2024, completed the filing of the Sustainability Report in both English and Chinese and uploaded it to the Company's website.
Disclose the annual volume of water consumption, waste, and greenhouse gas emission in the past two years, and obtain external verification and reduction targets.	Disclose relevant information in the Sustainability Report.

2. Unimproved Items and Measures Requiring Priority Actions:

Summary of evaluation indicators	Prioritized enhancements and measures
Does the company have any government agency or a single legal entity and its subsidiaries holding one-third or more of the board seats?	To be comprehensively evaluated in the next board election.
Is the number of board members who are employees of the company, its parent, subsidiaries, or affiliates less than or equal to one-third of the total board seats?	
Does the number of independent directors account for at least one-third of the total board seats?	

(IV) If a Remuneration Committee or Nomination Committee is in place, disclose its composition, duties, and operation:

The Committee consists of two independent directors and one external expert, it meets at least twice a year. The responsibilities of the Committee include establishing and periodically reviewing the annual and long-term performance goals for the directors and managerial officers of the Company and the policies, systems, standards, and structure for their remuneration; periodically evaluating the achievement of performance targets for directors and managers and the content and amount of their individual remuneration. The Company established a Remuneration Committee on December 27, 2011 and held 2 meetings during 2024.

(1) Data of Remuneration Committee Members

Requirements / Title/Name		The professional qualifications and hands-on experiences	Facts about independence attribute	Concurrently an Independent Director for Other Public Companies
Independent Director	Zheng, Hui-Bin (Convener)	Remuneration Committee Convener and Audit Committee member, currently a professor at the National Taiwan University Civil Engineering Department, with professional background in construction.	(1) The principal person, his or her spouse, blood relative within the second degree of kinship have not served as the director and supervisor or employee in the Company or an affiliated enterprise thereof. (2) The number of shares held by the principal person, his or her spouse, blood relative within the second degree of kinship (or in the name of another): 0 (3) Having not served with the Company or a company with specific relationship with the Company as director and supervisor or employee. (4) The amount of remuneration received by the Company or its affiliated enterprises for commercial, legal, financial, accounting services rendered within the most recent two years: 0	Zero
Independent Director	Shen, Xiao-Ling	Remuneration Committee member and Audit Committee Convener, currently a professor in the Department of Business Administration at Soochow University, with a professional background in finance and accounting management.	(1) The principal person, his or her spouse, blood relative within the second degree of kinship have not served as the director and supervisor or employee in the Company or an affiliated enterprise thereof. (2) The number of shares held by the principal person, his or her spouse, blood relative within the second degree of kinship (or in the name of another): 0 (3) Having not served with the Company or a company with specific relationship with the Company as director and supervisor or employee. (4) The amount of remuneration received by the Company or its affiliated enterprises for commercial, legal, financial, accounting services rendered within the most recent two years: 0	2

Others	Ko, Shun-Hsiung	Remuneration Committee member, Master of Finance from National Taiwan University, currently an accountant at Chien Ta Accounting Firm with a professional background in finance and accounting.	(1) The principal person, his or her spouse, blood relative within the second degree of kinship have not served as the director and supervisor or employee in the Company or an affiliated enterprise thereof. (2) The number of shares held by the principal person, his or her spouse, blood relative within the second degree of kinship (or in the name of another): 0 (3) Having not served with the Company or a company with specific relationship with the Company as director and supervisor or employee. (4) The amount of remuneration received by the Company or its affiliated enterprises for commercial, legal, financial, accounting services rendered within the most recent two years: 0	1

2. Operation of Remuneration Committee

(1) The Remuneration Committee consists of three members

(2) The term of the current Committee is between June 20, 2023 and May 30, 2026. Two Committee meetings were held in the previous year (A),

and the qualifications and attendance records of members are tabulated below:

Title	Name	Participation in person Number of time(s)(B)	Attendances by Proxy	Actual Attendance Rate (%) [B/A]	Remark
Convener	Zheng, Hui-Bin	2	0	100.00%	Re-elected on 2023/6/20
Committee Member	Shen, Xiao-Ling	2	0	100.00%	Re-elected on 2023/6/20
Committee Member	Ko, Shun-Hsiung	2	0	100.00%	Re-elected on 2023/6/20

Other Information Required for Disclosure:

1. Causes for and resolutions of discussions of the Remuneration Committee in the previous year.

Remuneration Committee	Proposal Contents and Handling	Resolution Results	Decision of the Board of Directors in response to the opinions from the Remuneration Committee
The 3rd meeting of the 5th term (1st meeting in 2024) 2024/2/2	1. 2023 performance evaluation of the Board of Directors 2. 2023 remuneration to directors 3. The performance evaluation for the Company's managerial officers in the second half of 2023 4. Changes in the Remuneration of the Company's Managers	Unanimous consent of all committee members.	Unanimous approval of all directors attending the Board meeting.

	5. 2023 performance bonus distribution to managerial officers. 6. 2022 employee compensation distribution to managerial officers. 7. Proposed allocation percentage for 2023 employee compensation. 8. Amendments to the Company's "Salary Management Regulations"		
The 4th meeting of the 5th term (2nd meeting in 2024) 2024/8/11	1. The performance evaluation for the Company's managerial officers in the first half of 2024 2. Changes in the remuneration to the managerial officers of the Company 3. Amendments to the Company's "Salary Management Regulations" 4. Proposal to Amend the Company's "Bonus Regulations" 5. Amendments to the Company's "Rules for Performance Evaluation of Board of Directors"	Unanimous consent of all committee members.	Unanimous approval of all directors attending the Board meeting.

II. Where the Board of Directors does not adopt or amend a suggestion from the Remuneration Committee, please elaborate on the date, term, contents of motions, and results of resolutions for the Board of Directors meeting convened and the measures taken by the Company in response to the opinions of the Remuneration Committee (e.g., in the event that the remuneration resolved by the Board of Directors is higher than that suggested by the Remuneration Committee, please elaborate on the fact and reason of the differential gap): None.

III. Decisions resolved by the Remuneration Committee: Where a Committee member objects or voices a qualified opinion as backed up in writing or with a record, please elaborate on the date, term, contents of motions, opinions of all members, and acts taken in response to such members: None.

3. Information on Nomination Committee Members and Operations

The Company has not yet established a nomination committee, which is a voluntary committee and will be established in accordance with the regulations of the competent authorities and the needs of the Company. Although a nomination committee has not yet been set up, the board of directors thoroughly communicate candidates nominated, which is in alignment with corporate governance.

(V) Sustainable development practices; deviation and causes of deviation from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
I. Does the Company have a governance structure for sustainability development and a dedicated (or ad-hoc) sustainable development organization with Board of Directors authorization for senior management,which is reviewed by the Board of Directors?	✓		As per the overarching vision and mission of the Company regarding environmental, social, and governance (ESG) policies, on December 27, 2024, the Company established the Sustainable Development Committee, a functional committee under the Board of Directors. The Committee is comprised of three independent directors; Independent Director Kuo-Feng Lin serves as the convener of the Committee, while the R&D Department is the responsible unit for the coordination of the Committee, which is in charge of proposing and implementing the sustainable development policies, systems, or related management policies and specific initiatives to identify sustainable issues that are of concern to the Company's operations and stakeholders. The committee is organized into three subgroups to drive initiatives effectively: 1. Sustainable Environment and Product Services Group, 2. Employee Care and Social Concern Group, 3. Corporate Governance Group. To achieve net-zero targets and sustainable development, these groups collaborate to integrate resources and implement the Company's sustainability strategies, which include environmental protection, social engagement, and corporate governance. In 2024, reports submitted to the Board of Directors included: progress updates on greenhouse gas inventory (3 times), internal and external evaluations of board performance (once each), and the review and approval of the 2023 Sustainability Report (once). There was one report on the implementation of corporate governance, covering the following aspects: (1) Implementation of ethical corporate management (2) Implementation of cyber security management (3) Intellectual property management plan and its implementation status (4) Communication with stakeholders (5) Implementation status of corporate governance Based on the content of the reports, the directors reviewed the progress of implementation, communicated the goals of sustainable construction and low-carbon building materials, etc., suits the Company's sustainable development strategy.	N/A.

<table>
<tr><th rowspan="2">Items</th><th colspan="3">Implementation</th><th rowspan="2">Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary Description</th></tr>
<tr><td>II. Has the Company, pursuant to the principle of materiality, carried out risk management toward environmental, social and corporate governance related risk assessment and further set up relevant risk management policies or strategies?</td><td>✓</td><td></td><td>1. This disclosure covers the company's 2024 period. The risk assessment boundary is mainly based on the company, including the Taipei head office and the existing bases in Yangmei. Based on the relevance to the core business and the degree of impact on major topics, the subsidiary Runyang Construction Co., Ltd. is included in the scope.
2. The Sustainable Development Committee conducted the analysis in accordance with the principle of materiality in the sustainability report, and comprehensively considered the results of the stakeholders' level of concern questionnaire, the results of the impact assessment questionnaire, the company's philosophy and brand core values, etc. The members of the Sustainable Development Committee's task force Determined a total of 10 material topics for the year with external experts. The members of the project team of the Sustainable Development Committee and each department formulate strategies and management goals for the major issues in 2024, and regularly (at least once a year) report the analysis results and implementation planning directions to the Board of Directors. Based on the risks assessed, the relevant risk management policies or strategies are formulated as follows:
<table>
<tr><th>Material Issues</th><th>Risk Assessment Items</th><th>Responding strategies</th></tr>
<tr><td rowspan="2">Environment</td><td>Waste management risks</td><td>The Company has established a Quality Assurance Department and Occupational Safety and Health Department to supervise the implementation of environmental maintenance on each site, reduce the repeated purchase of materials, implement garbage sorting, and appoint qualified waste removal companies to be responsible for recycling and reuse.</td></tr>
<tr><td>Climate</td><td>Use the TCFD framework</td></tr>
</table></td><td>N/A.</td></tr>
</table>

Items	Implementation						Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description				
					change governance risk	to construct the Company's climate risk identification process. After cross-departmental discussions on climate risks and opportunities, a total of 3 opportunities and 3 risks were identified.	
					Energy and greenhouse gas management risks	Use of new technologies and methods to improve energy efficiency and reduce greenhouse gas emissions.	
					Risks associated with the use of raw materials	To be environmentally friendly, we will increase green procurement and increase the proportion of low-carbon emission raw materials.	
				Society	Remuneration and benefits and labor-management communication risks	Emphasize on hiring, coordinate labor relations and enhance employee benefits through employee assistance programs.	
					Occupational health and safety risks	1. The Company has established a Quality Assurance Department and Occupational Safety and Health Department to attach great importance to occupational safety and reduce the occurrence of occupational disasters that may lead to construction suspension, interruption and low organizational atmosphere. 2. Regular fire drills and industrial safety education and training are held every year to cultivate employees' abilities in emergency response and	

Items	Implementation					Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description			
					self-safety management.	
				Risks associated with talent development and cultivation	Cultivate professional talents to comply with various laws and regulations and reduce risks to the environment or workers involved in construction projects.	
				Employee diversity and equal opportunity risk	Maintain equality in the workplace and reduce the risk of discrimination.	
			Governance	Integrity management risk	1. Implement ethical management, eliminate corruption and dishonesty, and formulate anti-corruption policies. 2. Implement the internal control mechanism to ensure that all the Company's personnel comply with the relevant laws and regulations.	
				Information security risk	The Company has established an information security room and software service department and other dedicated units to reduce the risks of information interruption or damage, leakage of confidential information, and improper use of illegal software.	

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
III. Environmental issues I. Has the Company set up appropriate environmental management experiment based on its industrial characteristics?	✓		(I) The Company's Yangmei Factory and project site have completed the "ISO 45001, CNS45001 (formerly TOSHMS) Occupational Health and Safety Management System" certification, and annual greenhouse gas inventories are conducted in accordance with ISO14064-1 and ISO14067 product carbon footprint specifications. The emissions reduction results are tracked and publicly disclosed in Sustainability Report and the Company's website (https://www.rtc.com.tw).	No difference
II. Does the Company endeavor to upgrade energy utilization efficiency by adopting recycled materials with low impact upon the environment?	✓		(II) The Company's Yangmei Factory and project site have completed the "ISO 45001, CNS45001 (formerly TOSHMS) Occupational Health and Safety Management System" certification, and annual greenhouse gas inventories are conducted in accordance with ISO14064-1 and ISO14067 product carbon footprint specifications. The emissions reduction results are tracked and publicly disclosed in Sustainability Report and the Company's website (https://www.rtc.com.tw). **Policies and Commitments:** In order to practice environmental sustainability, RECHI takes each stage of its own operating value chain as its consideration, and follows the Task Force on Climate-related Financial Disclosures (TCFD) framework. and responding to the impacts of climate change. The Company has also set environmental management goals and policies related to energy and greenhouse gases, waste, and water resources, fully built a near-zero building and enterprise that coexists with nature, and gradually implemented the vision of low-carbon and sustainable construction projects. **Annual Actions and Performance:** 1. In 2024, the solar power system installation commenced at the Yangmei precast plant, with the first phase of installation scheduled to begin power generation in 2025. 2. Completed the 2024 carbon inventory and carbon	No difference

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
			footprint verification, and established the base year for carbon inventory. 3. Continued the development of low-carbon concrete by substituting high-carbon-emission cement with lower-emission raw materials.	
III. Has the Company evaluated the climate change and the risks and opportunities resulting therefrom at present and in the future and, in turn, adopted relevant countermeasures?	✓		(III) The Company shall hold annual meetings on the Company's key climate risk opportunities and submit the results to the Board of Directors. The Sustainable Development Committee is required to submit a quarterly report on the GHG inventory to the Board of Directors, the disclosure schedule and the implementation progress. The TCFD framework is used to construct the Company's climate risk identification process. Opportunities include the transition risks of "authorization and supervision of existing products and services," "carbon pricing mechanism," "authorization and supervision of existing products and services," and "entry into new markets," "use of low-carbon energy sources," and Opportunities to "development and/or expansion of low-carbon products and services" are disclosed in the sustainability report and the Company's website (https://www.rtc.com.tw).	No difference
(IV) Has the Company carried out statistics toward greenhouse gas emissions, water consumption and the aggregate total waste weight in the past two years and, in turn, established such policies for greenhouse gas reduction, water consumption reduction or other waste management	✓		(IV) The Company kept statistics on the greenhouse gas emission in the past two years and formulated policies for energy conservation, carbon reduction, greenhouse gas reduction, and water reduction. (1) The Sustainable Development Committee set the Company's "Net Zero Target", aiming to reduce greenhouse gas emissions by 50% and waste by 50% and increase the use of green electricity to 15% by 2035; reach net zero carbon and carbon neutrality by 2050; and increase the use of green electricity to 60% of all energy sources. (2) The annual greenhouse gas emissions, water consumption, and total waste volume have been disclosed in the 2023 Sustainability Report. Data has been compiled and analyzed in accordance with relevant standards and management regulations. For further details, please refer to the annual Sustainability Report. Statistics for the past two years are as follows:	No difference

<table>
<tr><th rowspan="2">Items</th><th colspan="3">Implementation</th><th rowspan="2">Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary Description</th></tr>
<tr><td>oriented policies?</td><td></td><td></td><td>
<table>
<tr><th>Operation Sites</th><th>Unit</th><th>Scope</th><th>2023</th><th>2024</th></tr>
<tr><td rowspan="4">Greenhouse Gas Inventory</td><td rowspan="4">metric tons CO2e</td><td>Scope1</td><td>527</td><td>593</td></tr>
<tr><td>Scope2</td><td>1,211</td><td>1,358</td></tr>
<tr><td>Scope3</td><td>38,302</td><td>51,542</td></tr>
<tr><td>Total</td><td>40,040</td><td>53,493</td></tr>
<tr><td colspan="2">Total Water Consumption</td><td colspan="2">cubic meters</td><td>157,013</td><td>100,247</td></tr>
<tr><td colspan="2">Total weight of waste</td><td colspan="2">metric tons</td><td>32,695</td><td>24,290</td></tr>
</table>
Note: The operation sites include the headquarter building and the Yangmei precast plant.
(3) The greenhouse gas inventory for 2024 was completed for the headquarters office (including Ruen Yang Construction Co., Ltd. located on the same floor) and the Yangmei precast plant, in accordance with ISO 14064-1:2018, along with external verification. Additionally, the product carbon footprint inventory for the Yangmei precast plant for 2024 was completed in accordance with ISO 14067:2018, also with external verification.
</td><td></td></tr>
<tr><td>IV. Social issues
(I) Does the Company establish management policies and procedures in accordance with relevant laws and International Bill of Human Rights?</td><td>✓</td><td></td><td>(I) "People-oriented" has always been our value. We support and follow internationally recognized human rights norms and principles, including the "United Nations Universal Declaration of Human Rights," the United Nations Global Compact, the "UN Guiding Principles on Business and Human Rights," and the International Labor Organization's "Declaration of Fundamental Principles and Rights at Work," and abide by the laws and regulations of the place where the company is located to formulate human rights policies, and implement human rights protection through the human rights principles of "protection, respect, and remedy".
■<u>A summary of the Company’s management policies and specific plans is as follows</u>:
1. Provided a safe and healthy work environment to pass ISO45001 certification.
2. Assisted employees in maintaining physical and</td><td>N/A.</td></tr>
</table>

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
(II) Has the Company enacted and enforced rational employee welfare measures (including, e.g., remuneration, vacation leave and other welfares(and put the business performance results into appropriately reflection toward employees in their benefits?	✓		psychological health and a work-life balance and regularly sent occupational health nurses and physician to provide on-site consultation services six times per month. 3. Abided by the local labor laws and preventing violence in the workplace; formulated guidelines for preventing violence in the workplace with reference to the Elimination of Violence and Harassment in the World of Work Convention of the International Labour Organization; published a whistleblowing system on the website. Advocated for fair, just, open employment opportunities and a dignified work environment in Ruentex's culture course, totaling 136 hours, with 115 participants. 4. Signed contracts, containing human rights clauses, with suppliers and performed on-site audits. (II) Upholding the belief in profit sharing with employees and shareholders; and attract, retain, develop, and incentivize talents from different fields. Please refer to the Annual Report for employee benefits and retirement system. Remuneration is determined based on the Company's business performance and the employee's personal achievements. Please refer to the Annual Report for details.	N/A.

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
(III) Does the Company provide employees with a safe and healthy work environment and arrange regular safety and health education for employees?	✓		(III) The Company spares no effort to provide maximum possible benefits toward the safety and security and health for all staff members, with relevant measures as notably enumerated below: (1) Factories and Sites: The Company has obtained the ISO9001 Quality Management System, CNS45001 and ISO45001 certifications, and other occupational health and safety management certifications, confirming that the Company's occupational health and safety environment meets the standards. The Company also implements regular health and safety training for employees to prevent occupational hazards. (2) Office access control and fire prevention. (3) The number of employee injuries in 2024 was 0. (4) The number of fire incidents in 2024 was 0.	N/A.
(IV) Does Company establish effective career development and training plans for employees?	✓		(IV) Every year we plan a budget for the regular and irregular pre-employment and on-the-job training for employees to ensure the Company's CSR compliance, enhance employees' professional skills, leadership competence, and career development. To encourage employees to receive further education without effective corporate business and to develop quality management and professional talents, we provide diverse channels for further education and promote employees to exchange management and professional experience with other enterprises. In addition, we encourage employees to enrich themselves, participate in external further education courses, and provide rewards for certificates and licenses to incentivize employees to actively	N/A.

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
(V) Does the Company comply with the related laws and regulations and international standards regarding the customer health and safety, customer privacy, market communication, and labeling of its products and services and establish policies to protect the rights and interests of customers or clients and procedures for grievances?	✓		engage in further education. In 2024, a total of 11,188 hours of internal and external education and training were conducted for a total of 4,067 employees. (V) Company compliance related rules and regulations and international guidelines: In regards to the effort to safeguard the working environment, the Company has been officially accredited into ISO9001 Quality Management System, CNS45001 and ISO45001 Occupational Health and Safety Management System certification, as well as a good number of occupational health and safety environment specifications to satisfy the specified standards. Our design of building foundation structure, seismic design and the design and implementation of sewage treatment facilities in buildings and constructions prove satisfactory to relevant laws and regulations.	N/A.

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
(VI) Has the Company sets up supplier managerial policies to demand that all suppliers exactly comply with health or labor-based human rights related specifications and the fact about the implementation.	✓		(VI) The Company requires all suppliers to comply with the terms and conditions set forth under the "Regulations Governing Contractors on Safety & Health at Project Sites" which are covered within all contract terms. The Company further put the General Provisions on "Project Site Safety & Health" into the Company websites readily available for download, expressly stressing that whenever a contractor (supplier) fails to comply with the safety & health terms or pollutes environment, the penalty fine shall be imposed to be deducted from the administrative price estimation payment (with double penalty fine in case of a serious violation). Through such efforts, both the Company and suppliers shall jointly comply with environmental protection and safety & health related specifications with wholehearted endeavors toward public safety & security, environmental health to fulfill the corporate social responsibility (CSR).	N/A.
V. Does the Company, following internationally recognized guidelines, prepare and publish reports, such as its Corporate Sustainability Report, to disclose non-financial information of the Company? Are	✓		V. The Company has prepared the "2023 sustainability report" in accordance with the GRI Standards. The Company will conduct independent limited assurance on the verification or review of historical financial information" (established with reference to the International Standard for Assurance ISAE3000), and it was to be disclosed on the Company's website before the end of August 2024. (https://www.rtc.com.tw).	N/A.

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
said reports assured or verified by a third-party certification body?				

VI. If the Company has established its own Sustainable Development Best Practice Principles with reference to the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies", please state the discrepancies with its own principles:

The Company has established the "Sustainable Development Best Practice Principles" to comply with laws and regulations and conduct corporate governance in accordance with the Company Act and relevant regulations of the Securities and Futures Bureau. It also takes into consideration the development trends of corporate social responsibility both domestically and internationally, demonstrates its commitment to its employees, shareholders, and consumers, and promotes various corporate social activities. The Company's practice does not have any discrepancies with the regulations.

VII. Other important information that helps the public understand sustainable development implementation status:

(I) The Company participated in the Labor Council's health and safety group cooperation and joint prevention organization [Construction Industry North District Health and Safety Promotion Association]. Through experience sharing and mutual cooperation, the Company has been able to discuss safety and hygiene with other members on the organization's platform, and has held several site observation activities to improve the working environment and enhance the industry's self-management capabilities.

(II)The Company participated in the mechanism of the "Construction Site Self-Management Strategy Alliance" of the Labor Inspection Department of Taipei City to assist the government in implementing health and safety promotion and education. The Company also led and participated in counseling groups to help counsel construction companies with weaker health and safety to improve their working environment and enhance their self-management capabilities.

(III) After the releasing of 7 patents to the Department of Civil Engineering of National Taiwan

University and the Taiwan Concrete Institute in 2008, the Company announced the releasing of 14 patents on April 1, 2010, including multi-screw hoops for columns, one-piece hoops for columns, bending hoops for beams with spot-welded wire mesh, and various kinds of composite hoops, etc. A total of 21 patents have been released to Taiwanese users. These components and parts can be manufactured using automated steel technology. Automatic production by factories can precisely control the quality, and the finished products can be transported to the construction site for quick installation. As steel prices increase and structural strength requirements remain unchanged, such technologies not only save labor, material, and time, but also save energy and reduce carbon. Innovation is the driving force for enterprises to move forward. The traditional construction industry has long lacked this driving force for innovation and research and development. With the releasing of these patents, we hope to create a culture of innovation in the industry and enhance the competitiveness of the construction industry.

■Implementation Status of Climate-Related Information

Item	Implementation Status
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	Starting in 2023, Ruentex Engineering & Construction has disclosed climate-related information according to the framework established by the Task Force on Climate-related Financial Disclosures (TCFD). The Board of Directors of Ruentex Engineering & Construction, as the highest governance body for climate-related issues, oversees and reviews policies and management systems for climate-related risks. The board also plays a critical role in setting and approving the Company's climate commitments and goals, periodically discussing current climate risks and opportunities and proposing specific strategies addressing critical climate risks across the Group. Regular reviews of the progress reports from the Sustainable Development Committee ensure alignment with company goals for sustainable engineering and construction, low-carbon materials, and sustainable development strategies, ensuring the Company's resilience and long-term sustainability. To improve the management and identification of climate-related risks and opportunities, Ruentex Engineering & Construction established a task-based Sustainable Development Committee in 2023, composed of a dedicated project team. The Chairman of the Board serves as the convener of the Committee, with the head of the R&D department acting as the team leader. The Committee is required to hold meetings annually to address the company's key climate-related risks and opportunities and to report the outcomes to the Board of Directors. In addition, the Committee must provide quarterly reports to the Board on the greenhouse gas inventory disclosure schedule and progress.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Ruentex Engineering & Construction has identified 8 climate-related risks and 6 climate-related opportunities. Based on a quantitative analysis that multiplies "impact level" by "likelihood", we ranked the top 3 significant climate risks and opportunities, examining their impact duration and potential financial effects on Ruentex Engineering & Construction to serve as the basis for response strategies and risk management. Please refer to the Sustainability Report.
3. Describe the financial impact of extreme weather events and transformative actions.	For the financial impact of extreme climate events and transition actions, please see the "Potential Financial Impact" section in the Sustainability Report.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	To comprehensively understand and manage current key climate opportunities and risks, Ruentex Engineering & Construction refers to the guidance issued by the Task Force on Climate-related Financial Disclosures (TCFD) to identify risks and opportunities with potentially significant financial impacts. For the identification process, please refer to the Sustainability Report.
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	Not applicable.
6. If there is a transition plan for managing climate-related risks, describe the content of the plan,	For the Company's transition plan in response to managing climate-related risks, please refer to the Strategic Actions in the Sustainability Report.

and the indicators and targets used to identify and manage physical risks and transition risks.	
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Not applicable.
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	To strengthen internal energy and greenhouse gas management, RunHong focuses on two main areas: "Operational Sites" and "Low-Carbon Products." In alignment with the national net-zero emissions roadmap and strategy, the Company has developed various strategies and implementation plans. The Sustainability Development Committee is responsible for formulating carbon reduction initiatives and sustainable low-carbon projects. For more details, please refer to the Sustainability Report.
9. Greenhouse Gas (GHG) Inventory, Assurance, Reduction Targets, Strategies, and Specific Action Plans (Fill out 1-1 and 1-2 separately)	See the detailed explanation below.

1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1 Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO2e), intensity (metric tons CO2e/NT$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.

Year		2023		2024	
Item		Emissions	Intensity	Emissions	Intensity
The Company	Scope 1 (Direct Emissions)	527		593	
	Scope 2 (Energy Indirect Emissions)	1,211		1,358	
	Subtotal	1,738		1,951	
Consolidated financial statements of all subsidiaries	Scope 1 (Direct Emissions)	630,181		594,323	
	Scope 2 (Energy Indirect Emissions)	49,489		51,843	
	Subtotal	679,670		646,166	
Total		681,408	30.28	648,117	24.70

Year		2023		2024	
Item		Emissions	Intensity	Emissions	Intensity
The Company	Scope 3 (Other Indirect Emissions)	38,302	2.232	51,542	2.603

Note 1: The Company’s greenhouse gas inventory is conducted in accordance with the ISO 14064-1:2018 standard published by the International Organization for Standardization (ISO), with coefficients referenced from the Ministry of Environment's Greenhouse Gas Emission Factor Management Table (version 6.0.4) and the Ministry of Environment's Carbon Footprint Information Network.

Note 2: Greenhouse gas inventory boundaries: The inventory is conducted using the operational control approach. The

Company's inventory boundaries include the Headquarters office (including Ruen Yang Construction Co., Ltd. in the same floor) and the Yangmei Precast Plant.

Scope 1 (Direct Emissions): Emissions directly from sources owned or controlled by the Company.

Scope 2 (Energy Indirect Emissions): Emissions from the consumption of purchased electricity, heat, or steam. The electricity emission factor is calculated based on the announced value of 0.494 kg CO2e / kWh in 2023.

Scope 3 (Other Indirect Emissions): Emissions resulting from the Company's activities but from sources not owned or controlled by the company, such as transportation in the supply chain (upstream and downstream), employee commuting, business travel, product use, and final disposal, etc. The disclosure scope for Scope 3 emissions by the company is determined based on the internal identification of significant emission sources, which are then assessed and disclosed.

Note 4: Greenhouse gas emissions are measured in metric tons of CO2 equivalent (CO_2e), and emissions intensity is calculated per million New Taiwan Dollars (NTD) of revenue.

Note 5: The data for the year 2024 is a preliminary estimate based on the Company's internal audit results. Complete information and subsequent updates will be provided in the 2025 Sustainability Report.

1-1-2 Greenhouse Gas Assurance Information

Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.

Unit: Metric tons CO_2e

Assurance Scope		2023 Emissions	2024 Emissions
The Company	Scope 1	527	The company has completed the 2024 greenhouse gas inventory (data as shown in the table above). According to the schedule of the sustainable development roadmap for listed companies, we plan to conduct another outsourced verification before 2027.
	Scope 2	1,211	
	Subtotal	1,738	
	1-1-1 Disclosure of the percentage of interrogations	100.00%	
	Assurance Agency	BSI Group Singapore Pte. Ltd.	
	Assurance Criteria	ISO 14064-1: 2018 ISO 14064-3: 2019	
	Assurance Opinion	Reasonable assurance level/unqualified opinion	
Consolidated financial statements of some subsidiaries	Scope 1	630,161	The greenhouse gas data was not able to obtain complete greenhouse gas assurance opinion before the annual report was published. The complete assurance information will be disclosed in the 2024 Sustainability Report.
	Scope 2	49,415	
	Subtotal	679,576	
	1-1-1 Disclosure of the percentage of interrogations	99.73%	
	Assurance Agency	AFNOR ASIA LTD	
	Assurance Criteria	ISO/CNS 14064-1:2006 ISO 14064-3:2006 ISO 14064-1:2018	
	Assurance Opinion	Reasonable assurance level/unqualified opinion	

1－ 2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.

(1) Greenhouse gas reduction base year and goals:

The Company has set 2023 as the base year for greenhouse gas reduction and plans to reduce greenhouse gas emissions from the Yangmei plant's energy consumption by 50% by 2035 through energy-saving measures and the adoption of renewable energy. In addition, in terms of materials, the Company is developing low-carbon concrete by replacing cement with alternative materials, with a goal of achieving a 35% cement substitution rate to reduce greenhouse gas emissions from raw materials by 17%. The ultimate goal is to achieve net-zero carbon emissions and carbon

neutrality by 2050, with a green electricity usage rate up to 60%, transforming the Yangmei Precast Plant into a green factory.

(2) Greenhouse gas reduction strategies, and specific action plans

To achieve the reduction goals, the Company has developed specific actions from the perspectives of energy conservation and renewable energy development. The plan includes the installation of solar photovoltaic panels on the roof of the Yangmei Precast Plant. Once completed, it is expected to generate approximately 2 million kWh of electricity annually for internal use, reducing carbon emissions by approximately 1,065 metric tons. At the same time, efforts are being made in the development of low-carbon materials, reducing raw material waste, and researching low-carbon concrete to lower the carbon footprint of products. The Company will also track the carbon footprint reduction for each individual product in terms of electricity consumption every year, based on the ISO 14067:2018 (Product Carbon Footprint), to ensure that the reduction outcomes are quantifiable and verifiable.

Yangmei Precast Plant Solar Photovoltaic Panel Plan

Timeline	Carbon Reduction Scope	Quantity	Unit	Expected Carbon Reduction	Starting Year	Implementing Period
Phase 1	Scope 2	1,012,483	kWh	500 t CO_2e/year	2025	20 years
Phase 2	Scope 2	807,115	kWh	399 t CO_2e/year	2026	20 years
Phase 3	Scope 2	335,873	kWh	166 t CO_2e/year	2026	20 years

Note 1: Phase 1 capacity is 1066 kWp, Phase 2 capacity is 850 kWp, and Phase 3 (estimated) capacity is 350 kWp.
Note 2: Annual electricity generation: Capacity × 365 × Daily generation hours × Degradation rate; the equipment annual degradation rate is 0.7%.
Note 3: The electricity emission factor is calculated based on the 2023 announced factor which is 0.494 kg CO2e/kWh.
Note 4: The estimated equipment lifespan is 20 years, with no significant damage during this period.
Note 5: Daily generation hours are 2.85 hours (2024 solar power capacity factor for various cities).

(3) Achievement of Reduction Goals

The Company's product carbon footprint for 2023 was externally verified by BSI (British Standards Institution) by the end of 2024 to confirm the reduction effectiveness. In 2025, based on the verification results, the Company will further optimize its reduction measures, including improving energy efficiency, evaluating renewable energy solutions, and achieving a 26% cement substitution rate with low-carbon concrete. In addition, the Company will continue to monitor the reduction progress to ensure the feasibility of the 2035 reduction target and strive towards becoming a green factory.

Unit: kg CO_2e

Product Carbon Footprint	AUP	Verification	Total
Per cubic meter of precast column	735.60	26.15	761.75
Per cubic meter of precast beam	572.45	26.15	598.60
Per cubic meter of precast beam	578.38	26.15	604.53
Per cubic meter of precast wall panel	731.72	26.15	757.87

(VI) Performance in ethical corporate management and differences from the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies" and the reasons:

Evaluation Items	Status of Operation			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
I. Establishing Ethical Corporate Management Policies and Programs （一） Does the company establish policies for ethical corporate management approved by the Board of Directors and state such policies and practices in its regulations and external documents and in the commitment made by the board of directors and senior management to actively implement such policies?	✓		(I) The Company's board of directors has approved the "Ethical Corporate Management Best Practice Principles" and the "Operating Procedures and Conduct Guidelines for Integrity". The members of the Board of Directors and the management of the Company do not engage in dishonest conduct in the course of their business activities, such as breach of integrity, unlawfulness, or breach of fiduciary duties. They all execute policies with integrity to create a business environment for sustainable development.	N/A.
(II) Does the Company establish an assessment mechanism of risk from unethical behavior to regularly analyze and assess business activities with higher risk of involvement in unethical behavior and preventive programs for unethical behaviors containing at least the preventive measures stated in paragraph 2, Article 7 of the "Ethical Corporate Management Best	✓		(II) To ensure the implementation of integrity management, the Company has established an effective accounting system and internal control system. Internal auditors regularly review the compliance with the former system and prepare audit reports.	N/A.

Evaluation Items	Status of Operation			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
Practice Principles for TWSE/TPEx-Listed Companies"? (III) Does the Company establish in the preventive programs the operating procedures to prevent unethical behavior, penalties and grievance systems of breaching the guidelines for conduct, and implement and periodically review and revise them?	✓		(III) The Company established the "Procedures for Ethical Management and Guidelines for Conduct" on November 13, 2014 and amended it in the Board meeting on March 6, 2020, in order to prevent unethical behavior. At irregular meetings or education/training activities, we advocate the prevention of unethical behavior, develop a consistent belief among employees, and abide by the Company Act, Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Act on Recusal of Public Servants Due to Conflicts of Interest, and other related laws and regulations for TESE/TPEx-listed companies, or other business conduct regulations. We have designated an ethical corporate management unit to report to the Board of Directors (at least once per year) the results of the ethical corporate management policy and preventive programs to implement ethical corporate management.	N/A.
II. Implementing Ethical Corporate Management （一）Does the Company assess the ethical records of its counterparts and explicitly include clauses on ethical behavior in transaction	✓		(I) The Company conducts its business activities in a transparent and fair manner, and avoids dealing with customers, suppliers, or other counterparties who engage in dishonest practices. In the case of dishonest behavior, the Company will terminate or cancel the cooperation contract if it is discovered.	N/A.

Evaluation Items	Status of Operation			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
contracts? (II) Does the Company establish a unit specializing in implementing ethical corporate management under the Board of Directors and report regularly (at least once a year) to the Board of Directors the status of implementation and supervision of the ethical management policy and preventive programs of unethical behavior?	✓		(II) With respect to the "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct", the Project Department and the Human Resources Department are responsible for the establishment, implementation, supervision, and review the effectiveness of implementation of the ethical corporate management policy and preventive programs and report the results to the Board of Directors periodically (at least once a year). In terms of hands-on operation and implementation, including educational & training programs, compliance advocacy, offense-reporting system and whistleblower protection, please refer to the descriptions below:	N/A.
(III) Does the Company establish and implement a policy to prevent conflicts of interest and provide suitable channels for reporting such conflicts?	✓		(III) Employees within the Company may report to the Human Resources Department in addition to their immediate department head.	N/A.
(IV) Does the Company establish an effective accounting system and an internal control system for the internal audit unit to establish related audit programs based on the results of risk assessment of involvement in unethical behavior to audit and prevent the compliance with the	✓		(IV) To ensure the implementation of integrity management, the Company has established an effective accounting system and internal control system. The internal audit personnel periodically draws up related audit programs based on the results of assessments of risk of involvement in unethical behavior and audits the compliance of preventive programs of unethical behavior. The CPA also audits the performance of the Company's internal audit system every year.	N/A.

Evaluation Items	Status of Operation			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
preventive programs of unethical behavior or hire a CPA to perform the audit? (V) Does the Company regularly organize internal and external education and training activities for ethical corporate management?	✓		(V) In 2024, the Company conducted internal and external training sessions related to ethical business practices, covering topics such as insider trading and insider shareholding regulations, corporate governance, and trade secret protection. Participants included directors, senior executives, and employees. Directors attended courses including "Corporate Obligations for Gender Equality under the ESG Framework" (9/18), "The Constitutive Facts of Breach of Trust by Directors and Supervisors and Special Breach of Trust" (9/26), "2024 Insider Trading Prevention Seminar" (9/20 and 10/4), "Latest Developments in Insider Trading Practices in Taiwan and Corporate Countermeasures" (10/21), and "2024 Compliance Seminar on Insider Shareholding Transactions" (11/22), totaling 79 hours. For internal staff, the onboarding "Elite Training Program" promoted corporate integrity, alongside courses such as "Workplace Confidentiality Training," "Trade Secret Protection and Management," "Information Security Awareness and Case Study Sharing," and "Prevention of Workplace Sexual Harassment and Other Unlawful Infringements," involving 115 participants and totaling 136 hours. In 2024 , internal and external education and training related to ethical corporate management issues were held. The contents of	N/A.

Evaluation Items	Status of Operation			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
			the courses include related laws and regulations related to insider trading and insider equity, corporate governance, related regulations on trade secrets and internal control, and internal control to prevent corporate misstatement and corruption. design and auditing skills courses, including the target at directors and senior managers and employees. The directors' continuing education courses include April 28 "Corporate Governance and Securities Regulation & CFC System for Controlled Foreign Enterprises", May 11 "Information Security Governance Trends and Challenges", 9 /4 "14th Taipei Corporate Governance Forum", 10/2 "Inside insider trading management and legal issues to be aware of", 10/13 and 10/20 "2023 insider trading prevention seminar", "AI Application, Law, and Audit" on 24/10, "2023 Insider Legal Compliance Seminar on 2023" on November 15, and "Corporate Governance and Securities Regulations & CFC Policy for Controlled Foreign Companies" on 12/18 75 hours; internal training, elite training for new employees - the corporate culture of ethical corporate management in the corporate culture "Integrity Values and System Introduction" for a total of 136 hours, 89 people participated.	

Evaluation Items	Status of Operation			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No	Summary Description	
III. Operating the Whistleblowing System				
(I) Does the Company establish explicit whistleblower and reward schemes and convenient reporting channels, and assign appropriate personnel to investigate the target of a whistleblower report?	✓		(I) Employees within the Company may report to the Human Resources Department in addition to their immediate department head. In addition, the Company's website discloses the system and methods of reporting illegal (including corrupt) and unethical behavior by internal and external personnel.	N/A.
(II) Does the Company establish standard operating procedures for investigation, post-investigation measures, and related mechanisms to ensure the confidentiality of a whistleblower complaint?	✓		(II) The Company has a reporting system for personnel involved in dishonest conduct, which is posted on the Company's website. The identity of the whistleblower and the content of the report are kept confidential and handled by a dedicated unit in accordance with the procedures.	N/A.
(III) Does the Company establish measures to protect whistleblowers against retaliation?	✓		(III) The Company's reporting process is confidential, and no disciplinary actions will be taken against whistleblowers.	N/A.
IV. Reinforcing Information Disclosure Has the Company disclosed its Ethical Corporate Management Best Practice Principles including the contents and performance of the implementation, through its own website and Market Observation Post System (MOPS)?	✓		The Company's Ethical Corporate Management Best Practice Principles is available on the Market Observation Post System (MOPS) and the Company's website. The Project Department and Human Resources Department are responsible for formulating and monitoring the implementation of integrity management policies and prevention programs, reviewing their effectiveness, and disclosing the status of integrity management on the Company's website.	N/A.

V. Where the Company has duly enacted its own Best-Practice Principles on Good Faith Management in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies", please elaborate on the difference between the hands-on practice and requirements under the official Principles: N/A.
VI. Other significant information conducive for better awareness of the Company's implementation of Best-Practice Principles on Good Faith Management: (E.g., the Company's reassessment and update of the Ethical Corporate Management Best Practice Principles) 1. The Company has established a good corporate governance and risk control mechanism in accordance with its transparent and responsible management philosophy, and complies with the Company Act, the Securities and Exchange Act, the Business Accounting Act, the related laws and regulations for TESE/TPEx-listed companies, and other relevant regulations as the Company's principle of ethical management to be implemented at the management level. 2. This Company amended the "Ethical Corporate Management Best Practice Principles" with respect to Letter Tai-Cheng-Zhi-Li-Zi No. 10800083781 issued by the Taiwan Stock Exchange Corporation on May 23, 2019 and the "Procedures for Ethical Management and Guidelines for Conduct" with respect to Letter Tai-Cheng-Zhi-Li-Zi No. 1090002299 issued by the Taiwan Stock Exchange Corporation on February 13, 2020. The amendments were reported to the 2020 Annual General Meeting of Shareholder. 3. The Company has established an internal control system and accounting system to ensure the implementation of ethical management.

(VII) Other important information that helps understand the performance of corporate governance may be disclosed at the same time: none.

(VIII) Implement ion of the Internal Control System

1. Internal Control Statement: The Company has disclosed and filed the internal control statement on the information disclosure website designated by the Financial Supervisory Commission. Please refer to the Public Information Observatory for further details. The website is as follows:https://mopsov.twse.com.tw/mops/web/t06sg20
2. The Company auditing its internal control system by a CPA shall disclose the CPA audit report: Not applicable.

(IX) Important resolutions made by the Annual General Meeting of Shareholders (AGM) and the shareholders' meeting in the previous fiscal year and by theannual report publication date:

1. Important Resolutions of Shareholders' Meetings and Implementation

Date	Category	Major Resolutions	Implementation
2024/05/16	Annual Meeting of Shareholders	1. Approved the Company's 2024 Business Report and Financial Statements. 2. Approved the Distribution of Earnings for 2024. 3. Approved the amendments to the Company's Articles of Incorporation. 4. In line with the distribution of the profit for 2023, the Company proposes a capital increase from the profit for issuance of new shares.	2. The Board of Directors resolved to set July 7, 2024 as the ex-dividend date and July 16, 2024 as the payment date (cash dividends of NT$5.4 per share). 3. The amendment has been duly approved by the Ministry of Economic Affairs on July 2, 2024, and promulgated into the Company's website and shall be put into enforcement according to the Articles of Incorporation based on the post-amendment contents. 4. The Board of Directors resolved to set August 20, 2024 as the ex-rights base date ($4 per share for stock dividends) which was approved by the Ministry of Economic Affairs for registration. The Ministry of Economic Affairs approved the registration on September 12, 2024.

2. Major Resolutions of the Board of Directors Meetings

Date	Category	Major Resolutions
2024/02/02	Board of Directors	1. Approved the performance appraisal on the Company's managers in the second half of 2023 2. Approved changes in the compensation of the Company's managerial officers. 3. Approved the discussion to pay the performance bonus to managers for 2023 4. Approved the discussion to distribute employee remuneration to managers for 2022 5. Approved the discussion on appropriation ratio of employee remuneration for 2023 6. Approved the discussion to amend the Company's "Salary Management Regulations" 7. Approved the discussion to amend the Company's "Rules of Procedure

Date	Category	Major Resolutions
		for Board of Directors Meetings" and "Audit Committee Charter" 8. Approved the discussion on matters relating to the Company's 2024 AGM
2024/03/13	Board of Directors	1. Approved the discussion to distribute employee remuneration for 2023 2. Approved the discussion on the Company's 2023 Business Report and Financial Statements 3. Approval of the discussion on the Statement of Internal Control System for 2023 4. Approved the discussion on earnings distribution proposal for 2023 5. Approved the discussion on issuing new shares for capitalization from earnings to in line with the 2023 earning distribution plan 6. Approved the discussion to amend the Company's "Articles of Incorporation" 7. Approved the proposal to update of the Company's 2024 shareholders' meeting (addition of discussion items and adoption of video conference to assist the shareholders' meeting)
2024/05/13	Board of Directors	1. Approved the discussion on the 2024 Q1 Consolidated Financial Statements
2024/07/26	Board of Directors	1. Approved the discussion on setting the ex-dividend record date for the issuance of new shares for capital increase through earnings.
2024/08/09	Board of Directors	1. Approved the performance appraisal on the Company's managers in the first half of 2024 2. Approved changes in the compensation of the Company's managerial officers. 3. Approved the discussion to amend the Company's "Salary Management Regulations" 4. Approved the discussion to amend the Company's "Bonus Regulations" 5. Approved the discussion to amend the Company's "Rules for Performance Evaluation of Board of Directors" 6. Approved the discussion on the 2024 Q2 Consolidated Financial Statements 7. Approved the discussion on the Company's 2023 Sustainability Report
2024/11/11	Board of Directors	1. Approved the discussion on the 2024 Q3 Consolidated Financial Statements 2. Approved the discussions to establish the Company's "Sustainability Information Management Procedures" 3. Approved the discussion to amend the "Internal Control System" and the "Rules for Internal Audit Implementation" of the Company
2024/12/27	Board of Directors	1. Approved the discussions on the Company's 2025 business plan. 2. Approved the discussion on the Company's 2025 Internal Audit Plan 3. Approved the discussion to amend the "Internal Control System" and the "Rules for Internal Audit Implementation" of the Company. 4. Approved the discussion to amend the Company's "Stock Affairs Units Internal Control System" 5. Approved the discussion to amend the Company's "Corporate Governance Best Practice Principles." 6. Approved the discussion to establish the "Risk Management Policy and Procedures" of the Company 7. Approved the discussion to establish the Company's Audit Committee Charter. 8. Approved the discussion to appoint the Company's 1st Sustainable

Date	Category	Major Resolutions
		Development Committee members. 9. Approved the discussion on the Company's 2025 CPA remuneration
2025/01/21	Board of Directors	1. Approved the performance appraisal on the Company's managers in the second half of 2024 2. Approved changes in the compensation of the Company's managerial officers. 3. Approved the discussion to pay the performance bonus to managers for 2024 4. Approved the discussion to distribute employee remuneration to managers for 2023 5. Approved the discussion on the appropriation ratio of employee remuneration for 2024 6. Approved the discussion on travel expenses for members of 1st term of the Sustainable Development Committee. 7. Approved the discussion to amend the Company's "Salary Management Regulations" 8. Approved the discussion to amend the employee remuneration distribution regulations. 9. Approved the discussion to amend the "Internal Control System" and the "Rules for Internal Audit Implementation" of the Company 10. Approved the discussion to amend the Company's "Articles of Incorporation" 11. Approved the discussion to lift the non-compete restrictions on managers of the Company 12. Approved the discussion to lift the non-compete restriction on Director Mo, Wei-Han 13. Approved the matters relating to the Company's 2025 AGM
2025/03/12	Board of Directors	1. Approved the discussion to distribute employee remuneration for 2024 2. Approved the discussion on the Company's 2024 Business Report and Financial Statements 3. Approved the discussion on the Statement of Internal Control System for 2024 4. Approved the earnings distribution proposal for 2024 5. Approved the discussion on issuing new shares for capitalization from earnings in line with the earnings distribution plan for 2024 6. Approved the discussion to amend the Company's "Articles of Incorporation" 7. Approved the proposal to update of the Company's 2024 shareholders' meeting (addition of discussion items)

(X) In the previous fiscal year and by the date of Annual Report publication, for directors or supervisors who have expressed different opinions on important resolutions with a record or written statement made, please state the content of the different opinion in details: None.

IV. CPA Audit Fee Information:

Unit: NT$ thousand

Name of CPA Firm	Name of CPA	CPA's Audit Period	Audit Fee	Non-audit Fee	Total	Remarks
PwC Taiwan	Chin-lien Huang	2024/01/01~2024/12/31	3500	300 (Note)	3800	
	Chang, Shu-Chiung	2024/01/01~2024/12/31				
(Note): The non-audit fee paid to the PwC Taiwan in the current year was $300 thousand for the "Assurance Service Fee for 2023 Sustainability Report.						

(I) Upon replacement of certified public accountants, the auditing fee paid in the year of replacement decreased over the auditing fee paid in the year preceding replacement: None.

(II) The audit fee of the current year is less than the year before by more than 10%: None

V. Replacement of CPA : There is a change of CPA in the last two years and thereafter: None.

VI. Any of the Company's Chairman, President, or Managers Involved in Financial or Accounting Affairs Being Employed by the Auditor's Firm or Any of its Affiliated Companies Within the Most Recent Year; Disclose their Names, Job Titles, and the Periods During Which They Were Employed by the Auditor's Firm or Any of its Affiliated Companies: N/A

VII. In the Previous Fiscal Year and by the Date of Annual Report Publication, the Equity Transfer and Change in Pledged Equity of the Directors, Managers, and Shareholders with More Than 10% Shareholding

(1) Transfer of Equity Interest by a Director, Managerial Officer, or Shareholder With a Stake of More Than 10 Percent

Unit: Shares

Title	Name	2024		As of March 15, 2025	
		Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged	Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged
Chairman	Ruentex Development Co., Ltd.	28,958,982	0	0	0
	Representative: Li, Chih-Hung	0	0	0	0
Director	Yingjia Investment Co., Ltd.	4,623,476	0	0	0
	Representative: Mo, Wei-Han	4,384	0	0	0
Director	Ruen Hua Dyeing & Weaving Co., Ltd.	1,416,032	0	0	0
	Representative: Yin, Chung-Yao	0	0	0	0

Title	Name	2024		As of March 15, 2025	
		Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged	Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged
Director	Ruentex Development Co., Ltd.	28,958,982	0	0	0
	Representative: Chang, Kun-Long	69,280 (46,000)	0 0	0 (17,000)	0 0
Director	Hui Hong Investment Co., Ltd.	197,280	0	0	0
	Representative: Chen, Chih-Chuan	119,464	0	0	0
Director	Ruentex Development Co., Ltd.	28,958,982	0	0	0
	Representative: Lin, Chin-Szu	0	0	0	0
Independent Director	Shen, Xiao-Ling	0	0	0	0
Independent Director	Zheng, Hui-Bin	0	0	0	0
Independent Director	Lin, Kuo-Feng	0	0	0	0
President	Mo, Wei-Han	4,384	0	0	0
President of the Construction Business Division	Lee, Zhen-Hong	0 (32,000)	0 0	5,000 0	0 0
Chief Technical Consultant	Ke, Wen-Pin (dismissed on April 1, 2024)	0	0	-	-
Executive Vice President	Chuang, Chuan-Yeh	16,440 (2,000)	0 0	1,000 0	0 0
Executive Vice President, Planning and Design Department	Feng, Yi-Tao	2,716 (16,000)	0 0	0 0	0 0
Vice President, Estimation Division	Wu, Tzu-Liang	0	0	0	0
Vice President of the Precast Business Division	Hsu, Kun-Jung	1,644	0	0	0
Vice President	Liao, Ching-Sung	13,152	0	0	0
Vice President, Software Service Department	Tsao, Chang-Sheng	7,592 (55,000)	0 0	0 0	0 0
Vice President	Chang, Gong-Chen	28,824 (13,000)	0 0	0 0	0 0
Vice President	Chang, Po-Chao	160	0	0	0
Vice President	Chang, Kun-Long	69,280 (46,000)	0 0	0 (17,000)	0 0
Vice President,	Chao, Tsun-Kuo	2,540 (14,000)	0 0	0 0	0 0

Title	Name	2024		As of March 15, 2025	
		Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged	Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged
Accounting Department					
Vice President of the Professional Construction Department	Chang, Chao-Yu (dismissed on March 3, 2025)	0	0	0	0
Vice President	Su, Yi-Hsien	13,152	0	0	0
Vice President	Teng, Pin-Pin	7,700 (15,000)	0 0	0 0	0 0
Vice President	Chien, Chiu-Hsueh	0	0	0	0
Vice President	Tsai, Shun-Chi	16,116 (32,000)	0 0	0 0	0 0
Vice President, Mechanical and Electrical Business Division	Tan, Kuo-Kuang	0	0	0	0
Vice President, R&D Department	Wang, Jui-Chen	0	0	0	0
Vice President	Hsu, Jin-Qian (dismissed on March 1, 2024)	(4,000)	0	-	-
Outsourcing Center Vice President	Fu, Kuo-Chen	2,740	0	0	0
Vice President	Yang, Kao-Ming	0	0	2,000	0
Vice President, Quality Assurance Department and Occupational Health and Safety Department	Chen, Li-Cyun	48,660 (134,000)	0 0	0 0	0 0
Vice President	Chen, Chao-Cheng	33,132 (7,000)	0 0	0 0	0 0
Vice President	Lin, Kuo-Feng	0	0	0	0
Vice President	Chen, Hsueh-Hsien (took office on March 12, 2025)	-	-	0	0
Assistant Vice President	Ho, Yen-Chang	60,368	0	0	0
Assistant Vice President	Hung, Jung-Lin	192 (22,000)	0 0	0 0	0 0
Assistant Vice President	Yeh, Tsung-Han	7,672	0	0	0

Title	Name	2024		As of March 15, 2025	
		Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged	Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged
Assistant Vice President	Lin, Ming-Huang	42,744	0	0	0
Assistant Vice President	Hung, Jung-Fang	22,468	0	0	0
Assistant Vice President	Chen, Jung-Ti	29,200 (27,000)	0 0	0 0	0 0
Assistant Vice President	Hsu, Liang-Tsai	0	0	0	0
Project Assistant Vice President	Liang, Chia-Chou	9,930	0	0	0
Project Assistant Vice President	Huang, Pei-Chi	0	0	0	0
Assistant Vice President	Hsu, Tsui-Li	19,180	0	0	0
Assistant Vice President	Wang, Chih-Chiang	0	0	0	0
Project Assistant Vice President	Chen, Wu-Sung	0	0	0	0
Project Assistant Vice President	Huang, Ming-Chieh	0	0	0	0
Assistant Vice President, Information Security Office	Lin, Ming-Yi	0	0	0	0
Valuation Assistant Vice President	Wu, Shih-Chung	6,480	0	0	0
Project Assistant Vice President	Kao, Feng-Cheng	0	0	0	0
Assistant Vice President	Cheng, Hung-Hsun	0	0	0	0
Assistant Vice President	Chiu, Chin-Hsiu	6,220	0	0	0
Assistant Vice President	Chang, Nien-Cheng	0	0	0	0
Project Assistant	Pan, Cheng-Shan	0	0	0	0

Title	Name	2024		As of March 15, 2025	
		Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged	Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged
Vice President					
Business Assistant Vice President	Kao, Tao-Yuan	1,644	0	0	0
Project Assistant Vice President	Wu, Yi-Hsien (dismissed on January 11, 2024)	0	0	-	-
Project Assistant Vice President	Li, Jung-Che	0	0	0	0
Human Resources Department Assistant Vice President	Jia-ru Wu	400	0	0	0
Assistant Vice President	Liang, Te-Yi	0	0	0	0
Assistant Vice President	Tang, Erh-Sheng	0	0	0	0
Assistant Vice President	Cheng, Chieh	0	0	0	0
Assistant Vice President	Su, Chang-Chun	0	0	0	0
Project Assistant Vice President	Han, Chia-Chun	0	0	0	0
Assistant Vice President	Chen, Ming-He	0	0	0	0
Human Resources Assistant Vice President	Wang, Ming-Yi	8,012 (10,000)	0 0	0 0	0 0
Project Assistant Vice President	Kuo, Li-Ping (took office on November 1, 2023) (dismissed on May 18, 2024)	0	0	-	-
Assistant Vice President	Huang, Wen-Chun (took office on April 1, 2024) (dismissed on November 11, 2024)	0	0	-	-
Manager, Finance Department	Chen, Hsueh-Ling	16,440	0	0	0
Major Shareholder	Ruentex Development Co., Ltd.	28,958,982	0	0	0

Note: If the counterparty of equity transfer or equity pledge is a related party, please fill out the following forms.

2. Transfer of Shares:

Name	Transfer of	Transaction	Transactio	The relationship between the	Number of	Transactio
Chang,	Disposal (gift)	2024.05.23	Chang,	Daughter of Vice President of the	4,000	-
Chang,	Disposal (gift)	2024.05.23	Chang,	Daughter of Vice President of the	5,000	-
Chang,	Disposal (gift)	2024.05.23	Chang,	Son of Vice President of the	4,000	-
Chen, Li-	Disposal (gift)	2024.04.25	Chou, XX-	Spouse of the Company's Vice	120,000	-
Chen, Li-	Disposal (gift)	2024.04.25	Chen, XX-	Daughter of Vice President of the	14,000	-

3. Pledge of Shares: None.

VIII. Information on Top 10 Shareholders in Proportion of Shareholdings and who are Stakeholders, Spouses, or Related to One Another or Kin at the Second Pillar under the Civil Code to One Another

Data by: March 15, 2025

	Name	Shareholding of the Principal		Shareholdings of Spouse/Minor Children		Shares Held in the Name of Others		Titles or Names of the Top-ten Shareholders Who Have a Relationship With Each Other or a Spouse, or a Kinship of Second Cousin.		Remarks
		Number of shares	% of Shares Held	Number of shares	% of Shares Held	Number of shares	% of Shares Held	Name	Relationship	
1	Ruentex Development Co., Ltd.	101,356,438	39.14%	0	0	0	0	Yingjia Investment	Yingjia Investment is the Chairman and a Director of Ruentex Development	
								Ruentex Industries	Ruentex Industries is a Director of Ruentex Development	
								Ruentex Xing	Ruentex Xing is a Director of Ruentex Development	
								Hsu, Sheng-Yu	Hsu, Sheng-Yu is a Representative of a Corporate Director of Ruentex Development	
	Representative: Jean,Tsang-Jiunn	0	0%	0	0	0	0	None	None	
2	Ruentex Industries Co., Ltd.	23,550,359	9.10%	0	0	0	0	Ruentex Development	Ruentex Industries is a Director of Ruentex Development	
								Ruentex Xing	Ruentex Xing is a Director of Ruentex Industries	
								Li, Tian-Chieh	Lee, Tien-Chien is a Representative of a Corporate Director of Ruentex Industries	
	Representative: Hsu, Sheng-Yu	0	0%	43,540	0.02%	0	0	Ruentex Development	Hsu, Sheng-Yu is a Representative of a Corporate Director of Ruentex Development	
3	Yingjia Investment Co., Ltd.	16,182,166	6.25%	0	0	0	0	Ruentex Development	Yingjia Investment is the Chairman and a Director of Ruentex Development	
								Ruen Hua Dyeing & Weaving	Ruen Hua Dyeing & Weaving is the Chairman and a Director of Yingjia Investment	
								Chang Quan Investment	Chang Quan Investment is a supervisor of Yingjia Investment	
	Representative: Chang, Kun-Long	225,480	0.09%	0	0	0	0	Sheng Cheng Investment	Chang, Kun-Long is a Corporate Chairman Representative of Sheng Cheng Investment	
								Ruen Hua Dyeing & Weaving	Chang, Kun-Long is a Corporate Chairman Representative of Ruen Hua Dyeing & Weaving	
								Yi Tai Investment	Chang, Kun-Long is a Corporate Chairman Representative of Yi Tai Investment	

	Name	Shareholding of the Principal		Shareholdings of Spouse/Minor Children		Shares Held in the Name of Others		Titles or Names of the Top-ten Shareholders Who Have a Relationship With Each Other or a Spouse, or a Kinship of Second Cousin.		Remarks
		Number of shares	% of Shares Held	Number of shares	% of Shares Held	Number of shares	% of Shares Held	Name	Relationship	
4	Yi Tai Investment Co., Ltd.	10,925,049	4.22%	0	0	0	0	Ruentex Xing	Ruentex Xing is a supervisor of Yi Tai Investment	
	Representative: Chang, Kun-Long	225,480	0.09%	0	0	0	0	Sheng Cheng Investment	Chang, Kun-Long is a Corporate Chairman Representative of Sheng Cheng Investment	
								Yingjia Investment	Chang, Kun-Long is a Corporate Chairman Representative of Yingjia Investment	
								Ruen Hua Dyeing & Weaving	Chang, Kun-Long is a Corporate Chairman Representative of Ruen Hua Dyeing & Weaving	
5	Ruentex Xing Co. Ltd.	7,950,470	3.07%	0	0	0	0	Ruentex Development	Ruentex Xing is a Director of Ruentex Development	
								Ruentex Industries	Ruentex Xing is a Director of Ruentex Industries	
								Ruen Hua Dyeing & Weaving	Ruentex Xing is a supervisor of Ruen Hua Dyeing & Weaving	
								Yi Tai Investment	Ruentex Xing is a supervisor of Yi Tai Investment	
								Chang Quan Investment	Ruentex Xing is a supervisor of Chang Quan Investment	
								Samuel Yen-Liang Yin	Samuel Yen-Liang Yin is a director of Ruentex Xing	
	Representative: Li, Tien-Chieh	134,260	0.05%	0	0	0	0	Ruentex Industries	Lee, Tien-Chien is a Representative of a Corporate Director of Ruentex Industries	
6	Special Account for Yuanta Taiwan High Dividend Low Volatility ETF	6,665,000	2.57%	0	0	0	0	None	None	
7	Chang Quan Investment Co., Ltd.	6,137,118	2.37%	0	0	0	0	Yingjia Investment	Chang Quan Investment is a supervisor of Yingjia Investment	
								Ruen Hua Dyeing & Weaving	Chang Quan Investment is the Chairman and a Director of Ruen Hua Dyeing & Weaving Ruen Hua Dyeing & Weaving is the Chairman and a Director of Chang Quan Investment	
								Ruentex Xing	Ruentex Xing is a supervisor of Chang Quan Investment	
	Representative: Samuel Yen-Liang Yin	0	0%	1,746,518	0.67%	0	0	Ruentex Xing	Samuel Yen-Liang Yin is a director of Ruentex Xing	
								Ruen Hua Dyeing &	Samuel Yen-Liang Yin is a Corporate	

	Name	Shareholding of the Principal		Shareholdings of Spouse/Minor Children		Shares Held in the Name of Others		Titles or Names of the Top-ten Shareholders Who Have a Relationship With Each Other or a Spouse, or a Kinship of Second Cousin.		Remarks
		Number of shares	% of Shares Held	Number of shares	% of Shares Held	Number of shares	% of Shares Held	Name	Relationship	
								Weaving	Director Representative of Ruen Hua Dyeing & Weaving	
8	Ruen Hua Dyeing & Weaving Co., Ltd.	4,956,112	1.91%	0	0	0	0	Chang Quan Investment	Chang Quan Investment is the Chairman and a Director of Ruen Hua Dyeing & Weaving Ruen Hua Dyeing & Weaving is the Chairman and a Director of Chang Quan Investment	
								Ruentex Xing	Ruentex Xing is a supervisor of Ruen Hua Dyeing & Weaving	
								Yingjia Investment	Ruen Hua Dyeing & Weaving is the Chairman and a Director of Yingjia Investment	
								Sheng Cheng Investment	Ruen Hua Dyeing & Weaving is the Chairman and a Director of Sheng Cheng Investment	
								Samuel Yen-Liang Yin	Samuel Yen-Liang Yin is a Corporate Director Representative of Ruen Hua Dyeing & Weaving	
	Representative: Chang, Kun-Long	225,480	0.09%	0	0	0	0	Sheng Cheng Investment	Chang, Kun-Long is a Corporate Chairman Representative of Sheng Cheng Investment	
								Yingjia Investment	Chang, Kun-Long is a Corporate Chairman Representative of Yingjia Investment	
								Yi Tai Investment	Chang, Kun-Long is a Corporate Chairman Representative of Yi Tai Investment	
9	Qi, Wei-Gong	4,761,148	1.84%	0	0	0	0	None	None	
10	Sheng Cheng Investment Co., Ltd.	4,650,742	1.80%	0	0	0	0	Ruen Hua Dyeing & Weaving	Ruen Hua Dyeing & Weaving is the Chairman and a Director of Sheng Cheng Investment	
	Representative: Chang, Kun-Long	225,480	0.09%	0	0	0	0	Ruen Hua Dyeing & Weaving	Chang, Kun-Long is a Corporate Chairman Representative of Ruen Hua Dyeing & Weaving	
								Yingjia Investment	Chang, Kun-Long is a Corporate Chairman Representative of Yingjia Investment	
								Yi Tai Investment	Chang, Kun-Long is a Corporate Chairman Representative of Yi Tai Investment	

IX. Investments Jointly Held by the Company, the Company's Directors, Managers, and Enterprises Directly or Indirectly Controlled by the Company. Calculate Shareholding in Aggregate of the Above Parties:

Comprehensive Ownership

March 15, 2025 Unit: Shares; %

Invested Companies (Note)	Investment of the Company		Comprehensive Investment of the Directors, Managers, and the Invested Companies Directly or Indirectly Controlled by the Company		Comprehensive Investment	
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage
Ruentex Materials Co., Ltd.	58,726,917	39.15%	27,910,083	18.61%	86,637,000	57.76%
Ruen Yang Construction Co., Ltd.	600,000	100.00%	-	-	600,000	100.00%
Ruentex Interior Design Inc.	2,745,483	18.30%	6,056,517	40.38%	8,802,000	58.68%

Note: The Company's invested company under the equity method.

Three. Fundraising

I. Capital and Shares

(I) Source of Capital

Year/Month	Issuance Price	Authorized Capital		Paid-in Capital		Remark		
		Shares (1,000 Shares)	Amount (NT$ Thousand)	Shares (1,000 Shares)	Amount (NT$ Thousand)	Source of Capital	Paid-in Capital Paid with Considerations Other Than Cash	Others
November 1975	10	300	3,000	300	3,000	Founding of the Company	Nil	Jing-(64)-Shang No. 154793 dated November 3, 1975
December 1981	10	900	9,000	900	9,000	Cash Capitalization	Nil	Jing-(70)-Shang No. 25957 dated December 16, 1981
July/1995	10	2,600	26,000	2,600	26,000	Cash Capitalization	Nil	Jing-(84)-Shang No. 996476 dated July 24, 1995
May 1996	10	19,800	198,000	19,800	198,000	Cash Capitalization	Nil	Jing-(85)-Shang No. 120552 dated November 28, 1996
November 2001	10	29,800	298,000	29,800	298,000	Cash Capitalization	Nil	Jing-(090)-Shang No. 09001434210 dated November 9, 2001
September 2002	10	40,000	400,000	40,000	400,000	Cash Capitalization	Nil	Jing-Shou-Shang-Zi No. 09101398270 dated September 26, 2002
March 2006	10	60,000	600,000	60,000	600,000	Cash Capitalization	Nil	Jing-Shou-Shang-Zi No. 09501039040 dated March 8, 2006
April 2006	10	101,851	1,018,511	101,851	1,018,511	Merger of Three Companies	Consolidation Based on Net Worth per Share	Jing-Shou-Shang-Zi 09501098460 dated May 26, 2006
August 2006	10	81,851	818,511	81,851	818,511	Cash Reduction	Nil	Jing-Shou-Shang-Zi No. 09501171950 dated August 8, 2006
December 2006	10	120,000	1,200,000	120,000	1,200,000	Cash Capitalization	Nil	Jing-Shou-Shang-Zi No. 09501282190 dated December 15, 2006
June 2008	10	135,000	1,350,000	120,000	1,200,000	-	-	Jing-Shou-Shang-Zi No. 09701140980 dated June 18, 2008

April 2010	10	135,000	1,350,000	135,000	1,350,000	Cash Capitalization	Nil	Jing-Shou-Shang-Zi No. 09901069860 dated April 12, 2010
September 2021	10	300,000	3,000,000	184,950	1,849,500	Capitalization From Earnings	Nil	Jing-Shou-Shang-Zi No. 11001170080 dated September 29, 2021
September 2024	10	300,000	3,000,000	258,930	2,589,300	Capitalization From Earnings	Nil	Jing-Shou-Shang-Zi No. 11330158360 dated September 12, 2024

Note 1: Current year information as of the publication date of the Annual Report should be included.
Note 2: The increase and decrease of capital should be stated with the effective (approved) date and document number included.
Note 3: The stock issued at a value below the face value should be indicted conspicuously.
Note 4: The capital paid with currency credits and technology should be stated with the type and amount of said considerations detailed.
Note 5: The private placement of stock should be indicated conspicuously.

March 20, 2025 Unit: Shares

Type of Shares	Authorized Capital					Remark
	Outstanding Shares			Unissued Shares	Total	
	Listed	Unlisted	Total			
Registered Common Stock	258,930,000	0	258,930,000	41,070,000	300,000,000	

(II) List of major shareholders: List all shareholders with a stake of 5 percent or more, and if those are fewer than 10 shareholders, also list all shareholders who rank in the top 10 in shareholding percentage, and specify the number of shares and stake held by each shareholder on the list:

March 15, 2025; Unit: Shares

Shares / Name of Major Shareholders	Number of shares held	Shareholding Ratio (%)
Ruentex Development Co., Ltd.	101,356,438	39.14%
Ruentex Industries Ltd.	23,550,359	9.10%
Yingjia Investment Co., Ltd.	16,182,166	6.25%
Yi Tai Investment Co., Ltd.	10,925,049	4.22%
Ruentex Xing Co. Ltd.	7,950,470	3.07%
Special Account for Yuanta Taiwan High Dividend Low Volatility ETF	6,665,000	2.57%
Chang Quan Investment Co., Ltd.	6,137,118	2.37%
Ruen Hua Dyeing & Weaving Co., Ltd.	4,956,112	1.91%
Qi, Wei-Gong	4,761,148	1.84%
Sheng Cheng Investment Co., Ltd.	4,650,742	1.80%

(III)The Company's Dividend Policy and Implementation

1. Dividend Policy of the Company

(1) The Company sets its dividend policy pursuant to the Company Act and the Company's Articles of Incorporation, taking into account the Company's capital and financial structure, conditions of business operation, earnings, the attributes of industries and cycles concerned. The Company pays dividends by means of either stock dividend or cash dividends.

However, dividends to shareholders shall be paid in the amount of no less than 50% of the balance of the net profit after tax for the year deducting the provision for legal reserve and various special reserves, within the balance of the distributable earnings for the current year. For cash dividends, the ratio of cash dividend shall not be less than 30% of the total dividends for the year.

(2) As expressly provided for in Article 27 of the Articles of Incorporation, with the surplus earnings after final account settlement process, the dividend shall be distributed based on the priority order as enumerated below:

(I) First pay income tax.

(II) Make up loss accumulated in previous year, if any.

(III) Amortize 10% as legal reserve unless the accumulated legal reserve is up to the total paid-in capital of the Company.

(IV) Amortize or rotate special reserve as required by law or the competent authority.

(V) For the balance after deduction of the sums under Paragraphs (1)-(4), the Board of Directors shall propose the allocation to be duly allocated after being submitted and resolved in the shareholders' meeting.

The Company shall allocate special reserve in the manners listed below:

(I) With respect to the book net amount of other deductions from equity for the period in which it arises, an equivalent amount of special reserve shall be allocated from the amount of the after-tax net profit for the period, plus items other than after-tax net profit for the period, that is included in the undistributed earnings. If there remains any insufficiency, it shall be allocated from the undistributed earnings of the previous period.

(II) With respect to the cumulative net amount of other deductions from the equity in a preceding period, the Company shall allocate an amount of special reserve equal to the amount allocated to undistributed earnings for the preceding period.

2. Implementation Status:
The distribution of the Company's earnings of 2024 was resolved by the Board of Directors on March 12, 2025. Pursuant to the Company's Articles of Incorporation and laws, the cash dividends shall come to NT$7.7 per share. Appropriations of earnings in stock dividends to shareholders NT$ 2.0 per share.The aforementioned issue is pending for resolution by the shareholders' meeting.

(IV) The impact of the stock dividends proposed in the current Shareholders Meeting on the Company's operating performance and earnings per share:

<table>
<tr><td colspan="3">Year
Item</td><td>2024
(Estimated)</td></tr>
<tr><td colspan="3">Paid-in capital at the beginning of the period (Unit: NTD)</td><td>2,589,300,000</td></tr>
<tr><td rowspan="3">Stock/ cash dividend distribution in the year (Note 1)</td><td colspan="2">Cash dividend per share (Unit: NTD)</td><td>7.7</td></tr>
<tr><td colspan="2">Capital increase by earnings, allotment of shares per share</td><td>0.2 shares</td></tr>
<tr><td colspan="2">Capitalization from capital reserves, allotment of shares per share</td><td>Zero</td></tr>
<tr><td rowspan="7">Changes in operating performance</td><td colspan="2">Operating Profit</td><td rowspan="14">Not applicable
(Note 2)</td></tr>
<tr><td colspan="2">Increase (decrease) ratio of operating profit over the same period of previous year</td></tr>
<tr><td colspan="2">Net profit after tax</td></tr>
<tr><td colspan="2">Increase (decrease) ratio of net profit over the same period of previous year</td></tr>
<tr><td colspan="2">Earnings per share</td></tr>
<tr><td colspan="2">Increase (decrease) ratio of EPS over the same period of previous year</td></tr>
<tr><td colspan="2">Annualized ROI (inverse of annualized P/E ratio)</td></tr>
<tr><td rowspan="7">Pro forma EPS and P/E ratio</td><td rowspan="2">If converting the capitalization from earnings entirely to cash dividend allotment</td><td>Pro forma EPS</td></tr>
<tr><td>Pro forma annualized ROI</td></tr>
<tr><td rowspan="2">If no capitalization from capital reserves</td><td>Pro forma EPS</td></tr>
<tr><td>Pro forma annualized ROI</td></tr>
<tr><td rowspan="2">If no capitalization from capital reserves and converting the capitalization from earnings to cash dividends allotment</td><td>Pro forma EPS</td></tr>
<tr><td>Pro forma annualized ROI</td></tr>
</table>

Note 1: The 2024 stock dividend from earnings was approved by the Board of Directors on March 12, 2025, and is yet to be resolved by the shareholders' meeting.

Note 2: According to Tai-Cai-Zheng-(1)-Zi No. 00371 issued on February 1, 2000, not applicable as the Company has not disclosed its financial forecast.

(V) Remuneration to Employees and Directors

1. The percentages or scope of the remuneration to employees and remuneration to directors a set forth under the Articles of Incorporation.

(1) Per Article 26 of the Company's Articles of Incorporation:
When the Company has a profit in a fiscal year, at least 1% of such profit shall be distributed as the employees' compensation. If the Company has accumulated losses, an equivalent amount from the profit earned shall be reserved to make up for losses.

The aforementioned employee compensation may be paid in stock or cash and shall be adopted by a majority of the directors at a meeting attended by at least two-thirds of the directors, and shall be reported at the shareholders' meeting. Employee compensation is distributed to employees of control or subordinate companies who meet certain criteria.

(2) The remuneration to directors is not stipulated in the Company's Articles of Incorporation.

2. The basis for the estimated amount of employee remuneration and the remuneration of directors in the current period, the calculation basis for the number of shares for employee remuneration distributed in stock, and the accounting treatment applied when the actual amount distributed is different from the estimated amount:

   The Company's compensation to employees for 2024 is based on the profitability of the year (i.e., income before income tax, net of benefit before employee compensation) less accumulated deficits, and if there is any surplus to be appropriated, it is estimated to be at least one percent of the amount specified by the Articles of Incorporation. If the actual amount of distribution differs from the estimated amount, it is recorded as income or loss in the year of distribution.

3. The distribution of remuneration resolved by the Board of Directors:

   (1) Remuneration to employees and directors paid in cash or with stock dividends. If it is different from the estimated amount of the expense recognition year, the difference amount, cause, and treatment should be disclosed:

      A. On March 12, 2025 , the Board of Directors resolved to distribute employees' remuneration for the year 2024 in the amount of NT$34,372,818, all of which was to be paid in cash.

      B. There is no difference between the distributed amount and the estimated amount.

Unit: New Taiwan Dollars

Distribution	Current Year (2024)				
	Estimated Amount in the Expense Recognizing Year	Distribution Amount Resolved by the Board of Directors	Difference	Reason for Difference	Handling
Remuneration to Employees in Cash	$34,372,818	$34,372,818	0	Nil	Nil

   (2) The percentage of remuneration to employees allocated by means of stocks to the total amount of remuneration to employees and the aggregate total of the net profit after tax and total remuneration to employees as shown in the individual or respective financial statements of the current term: This Board of Directors' meeting did not approve any distribution of employee stock-based compensation. This is, therefore, not applicable.

4. The actual distribution of employee, director, and supervisor compensation for the previous fiscal year (with an indication of the number of shares, monetary amount, and stock price of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employee, director, or supervisor compensation, additionally the discrepancy, cause, and how it is treated.

(1) Unit: New Taiwan Dollar

Distribution	Previous Year (2023)				
	Estimated Amount in the Expense Recognizing Year	Distribution Amount Resolved by the Board of Directors	Difference	Reason for Difference	Handling
Remuneration to Employees in Cash	23,534,675	23,534,675	0	Nil	Nil

(2) The Actual Distribution of Employee, Director, and Supervisor Compensation for 2023:

Unit: NTD in Thousands

Title	Name	Stock Amount	Cash Amount	Total	Percentage in Net Earnings After Tax (%)
President	Mo, Wei-Han	0	23,535	23,535	1.24
President of the Construction Business Division	Lee, Zhen-Hong				
Vice President	Tsai, Shun-Chi				
Executive Vice President	Feng, Yi-Tao				
Vice President	Chang, Po-Chao				
Vice President	Tsao, Chang-Sheng				
Vice President	Teng, Pin-Pin				
Vice President	Su, Yi-Hsien				
Vice President	Liao, Ching-Sung				
Vice President	Wang, Jui-Chen				
Vice President	Chao, Tsun-Kuo				
Executive Vice President	Chuang, Chuan-Yeh				
Vice President	Chien, Chiu-Hsueh				
Vice President	Zhang, Kun-Long				
Vice President	Hsu, Kun-Jung				
Vice President	Wu, Tzu-Liang				
Vice President	Chang, Gong-Chen				
Vice President	Chang, Chao-Yu				
Vice President	Tan, Kuo-Kuang				
Vice President	Fu, Kuo-Chen				
Vice President	Yang, Kao-Ming				
Vice President	Chen, Li-Chun				
Vice President	Chen, Chao-Cheng				
Vice President	Lin ,Guof-eng				
Business Assistant Vice President	Kao, Tao-Yuan				
Project Assistant Vice President	Liang, Chia-Chou				
Assistant Vice President	Yeh, Tsung-Han				
Assistant Vice President	Cheng, Hung-Hsun				
Assistant Vice President	Hung, Jung-Lin				
Assistant Vice President	Hung, Jung-Fang				
Assistant Vice President	Chang, Nien-Cheng				
Assistant Vice President	Chen, Jung-Ti				
Assistant Vice President	Ho, Yen-Chang				
Valuation Assistant Vice President	Wu, Shih-Chung				

Title	Name	Stock Amount	Cash Amount	Total	Percentage in Net Earnings After Tax (%)
Project Assistant Vice President	Lin, Ming-Yi				
Assistant Vice President	Lin, Ming-Huang				
Project Assistant Vice President	Chen, Wu-Sung				
Project Assistant Vice President	Huang, Ming-Chieh				
Project Assistant Vice President	Kao, Feng-Cheng				
Assistant Vice President	Chiu, Chin-Hsiu				
Assistant Vice President	Hsu, Liang-Tsai				
Assistant Vice President	Wang, Chih-Chiang				
Project Assistant Vice President	Huang, Pei-Chi				
Project Assistant Vice President	Pan, Cheng-Shan				
Assistant Vice President	Jia-ru Wu				
Project Assistant Vice President	Li, Jung-Che				
Assistant Vice President	Tang, Erh-Sheng				
Assistant Vice President	Liang, Te-Yi				
Assistant Vice President	Cheng, Chieh				
Assistant Vice President	Su, Chang-Chun				
Project Assistant Vice President	Han, Jia-jun				
Assistant Vice President	Chen, Ming-he				
Assistant Vice President	Hsu, Tsui-Li				
HR Assistant Vice President	Wang ,Mingyi				
Finance Manager	Chen, Hsueh-Ling				
Audit Manager	Tai, Meng-Fang				
General Employee	Omitted				

Note: The Company's Articles of Incorporation provide for no remuneration to directors; an Audit Committee was established on June 22, 2020 to replace the supervisors.

(VI) Stock shares repurchased by the Company: NA

II. Corporate Bond Issuance: None

III. Preferred Stock Issuance: None

IV. Disclosure in Relation to Depository Receipts: None

V. Employee Stock Warrants Issuance: None

VI. New Restricted Employee Shares Issuance: None

VII. Disclosure on New Shares Issued for Business Combination (Including Merger, Acquisition, and Divestment) or Share Exchange:

(I) In the most recent year and as of the Annual Report publication, the Company has completed the acquisition or transfer of shares of the Company to issue new shares: None.

(II) In the most recent year and as of the Annual Report publication, the acquisition or transfer of shares of the Company to issue new shares resolved by the Board of Directors: None

VIII. Fund Implementation Plan:

(I) Description of the Plans: An analysis or the period as of the quarter preceding the date of publication of the Annual Report, with respect to each uncompleted public issue or private placement of securities, and to such issues and placements that were completed in the most recent three (3) years but have not yet fully yielded the planned benefits: Not applicable.

(II) Status of Implementation: With respect to funds usage under the plans referred to in the preceding subparagraph, the Annual Report shall (for the period as of the quarter preceding the date of publication of the Annual Report) analyze the status of implementation and compare actual benefits with expected benefits. Where implementation has failed to yield the expected progress or benefits, the Annual Report shall provide specific reasons for such failure, explain any effect it might have upon shareholders' equity, and outline the plan for correcting the situation: Not applicable.

Four. Operational Overview

I. Business Content:

(I) Business Scope

1. Main Content of the Business:
   (1) Contract of construction and civil engineering
   (2) Electrical and mechanical installation works, water installation works, and refrigeration and air-conditioning works.
   (3) Production and sale of precast beams, columns, floor plates, exterior walls, and various precast structural components for civil engineering.
   (4) Production and sale of cement and clay wall priming materials, tile adhesives, and dry-mix cement mortar.
   (5) Contracting of interior design and decoration projects.
   (6) Planning, design, and consulting of civil engineering and precast projects.
   (7) Distribution of aforementioned building materials and equipment, and import and export trading.

2. Product Categories and Proportions in the Business
   The proportion of the Company's operating revenues for 2024 is shown below:

Unit: NTD in Thousands; %

Item	Amount	Ratio (%)
Revenue from construction contracts	21,747,224	82.89
Revenue from sales of goods (Note 1)	4,384,753	16.71
Revenue from contract for service (Note 2)	4,807	0.02
Other revenue from contracts (Note 3)	100,029	0.38
Total	26,236,813	100.00

Note 1. Revenue from sales of goods includes sales of cement and ready-mixed mortar materials.
Note 2. Revenue from contract for service includes income from technical consultation.
Note 3. Other revenue from contracts includes revenue from reprocessing of cement reducing slag waste.

3. The Company's current product portfolio

March 30, 2025

Item	Project Name	Usage	Sales Area
Public Construction	Taipei City Wanhua Huajiang Section 2 Social Housing Construction Turnkey Project	Residential Building	Taipei City
	Sanchong Jie 6 Project New Construction (Ruentex City Park)	Residential Building	New Taipei City
	Puxin Anju Social Housing Turnkey Project in Yangmei District, Taoyuan City	Residential Building	Taoyuan City
	RDE new turnkey project	Medical buildings	Kaohsiung City
Private Housing	Ruentex Da'an Fuyang New Construction Project	Residential Building	Taipei City
	Ruentex Development Yucheng Section new construction project	Residential Building	Taipei City
	Ruentex Development Nanhai Section demolition project	Residential Building	Taipei City
	Ruentex Development Nangang Star project new construction project	Office buildings	Taipei City

Item	Project Name	Usage	Sales Area
	New Construction for Ruentex Development Chuangqing North Road Project	Residential Building	Taipei City
	Guangfu South Road PC Precast Project	Residential Building	Taipei City
	New Construction for Ruentex Development Ruanqiao	Residential Building	Taipei City
	New construction of Fubon Insurance Building	Office buildings	Taipei City
	New Precast Engineering Project for North Site of Fubon Life Chengde Building	Office buildings	Taipei City
	TransGlobe Life Insurance's headquarters building project	Office buildings	Taipei City
	Taipei Veterans General Hospital's precast dormitory project	Hospital	Taipei City
	Ruentex Development Wuguwang B new construction	Residential Building	New Taipei City
	Ruentex Development Wuguwang A new construction	Residential Building	New Taipei City
	New Construction for Ruentex Development Banqiao Huancui Section	Residential Building	New Taipei City
	Yang Er Sixin Section Land No. 25 - PC precast project	Residential Building	New Taipei City
	Yang Yi Sixin Section - PC precast project	Residential Building	New Taipei City
	Cheng Chueh Temple Xuanzang Religious Culture Park construction project	Temple	Miaoli County
	Spiritist Center Phase 3 new construction	Church	Taichung City
High-Tech Engineering Project	MS TPE03 new construction project	Plant Building	Taoyuan City
	New Construction for Longtan Proton Accelerator	Plant Building	Taoyuan City
	Precast Engineering Project for the new construction of Factory Building A in Nammei Park	Plant Building	Taoyuan City
	Precast Engineering Project for the new construction of Factory Building B in Nammei Park	Plant Building	Taoyuan City
	Precast Enginnering Project for T Hsinchu Plant 1-1	Plant Building	Hainchu County
	Precast Engineering Project for T Hsinchu Plant 2-2	Plant Building	Hainchu County
	Precast Enginnering Project for T Hsinchu Plant 1-B	Plant Building	Hainchu County
	Precast Engineering Project for T Hsinchu Plant 2-1	Plant Building	Hainchu County
	Precast Engineering Project for T Hsinchu Plant 2-2	Plant Building	Hainchu County
	Precast Engineering Project for T Hsinchu Plant 2-R	Plant Building	Hainchu County
	Precast Enginnering Project for T Hsinchu Plant 2-B	Plant Building	Hainchu County
	Precast Engineering Project for T Zhunan Building B-O	Plant Building	Miaoli County
	Phison Electronics's innovation building construction	Plant Building	Miaoli

Item	Project Name	Usage	Sales Area
	project		County
	TCP2 CSA civil engineering project	Plant Building	Taichung City
	Precast Engineering Project for T Taichung Plant B	Plant Building	Taichung City
	Precast Engineering Project for T Taichung Plant B-B	Plant Building	Taichung City
	CHW2204 new construction project	Plant Building	Changhua County
	New R/S Precast Engineering Project for Guishe Distribution Substation	Plant Building	Chiayi County
	Precast Engineering Project for T Chiayi Plant 1-1	Plant Building	Chiayi County
	New Construction for T Tainan Plant C	Plant Building	Tainan City
	Precast Engineering Project for T Tainan Original Plant 8	Plant Building	Tainan City
	Precast Engineering Project for T Tainan Plant 8	Plant Building	Tainan City
	Precast Engineering Project for T Tainan 8-O office building	Plant Building	Tainan City
	Phison Electronics's innovation building construction project in Tainan	Plant Building	Tainan City
	Precast Engineering Project for T Kaohsiung Plant 1	Plant Building	Kaohsiung City
	Precast Engineering Project for T Kaohsiung Plant 2-2	Plant Building	Kaohsiung City
	Precast Engineering Project for T Kaohsiung Plant 2-1	Plant Building	Kaohsiung City
	Precast Engineering Project for T Kaohsiung Plant 2-B	Plant Building	Kaohsiung City
	Precast Engineering Project for T Kaohsiung Plant 3-1	Plant Building	Kaohsiung City
	Lite-On Kaohsiung Manufacturing Center Phase II project	Plant Building	Kaohsiung City
	New Construction of the main construction for Kaohsiung Lite-On Building	Plant Building	Kaohsiung City
	ATP Electronics's plant construction (in Taiwan Ciaotou Science Park) project	Plant Building	Kaohsiung City

4. New Products to be Developed

High-tech plant turnkey (Design-Build) projects, high-quality social housing construction, modular and standardized assembled components, special civil construction materials, special insulation and vibration-damping design and installation.

(II) Industry Overview:

1. Status Quo of the Industry and Development Prospects

Construction is a fundamental industry of various construction projects, and its prosperity is closely related to the overall economic development of the country. It is an indicator of the economy of a nation and is called a "locomotive industry". In terms of total registered capital, the total capital of the construction industry in Taiwan in 2024 was NT$875.4 billion, an increase of NT$107.02 billion compared with 2023, about 1.14 times the total capital in 2014. The

average capital of each business was NT$43.73 million, about 0.98 times lower than NT$44.70 million in 2014. In recent years, the housing market has been bearish, and the increasing number of construction companies and their capitalization shows that the competition in the construction industry is very fierce nowadays.

Unit: House; NT$10,000

End of Year	Grand Total		Grades A, B, and C		Specialized Construction		Civil Engineering Contracting		Total
	Houses	Total Capital	Houses	Total Capital	Houses	Total Capital	Houses	Total Capital	Average Capital
2014	17,149	76,652,190	10,222	38,809,124	394	37,033,668	6,533	809,398	4,470
2015	17,459	77,965,570	10,427	39,854,480	405	37,272,420	6,627	838,670	4,466
2016	17,432	79,448,815	10,455	40,417,050	459	38,189,899	6,518	841,866	4,558
2017	17,982	80,202,365	10,686	41,080,554	470	38,238,119	6826	883,692	4,460
2018	18,400	82,651,588	10,933	42,742,728	521	38,965,574	6946	943,285	4,492
2019	18,706	85,231,217	11,145	44,662,790	547	39,582,890	7,014	985,537	4,556
2020	19,028	87,650,469	11,376	46,277,358	557	40,361,836	7,095	1,011,275	4,606
2021	19,266	91,152,824	11,582	48,782,080	561	41,333,396	7,123	1,037,348	4,731
2022	19,559	94,847,783	11,839	51,246,575	566	42,536,141	7,154	1,065,067	4,849
2023	19,798	98,250,734	12,064	54,304,041	595	42,855,435	7,139	1,091,258	4,963
2024	20,021	87,548,634	12,320	55,849,974	611	30,591,074	7,090	1,107,586	4,373

Source: National Statistics ROC>National Statistics>Industrial and Mining Industries>Construction Industry Statistics>Number of Construction Companies and Capital

The construction industry is an industry driven by domestic demand, which is prone to be affected by the domestic economic situation and policies. As the domestic pandemic symptoms are becoming mild and people are learning to co-exist with the virus, business activities are gradually recovering. With the continuous investments in relevant semiconductor supply chains in the private sector and the continuous construction of public green energy construction projects launched by the government, the government continues to launch forward-looking infrastructure construction projects and enhance the real estate market. To stabilize social development, the main government policies are as follows:

(1) Improve the housing market and the rental housing system, accelerate the promotion of social housing policies, protect the housing rights of young people and disadvantaged households, provide assistance with diversified housing, and implement housing justice; accelerate urban renewal, dangerous and old buildings reconstruction, and speed up the solution to the five problems. In terms of land, we will implement the three major strategies of "public land concessional release, private idle land counseling and release, industrial land development and renewal", and use the special budget for forward-looking infrastructure to subsidize the construction or improvement of public facilities and continue to release industrial land.

(2) Strengthen the service function and quality of public facilities; enhance composite disaster prevention measures to build a smart, energy-saving and livable environment.

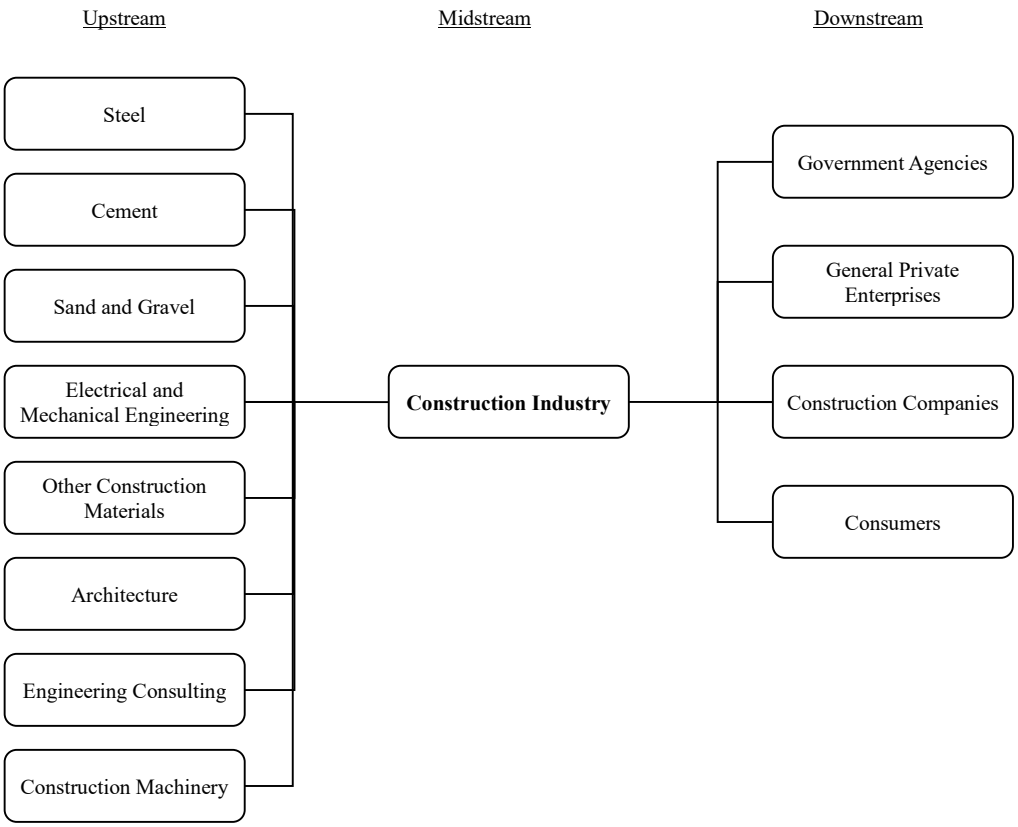
(3) The government works to improve all projects and review the funds, implements energy conservation and carbon reduction measures for public construction. Various government agencies duly inspects all such projects. The government launches forward-looking and strategic infrastructure construction projects and motivates the construction industry to expand into overseas markets. It is building public construction cloud systems to accelerate the digitalization of government procurement. It strives to implement a fair government procurement system and adopt a full life cycle procurement strategy to improve performance and quality. The government adopts the most advantageous tender method. To effectively enhance the quality of government procurement, the government has changed to adopt the most advantageous tender method for major project procurement. The government has also continued to promote the use of electronic procurement services to facilitate open and transparent procurement, improving government procurement regulations and introducing a full life-cycle procurement strategy. To improve the efficiency

and quality of government procurement, the government aims to make good use of the procurement mechanism, and to handle government procurement disputes promptly, objectively, and fairly.

(4) Accelerate the process of environmental assessment and land change, promote spatial re-engineering of land, create a low-carbon society, enhance adaptation capabilities to climate change, clean up and review idle state-owned land, revitalize public land and assets, and develop indicative state-owned land to drive regional development and revitalize the economy.

(5) Actively promote private investment, attract foreign companies to invest in Taiwan, guide venture capital to invest in strategic service industries, adopt innovative financial strategies, assist in raising funds for public construction, and actively promote participation in projects to attract domestic capital and mainland China (foreign) capital to invest in public construction.

2. Relationship Between the Upstream, Midstream, and Downstream Sections of the Industry:



3. Product Development Trends and Competition

(1) Product Development Trends

①Precast Scale Expansion

As the population structure rapidly shifts toward lower birth rates and an aging demographic, the domestic working-age population, aged 15 to 64, is projected to decline progressively and age over the next four years. Precasting in construction has emerged as a long-term trend, ensuring quality and effective cost control through specialized factory modularization, which has led to growing market acceptance.

②Turnkey Capability Development

The turnkey system has been practiced for years in engineering industries abroad and has the advantage of streamlining management and workflow. There are also many successful cases of turnkey projects in Taiwan, and it is expected to become a domestic trend as well.

(1) Competition

According to the Taiwan Regional Engineering Contractors Association, as of the end of 2024, there were 20,021 registered domestic companies. However, about 83% of the companies were small and medium-sized, with immature constitution, defective financial structure, and insufficient engineering staff.

The Company was founded in 1975 and has accumulated a wealth of experience in engineering. The quality and progress of the Company's projects have been acknowledged by owners, making the Company competitive and trustworthy in the industry.

(III) Profile of technology and research & development:

1. Technology and Research and Development of the Company's Business Functions and Duties

The Company's business activities cover the planning, design, construction, and maintenance of construction projects. All items related to the above, such as construction methods, precast manufacturing, design, materials, electrical and mechanical, etc., are all targets for R&D and improvement. With the encouragement and support from the management, the R&D department has been coordinating the implementation and promotion of technical R&D, making innovation and R&D a company culture and accumulating valuable intellectual assets for the Company. By the end of 2024, the team had obtained 779 patents from 20 countries around the world and received 259 awards.

The Company's technology development is based on precast as the core. For its main business areas, such as residential buildings, office buildings, plants, etc., the Company develops patented technologies, including design, manufacturing, and construction, among which the more characteristic ones are the precast laminated method, precast lattice method, and precast vibration isolation layer method. Over the years, these techniques have become the differentiation tool for the business to win orders. Among them, column multi-screw reinforcement has the advantages of labor saving, material saving, and ease of automation. It has been incorporated into the domestic reinforced concrete design standard and promoted to bridge projects, becoming one of the bridge construction automation indicator technologies. In addition, the high-tech factory precast method can shorten the construction time and reduce the labor demand for high-tech factories, and provide more accurate factory construction services for the technology industry. It has become an important part of the Company's business. The patent of this technology was awarded the silver medal in the "2020 National Invention and Creation Award" by the Bureau of Intellectual Property, Ministry of Economic Affairs, and is the only winner in the construction industry.

In response to the demand for high-rise SRC structures in the residential and commercial markets, the Company has begun to develop a new type of precast concrete structures (PCS) since 2019. It is an steel reinforced concrete (SRC) structure system combining steel beams and precast columns. After a series of structural performance tests, this technique was proven to be excellent in structures and earthquake resistant. So far, we have applied for 13 domestic and overseas patents of the PCS technique and obtained an approval notice for this new construction technique from the Construction and Planning Agency, Ministry of the Interior, in 2022. We successfully applied the technique to high-rise commercial buildings in the Yucheng Section of Nangang. Expected to be completed and put into use in 2025.

The population aging and declining birth rate trend has caused structural changes in Taiwan's labor market. The severe shortage of manpower in the traditional construction industry has become a critical issue for the construction industry. Also, the Net Zero goal by 2050 and the ESG trend have posed more challenges and risks to this industry. At this critical moment of industrial transformation, we adjust the Company's research and development direction flexibly in real time and continue to develop pragmatic and reasonable construction techniques from the perspectives of full life cycle and sustainability.

2. Cost Devoted to Research and Development in the Most Recent Year up to the Date the Annual Report was Published:

Expressed in Thousand New Taiwan Dollars, %

Item	2024	As of February28, 2025 (Note)
Annual R&D Expenditures (A)	92,877	16,817
Annual Revenue (B)	26,236,813	3,916,675
(A)/(B)	0.35%	0.43%

Note: Self-assessed financial data of the previous quarter by the date of annual report publication.

3. Technologies or Products in the Most Recent Year and as of the Publication Date of the Annual Report:

Item	Technology
1	Development of carbon reduction technologies for construction
2	Construction waste reduction
3	Precast housing construction method
4	Adjustment mechanism for aluminum mold construction
5	Application and development of new generation high-performance concrete (HPC)
6	Design of the tip of Pixu trabeculae
7	Development of beam support frame
8	Development of cylindrical PCS structure function
9	Development of reduced stirrups for beam-column joints
10	Application of Ultra-High Performance Concrete (UHPC)

(IV) Long-term and Short-term Business Development Plans:

1. Short-term Business

The Company is actively involved in various social housing projects and public construction projects in Taiwan, with a focus on the most advantageous tender projects with high quality competition and turnkey projects of design and construction. In the civil works section, the Company strives to contract for construction projects such as high-class residential buildings, high-tech factories, office buildings, shopping malls, and hotels, as well as for cases with special needs in terms of schedule and quality. Main business development strategies are as follows:

Aspect	Key points of strategy
Strengthen the Company's training system to enhance employees' capabilities and soft skills	1. Establish an Incubation Center to provide comprehensive training for employees.
	2. Integrate all training materials to ensure that employees can accurately master construction procedures and standards and improve their skills through diversified approaches.
	3. Strengthen ESG awareness, fulfill social responsibilities, and attract top talent.
Expand business into the high-tech smart construction sector	1. Take the opportunity to work with Company T and Company N to actively develop the virtual and automation market.
	2. Provide customized services for other high-tech factories.
Strengthen the advantages of Ruentex Engineering & Construction	1. Integrate and replace the traditional PCM role of contractors by fully managing the entire project process from design, mechatronics to operations.
	2. Utilize AI technology to develop comprehensive services covering design, construction, equipment operation, and maintenance.

	3. Develop and strengthen BIM applications, cultivate mechatronic capabilities, and establish a mechatronic material inspection system.
	4. Expand production capacity by developing satellite plants and backup facilities.

2. Long-term Business
In addition to continuing to develop and innovate new methods and technologies to improve quality, shorten construction time, and add value to customers, the Company also plans to apply its existing special engineering technologies such as rapid construction of vibration isolation layers, patented precast components (e.g., pre-cast lattice plates, etc.), and 3D integration of electrical and mechanical systems to various projects. In addition, the Company's engineering expertise is integrated with finance, human resources, administration, information competencies, and other interface management to diversify its capabilities and strengthen the Company's image. Integrity and customer satisfaction are always put first. The Company strives to enhance competitiveness and works towards sustainability.
(1) Work with the industry, government, and academia to promote mortar product specifications and various certifications.
(2) Export sales of new products (such as grouting materials for dry wall systems) and application for overseas certification.
(3) Develop new products to meet market demand and pioneer market trends.
(4) Promote the introduction and development of new construction equipment, and assist in the training of construction techniques for all types of work crews to improve construction efficiency.
(5) Use the BIM system to help business development and client integrated design, construction management, and maintenance information of facilities and equipment after building construction completion.
(6) Continuing its mission of being the best in the industry, the Company uses 3D and 4D information tools extensively to provide customers with high quality, faster, and value-added services with specific and transparent integration of differentiated services, and to widen the gap between competitors.

II. Market and Production/Distribution Overview

(I) Market Analysis

1. Project Area Distribution in the Past Two Years

Unit: NTD in Thousands; %

Item \ Year		2023		2024	
		Amount	Percentage	Amount	Percentage
Project	North	12,759,952	56.70%	12,511,131	47.69%
	Central	2,951,642	13.12%	3,238,711	12.34%
	South	2,956,741	13.14%	5,997,382	22.86%
	East	-	-	-	-
Sale of goods		3,827,293	17.01%	4,484,782	17.09%
Services		6,898	0.03%	4,807	0.02%
Total		22,502,526	100.00%	26,236,813	100.00%

2. Market Share
The domestic construction market has a large scale, but the market share of each construction company is very low. Favorable competitive niches such as an integrated

construction team, rich engineering experience, and excellent construction quality, help the Company get project contracts and further increase its market share.

Unit: NTD in Hundred Millions; %

Year	Revenue of the Company	Revenue of the Specialized Construction Industry	Market share
2020	145	26,828	0.54%
2021	213	30,731	0.69%
2022	246	35,996	0.68%
2023	225	38,754	0.58%
2024	262	43,553	0.60%

Source: Monthly Financial Statistics Report January 2025, Ministry of Finance Website

3. Future Supply and Demand Situation and Growth of the Market

(1) Demand

In the long run, the construction industry has great potential for development, and the reasons for this are analyzed below:

The government has been actively promoting private sector participation in public construction projects to increase business opportunities.

①In recent years, public construction budgets have been reduced relative to social welfare, national defense, and foreign affairs budgets, and the actual budget available for public construction has been decreasing year by year. However, the public demand for infrastructure has not slowed down.

②The introduction of private capital and business in public construction has become a global trend, with countries such as the United Kingdom and Japan actively promoting private participation in public construction.

③Taiwan is also gradually introducing private participation in public construction, which can later drive business opportunities for construction projects.

(2) Supply

①Many Construction Companies in the Competition

According to the annual report of construction statistics for 2024, Taiwan had 20,021 construction companies (including civil engineering), of which the proportion of Grade A companies was only 16.7%, while the proportion of Grade C companies and civil engineering contractors was as high as74%. There are many small companies in the industry. As the number of construction companies grows at an alarming rate, the competition becomes increasingly fierce and the profitability of projects is affected.

②Future Development

The domestic construction market still has room for growth. However, the number of construction companies entering the market has increased. In the future, when the domestic market is open, the competitive pressure from foreign companies and the openness and transparency of government procurement will increase business opportunities for high-quality companies operating in a proper manner with healthy competition. Therefore, domestic construction companies must enhance their scale of operation and technical capabilities towards large-scale and professional development. In addition to enhancing competitiveness to expand overseas markets, it also has positive implications for the upgrading of the construction industry.

4. Competitive Niche

(1) Commitment to Quality, Providing Customers With High Value-added Projects

The Company adheres to the principle of high quality in all aspects throughout the project cycle to ensure proper and reliable construction and to meet the needs of customers.

①Comprehensive Design Review and Space Planning

We integrate design and construction talents from civil engineering, E&M, and decoration units to meet customer needs and provide the highest added value. We also propose design solutions by stages, spaces, and systems and have multiple discussions through cross-unit meetings to find the most suitable design solutions.

In addition, we use 3D dynamic simulation technology to develop an advanced e-system to simulate the construction, and use the 3D interface to integrate the framework for space planning, piping configuration, and process arrangement review, so as to detect the problems that may be encountered during the construction stage in advance and avoid heavy waste.

②Quality Materials and Equipment

Our choice of materials and equipment is not only about aesthetics, but also about quality and ease of maintenance. The selection of building materials is based on stain resistance, safety, and durability. The selection of electrical and mechanical equipment is based on the priority of protecting the life and safety of users. In the selection of equipment for electrical, fire protection, and water supply and drainage systems, the Company's rigor and thoroughness are among the highest in the industry.

③On-site Management During Construction

We apply the factory management concept of industrial engineering, using precision production management and the rapid work method of synchronous engineering to fully integrate, manage, and adjust on-site work items/trades, and standardize and streamline all site operations to ensure the safety and hygiene of the site and construction quality.

④Precise Construction Techniques

Continuous improvement of methods/tools/processes helps reduce spillage and increase construction efficiency on site. With proper use of pre-cast/pre-assembly methods, the Company can not only improve construction efficiency, but also greatly improve construction quality and precision.

⑤Comprehensive Self-review

After the completion of each phase of construction, the project site staff conducts self-review with a standard checklist and makes immediate improvements. We also have a quality assurance department that is responsible for auditing and periodically visits each project site to conduct random inspections of key items. In addition to the immediate correction of the project site, the feedback will be used as important information for future quality improvement.

(2) Digital Management With Real-time and Accurate Information

The information of each unit and each stage of operation is fully digitized, reducing the degree of human work to avoid errors and time-consuming, and allowing real-time and accurate information to flow through the entire project cycle for project-related personnel and owners to keep abreast of the latest project developments. Specific Subsystems Built are as Follows

①SAP for company resource planning

②Project management system

③Owners website

④Suppliers website

(3) Diversified and Excellent Human Resources to Build a Solid Foundation for Cross-disciplinary Project Management

We are committed to recruiting high quality talents and encouraging employees to discuss and learn from each other, creating a learning environment for all employees. Based on the characteristics and strengths of our employees, we have cultivated specialists in various fields, making us one of the few companies in traditional industries with a high quality workforce. As

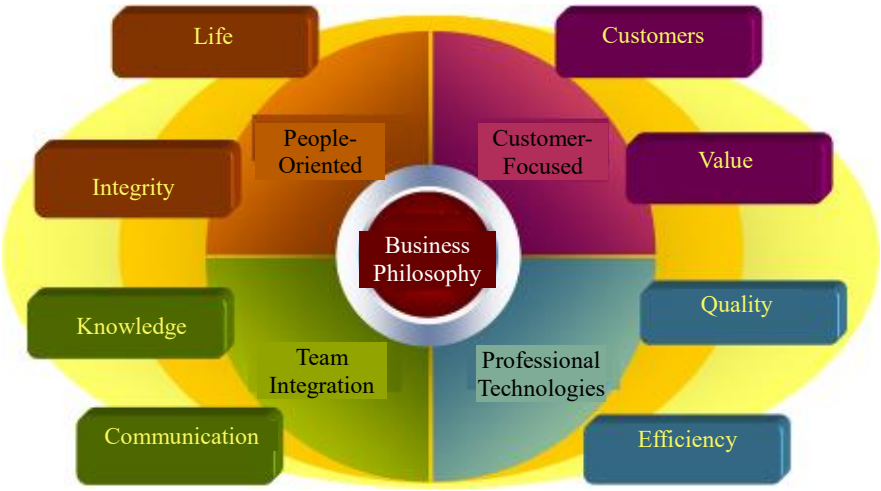
of March 20, 2025, the Company and its subsidiaries had a total of 1,719 employees with the following professional licenses and certification:

Unit: Person

License/Certification	Number of People
Professional Engineer	18
Site Manager	91
Public Construction Quality Control	170
Level A Technician for Labor Safety Management	8
Level B Technician for Labor Safety Management	64
Completion of Labor Health and Safety Management Training	96
Mine Security Personnel	11
Environmental Protection Certification	15
Electrical Manager	1
Radiation Protection Personnel	7
Forklift/Crane License	268

(4) Cross-disciplinary and Integrated Team to Provide Customers With a Full Range of High-value Services

With the advantage of execution and integration, we are able to provide high value services to our owners, so that we can maintain stable performance, achieve better payment collection terms, and obtain higher management profit and profit sharing.



The Company's Business Philosophy Structure

These eight concepts are embodied in the specific content of our business scope. Through the clear definition of these concepts and connotations, we have established a good reputation and solid achievements in Taiwan through years of efforts, and are regarded as a high achiever in the construction industry.

5. Advantageous and Disadvantageous Factors for Future Developments as Well as Response Measures

(1) Advantageous Factors

①The Company has excellent overall business performance, excellent innovation and research and development capabilities, and continues to improve tools and work methods to improve construction quality and efficiency, and further reduce construction costs. With diversified talents, professional knowledge in various fields, and the ability to integrate vertical (depth) and horizontal (breadth) functions, we are able to provide customers with quality and

comprehensive services, and to receive stable orders and generate profits in a recessionary market.

②We use a management information system to provide high quality products to our customers with difference, speed, and guidance, and turn the invisible difference into visible.

(2) Disadvantageous Factors:

①In a competitive market where the lowest price tender is traditionally adopted, it is not easy to highlight our advantage of high quality construction.

Response to the Challenge: By encouraging our clients to adopt the most advantageous tender, and providing the best construction solutions to the owners through our high quality image and excellent integration and review ability, we strive for business opportunities despite the challenge.

②The market price of raw materials is highly volatile, and the duration of the project is directly proportional to the cost risk.

Response to the Challenge:

A. Through the raw material price locking mechanism, we are able to control the source of supply of all raw materials at the early stage of the project in order to avoid risks.

B. Cost-plus pricing is applied to owner-contracts to avoid the impact of fluctuations in construction materials and construction costs and to ensure the Company's profitability.

C. For public works, a separate unit adjustment is made in accordance with the public works price adjustment index mechanism.

③Labor costs are increasing year by year, resulting in higher overall construction costs and reduced profits.

(3) Response Measures:

Innovative research and development, work method automation, labor-saving, and other improvements to improve construction efficiency and further reduce overall labor costs.

(II) Important functions and production process of main products

1. Main Product Purpose:

(1) Housing: To provide a safe, healthy, and comfortable living quality and function, and to enhance the quality of life by beautifying the surrounding environment.

(2) Plant and Office Buildings:

①Office Buildings: To provide high quality offices and commercial spaces.

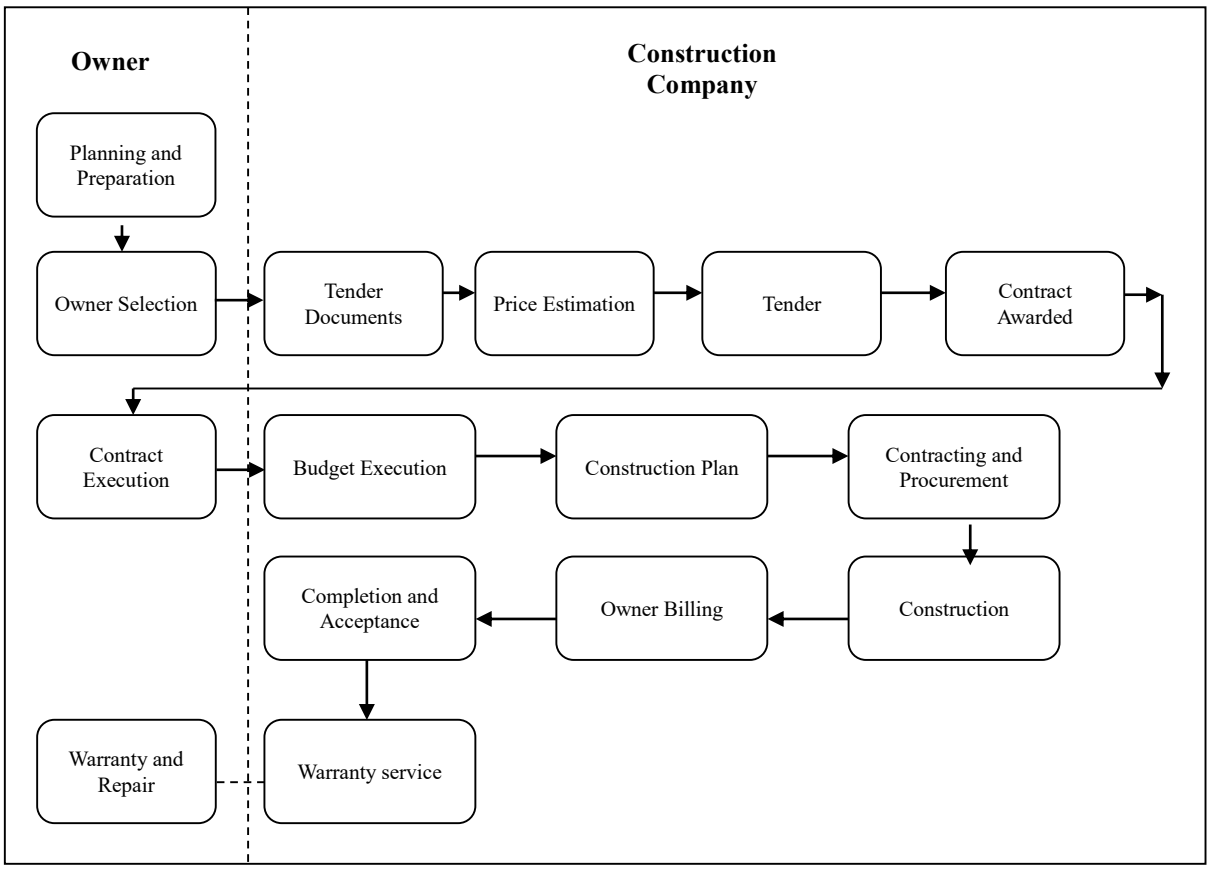
②Technology Plants: To provide reliable and stable clean rooms and production line spaces for the high-tech industry.

③Large Shopping Malls: To provide spaces for the smooth flow of visitors, goods, and vehicles, while enhancing integration with the local environment to promote local vibrancy.

(3) Public Works: To provide international level large-scale sports event spaces, durable and functionally sound public buildings and hardware, or office buildings for government agencies.

(4) Others.

2. Production Process of Main Products:



(III) Supply Status of Main Raw Materials

Our Company is a resource integrated construction team, different from general traditional single construction companies. In addition to providing traditional construction techniques, the Company is also capable of manufacturing its own RC structural precast components to provide stable and high quality products. In order to avoid concentrating the supply of related raw materials in a single supplier, the Company has established long-term supply relationships with several suppliers for various key construction materials and maintains a good and stable supply and demand situation, so that the materials will not be in short supply. The Company has also established communication channels with key suppliers on logistics and information flow, exchanging information on market supply and demand in a timely manner and maintaining a stable supply of major materials. The status is as follows:

Material	Main Supplier	Availability
Rebar	Tung Ho Steel, Feng Hsin Steel	Good
Concrete	Domestically produced construction materials, YA TUNG READY MIXED	Good
Electrical and Mechanical Engineering	Jian Yuan , Yongxu Hydropower	Good

(IV) List of Major Purchase and Sales Counterparties:

1. Suppliers accounting for 10% or more of the Company's total procurement amount in either of the two most recent fiscal years, the amounts bought from each, and the percentage of total procurement accounted for by each:
   The Company has not had any suppliers accounting for 10% or more of the Company's total procurement amount in either of the two most recent fiscal years.

2. Clients accounting for 10% or more of the Company's total sales amount in either of the two most recent fiscal years, the amounts sold to each, and the percentage of total sales accounted for by each:

Information on major sales customers in the past two years

Unit: NTD in Thousands; %

Year Level	2023				2024				2025 As of March 31 (Note 2)			
Item	Name (Note 1)	Amount	Percentage of Net Annual Sales Revenue (%)	Relationship With the Seller	Name (Note 1)	Amount	Percentage of Net Annual Sales Revenue (%)	Relationship With the Seller	Name (Note 1)	Amount	Percentage of Net Sales for the Year Ended the Previous Quarter	Relationship With the Seller
1	Company O	4,092,973	18.19	Related parties	Company O	4,560,173	17.38	Related parties	-	-	-	-
	Others	18,409,553	81.81		Others	21,676,640	82.62		Others	-	-	-
	Net Sales Revenue	22,502,526	100.00		Net Sales Revenue	26,236,813	100.00		Net Sales Revenue	-	-	-

Note 1: List suppliers who have accounted for more than 10% of the total purchase amount in the past two years and their respective sales amount and proportion, suppliers that we are not allowed to disclose as required by the contract or trading parties who are individuals rather than related parties are indicated by code.

Note 2: As of the date of Annual Report publication, no CPA-reviewed financial data for Q1 2025 is available.

Information related to the major customers in the past two years is provided as below:
Regarding clients who have accounted for more than a 10% sales amount of the Company in the past two years, the reasons for the increase or decrease are subject to different cases. Overall, major clients vary depending on the timing of the commencement and completion of the contracted projects.

III. Employees

The Company and its Subsidiaries' Employee Information in the Past Two Years and as of the Date of Annual Report Publication

Year		2023	2024	The current year as of March 20, 2025 (Note)
Number of Employees	Managerial Positions	97	90	88
	Taiwanese	1120	1153	1136
	Foreign	291	476	533
	Total	1508	1719	1757
Average Age		42.3	42.5	42.8
Average Service Years		7.4	6.9	6.9
Education Distribution Ratio (%)	Doctorate	1.19%	0.99%	0.91%
	Master	16.78%	14.89%	14.40%
	Diploma	54.51%	49.51%	49.52%
	High School and Below	27.52%	34.61%	35.17%

Note: Data of the current year as of the Annual Report publication.

IV. Environmental Expenditure Information

Any losses suffered by the Company in the most recent fiscal year and up to the Annual Report publication date due to environmental pollution incidents (including any compensation paid and any violations of environmental protection laws or regulations found in environmental inspection), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a

reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided:

(1) Nonconformities found in environmental inspections of this Company and subsidiaries in the previous year and by the date of Annual Report publication:

Type	Punishment Date	Penalty serial number	Violation of laws and regulations	Contents of Regulation	Punishment content
Noise	2024/01/08	Xin-Bei-Huan-Chi-Zi 22-113-010003	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/01/09	Xin-Bei-Huan-Chi-Zi 22-113-010007	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/01/30	Yin-Zi 22-113-010382	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/01/30	Yin-Zi 22-113-010383	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/01/30	Yin-Zi 22-113-010385	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/01/30	Yin-Zi 22-113-010386	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$3,000
Noise	2024/01/30	Yin-Zi 22-113-010384	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/01/30	Yin-Zi 22-113-010387	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/01/30	Yin-Zi 22-113-010388	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/01/30	Yin-Zi 22-113-010389	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$3,000
Noise	2024/02/19	Yin-Zi 22-113-020051	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/02/23	Yin-Zi 22-113-020232	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$3,000
Noise	2024/03/02	Yin-Zi 22-113-010381	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/03/06	Yin-Zi 22-113-030079	In violation of Subparagraph 4, Paragraph 1, Article 9	Construction project: Noise over the control standard	A fine of NT$18,000

Type	Punishment Date	Penalty serial number	Violation of laws and regulations	Contents of Regulation	Punishment content
			of Noise Control Standard Act		
Noise	2024/04/24	Yin-Zi 22-113-040258	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/05/10	Yin-Zi 22-113-050135	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/05/21	Yin-Zi 22-113-050285	In violation of Subparagraph 4, Paragraph 1, Article 9 of Noise Control Standard Act	Construction project: Noise over the control standard	A fine of NT$18,000
Noise	2024/05/31	Xin-Bei-Huan-Chi-Zi 22-113-050032	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/06/12	Yin-Zi 22-113-060074	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/07/05	Yin-Zi 22-113-070075	In violation of Subparagraph 4, Paragraph 1, Article 9 of Noise Control Standard Act	Construction project: Noise over the control standard	A fine of NT$18,000
Noise	2024/10/09	Yin-Zi 22-113-100096	In violation of Subparagraph 4, Paragraph 1, Article 9 of Noise Control Standard Act	Construction project: Noise over the control standard	A fine of NT$18,000
Noise	2024/10/31	Xin-Bei-Huan-Chi-Zi 22-113-100687	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/08/6	Fu-Huan-Ji-Zi 1130213103 22-113-070368	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/08/6	Fu-Huan-Ji-Zi 1130213438 22-113-070375	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/09/26	Yin-Zi 22-113-090246	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2024/09/26	Yin-Zi 22-113-090249	In violation of Paragraph 4, Article 8 of Noise Control Standard Act	Noises were made due to the use of power machinery in construction	A fine of NT$6,000
Noise	2025/01/10	Yin-Zi 22-114-010166	In violation of Subparagraph 4, Paragraph 1, Article 9 of Noise Control Standard Act	Construction project: Noise over the control standard	A fine of NT$36,000
Noise	2025/01/14	Bei-Shi-Huan-Er--Zhong-Zi No. 1143013687	In violation of Article 67 of Building Act	Conducting "grouting operations" during restricted hours	A fine of NT$18,000

Type	Punishment Date	Penalty serial number	Violation of laws and regulations	Contents of Regulation	Punishment content
Waste	2024/01/11	Fei-Zi 40-113-010023	In violation of Paragraph 2, Article 27 of Waste Disposal Act	The neighboring roads and sidewalks were polluted	A fine of NT$6,000
Waste	2024/11/12	Fei-Zi 40-113-110011	In violation of Paragraph 2, Article 27 of Waste Disposal Act	The neighboring roads and sidewalks were polluted	A fine of NT$6,000
Waste	2025/01/09	Fei-Zi 41-114-010022	In violation of Paragraph 2, Article 27 of Waste Disposal Act	The neighboring roads and sidewalks were polluted	A fine of NT$6,000
Waste	2025/02/10	Fei-Zi 41-114-020026	In violation of Paragraph 2, Article 27 of Waste Disposal Act	The neighboring roads and sidewalks were polluted	A fine of NT$6,000
Air Quality	2024/01/11	Fu-Shou-Huan-Kong-Zi No. 1130001375	In violation of Paragraph 3, Article 22, Air Pollution Control Act	Failed to to conduct zero drift and span drift tests as required by Article 14, Paragraph 1 of the Management Regulations of Continuous Emission Monitoring System for Stationary Source Air Pollutants.	A fine of NT$260,000
Air Quality	2024/01/12	Fu-Shou-Huan-Kong-Zi No. 1130000857	In violation of Paragraph 1, Article 20, Air Pollution Control Act	The average value of monitoring data exceeded the air pollutant emission standards for the cement industry.	A fine of NT$130,000
Air Quality	2024/07/01	Fu-Shou-Huan-Kong-Zi No. 1130030673	In violation of Paragraph 1, Article 20, Air Pollution Control Act	The measured value of odor detection for this pipeline violated the odor pollutant emission standards of Yilan County.	A fine of NT$120,000
Air Quality	2024/10/25	Kao-Shi-Huan-Ji-Zi No. 11340149000	In violation of subparagraph 1, Paragraph 1, Article 32, Air Pollution Control Act	Waste wooden formwork was burned in the open air on-site, without proper pollution collection and treatment measures in place	A fine of NT$100,000

(2) Future countermeasures and potential expenses:

A. Construction Projects: In response to the losses arising out of violations of environmental protection laws and regulations, we will strengthen environmental education and training, environmental awareness, educate employees to appropriately maintain site hygiene, and regularly send employees to participate in various seminars organized by the municipal government.

B. Yilan Factory: The fine imposed by the Yilan County Environmental Protection Bureau has been duly paid. Zero-point drift and span drift tests have been conducted, and an operational SOP has been established to ensure proper control and reduce instances of NOx exceedances. In addition, self-monitoring of exhaust odor has been implemented to provide evidence to the Environmental Protection Bureau that odor issues within the plant have been rectified, thereby preventing recurring penalties. As a result, there are currently no anticipated future losses, penalties, or compensation payments related to this matter.

V. Labor Relationship:

(I) The Company's Various Employee Welfare Measures, Further Education, Training, Retirement System, and Their Implementation, as Well as Labor-management Agreements and the Measures to Maintain the Rights and Interests of Employees:

The Company always attaches great importance to employee welfare and talent training, and abides by labor-related laws and regulations to protect the rights of employees.

(1) Employee benefits

Provide two regular health checks every year. In addition to labor insurance and national health insurance, the Company also provides employees, spouses, and children with group life insurance, accident insurance, and health insurance; meanwhile, it has also set up a welfare committee to provide employees with subsidies for weddings, birthdays, births, funerals, hospitalization, injury and disability, travel, etc. It also holds events from time to time and provides holiday gifts or gift certificates to all employees.

(2) Training and Education for Employees

Every year we plan pre-job and on-the-job training budgets for employees to improve their professional skills, leadership, and career development. We also encourage them to actively improve their knowledge and participate in external training courses, giving incentives for employees to obtain certification and actively participate in continuing education. In addition to the regular training courses provided by the Company, we have also established an online teaching system environment that is unique to Ruentex. Through digital resources and autonomous learning, employees can fully understand the innovation, research and development, and professional knowledge that they must possess as a Ruentexer. This allows each employee to acquire the knowledge, skills and standards, and form professional teams at Ruentex. By using the e-learning system, employees can get information about courses and share their thoughts after taking courses. In this way, employees can save more time, and utilize learning resources more efficiently.

(3) Retirement System

A monthly retirement reserve is set aside in accordance with the Labor Standards Act. The Company assesses the balance in the aforementioned labor pension reserve account by the end of December 31, every year. If the account balance is insufficient to pay the pension calculated by the aforementioned method to the employees expected to be qualified for retirement next year, the Company will make contributions to cover the deficit by the end of the following March. Employees are able to select to retire from the new system according to the Labor Pension Regulations. The monthly pension is set aside in the labor pension personal account set up by the Labor Insurance Bureau.

(4) The Company's labor policy is based on the principle of open communication, creating a win-win situation for enterprises and employees through the following measures.

① Comply with the Labor Standards Act and related laws and regulations for the maximum protection of the rights and interests of employees.

② Provide unfettered and diverse communication channels for employees to freely express their opinions and get feedback (Granite Questionnaire Survey).

③ In the case of the Company's operating situations and major measures, we always fully inform our employees in advance, so that they can clearly understand and provide full support and cooperation.

④Provide employees with adequate training and education (elite training, internal professional training courses, professional certification, e-learning platform, external education and training expense subsidies, and encouragement of on-the-job training for employees).

⑤Other benefits such as reasonable employee benefits and compensation (group insurance,

uniforms, holiday gifts, maternity benefits, employee trips, etc.) are provided.

(5) Specific Measures to Enhance Employee Benefits or Interests Over the Previous Year:
In order to motivate our employees, retain outstanding talents, and enhance the competitiveness of the Company, the Compensation Committee and the Board of Directors approved the revision of the Salary Management Plan and the Bonus Plan on August 9, 2024, so that the contribution of our employees is made clearly associated with the bonus.

(II) Losses arising from labor-management disputes (including the violation of the Labor Standards Act found in the labor inspection) in the most recent year and by the date of annual report publication; and disclose the estimated amounts that may occurred at present and in the future and countermeasures. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided:

(1) Nonconformities found in labor inspections of this Company and subsidiaries in the previous year and by the date of annual report publication: None.

(2) Future countermeasures and potential expenses:
Since this Company was established, labor-management harmony has been maintained to achieve the corporations in collaboration with employees. Therefore, no loss from labor-management disputes has been reported recently, and there will be no damage from labor-management dispute in the future.

VI. Information Security Management:

(I) The managerial framework over information security, policies toward information security; the concrete programs of enforcement and the resources invested into management over information security.

Three Major Components of the Company's Information Security Management

1. Policy and Management:

- The establishment of an information and communication security promotion organization, the development of information security objectives and the establishment of a dedicated staff for information security were completed.
- Establish personnel device and use management specification.
- Establish procedures for outsourced safety management of information operations.
- Establish an internal information security audit mechanism.
- Business continuity rehearsal, backup mechanism, and offsite backup plan.
- Identification of legal compliance and contract requirements.
- Security inventory and risk assessment of information and communication systems.
- Establish emergency response plans and notification procedures for information security incidents (Detailed on the company website).

2. Technology:

In response to the recent ransomware and hacker attacks, the Company has budgeted for the construction of a New Generation Firewall (NGFW) from 2021 onwards. In addition to the Taipei headquarters, the Company spent NT$1.26 million to complete the construction of a firewall at each project site in September 2022 to strengthen information security and to meet the new challenges of network information security in the future. We planned to update the firewall of the headquarters in September 2022 to enhance the intranet and internet information security. And completed the firewall

construction and integration of headquarters, factories, construction sites and personal SSLVPN on July 10, 2023. In 2024, the Company has implemented SOC (Security Operation Center) information security monitoring services to strengthen real-time monitoring capabilities for both cloud and on-premise systems, enhancing the visualization of IDS/IPS system-related statistics and reports.

- Periodic security checks and system weakness fixes.
- Information security protection and control.
- Physical security control.
- Information security requirements are incorporated into the specifications for the development and maintenance requirements of the information and communications system (including outsourced developed information and communications systems).

3. Information Security Awareness Training and Social Engineering:

In order to raise employees' awareness of information security and understanding that all employees are a part of information security, we make information security courses and tests mandatory for new employees. Moreover, we also plan to conduct information security education and training for all employees on a regular basis in order to raise the awareness of information security and maintain the alertness of information security at work.

- Regular information and communication security training.
  (March 2024 – April 2024): Completion of company-wide cybersecurity education and training.
- Information security professionals will be trained in external information security training courses (e.g. CISSP, CISM, CEH).
  (April 2024 – June 2024): External training for three professional personnel, totaling 80 hours.
- Plan regular email social engineering test drills.
  (March 2024 – December 2024): Quarterly awareness campaigns on social media and email fraud.

(II) The impairment incurred by a significant information security event, the potential impact and the countermeasures in the most recent year as of the publication date of the Annual Report. Where the impact could not be estimated, elaborate on the facts about why it could not be estimated in a rational manner.

(1) The impairment incurred by a significant information security event in the most recent year as of the publication date of the Annual Report: None.

(2) The potential impact and the countermeasures:
The Company has set up a sound information security environment to strengthen information security protection equipment and, on a regular basis, review the information security protection plan. So far, the Company has not suffered losses due to major information security incidents and we anticipate that there will be no damage due to major information security incidents in the future.

VII. Significant Contracts:

March 20, 2025

Item	Contractual Nature	Party	Effective and Ending Dates of Contracts or Project Duration	Main Content	Special Terms and Conditions
1	Constructio contracts	Ruentex Development Co., Ltd.	2014.03~2022.06	New Construction Project in Sanchong District, New Taipei City, including three RC buildings with 31, 33, and 35-story above-ground and 5-story underground, respectively.	None
2	Constructio contracts	Ruentex Development Co., Ltd.	2020.06~2023.06	New Construction Project in Da'an District, Taipei City, with a 4-story underground and 23-story above-ground RC building.	None
3	Constructio contracts	Ruentex Development Co., Ltd.	2020.05~2023.01	New Construction Project in Sanchong District, New Taipei City, with a 3-story underground and 16-story above-ground RC building.	None
4	Constructio contracts	Ruentex Development Co., Ltd.	2020.05~2023.06	New Construction Project in Sanchong District, New Taipei City, including one building with 25-story above-ground and two RC buildings with 26-story above-ground and 3-story underground in an integrated structure.	None
5	Constructio contracts	FU-HSUAN CONSTRUCTION AND ENGINEERING CO., LTD	2020.12~2021.07	Precast PC project of a new construction from the fifth to the twentieth floor above ground in Songshan District, Taipei City.	None
6	Constructio contracts	Ruentex Innovative Developmen Co., Ltd.	2021.01~2023.10	New Construction Project in Nangang District, Taipei City, with a 5-story underground and 27-story above-ground RC building.	None
7	Constructio contracts	National Housing and Urban Regeneration Center	2021.01~2024.07	A 14-story above-ground RC building and a 13-story above-ground RC building with 2-story underground in Wanhua District, Taipei City.	None
8	Constructio contracts	Sisters of the Sacred Heart of Ma	2019.09~2021.10	Two 4-story above-ground and one 5-story above-ground RC buildings with 1-story underground in Taiping District, Taichung City.	None
9	Constructio contracts	Cheng Chueh Temple Preparator Office and True Enlightenment Education Foundation	2022.03~2025.03	A total of ten RC structures ranging from 2-story underground to 4-story underground in Zhudong Township, Miaoli County	None
10	Constructio contracts	Tasa Construction Corporation	2021.11~2022.06	Precast project for a new plant in Tainan Science Park. (Project No. 2111, F14P8-FAB precast project)	None
11	Constructio contracts	DA-CIN CONSTRUCTION CO LTD.	2021.11~2022.07	Precast project for a new plant in Tainan Science Park. (Project No. 2112, 18P8 precast project)	None
12	Constructio contracts	Company M	2021.12~2022.12	A 6-story above-ground RC building in the Central Taiwan Science Park Houli Campus, Taichung City	None
13	Constructio contracts	FU-HSUAN CONSTRUCTION AND ENGINEERING CO., LTD	2022.12~2023.07	Precast PC project of a new construction from the 5th to the 24th floor above ground in Xindian District, New Taipei City.	None
14	Constructio contracts	Company E	2022.08~2023.11	A new construction project in Guishan Industrial Park, Taoyuan, with a floor area of around 24,149 pings.	None
15	Constructio contracts	Ruentex Development Co., Ltd.	2022.09~2027.06	The project consists of three buildings, including one with 7 floors above ground, another with 13 floors above ground, and a third with 27 floors above ground, along with a total of 4 underground levels, located in the Zhongzheng District of Taipei City.	None
16	Constructio contracts	FU-HSUAN CONSTRUCTION AND ENGINEERING CO., LTD	2023.05~2024.05	A precast PC project of the new construction from the 5th to the 27th floor above ground in Xindian District, New Taipei City.	None
17	Constructio contracts	Star Energy Corporation	2022.08~2023.05	Preparatory works for the new construction of an onshore substation in Lunhai Section, Lukang Township, Changhua County.	None

Item	Contractual Nature	Party	Effective and Ending Dates of Contracts or Project Duration	Main Content	Special Terms and Conditions
18	Construction contracts	Public sector	2022.08~2025.09	A new construction project in Daliao District, Kaohsiung City, including two RC building, one with one floor underground and six floors above ground; the other with two floors underground and seven floors above ground.	None
19	Engineering Contracts	ATP Electronics Taiwan Inc.	2023.03~2024.12	Two five-story RC buildings in Ciaotou Science Park, Kaohsiung	None
20	Engineering Contracts	TransGlobe Life Insurance Inc.	2022.11~2025.11	New Construction Project in Songshan District, New Taipei City, with two five-story underground and 11-story above-ground RC buildings.	None
21	Engineering Contracts	Futsu Construction Co., Ltd.	2023.02~2023.10	Precast project for a new plant in Nanzi District, Kaohsiung City. (Project No. 2223, F22P1)	None
22	Engineering Contracts	Futsu Construction Co., Ltd.	2023.02~ 2023.10	Precast project for a new plant in Hsinchu Science Park. (Project No. 2225, F20P1)	None
23	Engineering Contracts	DA-CIN CONSTRUCTION CO LTD.	2023.02~ 2023.10	Precast project for a new plant in Hsinchu Science Park. (Project No. 2226, F20P1)	None
24	Construction contracts	Ruentex Development Co., Ltd.	2023.05~ 2024.09	The foundation works of one RC building with a total of five floors underground and 32 floors above ground, integrated into the other four 37-story above ground RC buildings in Nangang District, Taipei City.	None
25	Construction contracts	Tasa Construction Corporation	2023.03~ 2023.06	Precast project for a new plant in Tainan Science Park. (Project No. 2301, F18P8O precast project)	None
26	Construction contracts	LITE-ON TECHNOLOGY CORPORATION	2023.04~2026.12	A new RC building with 3 underground floors and 14 above-ground floors in the Kaohsiung Nanzih Export Processing Zone	None
27	Construction contracts	DA-CIN CONSTRUCTION CO LTD.	2024.03~2026.05	A 27-story steel-framed precast concrete (PCS) construction project in the Da'an District of Taipei City.	None
28	Construction contracts	National Housing and Urban Regeneration Center	2021.01 ~ 2024.07	Three RC (Reinforced Concrete) structures in the Yangmei District of Taoyuan City, with 2 underground levels and 12 above-ground levels each.	None
29	Construction contracts	Futsu Construction Co., Ltd.	2024.02~2024.10	Precast project for a new plant in Hsinchu Science Park. (Project No. 2315, F20P2)	None
30	Construction contracts	DA-CIN CONSTRUCTION CO LTD.	2024.02~2024.10	Precast project for a new plant in Hsinchu Science Park. (Project No. 2316, F20P2)	None
31	Construction contracts	Kedge Construction Co. Ltd.	2024.03~2024.08	Precast project for a new plant in Jhunan Science Park (Project No.: 2312)	None
32	Construction contracts	Tasa Construction Corporation	2024.02~2024.08	Precast project for a new plant in Taichung Science Park (Project No.: 2401)	None
33	Construction contracts	Ruentex Innovative Development Co., Ltd.	2024.03~2024.11	Electrical and HVAC expansion project for an RC (Reinforced Concrete) building with 5 underground levels and 27 above-ground levels in Nangang District, Taipei City.	None
34	Engineering Contracts	Futsu Construction Co., Ltd.	2024.04~2024.12	Precast project for a new plant in Nanzi District, Kaohsiung City. (Project No. 2405)	None
35	Engineering Contracts	DA-CIN CONSTRUCTION CO LTD.	2024.04~2024.12	Precast project for a new plant in Nanzi District, Kaohsiung City. (Project No. 2406)	None
36	Engineering Contracts	LITE-ON TECHNOLOGY CORPORATION	2024.04~ 2028.01	One RC building with 4-story underground and 26-story above-ground in Niaosong District, Kaohsiung City.	None
37	Construction contracts	Ruentex Development Co., Ltd.	2023.11~2025.07	Foundation works for two RC (Reinforced Concrete) buildings, each with 30 above-ground floors, 3 underground levels of co-construction, located in Banqiao District, New Taipei City.	None
38	Construction contracts	Star Energy Corporation	2024.11~2025.01	Precast engineering project for a new factory building with 1 basement level and 2 above-ground floors, located in Budai Township, Chiayi County.	None

Item	Contractual Nature	Party	Effective and Ending Dates of Contracts or Project Duration	Main Content	Special Terms and Conditions
39	Construction contracts	Phison Electronics Corporation	2024.10~2026.10	New Construction Project in Guiren District, Tainan City, with a 2-story underground and 6-story above-ground RC building.	None
40	Construction contracts	National Atomic Research Institu	2024.04~2026.04	New construction project in Longtan District, Taoyuan City: a reinforced concrete (RC) building with 1-story underground and 3-story above-ground.	None
41	Construction contracts	Ruentex Development Co., Ltd.	2024.06~2025.06	The foundation works of one RC building with a total of five floors underground construction, comprising one reinforced concrete (RC) building with 14 above-ground floors and another with 25 above-ground floors in Datong District, Taipei City.	None
42	Construction contracts	Tasa Construction Corporation	2025.02~2025.08	Precast project for a new plant in Chiayi Science Park (Project No.: 2420)	None
43	Construction contracts	Great Honor Asset Management Co., Ltd.	2025.06~2026.04	Precast engineering project for a new 9-story above-ground building in Guishan District, Taoyuan City	None
44	Construction contracts	Great Honor Asset Management Co., Ltd.	2025.06~2026.02	Precast engineering project for a new 7-story above-ground building in Guishan District, Taoyuan City	None
45	Construction contracts	Kedge Construction Co. Ltd.	2024.12~2025.09	Precast project for a new plant in Chiayi Science Park (Project No.: 2423)	None
46	Construction contracts	DEHWA CONSTRUCTION CO LTD.	2025.03~2025.12	Precast engineering project for a new 9-story above-ground building in Beitou District, Taipei City	None
47	Construction contracts	Ruentex Development Co., Ltd.	2025.03~2025.03	Bicycle rack construction for a new building project in Sanchong District, New Taipei City.	None
48	Construction contracts	Ruentex Development Co., Ltd.	2024.12~2025.02	MRT station landscaping project in Sanchong District, New Taipei City.	None
49	Construction contracts	GMS Properties Taiwan, Ltd.	2024.12~2026.12	Preparatory works for a construction project for 1-story underground and 5-story above ground of a RC building in Taoyuan District, Taoyuan City.	None
50	Engineering Contracts	Futsu Construction Co., Ltd.	2025.04~2025.12	Precast project for a new plant in Nanzi District, Kaohsiung City. (Project No. 2501)	None

Note: Construction contracts and other significant contracts affecting shareholders' equity as of the publication date of the Annual Report that are still in force and expired in the latest year.

Five. Review of financial position, financial performance, and risk management

I. Financial Position:

Analysis of Significant Changes in Assets, Liabilities, and Equity in the Past Two Years

Unit: NT$ thousands; %

Year/Item	2024	2023	Difference		
			Amount	%	Description
Current assets	12,114,301	11,732,229	382,072	3.26	
Property, plant, and equipment	4,034,702	3,979,515	55,187	1.39	
Intangible assets	200,951	206,088	(5,137)	(2.49)	
Others Assets	8,189,331	6,045,256	2,144,075	35.47	Description 1
Total Assets	24,539,285	21,963,088	2,576,197	11.73	
Current liabilities	9,129,458	8,497,278	632,180	7.44	
Non-current liabilities	4,637,973	5,387,338	(749,365)	(13.91)	
Total liability	13,767,431	13,884,616	(117,185)	(0.84)	
Equity attributed to owners of the parent	8,805,074	6,469,254	2,335,820	36.11	Description 2, 3
Share Capital	2,589,300	1,849,500	739,800	40.00	Description 2
Capital surplus	846,192	779,399	66,793	8.57	
Retained earnings	3,728,974	2,673,842	1,055,132	39.46	Description 3
Other equities	1,640,608	1,166,513	474,095	40.64	Description 4
Non-controlling interest	1,966,780	1,609,218	357,562	22.22	Description 5
Total equity	10,771,854	8,078,472	2,693,382	33.34	Description 2, 3

1. The reasons for the change of 20% or more and the amount exceeding NT$10 million in the past two years are described as follows:

Note 1: Attributable to the subsidiary's acquisition of investments accounted for using the equity method during the year.

Note 2: Attributable to the approval by the shareholders' meeting of a capital increase of NT$4 per share from the 2023 earnings.

Note 3: The contracting of several technology plants and extensive construction led to an increase in revenue, cost, and profit compared to the previous year.

Note 4: Attributable to the increase in valuation gains on financial assets measured at fair value through other comprehensive income compared to the previous year.

Note 5: Attributable to the significant increase in non-controlling interests resulting from a capital increase in a sub-subsidiary during the year, in which the Company did not subscribe in proportion to its shareholding.

2. Future Response Plan:

In the coming year, the Company will maintain its honest and stable management style, actively carve out its niche, and strengthen the contracting of turnkey projects and precast projects for technology plants to increase operating profit. The Company will also continue to promote standardization and modularization, and apply industrial engineering technologies to save costs.

II. Financial Performance:

(I) Main Reasons for Any Material Change in Operating Revenue, Operating Income, or Income Before Tax During the Past Two Fiscal Years:

Unit: NT$ thousands; %

Year/Item	2024	2023	Difference		
			Amount	%	Description
Operating revenue	26,236,813	22,502,526	3,734,287	16.59	
Gross profit	4,663,667	3,462,778	1,200,889	34.67	Description 1
Operating profit	3,548,341	2,454,124	1,094,217	44.58	Description 1
Non-operating income and expenses	151,346	55,523	95,823	172.58	Description 2
Net income before tax	3,699,687	2,509,647	1,190,040	47.41	Description 1
Net Income (loss) Current Period	2,996,958	2,038,025	958,933	47.05	Description 1
Other Comprehensive Income in the Current Period (Net of Tax)	542,062	(120,523)	662,585	549.75	Description 3
Total comprehensive income for this period	3,539,020	1,917,502	1,621,518	84.56	Description 1, 3
Profit Attributable to Owners of the Parent	2,774,232	1,902,201	872,031	45.84	Description 1
Net Profit Attributable to Non-controlling Interests	222,726	135,824	86,902	63.98	Description 4
Total Profit and Loss Attributable to the Parent Company's Owners	3,267,757	1,786,222	1,481,535	82.94	Description 1, 3
Total comprehensive income attributed to non-controlling interest	271,263	131,280	139,983	106.62	Description 4
Earnings Per Share (NT$)	10.71	7.35	3.36	45.71	Description 1

1. The reasons for the change of 20% or more and the amount exceeding NT$10 million in the past two years are described as follows:

Note 1: The contracting of several technology plants and extensive construction led to an increase in revenue, cost, and profit compared to the previous year.

Note 2: Attributable to the increase in dividend income and the decrease in interest expenses compared to the previous year.

Note 3: Attributable to the increase in valuation gains on financial instruments measured at fair value through other comprehensive income compared to the previous year.

Note 4: The net income of subsidiaries with non-controlling interests increased from the prior year.

2. Future Response Plan:

In the coming year, the Company will maintain its honest and stable management style, actively carve out its niche, and strengthen the contracting of turnkey projects and precast projects for technology

plants to increase operating profit. The Company will also continue to promote standardization and modularization, and apply industrial engineering technologies to save costs.

(II) Sales Volume Forecast and the Basis Therefor, and the Effect Upon the Company's Financial Operations as Well as Measures to be Taken in Response:
Not applicable.

III. Cash Flow:

1. Analysis of Changes in Cash Flows for the Most Recent Year (2024)

Unit: NTD in Thousands

Beginning Cash Balance (1)	Annual Net Operating Cash Flow (2)	Annual Net Investing and Financing Cash Flows (3)	Ending Cash Balance (insufficiency) (1)＋(2)－(3)	Remedy for Cash Shortage	
				Investment Plans	Financial Management Plans
912,362	4,674,277	(3,080,028)	2,506,611	-	-

(1) Analysis of Changes in Cash Flows in the Current Year:

①Annual Operating Cash Flow:

The cash inflow from operating activities was mainly from the collection of project payments. The net cash inflow from operating activities for the year was NT$4,674,277 thousand, as the construction cases were received on time and with reasonable profit.

②Annual Investing and Financing Cash Flows:

A. Investing Activities: Cash outflow of NT$1,749,912 thousand was mainly due to attributable to acquisition of investments accounted for using the equity method and the acquisition of property, plants, and equipment .

B. Financing Activities: Net cash inflow of NT$1,330,116 thousand from financing activities due to cash dividends and increased bank loans.

(2) Liquidity analysis and improvement plan for liquidity deficiency: N/A.

2. Analysis of Cash Liquidity in the Next Year (2025):

Unit: NTD in Thousands

Beginning Cash Balance (1)	Annual Net Operating Cash Flow (2)	Annual Net Investing and Financing Cash Flows (3)	Ending Cash Balance (insufficiency) (1)＋(2)－(3)	Estimated Remedy for Cash Shortage	
				Investment Plans	Financial Management Plans
2,506,611	3,268,681	(2,911,261)	2,864,031	-	-

(1) Analysis of changes in cash flows in the current year:

①Estimated Annual Net Operating Cash Flow:

The cash inflow from operating activities in 2025 is expected to be NT$3,268,681 thousand, mainly from the collection of project payments.

②The projected cash flows from investing activities and financing activities for the year are as follows:

A. Investing Activities: Purchase of property, plants, and equipment, and the pledge of fixed deposits to guarantee the increase in business volume, with an estimated cash outflow of NT$550,000 thousand.

B. Financing Activities: The estimated repayment of bank loans and cash dividends is expected to result in a net cash outflow of NT$2,361,261 thousand to financing activities.

(2) Estimated cash shortage remediation measures and liquidity analysis: None.

IV. Influence of Major Capital Spending on Financial Position and Operation in Recent Years: NA.

V. Re-Investment Policies, Main Causes of Profit or Loss, and Improvement Plans in the Previous Year, and Investment Plans in the Next Year:

(I) Profit or Loss of the Investee Company in 2024:

The company's investment companies in 2024 have achieved good profit performance. The detailed information is as follows: Unit: NTD in Thousands

Name of the investee company	Main Businesses and Products	2024 Profit or loss	Main reasons for profit or loss	improvement plan
Ruentex Materials Co., Ltd.	Building materials production and distribution	187,533	Building materials sales and operations are good	NA
Ruentex Interior Design Inc.	Interior decoration and garden greening design and construction	224,005	Good operating	NA
Ruen Yang Construction Co., Ltd.	Civil engineering projects	198	Normal operation	NA
Teh Hsin Enterprise Co., Ltd.	Construction Materials	280,694	Building materials sales and operations are good	NA

(II) We invest, on principle, in public companies with steady operations and industries in relation to the business of this Company. We will still focus on investments in companies with a well-established financial structure and assess investments carefully and conservatively to ensure the success of investment diversification.

VI. Risk Analysis and Assessment for the Previous Year Until the Date of Report Publication

(I) Influence on gains/losses of changes in interest rate and exchange rate and inflation, and future countermeasures:

1. Interest Rate Changes: Impact on profit and loss and future measures in response.
   The Company's bank loan facilities are rarely utilized and, based on sound financial planning, idle funds are invested in time deposits and notes and bonds with repurchase transactions. Therefore, the impact of interest rate changes on the Company's overall profit and loss is limited.

2. Exchange Rate Changes: Impact on profit and loss and future measures in response.
   Since the Company's receipts and payments are mainly denominated in New Taiwan dollars, exchange rate fluctuations have little impact on the Company. only a few foreign purchases of raw materials and machinery and equipment are denominated in foreign currencies.

3. Inflation: Impact on profit and loss and future measures in response.
   Projects with longer contracting periods are more affected by fluctuations in international raw material costs. In order to avoid the reduction of profit and loss caused by inflation, the Company not only uses the raw material price locking mechanism to control all sources of raw material supply at the early stage of contracting to avoid the risk, but also adopts cost-plus pricing for owner-contracted contracts to avoid the impact

of fluctuations in construction materials and construction costs and ensure the Company's profit. For certain projects with a higher risk of inflation, the Company reaches agreements with the client to pay a certain percentage of advance payment at the early stage of contract signing or adopts the cost-plus method of contracting. For public works, it is also specified in the contract that the unit price adjustment can be made in accordance with the public works price adjustment index mechanism. Overall, the above measures have been taken to minimize the impact of inflation on the Company's profit and loss.

(II) Policies, main reason(s) for gains/losses, and future countermeasures for engaging in high-risk and high-leverage investments, lending, offering guarantees and endorsements, and derivatives investments:

1. The Company's Current Status
   A. The Company's operating policy is to focus on the development of its business and does not engage in high-risk, highly leveraged investments, capital lending, or derivative transactions.
   B. The Company provides endorsements and guarantees in accordance with the "Regulations Governing Endorsements and Guarantees". As of March 20, 2025, the Company has guaranteed the lease of land of Ruentex Materials Co., Ltd. in the amount of NT$88,368 thousand.
2. Future Response Measures:
   In the days and years ahead, the Company will still focus on its principal business lines and tries not to engage in any transactions subject to high risk, high leverage investment, and transactions in derivative financial instruments. Toward the beneficiaries of endorsements/guarantees, the Company shall continually track and evaluate to prevent any potential adverse impact upon the Company to minimize all sorts of potential operating risks.

(III) Future R&D Projects and Planned R&D Funds:

The Company's R&D expenditure in 2025 is estimated to be NT$95,986 thousand, mainly in the following directions:

1. Low-carbon and sustainable construction:
   (1) Conduct carbon inventory and establish carbon emission baseline data.
   (2) Establish carbon reduction and sustainability goals.
   (3) Application for the Low-Carbon Engineering Act.
2. Technology development, improvement, introduction and promotion:
   (1) Development, improvement, or introduction of technologies in line with the needs of construction, design, and manufacturing departments.
   (2) Technology promotion: Regularly share the R&D results with site supervisors and collect site feedback.

(IV) The Impact of Important Domestic and International Policies and Legal changes on the Company's Financial Business and Countermeasures:

The Company keeps a close watch on the development of domestic and foreign political, economic, financial, and financial situations and changes in laws and regulations, and responds appropriately and in a timely manner. As of the publication date of the Annual Report, there were no significant domestic or foreign policy and legal changes that had a material impact on the Company's finances and operations. The Company will continue to closely monitor any policy and legal changes that could have a material impact on the Company's finances and operations.

(V) The Impact of Technological (includes information security risk) and Industrial Changes on the Company's Financial Business and Countermeasures:

The Company has maintained a good relationship with the academia and industry. The Company also actively participates in seminars or technical presentations on construction

or company operations to obtain professional and market information, and introduce technologies or techniques based on suitability to enhance competitiveness. For example, the Company was the first to introduce the ERP system in the construction industry to integrate the Company's resources and control processes. The Company has also been developing various electronic project management information system platforms to achieve real-time and precise management performance. See this Annual Report for additional information on information security risk management measures.

(VI) The Impact of Changes in Corporate Image on Corporate Crisis Management and Countermeasures:
The Company's business principles are to comply with laws and regulations, provide value to customers, protect the rights of shareholders, value employees benefits, and fulfill corporate social responsibility. In the case of an unexpected situation, the Company establishes a response team with a senior executive as the convener in order to solve the crisis quickly. As of the publication date of the Annual Report, the Company has not experienced any change in corporate image that would have an impact on corporate crisis management.

(VII) Expected benefits and potential risks of mergers and acquisitions: NA.

(VIII) Expected benefits and potential risks of factory expansion and countermeasures: NA.

(IX) Risks Arising From Purchase or Sale Concentration:
The Company mainly engages in construction project contracts, and its main business scope is public works, technology plants, high-end residential and commercial office buildings, etc. There is no concentration of sales. In terms of procurement, the Company carefully evaluates the quality and technical and operational financial status of each subcontractor and material supplier before purchasing, and if necessary, the Company distributes the larger purchases of the project among several subcontractors to ensure smooth execution of the project.

(X) Effect Upon and Risk to the Company in the Event a Major Quantity of Shares Belonging to a Director, Supervisor, or Shareholder Holding a Greater Than a 10 Percent Stake in the Company Has Been Transferred or Has Otherwise Changed Hands, and Mitigation Measures Being or to Be Taken:
As of the publication date of the Annual Report, the Company did not have a substantial transfer or replacement of shares by directors, supervisors, or major shareholders holding more than 10% of the shares.

(XI) Influence and Risks of Management Changes and Countermeasures:
As of the publication date of the Annual Report, the Company did not have any changes in its management rights.

(XII) Litigious or Non-litigious Events:

1.(1) Litigious Events:

Date/Item	Reason	Current Handling	Possible Effects
Haomen International Development Co., Ltd. (hereinafter referred to as Haomen) applied to the Taipei District Court for a payment order on May 19, 2023, requesting the Company to	That Haomen Company contracted the GRC design work of CONI INTERNATIONAL GROUP CONI BEAUTY INTERNATIONAL CO., LTD. Haomen claimed that the Company had subcontracted the	The case was concluded with a final judgment at the first instance on November 8, 2024, the decision became final and	None.

Date/Item	Reason	Current Handling	Possible Effects
pay for the construction works totaling NT$27,993,000 and the interests thereof. After the Company raised an objection to the payment order, the matter was transferred to the Taiwan Taipei District Court for trial pursuant to the Jian-Zi No. 214 in 2023.	GRC construction works to Haomen. However, the Company believed that the claims were not true and denied it. Therefore, Haomen followed the legal procedures and requested the Company to pay the construction payment in the amount of NT$27,993,000 and the interest thereof.	binding on December 16, 2024. Haomen lost the case, and all of its claims were dismissed.	
HSEN HSING INDUSTRIES CO., LTD (hereinafter referred to as "Sheng Hsing") filed a lawsuit against the Company with the Taiwan Taipei District Court on March 5, 2024. The Taiwan Taipei District Court convened a mediation session on April 26, 2024; however, Sheng Hsing did not attend the session. The case is currently under trial proceedings at the Taiwan Taipei District Court under the case 2024 Su-Zi No. 2662.	In connection with the construction project of the Kaohsiung Lithium Battery Plant of Molie Quantum Energy Corporation, the Company leased a crane truck from Sheng Hsin. An employee of Sheng Hsin was found to have stolen steel plates from the construction site while operating the crane truck. The Company has demanded that Sheng Hsin bear joint and several liability for damages and, in accordance with the contract, has suspended payment. Subsequently, Sheng Hsin initiated legal proceedings, claiming payment from the Company in the amount of NT$5,674,841, together with interest.	This case is currently under proceedings of the first instance in the Taipei District Court.	In the event of an unfavorable judgment, the Company will comply with the court ruling and make payment within the reserved amount of NT$5,674,841 and the corresponding interest; however, this will not have a material impact on the Company's financial position.

1. (2) Non-litigious Events: N/A.
2. Litigious, non-litigious, or administrative disputes that: (1) involve any company director, any company supervisor, President, any person with actual responsibility for the firm, any major shareholder holding a stake of greater than 10 percent, and/or any company or companies controlled by the Company; and (2) have been concluded by means of a final and unappealable judgment, or are still under litigation; where such a dispute could materially affect shareholders' equity or the prices of the Company's securities: None.

(XIII) Other significant risks and countermeasures:

1. Information security related risks and the control measure therefor:

(1) Here at the Group, we have duly enacted the "Operating Procedures on Management over Information Security". Aiming at information storage and processing, transmission, access control, equipment security and the like, we have set up concrete management specifications to minimize potential information security risks. Such efforts well facilitate the normal operation of our information systems. In response to the management and audit over the Company's information security, we have duly worked out the Company's information security specifications along with sound managerial plans, including notably regulations for

implementation and enforcement rules thereof, operating plans and penalty clauses to facilitate standardized management and audit over Internet information security.

(2) Given the fact that information security insurance is still a newly emerging type of insurance involving information security level testing agencies, insurance claim identification agencies and non-claim conditions and other matching measures concerned. We, therefore, are still carrying out assessment over information security related insurance policy(ies). Here at the Company, we have duly implemented concrete risk control and management pursuant to the information security specifications. Subsequently our target is to put forth continued efforts to strengthen information security protection to set up concerted protection mechanism, in particular the efforts to train and cultivate high-quality information security talents to upgrade their professional functions and enact relevant cultivation & training programs to carry out information security advocacy and audit operation with continued and uninterrupted efforts. In turn, we shall upgrade entire staff in their information security literacy and strengthen information security.

VII. Other Material Information: NA.

Six. Special Remarks

I. Information of Affiliates:

(I) Consolidated Business Reports of Affiliates:

The Company has disclosed and filed the Reports on the information disclosure website designated by the Financial Supervisory Commission. Please refer to the Public Information Observatory for further details. The website is as follows:
https://mopsov.twse.com.tw/mops/web/t57sb01_q10

(II) Consolidated Financial Statements of Affiliates:

The entities that are required to be included in the consolidated financial statements of the Company for the year 2024, under the Criteria Governing the Preparation of Affiliation Reports, Consolidated Business Reports, and Consolidated Financial Statements of Affiliated Enterprises are the same as those included in the consolidated financial statements prepared conforming with the International Financial Reporting Standard 10. In addition, the information required to be disclosed in the consolidated financial statements is included in the consolidated financial statements. Consequently, a separate set of consolidated financial statements will not be prepared.

(III) Affiliation Report:

The Company has disclosed and filed the Reports on the information disclosure website designated by the Financial Supervisory Commission. Please refer to the Public Information Observatory for further details. The website is as follows:

https://mopsov.twse.com.tw/mops/web/t57sb01_q10

II. Private Placements of Securities in the Previous Year and by the Date of Report Publication: NA.

III. Other Required Supplementary Notes: NA.

Seven. Events with material impacts on equity or stock price as specified in Item 2, Paragraph 2, Article 36 of the Securities and Exchange Act in the previous year and by the date of report publication: NA.

1. Name, Title, Telephone Number, and E-Mail Address of the Spokesperson and Deputy Spokesperson

Spokesperson: Mo, Wei-Han, President
Email: rt008689@mail.ruentex.com.tw
Deputy Spokesperson: Li, Jhih-Hong, Chairman
Email: rt001351@mail.ruentex.com.tw
Phone: (02)8161-9999

2. Address and Telephone Number of the Company's Headquarters, Branch Offices, and Factories

Headquarter: 10F., No. 308, Sec. 2, Bade Rd., Zhongshan Dist., Taipei City
Phone: (02)8161-9999
Factory: No. 1442, 1446,Taizun Rd., Shanghu Vil., Yangmei Dist., Taoyuan City
Phone: (03)472-5599

3. Name, Address, Website, and Telephone Number of the Agency Handling Shares Transfer

Name: Shareholder Service Office of this Company.
Address: 12F., No. 308, Sec. 2, Bade Rd., Zhongshan Dist., Taipei City
Phone: (02)8161-7999
Website: cmc@mail.ruentex.com.tw

4. Names of the Certified Public Accountants Who Duly Audited the Annual Financial Report for the Most Recent Fiscal Year, and the Name, Address, Website and Telephone Number of the Accounting Firm to Which They Belong

Name of CPA: Chin-lien Huang, Shu-chiung Chang
Name of CPA Firm: PwC Taiwan
Address: 27F., No. 333, Sec. 1, Keelung Rd., Taipei City
Phone: (02)2729-6666
Website: https：//www.pwc.tw

5. Name of Any Exchanges Where the Company's Securities are Traded Offshore, and the Method by Which to Access Information on Said Offshore Securities: N/A.

6. Company Website: https：//www.rtc.com.tw

RUENTEX ENGINEERING & CONSTRUCTION CO., LTD.

Chairman Li, Jhih-Hong

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