



ANNUAL REPORT 2025



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One. Report to Shareholders

Dear shareholders, ladies, and gentlemen:

I. 2025 Business Overview:

The Company's consolidated revenue for 2025 was NT\$7,221.68 million, representing an 8% increase compared to the previous year. The consolidated gross profit amounted to NT\$921.32 million, representing a 12% increase, with a gross profit margin of 13%. The consolidated operating income was NT\$550.29 million, an increase of 27% from the previous year, with an operating margin of 8%. The consolidated net income after tax was NT\$476.98 million, with net income attributable to the owners of the parent amounting to NT\$277.97 million. The earnings per share for the year were NT\$1.85.

As a result of the current year's operations, the production equipment in the cement business operated steadily, although rising production costs affected profitability. In addition, in the building materials business, market demand for RT-MIX ready-mixed mortar products remained strong, and overall production and sales volumes increased compared to the previous year. Furthermore, the output of the self-developed sustainable material, lightweight microspheres, increased, replacing the previously imported raw materials on which the Company had relied, and the cost benefits have gradually emerged.

In summary, the Company has demonstrated strong operating momentum in its core business. Together with contributions from investment income, overall profitability increased compared to the previous year, demonstrating steady developmental momentum.

II. Budget Achievements

The Company does not disclose its financial forecast for 2025 to public in accordance with the "Regulations Governing the Publication of Financial Forecasts of Public Companies". The budget achievement is, therefore, not applicable.

III. Summary of the 2025 Business Plan

Unit: Tons

Type of product	Production Volume	Shipment Volume
Cement, ground granulated blast furnace slag (GGBS)	660,000~700,000	660,000~700,000
Construction Materials	660,000~700,000	660,000~700,000

IV. Research and Development

The Company will continue its efforts in corporate transformation and investment, aiming to innovate R&D from the customers' perspective, develop high-performance niche products, enhance product competitiveness through differentiation, and create value for both the Company and the industry. In light of global climate change and rising environmental awareness, the Company continues to optimize new cementitious building materials with the aim of achieving energy savings and carbon reduction in building materials. Furthermore, the Company has developed offshore wind power underwater grouting materials, underwater grouting materials for suction bucket foundations, and

thermal mud, positioning itself as a supplier of grouting materials for offshore wind turbine foundations and materials for onshore cable conduits. In addition, leveraging its expertise in wind power mortar technology, the Company has further developed high-flow, ultra-high-strength steel fiber cementitious building materials to meet the requirements of current construction projects.

In addition, to implement the government's five strategies "Green Growth and 2050 Net Zero Transformation," regarding carbon reduction in the construction industry, the Company has not only invested in low-carbon cement technology but has also placed greater emphasis on the development and application of green, renewable, eco-friendly, and energy-saving building materials. The Company has successfully developed and produced lightweight microspheres independently, which enable the recycling and reuse of materials, help create circular green buildings, and promote a sustainable, net zero lifestyle. This lays the foundation for sustainability and contributes to gradually achieving the nation's net zero vision.

V. Future Outlook

(I) Outlook of the Cement Market

As we look ahead to 2026, despite the challenging external economic environment, under the continued promotion of policies such as the National Hope Project and the second energy transition, major domestic public infrastructure projects and plant expansion projects in the high-tech industry are expected to maintain stable development. Overall, the domestic cement market in 2026 is expected to benefit from green energy infrastructure and regional development plans, with demand expected to remain relatively flat compared to 2025.

(II) Market prospect of construction materials

The ready-mixed mortar (RT-MIX) has earned the deep trust of customers. It is expected that in 2026, based on continued improvements in production utilization and stronger R&D efforts, along with the rigid demand for green building materials arising from the government's Near-Zero Carbon Building Carbon Reduction Flagship Action Plan, market share will further expand, and overall sales volume is expected to maintain steady growth. For the construction materials agency business, in cooperation with the Japanese listed company NIHON FLUSH Wooden Door Production Co., Ltd., the Company has rapidly entered the market by leveraging products that combine quality and performance, together with its comprehensive distribution channel deployment. Going forward, the Company will continue to promote its products and expand its market reach, with the goal of introducing a new brand each year.

In response to the government's offshore wind power industry strategy, the Company will continue to promote wind power-related products. At the same time, by leveraging ultra-high-performance concrete (UHPC) developed from wind power grouting technology, the Company is well positioned to meet current engineering needs with its excellent seismic resistance and high-strength advantages, and its contribution to profitability is expected to gradually emerge. In addition, the Company's expanded glass granules manufacturing technology fulfills

social responsibility by assisting the government and industries in properly handling industrial by-products and achieving 100% recycling and reuse. Having successfully replaced imported raw materials for in-house production and use, the product is now officially available for external sale. Going forward, the Company will actively expand market penetration and product applications, enhance overall operating performance, and make substantive contributions to sustainable building.

(III) Outlook of Demand for Interior Renovation and Design

The Company's subsidiaries are committed to providing customers with high-quality interior decoration design and related engineering services. Looking to the future, Taiwanese companies have successively returned to establish their headquarters, and new factories and offices in the high-tech industry are increasing. In addition, large-scale government-led urban renewal projects and incentive policies for dangerous and old buildings have accelerated project implementation, and the overall renovation and engineering market is bound to grow. The Company has also actively participated in joint development projects involving transportation and rail systems, including large-scale developments such as shopping malls, office buildings, and public facilities for high-end residential areas. By integrating aesthetics and sensory experience into the details of design and construction, and by providing high-quality one-stop services, the Company will continue to generate stable profits.

(IV) Influence of External Competition, Legal Environment, and Macro Business Environment

This year, the overall business environment has been filled with uncertainties due to global geopolitical fluctuations and external instability. However, these challenges have also created opportunities for the Company's transformation and growth. In 2026, as the government accelerates the implementation of major infrastructure and regional development projects under the National Hope Project, and actively carries out net-zero building and environmentally sustainable green energy policies, domestic economic recovery is expected to further boost overall industrial momentum. Moreover, the real estate market continues to benefit from strong demand. Together with ongoing plant expansion in the high-tech industry driving demand for surrounding construction, the growth momentum across various business sectors is expected to outperform the previous year and demonstrate a more stable growth trend.

Looking forward to the future, the Company will focus on "R&D, technology, and distribution channels" as the key elements of its operations and maintain steady operating performance in a changing market. We uphold the philosophy of "innovation and change, and conscientiousness in each product." By strengthening the competitiveness of products and services and cultivating core technologies to better meet customer needs, we are committed to becoming the trusted first-choice partner for both the engineering and market sides, living up to the long-term trust and expectations of our shareholders, employees, customers, and suppliers, and moving toward the goal of becoming a world-class construction material company.

I wish all shareholders,

Good health and all the best,

Chairman **Mo, Wei-Han**

Two. Governance

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

(I) Directors' Backgrounds

1. Name and Career (academic) Background of Directors, and the Types and Number of Shares Held

Data by: March 17, 2026; Unit: shares; %

Title (Note 1)	Nationality or Registration Place	Name	Gender Age (Note 2)	Elected (Inaugurated) Date	Tenure of office (years)	Date First Elected (Note 3)	Shareholdings at the Time of Election to Office		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Education and Experience (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 2 nd Degree Under the Civil Code			Remarks (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Chairman	ROC	Ruentex Engineering & Construction Co., Ltd.	-	May 16,2025	3	March 31, 2009	58,726,917	39.15%	58,726,917	39.15%	0	0%	0	0%	-	-	Nil	Nil	Nil	Nil
	ROC	Representative: Mo, Wei-Han	Male 71~80	May 16,2025		August 1, 2021	0	0%	0	0%	0	0%	0	0%	1. Master of Management, Asian Institute of Management 2. Vice President, Continental Engineering Corporation 3. Plant Manager of RSEA Engineering	1. Director and President, Ruentex Engineering & Construction Co., Ltd. 2. Director and President, Teh Hsin Enterprise Co., Ltd	Nil	Nil	Nil	Nil
Director	ROC	Ruentex Industries Ltd.	-	May 16,2025	3	July 24, 1996	7,139,530	4.76%	7,139,530	4.76%	0	0%	0	0%	-	-	Nil	Nil	Nil	Nil
	ROC	Representative: Hsu, Sheng-Yu	Male 61~70	May 16,2025		January 26, 2022	0	0%	0	0%	0	0%	0	0%	1. Business Administration, National Taiwan University 2. CFO, RT-Mart China	1. Chairman, Ruentex Industries Ltd. 2. Chairman, Kompass Global Sourcing Solutions Ltd. 3. Director, Ruentex Development Co., Ltd. 4. Director, Ruen Chen Investment Holdings Ltd. 5. Director, Ruentex Xu-Zhan Development co., Ltd.	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality or Registration Place	Name	Gender Age (Note 2)	Elected (Inaugurated) Date	Tenure of office (years)	Date First Elected (Note 3)	Shareholdings at the Time of Election to Office		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Education and Experience (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 2 nd Degree Under the Civil Code			Remarks (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Director	ROC	Ruentex Engineering & Construction Co., Ltd.	-	May 16,2025	3	March 31, 2009	58,726,917	39.15%	58,726,917	39.15%	0	0%	0	0%	-	-	Nil	Nil	Nil	Nil
	ROC	Representative: Lee, Chih-Hung	Male 61~70	May 16,2025		March 31, 2009	700,000	0.47%	700,000	0.47%	0	0%	0	0%	1. Master of Commerce, National Taiwan University 2. Civil Engineer 3. Engineer, Chinese Management Association 4. President, Ruentex Engineering & Construction Co., Ltd. 5. President, Ruentex Development Co., Ltd.	1. Director, Ruentex Industries Ltd. 2. Chairman, Ruentex Engineering & Construction Co., Ltd. 3. Supervisor, Chang Quan Investment Co., Ltd.	Nil	Nil	Nil	Nil
Director	ROC	Ruentex Industries Ltd.	-	May 16,2025	3	July 24, 1996	7,139,530	4.76%	7,139,530	4.76%	0	0%	0	0%	-	-	Nil	Nil	Nil	Nil
	ROC	Representative: Lin, Yi-Chieh	Male 41~50	May 16,2025		March 12,2025	190,000	0.13%	190,000	0.13%	0	0%	0	0%	1. Master of Bio-industry Management, National Taipei University of Technology 2. Assistant Vice President, Ruentex Engineering & Construction Co., Ltd. 3. Executive Vice President of Building Materials, Ruentex Materials Co., Ltd.	1. President of the Company 2. Director, Teh Hsin Enterprise Co., Ltd	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality or Registration Place	Name	Gender Age (Note 2)	Elected (Inaugurated) Date	Tenure of office (years)	Date First Elected (Note 3)	Shareholdings at the Time of Election to Office		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Education and Experience (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 2 nd Degree Under the Civil Code			Remarks (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
	ROC	Huei Hong Investment Co., Ltd.	-	May 16,2025		May 27, 2016	4,214,222	2.81%	4,214,222	2.81%	0	0%	0	0%	—	—	Nil	Nil	Nil	Nil
Director	ROC	Representative: Yin, Chung-Yao	Male 41-50	May 16,2025	3	May 27, 2016	0	0.00%	0	0.00%	0	0%	0	0%	PhD, University of Oxford, UK	1. Director, Ruentex Industries Ltd. 2. Director, Ruen Chen Investment Holdings Ltd. 3. Chairman, Nan Shan Life Insurance Co., Ltd. 4. Director, Ruentex Development Co., Ltd. 5. Director, Ruentex Engineering & Construction Co., Ltd. 6. Chairman, The Tang Prize Foundation 7. Director of Yin Xun Ruo Education Foundation	Director	Yin, Chung -En	Sister and brother	Nil

Title (Note 1)	Nationality or Registration Place	Name	Gender Age (Note 2)	Elected (Inaugurated) Date	Tenure of office (years)	Date First Elected (Note 3)	Shareholdings at the Time of Election to Office		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Education and Experience (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 2 nd Degree Under the Civil Code			Remarks (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
	ROC	Huei Hong Investment Co., Ltd.	-	May 16,2025		May 27, 2016	4,214,222	2.81%	4,214,222	2.81%	0	0%	0	0%	-	-	Nil	Nil	Nil	Nil
Director	ROC	Representative: Yin, Chung-En	Female 41~50	May 16,2025	3	November 23,2022	0	0%	0	0%	0	0%	0	0%	Master of Institute of Accounting, National Chengchi University	1.Accountant of Everest CPA & Co. Certified Public Accountants 2.Associate Professor of Specialized Technology, Soochow University 3.Vice Chairperson, ESG Sustainability Development Committee, National Federation of Certified Public Accountants Associations of the Republic of China 4.Member, Materials Committee, SEMI 5.Supervisor, Ruentex Security Co., Ltd. 6.Supervisor, Ruen Fu Newlife Corp. 7.Director of Yin Xun Ruo Education Foundation 8.Director, Ruentex Leasing Co., Ltd. 9.Independent Director, EirGenix Inc.	Direct or	Yin, Chung -Yao	Sister and brother	Nil

Title (Note 1)	Nationality or Registration Place	Name	Gender Age (Note 2)	Elected (Inaugurated) Date	Tenure of office (years)	Date First Elected (Note 3)	Shareholdings at the Time of Election to Office		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Education and Experience (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 2 nd Degree Under the Civil Code			Remarks (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Independent Director	ROC	Shen, Xiao-Ling	Female 71~80	May 16,2025	3	May 16,2025	0	0.00%	0	0.00%	0	0%	0	0%	1. Michigan State University Master of Business Administration 2. Takming University of Science and Technology Principal Administration, Soochow University Dean 3. Department of Business Administration, Soochow University Dean 4. International Trade Investigation Commission, Ministry of Economic Affairs	1. Independent Director, Jing-Jan Retail Business Co., Ltd. 2. Independent Director, Ruentex Engineering & Construction Co., Ltd. 3. Chairman, Wushi Investment Advisory Co., Ltd.	Nil	Nil	Nil	Nil
Independent Director	ROC	Chang, Guo- Zhen	Male 71~80	May 16,2025	3	November 17, 2014	0	0.00%	0	0.00%	0	0%	0	0%	1. PhD, Department of Civil Engineering, University at Buffalo, the State University of New York 2. Honorary Professor, Department of Civil Engineering, National Taiwan University 3. Director, National Center for Research on Earthquake Engineering	Independent Director, Ruentex Development Co., Ltd.	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality or Registration Place	Name	Gender Age (Note 2)	Elected (Inaugurated) Date	Tenure of office (years)	Date First Elected (Note 3)	Shareholdings at the Time of Election to Office		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Education and Experience (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 2 nd Degree Under the Civil Code			Remarks (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Independent Director	ROC	Huang, Shih- Chien	Male 61~70	May 16,2025	3	May 31,2022	0	0.00%	0	0.00%	0	0%	0	0%	1. Doctor, Structural Engineering, University of California, Berkeley, USA 2. Director, National Center for Research on Earthquake Engineering	1. Professor, Department of Civil Engineering, National Taiwan University 2. Chairman, Chinese Taiwan Society for Earthquake Engineering 3. Chairman of the Code Committee of Taiwan Province Concrete Society 4. Professor, Department of Construction Engineering, National Taiwan Province University of Science and Technology	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, e.g., 41-50 years old or 51-60 years old.

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

(1) Chen, Hsueh-Hsien, representative for director - Ruentex Industries Ltd. was resigned on March 12, 2025, and was succeeded by Lin, Yi-Chieh on March 12, 2025.

(2) Independent Director Chen Ming-Chin was dismissed on May 16, 2025.

(3) Independent Director Chang Ta-Peng was dismissed on May 16, 2025.

(4) Independent Director Shen, Xiao-Ling was initially elected on May 16, 2025.

(5) Independent Director Chang, Guo-Zhen was initially elected on November 17, 2014; dismissed on May 31, 2022; and re-elected on May 16, 2025.

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: In situations where the Company's President or manager of the highest equivalent grade is the same person as or a spouse or first-degree relative of the Chairman, please explain the reasons, rationality, and necessity of such an arrangement and any response measures taken (such as introduction of independent directors). Furthermore, disclose whether more than half of directors are involved in concurrent duties as employees or managers.

Note 6: The Company set up an Audit Committee on May 22, 2017.

2. Major Shareholders of the Corporate Shareholder

(1) Table 1: Major Shareholders of Corporate Shareholders

Data by: March 17, 2026

Name of Corporate Shareholder (Note 1)	Major Shareholders of the Corporate Shareholder (Note 2)	% of Shares Held
Ruentex Engineering & Construction Co., Ltd.	Ruentex Development Co., Ltd.	39.14%
	Ruentex Industries Ltd.	9.10%
	Yingjia Investment Co., Ltd.	6.25%
	Yi Tai Investment Co., Ltd.	3.85%
	Ruentex Xing Co. Ltd.	2.71%
	Chang Quan Investment Co., Ltd.	2.37%
	Qi, Wei-Gong	2.07%
	Ruen Hua Dyeing & Weaving Co., Ltd.	1.91%
	Sheng Cheng Investment Co., Ltd	1.80%
	Ren Ying Industrial Co., Ltd.	0.95%
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.	3.78%
	Chang Quan Investment Co., Ltd.	3.43%
	Gin-Hong Investment Co., Ltd.	3.31%
	Sheng Cheng Investment Co., Ltd.	3.18%
	Ruen Hua Dyeing & Weaving Co., Ltd.	1.88%
Chen, Li-Chin	1.86%	
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%

Note 1: Where directors are representatives of corporate shareholders, the names of corporate shareholders are displayed.

Note 2: This chart shows the names and shareholding percentages of major shareholders (top 10 shareholders) in each of the Company's corporate shareholders. Table 2 below is used if the major shareholder is also a corporate entity.

Note 3: For corporate shareholders that are not corporate entities, the name of capital contributor or donor (after making inquiries with the Judicial Yuan) and percentage of capital contribution or donation are shown instead of the shareholder name and shareholding percentage. Deceased donors are noted "Deceased".

(2) Table 2: Major Shareholders of Corporate Shareholders in Table 1

Data by: March 17, 2026

Title of Corporate Shareholder (Note 1)	Major Shareholders of the Corporate Shareholder (Note 2)	Shareholding Percentage
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.	3.85%
	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%
	JPMorgan Custody Advanced Star International Equity Index	0.79%
	JPMorgan–Vanguard Emerging Markets Equity Index Fund Investment Account	0.76%
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.	3.78%
	Chang Quan Investment Co., Ltd.	3.43%
	Gin-Hong Investment Co., Ltd.	3.31%
	Sheng Cheng Investment Co., Ltd.	3.18%
	Ruen Hua Dyeing & Weaving Co., Ltd.	1.88%
Chen, Li-Chin	1.86%	
Yingjia Investment Co., Ltd.	Chang Quan Investment Co., Ltd.	75.86%
	Ruen Hua Dyeing & Weaving Co., Ltd.	24.14%
Yi Tai Investment Co., Ltd.	Ren Ying Industrial Co., Ltd.	85.10%
	Ruentex Xing Co. Ltd.	14.90%
Ruentex Xing Co. Ltd.	Samuel Yen-Liang Yin	99.997%
	Yin Wong, Yee-Fan	0.003%
Chang Quan Investment Co., Ltd.	Huei Hong Investment Co., Ltd.	48.00%
	Ruen Hua Dyeing & Weaving Co., Ltd.	33.00%
	Ruentex Xing Co. Ltd.	19.00%
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, Chung-En	0.26%	
Sheng Cheng Investment Co., Ltd.	Ruen Hua Dyeing & Weaving Co., Ltd.	48.98%
	Ren Ying Industrial Co., Ltd.	23.81%
	Yingjia Investment Co., Ltd.	17.31%
	Huei Hong Investment Co., Ltd.	9.90%
Ren Ying Industrial Co., Ltd.	Samuel Yen-Liang Yin	92.86%
	Yin Wong, Yee-Fan	7.14%

Title of Corporate Shareholder (Note 1)	Major Shareholders of the Corporate Shareholder (Note 2)	Shareholding Percentage
Ruentex Engineering & Construction Co., Ltd.	Ruentex Development Co., Ltd.	39.14%
	Ruentex Industries Ltd.	9.10%
	Yingjia Investment Co., Ltd.	6.25%
	Yi Tai Investment Co., Ltd.	3.85%
	Ruentex Xing Co. Ltd.	2.71%
	Chang Quan Investment Co., Ltd.	2.37%
	Qi, Wei-Gong	2.07%
	Ruen Hua Dyeing & Weaving Co., Ltd.	1.91%
	Sheng Cheng Investment Co., Ltd.	1.80%
	Ren Ying Industrial Co., Ltd.	0.95%
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%
Gin-Hong Investment Co., Ltd.	Ruentex Industries Ltd.	55.00%
	Ruentex Development Co., Ltd.	30.00%
	Yingjia Investment Co., Ltd.	13.95%
	Ruentex Xing Co. Ltd.	1.05%

Note 1: Where the major shareholders listed in Table 1 are corporate entities, the names of the corporate entities are displayed.

Note 2: This chart shows the names and shareholding percentages of major shareholders (top 10 shareholders) in each of the Company's corporate shareholders.

Note 3: For corporate shareholders that are not corporate entities, the name of capital contributor or donor (after making inquiries with the Judicial Yuan) and percentage of capital contribution or donation are shown instead of the shareholder name and shareholding percentage. Deceased donors are noted "Deceased".

3. Disclosure of the professional qualifications and independence of independent directors:

Data by: March 31, 2026

Name	Requirements	Professional qualification requirements and experiences (Note 1)	Independence Criteria (Note 2)	Concurrently an Independent Director for Other Public Companies
Ruentex Engineering & Construction Co., Ltd. Representative: Mo, Wei-Han	Possesses at least five years of relevant work experience. Formerly served as the Vice President of the Continental Engineering Corporation and currently serves as the Chairman of the Company and President of Ruentex Engineering & Construction Co., Ltd. Does not exhibit any of the conditions listed in Article 30 of The Company Act.	See page 18 of the Annual Report for updates on the implementation of Board diversity policy.	0	
Ruentex Industries Ltd. Representative: Hsu, Sheng-Yu	Possesses at least five years of relevant work experience. Formerly served as the CFO, RT-Mart China and currently serves as the Chairman of Ruentex Industries Ltd. Does not exhibit any of the conditions listed in Article 30 of The Company Act.	See page 18 of the Annual Report for updates on the implementation of Board diversity policy.	0	
Ruentex Engineering & Construction Co., Ltd. Representative: Lee, Chih-Hung	Possesses at least five years of relevant work experience and holds certification as a civil engineer. Currently serves as the Chairman of Ruentex Engineering & Construction Co., Ltd. and President of Ruentex Development Co., Ltd. Does not exhibit any of the conditions listed in Article 30 of The Company Act.	See page 18 of the Annual Report for updates on the implementation of Board diversity policy.	0	
Ruentex Industries Ltd. Representative: Lin, Yi-Chieh	Possesses at least five years of relevant work experience. Formerly served as the Executive Vice President of Building Materials, Ruentex Materials Co., Ltd. and currently serves as the President of the Company. Does not exhibit any of the conditions listed in Article 30 of The Company Act.	See page 18 of the Annual Report for updates on the implementation of Board diversity policy.	0	
Huei Hong Investment Co., Ltd. Representative: Yin, Chung-Yao	Possesses at least five years of relevant work experience. Graduated from Oxford University with a doctoral degree. Currently serves as the Chairman of Nan Shan Life Insurance Co., Ltd. Does not exhibit any of the conditions listed in Article 30 of The Company Act.	See page 18 of the Annual Report for updates on the implementation of Board diversity policy.	0	

Requirements Name	Professional qualification requirements and experiences (Note 1)	Independence Criteria (Note 2)	Concurrently an Independent Director for Other Public Companies
Huei Hong Investment Co., Ltd. Representative: Yin, Chung-En	Possesses at least five years of relevant work experience. Graduated from Institute of Accounting, National Chengchi University with a master's degree. Currently serves as an accountant of Everest CPA & Co. Certified Public Accountants. Does not exhibit any of the conditions listed in Article 30 of the Company Act. Possesses an academic and professional background in financial management.	See page 18 of the Annual Report for updates on the implementation of Board diversity policy.	1
Shen, Xiao-Ling	Possesses at least five years of relevant work experience. Graduated from Michigan State University Master of Business Administration. Does not exhibit any of the conditions listed in Article 30 of The Company Act. Possesses an academic and professional background in financial 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

Requirements Name	Professional qualification requirements and experiences (Note 1)	Independence Criteria (Note 2)	Concurrently an Independent Director for Other Public Companies
Chang, Guo-Zhen	<p>Possesses at least five years of relevant work experience. Graduated from Department of Civil Engineering, University at Buffalo, the State University of New York with a doctoral degree. Does not exhibit any of the conditions listed in Article 30 of The Company Act.</p> <p>Possesses an academic and professional background in construction management.</p>	<p>(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.</p> <p>(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</p> <p>(3) Having not served with the Company or a company with specific relationship with the Company as director and supervisor or employee.</p> <p>(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</p>	1

Requirements Name	Professional qualification requirements and experiences (Note 1)	Independence Criteria (Note 2)	Concurrently an Independent Director for Other Public Companies
Huang, Shih-Chien	Possesses at least five years of relevant work experience. Graduated from University of California, Berkeley, USA with a doctoral degree of Structural Engineering. Currently serves as a Professor, Department of Civil Engineering, National Taiwan University. Does not exhibit any of the conditions listed in Article 30 of the Company Act. Possesses an academic and professional background in construction 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	0

Note 1: Professional Qualification and Experience: Describe the professional qualification and experience of individual directors and supervisors; for Audit Committee members with accounting or financial expertise, describe their background and work experience in the field of accounting or finance. Also, explain whether any of the conditions mentioned in Article 30 of The Company Act applies.

Note 2: For independent directors, describe compliance with the independence criteria, including but not limited to: whether they themselves or their spouse or 2nd-degree relative or closer serve as a director, supervisor, or employee at the Company or any of its affiliated enterprises; the number and percentage of shareholding in the Company by themselves, their spouse, 2nd-degree relatives or closer (or proxy holder); whether they assume the position as director, supervisor, or employee in any entity that the Company has

special relationship with (see Subparagraphs 5-8, Paragraph 1, Article 3 of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and amount of compensation received from the Company or affiliated enterprises thereof in the last two years for commercial, legal, financial, or accounting services rendered.

Note 3: In terms of method of disclosure, please refer to the website of Corporate Governance Center of Taiwan Stock Exchange Corporation as the best prototype for reference.

Note 4: The Company set up an Audit Committee on May 22, 2017.

4. Diversification and independence of the Board of Directors:

(1) Board Diversity: The Company has devised a set of diversity guidelines for the composition of Board members based on Article 20 of the “Corporate Governance Best Practice Principles”, and enforces the guidelines accordingly. In terms of composition of the Board of Directors, the Company takes diversification into serious account. The directors concurrently serving as the managerial officers shall not exceed one-third of the total number of directorship seats, Toward the hands-on operation, operating styles and demand for business development, the Company has set up policies toward diversification, including but not limited to the standards/criteria toward the two major aspects below:

- I. Background and Values: Gender, age, nationality, culture, etc.
- II. Professional expertise and skills: Professional backgrounds (e.g., laws, accounting, industries, finance, marketing or technologies), professional expertise and industries related hands-on experiences.

The Board members shall, in general, possess the know-how, skills and qualities as essential to perform the respective duties. To achieve the ideal goal of corporate governance, the board of directors shall possess the following abilities:

- I. Ability to make operational judgments.
- II. Ability to perform accounting and financial analysis.
- III. Ability to conduct management administration.
- IV. Ability to conduct crisis management.
- V. Industry-specific Knowledge
- VI. An international market perspective.
- VII. Ability to lead.
- VIII. Ability to make policy decisions.

Implementation of the Board Diversity Policy:

The current Board of Directors of the Company consists of 9 directors, including 3 independent directors, and its members possess extensive experience and expertise in the fields of industry, finance, law, and management. The Company attaches importance to the diversity and gender equality of its Board members. Currently, each gender comprise no less than one-third of the seats on the Board of Directors..

Implementation progress is explained below:

Core Competency Diversity Director Name	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	Seniority as a Director			No spouse or relative within two degrees of kinship between directors or supervisors		
			31 to 60	61 to 80		Construction and Management	Finance	Law	Accounting	Risk management	Leadership and Decision-making		Less than 3 years	3 to 9 years			More than 9 years	
Mo, Wei-Han	ROC	Male		✓		✓				✓	✓	✓		✓			✓	0
Lee, Chih-Hung	ROC	Male		✓		✓					✓	✓	✓			✓	✓	0
Hsu, Sheng-Yu	ROC	Male		✓			✓		✓	✓	✓	✓		✓			✓	0
Lin, Yi-Chieh	ROC	Female	✓		✓					✓	✓	✓	✓				✓	0
Yin, Chung-Yao	ROC	Male	✓				✓	✓			✓	✓	✓			✓		0
Yin, Chung-En	ROC	Female	✓				✓	✓	✓	✓	✓	✓		✓				1
Shen, Xiao-Ling (Independent Director)	ROC	Female		✓			✓		✓	✓	✓	✓	✓				✓	2
Chang, Guo-Zhen (Independent Director)	ROC	Male		✓		✓					✓	✓	✓	✓			✓	1
Huang, Shih-Chien (Independent Director)	ROC	Male		✓		✓					✓	✓	✓		✓		✓	0

(2) Board Independence: The Company currently has 9 members on the Board, including 3 independent directors and 1 non-independent director that assumes concurrent employment (representing 33% and 11% of total Board members, respectively). All independent directors had met the requirements set forth by the Securities and Futures Bureau, Financial Supervisory Commission, as of the end of 2025, and none of the independent and non-independent directors exhibited any of the conditions described in Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act. The Board of Directors is deemed to have satisfied the independence criteria (please see “Disclosure of the Professional Qualifications and Independence of Independent Directors” on pages 13-16 of the Annual Report). Details on directors’ background, gender, and work experience are presented in pages 4-9 - “Directors’ Backgrounds” of the Annual Report.

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

Data by: March 17, 2026; Unit: shares; %

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Shareholdings		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 2 nd Degree Under the Civil Code			Remarks (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
President	ROC	Lin, Yi-Chieh	Female	March 12, 2025	190,000	0.13%	0	0%	0	0%	1. Master of Bio-industry Management, National Taipei University of Technology 2. Assistant Vice President, Ruentex Engineering & Construction Co., Ltd.	Director, Teh Hsin Enterprise Co., Ltd.	Nil	Nil	Nil	Nil
Vice President	ROC	Cheng, Jui-Pin	Male	March 7, 2011	0	0%	0	0%	0	0%	1. Ph.D. in Civil Engineering, National Taiwan University 2. Superintendent of the Taiwan Construction Research Institute 3. Manager, Ruentex Engineering & Construction Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Vice President	ROC	Lee, Yi- Che	Male	January 4, 2016	0	0%	0	0%	0	0%	1. Ph.D. in Mechanical Engineering, National Taiwan University 2. Manager at L&K Precision Technology Co., Ltd. 3. Assistant Vice President at Bull Will Co., Ltd. 4. President, Endi Technology Co., Ltd. 5. Vice President, Kynotek Radio Co., Ltd. 6. President, Mining Business at Chien Kuo Construction	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Shareholdings		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 2 nd Degree Under the Civil Code			Remarks (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Head of Cement Businesses Vice President	ROC	Huang, Chin-Hua	Male	April 1, 2021	0	0%	0	0%	0	0%	1. Master of Civil Engineering, National Chiao Tung University 2. Supervising Engineer at Hsien- Rui Lin Architects 3. Structural Engineer at United Geotech Inc. 4. Structural Engineer at CTCI Corporation	Nil	Nil	Nil	Nil	Nil
Vice President	ROC	Yang, Ching- Ting	Male	February 19, 2024	400,000	0.27%	0	0%	0	0%	1. Ph.D., Department of Civil Engineering, National Chiao Tung University 2. Assistant Vice President, Ruentex Engineering & Construction Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Associate director of accounting Chief Governance Officer Assistant Vice President	ROC	Wu, Po- Chung	Male	June 1, 2022	0	0%	0	0%	0	0%	1. Master of Accounting Department of National Chengchi University 2. Junior Manager, Ruentex Development Co., Ltd. 3. Manager of PwC Taiwan	Supervisor, Teh Hsin Enterprise Co., Ltd.	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Shareholdings		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 2 nd Degree Under the Civil Code			Remarks (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Assistant Vice President	ROC	Lee, Jih- Tsao	Male	March 1, 2012	0	0%	0	0%	0	0%	1. Department of Civil Engineering, Fu-Hsing College of Technology 2. Deputy Division Head at Huizhou Universal Cement Co., Ltd. 3. Manager at China Rebar Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Chen, Chao- Yueh	Female	April 1, 2017	20,260	0.01%	1,000	0%	0	0%	1. Department of Accounting, Chinese Culture University 2. Junior Manager, Ruentex Engineering & Construction Co., Ltd. 3. Junior Manager, Ruentex Construction & Engineering Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Wang, Wen-Pin	Male	February 1, 2019	145,000	0.10%	0	0%	0	0%	1. Department of Civil Engineering, Vanung Institute of Technology 2. Supervising Engineer at R.S.E.A. Engineering Corporation 3. Junior Manager, Ruentex Construction & Engineering Co., Ltd. 4. Deputy Manager, Ruentex Engineering & Construction Co., Ltd.	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Shareholdings		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 2 nd Degree Under the Civil Code			Remarks (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Assistant Vice President	ROC	Chiang, Shih-Che	Male	February 1, 2019	0	0%	0	0%	0	0%	1. Ph.D. in Material Engineering, National Taiwan Ocean University	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Chen, Chin- Chuan	Male	October 8, 2020	0	0%	0	0%	0	0%	1. Department of Chemistry, National Taipei Institute of Technology 2. Specialist at China Rebar Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Chien, Shih-Yu	Male	June 6, 2023	1,000	0%	0	0%	0	0%	1. Department of Civil Engineering, China University of Technology 2. Deputy Manager, Ruentex Engineering & Construction Co., Ltd. 3. Engineer, Ruentex Construction Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Wang, Fei-Shih	Male	April 1, 2025	0	0%	1,000	0%	0	0%	1. Department of Tourism, Providence University	Nil	Nil	Nil	Nil	Nil
Assistant Vice President	ROC	Lee, Yuan-Kai	Male	April 1, 2025	0	0%	0	0%	0	0%	1. Master of Science in Construction Engineering, National Taiwan University of Science and Technology	Nil	Nil	Nil	Nil	Nil

Title (Note 1)	Nationality	Name	Gender	Elected (Inaugurated) Date	Shareholdings		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 2 nd Degree Under the Civil Code			Remarks (Note 3)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Chief auditor	ROC	Lee, Chia- Ling	Female	May 13, 2019	0	0%	0	0%	0	0%	1. Department of Accounting, Chinese Culture University 2. Audit Manager, Ruentex Development Co., Ltd. 3. Audit Deputy Manager, Ruentex Industries Ltd. 4. Audit Manager, Ruentex Construction & Engineering Co., Ltd. 5. Audit Section Chief, Ruentex Engineering & Construction Co., Ltd.	Nil	Nil	Nil	Nil	Nil
Head of Finance	ROC	Chen, Yen-Chi	Male	March 14, 2014	60,000	0.04%	0	0%	0	0%	1. Department of Land Administration, National Chung Hsing University 2. Deputy Manager of the Finance Department, 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.)

Note 4. ①President Chen, Hsueh-Hsien discharged on 2025.03.12.

②President Lin, Yi-Chieh took office on 2025.03.12 and discharged Executive Vice President of Building Materials on 2025.03.12.

③Assistant Vice President Wang, Fei-Shih took office on 2025.04.01. ④Assistant Vice President Lee, Yuan-Kai took office on 2025.04.01.

II. Remuneration for Directors (including Independent Directors), Supervisors, Presidents, and Vice Presidents

(I) 1. Remuneration for General and Independent Directors (individual disclosure)

Unit: NT\$ thousands; %

Title	Name (Note 1)	Directors' Remuneration								Sum of A, B, C, and D as a Percentage of Net Income (Note 10)		Remuneration for Directors Who are Concurrently Employees								Sum of A, B, C, D, E, F, and G and Relative Percentage to Net Income (Note 10)		Compensation From Parent Company or Business Investments 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)		Employee Profit Sharing from Earnings Distribution (G) (Note 6)						
		The Compa ny	All Firms Disclosed in the Financial Statement s (Note 7)	The Com pany	All Firms Disclosed in the Financial Statement s (Note 7)	The Com pany	All Firms Disclosed in the Financial Statement s (Note 7)	The Com pany	All Firms Disclosed in the Financial Statement s (Note 7)	The Compan y	All Firms Disclosed in the Financial Statement s (Note 7)	The Compan y	All Firms Disclosed in the Financial Statement s (Note 7)	The Com pany	All Firms Disclosed in the Financial Statement s (Note 8)	The Company		All Firms Disclosed in the Financial Statements (Note 8)		The Compan y	All Firms Disclosed in the Financial Statement s	
Chairman Director	Ruentex Engineering & Construction Co., Ltd. Representative: Mo, Wei-Han																					
Director	Ruentex Engineering & Construction Co., Ltd. Representative: Lee, Chih-Hung																					
Director	Ruentex Industries Ltd. Representative: Hsu, Sheng-Yu	576	576	0	0	0	0	40	40	616 0.22%	616 0.22%	8,847	8,847	0	0	90	0	0	0	9,553 3.44%	9,553 3.44%	65,474
Director	Ruentex Industries Ltd. Representative: Chen, Hsueh-Hsien (Note ①) Representative: Lin, Yi-Chieh																					
Director	Huei Hong Investment Co., Ltd. Representative: Yin, Chung-Yao																					
Director	Huei Hong Investment Co., Ltd. Representative: Yin, Chung-En																					
Independent Director	Shen, Xiao-Ling (Note ②)																					
Independent Director	Chen, Ming-Chin (Note ③)																					
Independent Director	Chang, Guo-Zhen (Note ④)	1,800	1,800	0	0	0	0	680	680	2,480 0.89%	2,480 0.89%	0	0	0	0	0	0	0	0	2,480 0.89%	2,480 0.89%	1,480
Independent Director	Chang, Ta-Peng (Note ⑤)																					
Independent Director	Huang, Shih-Chien																					
Total		2,376	2,376	0	0	0	0	720	720	3,096 1.11%	3,096 1.11%	8,847	8,847	0	0	90	0	0	0	12,033 4.33%	12,033 4.33%	66,954

Title	Name (Note 1)	Directors' Remuneration								Sum of A, B, C, and D as a Percentage of Net Income (Note 10)	Remuneration for Directors Who are Concurrently Employees								Sum of A, B, C, D, E, F, and G and Relative Percentage to Net Income (Note 10)	Compensation From Parent Company or Business Investments 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)		Employee Profit Sharing from Earnings Distribution (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 (Note 7)	The Company	All Firms Disclosed in the Financial Statements (Note 7)	The Company	All Firms Disclosed in the Financial Statements (Note 8)	Cash Amount	Stock Amount			Cash Amount
<p>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: Independent directors are compensated in reference to the performance assessment outcomes of non-independent directors. According to the terms of the Articles of Incorporation concerning directors' compensation, the Board of Directors is authorized to pay fixed benefits and professional fees to independent directors after taking into account their individual participation and contribution to the Company's operations and peer levels. In addition, the remuneration to directors is not distributed in accordance with the Company's Articles of Incorporation.</p> <p>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</p>																					

Range of Remuneration

Range of Remuneration for Directors	Name of Directors			
	Summation of The First 4 Items (A+B+C+D)		Summation of The First 7 Items (A+B+C+D+E+F+G)	
	The Company (Note 8)	All Firms Disclosed in the Financial Statements (Note 9) H	The Company (Note 8)	Parent Company and All Business Investments (Note 9) I
Less than NT\$1,000,000	Ruentex Engineering & Construction Co., Ltd. Representative: Mo, Wei-Han、Lee, Chih-Hung Ruentex Industries Ltd. Representative: Hsu, Sheng-Yu、Chen, Hsueh-Hsien (Note ①)、Lin, Yi-Chieh Huei Hong Investment Co., Ltd. Representative: Yin, Chung-Yao、Yin, Chung-En Shen, Xiao-Ling (Note②)、Chen, Ming-Chin (Note③)、Chang, Guo-Zhen (Note④)、Chang, Ta-Peng (Note⑤)、Huang, Shih-Chien	Ruentex Engineering & Construction Co., Ltd. Representative: Mo, Wei-Han、Lee, Chih-Hung Ruentex Industries Ltd. Representative: Hsu, Sheng-Yu、Chen, Hsueh-Hsien (Note ①)、Lin, Yi-Chieh Huei Hong Investment Co., Ltd. Representative: Yin, Chung-Yao、Yin, Chung-En Shen, Xiao-Ling (Note②)、Chen, Ming-Chin (Note③)、Chang, Guo-Zhen (Note④)、Chang, Ta-Peng (Note⑤)、Huang, Shih-Chien	Ruentex Engineering & Construction Co., Ltd. Representative: Mo, Wei-Han、Lee, Chih-Hung Ruentex Industries Ltd. Representative: Hsu, Sheng-Yu、Chen, Hsueh-Hsien (Note ①) Huei Hong Investment Co., Ltd. Representative: Yin, Chung-Yao、Yin, Chung-En Shen, Xiao-Ling (Note②)、Chen, Ming-Chin (Note③)、Chang, Guo-Zhen (Note④)、Chang, Ta-Peng (Note⑤)、Huang, Shih-Chien	Ruentex Industries Ltd. Representative: Hsu, Sheng-Yu、Chen, Hsueh-Hsien (Note ①) Huei Hong Investment Co., Ltd. Representative: Yin, Chung-Yao、Yin, Chung-En Chen, Ming-Chin (Note③)、Chang, Ta-Peng (Note⑤)、Huang, Shih-Chien
NT\$1,000,000 (included) – NT\$2,000,000 (excluded)	-	-	-	Shen, Xiao-Ling (Note②)、Chang, Guo-Zhen (Note④)
NT\$2,000,000 (included) – NT\$3,500,000 (excluded)	-	-	-	-
NT\$3,500,000 (included) – NT\$5,000,000 (excluded)	-	-	-	-
NT\$5,000,000 (included) – NT\$10,000,000 (excluded)	-	-	Ruentex Industries Ltd. Representative: Lin, Yi-Chieh	Ruentex Industries Ltd. Representative: Lin, Yi-Chieh
NT\$10,000,000 (included) – NT\$15,000,000 (excluded)	-	-	-	-
NT\$15,000,000 (included) – NT\$30,000,000 (excluded)	-	-	-	Ruentex Engineering & Construction Co., Ltd. Representative: Mo, Wei-Han
NT\$30,000,000 (included) – NT\$50,000,000 (excluded)	-	-	-	Ruentex Engineering & Construction Co., Ltd. Representative: Lee, Chih-Hung

Range of Remuneration for Directors	Name of Directors			
	Summation of The First 4 Items (A+B+C+D)		Summation of The First 7 Items (A+B+C+D+E+F+G)	
	The Company (Note 8)	All Firms Disclosed in the Financial Statements (Note 9) H	The Company (Note 8)	Parent Company and All Business Investments (Note 9) I
NT\$50,000,000 (included) – NT\$100,000,000 (excluded)	-	-	-	-
NT\$100,000,000 and Above	-	-	-	-
Total	12	12	12	12

Note①: Chen, Hsueh-Hsien, representative for director - Ruentex Industries Ltd. has been changed to Lin, Yi-Chieh on March 12, 2025.

Note②: Independent Director Shen, Xiao-Ling took office on May 16, 2025.

Note③: Independent Director Chen, Ming-Chin discharged on May 16, 2025.

Note④: Independent Director Chang, Guo-Zhen took office on May 16, 2025.

Note⑤: Independent Director Chang, Ta-Peng discharged on May 16, 2025.

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.

Any directors who worked concurrently as the President or Vice President are disclosed in this chart and in the chart titled “Remuneration for the President and Vice Presidents”.

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 as shown in the standalone 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 investments".
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: NT\$ thousands; %

Title	Name	Salary (A) (Note 2)		Severance Pay/Retirement Allowance (B)		Bonuses & Special Expenses (C) (Note 3)		Amount of Employee Profit Sharing From Earnings Distribution (D) (Note 4)				Sum of A, B, C, and D as a Percentage of Net Income (%) (Note 8)		Whether or not receiving remunera tion from investees or the parent company other than subsidiari es (Note 9)
		The Company	All Firms Disclosed in the Financial Statements (Note 5)	The Company	All Firms Disclose d in the Financial Statemen ts (Note 5)	The Company	All Firms Disclosed in the Financial Statemen s (Note 5)	The Company		All Firms Disclosed in the Financial Statements (Note 5)		The Company	All Firms Disclosed in the Financial Statements (Note 5)	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
President(Note 10)	Chen, Hsueh-Hsien	8,944	8,944	-	-	13,429	13,429	174	-	174	-	22,547 8.11%	22,547 8.11%	-
President(Note 10)	Lin, Yi-Chieh													
Vice President	Cheng, Jui-Pin													
Vice President	Huang, Chin-Hua													
Vice President	Lee, Yi-Che													
Vice President	Yang, Ching-Ting													

Range of Remuneration

Range of Remuneration for Presidents and Vice Presidents	Name of President/Vice President	
	The Company (Note 6)	Parent Company and All Business Investments (Note 7) E
Less than NT\$1,000,000	Chen, Hsueh-Hsien	Chen, Hsueh-Hsien
NT\$1,000,000 (included) – NT\$2,000,000 (excluded)	-	-
NT\$2,000,000 (included) – NT\$3,500,000 (excluded)	-	-
NT\$3,500,000 (included) – NT\$5,000,000 (excluded)	Huang, Chin-Hua · Cheng, Jui-Pin · Lee, Yi-Che · Yang, Ching-Ting	Huang, Chin-Hua · Cheng, Jui-Pin · Lee, Yi-Che · Yang, Ching-Ting
NT\$5,000,000 (included) – NT\$10,000,000 (excluded)	Lin, Yi-Chieh	Lin, Yi-Chieh
NT\$10,000,000 (included) – NT\$15,000,000 (excluded)	-	-
NT\$15,000,000 (included) – NT\$30,000,000 (excluded)	-	-
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	6	6

Note 1: The names of the President and Vice Presidents are presented separately, whereas the amount of benefits and allowances is presented in aggregate sums. Any directors who worked concurrently as the President or Vice President are disclosed in this table and in the previous table.

Note 2: Refers to salaries, allowances, and severance pay made to the President and Vice Presidents in the last 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 standalone or individual 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.

Note 10: President Chen, Hsueh-Hsien discharged on 2025.03.12. President Lin, Yi-Chieh took office on 2025.03.12 and discharged Executive Vice President of Building Materials on 2025.03.12

*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. Employee profit for the management team :

Unit: NT\$ thousands

Title (Note 1)	Name (Note 1)	Stock Amount	Cash Amount	Total	Percentage in Net Profit After Tax(%)
President (Note 5)	Lin, Yi-Chieh				
Vice President	Lee, Yi-Che				
Vice President	Cheng, Jui-Pin				
Vice President	Huang, Chin-Hua				
Vice President	Yang, Ching-Ting				
Assistant Vice President	Wu, Po-Chung				
Assistant Vice President	Wang, Wen-Pin				
Assistant Vice President	Lee, Jih-Tsao	-	344	344	0.12
Assistant Vice President	Chiang, Shih-Che				
Assistant Vice President	Chien, Shih-Yu				
Assistant Vice President	Chen, Chao-Yueh				
Assistant Vice President	Chen, Chin-Chuan				
Assistant Vice President	Wang, Fei-Shih				
Assistant Vice President	Lee, Yuan-Kai				
Chief auditor	Lee, Chia-Ling				
Head of Finance	Chen, Yen-Chi				

Note: The distribution of employee remuneration in 2025 was approved by the resolution of the board of directors on March 13, 2026, and 1% was allocated as employee remuneration, amounting to NT\$ 2,713,006.

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) President and people at a considerable level | (4) Financial Officer |
| (2) Vice President and people at a considerable level | (5) Accounting Officer |
| (3) Assistant Vice President and people at a considerable level | (6) Other managers and authorized personnel. |

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

Note 5: President Chen, Hsueh-Hsien discharged on 2025.03.12. New President Lin, Yi-Chieh took office on 2025.03.12 and discharged Executive Vice President of Building Materials on 2025.03.12

(II) If any of the following is applicable, disclose the names of directors or supervisors and individual compensations separately; for all other situations, the Company may choose to disclose names by compensation range or to disclose names and compensations separately (in the case of separate disclosure, specify the title, name, and amount for each individual, and there is no need to disclose compensation by range):

1. A company that reported after-tax losses in standalone 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. Make separate disclosure of directors’ and supervisors’ compensation for any director/supervisor of any company included in the financial statements that receives compensation totaling more than 2% of net income and more than NT\$15 million. (Note: The abovementioned thresholds should be calculated by adding “director compensation” to “supervisor compensation”, and exclude compensation received for their concurrent role as an employee.): 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: None

- (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): NA ◦
- (IV) A comparative description of the total remuneration paid to the directors, supervisors, Presidents, and Vice Presidents of the Company in the most recent two years by the Company and all companies in the consolidated financial statements as a percentage of the net income after tax as in the standalone or individual financial reports, and a description of the policies, criteria, and combinations of remuneration; the procedures for determining remuneration, as well as their correlation with business performance.

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:

Title	2024		2025	
	Proportion of the remuneration to the net loss after tax (%)		Proportion of the remuneration to the net income after tax (%)	
	The Company	All Firms Disclosed in the Consolidated Financial Statements	The company	All Firms Disclosed in the Consolidated Financial Statements
Director (Note)	11,131 5.94%	11,131 5.94%	12,033 4.33%	12,033 4.33%
Supervisors	-	-	-	-
Presidents and Vice Presidents	27,630 14.73%	27,630 14.73%	22,547 8.11%	22,547 8.11%
Note: Includes compensation received for assuming a concurrent position as a manager.				

- (1) In the year 2025, the total remuneration paid to directors (including independent directors) by the Company and all its consolidated subsidiaries amounted to NT\$12,033 thousand, representing 4.33% of the net income after tax. The average remuneration per director was approximately NT\$1,337 thousand. This reflects a slight increase compared to the NT\$11,131 thousand paid in 2024, which accounted for 5.94% of the net income after tax, with an average remuneration per director of approximately NT\$1,237 thousand. However, there were no significant changes between the two periods.
- (2) In the year 2025, the total remuneration paid to the General Manager and Deputy General Managers by the Company and all its consolidated subsidiaries amounted to NT\$22,547 thousand, representing 8.11% of the net income after tax. This is a decrease compared to the NT\$27,630 thousand paid in 2024, which accounted for 14.73% of the net income after tax. The total remuneration decreased by NT\$5,083 thousand, primarily due to there was a net decrease of one employee due to personnel turnover in 2025.
2. Compensation policies, standards, packages, and procedures, and association with future risks and business performance:
- (1) Directors are compensated according to the terms of the Articles of Incorporation. The Board of Directors is authorized to pay fixed benefits and professional fees

to non-independent directors after taking into account their individual participation and contribution to the Company's operations and peer levels. These compensations are proposed by the Remuneration Committee and executed with the Board of Directors' resolution. In addition, the remuneration to directors is not distributed in accordance with the Company's Articles of Incorporation.

- (2) Compensation for the President and Vice Presidents includes salary, bonus, and employee remuneration. The amounts of which are determined based on job role, the responsibilities undertaken, operational performance, and peer levels. Performance evaluation criteria include both financial and non-financial indicators:

Financial indicators: Based on the company's management income statement, factors such as the annual growth rate of operating income, operating profit growth rate, contribution of various business units to company profits, and achievement rates of managerial targets are considered.

Non-financial indicators: Assessments include the company's and various departments' operational management capabilities, risk management, and sustainability performance indicators. This encompasses achievements in greenhouse gas reduction plans, rates of reuse and recycling in the circular economy, implementation of corporate governance, fulfillment of sustainability commitments, and specific actions taken to address climate change risks.

The procedures for determining compensation have been established in accordance the Articles of Incorporation and levels of approval authority. These compensations are proposed by the Remuneration Committee and executed with a Board of Directors' resolution.

- (3) Compensation for directors, the President, and Vice Presidents has been developed after taking into consideration the future risks associated with the Company's operations and positive correlations with business performance. It has been adjusted to maintain balance between continuity and risk management.
- (4) On May 22, 2017, we established the Audit Committee to replace the role of supervisors, who were relieved after committee establishment.

III. Corporate Governance:

(I) Operation of the Board of Directors:

In the most recent fiscal year (2025), the Board of Directors convened a total of 8 meetings (A). Directors' attendance is explained below:

Title	Name (Note 1)	Actual Attendances (B)	Attendances by Proxy	Actual Attendance Rate (%) (B/A) (Note 2)	Remark
Chairman	Ruentex Engineering & Construction Co., Ltd. Representative: Mo, Wei-Han	8	0	100%	Re-elected on May 16, 2025.
Director	Ruentex Engineering & Construction Co., Ltd. Representative: Lee, Chih-Hung	8	0	100%	Re-elected on May 16, 2025.
Director	Ruentex Industries Ltd. Representative: Hsu, Sheng-Yu	8	0	100%	Re-elected on May 16, 2025.
Director	Ruentex Industries Ltd. Representative: Chen, Hsueh-Hsien	1	0	100%	The corporate shareholder reassigned its representative, who was dismissed on March 12, 2025 (Required to attend 1 meeting)
Director	Ruentex Industries Ltd. Representative: Lin, Yi-Chieh	7	0	100%	Representative has been changed from Chen, Hsueh-Hsien to Lin, Yi-Chieh on March 12, 2025. Re-elected on May 16, 2025. (Required to attend 7 meetings)

Director	Huei Hong Investment Co., Ltd. Representative: Yin, Chung-Yao	6	2	75%	Re-elected on May 16, 2025.
Director	Huei Hong Investment Co., Ltd. Representative: Yin, Chung-En	8	0	100%	Re-elected on May 16, 2025.
Independent Director	Chen, Ming-Chin	3	0	100%	Term expired on May 16, 2025 (Required to attend 3 meetings)
Independent Director	Chang, Ta-Peng	2	1	67%	Term expired on May 16, 2025 (Required to attend 3 meetings)
Independent Director	Huang, Shih-Chien	8	0	100%	Re-elected on May 16, 2025.
Independent Director	Shen, Xiao-Ling	5	0	100%	Newly elected on May 16, 2025 (Required to attend 5 meetings)
Independent Director	Chang, Guo-Zhen	5	0	100%	Newly elected on May 16, 2025 (Required to attend 5 meetings)

Other Information Required for Disclosure:

- I. The date, term, proposal content, and resolution specified and the opinion expressed by independent directors shall be specified under any one of the following circumstances:
 - (I) Issues required under Article 14-3 of Securities and Exchange Act: The Company set up an Audit Committee on May 22, 2017. Pursuant to the provisions set forth under Article 14-5 of Securities and Exchange Act, the provisions set forth under Article 14-3 of Securities and Exchange Act do not apply to the Company. For more details on the information concerned, please refer to operations of the Audit Committee on page 44 of the Annual Report.
 - (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. When there is avoidance of conflicts of interest by a director, specify the name of that director, the involved proposal(s), the cause(s) of the avoidance of conflicts of interest, and the participation in voting of that director:
 - (I) January 21, 2025 - Proposal for the distribution of performance bonuses to the

Company's managerial officers for 2024, Director Chen, Hsueh-Hsien recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the Chairperson.

- (II) January 21, 2025 - Proposal for the allocation of employees' compensation for 2023 to the Company's managerial officers, Director Chen, Hsueh-Hsien recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the Chairperson.
- (III) January 21, 2025 - Proposal for the attendance fees for members of the 1st term of Sustainable Development Committee of the Company for attending meetings, Independent Director Chen, Ming-Chin and Huang, Shih-Chien, and Director Yin, Chung-En recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the Chairperson.
- (IV) January 21, 2025 - With regards to the motion concerning the agreement on annual quotation of "RT.MIX Concrete Flooring Work" with Ruentex Engineering & Construction Co., Ltd., Directors Lee, Chih-Hung, Mo, Wei-Han, and Yin, Chung-Yao recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.
- (V) January 21, 2025 - With regards to the motion concerning the agreement on "RT.MIX Selling Price" with Ruentex Engineering & Construction Co., Ltd., Directors Lee, Chih-Hung, Mo, Wei-Han, and Yin, Chung-Yao recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.
- (VI) March 12, 2025 - Proposal for the appointment of the President of the Company, Director Lin, Yi-Chieh recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the Chairperson.
- (VII) March 12, 2025 - Proposal for the release of the non-competition restrictions on the Company's managerial officers, Director Lin, Yi-Chieh recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the Chairperson.
- (VIII) March 12, 2025 - Matter regarding the quotation for the contract for "wooden door works" for the first half of 2025 to be entered into by the Company with Ruentex Engineering & Construction Co., Ltd., Directors Lee, Chih-Hung, Mo, Wei-Han, and Yin, Chung-Yao recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.
- (IX) July 15, 2025 - Proposal for the appointment of members of the Remuneration Committee, Independent Director Shen, Xiao-Ling, Chang, Guo-Zhen and Huang, Shih-Chien recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the Chairperson.
- (X) July 15, 2025 - Proposal for the appointment of members of the Sustainable Development Committee of the Company, Independent Director Chang, Guo-Zhen and Huang, Shih-Chien, and Director Yin, Chung-En recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the Chairperson.

- (XI) July 15, 2025 - Proposal for the Company to sign an agreement with National Taiwan University to formalize the industry-academia collaboration relationship, Independent Director Huang, Shih-Chien recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the Chairperson.
- (XII) July 15, 2025 - Matter regarding the quotation for the 2025 contract for “RT-Mix floor masonry works” to be entered into by the Company with Ruentex Engineering & Construction Co., Ltd., Directors Lee, Chih-Hung, Mo, Wei-Han, and Yin, Chung-Yao and Independent Director Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.
- (XIII) July 15, 2025 - Matter regarding the quotation for “RT-Mix product selling prices” for the second half of 2025 to be entered into by the Company with Ruentex Engineering & Construction Co., Ltd., Directors Lee, Chih-Hung, Mo, Wei-Han, and Yin, Chung-Yao and Independent Director Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.
- (XIV) July 15, 2025 - Matter regarding the quotation for the contract for “wooden door works” for the second half of 2025 to be entered into by the Company with Ruentex Engineering & Construction Co., Ltd., Directors Lee, Chih-Hung, Mo, Wei-Han, and Yin, Chung-Yao and Independent Director Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.
- (XV) August 13, 2025 - Proposal for the remuneration of the 13th term of directors of the Company, Directors Lee, Chih-Hung, Mo, Wei-Han, Hsu, Sheng-Yu, Yin, Chung-Yao, Yin, Chung-En and Lin, Yi-Chieh recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.
- (XVI) August 13, 2025 - Proposal for the remuneration of the 13th term of independent directors of the Company, Independent Director Shen, Xiao-Ling, Chang, Guo-Zhen and Huang, Shih-Chien recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the Chairperson.
- (XVII) August 13, 2025 - Proposal for the attendance fees for members of the 4th Audit Committee and the 5th term of Remuneration Committee of the Company for attending meetings, Independent Director Shen, Xiao-Ling, Chang, Guo-Zhen and Huang, Shih-Chien recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the Chairperson.
- (XVIII) August 13, 2025 - Proposal for the attendance fees for members of the 2nd term of Sustainable Development Committee of the Company for attending meetings, Independent Director Chen, Ming-Chin and Huang, Shih-Chien, and Director Yin, Chung-En recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the Chairperson.
- (XIX) August 13, 2025 - Proposal for the Company to enter into a construction contract with Ruentex Engineering & Construction Co., Ltd. for the new parking lot project at the Company’s Pingtung Ligang Plant, Directors Lee, Chih-Hung, Mo, Wei-Han, and Yin,

Chung-Yao and Independent Director Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.

- (XX) August 13, 2025 - Proposal for the Company to enter into the building materials contract order for “Banqiao Huancui Section Project, Bulk Portland Cement Type I” with Ruentex Engineering & Construction Co., Ltd, Directors Lee, Chih-Hung, Mo, Wei-Han, and Yin, Chung-Yao and Independent Director Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.
- (XXI) August 13, 2025 - Proposal for the Company to enter into the building materials contract order for “water-based form release agent” with Ruentex Engineering & Construction Co., Ltd, Directors Lee, Chih-Hung, Mo, Wei-Han, and Yin, Chung-Yao and Independent Director Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.
- (XXII) November 10, 2025 - Proposal for the Company to enter into the building materials contract order for “Dantang Qingdao East Redevelopment Project, Bulk Portland Cement Type I” and “Xindu Section Project, Bulk Portland Cement Type I” with Ruentex Engineering & Construction Co., Ltd, Directors Lee, Chih-Hung, Mo, Wei-Han, and Yin, Chung-Yao and Independent Director Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.
- (XXIII) November 10, 2025 - Proposal for the Company to enter into the building materials contract order for “Chuangxin Ruanqiao New Construction Project, ceramic tile materials” with Ruentex Engineering & Construction Co., Ltd, Directors Lee, Chih-Hung, Mo, Wei-Han, and Yin, Chung-Yao and Independent Director Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.
- (XXIV) December 31, 2025 - Proposal for the Company to enter into the contract for “Chuangxin Ruanqiao New Construction Project, monolithic finish and EPOXY flooring works” with Ruentex Engineering & Construction Co., Ltd., Directors Lee, Chih-Hung, Mo, Wei-Han, and Yin, Chung-Yao and Independent Director Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.
- (XXV) December 31, 2025 - Proposal for the Company to enter into the building materials contract order for “Precast Plant, cement materials for the precast plant for 2026” with Ruentex Engineering & Construction Co., Ltd., Directors Lee, Chih-Hung, Mo, Wei-Han, and Yin, Chung-Yao and Independent Director Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed without objection from the remaining directors present at the meeting when inquired by the acting Chairperson.

III. Implementation Status of Board Performance Evaluation:

Assessment period: (1) Internal Assessment: annually (2) External Assessment: once every three years

No.	Assessment Scope	Assessment Method	Assessment Duration	Assessment Contents	Assessment Results and Improvement Items
1	Board of Directors	Internal self-assessment of the Board of Directors	January 1 to December 31, 2025	(1) Involvement in corporate operations (2) Enhancing the Quality of Board decisions (3) Board composition and structure (4) Director selection and continuing education (5) Internal control	The evaluation results were all satisfactory, with no areas requiring improvement.
2	Individual Board Members	Board member self-assessment	January 1 to December 31, 2025	(1) Capture of corporate goals and missions (2) Recognition of the director's role and responsibility (3) Involvement in corporate operations (4) Internal relationship building and communication (5) Director's expertise and continuing education (6) Internal control	1. It is proposed to enhance attendance levels of Board members. 2. Some directors concurrently hold multiple directorships or supervisory roles in other companies. 3. In addition to formal Board meetings, sufficient communication and exchanges are conducted through pre-meetings and ad hoc reports.
3	Audit Committee	Board self-assessment	January 1 to December 31, 2025	(1) Involvement in corporate operations (2) Recognition of the functional committee's role and responsibility (3) Improvement of functional committee decision quality (4) Functional committee composition and member selection	The evaluation results were all satisfactory, with no areas requiring improvement.

				(5) Internal control	
4	Remuneration Committee	Board self-assessment	January 1 to December 31, 2025	(1) Involvement in corporate operations (2) Recognition of the functional committee's role and responsibility (3) Improvement of functional committee decision quality (4) Functional committee composition and member selection	The evaluation results were all satisfactory, with no areas requiring improvement.
5	Sustainable Development Committee	Board self-assessment	January 1 to December 31, 2025	(1) Involvement in corporate operations (2) Recognition of the functional committee's role and responsibility (3) Improvement of functional committee decision quality (4) Functional committee composition and member selection	The evaluation results were all satisfactory, with no areas requiring improvement.

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:

- (I) The Company amended its "Regulations Governing Performance Evaluation for the Board of Directors" on August 9, 2024. In addition to conducting an internal performance evaluation of the Board of Directors annually, an external performance evaluation shall be performed at least once every three years. This is intended to strengthen corporate governance and enhance Board effectiveness.
- (II) To enhance Board effectiveness and corporate governance, the Company engaged the Taiwan Investor Relations Institute in 2024 to conduct an external evaluation of the Board of Directors. The evaluation results were satisfactory, and all identified improvement items have been fully addressed and completed in 2025
- (III) Following the re-election of directors at the shareholders' meeting on May 16, 2025, each gender accounts for no less than one-third of the Board seats. In addition, the consecutive tenure of all independent directors does not exceed three terms.
- (IV) Directors of the Company have taken on-job courses on corporate governance and securities regulations, and completed the required number of training hours per year

stipulated by the authority as a way to receive new knowledge and maintain professional advantage. The Company will continue monitoring regulatory changes and arrange courses as deemed appropriate in the future.

- (V) The Company purchases liability insurance coverage for directors and managers on a yearly basis, so as to protect them against risks that may arise from rendering service. Terms of the insurance policy are examined regularly to ensure that the claim limit and scope of coverage conform with requirements. Details of which are reported in Board of Directors meetings.
- (VI) The Company has set up a “Stakeholders Section” on its website to enforce operational transparency and shareholder protection. The section covers information concerning Corporate Governance, Financial Information, Stock Affairs, Material Information, Contact Window, etc., and represents the Company’s initiative to establish communication channels with stakeholders and increase information transparency.
- (VII) To strengthen the risk management mechanism, the implementation status of risk management operations for fiscal year 2025 was reported to the Board of Directors on December 30, 2025.
- (VIII) To fulfill the Company’s sustainability objectives and strengthen sustainable governance, the Sustainability Development Committee was established in 2024, along with the adoption of the “Organization Charter of the Sustainability Development Committee.” The Sustainability Report for 2024, prepared in 2025, has obtained third-party assurance. In order to enhance the performance of the Board of Directors, the Company amended the “Rules for Performance Evaluation of the Board of Directors” on August 9, 2024, stipulating that an external performance evaluation of the Board of Directors should be conducted at least once every three years, and that the Board of Directors shall report the results of the external performance evaluation on December 31, 2024.

Note 1: Where directors are corporate entities, the names of corporate shareholders and their representatives are stated.

Note 2: (1) The date of resignation is specified for directors who resigned prior to the close of the financial year. The percentage of in-person attendance (%) is calculated based on the number of Board of Directors meetings held and the number of in-person attendances during active duty.

- (2) If a re-election of directors took place prior to the close of the financial year, directors of both the previous and the current Board are listed; in which case, the remarks column will address the re-election date and specify whether the director was elected in the previous Board, the new Board, or both. In-person attendance rate (%) is calculated based on the number of Board of Directors meetings held and the number of in-person attendances made during active duty.

- (3) On May 22, 2017, we established the Audit Committee to replace the role of supervisors, who were relieved after committee establishment.

(II) Operation of the Audit Committee or the Involvement of Supervisors in the Board of Directors Operation:

1. In all of 2025, the Audit Committee convened a total of 8 meetings, primarily focusing on the key issues as enumerated below:

- (1) Audit of financial statements and accounting policies and procedures
- (2) Internal control system and relevant policies & procedures
- (3) Law compliance
- (4) Qualifications, experiences and seniority of and evaluation into independence of the attesting certified public accountants
- (5) The appointment, discharge, or remuneration of certified public accountants.
- (6) Self-evaluation questionnaire of the Audit Committee members for their self-evaluation
- (7) Other significant issues specified by the Company or the competent authority(ies).

- Review over the financial statements

The Board of Directors prepared the business report, financial statements, and proposal on profit distribution for 2024. The financial statements were audited by Huang, Chin-Lien and Chang, Shu-Chiung , accountants of PwC Taiwan, and an audit report was issued by them. The aforementioned business reports, financial statements and distribution of earnings have been duly audited by the Audit Committee who confirms appropriate.

- Evaluation into the internal control system to check and make sure the validity

The Audit Committee has evaluated the Company’s internal control system regarding whether the policies and procedures remain effective and has further reviewed the periodical reports worked out by the Audit Department, attesting certified public accountants as well as the Company’s management, including risk management and law compliance. The Audit Committee acknowledges and confirms that the Company’s internal control system remains valid in terms of designs and implementation. The Company has, in turn, adopted necessary control mechanism to monitor and correct the deficiencies.

2. Performance by the Audit Committee:

In the most recent fiscal year (2025), the Audit Committee convened a total of 8 meetings (A) which were attended by independent directors as enumerated below:

Title	Name	Number of In-person Attendances (B)	Attendances by Proxy	In-person Attendance Rate (%) (B/A) (Note 1, Note 2)	Remark
Independent Director	Chen, Ming-Chin	3	0	100%	Term expired on May 16, 2025 (attended 3 meetings as required)
Independent Director	Chang, Ta-Peng	2	1	67%	Term expired on May 16, 2025 (attended 3 meetings as required)
Independent Director	Huang, Shih-Chien	8	0	100%	Re-elected on May 16, 2025
Independent Director	Shen, Xiao-Ling	5	0	100%	Newly elected on May 16, 2025 (attended 5 meetings as required)
Independent Director	Chang, Guo-Zhen	5	0	100%	Newly elected on May 16, 2025 (attended 5 meetings as required)

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) Issues set forth under Article 14-5 of Securities and Exchange Act: Already submitted to the Board of Directors for review after being resolved by the Audit Committee members.

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.	
3 rd Term 18 th Meeting; January 21, 2025	1.The Company's Internal Audit Report for Q4 2024.	v	-	
	2.Agreement on annual quotation of 2025 "RT.MIX Concrete Flooring Work" with Ruentex Engineering & Construction Co., Ltd.	v	-	
	3.Signing of the first half of 2025 "RT.MIX Selling Price" agreement with Ruentex Engineering & Construction Co., Ltd.	v	-	
	4.Amendments to the "Corporate Charter" of the Company.	v	-	
	5.Amendments to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules."	v	-	
	Audit Committee Resolution: Approved by all Audit Committee members.			
	The Company's Measures in Response to Opinions of the Audit Committee: The motion was duly resolved during the 19 th Meeting of the 12 th Board of Directors on January 21, 2025.			
3 rd Term 19 th Meeting; March 12, 2025	1.The Company's 2024 Distribution of Employees' Remuneration.	v	-	
	2.The Company's 2024 Business Report and Financial Statements.	v	-	
	3.The Company's 2024 Earnings Distribution Proposal.	v	-	
	4.The Company's 2024 Management's Reports on Internal Control.	v	-	
	5.Proposal to lift the non-compete restrictions on the Company's managers.	v	-	
	6.Proposal to release the non-compete restrictions on the Company's newly appointed directors.	v	-	
	7.Signing of the first half of 2025 "wooden door works" quotation with Ruentex Engineering & Construction Co., Ltd.	v	-	
Audit Committee Resolution: Approved by all Audit Committee members.				
The Company's Measures in Response to Opinions of the Audit Committee: The motion was duly resolved during the 20 th Meeting of the 12 th Board of Directors on March 12, 2025.				

3 rd Term 20 th Meeting May 14, 2025	1.The Company’s Internal Audit Report for Q1 2025.	v	-
	2.The Company’s Consolidated Financial Report for Q1 2025.	v	-
	Audit Committee Resolution: Approved by all Audit Committee members.		
	The Company’s Measures in Response to Opinions of the Audit Committee: The motion was duly resolved during the 21 th Meeting of the 12 th Board of Directors on May 14, 2025.		
4 th Term 2 nd Meeting July 15, 2025	1.Agreement on annual quotation of 2025 “RT.MIX Concrete Flooring Work” with Ruentex Engineering & Construction Co., Ltd.	v	-
	2.Signing of the second half of 2025 “RT.MIX Selling Price” agreement with Ruentex Engineering & Construction Co., Ltd.	v	-
	3.Signing of the second half of 2025 “wooden door works” quotation with Ruentex Engineering & Construction Co., Ltd.	v	-
	Audit Committee Resolution: For items 1 to 3, except for the members who were required to recuse themselves in accordance with the law and did not participate in the discussion or voting, the acting chairperson consulted the remaining attending members, and all unanimously approved the proposals as presented.		
	The Company’s Measures in Response to Opinions of the Audit Committee: The motion was duly resolved during the 2 nd Meeting of the 13 th Board of Directors on July 15, 2025.		
4 th Term 3 rd Meeting; August 13, 2025	1.The Company’s Internal Audit Report for Q2 2025.	v	-
	2.The Company’s Consolidated Financial Report for Q2 2025.	v	-
	3.Signing of the “the new parking lot project at the Company’s Pingtung Ligang Plant” agreement with Ruen Yang Construction Co., Ltd.	v	-
	4.Signing of the “the new parking lot project at the Company’s Pingtung Ligang Plant” agreement with Ruentex Engineering & Construction Co., Ltd.	v	-
	5.Signing a building materials contract with Ruentex Engineering & Construction Co., Ltd. for “Banqiao Huancui Section Project, Bulk Portland Cement Type I”.	v	-
	6.Signing a building materials contract with Ruentex Engineering & Construction Co., Ltd. for “water-based form release agent”.	v	-
	Audit Committee Resolution: For items 1 to 3, approved by all Audit Committee members. For items 4 to 6, except for the members who were required to recuse themselves in accordance with the law and did not participate in the discussion or voting, the acting chairperson consulted the remaining attending members, and all unanimously approved the proposals as presented.		
	The Company’s Measures in Response to Opinions of the Audit Committee: The motion was duly resolved during the 3 rd Meeting of the 13 th Board of Directors on August 13, 2025.		
4 th Term 4 th Meeting; November 10, 2025	1.The Company’s Internal Audit Report for Q3 2025.	v	-
	2.The Company’s Consolidated Financial Report for Q3 2025.	v	-
	3.Signing a building materials contract with Ruentex Engineering & Construction Co., Ltd. for “Dantang Qingdao East Redevelopment Project, Bulk Portland	v	-

	Cement Type I” and “Xindu Section Project, Bulk Portland Cement Type I”.		
	4.Signing a building materials contract with Ruentex Engineering & Construction Co., Ltd. for "Ruentex Ruanqiao New Construction - ceramic tile materials".	v	-
	5.Amendments to the Company’s “Procedures for Acquisition or Disposal of Assets.”	v	-
	6.Amendments to the Company's internal control system, “Procedures for Handling Material Non-Public Information and Prevention of Insider Trading,” and the related detailed rules for internal audit implementation.	v	-
	7.Amendments to the Company's internal control system, “Operational Procedures for the Remuneration Committee,” and the related detailed rules for internal audit implementation.	v	-
	Audit Committee Resolution: For items 1 to 2 and 5 to 7, approved by all Audit Committee members. For items 3 to 4, except for the members who were required to recuse themselves in accordance with the law and did not participate in the discussion or voting, the acting chairperson consulted the remaining attending members, and all unanimously approved the proposals as presented.		
	The Company’s Measures in Response to Opinions of the Audit Committee: The motion was duly resolved during the 4 th Meeting of the 13 th Board of Directors on November 10, 2025.		
4 th Term 5 th Meeting; December 30, 2025	1.Signing a contract with Ruentex Engineering & Construction Co., Ltd. for “Ruentex Ruanqiao New Construction Project, monolithic finish and EPOXY flooring works”.	v	-
	2.Proposal for the Company’s regular evaluation of the independence and suitability of CPAs.	v	-
	3.Proposal of the 2026 CPA remuneration.	v	-
	4.The Company’s Business Plan and budget for the year of 2026.	v	-
	5.The Company’s Internal Audit Plan for the year of 2026.	v	-
	6.Amendments to the Company’s internal control system, “Employee Compensation Distribution Procedures,” and the related detailed rules for internal audit implementation.	v	-
	7.Amendments to the Company’s internal control system, “Procedures for Handling Material Non-Public Information and Prevention of Insider Trading,” and the related detailed rules for internal audit implementation.	v	-
	8.Signing of a building materials contract with Ruentex Engineering & Construction Co., Ltd. for “Prefabrication Plant-Cement Materials of Prefabrication Plant in 2026”.	v	-
	Audit Committee Resolution: For items 2 to 7, approved by all Audit Committee members. For items 1 and 8, except for the members who were required to recuse themselves in accordance with the law and did not participate in the discussion or voting, the acting chairperson consulted the remaining attending members, and all unanimously approved the proposals as presented.		

	The Company's Measures in Response to Opinions of the Audit Committee: The motion was duly resolved during the 5 th Meeting of the 13 th Board of Directors on December 30, 2025.	
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(II) Matters other than the above unapproved by the Audit Committee but resolved by over two thirds of all directors: None

II. Avoidance of involvement in interest-conflicting discussions by independent directors; state the names of concerned independent directors, the discussions, the nature of conflicting interests, and the voting process:

(I) July 15, 2025, Agreement on annual quotation of 2025 "RT.MIX Concrete Flooring Work" with Ruentex Engineering & Construction Co., Ltd. Member Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the acting Chairperson.

(II) July 15, 2025, Signing of the second half of 2025 "RT.MIX Selling Price" agreement with Ruentex Engineering & Construction Co., Ltd. Member Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the acting Chairperson.

(III) July 15, 2025, Signing of the second half of 2025 "wooden door works" quotation with Ruentex Engineering & Construction Co., Ltd. Member Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the acting Chairperson.

(IV) August 13, 2025, Signing of the "the new parking lot project at the Company's Pingtung Ligang Plant" agreement with Ruentex Engineering & Construction Co., Ltd. Member Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the acting Chairperson.

(V) August 13, 2025, Signing a building materials contract with Ruentex Engineering & Construction Co., Ltd. for "Banqiao Huancui Section Project, Bulk Portland Cement Type I". Member Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the acting Chairperson.

(VI) August 13, 2025, Signing a building materials contract with Ruentex Engineering & Construction Co., Ltd. for "water-based form release agent". Member Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the acting Chairperson.

(VII) November 10, 2025, Signing a building materials contract with Ruentex Engineering & Construction Co., Ltd. for "Dantang Qingdao East Redevelopment Project, Bulk Portland Cement Type I" and "Xindu Section Project, Bulk Portland Cement Type I". Member Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the acting Chairperson.

(VIII) November 10, 2025, Signing a building materials contract with Ruentex

Engineering & Construction Co., Ltd. for "Ruentex Ruanqiao New Construction - ceramic tile materials ". Member Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the acting Chairperson.

(IX) December 30, 2025, Signing a contract with Ruentex Engineering & Construction Co., Ltd. for “Ruentex Ruanqiao New Construction Project, monolithic finish and EPOXY flooring works”. Member Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the acting Chairperson.

(X) December 30, 2025, Signing of a building materials contract with Ruentex Engineering & Construction Co., Ltd. for “Prefabrication Plant-Cement Materials of Prefabrication Plant in 2026”. Member Shen, Xiao-Ling recused from discussion and voting as required by policy, and the motion was passed as proposed by the remaining directors present at the meeting when inquired by the acting Chairperson.

III. Communication between independent directors and the internal audit head and accountant (shall include communication on the company’s material financial and sales affairs, including the topics, methods, and results of communication)

(I) The internal audit head communicates regularly with members of the Audit Committee on the outcome of internal audit reports and follows up on the execution of actionable items. The internal audit head also reports to and discusses with independents directors on the execution of audit tasks during Audit Committee meetings. Communication between independent directors and the Chief Auditor is considered fair.

Date	Meeting	Main points in communication	Execution Progress
January 21, 2025	Audit Committee	Internal Audit Report for Q4 2024.	Reported during the Board of Directors meeting.
March 12, 2025	Audit Committee	2024 Statement of the Internal Control System.	Passed review and reported during the Board of Directors meeting.
May 14, 2025	Audit Committee	Internal Audit Report for Q1 2025.	Reported during the Board of Directors meeting.
August 13, 2024	Audit Committee	Internal Audit Report for Q2 2025.	Reported during the Board of Directors meeting.
November 10, 2025	Audit Committee	Internal Audit Report for Q3 2025.	Reported during the Board of Directors meeting.
December 30, 2025	Audit Committee	Internal Audit Plan for the year of 2026.	Passed review and reported during the Board of Directors meeting.
February 9, 2026	Audit Committee	Internal Audit Report for Q4 2025.	Reported during the Board of Directors meeting.

March 13, 2026	Audit Committee	2025 Statement of the Internal Control System.	Passed review and reported during the Board of Directors meeting.
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(II) The Company's financial statement auditors engage Audit Committee members in regular meetings at least once a year to explain issues concerning audit of financial statements. The financial statement auditors also communicate with the governance body on the audit outcome, the need for significant adjustment entries, and impact of regulatory amendments, and shares discoveries from their audit tasks. Communication between independent directors and financial statement auditors is considered fair.

(The Chief Auditor was present at all of the following meetings.)

Date	Meeting	Main points in communication	Execution Progress
March 12, 2025	Corporate Governance Communication Meeting	CPA's report on the audit (final completion) of the Company's 2024 financial statements.	There were no comments in this meeting. CPAs were invited to present their audit of the financial statements during the Audit Committee and Board of Directors meeting held on March 12, 2025.
August 13, 2025	Audit Committee	Explanation of the CPA's review results for the second-quarter consolidated financial statements.	There were no comments in this meeting. CPAs were invited to present their review of the financial statements during the Board of Directors meeting held on August 13, 2025.
November 10, 2025	Audit Committee	Explanation of the CPA's review results for the third-quarter consolidated financial statements.	There were no comments in this meeting. CPAs were invited to present their review of the financial statements during the Board of Directors meeting held on November 10, 2025.
December 30, 2025	Corporate Governance Communication Meeting	CPA's report on the audit plan for the Company's 2025 financial statements.	There were no comments in this meeting. CPAs were invited to present their audit plans during the Audit Committee and the Board of Directors meeting held on December 30, 2025.

	March 16, 2026	Corporate Governance Communication Meeting	CPA's report on the audit (final completion) of the Company's 2025 financial statements.	There were no comments in this meeting. CPAs were invited to present their audit of the financial statements during the Audit Committee and the Board of Directors meeting held on March 13, 2026.
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Note 1: Where an independent director quit the post before the end of a fiscal year, please indicate the date of resignation. The substantial participation rate (%) shall be duly counted based on the total number of meetings convened by the Committee and the number of his or her substantial participations.

Note 2: Where the independent directors had been reelected before the end of a fiscal year, please fill up both the outgoing independent director and the independent director newly elected and please indicate in the box of remarks as an independent director as the former one, newly elected one or reelected on and the date of reelection. The substantial participation rate (%) shall be duly counted based on the total number of meetings convened by the Committee during the term and the number of his or her substantial participations.

Note 3: The internal audit head of this Company reports audit results periodically and follows up with independent directors at Audit Committee meetings.

Note 4: The internal audit head attends every Board of Directors meeting.

Note 5: The internal audit head and Accountant of this Company maintain fluent communication with independent directors.

(III) Status of governance and the deviations and the cause(s) of deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, Governance Best Practice (Governance Best Practice)

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"?	V		The Company passed a set of "Corporate Governance Best Practice Principles" during the Board of Directors meeting held on November 17, 2014. On December 31, 2024, the Board of Directors passed amendments to the "Corporate Governance Best Practice Principles" based on the latest corporate governance roadmap in an attempt to align the Company's practices with international corporate governance trends and issues of concern in recent years. Details of the best practice principles have been disclosed over the MOPS and the Company's website.	No significant difference.
II. Structure of Shareholdings and Shareholder's Equity				

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
(I) Does the Company establish and implement internal procedures for handling shareholder suggestions, questions, disputes, and litigation?	V		(I) The Company has established the “Procedures for Handling and Preventing Misuse of 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 has implemented a spokesperson system and assigned a spokesperson and deputy spokesperson to address shareholders’ suggestions, queries, disputes, and lawsuits for the protection of shareholders’ interests. In addition to creating a “Stakeholders Section” on the corporate website, the Company also distinguishes stakeholders between investors, customers, and suppliers, and discloses information such as issues of concern, contact window, etc. on the website for the protection of stakeholders’ interests.	No significant difference.
(II) Does the Company keep an up-to-date list of its dominant shareholders and the parties with ultimate control over its dominant shareholders?	V		(II) By engaging Yuanta Securities as the stock transfer agent, the Company is constantly informed of the identities of its major shareholders and ultimate controller. Relevant information is disclosed on a regular basis.	No significant difference.
(III) Does the Company establish and implement a risk control mechanism and firewall between its affiliates?	V		(III) All financial and business dealings between the Company and affiliated enterprises are regulated in writing. The Company exercises supervision over the business and financial information, management practices, and internal audit of its subsidiaries in accordance with the “Subsidiary Supervision and Management Guidelines”, which introduces the use of risk controls and firewalls.	No significant difference.
(IV) Does the Company establish internal	V		(IV) We have established “Procedures for Handling and Preventing Misuse of Material Inside Information” to prevent insiders of the	No significant difference.

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
rules to prevent insider trading using undisclosed information?			Company from trading securities against non-public information. The Procedures also outline how violations are handled and impose requirements to strictly abide by the Securities and Exchange Act and related laws for the protection of investors and the Company.	
<p>III. Organization and Functions of the Board of Directors</p> <p>(I) Will the Board of Directors work out a diversification policy, set concrete targets, and put the same into hands-on implementation?</p> <p>(II) In addition to a Remuneration Committee and an Audit Committee established by law, does the Company voluntarily establish other functional committees?</p> <p>(III) Has the Company enacted regulations to evaluate the Board of Directors' performance and</p>	<p>V</p> <p>V</p> <p>V</p>	<p>(I)</p> <p>(II)</p> <p>(III) 1.</p>	<p>The Company has devised a set of diversity guidelines for the composition of Board members based on Article 20 of the "Corporate Governance Best Practice Principles". The current Board comprises 9 directors, including 3 independent directors. The Board as a whole possesses extensive experience and professional capacity in fields such as industry knowledge, finance, and administration. Enforcement of the above is explained in pages 18 of the Annual Report.</p> <p>On December 31, 2024, the Board of Directors resolved to establish a functional-level Sustainable Development Committee and approved the "Sustainable Development Committee Organization Procedures." The Committee held two meetings in 2025.</p> <p>The Company enacted the "Regulations Governing Performance Evaluation for the Board of Directors" on December 28, 2016 and amended the policy later on August 9, 2024. In accordance with the procedures, the Company conducts an internal board performance evaluation annually, and an</p>	<p>No significant difference.</p> <p>No significant difference.</p> <p>No significant difference.</p>

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
<p>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?</p> <p>(IV) Does the Company regularly evaluate the independence of certified public accountants?</p>	V		<p>external evaluation is carried out every three years. These evaluations serve as the basis for review and continuous improvement to enhance board effectiveness. The results of each evaluation are reported to the Board of Directors. The internal performance evaluation for the year 2025 was completed by the end of the year and the results were reported to the Board during the meeting held on February 9, 2026.</p> <p>2. Directors' performance assessments and fixed benefits such as travel allowances are reviewed by the Remuneration Committee and the Board of Directors, and may be adjusted at any time deemed appropriate given the prevailing circumstances or laws to achieve sustainable management and maintain proper risk-return balance.</p> <p>(IV) We assess CPA independence and suitability with reference to audit quality indicators every year. The company convened the Audit Committee on December 30, 2025. The review of the independence, suitability, and 2026 annual appointment remuneration proposal of certified accountants was based on the assessment of audit quality indicators (AQIs) information provided by certified accountants. The basis for this is that after the resolution of the audit committee is passed, it is submitted to the board of directors for approval on the same day. The compilation of the AQIs information is based on the AQIs structure and disclosure template issued by the Financial Supervisory Commission, and the statistical period is 2024 and 2023. The items evaluated by the audit committee and the board of directors of the company include five aspects and 13 indicators including professionalism, quality control, independence, supervision, and innovation ability. After evaluation, the certified accountants are qualified. Apart from verifying if CPAs hold stocks and concurrently work in the</p>	No significant difference.

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles																		
	Yes	No	Summary Description																			
			<p>senior executive of this Company through the stock service unit, we ensure they avoid direct or indirect conflict of interests in our assignments and issue the statement of independence. Assessments show that no CPA has either direct or indirect conflict of interests with this Company. Therefore, there is no worry of CPA independence. Outcomes of the assessment were reported to the Board of Directors during the meetings held on December 30, 2025.</p> <p>Criteria for CPA Independence Assessment:</p> <table border="1"> <thead> <tr> <th>Item</th> <th>Assessment Contents</th> <th>Assessment Results</th> </tr> </thead> <tbody> <tr> <td>(I)</td> <td>Neither the CPAs nor the Audit Team members hold the stock of this Company or its subsidiaries.</td> <td>Yes</td> </tr> <tr> <td>(II)</td> <td>Neither the CPAs nor the professionals are a director, supervisor, or officer of this Company.</td> <td>Yes</td> </tr> <tr> <td>(III)</td> <td>There is no cooperation between the CPA firm and this Company.</td> <td>Yes</td> </tr> <tr> <td>(IV)</td> <td>There is no litigation between the CPA firm and this Company.</td> <td>Yes</td> </tr> <tr> <td>(V)</td> <td>There was no report of non-replacement of CPAs for seven consecutive years or discipline of CPAs or damage of independence.</td> <td>Yes</td> </tr> </tbody> </table> <p>Period covered within the evaluation: January 1, 2025 to December 29, 2025 Assessment Results: CPAs are independent.</p>	Item	Assessment Contents	Assessment Results	(I)	Neither the CPAs nor the Audit Team members hold the stock of this Company or its subsidiaries.	Yes	(II)	Neither the CPAs nor the professionals are a director, supervisor, or officer of this Company.	Yes	(III)	There is no cooperation between the CPA firm and this Company.	Yes	(IV)	There is no litigation between the CPA firm and this Company.	Yes	(V)	There was no report of non-replacement of CPAs for seven consecutive years or discipline of CPAs or damage of independence.	Yes	
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(V)	There was no report of non-replacement of CPAs for seven consecutive years or discipline of CPAs or damage of independence.	Yes																				
IV. Has the Company has appointed an appropriate number of competent corporate governance personnel and designated a corporate governance officer to be responsible	V		<p>The Company has designated a department specifically to handle corporate governance affairs. In May 2023, the Board of Directors appointed Chief of Accounting Wu, Po-Chung, to concurrently serve as the Chief Governance Officer. Assistant Vice President Wu, Po-Chung has more than ten years of experience in the finance and accounting management of listed companies and working in an accounting firm. The corporate governance affairs are providing independent/non-independent directors with the information needed to perform their duties, assisting directors and independent directors in</p>	No significant difference.																		

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles						
	Yes	No	Summary Description							
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)?			<p>compliance with legal requirements, convention of Board meetings and shareholder meetings, company registration and changes, and preparation of Board meeting and shareholder meeting minutes). This department also ensures compliance of relevant matters and enforces sound corporate governance practices. The education status of the Company's Corporate Governance Officer in 2025 is as follows:</p> <table border="1"> <thead> <tr> <th>Course title</th> <th>Hours</th> </tr> </thead> <tbody> <tr> <td>Greenhouse Gas Management Practical Workshop and Sustainability Development Awareness Seminar.</td> <td>9</td> </tr> <tr> <td>"Corporate Governance Reform Begins: Key Highlights of the 2026 Transformation of Corporate Governance Evaluation into ESG Assessment."</td> <td>3</td> </tr> </tbody> </table>	Course title	Hours	Greenhouse Gas Management Practical Workshop and Sustainability Development Awareness Seminar.	9	"Corporate Governance Reform Begins: Key Highlights of the 2026 Transformation of Corporate Governance Evaluation into ESG Assessment."	3	
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Greenhouse Gas Management Practical Workshop and Sustainability Development Awareness Seminar.	9									
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Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
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?	V		The Company has appointed a spokesperson and a deputy spokesperson, and maintains open communication channels with banking partners, creditors, employees, consumers, suppliers, community members, and parties that concern the Company's interests. A Stakeholders Section has been created on the Company's website to protect stakeholders' rightful interests, address issues of concern, and disclose communication and response channels.	No significant difference.
VI. Does the Company appoint a professional stock affairs agent to handle shareholder affairs?	V		The Company has commissioned Yuanta Securities as the stock transfer agent to handle shareholder meeting affairs.	No significant difference.
VII. Information Disclosure (I) Does the Company set up a website to disclose its financial and governance information? (II) Does the Company try other means to disclose information (such	V V		(I) The Company will continue disclosing financial, business, and corporate governance information over the corporate website and the MOPS. (II) The Company has implemented a spokesperson system to communicate with the outside world, and assigned dedicated personnel to gather information and make relevant disclosures over the MOPS according	No significant difference. No significant difference.

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
<p>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 corporate website)?</p> <p>(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?</p>	V		<p>to laws.</p> <p>(III) We complete reporting the quarterly and annual financial statements by the time-limit. However, we are still yet 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.</p>	<p>No significant difference. However, the Company has yet achieve the requirement for filing the annual financial report in advance within two months after the end of each fiscal year</p>
<p>VIII. Is there any other material information (including, without limitation, employee rights, employee care,</p>	V		<p>(I) Employee Rights: We have established an employee welfare committee (EWC) and contribute EWC funds by law. Employees enjoy group insurance and allowances for various benefits. We have also established a training/education system and retirement system to maintain the rights and benefits of</p>	<p>No significant difference.</p>

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
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?			<p>employees.</p> <p>(II) Workplace Diversity and Gender Equality: The company's management regulations are committed to providing employees with a dignified and safe working environment. We implement employment diversity, employment conditions, salary, benefits, training, evaluation, and equality and fairness in promotion opportunities to ensure that employees not to be discriminated against, harassed or treated unfairly on the basis of race, gender, socioeconomic class, age, marital and family status, etc., or any other status protected by applicable laws.</p> <p>(III) Employee Care: All of the Company's management policies have been created to cater to employees' interests. The Company cares for employees' lifestyle and well-being, and sets salaries and compensation at reasonable levels.</p> <p>(IV) Investor Relations: The Company has established a spokesperson/deputy spokesperson mechanism responsible for the Company's communication with external parties, and assigned dedicated personnel to disclose its information on the MOPS in accordance with laws and regulations.</p> <p>(V) Supplier Relationships: The Company has maintained a positive relationship with its suppliers to ensure smooth supply of products.</p> <p>(VI) Stakeholders' Rights: The Company has adopted a spokesperson system and has channels in place to ensure open communication with banks, creditors, employees, consumers, suppliers, community members, and parties that concern the Company's interests. The Company protects stakeholders' rightful interests and uses a variety of channels to disclose financial and business information.</p>	

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
			<p>(VII) Directors' Ongoing Education: Directors of the Company have taken on-job courses on corporate governance and securities regulations. The Company will continue monitoring regulatory changes and arrange courses as deemed appropriate in the future. (See page 63 for details)</p> <p>(VIII) Implementation of risk management policies and risk assessment standards: The Company has formulated relevant internal regulations and the internal control system in accordance with the law to conduct various risk management and assessments, while the internal audit unit audits the implementation of the internal control system regularly and from time to time.</p> <p>(IX) Execution of Customer Policy: The Company maintains a long, productive relationship with all its customers, and is committed to developing new products, new technologies, and new techniques that meet customers' needs.</p> <p>(X) The Company's Purchases of Liability Insurance for Directors: The Company has purchased liability insurance for directors.</p> <p>(XI) Supporting the Development of Domestic Culture: In order to support the development of domestic culture, the company assists the Dongshan Township Office of Yilan County in handling the "Dongshan Ruentex Cement Railway Secret Landscape Reconstruction Project". Since 2022, it has rented part of the company's land for free for the Dongshan Township Office of Yilan County in use. In 2025, approximately NT\$6.12 million was invested in related resources. Dongshan Ruentex Cement Railway Secret Landscape has been officially opened to the public in 2024. According to the daily statistics released by the Taiwan Railway Corporation on the number of people visiting each station,</p>	

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
			<p>in the most recent year, passenger throughput at Dongshan Station (entries and exits) increased by nearly 10% year-on-year. This shows the results of the Company's efforts to encourage the public to engage in cultural activities and to respond to the government's efforts to cultivate artistic and cultural habits in order to promote local cultural development and tourism. The Ruentex Railway not only represents existing relics but also bears witness to the development and transformation of the entire Yilan cement industry and Dongshan's industrial history. This project aims to reshape the landscape along the Ruentex Railway, with historical waterways running through it and surrounded by Hakka settlements and temples. The goal is to reshape the cultural landscape by linking local temples and historical settlements, integrating historical waterways, and creating a hydrological space rich in cultural significance. Through providing this venue, we hope to encourage cultural participation among local residents and visiting tourists.</p>	

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. Completed Improvements

Evaluation Indicators	Completed Improvements
Whether at least half of the independent directors have served no more than three consecutive terms?	Following the election of directors at the shareholders' meeting on May 16, 2025, the consecutive tenure of all independent directors does not exceed three terms.
Whether the Company's Sustainability Report has obtained third-party assurance?	The Sustainability Report for fiscal year 2024 (prepared in 2025) has obtained third-party assurance.
Convening a hybrid shareholders' meeting with video assistance.	The Company held a hybrid shareholders' meeting with video assistance on May 16, 2025.

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
2. Prioritized Improvements				
Evaluation Indicators		Prioritized Improvements		
Whether the Company has disclosed information on the governance, strategy, risk management, metrics and targets related to climate-related risks and opportunities in accordance with the framework of the Task Force on Climate-related Financial Disclosures (TCFD)		The Company has disclosed information on governance, strategy, risk management, metrics, and targets related to climate-related risks and opportunities in accordance with the framework of the Task Force on Climate-related Financial Disclosures (TCFD). As for climate-related scenario analysis, the Company is prudently evaluating the use of this planning tool to enhance resilience to climate change risks.		

Note 1: Always provide explanations in the summary description column, regardless of whether there are any deviations from the best practice principles.

Directors' and Supervisors' Education:

Title	Name	Date	Title of class	Time
Chairman	Ruentex Engineering & Construction Co., Ltd. Representative: Mo, Wei-Han	2025.07.09	2025 Cathay Sustainable Finance and Climate Change Summit.	6
Director	Ruentex Engineering & Construction Co., Ltd. Representative: Lee, Chih-Hung	2025.07.09	2025 Cathay Sustainable Finance and Climate Change Summit.	6
Director	Ruentex Industries Ltd. Representative: Hsu, Sheng-Yu	2025.03.21	“Seminar on sustainability disclosures for TWSE/TPEX listed companies”	3
		2025.07.09	2025 Cathay Sustainable Finance and Climate Change Summit.	3
		2025.07.31	2025 Taiwan Capital Market Summit	3
		2025.11.14	2025 Taiwan Capital Market Summit	3
Director	Ruentex Industries Ltd. Representative: Lin, Yi-Chieh	2025.07.09	2025 Cathay Sustainable Finance and Climate Change Summit.	6
		2025.08.20	Global and Taiwan technology industry trends and business opportunities under geopolitics	3
		2025.08.20	Outlook for global and Taiwan economic, financial, and investment trends	3
Director	Huei Hong Investment Co., Ltd. Representative: Yin, Chung-Yao	2025.07.09	2025 Cathay Sustainable Finance and Climate Change Summit.	6
Director	Huei Hong Investment Co., Ltd. Representative: Yin, Chung-En	2025.07.01~2025.12.31	Sustainable finance (instructional course)	3
		2025.09.23	Legal liabilities and practical analysis of sustainability reports	3
		2025.10.17	Leading Strategies for Enterprises in AI Transformation	3
Independent Director	Shen, Xiao-Ling	2025.10.17	Sustainability, risk, and cybersecurity issues in the AI era	3
		2025.10.21	Group governance and performance management	3
		2025.11.21	Corporate governance from a legal perspective: operating risks and responsibilities that directors and supervisors must know	3
Independent Director	Chang, Guo-Zhen	2025.10.03	2025 insider trading prevention seminar	3
		2025.10.31	2025 legal compliance seminar on insider shareholding transactions	3
Independent Director	Huang, Shih-Chien	2025.07.09	2025 Cathay Sustainable Finance and Climate Change Summit.	3
		2025.10.31	2025 legal compliance seminar on insider shareholding transactions	3

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

(1) Data of Remuneration Committee Members

Title (Note 1)	Requirements Name	Professional qualification requirements and experiences (Note 2)	Facts about independence attribute (Note 3)	Concurrently an Independent Director for Other Public Companies
Independent Director	Huang, Shih-Chien (Convener)	Please see “Disclosure of the Professional Qualifications and Independence of Independent Directors” located in pages 13-16 of the Annual Report.		Nil
Independent Director	Shen, Xiao-Ling			2
Independent Director	Chang, Guo-Zhen			1

Note 1: Please enumerate in the Table the service seniority at the relevant works, professional qualifications, hands-on experiences and independence attribute of all members in the Remuneration Committee. In case of an independent director, please just remark please refer to the relevant contents of the database of the directors and supervisors in Table 1 appearing on Page __. Identity capacity: Please indicate as an independent director or elsewhere (In case of the convener, please remark as well).

Note 2: Professional qualifications and experiences: Elaborate on the professional qualifications and hands-on experiences held by the individual members of the Remuneration Committee.

Note 3: Fact about consistency in independence: Please elaborate on conformity with independence attribute of all members in the Remuneration Committee, including but not limited to the members themselves, their spouses, blood relatives within the second degree of kinship regarding whether they serve with the Company or an affiliated enterprise thereof as director and supervisor or employee; the number and percentage of the Company’s shares held by the members themselves, their spouses, blood relatives within the second degree of kinship; whether they serve with the Company or a company in specific relationship (Please refer to provisions set forth under Subparagraphs 5~8, Paragraph 1, Article 6 of Regulations Governing Listed Public Companies or Companies Trading at Securities Dealers’ Business Premises on Establishment of Remuneration Committee and Exercise of Their Powers”; the amounts of remunerations obtained in the most recent two years for commercial, legal, financial and accounting services provided to the Company or its affiliated enterprise(s).

Note 4: Regarding method of disclosure, please refer to the benchmark example on the best practice of the Corporate Governance Center, Taiwan Stock Exchange Corporation.

2. Operation of Remuneration Committee

(1) The Remuneration Committee consists of three members

(2) The term of the current Committee is from July 15, 2025 to May 15, 2028. Two Committee meetings (A) were held in the previous year (2025), and the qualifications and attendance record of members are explained below:

Title	Name	Actual Attendances (B)	Attendances by Proxy	Actual Attendance Rate (%) (B/A) (Note)	Remark
Convener	Huang, Shih-Chien	2	0	100%	Re-elected
Committee Member	Chen, Ming-Chin	1	0	100%	Dismissed (attendance requirement: 1 meeting)

Committee Member	Chang, Ta-Peng	1	0	100%	Dismissed (attendance requirement: 1 meeting)
Committee Member	Shen, Xiao-Ling	1	0	100%	Newly-elected (attendance requirement: 1 meeting)
Committee Member	Chang, Guo-Zhen	1	0	100%	Newly-elected (attendance requirement: 1 meeting)

Other Information Required for Disclosure:

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

Remuneration Committee	Proposal Contents and Handling	Resolution	Decision of the Board of Directors in response to the opinions from the Remuneration Committee
4th Term 7th Meeting; January 21, 2025	<ol style="list-style-type: none"> 1. The Company's 2024 Directors' compensation. 2. The Company's 2024 Board of Directors performance assessment. 3. The Company's managers performance assessment for the second half of 2024. 4. Changes to the compensation of the Company's managers. 5. The Company's 2024 Managers performance bonus. 6. The Company's 2023 Managers employee remuneration distribution. 7. The Company's Proposed allocation percentage for 2024 employee remuneration. 8. Amendments to the Company's "Salary Management Policy". 9. Amendments to the Company's "Governing the Distribution of Employees' Remuneration." 10. Proposal for the attendance fees for members of the 1st term of Sustainable Development Committee of the Company for attending meetings. 	<p>For items 1 to 9 were unanimously approved by all members of the Remuneration Committee.</p> <p>For item 10, except for members who were required by law to recuse themselves and did not participate in the discussion or voting, the acting chairperson approved the proposal as presented.</p>	Passed during the 19th Meeting of the 12th Board of Directors on January 21, 2025.
5th Term 1st Meeting; August 13, 2025	<ol style="list-style-type: none"> 1. The Company's 2024 Annual Industry Survey Report. 2. The Company's Compensation Report of the Managers for 2024. 3. Proposal on remuneration for the Company's 13th Board of Directors. 4. Proposal on remuneration for the Company's 13th Independent Directors. 5. Proposal for the attendance fees for members 	<p>For items 1 to 5 and 7 to 9 were unanimously approved by all members of the Remuneration Committee.</p> <p>For item 6, except for members who were required by</p>	Passed during the 3rd Meeting of the 13th Board of Directors on August 13, 2025.

	<p>of the 4th term of Audit Committee and the 5th term of Remuneration Committee of the Company for attending meetings.</p> <p>6. Proposal for the attendance fees for members of the 2nd term of Sustainable Development Committee of the Company for attending meetings.</p> <p>7. Proposal for the amendment to the Company's "Regulations for Salary Management."</p> <p>8. Proposal for changes to the remuneration of the Company's managerial officers.</p> <p>9. Proposal for the performance evaluation of the Company's managerial officers for the first half of 2025.</p>	<p>law to recuse themselves and did not participate in the discussion or voting, the acting chairperson approved the proposal as presented.</p>	
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II. Where the Board of Directors does not adopt or amend the suggestion from the Remuneration Committee, please elaborate on the date, term, contents of motions and result of resolution 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

Note: (1) Date of resignation is shown for members of the Remuneration Committee who resigned prior to the close of the financial year. The percentage of in-person attendance (%) is calculated based on the number of Remuneration Committee meetings held and the number of meetings attended in-person during active duty.

(2) If a re-election of Remuneration Committee members took place prior to the close of the financial year, members of both the previous and the current Remuneration Committee will be listed; in which case, the remarks column will specify whether the committee member was elected in the previous Board, the new Board, or both. In-person attendance rate (%) is calculated based on the number of Remuneration Committee meetings held and the number of meetings attended in-person during active duty.

3. Information on Nomination Committee members and its operations

The Company has not yet established a Nomination Committee, which is a voluntary committee. The establishment will be considered in accordance with regulatory requirements and the Company's operational needs. Although a Nomination Committee has not been set up, candidate nominations are still fully discussed and communicated within the Board of Directors, in line with corporate governance practices.

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

Assessment Item	Status of Operation (Note 1)			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?	V		The Company follows the vision and mission of its ESG policy. To strengthen the management of sustainable development, the Company established the Sustainable Development Committee at the functional committee level in December 2024. The 2nd term of the Sustainable Development Committee comprises three members: Independent Director Huang, Shih-Chien, Independent Director Chang, Guo-Zhen, and Director Yin, Chung-En. Independent directors account for 67% of the Committee, and Independent Director Chang, Guo-Zhen serves as the convener. The members' experience covers related fields including sustainable finance, environmental engineering expertise, and greenhouse gas management practices. The committee addresses economic, environmental, and social issues arising from operational activities, with subgroups including Corporate Governance, Environmental Sustainability, and Employee Welfare and Community Engagement. The committee reports to the Board of Directors at least once a year on the progress and outcomes of sustainability development action projects, enabling the Board of Directors to understand the implementation status of sustainability issues. In addition to reviewing the progress of strategies, the Board urges the management team to make	No significant difference.

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			adjustments as necessary to ensure the sustainable development and mutual prosperity of the company and society. In 2025, the reports to the Board of Directors included report on the implementation status of Sustainability Report preparation, greenhouse gas inventory and assurance work, and review of the 2024 Sustainability Report.	
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? (Note 2)	V		<p>1. Environmental Protection: The Company is devoted to promoting environmental restoration and making energy efficiency improvements. Through long-term planning and commitment, the Company has rigorously implemented plantation and biodiversity preservation projects throughout plant and mining sites as a way to mitigate environmental impacts of production activities. Furthermore, the following “energy and carbon reduction”, “greenhouse gas reduction”, and “water and waste reduction” initiatives are being taken as part of the management strategy:</p> <p>(1) All offices implement energy conservation and carbon reduction measures, including use of electronic (paperless) documents, use of compostable toilet paper, garbage sorting, turning off lights when not in use, and building energy-efficient facilities, in order to reduce</p>	No significant difference.

Assessment Item	Status of Operation (Note 1)		Summary Description	Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
			<p>GHG emission and environmental impacts with real action.</p> <p>(2) Factory greenhouse gas reduction measures: the Company submitted an application for a voluntary reduction plan on March 28, 2025, and it was approved by the Ministry of Environment on January 9, 2026. The Company is committed to greenhouse gas reduction measures, such as increasing the use of alternative raw materials, improving production processes, and enhancing energy efficiency through equipment maintenance.</p> <p>(3) Water Conservation and Waste Reuse Measures: Ongoing investments are being made to reduce production water usage and to recycle rainwater for more efficient use of water resources.</p> <p>2. Social Norms: The Company complies with The Company Act, Securities and Exchange Act, Mining Act, and Fair Trade Act in every aspect of its daily operations. All employees and suppliers are requested to carry out production and business activities strictly in compliance with laws. The Company also organizes internal meetings and courses to promote regulatory awareness.</p>	

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			3. Corporate Governance: The Company has implemented the Ethical Corporate Management Best Practice Principles, Codes of Ethical Conduct, operating procedures, and behavioral guidelines for the management and employees to observe to ensure compliance with respect to ethics and business practice. By implementing internal control, approval authority, and job specialization, the Company has been able to improve the efficiency and performance of its operations, protect assets, ensure compliance with laws, and duly enforce corporate governance.	
III. Environmental issues				
(I) Has the Company set up appropriate environmental management experiment based on its industrial characteristics?	V		(I) The Company has developed its own environmental management systems out of respect for environmental protection and compliance with environmental protection laws. The system has been certified for ISO 14001 - Environmental Management Systems (Validity: Yilan Dongshan Plant – from August 3, 2017 to August 2, 2026 and Pingtung Ligang Plant – from August 25, 2022 to August 24, 2028).	No significant difference.
(II) Does the Company endeavor to utilize resources more efficiently and use	V		(II) The Company not only complies with environmental protection laws in all aspects of its operation, but is also	No significant difference.

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
reusable materials which have a low impact on the environment?			capable of developing green, energy-efficient products in line with the latest environmental trends and energy/carbon reduction policies. It is the goal of the organization to contribute to a low-carbon economy, a sustainable environment, and a growing society. Actively researching methods of waste and resource reuse to replace natural resources and raw materials not only reduces the consumption of cement products but also concurrently decreases greenhouse gas emissions.	
(III) Does the Company assess the present and future potential risks and opportunities of climate change on the Company and take actions to related issues?	V		(III) The Company evaluates the present and future potential risks and opportunities of climate change, and the assessment results and relevant response measures adopted can be found in the Implementation of Climate-Related Information on pages 82~86.	No significant 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	V		(IV) The Company remains committed to accomplishing various sustainability goals introduced by the Bureau of Energy, Ministry of Economic Affairs, including: "Improved Energy Efficiency: Increasing energy efficiency by 1% per year over the next 8 years" and "Clean Energy: Reducing nationwide CO2 emissions by 20% in 2030 (Compared to	No significant difference.

Assessment Item	Status of Operation (Note 1)		Summary Description	Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
greenhouse gas reduction, water consumption reduction or other waste management oriented policies?			<p>Base Year: 2005), reducing emissions to year 2000 level by 2025, and achieving net zero emission by 2050". In addition to setting quantitative management goals for future years, the Company is also taking the initiative to increase energy efficiency and makes use of clean energy sources, and thereby contributes to a low-carbon economy, a sustainable environment, and a growing society. The Company has engaged AFNOR Asia Ltd. to conduct greenhouse gas surveys, and in the last two years, CO2 emissions were measured at 646,102 tons in 2024 and 590,750 tons in 2025; looking at the 9-year horizon, CO2 emissions have reduced 20.81% from 745,765 tons in 2016 to 590,570 tons in 2025. The Company also promotes water conservation and energy efficiency improvements throughout the organization out of respect for social responsibilities and support to the nation's energy and carbon reduction policies. Ongoing investments are being made to reduce production water usage and to recycle rainwater, and as a result, total water usage was 59,220 cubic meters in 2024 and 64,4000 cubic meters in 2025. All waste generated from the</p>	

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			Company's manufacturing processes is classified as non-hazardous industrial waste and is managed in accordance with regulations through proper recycling, treatment, and reporting procedures. The total waste generated in 2024 and 2025 was 1,209 metric tons and 1,276 metric tons, respectively. Additionally, the Company actively contributes to waste management solutions for other industries, with waste recycling and treatment volumes amounting to 182,910 metric tons in 2024 and 201,256 metric tons in 2025.	
IV. Social issues (I) Does the Company establish management policies and procedures in accordance with relevant laws and International Bill of Human Rights?	V		(I) The Company adheres to international human rights conventions, including the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social and Cultural Rights (ICESCR), and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), as well as the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's Declaration on	No significant difference.

Assessment Item	Status of Operation (Note 1)		Summary Description	Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
			<p>Fundamental Principles and Rights at Work. The Company also complies with applicable national laws and regulations, manages human resources in accordance with labor regulations, and promotes occupational safety and health standards to help eliminate or reduce workplace risks for employees.</p> <ul style="list-style-type: none"> ■ A summary of the Company's specific human rights management programs is set forth below: <ol style="list-style-type: none"> 1. Provide a safe and healthy working environment and obtain ISO45001 certification. 2. Assist employees to maintain physical and mental health and work-life balance, and provide regular consultation services for labor health nurses and physicians. Engaged a consulting firm to provide an Employee Assistance Program (EAP), offering professional support services to help employees address physical, mental, and emotional challenges. 3. Offered an online sexual harassment prevention course to educate employees on the definition of sexual harassment, preventive measures, and appropriate handling of incidents. 4. A manager-friendly management training program 	

Assessment Item	Status of Operation (Note 1)		Summary Description	Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
			<p>is provided to supervisors, with emphasis on identifying inappropriate or unlawful behaviors in communication and expression. The program also promotes the use of constructive and respectful communication methods to foster a harmonious workplace environment.</p> <p>5. Include human rights clauses in contracts with suppliers, and implement on-site audits.</p> <p>6. Conducted human rights protection training for employees in 2025, totaling 649 training hours, with 347 employees completing the training.</p> <p>The Company has established a human rights governance structure with the Board of Directors as the highest governing body. Under the Sustainability Development Team, a cross-functional Employee Care and Social Engagement Group has been formed, comprising departments such as human resources, environmental safety and health, operations, and materials management. This structure enables a systematic and effective implementation of human rights management practices. The Sustainability Development Team regularly</p>	

Assessment Item	Status of Operation (Note 1)		Summary Description	Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No		
(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?	V		<p>reports human rights management actions and implementation results to the “Sustainability Development Committee” under the Board of Directors.</p> <p>In the future, we will continue to prioritize human rights protection by developing relevant action plans, promoting educational initiatives, and enhancing awareness to ensure effective implementation and minimize associated risks.</p> <p>(II) The Company values employees’ well-being and training, complies with labor regulations, and is committed to protecting workers’ rights. For relevant employee welfare measures, please refer to pages 150~152 of this Annual Report. As an incentive to retain talents and maintain competitiveness, the Company conducts performance evaluations every six months and has a bonus policy in place that clearly associates bonus payouts with employees’ contributions. According to the Articles of Incorporation, if the Company has annual profits in a given year, it shall appropriate no less than 1% as employee remuneration, of which the total amount distributed to junior employees shall not be less than 50% of</p>	No significant difference.

Assessment Item	Status of Operation (Note 1)			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?	V		<p>the total employee remuneration. The Company's Board of Directors resolved on March 12, 2025 to distribute employee compensation for fiscal year 2024 in the amount of NT\$2,092,134, to be paid in cash. This arrangement appropriately reflects the Company's operating performance and results in employee remuneration. Please refer to pages 34 in this Annual Report.</p> <p>(III) The Company is dedicated to providing employees with a safe and healthy work environment and ensuring that the work environment conforms with occupational health and safety standards. It has been certified for ISO 45001/TOSHMS and CNS 45001:2018 - Occupational Health and Safety Management Systems (Validity: Yilan Dongshan Plant – from October 17, 2017 to October 16, 2026 and Pingtung Ligang Plant – from August 25, 2022 to August 24, 2028). Employees are subjected to regular health checkups twice a year, whereas senior executives are subjected to advanced health checkups once a year. The Company complies strictly with the terms of the Labor Standards Act and organizes health and</p>	No significant difference.

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
(IV) Does Company establish effective career development and training plans for employees?	V		<p>safety education for employees on an unscheduled basis. There were no occupational hazard in 2025. There were no fire incidents in 2025. On June 19 and December 22, 2025, the Company conducted self-defense formation training for the first and second half of 2025 respectively, and reported the results to the Dongshan Fire Brigade.</p> <p>(IV) Every year, we plan a budget and arrange regular and unscheduled pre-employment on-the-job training for employees to ensure the Company's CSR compliance, and enhance employee's 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</p>	No significant difference.

Assessment Item	Status of Operation (Note 1)			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?	V		(V) actively engage in further education. The Company labels all of its products according to domestic regulations as well as international standards, and has been certified for ISO9001 - Quality Management Systems. The Company also conducts quality inspections on its products and services, and has effective customer complaint procedures in place to handle disputes according to contract terms.	No significant difference.
(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.	V		(VI) (1) The Company has outlined a set of occupational health and safety requirements that must be observed when outsourcing jobs. All contractors are bound to make health and safety arrangements according to the Occupational Health and Safety Act and related laws, and are required to appoint the minimum number of occupational health and safety officers, operation supervisors, specialists, and operators given their size and nature of work activities.	No significant difference.

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			(2) Execution Progress: All suppliers are bound to comply with occupational health and safety requirements on outsourcing. All operators are required to complete the necessary training as required by laws and undergo health and safety awareness training of the Company before commencing work activities at the plant. Those that do not complete training are not permitted to engage in any production activities. The Company places great emphasis on choosing top-performing vendors, and assigns work inspectors to evaluate the suitability of each vendor regularly by completing the “Vendor Evaluation Form”. We hope to invite vendors to join our efforts in maintaining public safety and environmental health, and fulfill our corporate social responsibilities as responsible businesses. The Company will discontinue business dealings with non-essential suppliers that violate corporate social responsibilities.	
V. Does the company, following internationally recognized guidelines, prepare	V		The sustainability report of the Company is prepared in accordance with the GRI 2021 version, and the preparation and disclosure in accordance with the “Sustainability	No significant difference.

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
and publish reports, such as its Corporate Sustainability Report, to disclose non-financial information of the company? Are said reports assured or verified by a third-party certification body?			Accounting Standards Board” (SASB) disclosure standards for the construction materials industry. The 2024 Sustainability Report has obtained an assurance opinion from an independent third-party assurance provider.	
<p>VI. If the Company has established sustainability policies in accordance with the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, please describe its current practices and any deviations from the Best Practice Principles: The Company has established its own Sustainable Development Best Practice Principles, and duly follows the terms of the principles.</p>				
<p>VII. Other important information that helps the public understand sustainable development implementation status: In addition to core business activities, the Company is also committed to:</p> <ol style="list-style-type: none"> 1. Giving back to society. 2. Sustainable management of the environment, including the creation of energy conservation and carbon reduction yields. 3. Improving the lives of customers, employees, and shareholders, and bringing stability to society as part of its corporate social responsibilities. 4. The Company has established its own “Contractor Safety and Health Management Policy” and “Contractor Personnel and Machinery Control Policy” that specifically require contractors to make health and safety arrangements according to the Occupational Health and Safety Act and related laws. Contractors are required to appoint the minimum number of occupational health and safety officers, operation supervisors, specialists, and operators given their size and nature of work activities, and shall take part in the Company’s corporate social responsibility efforts. 5. The company cooperates with the government's non-nuclear homeland and green energy development policies. Offshore wind turbines will become one of the main sources of renewable energy in Taiwan in the future. In recent years, the company has actively developed related materials for the localization of the green energy industry chain. The Company’s ShifuGrout U799, a specialized cement for the foundations of offshore wind turbines, has been certified by DNV Business Assurance Co., Ltd. (DNV), and will make the Company a supplier of ultra-strength cement for offshore wind turbines. The Company has also been developing a new 				

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			product called ShifuGrout U769 specifically for offshore wind turbines that works with the SILO system to allow faster concrete filling under any weather conditions, including rain. Furthermore, the Company continues to acquire and integrate relevant technologies, extending their application to the development of building materials such as ultra-high performance concrete (UHPC).	

Note 1: If Execution is specified as “Yes”, please explain the key policies, strategies, and measures taken and the execution progress. If Execution is specified as “No”, please explain the deviations and causes of deviation in the field titled “Deviations and Causes of Deviation From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, and provide any policy, strategy, and measures planned for the future.

Note 2: The term of principle of materiality refers to those with a significant impact upon the environmental protection, society and corporate governance, also with significant impact upon the Company’s investors and other stakeholders.

Note 3: In terms of method of disclosure, please refer to the website of Corporate Governance Center of Taiwan Stock Exchange Corporation as the best prototype for reference.

(VI) Climate-Related Information of TWSE/TPEX Listed Company

1 Implementation of Climate-Related Information

Item	Implementation
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	The Company's Board of Directors serves as the highest governing body for climate change issues, overseeing and reviewing climate risk management policies and systems. The Board also plays an important role in determining the Company's climate commitments and objectives. It meets on a regular basis to discuss current trends in climate risk opportunities, propose comprehensive corporate-level strategies for key climate risks, and review progress reports from the Sustainability Committee. The Board also facilitates communication about circular economy and low-carbon technology targets in order to align with the company's sustainability strategy and ensure stable, long-term operations. To strengthen the management and identification of climate-related risks and opportunities, the Company established the Sustainable Development Committee at the functional committee level in December 2024, with Independent Director Chang, Guo-Zhen serving as the convener. The committee is required to hold annual meetings focused on the Company's key climate opportunity and risk issues, as well as to report to the Board of Directors at least once a year on the progress and outcomes of sustainability action projects. This keeps the Board informed about the implementation of sustainability issues.

Item	Implementation			
	Furthermore, the Sustainability Committee is required to report to the Board quarterly on the status and timeline of greenhouse gas inventories and disclosures.			
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Identified short-, medium-, and long-term climate-related risks and opportunities	Short-term	Mid-term	Long-term
		<ul style="list-style-type: none"> ● Market risk: Rising costs of raw materials and energy ● Policy and regulatory risk: Carbon pricing mechanism ● Product and service opportunities: recycling (alternative raw materials), development and expansion of low-carbon products and services 	<ul style="list-style-type: none"> ● Transition risk: The cost of transition to low-carbon technology ● Policy and regulatory risk: authorization and supervision of existing products and services ● Energy source opportunities: Use of low-carbon energy sources 	<ul style="list-style-type: none"> ● Transition risk: Increased price of greenhouse gas emissions ● Market opportunity: Entering new markets
	Impacts of climate-related risks and opportunities in business, strategic and financial planning	Major transformation risks	Key Climate Opportunities	
		<ul style="list-style-type: none"> ● The implementation of alternative raw materials and alternative fuel technologies, and the development of technologies for reducing carbon emissions in the cement production process, resulting in increased capital expenditures for 	<ul style="list-style-type: none"> ● Increase the use of alternative raw materials and alternative fuels, reduce carbon emissions in the cement production process, increase disposal fee income and reduce coal costs ● Develop low-carbon cement 	

Item	Implementation	
		<p>low-carbon technologies</p> <ul style="list-style-type: none"> ● Process improvement and process optimization to enhance energy efficiency to reduce operating costs ● The Company will continue to monitor changes in raw material market prices and strengthen procurement and bidding strategies to control operating costs ● Conduct company-wide GHG inventory and set emission reduction targets as the basis for future carbon credits and operating cost reductions ● Replacement and use of energy-saving certified products in offices <p>products, maintain a competitive advantage in the market, and reduce carbon costs</p> <ul style="list-style-type: none"> ● Continue to invest in the R&D of green building materials and related green products, and obtain related patents to reduce the carbon content of building materials and expand business
<p>3. Describe the financial impact of extreme weather events and transformative actions.</p>	<p>The physical risk of extreme climate events, such as equipment damage caused by heavy rainfall such as typhoons or fronts, resulting in increased maintenance and plant closures. The resulting financial impact was an increase in operating costs.</p> <p>The transformation action refers to the carbon reduction action plan promoted by the Company, including the promotion of the replacement of raw materials and fuels in the circular economy, the optimization of manufacturing processes, and the development of green building materials. The resulting financial impact is an increase in capital expenditures on low-carbon technologies and an increase in processing fee income.</p>	

Item	Implementation
<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>Step 1: Collect climate issues Regularly collect issues related to climate change risks and opportunities with reference to the topics in the peer sustainability report, the peer CDP questionnaire, and cement industry trends</p> <p>Step 2: Internal compilation 1. Visit relevant departments to understand the definitions of various risks and opportunities, and analyze domestic and foreign regulations, market and technology development trends 2. Assessed the "Climate Risk Impact Rating Table" for risk assessment</p> <p>Step 3: Identify risk opportunities 1. Based on the assessment results of the degree of impact and the likelihood of occurrence, each unit identifies the Company's major climate risks and opportunities 2. Review existing strategies and management information on major climate risks and opportunities</p> <p>Step 4: Tracking and management 1. Based on the identification results and existing countermeasures, the Sustainable Development Committee reports to the Board of Directors, and the Board of Directors makes resolutions and formulates the Company's strategy 2. Track and review the progress of the response measures and closely track the changes in the overall internal and external environment to ensure the effectiveness of the response measures in this dynamic environment</p>
<p>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.</p>	<p>The Company has not yet evaluated the resilience in the face of climate change risks through scenario analysis. The planning tool is being carefully evaluated to improve the resilience to climate change risks.</p>
<p>6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>The Company's transformation plan to manage climate-related risks is currently under planning, in order to reduce the impact of climate change transformation risks on the Company, and to seek market opportunities.</p>
<p>7. If internal carbon pricing is used as a planning tool,</p>	<p>The Company's internal carbon pricing is established with reference to the principles set out in the Ministry of</p>

Item	Implementation
the basis for setting the price should be stated.	Environment’s “Regulations Governing the Collection of Carbon Fees,” while also taking into account domestic carbon pricing policy trends and the potential risk of future external carbon costs. The internal carbon price is set at NT\$300 per metric ton of carbon dioxide equivalent as a reference basis for capital investment strategies, major operational decisions, and the evaluation of carbon reduction projects. The Company also adopts the shadow price method to guide internal investment and operational behavior, enhancing its ability to identify and manage carbon-related risks. In addition, the carbon price level will be reviewed regularly and adjusted accordingly based on the policy environment and the actual implementation status.
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.	The company completed the verification of its consolidated financial reports' greenhouse gas inventory ahead of schedule in 2024, and has designated 2024 as the base year. The actual greenhouse gas emissions for Scope 1 and Scope 2 in the base year totaled 646,165.5157 metric tons of CO _{2e} . The short-term target is to reduce Scope 1 and Scope 2 GHG emissions by 7% by 2026, and the medium-to-long-term target is to achieve a 11% reduction by 2030. The Company does not use carbon offsets or renewable energy certificates (RECs) to achieve related goals.
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).	Please refer to 1-1 and 1-2 for details.

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.

		2024		2025	
		Emissions (tons CO ₂ e)	Intensity (tons CO ₂ e/NT\$ million)	Emissions (tons CO ₂ e)	Intensity (tons CO ₂ e/NT\$ million)
The Company	Scope 1 Direct emissions	594,320.0819		542,290.4825	
	Scope 2 indirect energy emissions	51,782.1514		48,279.3832	
	Subtotal	646,102.2333		590,569.8657	
All subsidiaries included in the consolidated financial statements	Scope 1 Direct emissions	2.4185		2.5083	
	Scope 2 indirect energy emissions	60.8639		53.3326	
	Subtotal	63.2824		55.8409	
Total		646,165.5157	96.9097	590,625.7066	81.7851

Note 1: Direct emissions (scope 1, i.e., emissions directly from sources owned or controlled by the Company), indirect energy emissions (scope 2, i.e., indirect greenhouse gas emissions from electricity, heat, or steam)

Note 2: The data coverage scope for direct emissions and indirect energy emissions shall comply with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. Other indirect emissions information may be voluntarily disclosed.

Note 3: Greenhouse gas inventory standards: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1:2018 issued by the International Organization for Standardization (ISO) and the Regulations for Gas Emission Inventory Registration and Inspection Management.

Note 4: The intensity of greenhouse gas emissions may be calculated per unit of product/service or revenue, but at least the data calculated in terms of revenue (NT\$ 1 million) shall be disclosed.

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.

Scope of the assurance process		2024 Emissions (tons CO2e)	2025 Emissions (tons CO2e)
The Company	Scope 1 Direct emissions	594,320.0819	542,290.4825
	Scope 2 Indirect energy emissions	51,782.1514	48,279.3832
	Total	646,102.2333	590,569.8657
	Percentage of the disclosed data in 1-1-1 as mentioned above	100%	100%
	Assurance provider	AFNOR Asia Ltd.	The greenhouse gas data was not fully assured before the annual report printing deadline. Complete assurance information will be disclosed in the 2025 sustainability report.
	Description of the assurance process	ISO 14064-3:2019 ISO 14064-1:2018 Regulations for Gas Emission Inventory Registration and Inspection Management.	
	Assurance opinion/conclusion	Reasonable assurance level / Unqualified opinion	

The subsidiaries included in the consolidated financial statements are expected to obtain assurance on their 2026 greenhouse gas inventory information in 2027.

Note 1: This information shall be disclosed in compliance with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations. If the Company has not obtained a complete greenhouse gas assurance opinion by the date of printing of the annual report, it shall note that "Complete assurance information will be disclosed in the sustainability report." If the Company does not prepare a sustainability report, it shall note that "Complete assurance information will be disclosed on the Market Observation Post System (MOPS)," and shall disclose the complete assurance information in the annual report of the following fiscal year.

Note 2: The assurance institutions shall meet the directions regarding assurance of sustainability reports prescribed by the TWSE and the TPEX.

Note 3: When preparing the disclosure content, the Company may refer to the best practice reference examples on the TWSE Corporate Governance Center website.

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.

Greenhouse Gas Reduction Base Year and Targets

The company completed the verification of its consolidated financial reports' greenhouse gas inventory ahead of schedule in 2024, and has designated 2024 as the base year. The actual Greenhouse Gas emissions for Scope 1 and Scope 2 in the base year totaled 646,165.5157 metric tons of CO₂e. (The standalone entity of Ruentex Materials has completed third-party verification)

The short-term target is to reduce Scope 1 and Scope 2 Greenhouse Gas emissions by 7% by 2026, and the medium-to-long-term target is to achieve a 11% reduction by 2030.

Greenhouse Gas Reduction Strategy and Action Plan

The Company has formulated short-, medium-, and long-term carbon reduction strategies.

In the short term, the focus is on process improvements, such as using alternative raw materials to reduce the clinker emission factor, thereby lowering emissions. In the medium to long term, the Company will continue to expand the use of alternative raw materials and produce low-carbon cement by reducing the clinker content in cement to lower direct emissions.

Additional measures include: implement pipeline leakage repairs to minimize heat loss and reduce fuel consumption, and upgrading process equipment to improve energy efficiency and reduce indirect emissions, and continuing investment in the development of carbon reduction technologies.

Achievement of Emission Reduction Targets

In 2025, the actual Scope 1 and Scope 2 Greenhouse Gas emissions amounted to 590,625.7066 tons of CO₂e, representing a reduction of 55,539.8091 tons of CO₂e compared to the base year. This reflects a 9% decrease in total emissions. With ongoing and active carbon reduction measures, further emission reductions are anticipated.

Note 1: This information shall be disclosed in compliance with the schedule prescribed in the order issued under Article 10, paragraph 2 of the Regulations.

Note 2: The base year shall be the fiscal year in which the greenhouse gas inventory is completed based on the consolidated financial reporting boundary. For example, under the order issued under Article 10, paragraph 2 of the Regulations, a company with capital of NT\$10 billion shall complete the inventory for its fiscal 2024 annual consolidated financial report in 2025, so the base year will be 2024. If a company has disclosed its inventory in its consolidated financial report in an earlier year, it may take the earlier fiscal year as its base year. Also, the data for the base year may be calculated based on a single fiscal year or the average of multiple fiscal years.

Note 3: When preparing the disclosure content, the Company may refer to the best practice reference examples on the TWSE Corporate Governance Center website

(VII) Performance in ethical corporate management and differences from the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
<p>I. Establishing Ethical Corporate Management Policies and Programs</p> <p>(I) 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?</p>	V		<p>(I) The Company has outlined its business integrity policy as part of the “Ethical Corporate Management Best Practice Principles”, approved by the Board of Directors, which is disclosed on the MOPS and on the Company’s website. The best practice principles prohibit directors, managers, employees, or any controller from offering, committing, requesting, or accepting any illegitimate benefits, or involving themselves in any conduct that could be construed as dishonest, illegal, or in breach of trust, whether directly or indirectly, while carrying out their duties (collectively referred to as Dishonest Conduct below). Depending on the assessed risks of Dishonest Conduct, the internal audit unit would</p>	No significant difference.

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
(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 Practice Principles for TWSE/TPEX-Listed Companies”?	V		(II) devise audit plans and conduct audits accordingly to check employees’ compliance with preventative measures. By observing the “Ethical Corporate Management Best Practice Principles”, we analyze business activities that exhibit high risks of unethical conduct, implement enhanced preventions against offering and acceptance of bribes, and introduce measures against offering of illegal political donations.	No significant difference.
(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?	V		(III) We have established the “Ethical Corporate Management Best Practice Principles” to outline operating procedures, behavioral guidelines, whistle-blowing, and discipline systems. We also promote the importance of ethical conduct among employees in a timely manner.	No significant difference.

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
II. Implementing Ethical Corporate Management				
(I) Does the company assess the ethical records of its counterparts and explicitly include clauses on ethical behavior in transaction contracts?	V		(I) The Company conducts systematic assessments on all customers and suppliers it works with. All rights and obligations between the two parties are outlined in contracts and are kept confidential.	No significant difference.
(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?	V		(II) To better enforce integrity management, the Company has assigned the President's Office the duty of overseeing the establishment and execution of business integrity policies and prevention. The President's Office makes regular reports (at least once a year) to the Board of Directors regarding the execution of business integrity policy and prevention against dishonest conduct. The Company's 2025 compliance with integrity management has been reported to the board of directors on December 30, 2025.	No significant difference.
(III) Does the Company establish and implement a	V		(III) The Company has outlined prevention	No significant difference.

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
policy to prevent conflicts of interest and provide suitable channels for reporting such conflicts?			against conflicts of interest as part of the Ethical Corporate Management Best Practice Principles. Employees are encouraged to report violations to the internal audit head via phone, mail, or other available means of communication. The whistleblower's identity and details of the report made will be kept strictly confidential.	
(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 preventive programs of unethical behavior or hire a CPA to perform the audit?	V		(IV) Management of the Company has developed effective accounting systems and internal control systems. Internal auditors make annual audit plans based on risks and execute them accordingly.	No significant difference.
(V) Does the Company regularly organize internal and external education and training activities for ethical corporate management?	V		(V) The Company organized a variety of internal and external training on issues relating to business integrity in 2025 (which covered	No significant difference.

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			<p>topics such as Sustainability Report preparation and internal control analysis, sustainability information preparation and reporting practices, ESG disclosure seminars for listed companies, interpretation of Sustainability Reports and audit practices for sustainability information, legal responsibilities and practical analysis of Sustainability Reports, corporate contract management from an operational cycle perspective, legal compliance seminars on insider shareholding transactions, insider trading prevention awareness sessions, key highlights of ESG transformation in corporate governance evaluations, group governance and performance management, and occupational safety, health, and inspection-related courses; these training courses received 1,011 enrollments and</p>	

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			delivered 2,357 hours of training in total).	
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?	V		(I) We have specified the need to provide official reporting channels in the “Ethical Corporate Management Best Practice Principles”, and defined the importance of keeping confidential the identity of whistleblowers and the reported content. Upon discovering illegal or unethical behaviors, employees can report to the supervisor, manager, internal audit head, or other appropriate staff.	No significant difference.
(II) Does the company establish standard operating procedures for investigation, post-investigation measures, and related mechanisms to ensure the confidentiality of a whistleblower complaint?	V		(II) To encourage reporting of illegal or unethical behaviors, we make sure that employees know that we will protect and keep confidential the privacy of whistleblowers according to related processes or mechanisms of the Company.	No significant difference.
(III) Does the Company establish measures to protect whistleblowers against retaliation?	V		(III) We are committed to maintaining confidentiality of and protecting whistleblowers.	No significant difference.

Assessment Item	Status of Operation (Note 1)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
IV. Reinforcing Information Disclosure (I) Has the Company disclosed its Best-Practice Principles on Good Faith Management including the contents and performance of the implementation, through its own website and Market Observation Post System (MOPS)?	V		(I) The Company discloses the terms of the Ethical Corporate Management Best Practice Principles on its website and on the MOPS; progress on enforcement of business integrity is also disclosed on the corporate website.	No significant difference.
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: Without a significant difference.				
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): None				

Note: Always provide an explanation in the summary description column, regardless of whether there are any deviations from the best practice principles.

(VIII) Other material information that is helpful for understanding the status of implementation of corporate governance: None.

(IX) Implementing the Internal Control System:

1. Statement on Internal Control: The Company has completed public disclosure via the information reporting platform designated by the Financial Supervisory Commission. For further details, please refer to the Market Observation Post System: <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.

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

1. Major Shareholder Meeting Resolutions

Date of the Meeting	Category	Resolution
2025.05.16	Annual Meeting of Shareholders	Major Annual General Meeting Resolutions:
		(1) 2024 Business Report.
		(2) Audit Committee's review report on the 2024 year-end accounts.
		(3) Report on distribution of 2024 employees' remuneration.
		(4) Report on the Company's acquisition or disposal of assets involving related parties.
		(5) Passed acknowledgment of the Company's 2024 Business Report and Financial Statements.
		(6) Passed acknowledgment of the Company's 2024 earnings distribution proposal.
		(7) Approved the amendments to the "Corporate Charter" of the Company.
		(8) Approved the re-election of the Company's Board of Directors.
		(7) Approved proposal to release the non-compete restrictions on the Company's newly elected directors.

2. Major Board Meeting Resolutions

Date of the Meeting	Category	Resolution
2025.01.21	Board of Directors	1. Presentation of the Company's Internal Audit Report for Q4 2024.
		2. Presentation of Remuneration Committee meeting minutes.
		3. Presentation of performance evaluation results of the Board of Directors for 2024.
		4. Approved the result of performance evaluation for managerial officers in the 2nd half of 2024.
		5. Passed changes to the compensation of the Company's managers.
		6. Approval and ratification of the extension and renewal of the loan facility with Hua Nan Bank Da-An Branch for the Company's operational funding needs, and the application for a new loan facility with Taishin Bank.
		7. Approved the motion for the Company to apply for the extension and renewal of loan facilities from two financial institutions including KGI Bank and other financial institutions for the need for operating turnover. In addition, the Company has applied for a new loan from KGI Bank.
		8. Passed payment of performance bonuses to Managers for 2024.
		9. Approved the Company's distribution of 2023 remuneration to managerial officers.
		10. Passed allocation percentage for the Company's 2024 employee remuneration.
		11. Approved the proposal to amend the Company's "Salary Management Regulations."
		12. Approved to amendments to the "Regulation Governing Distribution of Employees Compensation" of the Company.
		13. Approved the travel expenses for members of the 1st term of the Sustainable Development Committee of the Company.
		14. Passed contracting and annual quotation of RT.MIX Concrete Flooring Work with Ruentex Engineering & Construction Co., Ltd.
		15. Passed the signing of the "RT.MIX Selling Price" agreement with Ruentex Engineering & Construction Co., Ltd.

Date of the Meeting	Category	Resolution
		16. Passed of amendment to the Company's "Corporate Charter".
		17. Approved the amendments to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules."
		18. Passed details concerning the 2025 annual Shareholders' Meeting.
2025.03.12	Board of Directors	1. Report on liability insurance coverage for the Company's directors and key staff.
		2. Presentation of the status of corporate sustainability report operational execution situation.
		3. Report on the Company's greenhouse gas inventory and verification schedule planning.
		4. Approval of the appointment of the Company's President.
		5. Approval of the release of the Company's managerial officers from the non-competition restrictions.
		6. Passed the distribution of employee remuneration in 2024.
		7. Passed the Company's 2024 Business Report and Financial Statements.
		8. Passed 2024 earnings distribution proposal.
		9. Passed 2024 annual declaration of internal control system of the Company.
		10. Approval of the re-election of the Company's Board of Directors.
		11. Approval of the nomination of the Company's Directors and Independent Directors.
		12. Approval of the proposal to lift the non-competition restrictions on the newly elected Directors of the Company.
		13. Approval of the quotation for the contract between the Company and Ruentex Engineering & Construction Co., Ltd. for the 'Wooden Door Project'.
		14. Passed update details concerning the 2025 annual Shareholders' Meeting.
2025.05.14	Board of Directors	1. Presentation of the Company's Internal Audit Report for Q1 2025.
		2. Report the proposal for the Company, for operational working capital needs, to apply to two financial institutions, including Taiwan Bank Dunhua Branch, for the extension and renewal of loan facilities.
		3. Passed the Company's Consolidated Financial Report for Q1 2025.
2025.05.16	Board of Directors	1. Approved the proposal for the election of the Chairman of the Company.
2025.07.15	Board of Directors	1. Approved and ratified the proposal for the Company, for operational working capital needs, to apply to eight financial institutions, including Dah Chung Bills Finance Corporation, for the extension and renewal of loan facilities.
		2. Approved the proposal for the Company, for operational working capital needs, to apply for the extension and renewal of the loan facility at Mega Bills Finance Co., Ltd., which is about to expire.
		3. Approved the proposal for the appointment of members of the Remuneration Committee of the Company.
		4. Approved the proposal for the appointment of members of the Sustainable Development Committee of the Company.
		5. Approved the proposal for the Company to sign an agreement with National Taiwan University to formalize the industry-academia collaboration relationship.
		6. Approved the matter regarding the quotation for the 2025 contract for "RT-Mix floor masonry works" to be entered into by the Company with Ruentex Engineering & Construction Co., Ltd.

Date of the Meeting	Category	Resolution
		7. Approved the matter regarding the quotation for “RT-Mix product selling prices” for the second half of 2025 to be entered into by the Company with Ruentex Engineering & Construction Co., Ltd.
		8. Approved the matter regarding the quotation for the contract for “wooden door works” for the second half of 2025 to be entered into by the Company with Ruentex Engineering & Construction Co., Ltd.
		9. Approved the proposal for the Company’s response to media public relations issues.
2025.08.13	Board of Directors	1. Presentation of the Company’s Internal Audit Report for Q2 2025.
		2. Presentation of Remuneration Committee meeting minutes.
		3. Approved the result of performance evaluation for managerial officers in the 1st half of 2025.
		4. Approved changes in the compensation of the Company’s managerial officers.
		5. Approved the proposal for the remuneration of the 13th term of directors of the Company.
		6. Approved the proposal for the remuneration of the 13th term of independent directors of the Company.
		7. Approved the proposal for the attendance fees for members of the 4th term of Audit Committee and the 5th term of Remuneration Committee of the Company for attending meetings.
		8. Approved the proposal for the attendance fees for members of the 2nd term of Sustainable Development Committee of the Company for attending meetings.
		9. Approved the proposal for the amendment to the Company’s “Regulations for Salary Management.”
		10. Approved the proposal for the Company’s consolidated financial report for the second quarter of 2025.
		11. Approved the Company’s 2024 Sustainability Report.
		12. Approved the proposal for the Company, for operational working capital needs, to apply for the extension and renewal of loan facilities that are about to expire at two financial institutions, including Chang Hwa Bank, Dunhua Branch.
		13. Approved the proposal for the Company to enter into a construction contract with Ruen Yang Construction Co., Ltd. for the new parking lot project at the Company’s Pingtung Ligang Plant.
		14. Approved the proposal for the Company to enter into a construction contract with Ruentex Engineering & Construction Co., Ltd. for the new parking lot project at the Company’s Pingtung Ligang Plant.
		15. Approved the proposal for the Company to enter into the building materials contract order for “Banqiao Huancui Section Project, Bulk Portland Cement Type I” with Ruentex Engineering & Construction Co., Ltd.
		16. Approved the proposal for the Company to enter into the building materials contract order for “water-based form release agent” with Ruentex Engineering & Construction Co., Ltd.
2025.11.10	Board of Directors	1. Presentation of the Company’s Internal Audit Report for Q3 2025.
		2. Passed the Company’s Consolidated Financial Report for Q3 2025.
		3. Approved the proposal for the Company to enter into the building materials contract order for “Dantang Qingdao East Redevelopment Project, Bulk Portland Cement Type I” and “Xindu Section Project, Bulk Portland Cement Type I” with Ruentex Engineering & Construction Co., Ltd.
		4. Approved the proposal for the Company to enter into the building materials contract order for “Chuangxin Ruanqiao New Construction

Date of the Meeting	Category	Resolution
		<p>Project, ceramic tile materials” with Ruentex Engineering & Construction Co., Ltd.</p> <p>5. Approved the proposal for the amendment to the Company’s “Procedures for Acquisition or Disposal of Assets.”</p> <p>6. Approved the proposal for the Company, for operational working capital needs, to apply for the extension and renewal of loan facilities that are about to expire at three financial institutions, including Grand Bills Finance Corporation, and, additionally, to apply for a new loan facility from Taiwan Cooperative Bank, Da-An Branch.</p> <p>7. Approved the proposal for the amendments to the Company’s internal control system, “Procedures for Internal Material Information Handling and Prevention of Insider Trading,” and the related Internal Audit Implementation Rules.</p> <p>8. Approved the proposal for the amendments to the Company’s internal control system, “Procedures for the Operation of the Remuneration Committee,” and the related Internal Audit Implementation Rules.</p>
2025.12.30	Board of Directors	<p>1. Report on information description of audit planning matters and audit quality indicators related to the Company's financial statements and AQIs for 2025.</p> <p>2. Report on the Company’s regular evaluation of the independence of CPAs.</p> <p>3. Reported on the implementation status of the Company’s corporate governance in 2025.</p> <p>4. Approved and ratified the proposal for the Company to enter into the contract for “Chuangxin Ruanqiao New Construction Project, monolithic finish and EPOXY flooring works” with Ruentex Engineering & Construction Co., Ltd.</p> <p>5. Approval of the Company’s Proposal of the 2026 CPA Remuneration.</p> <p>6. Approval of the Company’s Business Plan and Budget for the year of 2026.</p> <p>7. Approval of the Company’s 2026 internal audit plan.</p> <p>8. Approved the proposal for the amendments to the Company’s internal control system, “Employee Remuneration Distribution Operations,” and the related Internal Audit Implementation Rules.</p> <p>9. Approved the proposal for the amendments to the Company’s internal control system, “Procedures for Internal Material Information Handling and Prevention of Insider Trading”, and the related Internal Audit Implementation Rules.</p> <p>10. Approved the proposal for the Company, for operational working capital needs, to apply for the extension and renewal of the loan facility at Land Bank of Taiwan, Minquan Branch, which is about to expire.</p> <p>11. Approved the proposal for the Company to enter into the building materials contract order for “Precast Plant, cement materials for the precast plant for 2026” with Ruentex Engineering & Construction Co., Ltd.</p>
2026.02.09	Board of Directors	<p>1. Presentation of the Company’s Internal Audit Report for Q4 2025.</p> <p>2. Report on the implementation status of the Company’s information security risk management.</p> <p>3. Presentation of Remuneration Committee meeting minutes.</p> <p>4. Presentation of performance evaluation results of the Board of Directors (including directors) for 2025.</p> <p>5. Reported on the status of the Company’s directors’ and key officers’ liability insurance coverage.</p> <p>6. Approved the result of performance evaluation for managerial officers in the 2nd half of 2025.</p> <p>7. Passed payment of performance bonuses to Managers for 2025.</p>

Date of the Meeting	Category	Resolution		
		8. Approved the proposal for the distribution of employee remuneration for 2024 to the Company's managerial officers.		
		9. Passed allocation percentage for the Company's 2025 employee remuneration.		
		10. Approved the proposal for the periodic assessment of the scope of the Company's non-executive employees.		
		11. Approved the matter regarding the quotation for the 2026 contract for "RT-Mix floor masonry works" to be entered into by the Company with Ruentex Engineering & Construction Co., Ltd.		
		12. Approved the matter regarding the quotation for "RT-Mix product selling prices" for the first half of 2026 to be entered into by the Company with Ruentex Engineering & Construction Co., Ltd.		
		13. Approved the matter regarding the quotation for the contract for "wooden door works" for the first half of 2026 to be entered into by the Company with Ruentex Engineering & Construction Co., Ltd.		
		14. Passed of amendment to the Company's "Corporate Charter".		
		15. Approved the proposal for the amendment to the Company's "Approval Authority."		
		16. Approved the proposal for the Company, for operational working capital needs, to apply for the extension and renewal of loan facilities that are about to expire at two banks, including Bank of Taiwan, Dunhua Branch.		
		17. Passed details concerning the 2026 annual Shareholders' Meeting.		
		2026.03.13	Board of Directors	1. Approved the proposal for the Company to recognize impairment of the Hualien Huaxin Quarry assets.
				2. Passed the distribution of employee remuneration in 2025.
				3. Passed the Company's 2025 Business Report and Financial Statements.
				4. Passed 2025 earnings distribution proposal.
				5. Approved the proposal for the release of the non-compete restrictions on the Company's directors.
				6. Passed 2025 annual declaration of internal control system of the Company.
				7. Approved the proposal for the Company to enter into the building materials contract order for "Nanhai Section Urban Renewal Project, ceramic tile materials" with Ruentex Engineering & Construction Co., Ltd.
8. Approved the proposal for the Company to enter into the contract for "Tainan Phison Hall wooden door works" with Ruentex Engineering & Construction Co., Ltd.				
9. Approved the proposal for the Company, for operational working capital needs, to apply for the extension and renewal of loan facilities that are about to expire at two banks, including Taishin International Bank.				
10. Passed update details concerning the 2026 annual Shareholders' Meeting.				

3. Execution of Resolutions Made in the 2025 Annual General Meeting

	Resolutions	Implementation
Annual Meeting of Shareholders	(1) Passed acknowledgment of the Company's 2024 earnings distribution proposal.	Upon the resolution of the annual shareholders' meeting, the Company allocated statutory surplus reserve of NT\$18,786,328, reversed special surplus reserve of NT\$7,231,866, and retained earnings of NT\$165,000,000 for cash distribution to shareholders, with a cash dividend of NT\$1.1 per share. The ex-dividend record date was set on May 26, 2025 as June 17, 2025, with dividend distribution made on June 30, 2025.

	(2) Passed of amendment to the Company's "Corporate Charter".	Implemented in accordance with the amended Articles of Incorporation and approved for change of registration by the Ministry of Economic Affairs on June 12, 2025.
	(3) Approval of the proposal for the re-election of the Company's Board of Directors.	Following the resolution of the shareholders' meeting, the Board of Directors convened to elect the Chairperson of the Board. The appointment was duly announced on the Market Observation Post System and was approved and registered by the Ministry of Economic Affairs on June 12, 2025.
	(4) Approval of the proposal to release the non-compete restrictions on the Company's newly elected directors.	Following the resolution of the shareholders' meeting, the relevant information was duly announced on the Market Observation Post System in accordance with applicable regulations.

(XI) 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. Information on the Fees Payable to the Attesting Certified Public Accountants:

Amount Unit: NT\$ thousands

Name of CPA Firm	Name of CPA		Accountants' Audit Period	Audit Fee	Non-audit Fee	Total	Remark
PwC Taiwan	Huang, Chin-Lien	Chang, Shu-Chiung	January 1, 2024 to December 31, 2025	2,320	180 (Note)	2,500	
(Note): The non-audit fees paid to PwC Taiwan were to facilitate review of the "Assurance services for the 2024 Sustainability Report."							

- (I) Non-audit fee paid to the CPAs, CPAs' affiliated firm, and its associated enterprises accounted for more than 25% of the audit fee: None.
- (II) 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.
- (III) Any reduction in audit fees by more than 10% compared to the previous year: Mainly due to a reduction in audit services for the financial information of invested enterprises.
Note: If there is any change of auditor or accounting firm during the year, please specify the duration of their services separately and state the reason for making the change in the remarks field. Any audit and non-audit fees paid to auditors should also be disclosed separately. Provide detailed explanations to non-audit services.

V. Change of Accountants: 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: None.

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) Changes in Shareholdings of Directors, Managers, and Major Shareholders:

Unit: Shares

Title	Name	2025		2026 As of March 17	
		Increase/ Decrease in Shares Held	Increase/Dec rease in Shares Pledged	Increase/ Decrease in Shares Held	Increase/Dec rease in Shares Pledged
Chairman	Ruentex Engineering & Construction Co., Ltd.	0	0	0	0
	Representative: Mo, Wei-Han	0	0	0	0
Director	Ruentex Engineering & Construction Co., Ltd.	0	0	0	0
	Representative: Lee, Chih-Hung	0	0	0	0
Director	Ruentex Industries Ltd.	0	0	0	0
	Representative: Hsu, Sheng-Yu	0	0	0	0
Director	Ruentex Industries Ltd.	0	0	0	0
	Representative: Chen, Hsueh-Hsien (resigned on March 12, 2025)	(resigned on March 12, 2025)			
Director	Ruentex Industries Ltd.	0	0	0	0
	Representative: Lin, Yi-Chieh (took office as Director on March 12, 2025)	0	0	0	0
Director	Huei Hong Investment Co., Ltd.	0	0	0	0
	Representative: Yin, Chung-Yao	0	0	0	0
Director	Huei Hong Investment Co., Ltd.	0	0	0	0
	Representative: Yin, Chung-En	0	0	0	0
Independent Director	Chen, Ming-Chin (resigned on May 16, 2025)	(resigned on May 16, 2025)			
Independent Director	Chang, Ta-Peng (resigned on May 16, 2025)	(resigned on May 16, 2025)			
Independent Director	Shen, Xiao-Ling (Took office on May 16, 2025)	0	0	0	0
Independent Director	Chang, Guo-Zhen (Took office on May 16, 2025)	0	0	0	0
Independent Director	Huang, Shih-Chien	0	0	0	0
President	Chen, Hsueh-Hsien (resigned on March 12, 2025)	(resigned on March 12, 2025)			

Title	Name	2025		2026 As of March 17	
		Increase/ Decrease in Shares Held	Increase/Dec rease in Shares Pledged	Increase/ Decrease in Shares Held	Increase/Dec rease in Shares Pledged
President	Lin, Yi-Chieh (took office as President on March 12, 2025) (resigned Executive Vice President of Building Materials on March 12,2025)	0	0	0	0
Vice President	Cheng, Jui-Pin	0	0	0	0
Vice President	Lee, Yi-Che	0	0	0	0
Cement Sales Supervisor Vice President	Huang, Chin-Hua	0	0	0	0
Vice President	Yang, Ching-Ting	0	0	0	0
Associate director of accounting Chief Governance Officer Assistant Vice President	Wu, Po-Chung	0	0	0	0
Assistant Vice President	Lee, Jih-Tsao	0	0	0	0
Assistant Vice President	Chen, Chao-Yueh	0	0	0	0
Assistant Vice President	Wang, Wen-Pin	0	0	0	0
Assistant Vice President	Chiang, Shih-Che	0	0	0	0

Title	Name	2025		2026 As of March 17	
		Increase/ Decrease in Shares Held	Increase/Dec rease in Shares Pledged	Increase/ Decrease in Shares Held	Increase/Dec rease in Shares Pledged
Assistant Vice President	Chen, Chin-Chuan	0	0	0	0
Assistant Vice President	Chien, Shih-Yu	0	0	0	0
Assistant Vice President	Wang, Fei-Shih (took office on April 1, 2025)	0	0	0	0
Assistant Vice President	Lee, Yuan-Kai (took office on April 1, 2025)	0	0	0	0
Chief auditor	Lee, Chia-Ling	0	0	0	0
Head of Finance	Chen, Yen-Chi	0	0	0	0
Major Shareholder	Ruentex Engineering & Construction Co., Ltd.	0	0	0	0
Major Shareholder	Ruentex Development Co., Ltd.	0	0	0	0

Note 1: Shareholders with more than 10% shareholding of the Company should be indicated as major shareholders and listed separately.

Note 2: If the counterparty of equity transfer or equity pledge is a related party, please fill out the following forms.

(1) Transfer of Shares: None.

(2) 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

Name (Note 1)	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. (Note 3)	
	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Title (or name)	Relationship
Ruentex Engineering & Construction Co., Ltd.	58,726,917	39.15%	0	0.00%	0	0%	Ruentex Development Co., Ltd.	The ultimate parent of Ruentex Engineering & Construction Co., Ltd.
								Corporate Chairman and Director of Ruentex Engineering & Construction Co., Ltd.
							Huei Hong Investment Co., Ltd.	Corporate Director of Ruentex Engineering & Construction Co., Ltd.
							Chang, Kun-Long	Corporate director representative of Ruentex Engineering & Construction Co., Ltd.
Representative: Lee, Chih-Hung	700,000	0.47%	0	0.00%	0	0%	Chang Quan Investment Co., Ltd.	Lee, Chih-Hung is the corporate supervisor representative of Chang Quan Investment Co., Ltd.
							Ruentex Industries Ltd.	Lee, Chih-Hung is the corporate director representative of Ruentex Industries Ltd.

Name (Note 1)	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. (Note 3)	
	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Title (or name)	Relationship
Ruentex Development Co., Ltd.	15,740,381	10.49%	0	0.00%	0	0%	Ruentex Engineering & Construction Co., Ltd.	The ultimate parent of Ruentex Engineering & Construction Co., Ltd is Ruentex Development Co., Ltd.
							Ruentex Development Co., Ltd.	Ruentex Development Co., Ltd. is the corporate Chairman and director of Ruentex Engineering & Construction Co., Ltd.
							Hsu, Sheng-Yu	Corporate director representative of Ruentex Development Co., Ltd.
							Ruentex Industries Ltd.	Corporate director of Ruentex Development Co., Ltd.
Representative: Jean, Tsang-Jiunn	636,000	0.42%	506,000	0.34%	0	0%	Nil	Nil
Fu, Cheng-Ping	8,701,000	5.80%	0	0.00%	0	0%	Nil	Nil
Ruentex Industries Ltd.	7,139,530	4.76%	0	0.00%	0	0%	Ruentex Development Co., Ltd.	Ruentex Industries Ltd. is the corporate director of Ruentex Development Co., Ltd.
							Huei Hong Investment Co., Ltd.	Corporate Chairman and Director of Ruentex Industries Ltd.
							Lee, Chih-Hung	Corporate director representative of Ruentex Industries Ltd.
Representative: Hsu, Sheng-Yu	0	0.00%	0	0.00%	0	0%	Ruentex Development Co., Ltd.	Hsu, Sheng-Yu is the corporate director representative of Ruentex Development Co., Ltd.
Yi Tai Investment Co., Ltd.	7,089,130	4.73%	0	0.00%	0	0%	Huei Hong Investment Co., Ltd.	Yi Tai Investment Co., Ltd. is the corporate supervisor of Huei Hong Investment Co., Ltd.

Name (Note 1)	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. (Note 3)	
	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Title (or name)	Relationship
Representative: Chang, Kun-Long	0	0.00%	0	0.00%	0	0%	Huei Hong Investment Co., Ltd.	Chang, Kun-Long is the corporate director representative of Huei Hong Investment Co., Ltd.
							Ruentex Engineering & Construction Co., Ltd.	Chang, Kun-Long is the corporate director representative of Ruentex Engineering & Construction Co., Ltd.
Huei Hong Investment Co., Ltd.	4,214,222	2.81%	0	0.00%	0	0%	Yi Tai Investment Co., Ltd.	Corporate supervisor of Huei Hong Investment Co., Ltd.
							Ruentex Industries Ltd.	Huei Hong Investment Co., Ltd. is the corporate Chairman and Director of Ruentex Industries Ltd.
							Ruentex Engineering & Construction Co., Ltd.	Huei Hong Investment Co., Ltd. is the corporate Director of Ruentex Engineering & Construction Co., Ltd.
							Chang, Kun-Long	Corporate director representative of Huei Hong Investment Co., Ltd.
Representative: Samuel Yen-Liang Yin	2,214,039	1.48%	272,000	0.18%	0	0%	Chang Quan Investment Co., Ltd.	Samuel Yen-Liang Yin is the corporate Chairman representative of Chang Quan Investment Co., Ltd.
Samuel Yen-Liang Yin	2,214,039	1.48%	272,000	0.18%	0	0%	Chang Quan Investment Co., Ltd.	Samuel Yen-Liang Yin is the corporate Chairman representative of Chang Quan Investment Co., Ltd.
							Huei Hong Investment Co., Ltd.	Samuel Yen-Liang Yin is the corporate Chairman representative of Huei Hong Investment Co., Ltd.

Name (Note 1)	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. (Note 3)	
	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Title (or name)	Relationship
Chang Quan Investment Co., Ltd.	2,180,869	1.45%	0	0.00%	0	0%	Lee, Chih-Hung	Corporate supervisor representative of Chang Quan Investment Co., Ltd.
Representative: Samuel Yen-Liang Yin	2,214,039	1.48%	272,000	0.18%	0	0%	Huei Hong Investment Co., Ltd.	Samuel Yen-Liang Yin is the corporate Chairman representative of Huei Hong Investment Co., Ltd.
Shen, Chien-Yu	2,000,000	1.33%	163,000	0.11%	0	0%	Nil	Nil
Chen, Tsung-Ting	1,272,000	0.85%	63,000	0.04%	0	0%	Chen, Tsung-Wei	Younger brother of Chen, Tsung-Ting
Chen, Tsung-Wei	1,272,000	0.85%	0	0.00%	0	0%	Chen, Tsung-Ting	Elder brother of Chen, Tsung-Ting

Note 1: List all the top-ten shareholders; also, the title of the corporate shareholders and the name of their representatives should be listed separately.

Note 2: The calculation of the shareholding ratio refers to the shareholding ratio in the name of the principal, the spouse, the minor children, or the shareholding held in the name of others.

Note 3: Relationships among the abovementioned shareholders (including corporate and natural-person shareholders) have been disclosed in accordance with the relationships defined in the Regulations Governing the Preparation of Financial Reports by Securities Issuers.

IX. The total shareholding of the Company, the Company's directors, supervisors, managers, and the invested company directly or indirectly controlled by the Company, and the comprehensive shareholding ratio calculated:

Comprehensive Ownership

March 17, 2026; Unit: thousand shares;%

Invested Companies	Investment of the Company		Comprehensive Investment of the Directors, Supervisors, Managers, and the Invested Companies Directly or Indirectly Controlled by the Company		Comprehensive Investment	
	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage
Ruentex Interior Design Inc.	4,750	31.66	3,465	23.10	8,215	54.76

Three. Fundraising

I. Capital and Shares
(I) Source of Capital

March 31, 2026; Unit: shares; NTD

Year/ Month	Issuance Price (NT\$)	Authorized Capital		Paid-in Capital		Remark		
		Shares (share)	Amount (NTD)	Shares (share)	Amount (NTD)	Source of Capital	Paid-in Capital Paid with Considerations Other Than Cash	Others
September 1992	10	2,500,000	25,000,000	2,500,000	25,000,000	Founding of the Company 25,000,000	-	Reference: Correspondence No. Jing-(81)-Shang-678057 dated September 23, 1992.
December 1992	10	19,800,000	198,000,000	19,800,000	198,000,000	Cash Capitalization 173,000,000	-	Reference: Correspondence No. Jing-(81)-Shang-126848 dated December 28, 1992.
October 2001	10	22,400,000	224,000,000	22,400,000	224,000,000	Cash Capitalization 26,000,000	-	Reference: Correspondence No. Jing-(090)-Shang-0900140854 0 dated October 22, 2001.
April 2009	10	100,000,000	1,000,000,000	85,958,873	859,588,730	Cash Issue/Loss Reimbursement 700,000,000 (64,411,270)	-	Jing-Shou-Shang-Zi No. 09801068730 dated April 8, 2009
March 2010	10	100,000,000	1,000,000,000	73,435,815	734,358,150	Cash Issue/Loss Reimbursement 10,000,000 (135,230,580)	-	Jing-Shou-Shang-Zi No. 09901039400 dated March 23, 2010

May 2014	10	100,000,000	1,000,000,000	91,435,815	914,358,150	Share Conversion Through Merger 180,000,000	-	Jing-Shou-Shang-Zi No. 10301085350 dated May 14, 2014
June 2014	10	150,000,000	1,500,000,000	134,115,815	1,341,158,150	Cash Capitalization 426,800,000	-	Jing-Shou-Shang-Zi No. 10301100140 dated June 6, 2014
July 2015	10	150,000,000	1,500,000,000	150,000,000	1,500,000,000	Cash Capitalization 158,841,850	-	Jing-Shou-Shang-Zi No. 10401168840 dated August 13, 2015
June 2022	10	200,000,000	2,000,000,000	150,000,000	1,500,000,000	-	-	Jing-Shou-Shang-Zi No. 11101105610 dated June 23, 2022

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 indicated 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 31, 2026 Unit: shares

Type of Shares	Authorized Capital					Remark
	Outstanding Shares			Unissued Shares	Total	
	Listed	Unlisted	Total			
Registered Common Stock	150,000,000	--	150,000,000	50,000,000	200,000,000	

- (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 17, 2026 Unit: shares; %

Name of Major Shareholders	Shares	Number of shares held	Shareholding percentage
Ruentex Engineering & Construction Co., Ltd.		58,726,917	39.15
Ruentex Development Co., Ltd.		15,740,381	10.49
Fu, Cheng-Ping		8,701,000	5.80
Ruentex Industries Ltd.		7,139,530	4.76
Yi Tai Investment Co., Ltd.		7,089,130	4.73
Huei Hong Investment Co., Ltd.		4,214,222	2.81
Samuel Yen-Liang Yin		2,214,039	1.48
Chang Quan Investment Co., Ltd.		2,180,869	1.45
Shen, Chien-Yu		2,000,000	1.35
Chen, Tsung-Ting		1,272,000	0.85
Chen, Tsung-Wei		1,272,000	0.85

- (III) The Company's Dividend Policy and Implementation

1. Dividend policy of the company is as follows:

The Company sets its dividend policy pursuant to the Company Act and the Company's Articles of Incorporation, taking into account the Company's finances, business, operation, capital budget, and so on factors in maintaining the shareholders' interests, balancing dividends, and the Company's long-term financial plan. Each year, the Board of Directors proposes the appropriation of earnings according to laws and submits the proposal to the shareholders' meeting for approval. However, regarding the distribution of shareholder dividends, within the distributable earnings for the fiscal year, a minimum of 50% of the balance after deducting the statutory reserve and various special surplus reserves required by law from the net profit after tax for the fiscal year shall be distributed as dividends. The cash dividend ratio shall not be less than 30% of the total dividend distribution for the fiscal year.

2. Dividends Proposed for the Current Year:

(1) The Company had an after-tax profit of NT\$277,969,178 in 2025, minus 2024 actuarial loss on defined benefit of NT\$78,155 in 2025. According to the Corporate Charter, NT\$27,789,103 was set aside as legal reserve, and NT\$141,392,789 provision of special reserve. Proposed to distribute cash dividend of NT\$0.8 per share, totaling NT\$120,000,000.

(2) The proposal was approved by the Board of Directors on March 13, 2026. After the resolution of the shareholders' meeting, the Chairperson is authorized to set the ex-dividend base date and payment date and related matters deal with it.

- (IV) The impact of the stock dividends proposed in the current shareholders meeting on the Company's operating performance and earnings per share: N/A.
- (V) Remuneration to Employees, Directors, and Supervisors

1. Percentage and range of employee/director/supervisor remuneration stated in the Corporate Charter:

- (1) The Corporate Charter states that when the Company has a profit in a fiscal year, at least 1% of such profit shall be distributed as the employees' remuneration. Among the total amount of employees' compensation, the portion allocated to junior employees shall not be less than 50%. If the Company has accumulated losses, an equivalent amount from the profit earned shall be reserved to make up for losses. The remuneration for employees as stated in the preceding paragraph can be paid in cash or with stock dividends, and it shall be implemented by the board of directors with more than two-thirds of the directors present and a resolution approved by more than half of the directors present, and shall be reported at the shareholders' meeting. The employees of affiliated companies who meet certain requirements shall be entitled to receive such remuneration.
 - (2) The Company's Corporate Charter did not stipulate the distribution of remuneration of directors.
2. The basis for the estimated amount of employee remuneration and the remuneration of directors and supervisors 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 remuneration to employee for the year of 2025 was based on the current year's profit (that is, the pre-tax profit minus the profit before the distribution of remuneration to employee). After deducting the accumulated losses, if there is any surplus, it shall be set aside and estimated by at least 1% of the percentage stipulated in the Corporate Charter. If there is any difference between the actual distribution amount and the estimated amount, the difference will be treated as the change of accounting estimate and listed as the annual profit and loss.
3. The distribution of remuneration resolved by the Board of Directors:
 - (1) Remuneration to employees, directors, and supervisors 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:

In accordance with Article 22 of the Company's Corporate Charter, the Company's 2025-year remuneration to employee was set aside, amounting to NT\$2,713,006, of which NT\$2,223,148 is allocated to junior employees, which was paid in cash. The board of directors decided that the allocation amount was the same as the estimated amount.
 - (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 standalone or individual financial statements of the current term: Not applicable.
4. The actual distribution of employee, director, and supervisor remuneration 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 remuneration, additionally the discrepancy, cause, and how it is treated:
 - (1) Employee Remuneration: The Board of Directors passed a resolution on March 12, 2025 to pay 2024 employee remuneration at NT\$2,092,134 in cash. The amount resolved by the Board was identical to the amount previously estimated.
 - (2) Directors' and Supervisors' Remuneration: None.

- (VI) Stock shares repurchased by the Company: None
- 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: None.
- VIII. Fund Implementation Plan: N/A.

Four. Operational Overview

I. Business Content

1. Business Scope

(1) Main Content of the Business:

The Company mainly engages in the manufacturing and sale of construction materials such as cement (including clinker) and ready-mix mortar, whereas subsidiaries are mostly involved in the design and execution of landscaping and interior renovation works.

(2) Revenue Weight by Main Products:

Unit: NT\$ thousands; %

Item	Amount	Ratio (%)
Cement business	1,958,190	27.12
Building materials business	2,739,080	37.93
Engineering and construction business	2,542,410	34.95

(3) Existing Products (Services) and Purpose:

Main Products (Services)		Purpose
Cement Products	Portland Cement Type 1	For general construction and civil engineering.
	Portland Cement Type 2	For underground structures, ports, seal walls, and mass concrete structures.
Construction Materials	Cement-related construction materials	For finishing work after completion of main structure, including leveling, layering, tiling, and sealing. There are more than 60 types of product, each designed for a different purpose.
	Import and export of construction materials.	Representing foreign high-quality building materials, recommending and selling them to channel customers. At present, we are the exclusive agent of NIHON FLUSH Japan for interior wooden doors, with a variety of styles and colors, and can produce customized according to customer needs.
	Special construction materials	Inorganic porous eco-friendly materials featuring light weight, thermal insulation, sound insulation, and fire resistance—such as lightweight microspheres, microsphere acoustic

		flooring systems, wind power mortars (including thermally conductive grouts and underwater foundation grouting materials), and ultra-high performance concrete (UHPC).
Contract of construction		Contracted projects include office renovation, community landscaping, landscaping of malls and common areas, and renovation of restaurants and hotels.

(4) New Products to be Developed

In light of global climate change and rising environmental awareness, the Company continues to optimize and introduce new cement products that offer energy and carbon reduction benefits. Furthermore, as living standards improve and urban population increases, residential properties are built taller with greater density, making residents more susceptible to noise disturbances that compromise the quality of the residential environment. The Company's soundproof flooring solutions have been favorably received among customers in this regard, which is why more resources will be committed into improving material performance for a better home living experience. Additionally, actively expanding mortar application areas across industries, including high-modulus (high E-value) repair materials for technology facilities, lightweight construction materials, and mortars compatible with automated equipment.

Offshore wind power makes up a significant part of the government's support for green energy. The Company's ShifuGrout U799, a specialized cement for the foundations of offshore wind turbines, has been certified by DNV Business Assurance Co., Ltd. A new type of mortar for offshore wind turbines that works with the SILO system has also been developed.

By reutilizing industrial by-products, the company develops high-value lightweight microsphere materials with properties such as thermal insulation, heat retention, fire resistance, light weight, and sound insulation, expanding into the multifunctional insulation materials market.

In response to ESG considerations related to durability and weather resistance, ultra-high performance concrete (UHPC) has been developed in multiple categories—such as high-modulus (high E-value), bridge-grade, and architectural/decorative types. These UHPC materials not only reduce the use of high-carbon-emission materials like steel reinforcement and conventional concrete, but also extend the service life of structures.

2. Industry Overview

(1) Current Status and Development of the Industry

A. Status quo of cement industry and development prospects:

Cement is the material for infrastructure in life. Government public constructions and private constructions all need a great deal of cement. It is a mature industry with steady demand. The cement industry in Taiwan is characterized as: capital intensive, domestic sales-oriented, fundamental for daily

life and national defense, and an industry involving continuous production and manufacturing.

Clinker kilns that are currently in operation carry a total capacity of 20.24 million tons. According to the statistics published by the Taiwan Cement Manufacturers' Association, registered members produced 9.98 million tons of cement in total in Taiwan, and imported 3.81 million tons of cement from abroad in 2025; 13.80 million tons of cement were consumed domestically while 0.11 million tons were exported for the year. On average, every person consumed approximately 592 kg of cement each year.

B. Current state and prospect of ready-mix concrete materials:

Finishing works are an important step that prepares a building for renovation. Similar to foundation in facial makeup, the quality of finishing works can directly affect how a consumer perceives a building. Traditionally, workers would store sand and cement at the work site and mix them by experience, which in turn leads to inconsistency in the quality of work materials and the final finish. Ready-mix solutions aim to address this problem by premixing dry sand, cement, and special additives in precise ratios that are suitable for a particular application and requirements right from the factory. These solutions can then be packaged and delivered to the work site, and used by workers simply by adding water to the mix. Ready-mix solutions ensure the consistency of materials, which not only eliminates uncertainties of the actual work but also improves tidiness of the work site and quality of the finish.

Use of ready-mix concrete has increased progressively since it was first introduced in the 1990s. The Chinese National Standards (CNS) introduced a chapter on ready-mix concrete in November 2021, whereas the public construction guidelines also added rules on ready-mix concrete in November 2014, which help establish ready-mix concrete as the dominant solution for finishing works. As consumers become more aware of work quality, ready-mix materials are gradually replacing the conventional cement-and-sand mix, and should grow in popularity with time.

Currently, in the ready-mixed mortar materials market, RT.MIX products hold a market share of over 50%, making it a leading brand in the sector. As market penetration continues to increase, RT.MIX's shipment volume is expected to grow accordingly. In addition, the Company is actively expanding the application scope of mortar across various industries (such as high E-value repair materials for high-tech facilities, lightweight construction materials, and mortars compatible with automated equipment), thereby broadening its product portfolio. Meanwhile, in response to the gradual increase in production and sales demand, RT.MIX leverages its proprietary formulation technology and process improvements to maximize the utilization of river sand resources, reducing waste and optimizing production capacity to meet customer needs.

C. Interior renovation and design:

Interior renovation and design covers a broad spectrum of scenarios from elevator lobbies, common facilities, landscaping, reception spaces, showrooms, and living spaces in a residential development to commercial spaces such as offices, headquarter buildings, office-factory complexes, hotels, malls, supermarkets, libraries, etc.

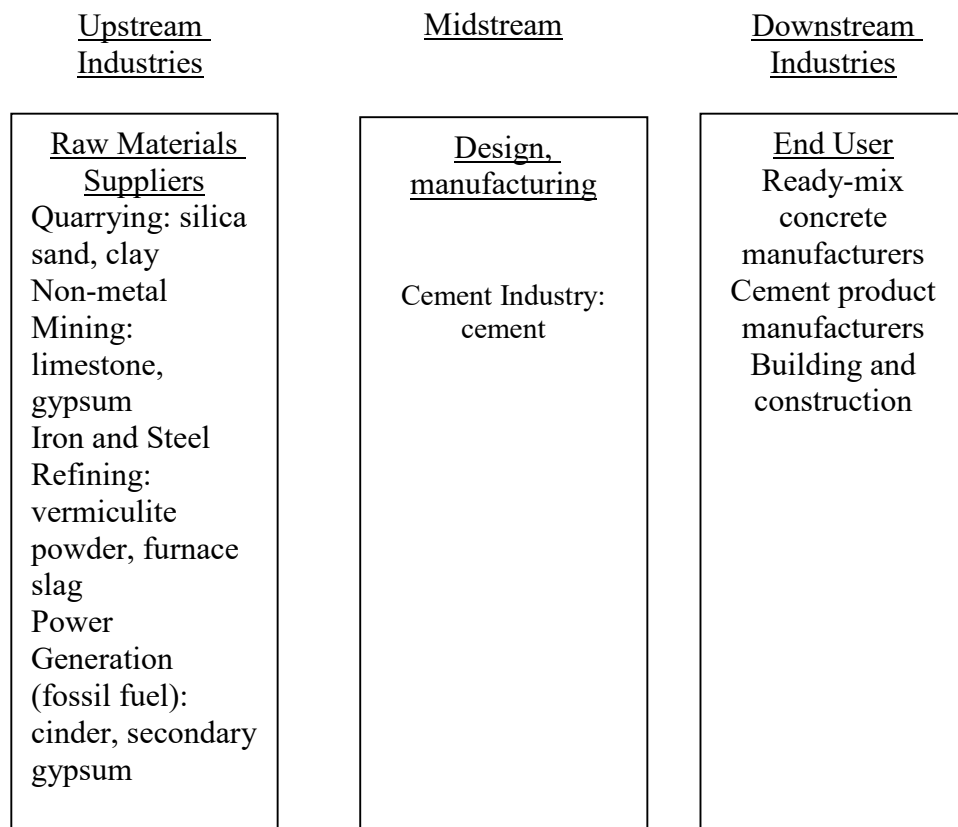
The demand in the interior decoration industry extends beyond new construction projects. Generally, the renovation cycle for commercial spaces is

around 3 to 5 years, while for public buildings, it ranges from 10 to 15 years. Additional demand arises based on changes in functional usage. Therefore, the construction decoration industry exhibits characteristics of regular cycles and maintains stable growth.

(2) Relationship Between the Upstream, Midstream, and Downstream Sectors of the Industry

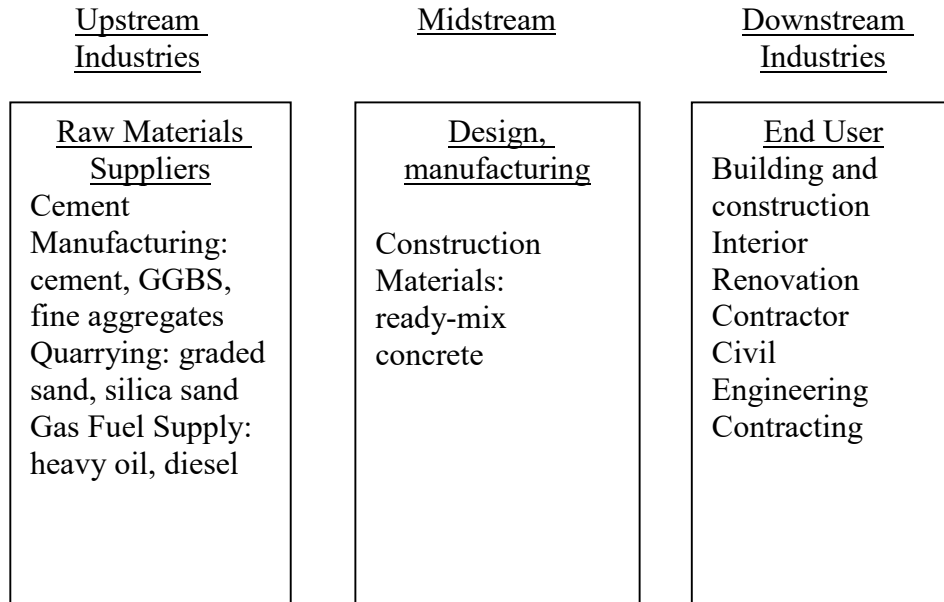
A. Cement

The upstream of the cement industry includes quarrying for the supply of silicon sand and clay materials, non-metal mining for the supply of natural gypsum and limestone materials, iron and steel smelting for the supply of iron cake and hearthstone materials, coal-fired power generation for the supply of cinder and secondary gypsum materials, as well as supportive industries such as collaborative electricity supply, fuel supply, railway transport, automobile transport, and water transport. The downstream that directly requires a supply of finished cement products includes ready-mixed concrete, cement products (such as concrete pipes, cement bricks, and prefabricated elements, among others), and construction.



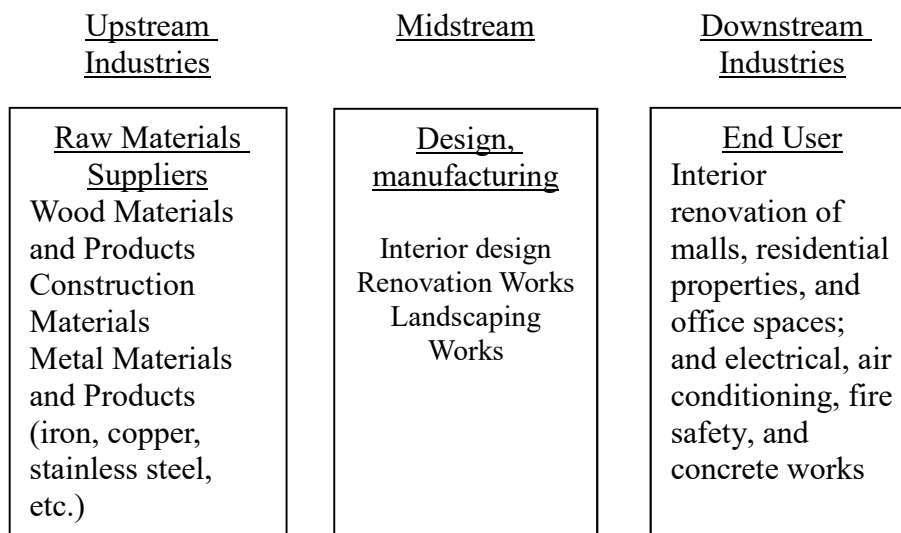
B. Ready-mix Cement Materials:

The upstream of ready-mix concrete comprises: quarry operators that supply gravel and silica sand; cement manufacturers that supply cement, GGBS, and fine aggregates; and supporting industries such as fuel supply and transportation. The downstream to which finished goods are supplied include: the construction industry, interior renovation contractors, and civil engineering contractors.



C. Interior Renovation and Design:

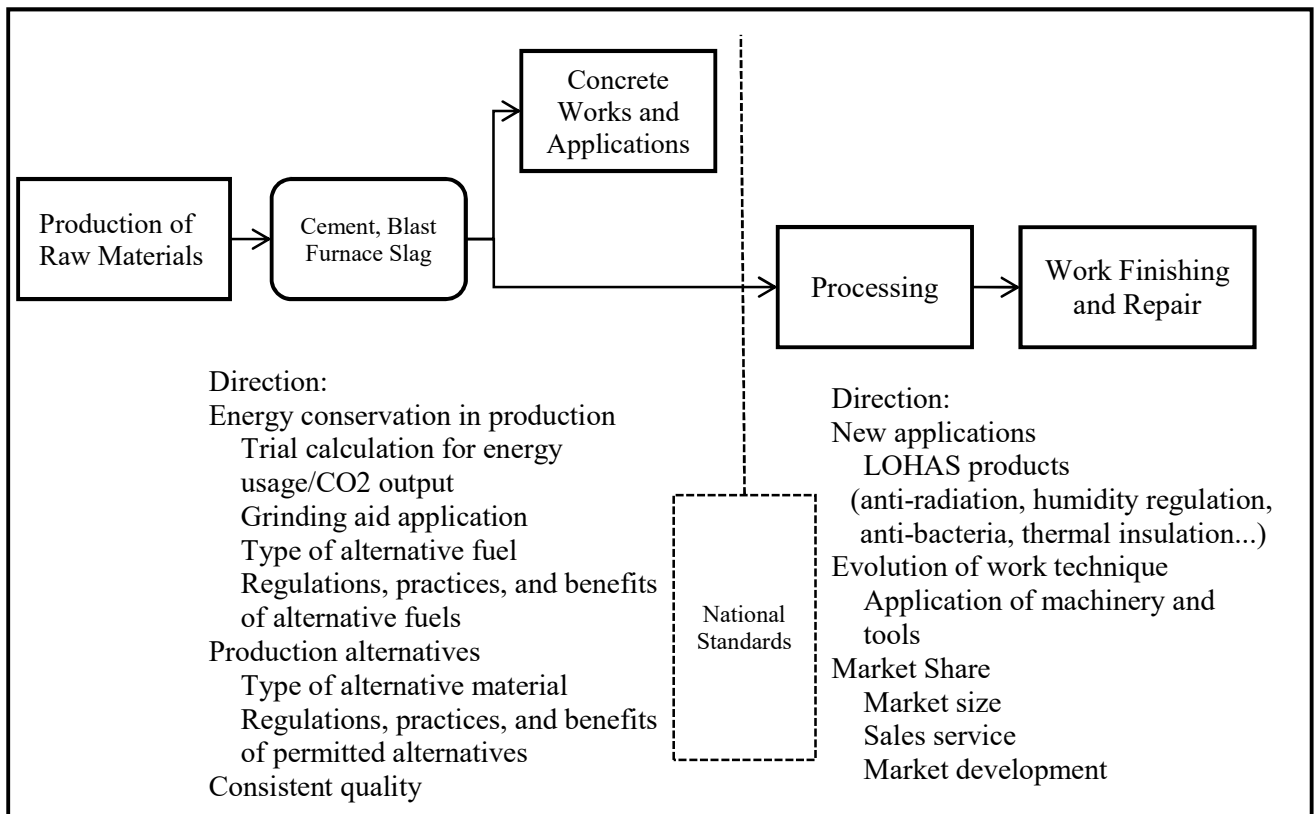
Ruentex Interior Design, a 31.66%-owned subsidiary, mainly engages in interior renovation and landscaping for new buildings and supply of premium materials for interior renovation. After more than 30 years of dedication to interior renovation, the subsidiary has earned the respect of its customers and market participants.



(3) Product Development Trends

In addition to cement products, the Company also makes processed products containing cement. Cement is one of the products used for industrial purposes, and is provided to concrete premixing plants in compliance with performance specified in national standards. Cement products are not only steady and highly reliable in terms of quality, reduced consumption of energy during production and raw material replacement are also emerging to become the future goals. In terms of reduced consumption of energy during production, in the future, efforts will be focused on precise use of energy/CO₂ output trial calculation, introduction of high-performance grinding aid solutions, and introduction of alternative fuels, among others. In addition, as far as raw material replacement is concerned, the type of alternative raw materials shall be established, and laws and regulations allowing such replacement, practices, and benefits shall be confirmed. The development as a whole is aimed at integrating environmental protection and energy conservation, and processing and re-utilizing business byproducts, taking care of both the capital threshold and policy trends. Future development is explained in the chart below.

As for product development not under standard regulations, the focus in the future will be LOHAS products and development of construction techniques and machinery. Such LOHAS products include cement products that can prevent radiation, regulate humidity, are sterile, and can keep warm along with construction machinery in order to lead on the market.



Subsidiary - Ruentex Interior Design is a medium-sized interior renovation service company with a comprehensive organization. It mainly undertakes large projects that require a high degree of integration, such as: elevator lobbies, common facilities, and landscaping in residential developments; malls, offices, and laboratories where seamless integration is of utmost importance; and overall planning of electrical, air conditioning, and fire safety systems. Interior renovation services will undergo the following changes in order to better satisfy customers' needs and grow market presence:

- A. Technological Applications: In addition to 2D drawings and material samples, service providers now have the option to use 3D SketchUp for size and functional reviews, and use 3D Max software for simulations, thereby allowing more diversity and better efficiency in product design.
- B. Customer Relations: Thoughtful and high-quality service combined with real-time interactions and bilateral communication are critical for expanding the customer base and market.
- C. Production Integration: Having the ability to incorporate foreign technologies and develop customized construction materials allows a business to work within the owner's requirements while addressing architectural, structural, and practical concerns, thereby making interior design not just an isolated profession, but an integrated service that brings artistry and quality into architecture.

(4) Market Competition

- A. Status quo of cement industry and development prospects:

Cement manufacturers will gradually transition into the circular economy and environmental protection. The rotary kiln used in the production of cement operates at 1500°C, a temperature that can be used to treat industrial waste. The Company is actively exploring the possibility of using the heat from rotary kilns to treat slag from blast furnaces, and turn it into alternative materials for cement production. Doing so will help reduce production cost and increase profitability.

- B. Ready-mix Cement Materials:

The Company sells ready-mix concrete materials under the brand "RT.MIX"; it is currently the largest manufacturer of dry mortar mix in Taiwan, and has the highest degree of vertical integration among local manufacturers. In August 2013, the Company constructed a fully automated dry mortar mix factory in Dongshan, Yilan, that produces goods with high precision and full automation from materials mixing to the final packaging. The Dongshan Plant is indicative of the Company's ability to incorporate the latest cement technologies and integrate the supply of raw materials to produce at the optimal quality, consistency, and capacity, which in turn reduces production cost by a significant degree and improves market competitiveness. In 2021, a new RT.MIX plant was constructed in Ligang, Pingtung, to better serve and reach customers in Central and Southern Taiwan.

The Company devotes significant resources into innovative research and development, and takes the initiative to explore customers' needs and develop new products that meet their needs. The Company hires researchers from various fields of expertise who have committed themselves to developing high-performance products as well as LOHAS solutions that offer safety, convenience, comfort, health, and energy-saving benefits from customers' perspectives. This R&D capacity is what distinguishes the Company from the rest of the competition.

C. Interior renovation and design:

Due to the absence of minimum capital requirements for registration in the interior design and renovation industry, barriers to entry are relatively low. This has attracted many independent designers and decorators to establish their own studios. Coupled with the creativity of these operators—who tailor innovative spatial design aesthetics to meet clients’ practical needs—the industry has become highly competitive and diverse.

Looking ahead, increasing regulatory compliance requirements will necessitate closer collaboration with professional engineering firms. At the same time, with the advent of the new retail era, the transformation of traditional stores—combined with hybrid business models—has become a prevailing trend. Many businesses are adopting entirely new concepts, such as concept stores and experiential retail spaces, to drive growth. This indicates that the renovation market offers greater opportunities than before and is expected to generate more business potential.

However, stricter regulatory compliance and the growing complexity of integrating design and construction will raise entry barriers for interior design and renovation firms, thereby reshaping the competitive and cooperative dynamics within the industry.

3. Overview of Technology and Research & Development

(1) Technical Complexity and R&D

The Company and subsidiaries offer products with vastly different applications and fundamentals. Some of the important technologies and level of complexity are explained in the chart below.

Field of Technology	Required Level of Complexity
Product Reliability	<ol style="list-style-type: none"> 1. Introduce DTA that is commonly used in high polymer materials to replace manual labor. 2. Real-time measurement for dehydration of gypsum in cement. 3. Use of a polarizing microscope as a production control tool. 4. MTBF analysis technology.
Conversion of By-products Into Production Materials	<ol style="list-style-type: none"> 1. Cement kilns operate at 1500°C, and can disintegrate various forms of waste and melts heavy metal into cement. 2. Cement kilns have a high capacity that allows for the treatment of more waste.
Conversion of By-products Into Production Fuel	<ol style="list-style-type: none"> 1. Pre-processing technology. 2. Materials baseline survey, transportation technology, and storage technology.
Development of Thermal Insulation Materials	<ol style="list-style-type: none"> 1. Reuse of industrial by-products. 2. Materials input and foaming technology. 3. Production equipment and manufacturing technology.
Development of LOHAS Products	<ol style="list-style-type: none"> 1. Monitoring of market trends. 2. Cement chemical technology. 3. Functional materials.
Development of Wind Power Materials	<ol style="list-style-type: none"> 1. Mortar for foundations of offshore turbines. 2. Thermal grout for HDD subsea cables. 3. Mortar for onshore wind turbines. 4. Onshore cable heat dissipation material
Development of Work Machinery/Tools	<ol style="list-style-type: none"> 1. Control requirements in shift work. 2. Construction management technology.
UHPC Material Development	<ol style="list-style-type: none"> 1. The high modulus of elasticity makes the plant resistant to micro-vibration. 2. Adding steel fibers to bridges provides excellent tensile strength and the ability to cope with hardening deformations. 3. Colored and textured UHPC exterior facade panels

(2) Academic/Career Backgrounds of R&D Personnel

Unit: persons; years; %

Year		2024		2025		2026 up until March 31	
		Number of People	%	Number of People	%	Number of People	%
Academic Background	Doctorate	8	27.59%	9	30.00%	9	31.03%
	Master's	10	34.48%	12	40.00%	11	37.93%
	Bachelor Degree (including college)	9	31.03%	7	23.33%	7	24.14%
	Below senior high school	2	6.90%	2	6.67%	2	6.90%
	Total	29	100.00%	30	100.00%	29	100.00%
Average Years of Service (years)		6.83		6.80		7.27	

(3) Costs Devoted to Research and Development in the Most Recent Year Up to the Date the Annual Report Was Published:

Unit: NT\$ thousands; %

Item/Year	2025	March 31, 2026
R&D Expenses	64,965	17,232
Net amount of operating revenue	7,221,680	1,710,645
R&D Expenses as a Percentage of Net Operating Revenue (%)	0.90%	1.01%

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

(4) Technologies or Products Successfully Developed in the Last 5 Years

A. Cement

Year	R&D Outcomes	Main Benefits
2021	Development of suspension granulation technology for expanded glass granules	1. Developed micrometer suspension granulation technology. 2. Conducted related applications and tests.
	Introduction, application, and development of solid fuel	1. Developed cement production process involving use of solid fuel. 2. Benefits analysis.

Year	R&D Outcomes	Main Benefits
2022	Expanded glass granules plate preparation and fire protection market application development	<ol style="list-style-type: none"> 1. Preparation of expanded glass granules plate and market application development of fire prevention. 2. We develop expanded glass granules plate with light weight, basic anti-bay strength, and fire performance specifications for application in fire door core material.
	Development of silent floor with glass bead	The low-frequency noise generated by impact is prepared by using porous glass beads combined with damping materials.
2023	Construction of 1 expanded glass granules production line	<ol style="list-style-type: none"> 1. Complete the construction of the production line with the annual output of 9,000 tons, proceed. 2. Trial mass production of expanded glass granules.
	Development of expanded glass granules soundproof panels	<ol style="list-style-type: none"> 1. The combination of expanded glass granules hole material and damping material has the characteristics of absorbing low-frequency noise generated by impact. The actual sound insulation effect reaches 21-25dB. 2. The hole-structured expanded glass granules material combined with the metallic decorative materials on the metal surface has the performance of blocking and absorbing general sound wave noise, and has the effect of heat insulation. It can be used in general soundproof curtains and light steel frame heat insulation and sound-absorbing panels.
	Cement kiln and gasifier construction plan	<ol style="list-style-type: none"> 1. The gasifier equipment designed for alternative fuels with an annual processing capacity of 14,000 metric tons. 2. Establish the relevant quality inspection operations for alternative fuels 3. Establish the relationship between the basic fuel properties and related control parameters.

Year	R&D Outcomes	Main Benefits
	Development of low-carbon cement	15% limestone is added to the post-development stage, the compressive strength complies with CNS specifications > 5000psi
2024	Establishment of Pilot Production Parameters for expanded glass granules	<ol style="list-style-type: none"> 1. Established mass production kiln firing parameters. 2. Increased kiln production capacity to over 500 kg/h. 3. Achieved a 90% or higher pass rate in expanded glass granules production. 4. Maintained a density variation coefficient below 10% for expanded expanded glass granules.
	TAF Laboratory Certification for Expanded Glass Granules Acoustic Composite Floor Mats	Conducted impact noise reduction performance testing for expanded glass granules acoustic composite floor mats (CNS 15160-8/CNS 8465-2). Certified by a TAF-accredited laboratory, confirming a 25dB reduction in floor impact noise.
	Development of Expanded Glass Granules Foamed Board	<ol style="list-style-type: none"> 1. Utilized fine powder by-products from expanded glass granules production to manufacture lightweight foamed board for applications such as fireproof door cores, thermal insulation materials, and acoustic panels. 2. Developed and optimized sintering, cooling, and annealing parameters to prevent cracking in lightweight expanded panels. 3. Achieved a density of less than 300 kg/m³ for lightweight foamed board.

Year	R&D Outcomes	Main Benefits
2025	Enhancement and optimization of production capacity for the expanded glass granules production line	<ol style="list-style-type: none"> 1. The kiln production capacity has been increased to over 650 kg/h. 2. Roller compaction granulation technology has been introduced to optimize the particle size distribution range of centralized granulation and reduce the proportion of fine powder by-products. The fine powder yield has been reduced from 45% to 25%. 3. A re-granulation technology for fine powder by-products has been developed. The compacted powder briquette technology achieves a density of up to 2,000 kg/m³, enabling re-granulation of particles. This allows full recycling of fine powder by-products, thereby reducing raw material waste and lowering costs.
	TAF laboratory performance certification for expanded glass granules sound-insulating composite floor mat products	Obtained certification for the High-Performance Green Building Material Label.
	Development of expanded glass granules foamed boards	<ol style="list-style-type: none"> 1. The density performance of lightweight foamed boards has been optimized to below 260 kg/m³. 2. The laboratory successfully produced expanded panels measuring 40 × 100 × 15 cm without any cracking or damage. 3. Sintering temperature ramp-up and cooling annealing parameters have been established in the laboratory, with experimental parameters demonstrating reproducibility.

Year	R&D Outcomes	Main Benefits
	Development of fireproof coating applications using expanded glass granules	<ol style="list-style-type: none"> Expanded glass granules replace vermiculite as a lightweight material in fireproof coatings. Due to their lower water demand characteristics, the slurry unit weight (650 kg/m^3) can be effectively reduced, thereby improving construction efficiency. When expanded glass granules are used to replace vermiculite in fireproof coatings, the fire resistance performance is reduced by approximately 20°C.

B. Cement-related construction materials

Year	R&D Outcomes	Main Benefits
2021	Mortar for foundations of offshore turbines	ShifuGrout U769, a continuous grouting material designed for the SILO system, is being certified by DNV GL.
	Mortar for geothermal wells in geothermal energy	A mortar for geothermal wells using Class G oil well cement as the main material.
	Low efflorescence tile adhesive	Reduces the efflorescence effect in external walls. The material has been tested to produce less than 0.2% of efflorescence, which is much lower than the adhesives offered by peers.
2022	SD690 ultra-strength bonding mortar	It is in line with the SA class test and first applied to the Yucheng Section construction project of the Group, with SD690 steel rebar connector to reduce the section size of beam and column and increase the residential space.
	SF600/SF610 composite soundproof floor	The thickness is only 8mm-10mm, with $\Delta Lw \geq 17\text{dB}$ above, which is in line with regulations and convenient to construct. It can be used to reduce effectively the impact sound of upper floor.
	Caisson bucket mortar for foundations of offshore turbines	ShifuGrout G705 develops caisson bucket mortar for underwater pedestals resistant to seawater corrosion and penetration and sends the samples to FoundOcean to verify.
	Mortar for foundations of offshore turbines	ShifuGrout U799 obtained five-year certification from DNV (DNV Business Assurance Co., Ltd.) (valid until 2029).

Year	R&D Outcomes	Main Benefits
	Mortar for geothermal wells in geothermal energy	The oil well cement (G type cement) resistant to high temperature and high pressure and sulfate corrosion will be developed, and the domestic homemade G type cement will be used to supply green energy for power generation drilling and grouting in geothermal energy.
	Low efflorescence tile adhesive	The efflorescence effect in external walls was reduced thoroughly. The material has been tested to produce less than 0.2% of efflorescence, which is much lower than the adhesives offered by peers.
2023	Mortar for foundations of offshore turbines	ShifuGrout U769, a continuous grouting material designed for the SILO system, is being certified by DNV GL.
	Development of offshore wind-power absorbing and sinking mortar	Lead the development of international dry suction settling mortar and certified by international customers
	Ultra-high- performance concrete (UHPC)	Compressive strength>15000psi, flexural strength>18psi Dry shrinkage < 300um/m, water absorption < 0.5%, whitening generation rate < 1%
	High-performance floor filler	The sound insulation and heat insulation filler used for vehicle floors shall meet the requirements of cabin floor specifications. An order has been placed with Taiwan Rolling Stock Co., Ltd.
	Shotcrete	It can be used for mechanized spraying application, which can apply quickly, save manpower, and increase the application efficiency and area.
	High viscosity latex mortar (thick/thin base)	Two-part formulation, it is made with latex and cement mortar. It has high strength and low water absorption, and its performance meets the requirements of "high viscosity latex mortar" for public construction projects.
	Adhesives and soil materials for lightweight white bricks	For the construction of lightweight white brick partition walls and the modification of the surface layer after the completion of the masonry.

Year	R&D Outcomes	Main Benefits
2024	Mortar for foundations of offshore turbines	ShifuGrout U769 continuous grouting material, specifically designed for silo applications, is currently undergoing DNV GL certification. ShifuGrout U799 obtained five-year certification from DNV (DNV Business Assurance Co., Ltd.) (valid until 2029).
	Anti-Microvibration UHPC	Developed high-elastic modulus (E-value) UHPC materials for high-tech factory buildings, with an E-value range of 40–60 GPa, providing anti-microvibration properties.
	Steel Fiber UHPC for National Highway Bridges	Developed UHPC materials for national highway bridge construction, aligning with government infrastructure projects. Complies with AASHTO Bridge Design Specifications (2024 recommended values).
2025	Mortar for foundations of offshore turbines	ShifuGrout U769 continuous grouting material, specifically designed for silo applications, is currently undergoing DNV GL certification.
	National Freeway No. 7 UHPC bridge	In coordination with the government's new freeway construction project, a U-shaped UHPC prestressed bridge was developed, and a large-scale mock-up mechanical test has been completed at the National Center for Research on Earthquake Engineering.
	National Freeway No. 1 widening project UHPC wet joint	In coordination with the government's freeway widening project, UHPC grouting for bridge deck joints was developed, and a mock-up mechanical test has been completed at the National Center for Research on Earthquake Engineering.
	UHPC exterior panel development	Development of colored UHPC exterior panels with grinding, sandblasting, polishing, and other finishes.
	Foamed mortar	A floor mortar with high-rise pumpability, achieving a labor-saving, material-saving, and time-saving automated construction method.
	Release agent for aluminum formwork	A highly efficient release agent that reduces the occurrence of demolding defects.

Year	R&D Outcomes	Main Benefits
	Protective peelable coating	It can be applied to a wide range of materials, including concrete, wood, metal, and glass. After application, it effectively protects surfaces from dirt contamination and can be easily peeled off.
	Outdoor high-strength self-leveling compound	A cement-based material. To address the tendency of self-leveling compounds applied in outdoor environments to develop cracking, hollowing, and surface dusting defects, a high-strength, mechanically pumpable self-leveling compound has been developed.
	Permeable pavement system	By utilizing gradation combinations and appropriately matching coarse and fine aggregate gradations, a dual-layer permeable pavement system can be formed. It is a product that provides a comfortable underfoot feel, smooth walking, and excellent water permeability. An application for the Permeable Green Building Material Label is currently in progress.
	Floor grouting material	A cement-based material suitable for floor slab leveling. The mortar has high fluidity and can be mechanically pumped, achieving labor savings and high flatness.

C. Interior Renovation and Design: Not applicable.

(5) Patent Applications and Portfolio

NO	Name	Time Patent Acquired (yyyy.mm)	Patent Expiry	Patent No. (publication number)	Place of Registration	Category
1	Dry mix mortar for light partitions	2011.03	2011/03/16~2026/10/17	ZL 200610135738.4	China	Invention
2	Production module and rapid production method for light transmittable concrete	2010.05	2010/05/19~2027/01/31	ZL 200710007521.X	China	Invention
3	Production module and rapid production method for light transmittable concrete	2011.07	2011/07/01~2027/02/15	I344451	Taiwan	Invention
4	LOW CALCIUM CEMENTITIOUS MATERIAL AND METHOD OF MANUFACTURING LOW CALCIUM CEMENT	2013.10	2013/10/22~2031/09/12	US8562734 B2	United States of America	Invention
5	LOW CALCIUM CEMENTITIOUS MATERIAL	2014.07	2014/07/04~2031/12/21	JP5568812B2	Japan	Invention
6	LOW CALCIUM CEMENTITIOUS MATERIAL AND METHOD OF MANUFACTURING LOW CALCIUM CEMENT	2016.06	2016/06/15~2031/12/20	Invention No. 704292B1	Switzerland	Invention

NO	Name	Time Patent Acquired (yyyy.mm)	Patent Expiry	Patent No. (publication number)	Place of Registration	Category
7	LOW CALCIUM CEMENTITIOUS MATERIAL AND METHOD OF MANUFACTURING LOW CALCIUM CEMENT	2017.09	2017/09/06~2031/10/12	Invention No. 2486757B	United Kingdom	Invention
8	Cementitious method for low calcium cinder under normal temperatures (low calcium cement)	2015.07	2015/07/11~2030/12/20	I491579B	Taiwan	Invention
9	METHODE DE CIMENTATION A TEMPERATURE AMBIANTE DE CENDRES VOLANTES A FAIBLE TENEUR EN CALCIUM(低鈣飛灰於常溫膠結方法)	2020.11	2020/11/13~2031/12/20	FR2969142B1	France	Invention
10	VERFAHREN ZUM ZEMENTIEREN CALCIUMARMER FLUGASCHEN BEI RAUMTEMPERATUR	2019.08	2019/08/29~2031/12/20	DE102011089205B4	Germany	Invention
11	Lightweight aggregate	2017.10	2017/10/21~2027/01/25	M550752	Taiwan	Utility model
12	Method for preparing porous materials	2018.04	2018/04/01~2037/01/25	I619680	Taiwan	Invention
13	METHOD FOR PREPARING TETRACALCIUM PHOSPHATE	2018.04	2018/04/06~2037/04/27	Special permit 6318282	Japan	Invention
14	Method for preparing tetracalcium phosphate	2018.05	2018/05/11~2037/01/25	Invention No. I623492	Taiwan	Invention
15	METHOD FOR PREPARING POROUS MATERIAL	2018.08	2018/08/03~2037/04/27	Special permit 6379252	Japan	Invention
16	Method for preparing eco-friendly Portland Cement and applications	2018.09	2018/09/01~2037/06/29	Invention No. I634095	Taiwan	Invention
17	Method for preparing eco-friendly Portland Cement and applications	2021.12	2021/12/24~2037/06/29	CN109206026 B	China	Invention
18	Non-sintered cement and concrete compound, non-sintered concrete, and method of preparation	2018.09	2018/09/11~2037/06/28	I635066	Taiwan	Invention
19	Non-sintered cement and concrete compound, non-sintered concrete, and method of preparation	2022.01	2022/01/21~2037/06/28	CN109206033 B	China	Invention
20	Non-sintered cement and concrete compound, non-sintered concrete, and method of preparation	2019.10	2019/10/25~2037/06/29	6606531	Japan	Invention
21	Non-sintered cement and concrete compound, non-sintered concrete, and method of preparation	2021.03	2021/03/10~2037/06/29	GB2563904	United Kingdom	Invention
22	Non-sintered cement and concrete compound, non-sintered concrete, and method of preparation	2019.08	2019/08/23~2037/06/29	3 068 350	France	Invention
23	Non-sintered cement and concrete compound, non-sintered concrete, and method of preparation	2021.03	2021/03/15~2037/06/29	713947	Switzerland	Invention
24	Non-sintered cement and concrete compound, non-sintered concrete, and method of preparation	2020.02	2020/02/18~2038/02/08	US 10,562,816 B2	United States of America	Invention
25	Soundproofing device and method of preparation	2018.11	2018/11/11~2037/07/16	I640677	Taiwan	Invention
26	Soundproofing device and method of preparation	2020.06	2020/06/23~2037/07/16	ZL 201710581375.5	China	Invention
27	Production method of lightweight porous material particles	2022.11	2022/11/11~2041/07/15	Invention No. I783579	Taiwan	Invention
28	Sound insulation floor layer and sound insulation composite board containing the same	2024.08	2024/08/01-2043/04/11	I851139	Taiwan	Invention
29	Concrete with uniformly distributed metal fibers	2014.07	2014/07/11-2028/05/06	I444348	Taiwan	Invention
30	Concrete with uniformly distributed metal fibers	2013.01	2013/01/11~2028/05/26	5168691	Japan	Invention
31	Concrete with uniformly distributed metal fibers	2013.01	2013/01/16-2028/05/18	ZL200810093286.7	China	Invention
32	Low calcium cement compound	2016.02	2016/02/12-2031/12/21	5882395	Japan	Invention

NO	Name	Time Patent Acquired (yyyy.mm)	Patent Expiry	Patent No. (publication number)	Place of Registration	Category
33	Non-sintered cement and concrete compound, non-sintered concrete, and method of preparation	2021.06	2021/06/30~2037/06/29	GB2587845	United Kingdom	Invention
34	Production method of lightweight porous material particles	2025.05	2025/05/19~2042/07/15	7684252	Japan	Invention
35	Material distribution system and method	2025.06	2025/06/01~2044/05/27	I885921	Taiwan	Invention
36	Material distribution system	2025.08	2025/08/12~2034/05/27	ZL 202421183253.2	China	Utility model
37	Production method of lightweight porous material particles	2025.11	2025/11/07~2042/07/15	10-2884930	Korea	Invention
1	Non-sintered cement and concrete compound, non-sintered concrete, and method of preparation	pending	--	--	Germany	Invention
2	Production method of lightweight porous material particles	pending	--	--	China	Invention
3	Sound insulation floor layer and sound insulation composite board containing the same	pending	--	--	Taiwan	Invention
4	Material distribution system and method	Approved	--	--	Taiwan	Invention
5	Carbon capture material particles and their preparation methods and uses	pending	--	--	Taiwan	Invention

(6) Intellectual property management plan linked to operational objectives

A. The Company's intellectual property consists of the outcomes of employees' innovative activities conducted in the course of business operations, including patents, trademarks, copyrights, and trade secrets. The Company places strong emphasis on innovation and R&D, and respects intellectual property rights. Internal standard operating procedures and management plans are in place to govern intellectual property matters, which are also linked to the Company's operational objectives and subject to regular audits. These measures are designed to encourage and promote innovation and R&D activities while safeguarding the rights and interests of creators, inventors, and the enterprise.

B. Implementation Measures

The Company encourages innovative ideas, with processes covering direction planning, work guidance, and performance evaluation, as illustrated in the diagram below. All employees are considered potential contributors of proposals. Relevant proposals, after evaluation by departmental supervisors, are defined as formal topics for implementation.

During execution, employees document the process in R&D logbooks. After confirmation through R&D meetings, outcomes may be filed for patent applications, designated as trade secrets, or developed into articles for publication, and such contributions are included as part of employee performance evaluation.

The R&D Center consolidates annual innovation proposals and implementation progress and reports them to the Board of Directors, serving as a key mechanism for driving innovation within the Company.

C. Management Procedures

The Company's intellectual property management procedures and workflow are illustrated in the diagram below. The process covers proposal initiation, results evaluation, employee reward allocation, intellectual property application, review, authorization, monitoring, and maintenance, ensuring compliance and effectiveness.

D. Intellectual Property Identification and Classification

The Company conducts evaluation and identification of intellectual property, including patents, trademarks, copyrights, and trade secrets, and classifies them according to their importance and value for management purposes.

E. Protection Measures

The Company implements the following protection measures for intellectual property assets:

- a. Filing and maintaining patent applications for proprietary technologies.
- b. Registering trademarks for necessary product and service categories.
- c. Managing R&D work logs, project plans, and related documents under control, with regular audits conducted.
- d. Marking specific documents with the Company's ownership to remind users and safeguard the Company's rights and interests.
- e. R&D personnel are required to comply with confidentiality and non-compete provisions. During employment, they are obligated to maintain confidentiality regarding technical information, business information, and management information. Such obligations remain effective for three years after the termination or expiration of the employment contract. The Company implements the above protection measures to prevent infringement and ensure the protection of its legal rights and interests.

F. Intellectual Property Education and Promotion

Depending on operational needs, the Company issues periodic email announcements to all employees regarding intellectual property protection and management education, enhancing their awareness and understanding of the importance of intellectual property.

G. External Partners and Patent Attorney Relationships

- a. When engaging in business contracting, commissioning, cooperation, or other transactions with external partners, the rights and obligations related to intellectual property are clearly agreed upon or stipulated.
- b. The Company engages patent attorneys and establishes cooperative relationships. Patent applications are entrusted to external patent firms, which provide assistance in patent strategy, filing, consultation, enforcement, and maintenance, thereby supporting and strengthening the management and protection of intellectual property.

H. Monitoring and Evaluation

To ensure the integrity of the patent portfolio, the Company periodically monitors and evaluates the status and value of its intellectual property and adjusts management strategies and measures as needed, including:

- a. Patent applications are primarily filed in Taiwan, with dynamic adjustments made to the types of patents and the proportion of filing countries based on business needs.
- b. Regular statistical analysis of the Company's patent portfolio is conducted to map patent layout and trends. In response to industry development needs, specific technologies are consolidated and filed as combined patent applications, maintaining a sufficient number of active patents and strengthening the Company's intellectual property competitiveness.
- c. During the patent maintenance period, the importance of owned patents is assessed based on operational needs and classified accordingly; patents with lower importance may be appropriately abandoned to reduce maintenance costs.

I. Legal Compliance

The Company ensures that its intellectual property management plan complies with relevant laws, regulations, and international standards, and adheres to applicable intellectual property laws and standards. Regulatory updates are reviewed quarterly, and any changes are communicated to relevant personnel.

J. Implementation Status

The Company has incorporated intellectual property-related matters into its risk management framework and reported to the Board of Directors on December 30, 2025. Improvement measures were proposed in response to the Directors' recommendations.

4. Long-term and Short-term Business Development Plans

(1) Short-term Development Plan

- A. Strengthen R&D capacity as a way to expand lead over competitors.
- B. Introduce incentives that encourage employees to raise improvement suggestions with respect to management, equipment, and cost.
- C. Increase market share and use of consistent channels for more stable shipments and pricing.
- D. Strive to win major government infrastructure projects.
- E. Increase the percentage of high-margin products sold.

(2) Long-term Development Plan

- A. Associate products with environmental protection values.
- B. Improve quality and supply cement products with consistent quality.
- C. Develop innovative, high-quality, and diverse range of cement products.
- D. Aim to become a provider of advanced construction materials and technology integration services.
- E. Validate performance and distribute high-quality building materials from abroad.
- F. Venture into the Mainland and overseas markets.
- G. Train sales representatives and improve professional capacity.

II. Market, Production, and Sales Overview

1. Market Analysis

(1) Locations where products are mainly sold

The main market for cement products is located in Northern Taiwan, which the Company has an exceptional transportation advantage in due to close proximity.

Yilan, Keelung, Taipei, Taoyuan, and Hsinchu make up the majority of the cement market.

Ready-mix concrete, on the other hand, is sold nationwide and to offshore islands, whereas interior renovation services are also provided nationwide.

(2) Market Share

A. Cement

According to the statistics published by the Taiwan Cement Manufacturers' Association, Taiwan consumed 13.80 million tons of cement in 2025 while the Company sold 776,000 tons of cement (including ready-mix concrete) during the year, representing a local market share of 5.6%.

B. Cement-related construction materials

Currently, most of the mortar used in construction in Taiwan is mixed on-site. There is no industry association for this type of cement use, and no objective data can be obtained to calculate the Company's market share relative to the production value of the entire industry.

In addition to operating proprietary distribution channels, the Company has also been working with wholesale and retail partners nationwide in recent years to diversify the means by which products are marketed. Significant attention has also

been placed on adopting new sales models and building the brand image as a way to increase market share.

C. Interior Renovation and Design:

Interior renovation and design service covers a broad range of property types from general residences, luxury homes, office-factory complexes, laboratories, libraries, and malls to offices, and businesses involved in this line of profession generally specialize in a few areas. Market share calculated using one general market data is not representative of the reality, and we find it impossible to calculate the market share of Ruentex Interior Design on a comparable basis. Ruentex Interior Design has been receiving an increasing number of invitations to take part in projects, and the satisfaction and recommendations of its customers are indicative of the exceptional workmanship and quality delivered by the subsidiary.

(3) Future Supply and Demand and Growth of the Market

A. Cement

In 2025, the domestic cement market was generally flat overall. Although the government continues to promote forward-looking infrastructure projects, urban renewal, transportation construction, Taiwan-based companies' reshoring investments, expansion of IT and semiconductor manufacturing facilities, as well as new green energy projects such as solar and wind power, which all support cement demand growth, demand from the residential real estate market has gradually declined these years. In comparison with the same period in 2025, the Company's cement shipments in the first quarter showed a slight decrease. Overall, however, the domestic cement market in 2026 is expected to remain stable.

B. Cement-related construction materials

Ready-mix concrete is gradually replacing the conventional cement-and-sand mix as users become more demanding of work quality and try to minimize quality differences caused by human judgment. In November 2011, the government announced national standards for ready-mix concrete (CNS 15517 and CNS 15518) that industry participants must follow, and since then, a number of new innovations have been introduced to bring new value into the product. The Company expects demand for ready-mix concrete to grow progressively in the future.

In recent years, the real estate market has slowed, with developers gradually reducing the number of new projects. RT.MIX, a cement product used primarily during the renovation phase of new construction projects, has increased its market share year after year. As a result, despite a decrease in new project launches in recent years, it continues to benefit from work on sites that began two years ago. The annual sales volume of premixed mortar (RT.MIX) for 2025 is expected to remain steady growth.

C. Interior Renovation and Design:

In Taiwan, the profession of interior renovation and design is saturated with homogeneous businesses, but very few have the capability to provide integrated planning for medium- and large-size projects. In terms of market demand, there is still ample need to construct and renovate office spaces, and demand for large office spaces is still on the rise. Given that project owners tend to favor reputable interior design companies of a larger size, Ruentex Interior Design will strive to take business performance to the next level by emphasizing its ability to deliver premium, integrated interior design solutions.

(4) Competitive Niche

- A. High vertical integration of the management team with a complete system.
- B. Product diversity.
- C. A powerful R&D team with strong innovation and R&D capacity.
- D. Implementation of the six sigma and IT tools including SAP and RFID.
- E. Good reputation and National Standardization Award facilitate project undertaking.
- F. Products comply with global specifications for design customization.
- G. Forefront QC equipment and technology provide customers with excellent products of stable quality.

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

A. Advantageous factors

- a. High entry barriers with less competitors.
- b. Lab certification enhances quality barriers, the first cement maker in Taiwan to implement the quality record scheme.
- c. Segmentation from competitors with the corporate brand RT.MIX that attracts customers.
- d. Rising environmental awareness gives rise to demand for green building materials.
- e. Talents from different fields, ready for vertical integration.
- f. R&D capacity superior to that of competitors.
- g. Provision of special technology for construction and materials with RT.MIX.
- h. Inclusion of CNS specifications for ready-mix mortar into Public Works Construction Specifications to facilitate promotion.
- i. Active pursuit of life quality and thriving travel and tourism habits in nationals.

B. Disadvantageous Factors

- a. Influence of the business cycle in the construction industry.
- b. Influence of the fluctuation in international coal prices.
- c. Peer competition.
- d. Higher operating cost from rising environmental protection awareness.
- e. Promotion of new-type construction materials.
- f. Difficulty in recruitment or high turnover rate of design talents.

Response to the Challenge:

- a. Enhance cost control; strengthen up-, mid-, and down-stream channels; continue to cultivate the domestic market; introduce differentiated products; and secure the existing market position to achieve the total production-sales goal and thereby stabilize profit.
- b. Apart from maintaining sound cooperation with coal suppliers, we also pay close attention to market information, adopt a prudent purchase strategy, and continue to reduce production costs through process and equipment improvements to reduce the impacts of rising raw material prices.
- c. Continue to optimize and improve the cement process, strive to improve quality and enhance production efficiency; and penetrate the market of ready-mixed cement mortar to enhance product value to avoid price competition in cement products.
- d. Dry sand (sand drying is one of the production processes of ready-mixed cement materials) with waste heat from cement rotary kilns to enhance energy efficiency, in order to help reduce energy consumption and enhance production efficiency.

- e. Apart from constantly enhancing production efficiency and improving product quality to acquire competitive advantages in price, we will strengthen cooperation with existing customers, maintain the existing market with high-quality custom products, and enhance brand awareness with sound reputation to cultivate new markets.
- f. Develop a complete framework and roadmap for talent management; engrain corporate culture; pay attention to the talent recruitment strategy and performance management process. In addition, the Company will also build a roadmap to meet the needs of job skills, and provide vertical and horizontal career and learning pathways to facilitate talent development along the planning path.

2. Important Functions and Production Process of Main Products

(1) Main Function

A. Cement:

Product Category	Main Purpose and Function
Portland Cement Type 1	Generally referred to as ordinary cement, it is the most popular product offered by cement manufacturers in Taiwan and the most common type of cement supplied to the market. This type of cement is suitable only for general construction works and buildings because it lacks the features of other cement types. It is unsuitable for specialized projects such as dams, breakwaters, caissons, and emergency repairs.
Portland Cement Type II	Type II Portland Cement has very different chemical compounds that give rise to many restrictions compared to Type I. With a slower hydration reaction, lower hydration heat, and moderate resistance against sulfate corrosion, Type II is suitable for structures such as reservoirs, dams, mass concrete structures, ports, piers, sea construction, artificial reefs, sewage, factory drainage, and chimneys.
Hybrid Cement	Refers to a balanced mix of Portland Cement with water quenching blast furnace slag. In Portland Blast-furnace Slag Cement, the slag content should be between 25% and 65%.

B. Cement-related Construction Materials

Product Category	Main Purpose and Function
Bonding Material	Used to bond between concrete wall surfaces, foundation materials, and finishing materials.
Mortar	For leveling of walls and floors.
Finishing Material	Applied on leveled wall surfaces.
Patching Material	Applied on finished wall surfaces, fiber board, gypsum board, and other partitioning materials.
Adhesive	Used for attaching tiles onto the foundation material.
Tile Sealant	Seals tiles; carries hydrophilic properties and the ability to inhibit the efflorescence effect.
Non-shrink Grout	Used for top-down piles, walls, foundation mortar, steel column filling, and concrete additive.
Self-leveling Cement	For thickening of the adhesive layer and the foundation layer.
Waterproofing Materials	For bathrooms, balconies, door/window frames, and inter-floor layers.
Ground granulated blast furnace slag	Made by grinding down water quenching blast furnace slag, which mainly consists of calcium sulfate and calcium aluminate. GGBS can be used as a concrete additive.

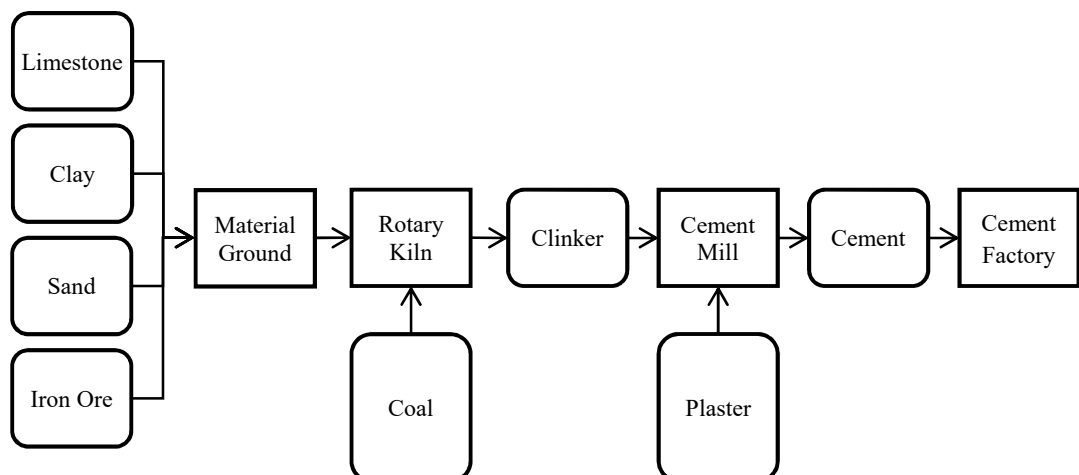
C. Interior Renovation and Design: Ruentex Interior Design undertakes medium and large sized interior renovation works that are not mass-produced, hence not applicable.

(2) Production Process: Production process is summarized below for different product categories.

A. Cement

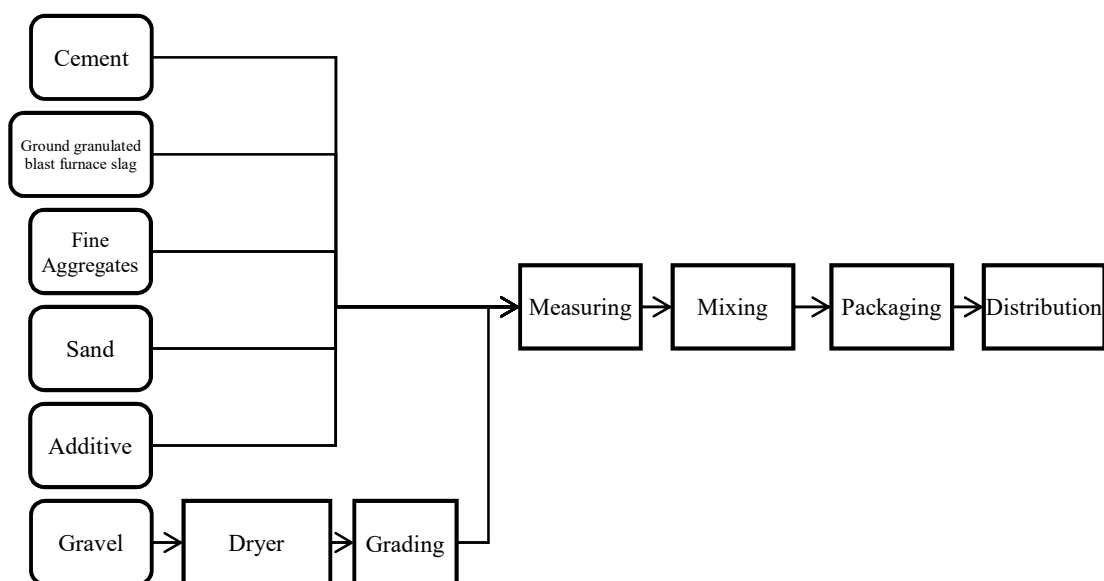
Portland Cement is mainly made from calcium silicate, which solidifies and hardens when it comes into contact with water.

The key ingredients of Portland Cement Type I are limestone, vermiculite powder, silica sand, and clay; whereas the key ingredients of Portland Cement Type II are limestone, vermiculite powder, silica sand, and slag. In terms of production process, the ingredients are first mixed at the appropriate ratio, and sintered to produce clinkers; gypsum is then added to the mix so that the mixture can be ground into Type I or Type II cement.



B. Ready-mix Mortar:

The key ingredients of ready-mix concrete are cement, GGBS, fine aggregates, silica sand, gravel, and additives. The ratios of the above ingredients can be varied to produce different products. Main forms of output: mortar materials, finishing materials, adhesives, sealants, and various forms of cement.



C. Interior Renovation and Design: Ruentex Interior Design undertakes medium and large sized interior renovation works that are not mass-produced, hence not applicable.

3. Supply of Key Materials

Key raw materials used by the Company and subsidiaries include limestone, strontium sand, iron slag, gypsum, vermiculite powder, and artificial stone. Raw materials are sourced from long-term reliable suppliers, so the supply of raw materials is stable, and no shortage of supply has occurred in the past.

4. Main Suppliers/Buyers List

(1) Names of suppliers representing more than 10% of total purchases in any of the previous two years, and the amount and percentage of purchases made. Describe the cause of any variation.

Raw material suppliers and outsourcers represent the Company's key suppliers; no supplier accounted for more than 10% of total purchases in the last two years.

(2) Names of customers representing more than 10% of total sales in any of the previous two years, and the amount and percentage of sales made. Describe the cause of any variation.

Unit: NT\$ thousands; %

Item	2024				2025			
	Name	Amount	Percentage of Net Annual Sales Revenue (%)	Relationship With the Seller	Name	Amount	Percentage of Net Annual Sales Revenue (%)	Relationship With the Seller
1	Customer A	782,743	11.74	Nil	Customer A	763,204	10.57	Nil
2	Customer B	108,175	1.62	Nil	Customer B	1,268,279	17.56	Nil
	Others	5,776,786	86.64	—	Others	5,190,197	71.87	—
	Net Sales Revenue	6,667,704	100.00	—	Net Sales Revenue	7,221,680	100.00	—

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: TWSE/TPEX listed companies are required to disclose the most recent audited or auditor-reviewed financial information available before the publication date of the Annual Report: Auditor-reviewed information on key customers for Q1 2026 was unavailable before the publication date of the Annual Report.

The Company's sales targets for its products and the changes in major customers over the past two years are described as follows:

For either of the two most recent years, any customer accounting for more than 10% of total sales experienced fluctuations primarily due to differences in the timing of revenue recognition based on the percentage of completion of contracted projects.

III. Employees:

Employee Information for the Company and Subsidiaries in the Last 2 Years Up Until the Publication Date of the Annual Report

Year		2024	2025	2026 up until March 31
Number of Employees	Direct	311	308	306
	Indirect	212	220	220
	Total	523	528	526
Average Age		41.40	41.93	41.88
Average Service Years		6.73	7.02	7.20
Education Distribution Ratio (%)	Doctorate	1.91%	2.08%	2.09%
	Master's	10.71%	10.80%	11.41%
	Diploma	57.55%	57.95%	57.41%
	Senior High School	22.18%	21.78%	22.05%
	Below senior high school	7.65%	7.39%	7.04%

Note: The data of the current year should be filled in as of the Annual Report printing date.

IV. Environmental Expenditure Information

1. Description of compliance regarding pollutive facility installation permit, pollutant discharge permit, payment of pollution prevention expenses, or appointment of environmental protection personnel, where required by law:

(1) Application for Pollutive Facility Installation Permit or Pollutant Discharge Permit

Plant	Permit Category	Permit No.	Effective Date
Yilan Dong shan Plant	Permit for handling of stationary pollution sources and fuel	Yilan-County-Fu-Huan-Cao-Zi No. G0944-02.	2024/04/25~2026/02/23 (Application for extension currently under review)
		Yilan-County-Fu-Huan-Ran-Zi No. G0944-02.	
	Water pollution control permit	Yilan-County-Huan-Zhu-Xu-Zi No. 10330-06.	2025/12/31~2030/07/30

Plant	Permit Category	Permit No.	Effective Date
	Simple discharge permit for waste (sewage) water (Lankan mining area)	Yilan-County-Huan-Pai-Xu-Zi No. 10375-01.	2021/10/29~2026/10/28
	Industrial waste disposal plan	G09809160001 °	2024/06/18~2029/06/18
Ligan Plant	Industrial waste disposal plan	T11101130001 °	2022/01/13~2027/01/13

(2) Payment of Pollution Prevention Expenses

Pollution Prevention Expenses Paid in 2025:

- A. Environmental protection and air pollution control expenses: NT\$11,775,112.
- B. Soil and groundwater pollution remediation charges: NT\$127,704.
- C. Improvement of air pollution control equipment: NT\$2,534,382.

(3) Availability of Environmental Protection Personnel, if Required

Plant	Type of Environmental Protection Personnel	Name of Environmental Protection Personnel	Certificate No.
Yilan Dongshan Plant	Class A Air Pollution Controller	Lin, Hung-Wei	(106)-Huan-Shu-Xun-Zheng-FA050678
	Class A Air Pollution Controller	Chen, Li-Wei	(106)-Huan-Shu-Xun-Zi No.FA050686
	Class B Air Pollution Controller	Kuo, Huai-Hsuan	(87)-Huan-Shu-Xun-Zi No.FB270759
	Health Risk Assessment Officer	Chen, Li-Wei	(110)-Huan-Shu-Xun-Zi No.EA150690
	Class A Water Pollution Controller	Kuo, Huai-Hsuan	(98)-Huan-Shu-Xun-Zi No.GA541055
	Class A Water Pollution Controller	Chen, Li-Wei	(113)-Huan-Shu-Xun-Zi No.GA140644
	Class B Water Pollution Controller	Lin, Lu-Rong	(113)-Huan-Shu-Xun-Zi No.GB100410

2. Investment in Pollution Prevention Equipment, the Purpose of the Equipment, and Possible Benefits:

Name of Equipment	Quantity	Date Acquired	Cost of Investment	Remaining Book Value (December 31, 2025)	Purpose and Expected Benefits
Electrostatic Precipitator	3	2009.7.24	113,035	22,306	Collects dust within the plant premises and controls air pollution
Bag-type Pulse-Jet Dust Collector	18	2009.7.24	688	-	Collects dust within the plant premises and controls air pollution
Bag-type Shake Dust Collector	3			-	Collects dust within the plant premises and controls air pollution
Spray Tower	2	2009.7.24	35,402	6,559	Removes gaseous pollutants
Bag-type Pulse-Jet Dust Collector	6	2013.8.31	-	-	Collects dust within the plant premises and controls air pollution
Bag-type Pulse-Jet Dust Collector	22	2022.10.31	-	-	Collects dust within the plant premises and controls air pollution

3. Efforts undertaken by the Company to rectify pollution in the last year and up until the publication date of the Annual Report; where disputes arose due to pollution, describe the progress of such dispute:

- The Company's Dongshan Plant encountered no disputes from pollution of the environment in the last year.

4. Any losses or fines incurred (including compensations and violations of environmental protection laws found in environmental audits with information regarding the date of punishment, ticket number, regulations breached, contents of breach, and contents of punishment) due to pollution in the last year and by the date of annual report publication, and disclose the estimated amount at present and in the future and countermeasures, or the method for estimating losses that cannot be estimated, if any).

- (1) Losses (including damage compensation) arising as a result of pollution (including any violation against environmental protection law found during environmental

inspection; explain the date of penalty, reference number, the laws violated, the violating action, and the nature of penalty):

Punishment Date	Judgment No.	Regulation	Contents of Regulation	Contents of Punishment
2025.04.07	Huan-Ji-Zi No. 1140010118	Violation of Paragraph 1 of Article 39, and Article 52 of the Waste Disposal Act.	On February 9, 2025, the Company's Dongshan Plant was inspected by the Environmental Protection Bureau of Yilan County. It was found that no effective pollution control measures were implemented at the factory's side gate for incoming and outgoing vehicles, resulting in vehicles carrying sand, soil, and mud that contaminated the roadway of Da'an Road, Dongshan Township, Yilan County.	Violation of Subparagraph 2 of Article 27 of the Waste Disposal Act. On April 7, 2025, the Company was subject to an administrative fine of NT\$1,200 imposed by the Environmental Protection Bureau of Yilan County Government.
2025.05.15	Fu-Shou-Huan-Ji-Zi No. 1140015041	Violation of Paragraphs 1 of Article 20, and Paragraph 1 of Article 62 of the Air Pollution Control Act.	On July 23, 2024, the Company's Dongshan Plant was inspected by the Environmental Protection Bureau of Yilan County. During the cement manufacturing process (M01), the dry grinding equipment E009 (raw mill) is required to operate in a closed system, with particulate emissions collected by electrostatic precipitators A001 and A002 for pollution control, before being discharged through emission outlet P002. However, due to improper pressure adjustment of the equipment, the electrostatic precipitator failed to effectively capture particulate pollutants, resulting in fugitive dust emissions.	Violation of Paragraph 1 of Article 23 and Paragraph 1 of Article 62 of the Air Pollution Control Act. On May 15, 2025, the Company was subject to an administrative fine of NT\$120,000 imposed by the Yilan County Government.

2025.06.02	Fu-Shou-Huan-Kong-Zi No. 1140017812	Violation of Paragraphs 1 of Article 20, and Paragraph 1 of Article 62 of the Air Pollution Control Act.	On March 25, 2024, the Company's Dongshan Plant was inspected by the Environmental Protection Bureau of Yilan County. For the dry-process cement manufacturing operation, the clinker cooler emission stack (No. P007) is equipped with a continuous emission monitoring system for particulate matter. It was found that during the period from 09:48 to 19:00 on March 18, 2025, the 24-hour monitoring results showed that the accumulated duration of 6-minute average readings exceeding 10% opacity exceeded two hours.	Violation of Paragraph 1 of Article 20 and Paragraph 1 of Article 62 of the Air Pollution Control Act. On June 2, 2025, the Company was subject to an administrative fine of NT\$195,000 imposed by the Yilan County Government.
2025.06.18	Huan-She-Zi No.1140020275	Violation of Subparagraph 2 of Paragraph 1 of Article 31, and Article 52 of the Waste Disposal Act.	On July 19, 2023, the Company's Dongshan Plant was inspected by the Environmental Protection Bureau of Yilan County. It was found that, from October 2022 to March 2023, the plant failed to report its operational records of waste received for reuse that was exempt from online reporting requirements regarding waste generation sources.	Violation of Subparagraph 2 of Paragraph 1 of Article 31 of the Waste Disposal Act. On June 18, 2025, the Company was subject to an administrative fine of NT\$6,000 imposed by the Environmental Protection Bureau of Yilan County Government.
2025.07.04	Fu-Shou-Huan-Ji-Zi No. 1140021556A	Violation of Paragraphs 1 and 2 of Article 20, and Paragraph 1 of Article 62 of the Air Pollution Control Act.	On April 25, 2025, the Company's Dongshan Plant was inspected by the Environmental Protection Bureau of Yilan County. It was found that the odor measurement value of emission stack P002 under the cement manufacturing process (M01) was 2,320 (unit not specified), exceeding the Yilan County odor emission standards. The emission stack P002 has a height of 32.95 meters, and the applicable emission standard is 1,600.	Violation of Paragraphs 1 and 2 of Article 20, and Paragraph 1 of Article 62 of the Air Pollution Control Act. On July 4, 2025, the Company was subject to an administrative fine of NT\$270,000 imposed by the Yilan County Government.

2025.07.04	Fu-Shou-Huan-Ji-Zi No. 1140021556B	Violation of Paragraphs 1 and 2 of Article 20, and Paragraph 1 of Article 62 of the Air Pollution Control Act.	On April 25, 2025, the Company's Dongshan Plant was inspected by the Environmental Protection Bureau of Yilan County. It was found that the measured concentration of particulate matter at emission stack P002 under the cement manufacturing process (M01) was 50.7 mg/Nm ³ , exceeding the Yilan County particulate pollutant emission standard of 30 mg/Nm ³ .	Violation of Paragraphs 1 and 2 of Article 20, and Paragraph 1 of Article 62 of the Air Pollution Control Act. On July 4, 2025, the Company was subject to an administrative fine of NT\$270,000 imposed by the Yilan County Government.
2025.09.10	Fu-Shou-Huan-Kong-Zi No. 1140030508	Violation of Paragraph 2 of Article 24, Article 62, and Article 63 of the Air Pollution Control Act.	On June 19, 2025, the Company's Dongshan Plant was inspected by the Environmental Protection Bureau of Yilan County. It was found that, under the cement manufacturing process (M01) fixed pollution source operating permit (No. G0944-02), the production volume of dry-mix ready-mixed cement mortar in 2024 reached 363,140.29 metric tons per year, exceeding the approved capacity specified in the permit (300,000 metric tons per year).	Violation of Paragraph 2 of Article 24 of the Air Pollution Control Act. On September 10, 2025, the Company was subject to an administrative fine of NT\$100,000 imposed by the Yilan County Government.
2026.03.23	Fu-Shou-Huan-Kong-Zi No. 1150007484	Violation of Paragraph 3 of Article 22, Paragraph 2 of Article 23, and Paragraphs 1 and 2 of Article 62 of the Air Pollution Control Act.	On August 25, 2025, the Company's Dongshan Plant was inspected by the Environmental Protection Bureau of Yilan County. It was found that, for the cement manufacturing process (M01) emission stack (No. P002), the continuous emission monitoring system transmitted the monthly monitoring records on July 17, 2025. This did not comply with Subparagraph 3 of Paragraph 1 of Article 22 of the Regulations Governing Continuous Emission Monitoring Systems for Stationary Pollution Sources, which requires that monthly monitoring records be transmitted by the 15th day of the following month.	Violation of Paragraph 3 of Article 22 of the Air Pollution Control Act. On March 23, 2026, the Company was subject to an administrative fine of NT\$100,000 imposed by the Yilan County Government.

2026.03.23	Fu-Shou-Huan-Kong-Zi No. 1150007714	Violation of Paragraph 3 of Article 22, Paragraph 2 of Article 23, and Paragraphs 1 and 2 of Article 62 of the Air Pollution Control Act.	On August 25, 2025, the Company's Dongshan Plant was inspected by the Environmental Protection Bureau of Yilan County. It was found that, for the cement manufacturing process (M01) emission stack (No. P007), the continuous emission monitoring system transmitted the monthly monitoring records on July 17, 2025, in violation of Subparagraph 3 of Paragraph 1 of Article 22 of the Regulations Governing Continuous Emission Monitoring Systems for Stationary Pollution Sources, which requires that monthly monitoring records be transmitted by the 15th day of the following month.	Violation of Paragraph 3 of Article 22 of the Air Pollution Control Act. On March 23, 2026, the Company was subject to an administrative fine of NT\$100,000 imposed by the Yilan County Government.
2026.03.23	Fu-Shou-Huan-Kong-Zi No. 1150007726	Violation of Paragraph 3 of Article 22, Paragraph 2 of Article 23, and Paragraphs 1 and 2 of Article 62 of the Air Pollution Control Act.	On August 25, 2025, the Company's Dongshan Plant was inspected by the Environmental Protection Bureau of Yilan County. It was found that, for the cement manufacturing process (M01) emission stack (No. P008), the continuous emission monitoring system transmitted the monthly monitoring records on July 17, 2025, in violation of Subparagraph 3 of Paragraph 1 of Article 22 of the Regulations Governing Continuous Emission Monitoring Systems for Stationary Pollution Sources, which requires that monthly monitoring records be transmitted by the 15th day of the following month.	Violation of Paragraph 3 of Article 22 of the Air Pollution Control Act. On March 23, 2026, the Company was subject to an administrative fine of NT\$100,000 imposed by the Yilan County Government.

2026.03.23	Fu-Shou-Huan-Kong-Zi No. 1150007737	Violation of Paragraph 3 of Article 22, Paragraph 2 of Article 23, and Paragraphs 1 and 2 of Article 62 of the Air Pollution Control Act.	On August 25, 2025, the Company's Dongshan Plant was inspected by the Environmental Protection Bureau of Yilan County. It was found that, for the cement manufacturing process (M01) emission stack (No. P010), the continuous emission monitoring system transmitted the monthly monitoring records on July 17, 2025, in violation of Subparagraph 3 of Paragraph 1 of Article 22 of the Regulations Governing Continuous Emission Monitoring Systems for Stationary Pollution Sources, which requires that monthly monitoring records be transmitted by the 15th day of the following month.	Violation of Paragraph 3 of Article 22 of the Air Pollution Control Act. On March 23, 2026, the Company was subject to an administrative fine of NT\$100,000 imposed by the Yilan County Government.
2026.03.23	Fu-Shou-Huan-Kong-Zi No. 1150007747	Violation of Paragraph 3 of Article 22, Paragraph 2 of Article 23, and Paragraphs 1 and 2 of Article 62 of the Air Pollution Control Act.	On August 25, 2025, the Company's Dongshan Plant was inspected by the Environmental Protection Bureau of Yilan County. It was found that, for the cement manufacturing process (M01) emission stack (No. P023), the continuous emission monitoring system transmitted the monthly monitoring records on July 17, 2025, in violation of Subparagraph 3 of Paragraph 1 of Article 22 of the Regulations Governing Continuous Emission Monitoring Systems for Stationary Pollution Sources, which requires that monthly monitoring records be transmitted by the 15th day of the following month.	Violation of Paragraph 3 of Article 22 of the Air Pollution Control Act. On March 23, 2026, the Company was subject to an administrative fine of NT\$100,000 imposed by the Yilan County Government.

2026.03.23	Fu-Shou-Huan-Kong-Zi No. 1150007754	Violation of Paragraph 3 of Article 22, Paragraph 2 of Article 23, and Paragraphs 1 and 2 of Article 62 of the Air Pollution Control Act.	On August 25, 2025, the Company's Dongshan Plant was inspected by the Environmental Protection Bureau of Yilan County. It was found that, for the cement manufacturing process (M01) emission stack (No. P024), the continuous emission monitoring system transmitted the monthly monitoring records on July 17, 2025, in violation of Subparagraph 3 of Paragraph 1 of Article 22 of the Regulations Governing Continuous Emission Monitoring Systems for Stationary Pollution Sources, which requires that monthly monitoring records be transmitted by the 15th day of the following month.	Violation of Paragraph 3 of Article 22 of the Air Pollution Control Act. On March 23, 2026, the Company was subject to an administrative fine of NT\$100,000 imposed by the Yilan County Government.
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(2) Future response strategies (including improvement measures) and possible expenses (including possible losses due to absence of response strategies, estimated amount of penalties and compensation, etc.; provide explanation if amounts can not be reasonably estimated):

The Company has complied with the penalty disposition issued by the Environmental Protection Bureau of Yilan County and has paid the fine. The corresponding corrective and preventive measures for the identified regulatory non-compliances are as follows:

- Daily scheduled inspections of roads outside the plant area are conducted. If any pollution is detected, immediate manual cleaning and water spraying are carried out to ensure roadway cleanliness.
- A comprehensive internal inspection of the electrostatic precipitators (A001, A002) is performed to confirm that internal plates and discharge electrodes are free from dust accumulation or damage, ensuring optimal dust collection efficiency under proper operating pressure.
- The efficiency of the electrostatic precipitators (EP) is enhanced to reduce exceedance occurrences. The abnormality handling procedure has been revised: when a single opacity reading exceeds 10%, operators must immediately adjust process parameters and complete documentation to prevent cumulative exceedance beyond regulatory limits.
- Training on “Waste Recycling Reporting Practices” is provided to relevant personnel and management, emphasizing that even waste sources exempt from online reporting must maintain proper operational records in accordance with regulations.
- Odor control inspections are conducted on preheater and duct connections to prevent fugitive emissions from gaps. In addition, certified third-party odor testing reports (meeting the standard of <1,600) will be submitted to the Environmental Protection Bureau for record.
- Inspection of filter bags is strengthened to check for damage, detachment, or improper installation. All aged filter bags will be replaced, and certified particulate emission test reports (<30 mg/Nm³) will also be submitted to the Environmental Protection Bureau for record.
- A professional environmental consulting firm has been engaged to assess capacity expansion needs. In accordance with the Regulations Governing the Installation and Operation Permit for Stationary Pollution Sources, an application for permit amendment will be submitted to the

Yilan County Environmental Protection Bureau to increase the approved annual production capacity of dry-mix cement mortar to reflect actual operational conditions.

- A multi-level alert system has been established within the internal management system. Dedicated personnel are required to complete data verification and preliminary transmission by the 10th of each month, providing a 5-day buffer period to mitigate risks from network issues or system failures.

5. Describe the current state of pollution and how improvements may affect the Company's earnings, competitiveness, and capital expenditure; estimate major capital expenditures on environmental protection in the next two years:

The Company and its subsidiaries have no material environmental capital expenditure plans for the next two years. Currently, emissions from all plants (including air emissions, wastewater, and waste) strictly comply with applicable environmental regulations in the respective jurisdictions. Regular monitoring is conducted through independent third-party testing agencies, and all test results are within regulatory standards. After evaluation, the existing equipment is deemed sufficient to meet both regulatory requirements and production capacity needs over the next two years. Accordingly, no significant additional environmental capital expenditures are expected.

V. Labor Relationship

1. Availability and execution of employee welfare, education, training, and retirement policies. Elaborate on the agreements between employers and employees, and protection of employees' rights:

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

(1) Employee Benefits

The Company organizes regular health checkups twice a year. In addition to Labor Insurance and National Health Insurance, the Company also arranges group insurance for employees, their spouses and children that cover risk of death, accidental injury, medical service, and cancer treatment. Meanwhile, a welfare committee has been assembled to subsidize employees for various occasions such as weddings, birthdays, child birth, funerals, hospitalization, injury, disability, and annual travel. The committee also organizes activities from time to time and provides employees with gifts and vouchers on festive occasions. To safeguard employees' physical and mental well-being, the Company provides a professional Employee Assistance Program (EAPs). Through a structured assessment and problem-solving system, the program proactively assists employees in addressing personal issues related to work adjustment, health, legal matters, and family care, thereby fostering a supportive and positive workplace environment.

In addition to the above employee welfare measures, the Company has established a family-friendly leave policy that exceeds statutory requirements. While ensuring employees' rights to take leave in accordance with labor regulations, the Company also provides seven days of paid sick leave beyond legal requirements, encouraging employees to apply for leave as needed based on their actual circumstances. Furthermore, through collaboration with external professional organizations, the Company offers childcare-related resources and referral services to help employees better balance work and family responsibilities.

(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.

(3) Retirement system

The Company has established a defined benefit retirement plan in accordance with the Labor Standards Act, applicable to all employed foreign mid-level technical personnel. For employees who meet the retirement eligibility criteria, pension benefits are calculated based on years of service and the average salary over the six months prior to retirement. For service years of 15 years or less (inclusive), two units are granted for each year of service; for service exceeding 15 years, one unit is granted for each additional year of service, with a maximum accumulation of 45 units. The Company contributes 2% of total monthly salaries to a retirement fund, which is deposited in a dedicated account under the supervision of the Labor Retirement Reserve Supervisory Committee at Bank of Taiwan.

In addition, at the end of each fiscal year, the Company estimates the balance of the labor retirement reserve account. If the balance is insufficient to cover the estimated retirement benefits of employees expected to qualify for retirement in the following year, the Company will make a lump-sum contribution for the shortfall by the end of March of the following year. In 2025, the Company recognized expenses of NT\$157 thousand for the defined benefit plan (old labor pension scheme).

The Company also has a defined contribution retirement plan established in accordance with the Labor Pension Act, applicable to domestic employees. For employees who elect to participate in the labor pension system under the Act, the Company contributes 6% of monthly salaries to each employee's individual account with the Bureau of Labor Insurance. Pension payments are made based on the accumulated contributions and investment returns in the employee's account, either as monthly pensions or lump-sum payments. In 2025, the Company recognized expenses of NT\$18,819 thousand for the defined contribution plan (new labor pension scheme).

Conditions for voluntary retirement application:

- A. Accumulated work experience in related enterprises totaling 10 years or more.
- B. Employees who will reach the age of 55 with over 15 years of work experience or over 25 years of work experience within five years.
- C. Employees aged 45 and above who are unable to continue working due to health reasons.

Procedures for retirement application:

- A. Colleagues apply for retirement, and the determination of retirement age is based on the household registration, calculated from the date of birth.
- B. Retirement applications should be submitted in writing one month in advance, and resignation procedures must be completed according to company regulations before formal retirement can be granted.

(4) Enforcement of Labor Agreements and Employee Rights

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.

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.

- A. Comply with the Labor Standards Act and related laws and regulations for the maximum protection of the rights and interests of employees.
 - B. Provide unfettered and diverse communication channels for employees to freely express their opinions and get feedback.
 - C. The Company and subsidiaries fully inform employees in advance of any operational changes and key measures, so that they can clearly understand the implications and support and cooperate accordingly.
 - D. Provide employees with adequate training (elite training, internal professional training courses, professional certification, external education, and training expense subsidies, and encouragement of on-the-job training for employees).
 - E. Other benefits such as reasonable employee benefits and compensation (group insurance, uniforms, holiday gifts, maternity benefits, employee trips, etc.) are provided.
 - F. Although the Company has established a labor union, no request for collective bargaining has been made by the union to date. Accordingly, no collective agreement has been concluded.
2. Losses arising as a result of employment disputes in the last year up until the publication date of the Annual Report; quantify the estimated losses and state any response actions, and state the reasons if losses can not be reasonably estimated: The Company has maintained a harmonious relationship with employees since it was first founded, and has been able to work with employees toward accomplishing a shared vision. For this reason, the Company suffered no loss from employment disputes in the last year and does not expect any damage from employment disputes 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.

1. Cybersecurity Risk Management Framework:

To strengthen the Company's information security management and ensure the security of data, systems, and networks, the Information Technology Department serves as the dedicated cybersecurity unit, comprising a cybersecurity supervisor and one cybersecurity staff member responsible for planning and implementing information security measures. The cybersecurity supervisor reports major issues or strategic plans to the Board of Directors at least once a year. The Company's operational framework adopts the PDCA (Plan-Do-Check-Act) cycle management model to ensure the achievement of reliability objectives and continuous improvement.



2. Cybersecurity Policy

The Company's information security management framework consists of the following three aspects:

- (1) Governance and policies: Establishing an information security management system to regulate personnel operations and behaviors.
- (2) Infrastructure implementation: Deploying information security management systems and implementing cybersecurity control measures.
- (3) Personnel training: Conducting regular information security training to enhance employees' cybersecurity awareness across the organization.

3. Information Security Management Measures

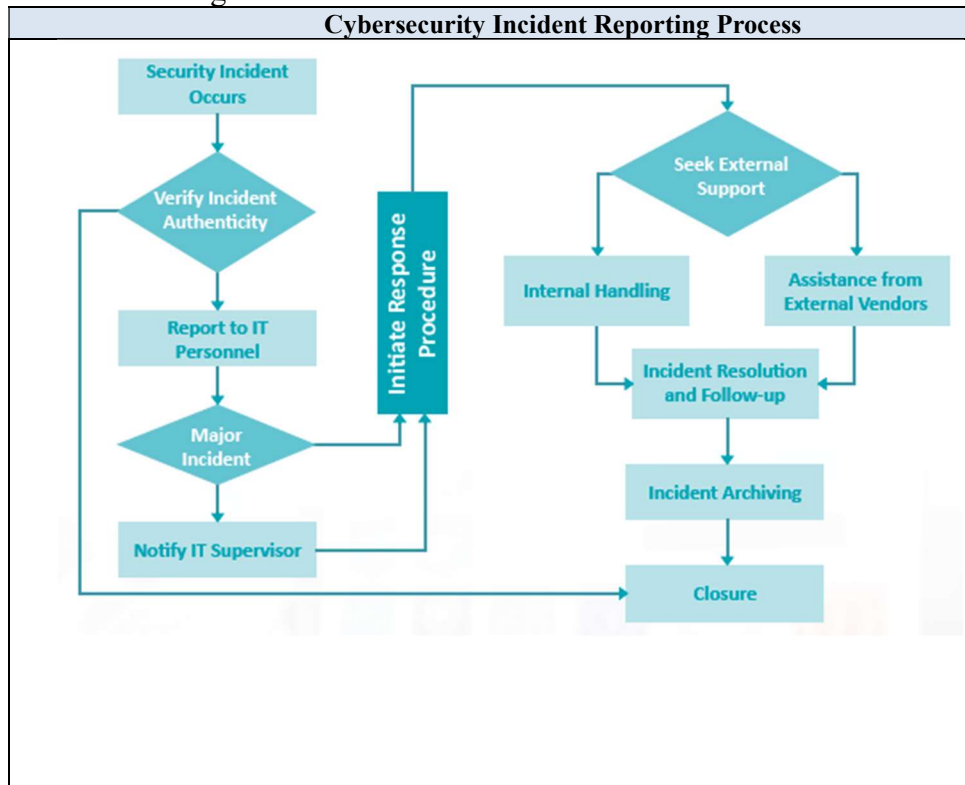
- (1) Policy and governance: The Company has established internal information security policies and systems to regulate employees' information security behaviors. These policies are reviewed annually to ensure compliance with regulatory requirements and alignment with changes in the operational environment, and are adjusted as needed. In September 2023, the Company appointed one dedicated information security supervisor and one information security officer.
- (2) Infrastructure implementation: To mitigate various external cybersecurity threats, the Company adopts a multi-layered network architecture and has deployed various information security protection systems to enhance the overall security of its IT environment. In June 2021, the Company invested NT\$300,000 to implement a firewall system to strengthen information security. In September 2022, an upgrade of the firewall system at the Taipei headquarters was planned to reinforce intranet and internet security mechanisms. In July 2023, the Company completed an integrated firewall deployment across headquarters, factories, and SSL VPN for individual users, with an investment of NT\$1,620,000.
- (3) Personnel training: The Company conducts annual information security training courses, which all employees are required to complete at least once per year. For employees unable to attend in-person sessions due to work constraints, online information security training courses are provided to enhance internal cybersecurity knowledge and professional skills. Employees who fail to complete either the in-person or online training within the year are tracked by the Information Technology and Administration units and included as a performance evaluation item in annual assessments.
- (4) The Company's current specific information security implementation measures are as follows:

Item	Specific management approach
Firewall protection	<ul style="list-style-type: none">● Firewall connection rules are configured.● Any special connection requirements must be separately applied for approval before being opened.● Firewall data reports are monitored and analyzed.
User internet access control mechanism	<ul style="list-style-type: none">● An automated web protection system is used to control user internet behavior.● The system automatically filters websites that may contain trojans, ransomware, or malicious software.
Antivirus software	<ul style="list-style-type: none">● Multiple antivirus solutions are deployed with automatic virus definition updates to reduce the risk of infection.
Operating system	<ul style="list-style-type: none">● Operating systems are automatically updated; if updates

updates	cannot be completed for any reason, the IT department provides assistance.
Email security control	<ul style="list-style-type: none"> ● An automated email threat scanning system is in place to prevent unsafe attachments, phishing emails, spam, and malicious links before emails are received by users. ● After emails are received on personal computers, antivirus software further scans attachments for security threats.
Website protection mechanism	<ul style="list-style-type: none"> ● Firewall devices are implemented to block external cyberattacks on websites.
Data backup mechanism	<ul style="list-style-type: none"> ● Critical information system databases are fully backed up daily, with differential backups performed hourly.
Off-site storage	<ul style="list-style-type: none"> ● Server and system backup files are stored separately in a bank facility.
Uploading critical files to servers	<ul style="list-style-type: none"> ● Important departmental files are uploaded and stored on servers, with centralized backup management by the IT department.
Information center inspection log records	<ul style="list-style-type: none"> ● The data center inspection log records temperature and humidity, data backups, antivirus updates, and network traffic monitoring information.

4. Cybersecurity Incident Reporting Procedure

The Company's cybersecurity incident reporting procedure is as follows. All reporting and handling of cybersecurity incidents are conducted in accordance with this procedure. Please refer to the diagram below for details.



5. Resources invested in information and communication security management and implementation status

To enhance the Company's information security and ensure stable operations, provide reliable information services, and safeguard the confidentiality, integrity, and availability of information systems, while improving end-user cybersecurity awareness, the Company implements the following management practices:

Item	Implementation status in 2025		
Cybersecurity awareness promotion	Information security awareness has been promoted to all employees through the Company's announcement system: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Information Security Awareness Promotion (2025/1/8) <input checked="" type="checkbox"/> Email social engineering simulation exercise (2025/3/13) <input checked="" type="checkbox"/> Information security awareness promotion (2025/5/14) <input checked="" type="checkbox"/> Information security training and education (2025/8/27) <input checked="" type="checkbox"/> Information security awareness promotion (2025/10/27) <input checked="" type="checkbox"/> Information security awareness promotion (2025/11/21) 		
inspection activities	Information and communication security inspection and audit operations (2025/12)		
Cybersecurity drill exercises	Backup system restoration drill exercises (2025/07/25)		
Joint defense organization	The Company has applied for membership in the TWCERT/CC cybersecurity alliance.		
Information security meetings	In 2025, one information security meeting was held. At the first meeting on May 27, 2025, cybersecurity-related matters were reported, with key items including: : <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Cybersecurity requirements for listed and OTC companies issued by competent authorities in 2025 <input checked="" type="checkbox"/> Information security framework, implementation process, control mechanisms, and evaluation of information technology products. <input checked="" type="checkbox"/> Strengthening email security defenses to prevent emerging phishing and fraud techniques. 		
Training and education	Date	Course Name / Program	Duration & Participants
	2025/6/23	.tw Domain Security Integrated Service Briefing	1 hour, 2 participants
	2025/8/19	Microsoft Security Threat Protection New Solutions	5 hour, 2 participants
	2025/11/20	Digital Fortress AI Defense Conference	3 hour, 2 participants
Board of Directors Report	On December 30, 2025, the implementation status of information and communication security management was reported to the Board of Directors.		

- (II) Losses and possible impacts as a result of major cybersecurity incidents in the last year up until the publication date of the Annual Report, and response measures: None.

Cybersecurity Indicators	Cybersecurity Complaints	External Intrusion, Data Theft, or Virus Threat Incidents	Information System or Equipment Failures Affecting Operations
Incident Statistics	0	0	0

VII. Significant Contracts:

March 31, 2025

No.	Contractual Nature	Counterparty	Effective Dates of Contracts	Main Details	Special Terms and Conditions
1	Loan Agreement	Chang Hwa Bank Tunhwa Branch	September 1, 2025 to August 31, 2027	Medium- and Short-term Loan for Funding	Nil
2	Loan Agreement	Bank SinoPac of Taipei Branch	November 1, 2024 to November 1, 2027	Medium- and Short-term Loan for Funding	Nil
3	Property Leasing	Land Bank of Taiwan Co., Ltd.	April 27, 2021 to April 30, 2026	Lease Agreement for Office Premises at Zhonglun Building	Nil

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:

Unit: NT\$ thousands; %

Item \ Year	2025	2024	Difference		
			Amount	%	Description
Current Assets	3,646,441	3,743,146	(96,705)	(2.58)	
Property, Plant, and Equipment	3,865,049	3,700,847	164,202	4.44	
Intangible Assets	52,983	164,806	(111,823)	(67.85)	Description 1
Other Non-current Assets	2,532,267	2,480,944	51,323	2.07	
Total Assets	10,096,740	10,089,743	6,997	0.07	
Current Liabilities	3,893,924	3,491,180	402,744	11.54	
Non-current Liabilities	3,104,453	3,489,394	(384,941)	(11.03)	
Total Liabilities	6,998,377	6,980,574	17,803	0.26	
Equity Attributed to Owners of parent	2,475,059	2,503,561	(28,502)	(1.14)	
Capital	1,500,000	1,500,000	0	0.00	
Capital Reserve	746,018	746,018	0	0.00	
Retained Earnings	419,097	306,206	112,891	36.87	Description 2
Other Equities	(190,056)	(48,663)	(141,393)	(290.56)	Description 3
Non-controlling Interest	623,304	605,608	17,696	2.92	
Total Equity	3,098,363	3,109,169	(10,806)	(0.35)	
Explanation to significant variations (variations amounting to more than 20% and NT\$10 million in value):					
Explanation 1: Mainly due to impairment loss recognized on intangible assets.					
Explanation 2: Mainly due to year-on-year increase in net income.					
Explanation 3: Mainly due to year-on-year increase in valuation loss on equity investments at fair value through other comprehensive income.					

II. Financial Performance:

1. Significant changes in operating revenues, operating income, and pre-tax income in the last 2 years:

Unit: NT\$ thousands; %

Item \ Year	2025	2024	Difference		
			Amount	%	Description
Operation Income	7,221,680	6,667,704	553,976	8.31	
Gross Profit	921,325	822,595	98,730	12.00	
Operating Profit	550,290	433,486	116,804	26.95	Description 1
Non-Operating Income and Expenses	(11,434)	(21,070)	9,636	45.73	
Income (Loss) Before Tax	538,856	412,416	126,440	30.66	Description 1
Income (Loss) Current Period	476,982	338,414	138,568	40.95	Description 1
Other Comprehensive income	(169,038)	77,095	(246,133)	(319.26)	Description 2
Total Comprehensive Income Current Period	307,944	415,509	(107,565)	(25.89)	Description 2
Net Income Attributable to Owners of Parent Company	277,969	187,533	90,436	48.22	Description 1
Net Profit Attributable to Non-Controlling Interests	199,013	150,881	48,132	31.90	Description 3
Total Comprehensive Income Attributable to Owners of Parent Company	136,498	250,952	(114,454)	(45.61)	Description 2
Total Comprehensive Income Attributed to non-Controlling Interest	171,446	164,557	6,889	4.19	
Earnings per Share (NTD)	1.85	1.25	0.60	48.00	Description 1

Explanation to significant variations (variations amounting to more than 20% and NT\$10 million in value):

Explanation 1: Mainly due to continued strong demand in the building materials market, resulting in an increase in production and sales volumes compared to the same period last year, as well as higher engineering revenue, which led to a year-on-year increase in operating profit, income before tax, income current period, net income attributable to owners of parent company and earnings per share (NTD).

Explanation 2: Mainly due to decreased in the price of financial assets, which led to an increase in other comprehensive loss.

Explanation 3: Mainly due to net income of subsidiary increased current period, which led to a year-on-year increase in non-controlling interests.

2. Expected sales, the basis of estimation, likely impacts on the Company's future financial position, and response plans:

(1) Basis for Expected Sales Volume: The Company sets annual targets based on customers' expected demand, the overall market condition, production capacity plans, and previous performance. Furthermore, given the market's demand for diversity, the Company will continue committing resources into the development of new products. It is expected that the cement sales will be flat compared to the previous year, and the sales volume of building materials will increase compared to the previous year.

(2) Possible Financial Impacts and Response Plans: The Company will strive to support business growth with improved production capacity and more efficient use of financial capital.

III. Cash Flow

1. Analysis of Changes in Cash Flows for the Most Recent Year (2025):

Unit: NT\$ thousands

Beginning Cash Balance a	Annual Net Operating Cash Flow b	Annual Net Investing Cash Flow c	Annual Net Financing Cash Flow d	Cash Balance (insufficiency) a+b+c+d	Estimated Remedy for Cash Shortage	
					Investment Plans	Financial Management Plans
905,794	241,225	(565,096)	(200,760)	381,163	-	-

Analysis of changes in cash flows in the current year:

- (1) Operating Activities: Mainly due to ongoing business expansion, net income increased, which generated net cash inflow from operating activities.
- (2) Investing Activities: Mainly due to acquisition of real estate properties and prepayment for land and buildings, which led to net cash outflow from investing activities.
- (3) Financing Activities: Mainly due to payment for cash dividends, which led to net cash outflow from financing activities.

2. Improvements for Lack of Liquidity: The Company encounters no shortage of cash and does not expect to be in short of liquidity.

3. Analysis of Cash Liquidity in the Next Year (2026):

Unit: NT\$ thousands

Beginning Cash Balance a	Estimated Annual Net Operating Cash Flow b	Estimated Annual Net Investing Cash Flow c	Estimated Annual Net Financing Cash Flow d	Estimated Cash Balance (insufficiency) a+b+c+d	Estimated Remedy for Cash Shortage	
					Investment Plans	Financial Management Plans
381,163	1,059,938	(424,380)	(388,022)	628,689	-	-

Analysis:

1. Analysis of Cash Flow Variation for the Next Year:

- (1) Operating Activities: Net cash inflow from operating activities is estimated primarily based on expected business circumstances, receivables, and payables for 2026.
- (2) Investing Activities: Net cash outflow from investing activities represent acquisitions and upgrades of production equipment and other capital expenditures that the Company expects to occur in 2026.
- (3) Financing Activities: Net cash outflow from financing activities mostly represent repayments to borrowings and payment for dividend that are expected to occur in 2026.

2. Response Measures and Liquidity Analysis for Cash Flow Deficit: Not applicable as the Company does not expect any cash deficit.

IV. Influence of major capital expenditures on financial position and operation in recent years:
None.

V. Re-investment policies, main causes of profit or loss, and improvement plans in the previous year, and investment plans in the next year:

1. Profits or Losses of Business Investments for 2025: In 2025, the Company's invested subsidiaries and associates achieved favorable profitability. Detailed information is as follows:

Name of the investee company	Main business items	Profit or loss for the period	Key Reasons for Profitability / Loss	Improvement Plan
Ruentex Interior Design Inc.	Interior decoration, landscape design and construction	291,240	Favorable operating performance	None
Teh Hsin Enterprise Co., Ltd.	Building materials manufacturing	501,386	Strong building materials sales and stable operations	none

2. The Company's investment policies have been developed to cater to the needs of its core business and to support long-term strategies instead of short-term gains.

3. Investment Plans for the Next Year: None.

VI. Risk Analysis and Assessment (the previous year until the date of report publication)

1. Influence on income of changes in interest rate and exchange rate volatility and inflation, and future countermeasures:

(1) Interest Rate Changes:

A. Impact on the Company's Earnings

The Company and subsidiaries reported NT\$(60,470) thousand and NT\$(84,670) thousand of net income (expenses) for 2024 and 2025, representing 14.66% and 15.71% of profit (loss) before tax in the respective years. Interest rate changes apparently have some impact on the Company's profitability.

B. Response Measures

The Company and subsidiaries monitor bank borrowing rates on a regular basis and maintain good relationships with banks to make sure that loans are drawn at more favorable rates, and thereby reduce interest expenses. Changes in market interest rates are also monitored constantly to facilitate proper responses.

(2) Exchange Rate Changes:

A. Impact of Exchange Rate Variation on the Company's Profitability

The Company and subsidiaries sell primarily to the domestic market, and all revenues are denominated in NTD. Due to a lack of locally produced energy products, the Company sources the majority of its raw materials and fuel from abroad, and these transactions are denominated in USD. Aside from the above, the Company also purchases machinery parts from Europe. Net gains (losses) on currency exchange was reported at NT\$88 thousand for 2024 and NT\$(5) thousand for 2025, representing 0% and 0% of net revenue and 0.02% and 0 % of profit (loss) before tax in the respective years. The effect of exchange rate variation on profitability of the Company and subsidiaries is deemed insignificant; nevertheless, the Company will continue monitoring changes in the USD rate out of conservatism and respond accordingly.

B. Response Measures

- a. Observe how the global economy affects exchange rate variation, and develop hedging practices where necessary.
- b. Plan foreign currency requirements in advance, and gradually reduce the minimum position for reduced costs.
- c. The Finance Department will maintain close relationships with financial institutions and make flexible adjustments to foreign currency positions by observing exchange rate changes.

(3) Inflation:

The Company pays constant attention to fluctuations of raw material prices, and maintains good interactions with suppliers and customers to facilitate forecasting of raw material costs and minimize the effect of price changes. The Company will examine changes in the cost of raw materials regularly, and raise selling prices when changes exceed the predetermined tolerance, and thereby transfer price risks while at the same time prevent significant inflation impacts on the Company and subsidiaries.

2. Policies, main reason(s) for profits or losses, and future countermeasures for engaging in high-risk and high-leverage investments, lending, offering guarantees and endorsements, and derivatives investments:

The Company and subsidiaries have always adopted a pragmatic focus toward its core business and formulated financial policies out of conservatism. The organization does not engage in high-risk or highly leveraged investments. All external party lending, endorsements, guarantees, and derivative trading are executed according to the “External Party Lending Procedures”, “Endorsement/Guarantee Policy”, and “Asset Acquisition and Disposal Procedures”. Should the Company decide to establish

a derivative trading policy in the future, one will be created out of conservatism solely for the purpose of avoiding exchange rate risks.

3. Future Research and Development Plans and Projected Expenses:

The Company previously had two R&D units created to support its main business activities; these units were responsible for exploring improvements to cement and construction materials. In an attempt to secure innovation as a competitive advantage over peers, the Company expanded its existing R&D organization and created an Innovation R&D Center for more effective integration of available resources.

The Innovation R&D Center will aim to recruit master's and doctoral degree holders, focus on problem-solving through teamwork, and develop new products and technologies for improved competitiveness. The R&D Center will also introduce a new talent development plan with stage-by-stage training to help employees develop the R&D capacity needed to shorten the product development timeline.

The R&D Center will implement performance indicators and manage accordingly to increase productivity and production value and reduce the learning curve for the R&D team. These performance indicators will be associated with the compensation and personnel management system in ways that improve production capacity and value of R&D personnel and contribute to overall management performance.

The Innovation R&D Center will focus on the development of new energy and carbon reduction technologies, green building materials, and high-end granulation techniques, whereas laboratories featuring advanced production equipment and testing facilities will also be constructed as part of the Innovation R&D Center. With new technologies and better system integration, the Company hopes to create new values for its products and strengthen competitiveness within the industry.

(1) Future R&D Plans

A. Cement Business:

As far as national standards are concerned, products of the Company can be distinguished into two categories: those that conform with national standards and where the R&D efforts focus primarily on maintaining quality and saving costs; and those without national standards where the R&D efforts focus mainly on creating demand. R&D resources will be allocated to cater for a balance between the two.

With regards to cost-saving projects, the Company will aim to make use of alternative materials and fuel, and turn industrial by-products into resources through the use of pre-processing and post-processing equipment, as doing so will yield cost reduction as well as environmental protection benefits.

Taiheiyo Cement from Japan, for example, uses industrial by-products that make up 45% of all raw materials and renewable energy that makes up 46% of

total fuel in production activities. Mainland China, too, is currently developing environmental protection policies that make use of cement kilns for urban waste treatment. Taiwan, on the other hand, produces a great variety yet small quantity of limestone sludge, sludge from water treatment, stone sludge, etc. that pose major environmental concerns if improperly disposed of. These concerns remain unresolved due to technological and policy restrictions.

Cement rotary kilns burn up at to 1,500°C, a temperature that effectively disintegrates industrial by-products, and its ability to smelt hard-to-treat heavy metals into cement makes it the ultimate treatment facility for industrial by-products. In the future, the Company will look for alternative industrial by-products such as: furnace slag for steel milling, oxidizing slag, reductive slag, etc. and turn them into vital materials and fuel by applying appropriate pre-/post-treatments. Doing so not only reduces the cost of cement production, but also contributes to environmental protection, and is a solution that caters to sustainability and profitability at the same time.

In 2025, in alignment with the government's circular economy and energy-saving and carbon-reduction policies, the company will continue to steadily incorporate industrial by-products as alternative raw materials for cement. To address the impact of introducing these by-products into the cement system equipment, system improvements and equipment upgrades have been completed. Furthermore, in 2025, efforts will expand to include the use of industrial by-products as alternative fuels, along with related trial operations. The initial target for the fuel substitution rate is set at 3%.

The production of expanded glass granules, and the Company has so far acquired information on the supply of by-products for expanded glass granules, developed a formula for lightweight aggregates involving a diverse variety and sources of by-products, developed streamlined production procedures, established quality control points and standards, and obtained adequate know-how and a database on reuse of residual heat for production of expanded glass granules as well as production of lightweight aggregates. From 2022 to 2023, the Company will transform the production and manufacturing technology researched and developed independently into the planned expanded glass granules production line, and complete the construction of the factory in the second half of 2023. In the first half of 2024, trial operations of the equipment were completed, including equipment adjustments and production grinding processes. Mass production parameters for expanded glass granules were established. In the second half of 2024, formal mass production of the expanded glass granules products commenced. In 2025, the Company successfully

developed a roller compaction granulation technology, enabling adjustable control over the particle size distribution of expanded glass granules. Through precise control of semi-finished material granulation size, the Company is able to accurately produce products that meet market specifications, achieving a technological breakthrough in centralized production of target-specification products.

In 2026, the Company plans to establish a recycling and reprocessing system and related equipment for process by-products. By implementing this system, it aims to optimize mass production balance. In parallel, adjustments to rotary kiln sintering parameters are being planned to enhance expanded glass granules production capacity while effectively reducing unit power consumption, thereby achieving the dual objectives of increased output and energy efficiency.

As for the application of expanded glass granules, the Company uses expanded glass granules as the main raw material and combines them with various types of cement to prepare different functional expanded glass granules boards for various market applications. This functional board not only retains the characteristics of low density, low thermal conductivity, and fire resistance of expanded glass granules, but also gains functions such as cutting, drilling, shaping, and water permeability. Further, according to the market demand, it can be applied to various projects such as building lightweight, thermal insulation, fire prevention, explosion-proof and so on. The initial application is aimed at the development of expanded glass granules boards. By combining inorganic cementitious materials (gypsum, fire-proof mortar, high-alumina cement, etc.), the development of related boards with heat insulation, fire prevention, explosion-proof features, etc. The initial goal is to develop raw materials that can replace current commercial products. With the advantages of expanded glass granules as an environmentally friendly material, we will gradually expand the application of expanded glass granules downstream to increase the added value of existing products. In this way, the expanded glass granules can not only be used in the domestic and foreign markets for the original insulation mortar, but also further encourage downstream manufacturers of domestic related applied boards to replace the imported materials with expanded glass granules, reduce the cost of raw materials, improve the internal competitiveness of the industry. In addition, expanded glass granules possess a unique closed-cell pore structure. The porous nature of the expanded glass granules, combined with elastic damping materials, forms an elastic porous structure that provides sound insulation, sound absorption, and vibration damping. This makes them suitable for reducing impact noise on floors. In 2024, testing

and certification were conducted in accordance with CNS 15160-8 and CNS 8465-2 standards at a TAF-accredited laboratory. After the installation of polished quartz tiles, the ΔL_w (impact sound improvement index) was measured at 25 dB, effectively suppressing low-frequency noise. In 2025, the “expanded glass granules sound-insulating flooring” successfully obtained the High-Performance Green Building Material Label from Taiwan’s Ministry of the Interior and entered the commercialization stage, with simultaneous implementation and field testing in the Group’s construction projects. Meanwhile, the R&D team developed a fireproof coating material for steel-structure buildings. By leveraging the expanded glass granules’ high thermal resistance, excellent fireproof properties, and low water absorption, this material effectively replaces traditional vermiculite. The technology not only complies with fire-resistance rating requirements but also significantly improves spray coverage per unit area and construction efficiency, opening up new application possibilities.

In 2026, we will continue to advance this technology by applying precise gradation of expanded glass granules with different particle sizes and dense packing theory to further optimize fireproof performance. While maintaining safety and quality standards, we aim to reduce the required coating thickness to enhance the competitiveness of expanded glass granules materials, and actively complete validation through real-site implementation.

B. Building materials business:

RT.MIX is the leading brand of ready-mix concrete, and we try to differentiate our products from competitors through ongoing research, development, innovation, and technological enhancement. Emphases of our R&D efforts are as follows:

- a. Optimization of Existing Products: Ongoing improvements will be made to the current product line with respect to transportability, workability, and ability to be incorporated with subsequent works.
- b. Development of New Products: New products and customized products such as industrial floor panels, outdoor self-leveling cement, indoor colored floor panels, rubber-based soundproof floor panels, C2 tile adhesives for long duration works, adhesives for autoclaved lightweight concrete blocks, low efflorescence adhesives, and soundproof concrete will be developed to support the needs of ongoing works and customers.
- c. In response to challenges such as declining birth rates and labor shortages at construction sites, we are developing a masonry mortar compatible with semi-mechanized construction. This mortar enables efficient application and significantly enhances the quality of finished work. Furthermore, it can be

further optimized for integration with AI-powered masonry robots, supporting the advancement toward fully automated robotic construction.

- d. The government actively promotes green energy as a way to reduce dependence on fossil fuels and drive growth of the nation's green energy industry. Given the abundance of wind flowing along the Taiwan Strait, many are optimistic about the potential of offshore wind power as a viable power source for Taiwan. The Company's ShifuGrout U799, a specialized cement for the foundations of offshore wind turbines, has been certified by DNV Business Assurance Co., Ltd., and will be marketed to offshore wind power contractors in Taiwan and overseas in the future. The Company has already begun development of ShifuGrout U769, another specialized cement for the foundations of offshore wind turbines, that works with the SILO system and different tools for better work efficiency. The Company has also developed thermal grout for HDD pipes that connect subsea cables to land cables, which has the ability to transfer heat from cables into the soil. The ShifuGrout T508 series is already used in subsea pipes for offshore wind farms.
- e. The application and development of Ultra-High Performance Concrete (UHPC) are primarily driven by its formula design, which provides extremely high elastic modulus and high compressive strength, making it suitable for structural engineering applications with stringent vibration control requirements. This is especially true for high-precision technological factories, which have a critical need for micro-vibration control, and UHPC demonstrates unique structural performance advantages in these settings.

Traditional concrete typically has a lower elastic modulus (25–35 GPa), often requiring larger cross-sections or additional steel reinforcement to achieve the desired results. In contrast, using UHPC significantly enhances floor rigidity and changes vibration frequencies without increasing or even reducing structural dimensions. As a result, it effectively reduces the impact of micro-vibrations caused by ground traffic, mechanical vibrations, and nearby construction activities. Currently, the company's technology has developed UHPC with an elastic modulus of 50–60 GPa, making it an ideal building material for future high-precision technological factories and advanced production lines.

Aligned with the government's policy of promoting new materials, Steel Fiber Reinforced Ultra-High Performance Concrete (SF-UHPC) has excellent mechanical performance and durability characteristics, making it particularly suitable for use in national highway bridge projects. The company's SF-UHPC

technology development not only provides a compressive strength exceeding 140 MPa (20,000 pounds) but also demonstrates significant ductility and strain-hardening behavior, allowing it to withstand larger deformations and loads in tension without brittle failure. This significantly enhances concrete's crack resistance and toughness, making it especially useful for bridge structural systems and joint areas on bridge decks. This new material also offers excellent construction performance, such as high flowability and self-compaction, which helps improve construction quality and reduce project timelines. Despite higher initial costs, it demonstrates good economic benefits over its lifecycle, with long-term durability and low maintenance requirements.

f. The development of a high-performance release agent addresses the growing use of aluminum formwork in casting applications. Due to the alkaline nature of cement slurry, it readily causes corrosion when in contact with metal molds such as aluminum, leading to sticking issues and difficulty in demolding. This often results in poor surface quality of the finished panels, as well as significant cost losses and material consumption due to damage to aluminum and other metal molds. In response, the Company has developed a high-performance release agent that effectively prevents the corrosive interaction between concrete slurry and the surface of aluminum formwork. It can be applied via spraying or coating processes to achieve higher construction efficiency, and its performance is not affected by climate or temperature conditions. This solution significantly reduces the risk of poor demolding and lowers the cost and time associated with mold damage and replacement, while also ensuring optimal surface quality of the finished panels after demolding.

(2) Expected R&D Expenses

A. Cement Business:

With regards to the use of alternative materials and alternative fuel for cost reduction, the Company is exploring the possibility of turning industrial by-products (such as furnace slag from steel milling, oxidizing slag, reductive slag, etc.) into raw materials for cement, and the process mainly involves: developing the technology needed to handle various materials, and making appropriate adjustments to production/weighing/feeding equipment. The Company will plan and develop the technologies and equipment needed to handle various materials (particularly Thermal Mechanic Analysis; TMA), recruit additional staff to form special project teams, and adjust R&D expenses in line with changes in market trends and demand of the environmental protection business.

B. Building materials business:

Pingtung Ligang Plant commenced mass production in 2021, and given that gravel is an important construction material, the Company will acquire mechanized construction grouting equipment and masonry robots, to be used for the development of masonry products. The Company will be the first in the industry to make use of a high-performance gravel analyzer; doing so will create further differentiation from peers and help secure a leading position in the quality race. The Company will adjust purchases of R&D equipment to accommodate changes in market trends and customers' needs in the future.

Overall, approximately NT\$72.64 million will be invested into R&D in 2026 to inspire new innovations from customers' perspectives.

4. The impact of important domestic and international policies and legal changes on the Company's financial business and countermeasures:

The Company and subsidiaries comply with local and foreign regulations in all daily operations. It pays constant attention to political and regulatory developments local and abroad, and gathers relevant information that the management may use to make informed decisions, and consult experts when necessary to assess the impact of regulatory requirements on the company, so that adjustments can be made to operational strategies. The Company and subsidiaries encountered no change in local or foreign policy/regulation that significantly affected its financial or business performance in the last year up until the publication date of this Annual Report.

5. The impact of technological (includes information security risk) and industrial changes on the Company's financial business and countermeasures:

The Company pays close attention to technological development, and evaluates and adopts new technologies at appropriate times. The Company also monitors industry trends and market news, evaluates how they affect the Company's operations, and makes corresponding adjustments as deemed appropriate. By adhering to rigorous financial discipline, the Company has been able to secure competitiveness in the market, and by constantly enhancing its own R&D capacity, the Company actively expands future applications of its products and is therefore able to respond to technological and industrial changes in the future. See page 152~156 of this Annual Report for additional information on information security risk management measures.

6. The impact of changes in corporate image on corporate crisis management and countermeasures:

The Company has devoted attention to core business activities since the day it was incorporated. In addition to complying with laws, the Company takes the initiative to enhance the robustness, quality, and performance of internal management practices, and in doing so maintains a positive corporate image that earns customers' trust. The Company did not encounter any change of corporate image in the last year up until the publication date of the prospectus that posed an operational crisis. However, occurrence of a corporate crisis may still cause substantial damage to the organization, which is why the Company will continue to enforce sound corporate governance as a means to minimize risks and impact.

7. Expected Benefits, Risks, and Response Measures of Planned Mergers or Acquisitions:

The Company currently has no merger or acquisition plan, but will evaluate potential merger and acquisition opportunities thoroughly after taking into consideration the synergy involved for the protection of shareholders' interests.

8. Expected Benefits, Risks, and Response Measures Associated with Plant Expansion

The Company has contracted Ruentex Construction & Engineering Co., Ltd. to construct a silica sand sifting warehouse at Yilan Dongshan Plant. After thorough and careful evaluation while taking into account the potential yield and possible risks, the Company expects the new silica sand sifting warehouse to contribute favorably to the production of silica sand for RT.MIX; furthermore, the reduction in silica sand processing costs will increase profits for the Company.

9. Risks and Response Measures Associated with Concentrated Sales or Purchases:

(1) Purchases:

Products are made from main materials including: limestone, clay, gypsum, vermiculite powder, coal, furnace slag, and gravel. As part of the raw materials procurement strategy, the Company evaluates each supplier for the quality delivered, the pricing, the timeliness of delivery, and level of cooperation. The Company currently sources supplies from a diversified group of local and foreign vendors; it strives to maintain a productive relationship with existing vendors, and is constantly searching for top-performing vendors to work with. As a principle, there shall be at least two suppliers for each raw material. The Company also maintains adequate inventory of key raw materials to cover needs in the event of force majeure or emergency. For the above reasons, the Company is not susceptible to risks of concentrated purchases or supply disruption.

(2) Sales:

Top-10 customers of the Company and subsidiaries represented 46% and 53% of revenue in 2024 and 2025, respectively, and there was no concentration of sales of any single customer. In addition to having business units maintain close contact with customers for updates on the latest performance, the Company also tries to diversify customers by looking for new customers to work with.

10. Impacts, Risks, and Response Measures Following a Major Transfer of Shareholding by Directors, Supervisors, or Shareholders with More Than 10% Ownership Interest:

There was no significant transfer of shareholding by directors, supervisors, or major shareholders with more than 10% ownership in the last year and up until the publication date of the Annual Report. For this reason, the Company expects no material adverse impact in this regard.

11. Impacts, Risks, and Response Measures Associated with a Change of Management:

The Company did not encounter any major transfer of shares in the last year up until the publication date of the Annual Report that resulted in a change of management.

12. Litigious or non-litigious events:

- (1) A. Litigation: The Company holds mining rights to Yilan Lankan Mine (reference No. Tai-Ji-Cai-Zi No. 5569) and submitted a request to the Bureau of Mine, Ministry of Economic Affairs, to change the purpose of the underlying land in accordance with the Mining Act. The Luodong Forest District Office (LFDO), Forestry Bureau, Council of Agriculture, Executive Yuan, expressed an opinion that the request failed to conform with Article 13 of the Regulations for Conservation Forest Managements, and based on LFDO's opinion, the Bureau of Mine rejected the Company's request. An appeal was raised in regards to the decision in September 2020, which the Administrative Appeals Commission ruled to maintain the existing decision. Out of disagreement with the decision, the Company filed administrative litigation with the Taipei High Administrative Court in September 2021. A ruling against the company was rendered by the court on February 29, 2024. The Company subsequently filed an appeal with the Supreme Administrative Court in March 2024. On December 18, 2025, the Supreme Administrative Court issued a ruling dismissing the appeal. The Company has already recognized impairment losses; therefore, this judgment has no material impact

on the Company's financial position or operations. The Company will continue to review relevant regulatory requirements and evaluate the feasibility of filing a new application in a separate case.

B.Non-contentious Cases: None

(2) Major litigations, non-contentious cases, or administrative litigations involving the Company's directors, President, person-in-charge, any shareholder with more than 10% ownership interest, or any subsidiary of the Company, whether concluded or pending judgment, which may present significant impacts on shareholders' interests or securities prices: None

13. Other important risks and countermeasures: none.

VII. Other Material Information: NA.

Six. Special Remarks

- I. Information of Affiliates:
The company has already made the announcement on the information disclosure website designated by the Financial Supervisory Commission. Please check the Public Information Observation Station for the details.
Website: 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:
None.
- III. Other Required Supplementary Notes: None.

Seven. Occurrences Significant to Shareholders' Equity or Securities Price, as Defined in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act, in the Last Year Up Until the Publication Date of the Annual Report:None.

I. Spokesperson and Deputy Spokesperson:

Name of Spokesperson: Lin, Yi-Chieh

Position title: President

Phone: (02) 8161-9989

Email: rtm@mail.ruentex.com.tw

Deputy Spokesperson: Wu, Po-Chung

Title: Associate director of accounting

Phone: (02) 8161-9989

Email: rtm@mail.ruentex.com.tw

II. Address and Phone Number of Headquarters, branch and factory:

Headquarters: 10F, No. 308, Sec. 2, Bade Rd., Taipei City, Taiwan

Phone: (02) 8161-9989

Yilan Branch: No. 357, Da-An Rd., Dongshan Township, Yilan County, Taiwan

Phone: (03) 959-6989

Yilan Dongshan Factory: No. 357, No. 357-1, No. 357-2, No. 357-3, Da-An Rd., Dongshan Township, Yilan County, Taiwan

Phone: (03) 959-6989

Pingtung Ligang Factory: No. 1-7, No. 1-8, Zhongnan, Ligang Township, Pingtung County, Taiwan

Phone: (08) 773-3077

III. Shareholder Services:

Name: Yuanta Security

Address: B1., No. 67, Sec. 2, Dunhua S. Rd., Da'an Dist., Taipei City, Taiwan

Phone: (02) 2586-5859

Website: <https://www.yuanta.com.tw>

IV. CPA of Financial Statements of the Most Recent Year:

Certified Public Accountants: Huang, Chin-Lien, Chang, Shu-Chiung

Name of CPA Firm: PwC Taiwan

Address: 27F., No. 333, Sec. 1, Keelung Rd., Taipei City, Taiwan

Phone: (02) 2729-6666

Website: <https://www.pwc.tw>

V. Name of overseas exchange where securities are listed, and the methods for inquiring the foreign-listed securities: None.

VI. Corporate website: <https://www.rtm.com.tw>

Ruentex Materials Co., Ltd.

Chairman: Mo, Wei-Han

Printing Date: March 31, 2026