



2024

ANNUAL REPORT

RUENTEX INDUSTRIES LIMITED

ANNUAL REPORT ENQUIRY
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RUENTEX

DATE OF PUBLICATION
APR 30, 2025

Spokesperson and Deputy Spokesperson:

Name: Tim Lee Title: Vice President

Email:RT000353@mail.ruentex.com.tw

Deputy Spokesperson: Hsu, Chih-Chang Title: President

Email:hans@mail.ruentex.com.tw

Phone: (02) 8161-7999

Address and Phone number of the headquarters, and branch offices:

Headquarters:

Address: 13F-1, No. 308, Sec. 2, Bade Rd., Taipei City

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Address : B1 ~ B2, No. 228, Sec. 2, Zhongshan Rd., Zhonghe Dist., New Taipei City

Phone: (02) 8241-1111

Shareholder Services:

Name: Shareholder Service Office of this Company.

Address: 12F, No. 308, Sec. 2, Bade Rd., Taipei City

Website:<http://www.ruentex.com.tw>

Phone: (02) 8161-7999

CFA of Financial Statements of the Most Recent Year:

Name of CPA Firm: PwC Taiwan

Certified Public Accountants: Chang Shu-Chiung, Seanh Hsu

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

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

City Phone: (02) 2729-6666

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

Corporate website:<http://www.ruentex.com.tw>

Table of Contents

Report to Shareholders	p. 01
------------------------------	-------

Governance.....	p. 06
-----------------	-------

- I. Background Information of the Directors, the President, Vice Presidents, Assistant Vice Presidents, and Chiefs of Departments and Branches
 - II. Remuneration of General Directors, Independent Directors, Presidents, and Vice Presidents
 - III. Corporate Governance
 - IV. Disclosure of CPAs' Remuneration
 - V. Change of accountants
 - VI. The name, title, and work period in the CPA firm or its affiliate shall be disclosed where the Company's Chairman, President, or managers in charge of financial or accounting affairs have worked in a CPA firm to which the CPAs appointed belong or its affiliate within the most recent year
 - 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
 - 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
 - IX. Investments Jointly Held by the Company, the Company's Directors, Managers, and Enterprises Directly or Indirectly Controlled by the Company. Calculate Shareholding in Aggregate of the Above Parties
-

Fundraising.....	p. 90
------------------	-------

- I. Necessary information on capital and shares
- II. Corporate bond issuance
- III. Preferred stock issuance
- IV. Disclosure in Relation to Depository Receipts
- V. Employee Stock Warrants
- VI. New Shares From Restricted Employee Stock Options

VII. Disclosure of New Shares Issued in Exchange for Other
Company Shares

VIII. Fund implementation plan

Operational Overview p. 95

- I. Business Content
 - II. Market and production/ distribution overview
 - III. Employees
 - IV. Environmental Expenditure Information
 - V. Labor-management relations
 - VI. Information Security Management
 - VII. Significant contracts
-

Review and Analysis of Financial Position and Financial

Performance and Risk Management p. 118

- I. Financial position
 - II. Financial performance
 - III. Cash Flow
 - IV. The Impact of Major Capital Expenditures on Financial
Operations in 2024
 - V. The 2024 Investment Policy and Main Reasons for Profit or
Loss Thereof as Well as Its Improvement Plan and
Investment Plan for the Coming Year
 - VI. Risk Management and Assessment
 - VII. Other Material Information
-

Special Remarks p. 124

- I. Information of Affiliates
- II. Private Placement of Securities in 2024 and as of the Date
of Publication of the Annual Report
- III. Occurrences of Events Defined Under Subparagraph 3,
Paragraph 2, Article 36 of the Securities Exchange Act in
2024 and by the Date of Report Publication That
Significantly Impacted the Shareholder's Equity or
Security Prices
- IV. Other Necessary Supplementary Information

Report to Shareholders

I. 2024 Business Report

(I) Achievements of the Business Plan

The Company's consolidated operating income for the year 2024 was NT\$2.893 billion; gross profit was NT\$1.101 billion; net income for the period was NT\$13.739 billion; earnings per share was NT\$13.00.

(II) Budget Achievements

In 2014, the global and domestic economies showed a stable situation. In the second half of 2014, Europe and the United States successively entered a cycle of interest rate cuts, which helped boost private consumption and investment. Therefore, the combined sales revenue of the Company's international trade, retail and hypermarket sectors grew slightly in 2014. The Company's sales volume of textiles and fabrics in 2024 was 8,460 thousand yards, a decrease from the previous year, and failed to achieve the expected target. The sales of the retail business and the hypermarket business have stabilized compared to the pandemic period. Investees under the investment department still created profits for the Company. Due to the interest rate hikes, the Company's profit on investees recognized for 2024 dropped by almost 100% compared with 2023.

(III) Analysis of 2024 Consolidated Revenue and Expenditures and Profitability

Unit: NT\$ thousands; %

		2024	2023
Revenue and Expenditures	Operation Income	2,893,203	2,680,640
	Gross Profit	1,100,684	936,413
	Operating Profit	207,545	65,808
	Post-tax Profit or Loss	13,738,591	7,574,805
	Net Income Attributable to Owners of the Company	13,564,168	7,499,620
Portability	Return on Assets (%)	11.85	7.16
	Return on Equity (%)	13.51	8.40
	Profit Before Tax to Capital Stock (%)	127.1	69.41
	Net Profit Margin (%)	474.86	282.57
	Equity per Share (NT\$)	13	7.19

(IV) Research and Development

The Company's businesses cover various industries, ranging from apparel retail, textile trade, to merchandise sales. At present, its main focus is on research and development (R&D) of textiles in the textile industry.

The Company has extensive experience in the production of yarn dyed fabrics and piece dyed fabrics and the most complete textile fabric database in Taiwan. With the expertise, research resources, and R&D capabilities of the Ruentex Industries' technical service team, the Company provides fabric pattern design services according to the needs of international fashion brands. The products and technologies currently being developed and planned to be developed in the future include: Acetate Fiber Fabrics, Lycra T400 Ecomade, Lycra T400 Ecomade Fabrics, US Cotton Inc. & Natural Stretch Fabrics, US Cotton Inc. & PUREPRESS Cotton Fabrics, Eco Mechanical Stretch Fabrics, GOTS organic cotton label fabric, recycled cotton fabric, deodorizing and antibacterial processing with 100% bio-based ingredients, Lenzing Eco Fiber Fabrics, industrial compost decomposable polyester fabric, bio-nylon fabric, Unifi TruTemp fabric, pineapple fiber fabric, BANANA HEMP fabric, low carbon emission printing and dyeing fabrics, Eco Mechanical Stretch Fabrics, recycled yarn from marine waste or industrial wastes recycled yarn fabric, various post-consumer recycled chemical fiber fabrics, eco-friendly long-lasting cooling fabrics, manufacturing technology for wide-width functional fabrics for home furnishings, three-dimensional (3D) jacquard woven fabrics, and health-focused functional fabrics. The Company's main R&D mission is to create high value-added and differentiated products and services for customers, purchase and to combine brand style design with the new 3D design system, and improve customized services, while aiming to become a major fabric supplier for internationally renowned apparel brands.

II. Overview of the 2025 Business Plan

(I) Operational Policy

For the retail business of the brand agency, the Company has already taken on apparel brands - Nautica, Jeep Spirit, and 1 tea brand - Whittard, all of which have established market reputations.

In terms of marketing, the Company will continue to look for sales locations and online shopping platforms with development potential, and make more use of digital tools to provide customers with a more convenient shopping experience.

In terms of product design and development, we work with foreign agents to develop a variety of popular products that meet consumer needs, and continue to refine design capabilities through customer feedback to better meet consumer needs. In the long term, the Company will develop more competitive products and brands through resource integration to gradually expand the business scale.

In terms of textile and apparel trading, the Company is different from the general trader's business model. With the excellent product development and design capabilities and the advantages of integrated services accumulated over the years in the manufacturing of fabrics, the Company focuses on the main customers and continues to develop customers of well-known brands in Europe and the United States, lifting business revenue. Meanwhile, with the strategic alliance with suppliers, it aims to expand its market share in the functional

products and knitting market, seeking more customers and orders. In the future, the Company will continue to innovate and develop in line with the rapidly-change market and products, and, synergized with its design and development service for customers, it will create added-value and differentiation, enhancing its competitiveness.

Regarding the hypermarket business, we have launched online shopping platforms to cope with changes in consumer shopping habits and enhance the performance of online sales. As for promotional events, we have established an official platform through communication software to increase the frequency of customers visiting the stores and developed an E-business model to work with several food delivery platform operators to increase delivery services and expand from fresh food delivery only in the past to daily necessities providing customers with more diverse choices. At the same time, the Company actively participates in PX MART's online shopping platform to increase sales performance and uses the advantages of joint procurement with PX MART, hoping to maintain stable growth in sales and gross profit.

In the construction business, adhering to the principle of “Integrity and Quality First”, the Company will accelerate the revitalization of land assets. However, the Company will maintain appropriate land inventories, and develop office or residential building projects steadily. In addition, the Company will prudently evaluate the opportunities for investment to ensure the success of its diversified business strategy and thus increase profitability.

The Company's investment business will continue to select domestic and international investment targets on the “conservative and prudent evaluation, and benefit-risk balance” principle, to diversify sources of profit.

(II) Expected Sales and Bases:

Based on the operating scale, conditions, and business of the market in 2024, the Company has estimated that its sales volume of textile trading business in 2025 would be able to maintain the same level as that in the previous year. In addition, the goal of the construction and hypermarket businesses is to maintain the same level as that in 2024. It is hoped that the retail business can grow steadily in the post-pandemic era to create better performance for the Company.

(III) Important Production-marketing Policies:

Regarding the retail business of the Company agency business, in addition to the internationally renowned apparel brands represented, we will seek other brands with development potential to expand our share in the retail market. We continue to hunt for new retail locations with high potential and push the unit sales performance for each location as a major marketing strategy. Moreover, through the brand's official website and multiple ecommerce platforms, customers now have better access to our products. In the long term, the Company will develop more competitive products and brands through resource integration and gradually increase the proportion of retail business in its portfolio.

In the textile business, through the Company's competitive advantage in product design

and development and product integration, we will enhance ties with major clients and continue to expand markets of well-known brands in Europe and the U.S. in order to increase revenue. Meanwhile, through existing supplier strategic alliances, we will work with more clients and obtain more orders to increase revenue from various textile markets. To respond to the rapid changes in the market and products in the future, the Company will continue to innovate and develop and synergize with its design and development service for clients, to create added-value and differentiate us from other competitors, thus enhancing our competitiveness.

For wholesale business, as online and mobile shopping have flourished in recent years, online shopping has become one of consumers' shopping channels. Thus, we will enhance the variety of products on and the convenience of our online shopping platforms, improve capability in online sales, and reinforce interaction with consumers through promotional events on our communication software official accounts, to increase customer visit frequency. At the same time, we endeavor to develop an E-business model and collaborate with delivery platforms to provide a fresh produce delivery service in order to give customers diverse options as well as take advantages of purchasing consortium, to provide them with better deals. Through these measures, sales are expected to grow steadily.

In the construction business, adhering to the principle of "Integrity and Quality First", the Company will maintain appropriate land inventories, and develop office or residential building projects steadily. In addition, the Company will prudently evaluate the opportunities for investment to ensure the success of its diversified business strategy and thus increase profitability.

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

The global and domestic economy in 2024 was stable. The interest rate cuts in Europe and the United States in the second half of 2024 helped boost private spending and investment. Therefore, the consolidated sales revenue of the Company's international trade, retail, and mass production segments grew slightly in 2024. In addition to steady core business operations, the Company has also capitalized on market fluctuations to realize capital gains, contributing to overall profitability.

In 2024, the continued expansion of AI applications and the rebound in global merchandise trade supported a gradual recovery in the global economy. In Taiwan, strong export performance has been driven by rising demand for emerging technology applications. Looking ahead to 2025, the global economic outlook remains stable in the short term. However, uncertainties persist—particularly regarding potential trade tensions triggered by U.S. protectionist measures and the ongoing challenges of China's economic recovery. These factors may significantly influence global trade dynamics and the pace of economic recovery, and will likely serve as key variables shaping Taiwan's economic growth trajectory in the coming year.

In the retail and food service sectors, sales have continued to grow steadily, though

performance has moderated compared to earlier periods. In addition, wage levels and growth rates continue to vary across industries. Nevertheless, the overall labor market remains robust, with a low unemployment rate and rising real regular wages. This stable environment is expected to persist, providing strong support for private consumption and continuing to contribute positively to economic growth.

The Company strictly adheres to all applicable laws and regulations. In the event of any regulatory changes, the Company promptly conducts an assessment of the potential impact on its financial and operational activities. Where necessary, relevant management procedures and strategies are revised or enhanced to mitigate any potential adverse effects arising from such changes. The Company's management team will continue to adopt diversified development and business strategies with a proactive attitude in the face of various daunting situations to create greater profits for all shareholders.

This is what I would like to report to you.

I would like to wish all of you

Good health and all the best,

Chairman: Hsu, Sheng-Yu

Governance

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

1. Profiles of Directors

Data as of March 30, 2025: Unit: Share

Title (Note 1)	Nationality or Registration Place	Name	Gender Age (Note 2)	Elected (Inaugurated) Date	Term (Note 3)	Date of Initial Election to Office (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)
							Number of shares held	% of Shares Held	Number of shares held	% of Shares Held	Number of shares held	% of Shares Held	Number of shares held	% of Shares Held			Title Name Relationship		
Chairman (Note 6)	ROC	Huei Hong Investment Co., Ltd.	~	June 27, 2024	3 years	April 23, 1985	44,434,910	4.0237%	44,434,910	4.0237%	0	0%	0	0%	~	~	No	~	
		Representative: Sheng-yu Hsu	Male 61-70	June 27, 2024		Jan. 26, 2022	524,931	0.0475%	524,931	0.0475%	5,067	0.0005 %	0	0%	Business Administration, National Taiwan University CFO, RT-Mart China	Chairman, Kompas Global Sourcing Solutions Ltd. Director, Ruen Chen Investment Holdings Ltd., Ruentex Development, Ruentex Material, and Ruentex Xuzhan	~	No	~
Director (Note 6)	ROC	Huei Hong Investment Co., Ltd.	~	June 27, 2024	3 years	April 23, 1985	44,434,910	4.0237%	44,434,910	4.0237%	0	0%	0	0%	~	~	No	~	
		Representative: Hsu, Chih- Chang	Male 61-70	June 27, 2024		June 27, 2003	948,169	0.0859%	948,169	0.0859%	0	0%	0	0%	Ph.D. in Economics & Company Director, Decision Sciences, Northwestern University, USA Vice superintendent, Shu-Tien Urology Ophthalmology Clinic	in President of the Company Director, Kompas Global Sourcing Solutions Ltd.	~	No	~
Director (Note 6)	ROC	Ruentex Xing Co., Ltd.	~	June 27, 2024	3 years	June 12, 2012	13,196,792	1.1950%	13,196,792	1.1950%	0	0%	0	0%	~	~	No	~	
		Representative: Yin, Chung- Yao	Male 31-40	June 27, 2024		February 19, 2016	667,919	0.0605%	667,919	0.0605%	0	0%	0	0%	PhD, University of Oxford, UK	Chairman, Shan Life Insurance Co., Ltd. Chairman, Nan Shan Life Charity Foundation. Director of Nan Shan General Insurance Co., Ltd. , Ruen Chen	~	No	~

Title (Note 1)	Nationality or Registration Place	Name	Gender Age (Note 2)	Elected (Inaugurated) Date	Term	Date of Initial Election to Office (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	Remark (Note 5)
							Number of shares held	% of Shares Held	Number of shares held	% of Shares Held	Number of shares held	% of Shares Held	Number of shares held	% of Shares Held				
															Investment Holdings Ltd. , Ruentex Industries Ltd. , Ruentex Development Co., Ltd. , Ruentex Engineering & Construction Co., Ltd. , Ruentex Materials Co., Ltd. , Ruentex Xu-Zhan Development co., Ltd. , Pon Lin Investment Ltd. , Chang Quan Investment Co., Ltd. , Yi Tai Investment Co., Ltd. , Ren Ying Industrial Co., Ltd. , Yingjia Investment Co., Ltd. , Sheng Cheng Investment Co., Ltd. , Ruentex Leasing Co., Ltd. , Ruentex Xing Co., Ltd. , Ruen Hua Dyeing & Weaving Co., Ltd. , Gin-Hong Investment Co., Ltd. , Gogoro Taiwan Limited , GoShare Taiwan Limited , Gogoro Taiwan Sales and Services Limited , Gogoro Network (Cayman) , Obigen Pharma, INC. , Gogoro Inc. , Tang Prize Foundation , Yin Chu-fen medical Foundation and Mr. Hsun-Ruo			

Title (Note 1)	Nationality or Registration Place	Name	Gender Age (Note 2)	Elected (Inaugurated) Date	Term Election to Office (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	Remark (Note 5)
						Number of shares held	% of Shares Held	Number of shares held	% of Shares Held	Number of shares held	% of Shares Held	Number of shares held	% of Shares Held				
		Ruentex Xing Co., Ltd.	~	June 27, 2024	June 12, 2012	13,196,792	1.1950%	13,196,792	1.1950%					~	~	No	
Director (Note 6)	ROC	Representative: Lee, Tien-Chien	Male 61-70	June 27, 2024	June 6, 2007 3 years	351,150	0.0318	351,150	0.0318					Department of Business Management, Tatung Institute of Technology Director, Bank SinoPac Company Ltd.	Vice President of the Company Chairman, Ruentex Xing Co., Ltd. Gin-Hong Investment Co., Ltd. Director, Sunny Friend Environmental Technology Co., Ltd. Ruen Chen Investment Holding Co., Ltd. TaiMed Biologics, Kompass Global Sourcing Solutions Ltd.	~	
		Shu-Tien Urology and Ophthalmology Clinic	~	June 27, 2024	June 12, 2012	17,066,844	1.5455%	17,066,844	1.5455%					~	~	No	
Director	ROC	Representative: Lee, Chih- Hung	Male 61-70	June 27, 2024	June 22, 2018 3 years	0	0%	0	0%	638,000	0.0578%	0	0%	MBA, Institute of Business Administration, National Taiwan University President, Ruentex Material & Co. Ltd. Engineering Construction Co. Ltd.	Director and President, Ruentex Development Co., Ltd. Chairman, Ruentex Material Co. Ltd. Director, Ruentex Engineering, Ruentex Xuzhan, Ruentex Baiyi	~	
Director	ROC	Shu-Tien Urology and Ophthalmology Clinic	~	June 27, 2024	June 12, 2012 3 years	17,066,844	1.5455%	17,066,844	1.5455%			0	0%	~	~	No	

Title (Note 1)	Nationality or Registration Place	Name	Gender Age (Note 2)	Elected (Inaugurated) Date	Term (Note 3)	Date of Initial Election to Office (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	Remark (Note 5)
							Number of shares held	% of Shares Held	Number of shares held	% of Shares Held	Number of shares held	% of Shares Held	Number of shares held	% of Shares Held				
		Representative: Tsai Shun-Fa	Male 61-70	August 3, 2024		August 3, 2024	79,000	0.0072%	79,000	0.0072%	19,500	0.0018%	79,000	0.0072%	MBA, Business Administration, National Dong Hwa University	Assistant President of Ruientex Development Co., Ltd.	No	
Independent Director	ROC	Tang, Cia-Kity	Male 61-70	June 27, 2024	3 years	June 24, 2015	0	0%	0	0%	0	0%	0	0%	Ph.D. in Decision Sciences and Information Sciences, Indiana University, USA Chief Risk Control Officer, Global Life Insurance Co., Ltd. Associate Professor, Department of Information Management, National Taiwan University of Science and Technology Chief Consultant, Alliance Technology Co., Ltd. (IBM) Assistant Professor, Department of Information Management, University of Maryland, USA	None	No	
Independent Director	ROC	Chen, Shou-Jen	Male 61-70	June 27, 2024	3 years	June 24, 2015	0	0%	0	0%	0	0%	0	0%	MA, Department of Business Administration, NCHU President of HR Dept., Concord (China) Ltd. President, Ruten Fu Newlife Corp.	None	No	

Title (Note 1)	Nationality or Registration Place	Name	Gender Age (Note 2)	Elected (Inauguration) Date	Term (Note 3)	Date of Initial Election to Office (Note 5)	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		Remark (Note 5)
							Number of shares held	% of Shares Held	Number of shares held	% of Shares Held	Number of shares held	% of Shares Held	Number of shares held	% of Shares Held			Title	Name Relationship	
Independent Director (Note 6)	ROC	Chen, Miao- Fang	Female 71-80	June 27, 2024	3 years	June 27, 2024	0	0%	0	0%	0	0%	0	0%	Graduated from Taipei Municipal Shulin High School of Commerce Financial officer of Ruentex Industries Limited Vice financial manager of Manger Kwanghu a Securities Investment & Trust Co., LTD. Financial manager of Ruentex Construction & Engineering Co., Ltd.	None	~	No	~

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 provide the actual age in years (e.g., 45 years old) and do not use ranges (e.g., 70-80 years old). If the age is not provided, it shall be indicated as well.

Note 3: Each director's term shall not exceed three years and shall be subject to re-election. If the term of office is not provided, it shall be indicated as well.

Note 4: The title and the responsibilities shall be specified in regard to the experience related to the current position, e.g., a job in a CPA firm to which the CPAs appointed belong or its affiliates during said period.

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

Note 6: (1) The representative of Ruentex Xing Co. Ltd. Mr. Chung-yao Yin and Mr. Lee, Hien-Chuen will resign, effective May 27, 2025. (2) The representative of Ruentex Xing Co. Ltd. will reassign representative Mr. Chung-yao Yin, effective May 27, 2025. (3) The representative of Ruentex Xing Co. Ltd. reassign representative Mr. Tsai Shun-fa on August 2, 2024.

Table 1: Major Shareholders of Corporate Shareholders

March 30, 2025

Corporate Shareholder	Major Shareholders of Corporate Shareholder	Shareholding percentage
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%
Ruentex Xing Co. Ltd.	Samuel Yen-Liang Yin	99.997%
	Yin Wong, Yee-Fan	0.003%
Shu-Tien Urology and Ophthalmology Clinic	Samuel Yen-Liang Yin	50.00%

Table 2: Information on the Major Shareholders Where Said Major Shareholders of Corporate Shareholders in Table 1 are Corporate Shareholders

March 30, 2025

Corporate Shareholder	Major Shareholders of Corporate Shareholder	Shareholding percentage
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%
	Lena Yin	0.26%
Ruentex Xing Co. Ltd.	Samuel Yen-Liang Yin	99.997%
	Yin Wong, Yee-Fan	0.003%
Yi Tai Investment Co., Ltd.	Ren Ying Industrial Co., Ltd.	85.10%
	Ruentex Xing Co. Ltd.	14.90%

2. Disclosure of the professional qualifications and independence of independent directors

(1) The professional qualifications of directors

Name	The professional qualifications and hands-on experiences
Chairman Sheng-yu Hsu	<p>Master, Graduate School of Commerce, National Taiwan University</p> <p>Having served as the Assistant Manager of the Department of Finance and Production Department of Ruentex Industrial Co., Ltd.; Vice President of Shing Yen Construction & Development Co., Ltd.; President of Ruentex Construction International Co., Ltd.; Chairman of Ruentex Engineering & Construction; having, as well, served Deputy Treasurer, Financial President, Director, Deputy Chairman of RT-Mart Group of China, with more than 20 years of hands-on experiences accumulated in the aforementioned fields.</p> <p>In possession of abundant hands-on experiences accumulated on practical services, strategic management, leadership as well as the hands-on experiences accumulated the duties required by the Company.</p> <p>Member of the Sustainable Development Committee.</p>
Director Hsu, Chih- Chang	<p>Ph.D. in Economics & Decision Sciences, Northwestern University, USA</p> <p>Concurrently served with the Company in the position of President for more than 5 years, in possession of practical experiences required for the Company.</p> <p>Member of the Sustainable Development Committee.</p>
Director Yin, Chung- Yao	<p>PhD, University of Oxford, UK</p> <p>Currently serving as the Chairman of Nan Shan Life Insurance Company, Ltd.; Director of Ruentex Development Co., Ltd., Ruentex Engineering & Construction Co., Ltd., Ruentex Material, Ruen Chen Investment Holdings Ltd.</p> <p>In possession of abundant knowledge with ample hands-on experiences accumulated in extensive fields of the aforementioned companies for more than 5 years.</p>
Director Lee, Tien- Chien	<p>Department of Business Management, Tatung Institute of Technology</p> <p>Concurrently serving as the Vice President of the Fund Management Department of the Company for more than 5 years and as a director of Sunny Friend Environmental Technology, Gin-Hong Investment, and Ruen Chen Investment Holdings Ltd.</p> <p>In possession of hands-on experiences accumulated in extensive fields of finance, accounting or businesses required by the Company for more than 5 years.</p>
Director Lee, Chih- Hung	<p>MBA, Institute of Business Administration, National Taiwan University</p> <p>Currently serving as the Director & President of Ruentex Development Co., Ltd. and Chairman of Ruentex Material Co., Ltd.; Director of Ruentex Engineering & Construction, Ruentex Xuzhan, Ruentex Baiyi.</p> <p>In possession of hands-on experiences accumulated in extensive fields of finance, accounting or businesses required by the Company for more than 5 years.</p>
Director Tsai Shun-Fa	<p>MBA, Business Administration, National Dong Hwa University</p> <p>Currently serving as the Assistant Vice President of Ruentex Development Co., Ltd. and Director of Yin Chu-tien medical Foundation and Mr. Hsun-Ruo YIN Educational Foundation.</p> <p>In possession of hands-on experiences accumulated in extensive fields of finance, accounting or businesses required by the Company for more than 5 years.</p>

Name	The professional qualifications and hands-on experiences
Independent Director Tang, Gia-Khy	Ph.D. in Decision and Information Sciences, Indiana University, USA Has taught in the Department of Risk Management and Insurance at National Chengchi University, the Department of Information Management at National Taiwan University of Science and Technology, the School of Statistics at Renmin University of China in Beijing, and the Data Mining Center at Xiamen University for more than 10 years. Was a senior manager and consultant for Global Life, Shanghai Wangzi Finance, Beijing Information Mining Information Technology, and IBM. In possession of abundant knowledge with ample hands-on experiences accumulated in extensive fields of the aforementioned companies for more than 5 years. Member of the Audit Committee and the Sustainable Development Committee.
Independent Director Chen, Shou-Jen	MA, Department of Business Administration, NCHU Was a President of HR Dept., Concord (China) Ltd., and President, Ruen Fu Newlife Corp. In possession of abundant knowledge with ample hands-on experiences accumulated in extensive fields of the aforementioned companies for more than 5 years. Member of the Audit Committee and the Sustainable Development Committee.
Independent Director Chen, Miao-Fang	Graduated from Taipei Municipal Shilin High School of Commerce In possession of abundant knowledge with ample hands-on experiences accumulated in extensive fields of the aforementioned companies for more than 5 years. Member of the Audit Committee and the Sustainable Development Committee.

(2) Facts about independence attribute of directors and independent directors

Name	Facts about independence attribute	Concurrently an Independent Director for Other Public Companies
Chairman: Hsu, Sheng-Yu	Not under any of the categories stated in Article 30 of the Company Act	Zero
Director Hsu, Chih-Chang	Not under any of the categories stated in Article 30 of the Company Act	Zero
Director Yin, Chung-Yao	Not under any of the categories stated in Article 30 of the Company Act	Zero
Director Lee, Tien-Chien	Not under any of the categories stated in Article 30 of the Company Act	Zero
Director Lee, Chih-Hung	Not under any of the categories stated in Article 30 of the Company Act	Zero
Director Tsai Shun-Fa	Not under any of the categories stated in Article 30 of the Company Act	Zero

Name	Facts about independence attribute	Concurrently an Independent Director for Other Public Companies
Independent Director Tang, Gia-Khy	1. Not an employee of the Company or its affiliates. 2. (2) Not a director or supervisor of the company or its affiliates (except for independent directors of concurrently the company and its parent company, subsidiaries or the subsidiaries of the same parent company established in accordance with this Act or the local laws). 3. Not holding more than 1% of the outstanding shares issued by the company or among the top 10 natural person shareholders by the person or his/her spouse or minors, or under the name of a third party.	2
Independent Director Chen, Shou-Jen	4. Not the spouse, the kindred at the second tier under the Civil Code or the direct kin within the third tier under the Civil Code of the managers stated in (1) or other roles stated in (2), (3). 5. Not a director, supervisor or employee of an corporate shareholder directly holding more than 5% of the outstanding shares issued by the company, or a director, supervisor or employee of an corporate shareholder who is among the top 5 shareholders, or a representative of an corporate shareholders appointed as the director or supervisor of the company according to paragraph 1 or 2, Article 27, Company Act (except for independent directors of concurrently the company and its parent company, subsidiaries or the subsidiaries of the same parent company established in accordance with this Act or the local laws).	Zero
Independent Director Chen, Miao-Fang	6. Not a director, supervisor or employee of a company controlling over one half of the company's director seats or voting shares under one person (except for independent directors of the company and its parent company, subsidiaries or the subsidiaries of the same parent company established in accordance with this Act or the local laws). 7. Not a director of a company or institution whose chairperson and president or equivalent role is the same person or its spouse (except for independent directors of concurrently the company and its parent company, subsidiaries or the subsidiaries of the same parent	Zero

Name	Facts about independence attribute	Concurrently an Independent Director for Other Public Companies
	<p>company established in accordance with this Act or the local laws).</p> <p>8. Not a director, supervisor, manager or shareholder holding more than 5% of the outstanding shares of a specific company or institution in a business or financial relation with the company (except for a specific company or institution holding over 20% but less than 50% of the company's outstanding shares, and independent directors of the company and its parent company, subsidiaries or the subsidiaries of the same parent company established in accordance with this Act or the local laws).</p> <p>9. Not a professional or owner, partner, director, supervisor, manager or the spouse of these roles of a sole proprietorship, partnership, company, or institution that audits or provides related business, legal, financial, accounting services or consultation with service fees accumulating below NT\$500,000 in the last two years for the company or its affiliates; except for members of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition exercising powers according to the Securities and Exchange Act or the Business Mergers and Acquisitions Act or related laws or regulations.</p> <p>10. Not a spouse or kindred at the second tier under the Civil Code to any other director.</p> <p>11. Not under any of the categories stated in Article 30 of the Company Act.</p> <p>12. Not elected as a representative to the government or an institution under Article 27 of the Company Act.</p>	

3. Diversification and independence of the Board of Directors:

(1) Policy on diversification of the Board of Directors:

Here at the Company, the Board of Directors plays the role to offer guidelines about the Company's strategies, monitor the management and assume responsibility to the entire Company and shareholders, take charge of all operation and arrangement about corporate governance. The Board of Directors exercises responsibilities and powers exactly in accordance with the Articles of Incorporation and the decisions resolved in the shareholders' meeting.

In terms of the structure of the Board of Directors, the Company takes into account the scale of the Company's business development, shareholding status of key shareholders as well as the hands-on need for practical operations to resolve the total number of nine directorship seats for the Board.

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. Fundamental conditions and values: Gender, age, nationality and culture. Among the total number of directorship seats, female directors shall be up to one-third.

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.

The Company also attaches great importance to gender equality in the composition of the Board of Directors, and currently has 1 female director. It is expected to add two more female directors in the next one to two terms to achieve the goal that one-third of the directors are females.

The Company's directors have expertise, skills, and experience in the financial, business, accounting, and other professional fields, and have adequate competence and skills to perform the duties as directors.

Item Name	Gender	Age	Nationality	Professional backgrounds, skills and knowledge							
				Operational Management	Leadership and Decision-making	Industry-specific Knowledge	Finance and Accounting	Law	Marketing management	Risk management	Information technology
Sheng-yu Hsu	Male	61-70	ROC	V	V	V	V			V	
Hsu, Chih-Chang	Male	61-70		V	V	V			V	V	
Yin, Chung-Yao	Male	41-50		V	V			V		V	
Lee, Tien-Chien	Male	61-70		V	V	V	V			V	
Lee, Chih-Hung	Male	61-70		V	V		V			V	
Tsai Shun-Fa	Male	41-50		V	V		V			V	
Tang, Gia-Khy	Male	61-70		V	V	V				V	V
Chen, Shou-Jen	Male	61-70		V	V	V				V	
Chen, Miao-Fang	Female	71-80		V		V	V			V	

(2) Independence of the Board of Directors:

Here at the Company, a total of nine directors in the Board of Directors of 16th Term. Among them, there are 6 general directors and 3 independent directors (33%). The distribution of the age of the directors is: 1 under 50 years old (11%), and 8 over 50 (89%).

Among the Company's Board members, there are a total of two directors serving as the managerial officers concurrently (22%), not up to one-third of total number of directorship seats. All of the directors are not related to each other as spouses or relatives within the second degree of kinship, which complies with paragraph 3 and 4 of Article 26-3 of the Securities and Exchange Act. In addition, to ensure the independence of the Board's operations, pursuant to Article 16 of the Company's Rules of Procedure for Board of Directors Meeting, if a director or a juristic person that the director represents is an interested party in relation to an agenda item, the director shall state the important aspects of the interested party relationship at the respective meeting. When the relationship is likely to prejudice the interest of this Company, that director may not participate in discussion or voting on that agenda item and shall recuse himself or herself from the discussion

and the voting on the item, and may not exercise voting rights as proxy for another director. All directors of the Company have complied with the aforementioned requirements and have fully ensured that the discussion and voting of each resolution is based on the objective and independent judgment of the directors.

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

Data as of March 30, 2025; Unit: Share

Title	Nationality	Name	Gender	On board Date	Shareholdings		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Education and Experience	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2 nd Degree Under the Civil Code			Remark
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Title	Name	Relationship	
President	ROC	Hsu, Chih-Chang	Male	March 19, 2001	948,169	0.0859%	0	0%	0	0%	Ph.D. in Economics & Decision Sciences, Northwestern University, USA 0% Vice superintendent, Shu-Tien Urology Ophthalmology Clinic	Director, Compass & Decision Sciences, Global Sourcing Solutions Ltd.	~	No	~	
Vice President	ROC	Lee, Tien-Chien	Male	November 4, 2003	351,150	0.0318%	0	0%	0	0%	Department of Business Management, Tatung Institute of Technology 0% Tatung Company	Chairman, Ruentex Xing Co., Ltd. Director, Sunny Friend Environmental Technology Co., Ltd., Gin-Hong Investment, and Ruen Chen Investment Holdings Ltd.	~	No	~	
Vice President	ROC	Chang, Hsiu-Yen	Female	March 28, 2005	504,744	0.0457%	0	0%	0	0%	Continuing Education Program in International Trade, National Taipei University of Business	No	~	No	~	
Vice President	ROC	Fang, Liang-Yuan	Male	June 7, 2021	43,000	0.0039%	0	0%	0	0%	Doctorate Degree, Graduate Institute of Technology, Innovation, and Intellectual Property Management, National Chengchi University	No	~	No	~	
Vice President	ROC	Huang, Jian-Hua	Female	July 9, 2015	116,249	0.0105%	0	0%	0	0%	Department of Electrical Engineering, Taipei Institute of Technology	No	~	No	~	

Title	Nationality	Name	Gender	On board Date	Shareholdings		Shareholdings of Spouse/ Minor Children		Shareholdings in the Name of a Third Party		Education and Experience	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2 nd Degree Under the Civil Code			Remark
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Title	Name	Relationship	
Assistant Vice President	ROC	Chang, Jui-Tang	Male	February 21, 2021	0	0%	0	0%	0	0%	Department of Stylist, Mode College, Tokyo, Japan Manager, Overseas Business Department, Elison Fashion Co., Ltd.	No	~	No	~	
Assistant Vice President	ROC	Liang, Tien-Yi	Female	March 1, 2021	133,306	0.0121%	0	0%	0	0%	Master's in Business Management, National Sun Yat-sen University	No	~	No	~	
Assistant Vice President	ROC	Cheng, Mei-Ching	Female	June 11, 2013	92,393	0.0084%	0	0%	0	0%	Department of Comprehensive Business, Taipei Municipal Songshan High School of Commerce and Home Economics	No	~	No	~	
Assistant Vice President	ROC	Lin, Fang-Jung	Female	June 11, 2013	3,560	0.0003%	0	0%	0	0%	Master's in Business Administration, National Chung Cheng University Marketing Manager, Gennie's Fashion Group Inc.	No	~	No	~	
Assistant Vice President	ROC	Hong, Shi-Qin	Male	September 13, 2013	0	0%	0	0%	0	0%	Doctorate Degree in Chemistry, National Tsing Hua University	No	~	No	~	
Assistant Vice President	ROC	Chang, Wei-Chun	Male	February 7, 2014	7,900	0.0007%	8,000	0.0007%	0	0%	Department of Accounting, Chinese Culture University KPMG, Taipei, Taiwan, R.O.C.	No	~	No	~	

Title	Nationality	Name	Gender	On board Date	Shareholdings		Shareholdings of Spouse/ Minor Children		Shareholdings in the Name of a Third Party		Education and Experience	Concurrent Positions in Other Companies	Managers Who are a Spouse or Relative Within the 2 nd Degree Under the Civil Code			Remark
					Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage			Title	Name	Relationship	
Assistant Vice President	ROC	Chang, Ya-Chu	Female	February 24, 2016	13,260	0.0012%	0	0%	0	0%	Master's in Clothing Management, Heriot Watt University, U.K. Assistant to the Chairman and Vice Chairman of Mokoh & Associates, Inc.	No	~	No	~	
Assistant Vice President	ROC	Huang, Chia-Yi	Female	June 1, 2018	0	0%	0	0%	0	0%	International Trade, National Taipei University of Business	No	~	No	~	
Assistant Vice President	ROC	Huang, Tsai-Ming	Male	April 1, 2020	39,000	0.0035%	9,000	0.0008%	0	0%	Master's in Information Management, Chinese Culture University	No	~	No	~	
Assistant Vice President	ROC	Tsai Hao-Chuan	Male	August 1, 2023	0	0%	0	0%	0	0%	Department of Economics, Soochow University. Financial Director, Jinan Lixia RT-mart Trading Ltd.	No	~	No	~	
Assistant Vice President	ROC	Wu, Pei-Ling	Female	April 10, 2024	10,600	0.0010%	0	0%	0	0%	Department of Chemical and Materials Engineering, Southern Taiwan University of Science and Technology	No	~	No	~	
Assistant Vice President	ROC	Huang, Yun-Ting	Female	March 3, 2025	0	0%	0	0%	0	0%	Master's in Bournemouth University International Marketing Management	No	~	No	~	
Branch Manager, Zhonghe Branch	ROC	Ciou, Jing-Jhong	Male	November 1, 2024	0	0%	0	0%	0	0%	Department of Food Science, FJU	No	~	No	~	

5. Where the chairperson of the board of directors and the general manager or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto : NA.

III. Remuneration of General Directors, Independent Directors, Presidents, and Vice Presidents
1 Remuneration of general and independent directors

Unit: NTD in Thousands; % ; December 31, 2024

Title	Name	Remuneration for Directors				Sum of A+B+C+D and ratio to net income				Remuneration for Directors Who are Concurrently Employees				Sum of A+B+C+D+E+F+G and ratio to net income		Related Remuneration From Investors Other Than the Subsidiaries		
		Remuneration (A)		Severance Pay/Retirement Allowance (B)		Remuneration from Distribution of Earnings (C)		Business Execution Expenses (D)		Salaries, Bonuses, and Special Expenses (E)		Severance Pay/Retirement Allowance (F)		Employee Profit Sharing from Earnings Distribution (G)			The Company	All Firms Disclosed in the Financial Statements
		The Company Financial Statements	All Firms Disclosed in the Company Financial Statements	The Company Financial Statements	All Firms Disclosed in the Company Financial Statements	The Company Financial Statements	All Firms Disclosed in the Company Financial Statements	The Company Financial Statements	All Firms Disclosed in the Company Financial Statements	Amount of Cash Dividend	Amount of Stock Dividend							
Huei Hong Investment Co., Ltd.		0	0	0	0	0	336	336	0.002	0	0	0	0	0	0	336	336	No
Ruentex Xing Co., Ltd.		0	0	0	0	0	192	192	0.001	0	0	0	0	0	0	192	192	No
Shu-Tien Urology and Ophthalmology Clinic		0	0	0	0	0	144	144	0.001	0	0	0	0	0	0	144	144	No
Chairman	Representative of Huei Hong Investment: Hsu, Sheng- Yu																	
Director	Representative of Huei Hong Investment: Hsu, Chih- Chang																	
Director	Representative of Ruentex Xing: Yin, Chung- Yao	24,978	24,978	0	0	0	0	24,978	0.184	53,799	23,244	23,244	0	0	0	48,222	48,222	No
Director	Representative of Ruentex Xing: Lee, Tien- Chien															0.356	0.356	
Director	Representative of Shu-Tien Urology and Ophthalmology Clinic: Lee, Chih-																	

Title	Name	Remuneration for Directors				Sum of A+B+C+D and ratio to net income		Remuneration for Directors Who are Concurrently Employees				Sum of A+B+C+D+E+F+G and ratio to net income		Related Remuneration From Investors Other Than the Subsidiaries			
		Remuneration (A)		Severance Pay/Retirement Allowance (B)		Remuneration from Distribution of Earnings (C)		Business Execution Expenses (D)		Salaries, Bonuses, and Special Expenses (E)		Severance Pay/Retirement Allowance (F)			Employee Profit Sharing from Earnings Distribution (G)		All Firms Disclosed in the Company Financial Statements
		The Company Disclosed in the Financial Statements	All Firms Disclosed in the Company Financial Statements	The Company Disclosed in the Financial Statements	All Firms Disclosed in the Company Financial Statements	The Company Disclosed in the Financial Statements	All Firms Disclosed in the Company Financial Statements	The Company Disclosed in the Financial Statements	All Firms Disclosed in the Company Financial Statements	Amount of Cash Dividend/Dividend of Stock	Amount of Cash Dividend/Dividend of Stock	The Company Financial Statements					
	Hung																
Director	Representative of Shu-Tien Urology and Ophthalmology Clinic: Tsai Shun-Fa																
Independent Director	Tang, Gia-Khy	780	780	0	0	0	0	200	200	980	0	0	0	0	980	980	
Independent Director	Chen, Shou-Jen	780	780	0	0	0	0	200	200	980	0	0	0	0	980	980	
Independent Director	Chen, Miao-Fang	480	480	0	0	0	0	100	100	580	0	0	0	0	580	580	
Independent Director	Wang, Tay-Chang(Note)	300	300	0	0	0	0	100	100	400	0	0	0	0	400	400	
										0.003	0	0	0	0	0.003	0.003	

Note 1 : The term of the directors on June 27/2024 expired and a re-election was held. Independent director Wang, Tay-Chang stepped down upon the expiration of his term of office and independent director Chen, Miao-Fang was elected as an independent director.

1: 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.

1-1 Range of Remuneration

Range of Remuneration for Directors	Name of Director			
	Total Amount of A to D		Total Amount of A to G	
	The Company	All Firms Disclosed in the Financial Statements	The Company	All Firms Disclosed in the Financial Statements
Less than NT\$1,000,000	Representative of Huet Hong Investment Co., Ltd.: Hsu, Chih-Chang, Representative of Ruentex Xing Co., Ltd.: Yin, Chung-Yao, Lee, Tien-Chien Representative of Shu-Tien Urology and Ophthalmology Clinic: Lee, Chih-Hung, Tsai Shun-Fa Tang, Gia-Khy, Chen, Shou-Jen, Chen, Miao-Fang, Wang, Tay-Chang(Note)	Representative of Huet Hong Investment Co., Ltd.: Hsu, Chih-Chang, Representative of Ruentex Xing Co., Ltd.: Yin, Chung-Yao, Lee, Tien-Chien Representative of Shu-Tien Urology and Ophthalmology Clinic: Lee, Chih-Hung, Tsai Shun-Fa Tang, Gia-Khy, Chen, Shou-Jen, Chen, Miao-Fang, Wang, Tay-Chang(Note)	Representative of Huet Hong Investment Co., Ltd.: Hsu, Chih-Chang, Representative of Ruentex Xing Co., Ltd.: Yin, Chung-Yao Representative of Shu-Tien Urology and Ophthalmology Clinic: Lee, Chih-Hung, Tsai Shun-Fa Tang, Gia-Khy, Chen, Shou-Jen, Chen, Miao-Fang, Wang, Tay-Chang(Note)	Representative of Huet Hong Investment Co., Ltd.: Hsu, Chih-Chang, Representative of Ruentex Xing Co., Ltd.: Yin, Chung-Yao Representative of Shu-Tien Urology and Ophthalmology Clinic: Lee, Chih-Hung, Tsai Shun-Fa Tang, Gia-Khy, Chen, Shou-Jen, Chen, Miao-Fang, Wang, Tay-Chang(Note)
NT\$1,000,000 (included) – NT\$2,000,000				
NT\$2,000,000 (included) – NT\$3,500,000				
NT\$3,500,000 (included) – NT\$5,000,000				
NT\$5,000,000 (included) – NT\$10,000,000			Representative of Ruentex Xing Co., Ltd.: Lee, Tien-Chien	Representative of Ruentex Xing Co., Ltd.: Lee, Tien-Chien
NT\$10,000,000 (included) – NT\$15,000,000				
NT\$15,000,000 (included) – NT\$30,000,000	Representative of Huet Hong Investment Co., Ltd.: Hsu, Sheng-yu	Representative of Huet Hong Investment Co., Ltd.: Hsu, Sheng-yu	Representative of Huet Hong Investment Co., Ltd.: Hsu, Sheng-yu Representative of Huet Hong Investment Co., Ltd.: Hsu, Chih-Chang	Representative of Huet Hong Investment Co., Ltd.: Hsu, Sheng-yu Representative of Huet Hong Investment Co., Ltd.: Hsu, Chih-Chang
NT\$30,000,000 (included) – NT\$50,000,000				
NT\$50,000,000 (included) – NT\$100,000,000				
NT\$100,000,000 and Above				
Total	9	9	9	9

Note 1: The representative of Ruentex Xing Co. Ltd. reassigned representative Mr. Tsai Shun-Fa on August 2, 2024 * Independent director Wang Tai-Chang was dismissed on June 27, 2014.

2 Remuneration For the President and Vice Presidents

Unit: NTD in Thousands; December 31, 2024

Title	Name	Salary (A)		Severance Pay/Retirement Allowance (B)		Bonuses & Special Expenses (C)		Amount of Employee Profit Sharing From Earnings Distribution (D)				Percentage of the Sum of A to D in the Net Profit After Tax (%)		Related Remuneration From Investors Other Than the Subsidiaries
		The Company	All Firms Disclosed in the Financial Statements	The Company	All Firms Disclosed in the Financial Statements	The Company	All Firms Disclosed in the Financial Statements	The Company	All Firms Disclosed in the Financial Statements	The Company	All Firms Disclosed in the Financial Statements			
President	Hsu, Chih-Chang													
	Huang, Jian-Hua													
	Fang, Liang-Yuan	38,890	38,890	0	0	0	0	0	0	0	0	38,890	38,890	No
Vice President	Lee, Tien-Chien													
Vice President, Fund Management Department	Chang, Hsiu-Yen													

*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.

2-1 Range of Remuneration

Range of Remuneration for Presidents and Vice Presidents	Name of President/Vice President	
	The Company	All Firms Disclosed in the Financial Statements
Less than NT\$1,000,000		
NT\$1,000,000 (included) - NT\$2,000,000		
NT\$2,000,000 (included) - NT\$3,500,000	Fang, Liang-Yuan	Fang, Liang-Yuan
NT\$3,500,000 (included) - NT\$5,000,000	Huang, Jian-Hua	Huang, Jian-Hua
NT\$5,000,000 (included) - NT\$10,000,000	Lee, Tien-Chien, Chang, Hsiu-Yen	Lee, Tien-Chien, Chang, Hsiu-Yen
NT\$10,000,000 (included) - NT\$15,000,000		
NT\$15,000,000 (included) - NT\$30,000,000	Hsu, Chih-Chang	Hsu, Chih-Chang
NT\$30,000,000 (included) - NT\$50,000,000		
NT\$50,000,000 (included) - NT\$100,000,000		
Total	5	5

*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.

3 Remuneration for Managers

Unit: NTD in Thousands; December 31, 2024

	Title	Name	Stock Amount	Cash Amount	Total	Percentage in Net Earnings After Tax (%)
Managers	President	Hsu, Chih-Chang	0	0	0	0%
	Vice President, Information Division	Huang, Jian-Hua				
	Vice President, Fund Management Department	Lee, Tien-Chien				
	Vice President, Financial Management Department	Chang, Hsiu-Yen				
	Vice President	Fang, Liang-Yuan				
	Assistant Vice President	Chang, Chin-Shih				
	Assistant Vice President	Chang, Jui-Tang				
	Assistant Vice President	Liang, Tien-Yi				
	Assistant Vice President	Cheng, Mei-Ching				
	Assistant Vice President	Lin, Fang-Jung				
	Assistant Vice President	Hong, Shi-Qin				
	Assistant Vice President	Chang, Wei-Chun				
	Assistant Vice President	Chang, Ya-Chu				
	Assistant Vice President	Huang, Chia-Yi				
	Assistant Vice President	Huang, Tsai-Ming				
	Assistant Vice President	Tsai, Hao-Chuan				
	Branch Manager, Zhonghe Branch	Ciou, Jing-Jhong				

* Refers to the remuneration of 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 amount to be distributed this year in proportion to the actual amount distributed in the previous year. "Net Earnings After Tax" refers to the net profit after tax in the previous year.

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

4. A comparative description of the total remuneration paid to the directors, 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 and future risks:

- (1) Analysis of the proportion of the total remuneration paid to the directors, Presidents, and Vice Presidents of the Company to the net income after tax of the Consolidated Financial Statements in the most recent two years

Title	Proportion of the remuneration to the net income after tax (%)							
	2024				2023			
	The Company		All Firms Disclosed in the Consolidated Financial Statements		The company		All Firms Disclosed in the Consolidated Financial Statements	
	Amount	%	Amount	%	Amount	%	Amount	%
Director (Note)	28,590	0.21	28,590	0.21	26,914	0.36	26,914	0.36
Presidents and Vice Presidents	38,890	0.29	38,890	0.29	35,031	0.47	35,031	0.47

Note: Directors' remuneration does not include the remuneration for serving as managers concurrently.

Difference Description:

In 2024, the company issued directors' remuneration increase than in 2023. This was due to the Net profit after tax increased in 2024.

- (2) Description of the policies, criteria, and composition of remuneration; the

procedures to determine remuneration, their interrelationship with business performance, and future risks:

- A. The remuneration of the Company's directors is determined in accordance with the Company's Articles of Incorporation and with reference to the Company's operating performance and the general standards in the industry, while reviewed by the Remuneration Committee and submitted to the Board of directors for approval.

An evaluation of directors' performance is conducted regularly every year.

According to the Company's Regulations for Performance Assessment of the Board of Directors, the evaluation results will be reported to the board of directors as a reference for review and improvement and selection or nomination of directors or remuneration determination.

The Company's operating goals, financial positions, and directors' responsibilities have been fully considered for the fixed compensation for serving as directors concurrently. In addition, the remuneration to directors is not distributed in accordance with the Articles of Incorporation.

- B. The compensation to the Presidents and Vice Presidents include salaries, bonuses, and employee remuneration, which is determined in accordance with the Company's human resources and salary policy and with reference to the Company's operating performance, their contribution to the Company, and the

general standards in the industry, while reviewed by the Remuneration Committee and submitted to the Board of directors for approval.

C. The compensation to directors, Presidents, and Vice Presidents shall not only be based on the Company's operating performance while with reference to the general standards in the industry, but shall be adjusted based on the factors related to operating performance evaluation and possible future operational risks of the Company. Meanwhile, the Remuneration Committee of the Company regularly reviews and evaluates the policies, systems, standards, and structure of the compensation to directors and managers and submits suggestions to the board of directors so as to strike a balance between the Company's sustainable operation and risk control.

IV. Corporate Governance

1. Operation of the Board of Directors

In 2024, a total of 10 meetings (A) (Note) of the Board of Directors were held, and the attendance of directors is as follows:

Title	Name	Actual Attendances (including appearances by proxy) (B)	Attendances by Proxy	Actual Attendance (%) [B/A] (Note 2)	Remark
Chairman	Representative of Huei Hong Investment Co., Ltd.: Hsu, Sheng-Yu	10		100	
Director	Representative of Huei Hong Investment Co., Ltd.: Hsu, Chih-Chang	10		100	
Director	Representative of Ruentex Xing Co., Ltd.: Yin, Chung-Yao	5	5	50	
Director	Representative of Ruentex Xing Co., Ltd.: Lee, Tien-Chien	10		100	
Director	Representative of Shu-Tien Urology and Ophthalmology Clinic: Lee, Chih-Hung	10		100	
Director	Representative of Shu-Tien Urology and Ophthalmology Clinic: Tsai Shun-Fa	4		90	Succeeded on August 2, 2024
Director	Representative of Shu-Tien Urology and Ophthalmology Clinic: Yen, Tien-Cheng	5			Dismissed on August 2, 2024
Independent Director	Tang, Gia-Khy	10		100	
Independent Director	Chen, Shou-Jen	10		100	

Independent Director	Chen, Miao-Fang	6	100	Elected on June 27, 2024
Independent Director	Wang, Tay-Chang	4		Dismissed on June 27, 2024
Other Information Required for Disclosure:				
1. The date, session, proposal content, and resolution specified and the opinion expressed by independent directors shall be specified under any one of the following circumstances				
(1) Matters specified in Article 14-3 of the Securities and Exchange Act: We have established an Audit Committee, and Article 14-3 of the Securities and Exchange Act will not apply with respect to Article 14-5 of the Securities and Exchange Act.				
(2) Other Board of Directors resolutions to which objections or qualified opinions for the record or in writing are expressed by independent directors:				
None.				
2. 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:				
Board of Directors	Proposal	Reason for Avoidance of Conflicts of Interest		Participation in Voting
16 th Term The 31 nd Meeting 2024.02.02	1. Proposal for the 2023 year-end bonuses for managers	Directors Hsu, Chih-Chang and Lee, Tien-Chien served as the President and the Vice President of the Company, respectively		They removed themselves from the discussion and voting to avoid conflicts of interest as specified.
	2. Proposal to suggest the 2023 year-end bonus for the Chairman.	Hsu, Sheng-Yu served as the Company's Chairman		
17 th Term 2 nd Meeting 2024.07.10	The appointment of the Company's 6th Remuneration Committee members.	Independent directors Tang, Gia-Khy, Chen, Shou-Jen , and Chen, Miao-Fang are interested parties in this proposal.		They removed themselves from the discussion and voting to avoid conflicts of interest as specified.
17 th Term 3 rd Meeting 2024.08.13	1. Discussion of remuneration to the Company's 17th term of Directors.	Chairman Hsu, Sheng-Yu and Directors Hsu, Chih-Chang, Yin, Chung-Yao, Lee, Tien-Chien, Lee, Chih-Hung, , and Tsai Shun-Fa acted are interested parties in this proposal.		They removed themselves from the discussion and voting to avoid conflicts of interest as specified.
	2.Proposal of remuneration to the Company's 17th term of Independent Directors.	Independent directors Tang, Gia-Khy, Chen, Shou-Jen , and Chen, Miao-Fang are interested parties in this proposal.		
17 th Term 2 nd Meeting 2024.07.10	1. Proposal to subscribe for the shares issued in common stock by Ruen Chen Investment Holdings Ltd. for capital increase in cash.	Chairman Hsu, Sheng-Yu, Director Yin, Chung-Yao, and Director Lee, Tien-Chien served as directors of Ruen Chen Investment Holdings; Director Hsu, Chih-Chang were director appointed by Ruen Chen Investment Holdings' director.		They removed themselves from the discussion and voting to avoid conflicts of interest as specified.
	2. The appointment of the Company's 1st Sustainable Development Committee members.	Chairman Hsu, Sheng-Yu , Director Hsu, Chih-Chang, and Independent directors Tang, Gia-Khy, Chen, Shou-Jen , and Chen, Miao-Fang are interested parties in this proposal.		

3. Status of Board Evaluation:

Assessment Cycle	Assessment Duration	Assessment Scope	Assessment Method	Assessment Contents
Once every year	January 1, 2024 to December 31, 2024	1. Individual Board Members 2. Remuneration Committee 3. Audit Committee	1. Board self-assessment 2. Board member self-assessment	1. The measurement items of the assessment of the directors' performance cover the six major aspects: (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 2. The measurement items of the assessment of the performance of the Audit Committee cover the five major aspects below: (1) Involvement in corporate operations (2) Recognition of the committee's role and responsibility (3) Improvement of committee decision quality (4) Committee composition and member selection (5) Internal control 3. The measurement items of the assessment of the performance of the Remuneration Committee cover the five major aspects below: (1) Involvement in corporate operations (2) Recognition of the committee's role and responsibility (3) Improvement of committee decision quality (4) Committee composition and member selection
Once every 3 years	September 1, 2023 to August 31, 2024	1. Board of Directors	Entrusted to Taiwan Investor Relations Association	1. The measurement items of the assessment of the performance of the Board of Directors cover the five major aspects below: (1) Board composition and professional development (2) Quality of board decision-making (3) Effectiveness of the Board of Directors (4) Internal control and risk management (5) The degree of involvement of the board of directors in corporate social responsibility

4. Assessment of the objectives and implementation of strengthening the functions of the Board of Directors in the current year and the most recent year:

The Board of Directors proceeds in compliance with the Company's Rules of Procedure for Board of Directors Meeting. In the case of material information, it discloses such information on the MOPS immediately.

2. Information Regarding Audit Committee Operation:

(1) The professional qualifications and hands-on experiences of the members of Audit Committee

The Audit Committee of the Company consists of all independent directors. Please refer to p. 13-17 of this annual report for the professional qualifications and experience of the members of Audit Committee.

(2) The 2024 work plan of the Audit Committee:

- A. Review the effective implementation of the internal control system.
- B. Review the financial reporting and related accounting policies and procedures.
- C. Review the qualifications, experiences and independence of CPAs.
- D. Review the assignment and remuneration for CPAs.
- E. Review the major asset transactions.

- Review over the financial statements.

The Board of Directors prepared the business report, financial statements and proposal on profit distribution proposal for 2024. The financial statements were audited by 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 confirm appropriate.

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

The Audit Committee evaluated the effectiveness of the policies and procedures of the Company's internal control system (including finance, operations, risk management, information security, outsourcing, and legal compliance), and reviewed the regular reports submitted by the Company's auditing department, CPAs and management. The Audit Committee believes that the Company's risk management and internal control systems are effective and that the Company has adopted the necessary control mechanisms to monitor and correct non-compliance.

- Appointment of CPAs

The Audit Committee has been bestowed with the duties and responsibilities to monitor and ascertain the independence of CPAs to assure the impartiality of financial statements. In general, except taxation related services or items specifically approved, CPA is not entitled to render any other services to the Company.

To assure the independence status of a CPA firm, the Audit Committee duly works out the independence evaluation table in accordance with Article 47 of the Certified Public Accountant Act and CPA Code of Professional Ethics Gazette #10.

Accordingly, the Audit Committee evaluates and looks into independence, professionalism and competency of a CPA to check and make sure whether such a CPA is a related party, in inter-business transaction or involvement in financial interests with the Company and further obtains CPA Independence Declaration. As reviewed and resolved by the Audit Committee in its 4th meeting of the 3rd term convened and the 6th meeting of the 17th term Board of Directors on December 17,

2024, CPA Shu-chiung Chang and CPA Seanh Hsu of PwC Taiwan both prove satisfactory the Criteria for Independence Evaluation, well competent to serve as the attesting CPAs to testify the Company's financial and taxation affairs.

- (3) The operation of the Audit Committee: The Audit Committee held 8 meetings (A) in 2024, and the attendance of independent directors is as follows:

Title	Name	Actual Attendances (B)	Attendances by Proxy	Actual Attendance Rate (%) (B/A)	Remark
Independent Director	Tang, Gia-Khy	8	0	100	
Independent Director	Chen, Shou-Jen	8	0	100	
Independent Director	Chen, Miao-Fang	4	0	100	Elected on June 27, 2024
Independent Director	Wang, Tay-Chang	4	0		Dismissed on June 27, 2024

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) Matters specified in Article 14-5 of the Securities and Exchange Act: Submitted to the Board of Directors with the approval of the Audit Committee.

Term/ Session	Proposal Contents and Handling	Resolution made by the Audit Committee.	The Company's handling of the opinions of the Audit Committee Members.
2 nd Term 24 th Meeting 2024.02.02	1. The Company's audit report for Q4 of 2023	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	2. The Company's 2024 business plan.	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	3. Proposal of the 2024 CPA remuneration	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	4. Amendment of the " Rules of Procedure for Board Meetings " and the " Audit Committee Organizational Charter "	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
2 nd Term 25 th Meeting 2024.03.13	1. Proposal for the amount of employee remuneration to be appropriated for 2023	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation

Term/ Session	Proposal Contents and Handling	Resolution made by the Audit Committee.	The Company's handling of the opinions of the Audit Committee Members.
	2. The Company's 2023 Consolidated Financial Statement (including individual financial statements), Business Report, and Financial Accounting Reports.	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	3. Distribution of Earnings for 2023	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	4. Proposal for the 2023 Statement of Internal Control System of the Company	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
2 nd Term 26 th Meeting 2024.04.10	1. Amendment to the Company Corporate Charter (Articles of Incorporation)	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
2 nd Term 27 th Board Meeting 2024.05.13	1. The Company's audit report for Q1 of 2024	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	2. The Company's Consolidated Financial Report of Q1 of 2024	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
3 rd Term 1 st Meeting 2024.07.10	1. The proposal to sign a land exchange contract with the Hsinchu County Government	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
3 rd Term 2 nd Meeting 2024.08.13	1. The Company's audit report for Q2 of 2024	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	2. The Company's Consolidated Financial Report of Q2 of 2023	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	3. Proposal to disposal of the land and factory buildings of the Guanyin Factory in Taoyuan City	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation

Term/ Session	Proposal Contents and Handling	Resolution made by the Audit Committee.	The Company's handling of the opinions of the Audit Committee Members.
	4. Proposal for the amendments to the Company's "Stock Affairs Units Internal Control System Standards"	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
3 rd Term 3 rd Meeting 2024.11.12	1. The Company's audit report for Q3 of 2024	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	2. The Company's Consolidated Financial Report of Q3 of 2024	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	3. The proposal for the formulation of the Company's "Sustainable Information Management Procedure" and amendments to the Company's "Procedures for Handling Material Inside Information."	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	4. The proposal for the addition to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules"	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
3 rd Term 4 th Meeting 2024.12.27	1. Explanation on issues of audit planning linked up with the Company's Financial Statements 2024.	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	2. Proposal for the Company's regular evaluation of the independence of CPAs	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	3. The 2024 internal audit program of this Company.	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	4. The proposal for the Company's establishment of "Risk Management Policy and Procedures."	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	5. The proposal for the establishment of the "Sustainable Development Committee" and the formulation of the "Sustainable Development Committee Charter" of the Company	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
	6. The proposal for the addition to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules"	All members passed the proposal unanimously without objection	Submitted to and approved by the Board of Directors after deliberation
(II) Matters other than the above unapproved by the Audit Committee but resolved by over two thirds of all directors: NA			

- II. Where there is avoidance of conflicts of interest by an independent director, the name of that independent director, the involved proposal(s), the cause(s) of the avoidance of conflicts of interest, and the participation in voting of that independent director shall be specified: NA.
- III. Communication between independent directors and the internal chief auditor and accountant (shall include communication on the Company's material financial and sales affairs, including the topics, methods, and results of communication)
- (I) The Company's internal chief auditor sends audit reports to independent directors by email every month, and reports the audit report results and on the follow-up and the implementation status to independent directors, while reporting on the audit business to independent directors at the Audit Committee meetings for communication and exchange of ideas. The communication between both parties is positive.

Date	Meeting	Main points in communication	Communication
2024/2/2	Audit Committee	The audit report for Q4 2023	None of the independent directors expressed objections
2024/5/13	Audit Committee	The audit report for Q1 2024	None of the independent directors expressed objections
2024/8/13	Audit Committee	The audit report for Q2 2024	None of the independent directors expressed objections
2024/11/12	Audit Committee	The audit report for Q3 2024	None of the independent directors expressed objections
2024/12/27	Audit Committee	Discussion of the 2025 internal audit program of this Company	None of the independent directors expressed objections

- (II) The CPAs appointed by the Company reported on the audit plan related to the audit (review) of the financial statements, communicated with the independent directors regarding the audit results and the impact of the amendments to laws and regulations at the Audit Committee on a quarterly basis, and none of the independent directors expressed objections.

Date	Meeting	Main points in communication	Communication
2024/03/13	Audit Committee	Results of the audit of 2023 consolidated financial statements	None of the independent directors expressed objections
2024/05/13	Audit Committee	Results of the review of the consolidated financial statements for Q1 of 2024	None of the independent directors expressed objections
2024/08/13	Audit Committee	Results of the review of the consolidated financial statements for Q2 of 2024	None of the independent directors expressed objections
2024/11/12	Audit Committee	Results of the review of the consolidated financial statements for Q3 of 2024	None of the independent directors expressed objections
2024/12/27	Individual meeting	Explanation on issues of audit planning linked up with the Company's Financial Statements 2024.	None of the independent directors expressed objections

3. 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

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

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 has formulated the Corporate Governance Best Practice Principles.	No significant difference.
II. Structure of Shareholdings and Shareholder's Equity (1) Does the Company establish and implement internal procedures for handling shareholder suggestions, questions, disputes, and litigation?	V		(1) The Company has established the "Procedures for Handling Material Inside Information" 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 set up communication channels, including a spokesperson/acting spokesperson mechanism, stock affairs office, and emails on the external website to handle shareholders' suggestions, questions, disputes, and litigation matters.	No significant difference.
(2) Does the Company keep an up-to-date list of its dominant shareholders and the parties with ultimate control over its dominant shareholders?	V		(2) The Company's stock affairs team is responsible for such business and keeps abreast of the list in real time.	No significant difference.
(3) Does the Company establish and implement a risk control mechanism and firewall between its affiliates?	V		(3) The Company has formulated "Regulations on Supervision and Management of Subsidiaries" and "Rules Governing Financial and Business Matters Between this Corporation and its Affiliated Enterprises" and implemented them accordingly.	No significant difference.
(4) Does the Company establish internal rules to prevent insider trading	V		(4) The Company has formulated the "Insider Trading Prevention Management" and implemented	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	
using undisclosed information?			as required. As required by Article 10 of the "Corporate Governance Best Practice Principles", it shall not trade its shares for 30 days prior to the release of its annual financial statements and 15 days prior to the release of its quarterly financial statements, prohibit insiders from using undisclosed information in the market to trade securities or punish them in violation of regulations, and strictly abide by the Securities and Exchange Act and related laws and regulations.	
III. Organization and Functions of the Board of Directors (1) Has the Board of Directors established a diversity policy, set goals, and implemented them accordingly?	V		(1) The Company has established a policy on diversity of board members in the Corporate Governance Best Practice Principles, as described on p. 15~16 of this annual report.	No significant difference.
(2) In addition to a Remuneration Committee and an Audit Committee established by law, does the Company voluntarily establish other functional committees?	V		(2) The Company has appointed the Remuneration Committee and the Audit Committee in accordance with the laws and regulations, and has established Sustainable Development Committee and the formulation of the "Sustainable Development Committee Charter" on 2024/12/27.	No significant difference.
(3) Does the company establish a method to assess the performance of the board of directors and assess its performance every year? Are the performance assessment results reported to the board of directors and used as a reference for the remuneration and nomination for re-election of directors?	V		(3) The Company has formulated the Regulations for Performance Assessment of the Board of Directors and implemented them accordingly. In 2024, the company commissioned the Taiwan Investor Relations Institute to perform an external evaluation. The measurement items of the assessment of the performance of the Board of Directors covered the five major aspects below: A. Board Composition and	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>Professional Development</p> <p>B. Quality of board decision making</p> <p>C. Effectiveness of the Board of Directors</p> <p>D. Internal Control and Risk Management</p> <p>E. The degree of board involvement in corporate social responsibility</p> <p>The measurement items of the self-assessment of the performance of individual directors in 2024 covered the six major aspects below:</p> <p>A. Alignment of the goals and mission of the company.</p> <p>B. Awareness of the duties of a director.</p> <p>C. Participation in the operation of the company.</p> <p>D. Management of internal relationship and communication.</p> <p>E. The director's professionalism and continuing education.</p> <p>F. Internal control.</p> <p>The detailed content and the results of said performance assessment were submitted to the Remuneration Committee and reported to the Board of Directors.</p> <p>The results of the Board's performance evaluation for 2024 have been submitted to the Board on January 21, 2025. The evaluation results will be used as a reference for the selection or nomination of directors; the</p>	

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
			performance evaluation results of individual directors will be used as a reference for determining their individual remuneration.	
(4) Does the Company regularly evaluate the independence of CPAs?	V		<p>(4) The Company evaluates the independence of CPAs in accordance with the following standards and the referenced Audit Quality Indicators (AQIs) at least once a year:</p> <ol style="list-style-type: none"> 1. Referring to the standards of the CPA professional and ethical guidelines 2. The same CPA has not been appointed for more than 7 consecutive years 3. Obtaining a statement on independence issued by the CPA and sending the assessment results to the Board of Directors for discussion. <p>The latest annual assessment result: The CPAs appointed met the criteria for independence, which has been reported to the Board of Directors on December 27, 2024.</p>	No significant difference.
4. Does the company deploy sufficient quantity of eligible governance personnel and appoint a chief governance officer to take charge of company's governance affairs (including, without limitation, providing directors with the data required for business operations, assisting directors with legal compliance, handling	V		With the approval of the Board of Directors, the Company has appointed the Vice President of Financial Management Department as the Chief Governance Officer on May 13, 2021, the Financial Division is in charge of corporate governance related matters, handling affairs relating to holding a Board Meeting or a General Meeting of Shareholders, processing company registration, and producing minutes for Board Meetings and General Meetings of	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	
affairs in relation to holding a board meeting or a general meeting of shareholders, processing company registration and change registration, and keeping minutes for board meetings and general meetings of shareholders)?			Shareholders). (Note 1)	
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 attaches great importance to the relationship with stakeholders. Each department communicates with shareholders, employees, customers, and suppliers depending on their relevant businesses. A section dedicated to stakeholders is set up on the Company's website. In case of any needs, stakeholders may contact the spokesperson by phone or email at any time.	No significant difference.
VI. Does the Company appoint a professional stock affairs agent to handle shareholder affairs?		V	Although the Company did not appoint a professional stock affairs agency, all relevant operations of the shareholders' meeting are handled in accordance with regulations.	No significant difference.
VII. Information Disclosure (1) Does the Company set up a website to disclose its financial and governance information?	V		(1) The Company's website has disclosed its overall situation, basic information, and relevant information on various financial operations and corporate governance.	No significant difference.
(2) Does the Company try other means to disclose information (such as setting up an English website, designating personnel to gather and	V		(2) For the Company's information that has to be disclosed, the Company has engaged dedicated personnel to be responsible for collecting information and disclosing it online; it has also	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	
disclose organizational information, effectively implementing the spokesperson system, and posting investor conferences on the corporate website)?			established a spokesperson mechanism with a report filed to the competent authority as required, and relevant information on the website is available in English and is updated and disclosed in accordance with the regulations.	
(3) 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?		V	(3) The Company announces and reports the annual financial report and each quarterly financial report within the deadline in accordance with the relevant laws and regulations and the requirements of the competent authorities, and announces revenue information by the 10th day of each month.	The Company has not yet achieved the requirement for filing the annual financial report within two months after the end of each fiscal year
VIII. Is there any other material information (including, without limitation, employee rights, employee care, investor relations, supplier relations, interested party rights, further education for directors, 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), that will help interested parties understand governance practices at the Company?	V		(1) Employees' rights and interests: We value each employee colleague, provide an adequate space for learning and growth, improve their various abilities through training, and put their talents to good use in line with the Company's functional development system. The Company's employee in every job and at every level will be given a clear direction and goals through job descriptions and based on job responsibilities. The Company will thus achieve the goals with the collective efforts of its employees. (2) Employee care: Employees can communicate through diverse channels to solve problems; the Company listens to their suggestions for a friendly work environment to achieve	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>sustainable operation and a peaceful and harmonious workplace.</p> <p>(3) Investor relations: The Company has established a spokesperson/ acting spokesperson mechanism, responsible for the Company's communication with external parties, and assigned dedicated personnel to disclose its information on MOPS in accordance with laws and regulations.</p> <p>(4) Supplier relationship: The Company has maintained a positive relationship with its suppliers to ensure smooth supply of products.</p> <p>(5) Stakeholder's rights: Ruentex Industries fulfills its responsibility for communication with its stakeholders, and has set up diverse and smooth communication channels to maintain obstacle-free communication with its employees, consumers, suppliers, banks, other creditors or parties involved in the Company's interests while safeguarding their legitimate rights and interests.</p> <p>(6) Directors' continuing education: The Company's all directors participate in training courses on topics related to corporate governance during their term of office. The training hours are in compliance with the legal requirements. For details of the</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>continuing education of the Company's directors, please refer to the table below.</p> <p>(7) 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. Refer to VI. Risk Management and Assessment on p. 121~123 of this annual report for details.</p> <p>(8) Implementation of customer policy: The Company has maintained a positive long-term partnership with customers, and is committed to providing the latest products and working with customers to develop new technologies and techniques to meet their needs.</p> <p>(9) The Company's purchases of liability insurance for directors: The Company has purchased liability insurance for directors.</p>	
<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:</p> <p>According to the results of the 2024 Corporate Governance Evaluation, The Company established a Sustainability Committee on December 27, 2014 to oversee the implementation of corporate governance and promote and operate in accordance with the spirit of the "Code of Practice for Corporate Governance of Listed Companies", maintain an effective corporate governance mechanism, and implement enhanced information disclosure transparency.</p> <p>Improved situation in 2024:</p>				

Assessment Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
<div>1. The 2024 General Meeting of Shareholders has elected a director of a different gender.</div> <div>2. The company's articles of association shall set out a specific dividend policy.</div> <div>3. Publish each quarterly financial report in English within two months after the deadline for filing the Chinese version of each quarterly financial report.</div> <div>4. Two corporate briefing sessions will be held in 2024.</div> <div>5. Conduct an external evaluation of the Board’s performance in 2024.</div> <div>6. The Chinese and English versions of the GRI sustainability report have been completed and verified by a third party and submitted to the board of directors for approval.</div> <div>Priority enhancements and measures proposed for those who have not yet improved by 2024:</div> <div>1. Whether the company will hold a regular shareholders' meeting before the end of May: The 2025 regular shareholders' meeting has been scheduled to be held on May 28, 2025.</div> <div>2. Whether the company records the important contents of shareholders’ questions and the company’s responses in the minutes of the shareholders’ meeting: It is expected that the important contents that should be recorded in the minutes of the shareholders’ meeting in 2025 will be strengthened.</div>				

Note 1: The operation of the corporate governance unit is as follows:

- Assistance for independent directors and directors in carrying out their duties, provision of the required data, and arrangement of further education for directors:
 - Assist the board members in understanding the latest amendments and development of laws and regulations relating to corporate governance.
 - Arrange interviews with the CPAs for independent directors and the chief internal auditors to understand the Company's accounting and internal control affairs.
 - Assist general directors and independent directors with continuing education planning and course arrangement based on individual directors' education and experience.
- Assistance in handling the agenda and resolutions of board meetings and meetings of shareholders.
- Establishment of the board meeting agenda and notification of directors seven days in advance; convening the meetings and provision of related meeting data; reminding the avoidance of conflicts of interest in related proposals; and production of the minutes within 20 days after a board meeting.
- Registration of the meeting of shareholders before the meeting date by law; production of the meeting notice, meeting handbook, and meeting minutes within the statutory time limit; and registration for a change after the amendment of the articles of incorporation or board election.
- Planning to organize at least one investor conference every year to maintain investor relations, so that investors can obtain sufficient information to evaluate and determine the Company's reasonable market value, and to ensure that shareholders' rights are well protected.

6. Table: The Chief Governance Officer education in 2024.

Date of class	Title of class	Number of class hours
2024/5/2	Sustainability Disclosure Practice Workshop	9
2024/5/3		
2024/7/3	Cathay Pacific Sustainable Finance & Climate Change 2024	6

Date of class	Title of class	Number of class hours
	Summit Forum	

※Table: Directors' continuing education in 2024.

Position Title	Name	Date of Class	Course Title	Number of Class Hours
Corporate Director Representative	Hsu, Sheng-Yu	2024/11/22	2024 Presentation of Insider Trading on Equity Transaction Related Laws and Compliance	3
		2024/07/03	Cathay Pacific Sustainable Finance & Climate Change 2024 Summit Forum	3
Corporate Director Representative	Hsu, Chih-Chang	2024/09/30	Taiwan Capital Market Summit	3
		2024/09/06	2024 Insider Trading Prevention Seminar	3
		2024/07/03	Cathay Pacific Sustainable Finance & Climate Change 2024 Summit Forum	3
Corporate Director Representative	Yin, Chung-Yao	2024/07/03	Cathay Pacific Sustainable Finance & Climate Change 2024 Summit Forum	6
Corporate Director Representative	Lee, Chih-Hung	2024/09/30	Taiwan Capital Market Summit	3
		2024/09/20	2024 Insider Trading Prevention Seminar	3
		2024/07/03	Cathay Pacific Sustainable Finance & Climate Change 2024 Summit Forum	3
Corporate Director Representative	Lee, Tien-Chien	2024/07/03	Cathay Pacific Sustainable Finance & Climate Change 2024 Summit Forum	3
		2024/09/20	2024 Insider Trading Prevention Seminar	3
Corporate Director Representative	Tsai, Tsun-Fa	2024/09/03	Non-electric industry - Build a New Era of Carbon with Sustainability Knowledge	6
		2024/09/06	2024 Insider Trading Prevention Seminar	3
		2024/09/19	Financial and Service Industries - Build a New Era of Carbon with Sustainability Knowledge	6
Independent Director	Teng, Chia-Chu	2024/03/22	Build a New Era of Carbon with Sustainability Knowledge	3
		2024/06/03	Institutional Investors' Perspectives Forum	3
Independent Director	Chen, Shou-Jen	2024/03/22	Build a New Era of Carbon with Sustainability Knowledge	3
		2024/05/03	Sustainability Development Practice Seminar	3
Independent Director	Chen, Miao-Fang	2024/04/30	Build a New Era of Carbon with Sustainability Knowledge	6
		2024/06/03	Institutional Investors' Perspectives Forum	3
		2024/09/04	Net Zero Emissions Awareness Seminar– Taipei Session	3
		2024/09/20	2024 Insider Trading Prevention Seminar	3

4. The composition, responsibilities, and operations of the Company's Remuneration Committee:

(1) Data of Remuneration Committee Members

Requirements Title Name		Professional Qualification, Experience and Independence Status (Note 1)	Concurrently an Independent Director for Other Public Companies
Independent Director Convener	Tang, Gia-Khy	Please refer to p. 13~17 of the annual report for details.	0

Title	Requirements	Professional Qualification, Experience and Independence Status (Note 1)	Concurrently an Independent Director for Other Public Companies
	Name		
Independent Director	Chen, Shou-Jen	Please refer to p. 13~17 of the annual report for details.	0
Independent Director	Chen, Miao-Fang	Please refer to p. 13~17 of the annual report for details.	0

(2) Operation of Remuneration Committee

① The Remuneration Committee consists of three members.

② The term of the current Committee is between July 10, 2024 and June 26, 2027. Two Committee meetings were held in the previous year (2024) (A), and the qualifications and attendance record of members are tabulated below

Title	Name	Actual Attendances	Attendances by Proxy	Actual Attendance Rate (%) (B/A)	Remark
Convener	Tang, Gia-Khy	2	0	100	
Committee Member	Chen, Shou-Jen	2	0	100	
Committee Member	Chen, Miao-Fang	1	0	100	Elected on June 27, 2024
Committee Member	Wang, Tay-Chang	1	0		Dismissed on June 27, 2024

Other Information Required for Disclosure:

- I. When the Board of Directors ignores or modifies the recommendations made by the Remuneration Committee, the date and session of the BOT meeting, the proposal contents, Board of Directors resolutions, and response to the recommendations of the Remuneration Committee (e.g. the compensation approved by Board of Directors is higher than that recommended by the Remuneration Committee, the difference shall be specified): NA.
- II. When members object to or hold opinions against a Committee resolution for the record or in writing, the date and session of the Committee Meeting, the proposal content, the opinion of all Members, and the response to such opinions shall be specified: None.

Remuneration Committee	Proposal Contents and Handling	Resolution	Decision of the Board of Directors
7 th Meeting of the 5 th Term 2024/2/2	1. Proposal to determine the ratio of employee remuneration to be appropriated for 2023 2. Proposal for issue of the year-end performance bonus for 2023 3. Proposal to determine the year-end performance bonus for the Chairman for 2023 4. Proposal to determine the year-end performance bonus for the managers for 2023 5. Proposal to suggest the payments for Company's directors for their professional service for 2024 6. Results of 2023 board performance assessment 7. Proposal to amend part of the Company's "Salary Management Regulations"	All members present passed the proposals above as proposed unanimously without objection.	The 31 th Board of Directors (16 th Term) adopted said proposals on 2024/2/2

1st Meeting of the 6 th Term 2024/8/13	1. Prepared a report on the income of the Company's directors and managers for 2023 2. Reported on changes in managers of the company from 2024 to the date of the meeting 3. Proposal on the remuneration of the general directors of the 17 th term of the Company	All members present passed the proposals above as proposed unanimously without objection.	The 3 rd Board of Directors (17 th Term) adopted said proposals on 2024/8/13
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5.(1) The performance of promotion of sustainable development, any deviation from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and the reason for any such deviation.

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
I. Does the Company have a governance structure for sustainability development and a dedicated (or ad-hoc) sustainable development organization with Board of Directors authorization for senior management, which is reviewed by the Board of Directors?	V		<p>At December 27,2024,the Company has established the "Sustainable Development Committee" approved by Audit Committee, which are responsible for the proposal and implementation of sustainable development policies, systems or related management guidelines and concrete promotion plans, identifying relevant issues of concern to the Company's operations and stakeholders, effectively integrating resources and implementing the Company's sustainable strategies, and promoting environmental protection, social participation, and corporate governance, in order to achieve the sustainable development and net-zero goals.</p> <p>The contents of 2024 report to the Board of Directors included: greenhouse gas inventories of 2023, 1 Board of Directors performance evaluation, 1 report on the implementation of ethical management, and once on the 2023 Sustainability Report preparation. The directors reviewed the report and found that they complied with laws and regulations and the Company's sustainable development strategy.</p>	Not a significant difference

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies									
	Yes	No	Summary Description										
II. Does the company assess the risk of environmental, social, and governance (ESG) issues in relation to company operations based on the materiality principles and establish policies or strategies in relation to risk management?	V		<p>The Company focuses on integrated risk management, actively engages in various business activities to increase operating revenue within the acceptable scope of risks, and ensures that a proper risk management culture can be developed and maintained in the entire business organization. The major operational risks identified by the Company include: strategic risk, operational risk, financial risk, human resources risk, information risk, personal data management, regulatory compliance, and climate change risk. The members of the team of the ESG Committee and each related department formulate strategies and management goals for the major issues in 2023, and regularly (at least once a year) report the analysis results and implementation planning directions to the Board of Directors. Based on the risks assessed, the relevant risk management policies or strategies are formulated as follows:</p> <table><tr><th>Type of risk</th><th>Risk items</th><th>Responding actions</th></tr><tr><td>Strategic risk</td><td>Risks associated with innovative development , organizational reform, and corporate transformation</td><td>Regularly analyze the business environment and propose short-, medium-, and long-term action plans and strategic plans in response to changes in the internal and external environment and risks</td></tr><tr><td>Operation</td><td>Possible risks arising from</td><td>Regularly review the status</td></tr></table>	Type of risk	Risk items	Responding actions	Strategic risk	Risks associated with innovative development , organizational reform, and corporate transformation	Regularly analyze the business environment and propose short-, medium-, and long-term action plans and strategic plans in response to changes in the internal and external environment and risks	Operation	Possible risks arising from	Regularly review the status	Not a significant difference
Type of risk	Risk items	Responding actions											
Strategic risk	Risks associated with innovative development , organizational reform, and corporate transformation	Regularly analyze the business environment and propose short-, medium-, and long-term action plans and strategic plans in response to changes in the internal and external environment and risks											
Operation	Possible risks arising from	Regularly review the status											

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			<div> <div> <div>nal risk</div> <div>stagnation or decline of business performance, customer complaints and disputes during the transaction process, change of brand agency, marketing and advertising, and others.</div> </div> <div> <div>of plans and strategy implementation, and propose improvement plans in response to problems with constant contact and communications with the customers, brand customers and suppliers to improve the work process and quality in enhancing satisfactory level for a win-win situation.</div> </div> </div>	
			<div> <div>Typ e of risk</div> <div>Risk items</div> <div>Responding actions</div> </div>	
			<div> <div>Hu man reso urce risk</div> <div>Risks that may arise from employment and labor-management relations</div> <div>Industry-academia collaboration; additional manpower for audits for business trips and salary payment, insurance coverage, and labor retirement contributions to protect the rights and interests of employees and promote labor-management</div> </div>	

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
				harmony.
			Information risk	Risks of information security protection, information interruption, or damage
				File security, equipment security, data security inspection and system recovery operations are established to ensure information security.
			Personal information risk	Collect and use personal information correctly and protect personal information from the risk of leakage.
				Verify the legality and data protection effectiveness of the issued membership cards, and ensure information system security and anti-hacker attacks to protect the privacy of consumers.
			Type of risk	Risk items
			Regulatory compliance risk	Responding actions
				Remind and advise responsible units and departments on regulations in a timely manner to ensure the implementation of internal audit and internal control system, and make appropriate amendments in line with regulations.
			Final	Potential
				1. In response to

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies		
	Yes	No	Summary Description			
			ncial risk	risks arising from major investments, capital allocation, cost control, and exchange rate interest rates.	the risk of changes in interest rates, the Company regularly inquires the borrowing interest rates with banks, and maintains good interaction with banks with reference to the peer and market interest rate levels, in order to obtain more favorable borrowing interest rates. 2. For exchange rate hedging, the Company's export business matches payment methods, and a stable foreign exchange operation strategy and control operation process are adopted to reduce the risk of exchange rate fluctuations. 3. The Company does not engage in derivative transactions (such as high-	

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			<p>d. Whether collateral should be obtained and the appraised value of the collateral</p> <p>e. The handling department shall assess the risk and submit a report for sign-off</p> <p>6. Loaning of funds to others shall be carefully evaluated in accordance with the Company's Operating Procedures for Loaning Funds to Others</p>	
			<p>Cli mat e chan ge risk</p> <p>Slow sales of products and changes in styles due to rising global temperatures and intensifying climate extremes under the influence of the greenhouse effect. Typhoon and flood caused by severe weather,</p>	<p>1. Regularly review sales and adjust product offerings in response to changes in market and customer needs.</p> <p>2. Collaborate with brands and suppliers to develop</p>

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			<p>affecting store operations.</p> <p>eco-friendly or functional products.</p> <p>3. Strengthen communication with brand owners to accommodate the flexible purchase policy in a timely manner.</p> <p>4. Strengthening of Disaster Prevention and Mitigation of Disasters and Loss.</p>	
<p>III. Environmental Issues</p> <p>(1) Does the Company establish an environmental management system appropriate to the characteristics of its industry?</p>	V		<p>(1) The Company is engaged in the business of trading of textile fabrics and the retail of apparel products. The Company complies with various environmental protection laws and regulations in the spirit of corporate environmental protection and sustainability.</p> <p>The Company actively cooperates with the government's corporate greenhouse gas inventory registration efforts and aligns with the FSC's sustainable development roadmap for greenhouse gas inventory planning. In 111, the Company implemented a greenhouse gas inventory, fully promoting the measurement and verification of</p>	Not a significant difference

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			greenhouse gas emissions. Both the headquarters and Zhonghe branch conducted the inventory according to the ISO 14064-1:2018 standard. For 2023, the greenhouse gas inventory verification process has been entrusted to SGS Taiwan Ltd. for third-party validation.	
(2) Does the Company endeavor to upgrade energy utilization efficiency by adopting recycled materials with low impact upon the environment? ?	V		(2) The Company's operations regulations all stipulate compliance with laws and regulations, and the Company promotes the recycling of office paper and packaging materials to reduce paper waste and to alleviate the impact of the Company's operations on the natural environment. In 2024, the Zhonghe Branch replaced its aging chiller system with a more energy-efficient model, which is expected to save approximately 350,000 kWh of electricity annually.	Not a significant difference
(3) 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		(3) The Company has formulated various energy conservation and carbon reduction measures, such as turning off lights when not in use, waste sorting, replacement of office lighting fixtures with LED energy-efficient lamps, and air conditioning temperature control for the summer, in order to reduce the impact on the environment of its business activities. The Company uses the TCFD climate change-related financial disclosures to promote green and low-carbon value chain transformation and climate adaptation strategies through	Not a significant difference

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			<p>four major aspects: governance, strategy, risk management, and indicators and goals.</p> <p>The major climate risks and opportunities identified after assessment are: transition risk of "increase in raw material costs"; physical risk of "increase in the severity of extreme weather events such as typhoons and floods"; and opportunities in "development and/or expansion of low-carbon commodities and services" and "changes in consumer preference". Details on the analysis of the TCFD climate change risks and opportunities, and the response measures that the Company has taken are disclosed in the sustainability report.</p>	
(4) Did the Company produce statistics on the GHG emissions, water consumption, and total waste in the last two years? Has the company established policies for energy conservation, carbon reduction, GHG reduction, water conservation, and waste management?	V		(4) The Company compiles annual statistics on greenhouse gas emissions, water consumption and total weight of waste, and discloses them in the sustainability report. Relevant policies for energy conservation and carbon reduction, greenhouse gas reduction, and water reduction or other waste management are described in detail in the Sustainability Report.	Not a significant difference
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) Ruentex Industries adheres to a people-centric philosophy, aiming to safeguard employee rights and foster a healthy and safe workplace. The Company has established an Employee	Not a significant difference

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies																																				
	Yes	No	Summary Description																																					
			<p>Code of Conduct and related Human Rights Policies, demonstrating respect for and alignment with the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labor Organization (ILO) Conventions. The Company is committed to creating a friendly, safe, and hygienic working environment. In line with the Company's Human Rights Policy, the following concrete management initiatives are being implemented:</p> <p>◆ Fair, equitable, and transparent employment opportunities</p> <p>Employee composition by category Percentage of employees</p> <table> <tr> <th rowspan="2">Gender</th> <th colspan="2">Type of employment</th> <th rowspan="2">Total</th> </tr> <tr> <th>Full-time employees</th> <th>Part-time employees</th> </tr> <tr> <td>Female</td> <td>68%</td> <td>63%</td> <td>68%</td> </tr> <tr> <td>Male</td> <td>32%</td> <td>37%</td> <td>32%</td> </tr> </table> <table> <tr> <th rowspan="2">Item</th> <th colspan="4">Age of employees</th> </tr> <tr> <th>Under 30 years old</th> <th>Aged 30-50</th> <th>Aged 51 and above</th> <th>Subtotal</th> </tr> <tr> <td>Female</td> <td>12%</td> <td>34%</td> <td>22%</td> <td>68%</td> </tr> <tr> <td>Male</td> <td>7%</td> <td>17%</td> <td>8%</td> <td>32%</td> </tr> </table> <table> <tr> <td>Number of employees with disabilities</td> <td>Number of foreign (non-Taiwanese) employees hired</td> <td>Number of employees from ethnic minorities</td> </tr> </table>	Gender	Type of employment		Total	Full-time employees	Part-time employees	Female	68%	63%	68%	Male	32%	37%	32%	Item	Age of employees				Under 30 years old	Aged 30-50	Aged 51 and above	Subtotal	Female	12%	34%	22%	68%	Male	7%	17%	8%	32%	Number of employees with disabilities	Number of foreign (non-Taiwanese) employees hired	Number of employees from ethnic minorities	
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Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			(indigenous people)	
			12	3
			1	
			Remuneration ratio	Supervisor
			Non-manual officers	
			Female	1.00
			Male	1.56
			0.80	
			Parental Leave Return-to-Work Rate (%)	Parental Leave Retention Rate (%)
			50%	100%
			<p>◆ Legal Employment</p> <p>The Company hires employees in accordance with the Labor Standards Act, and does not employ child labor. In addition to the requirement that daily working hours must not exceed 8 hours and weekly working hours must not exceed 40 hours, the working hours for students in cooperative education programs and summer interns are limited to a start time of no earlier than 7:00 am and an end time of no later than 10:00 pm. The tasks assigned to them are primarily general in nature and do not involve any hazardous work.</p>	
			<p>◆ Freedom from Sexual Harassment and Discrimination</p> <p>The Company has established and published its "Workplace Sexual Harassment Prevention, Complaint, and Disciplinary Measures" on the employee portal. This policy clearly defines unacceptable behaviors in the workplace and provides accessible complaint channels.</p>	

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies													
	Yes	No	Summary Description														
			<p>As of 2024, no related complaints, grievances, or penalties from authorities were reported.</p> <p>◆ Prohibition of Child Labor No child labor was employed in the Company.</p> <p>◆ Establishing a Healthy and Safe Work Environment The Company is committed to reducing factors that pose a risk to employee safety and health, providing a safe and healthy work environment for employees, including the necessary health and first aid facilities, such as AEDs, and regular safety and health training for employees to prevent occupational hazards, and encouraging employees to participate in health promotion activities.</p> <table border="1"> <thead> <tr> <th rowspan="2">Year</th><th rowspan="2">Total working hours</th><th colspan="3">Occupational accident</th></tr> <tr> <th>Number of people suffering from serious occupational injuries</th><th>Number of deaths</th><th>Number of recordable occupational injuries</th></tr> </thead> <tbody> <tr> <td>2024</td><td>883,897</td><td>0</td><td>0</td><td>4</td></tr> </tbody> </table> <p>◆ Human Rights Policy Awareness: The Company periodically promotes topics related to human rights policies through email communications and reinforces these policies during various meetings. These efforts aim to help employees understand how to prevent and respond to human rights issues,</p>	Year	Total working hours	Occupational accident			Number of people suffering from serious occupational injuries	Number of deaths	Number of recordable occupational injuries	2024	883,897	0	0	4	
Year	Total working hours	Occupational accident															
		Number of people suffering from serious occupational injuries	Number of deaths	Number of recordable occupational injuries													
2024	883,897	0	0	4													

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			raising awareness and encouraging greater attention to these topics. As of 2024, a total of 125 employees have participated in these awareness sessions, with a cumulative training time of approximately 21 hours.	
(II) Does the company establish and implement reasonable employee welfare measures (including remuneration, leave, and other benefits) and appropriately reflect business performance and achievements in the remuneration for employees?	V		(II) The Company attaches great importance to labor safety and employee benefits and implements them in accordance with relevant labor laws and regulations. In addition, the Company holds performance evaluation every six months, and has formulated relevant bonus measures to link employees' contribution and the bonuses in clearly manner. In terms of appointment, promotion and human resources management, the Company adheres to the principles of fairness and openness, and sets clear regulations and treats all employees fairly. Female employees account for 66% of the Company's total workforce, and 61% of the total female employees are at the position of Assistant Manager or above.	Not a significant difference
(III) Does the Company provide employees with a safe and healthy work environment and arrange regular safety and health education for employees?	V		(III) The Company is committed to reducing factors that pose a risk to employee safety and health, providing a safe and healthy work environment for employees, including the necessary health and first aid facilities, such as AEDs, and regular safety and health training for employees to prevent occupational hazards, and encouraging employees to participate in health promotion	Not a significant difference

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			<p>activities.</p> <p>Specific measures:</p> <p>(1) Our office is equipped with a surveillance system to strictly control the entry and exit of people, so as to ensure the safety for all employees.</p> <p>(2) In terms of office environment, we have dedicated staff to maintain the office environment every day, conduct regular office disinfection and gas inspection in the work environment, and regularly renovate the interior to update the equipment in real-time.</p> <p>(3) Always pay attention to the public safety and health in office premises, and set up breastfeeding rooms.</p> <p>(4) Conduct regular fire fighting equipment maintenance every year.</p> <p>(5) Conduct annual first aid training seminars.</p> <p>In 2024, there were 4 recordable occupational injuries, accounting for 0.8% of the total number of employees, including 0 serious occupational injuries and 0 deaths.</p>	
(IV) Does Company establish effective career development and training plans for employees?	V		<p>(IV) The Company organizes education and training sessions from time to time, including new employee orientation, professional training, management function training, and language training. The Company also encourages employees to engage in on-the-job training on weekends without affecting their work. For more information on relevant training</p>	Not a significant difference

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			courses, please refer to p. 109 of this annual report	
(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) The Company has implemented customer satisfaction survey, set up a 0800 customer service hotline, for which dedicated personnel are assigned to handle customer complaints, and formulated well-defined standard operating procedures for R&D, procurement, production, operation, and service processes to follow. The Company's marketing and labeling of products are in accordance with laws and regulations, and the export products are handled in accordance with international regulations.	Not a significant difference
(VI) Does the company establish supplier management policies and request suppliers to comply with the relevant laws and regulations of environmental protection, occupational safety or labor human rights? Does the company keep track on the implementation of such policies?	V		(VI) The Company conducts credit investigation and assessment of the goodwill of both new and existing suppliers, and will continue to strengthen the management of suppliers in the future. Where the Company's main suppliers violate their corporate social responsibility policies with a significant impact on the environment and society, the Company will consider whether to continue the partnership with them.	Not a significant difference
V. Does the company, following internationally recognized guidelines, prepare and publish reports, such as its Corporate Sustainability Report, to disclose non-financial information of	V		The Company prepares the corporate social responsibility report according to the GRI Standards, and appoints a third-party certification body to provide limited assurance on the report in accordance with the Bulletin of Assurance Standards of the Republic of China No. 1 (with	Not a significant difference

Items	Implementation			Deviations and the Cause(s) of Deviations From the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
the company? Are said reports assured or verified by a third-party certification body?			reference to ISAE 3000), while disclosing it on the Company's website.	

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

In order to implement corporate social responsibility, the Company has formulated the Sustainable Development Best Practice Principles, which are not significantly different from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, and it complies with the principles as required.

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

In response to energy conservation and environmental protection, the Company has strengthened the recycling of resources, increased the utilization rate, and been committed to charity events and activities while giving back to the community from time to time. It has established a customer service unit and assigned dedicated personnel to communicate with customers in a timely manner regarding customer complaints and to review and improve accordingly. To enhance a harmonious labor-management relationship, the Company has built a comprehensive communication channel with diverse and two-way communication mechanisms to enable employees to fully express their opinions, while the Company can respond and deal with them in a timely manner, and put constructive opinions into practice one by after. As such, the Company can achieve labor-management harmony and mutual prosperity in a positive labor-management relationship.

5.(2) 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 will supervise post-climate change related issues. Members of the ESG Committee report preparation team have identified the risks and opportunities that may be brought about by climate change factors through workshops, and assessed their likelihood and impacts. Based on the analysis results, we develop a risk and opportunity matrix, formulate strategies for the top two climate risks and opportunities, set climate change response strategies, and report the results to the ESG Committee. The ESG Committee develops response strategies and action plans for various climate change-related risks and opportunities, and convenes departmental meetings from time to time to discuss and coordinate related topics. Report the implementation results to the Board of Directors and the Audit Committee at least once a year.

Item	Implementation				
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Major climate-related issues	Description of risk impact (opportunity impact)	Duration of Impact	Potential financial impact	Responding strategies
	Transition risk - Market Rising raw material costs	Ruentex Industries relies on international trade. The disorderly production of raw materials and the rise in prices caused by extreme weather may affect the cost of raw materials, exchange rate fluctuations and inflation. One of the main raw materials, cotton, has been affected by the climate and long-term heavy rainfall, resulting in poor cotton quality or reduced production leading to the increase in raw material prices, which in turn affects the delivery time and price of end products.	Mid-term	Decrease in net profit and increase in operating cost	Introduce more suppliers to choose from, diversify risks without excessive concentration in the same area, and stabilize materials and delivery.
	Physical risk - immediate Increased severity of extreme weather events such as typhoons and	Due to the changes and severity of extreme weather, the frequency of severe weather such as	Long-term	Unable to ship goods as scheduled, interruption of retail store operations,	Purchase business interruption insurance to reduce disaster losses. Anti-flooding equipment and emergency response procedures are

Item	Implementation				
	floods	<p>typhoons and floods increases, resulting in flooding and power outages, which may interrupt operations and cause injury to personnel, resulting in reduced revenues and increased costs. Strong storms affected the operation of retail stores, reducing customers' willingness to spend, resulting in increased costs and decreased sales. Supplier locations are affected by drought, typhoon, or rainstorm, resulting in suspension of production, or damage to property and personnel. Normal shipments cannot be made.</p>		<p>and reduced revenue. Assets are affected or scrapped, and capital expenditures increase. Higher freight and operating costs.</p>	<p>regularly inspected and drilled on a regular basis. The hypermarket store shall be raised or relocated to a higher ground.</p>
	Opportunity - Products and Services Development and/or add low-carbon	<p>Following the international trend of carbon reduction, customers have higher requirements</p>	Long-term	<p>Increased revenue and acquisition of investee opportunities</p>	<p>Design and develop sustainable and environmentally friendly fabrics for customers or brands to choose.</p>

Item	Implementation				
	products and services	<p>for carbon reduction. To ensure competitiveness , we need to attract customers with the concept of sustainability, enhance our competitiveness , and develop new customer groups.</p> <p>Research and develop self-made styles to develop more environmentally friendly and high-quality products; at the same time, purchase functional fabrics and use recycled materials to create competitive products.</p> <p>Promote the use of green energy and water-saving processing methods by suppliers to reduce the impact of production on the environment and help reduce greenhouse gas emissions.</p>			<p>Work with suppliers to use raw materials with a lower carbon footprint, such as organic cotton, recycled fibers, and sustainably produced synthetic fibers, to reduce the overall carbon emissions of products.</p>
	Opportunity - Products	Consumers' awareness of	Long-term	Increased revenue and	The raw materials of products are made of

Item	Implementation				
	and Services Changes in consumer preferences	environmental protection is on the rise, and more and more consumers tend to buy environmentally friendly sustainable fashion brands/products, low-carbon products, and so on. The newly developed products use low-carbon or zero-carbon yarns (the main controllable factor for carbon reduction of fabrics). In the promotion of the brand customers, the carbon reduction ratio is added to improve the brand customers' concept of control of carbon emissions.		acquisition of investee opportunities	environmentally friendly and organic cotton fabrics; and recycled/environmentally friendly product packaging materials are used.
3. Describe the financial impact of extreme weather events and transformative actions.	In response to the climate emergency and the potential crisis in the supply of energy and resources, the Company not only strengthens the adjustment of climate resilience and reduces the operational impact that may be caused by disasters, but also continues to work hard to mitigate greenhouse gas emissions. By identifying the risks and opportunities of climate change, and implementing relevant countermeasures and strategies, we can reduce risks and grasp business opportunities to achieve the goal of sustainable operation of the enterprise. Scenarios are also used to identify physical and transformation risks and product, customer and operational opportunities, and their impact on the Company's operating activities, in order to strengthen the Company's climate change governance.				

Item	Implementation
	<p>The Company relies on international trade. The disorderly production of raw materials and the rise in prices caused by extreme weather will affect the cost of raw materials, exchange rate fluctuations and inflation. One of the main raw materials, cotton, has been affected by the climate and long-term heavy rainfall, resulting in poor cotton quality or reduced production leading to the increase in raw material prices, which in turn affects the delivery time and price of end products. By introducing more suppliers for selection, the Company does not focus on the same area, diversify risks, and stabilize material availability and delivery. At the same time, the Company designs and develops sustainable environmentally friendly fabrics for customers or brands to choose and in cooperation with suppliers to use raw materials with lower carbon footprints, such as organic cotton, recycled fibers, and sustainably produced synthetic fibers, reducing the overall carbon emissions of products. Therefore, the transformation has no significant financial impact.</p>
<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>The Company's board of directors will supervise post-climate change related issues. Members of each department in the report preparation team of the ESG Committee identify the risks and opportunities that may be brought about by climate change and evaluate the possibility of occurrence and the impact level. The results of the report will be sent to the relevant departments to formulate corresponding strategies and plans. The results are then compiled by the team and reported to the ESG Committee. The ESG Committee develops response strategies and action plans for various climate change-related risks and opportunities, and convenes departmental meetings from time to time to discuss and coordinate related topics. Report the implementation status to the Board of Directors at least once a year.</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 used workshops to identify potential risks and opportunities brought about by climate change. They assessed the likelihood and impact of these factors and, based on the analysis results, created a risk and opportunity matrix. Strategic planning was conducted for the top two climate risks and opportunities, and climate change response strategies were established.</p> <p>The Company, in alignment with the TCFD framework, has established two climate change scenarios for analysis: (1) SSP5-8.5, representing a high-emission pathway with a projected temperature increase of up to 6°C, and (2) a low-emission scenario with a temperature rise limited to 1.5°C. Key risk factors identified under these scenarios include rising raw material costs and an increase in the severity of extreme weather events such as typhoons and floods. The potential financial impacts may include reduced net income and higher operating costs, as well as disruptions to product delivery schedules and retail operations, ultimately leading to decreased revenue.</p>
<p>6. If there is a transition plan for managing climate-related</p>	<p>There is no relevant plan at present, and it will be formulated in the future depending on the situation.</p>

Item	Implementation
risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated	NA
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	The Company expects to set relevant targets after completing the greenhouse gas inventory (including subsidiaries in the consolidated financial statements).

Item	Implementation
relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 2-1 and 2-2 below).	Please refer to the following explanations in detail.

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

2-1-1 Greenhouse Gas Inventory Information

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

Year	2023		2024	
Item	Parent company	The subsidiaries	Parent company	The subsidiaries
Scope 1 direct emissions (tons CO ₂ e/year)	271.9799	NA	355.1826	2.4784
Intensity (tons CO ₂ e/NT\$ million)	0.10		0.12	0.001
Scope 2 direct emissions (tons CO ₂ e/year) (公噸 CO ₂ e/ 年)	3,091.3628	NA	2,930.2129	20.3818
Intensity (tons CO ₂ e/NT\$ million)	1.15		1.01	0.007
Scope 3 direct emissions (tons CO ₂ e/year) (公噸 CO ₂ e/ 年)	616.0647	NA	607.8224	NA
Intensity (tons CO ₂ e/NT\$ million)	0.23		0.21	

Note 1: Scope of data:

In 2023, The organizational boundaries of the Company are set at 9 locations including the headquarters building.

In 2024, The organizational boundaries of the Company are set at 11 locations including the headquarters building.

Note 2: The intensity of greenhouse gas emission is calculated based on the turnover.

2-1-22 Information on Greenhouse Gas Assurance

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.

2023 :

(1) Scope of assurance : The organizational boundaries of the Company are set at 9 locations including the headquarters building

(2) Assurance Institution : SGS Taiwan

(3) Assurance standard : ISO 14064-3:2019

(4) Assurance Status : Scope 1& 2 are reasonable assurance. Scope3 is Limited assurance.

2024 :

External verification is expected to be completed by the end of August 2025.

2-2 Greenhouse gas reduction goals, strategies and concrete action plans

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 goals, strategies, and specific action plans

Short-term goal: Completed the first greenhouse gas inventory of the parent company in 2023.

Complete the ISO 14064-1 greenhouse gas inventory and assurance of the parent company in 2024.

Medium-term goal: Complete the consolidated company's greenhouse gas assurance by 2027.

Projected 15% reduction in greenhouse gas emissions by 2030.

Long-term goal: 30% reduction of greenhouse gas by 2040.

Reduce greenhouse gas emissions by 50% and achieve carbon neutrality by 2050.

Main strategies:

According to the results of the 2023 inventory, our company's main emissions are indirect emissions from Scope 2. Since our company's main businesses are brand agency retail, textile and garment trading, and mass merchandising, our operating locations mainly generate greenhouse gas emissions from purchased electricity. Therefore, we will replace high-efficiency and energy-saving equipment as the main way to reduce emissions, supplemented by energy-saving promotion. In the future, we will also plan to increase the proportion of green energy use to achieve the goal of carbon neutrality.

After the 2014 greenhouse gas inventory is completed, the Company will use the complete inventory information as a basis for formulating future greenhouse gas reduction targets, strategies and action plans.

6. Performance in ethical corporate management and differences from the “Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies” and the reasons:

Item	Status of Operation		Summary Description	Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies
	Yes	No		
I. Establishing Ethical Corporate Management Policies and	V			

Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
Programs				
(1) 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?			(1) The Company has formulated the Ethical Corporate Management Best Practice Principles, which stipulate that the Company's directors and managers shall not directly or indirectly provide, promise, request, or receive any improper gains, or act in a way that violates integrity, laws, or the fiduciary duties in the course of business, and implemented the policy on ethical management as required.	No significant difference.
(2) 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		(2) The Company has established the Procedures for Ethical Management and Guidelines for Conduct and a whistleblowing system; meanwhile, the employee manual explicitly stipulates the effective rewards and disciplinary actions; said regulations and rules have been implemented as required.	No significant difference.
(3) 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		(3) The Company complies with by the Ethical Corporate Management Best Practice Principles and formulates relevant regulations on rewards and disciplinary actions for potential unethical conduct in business activities, such as bribery and acceptance of bribes, and provision of illegal political donations.	No significant difference.
II. Implementing Ethical Corporate Management				
(1) Does the company assess the ethical records of its counterparts and explicitly include clauses on ethical behavior in transaction contracts?	V		(1) The Company has established relevant management rules and implemented them in accordance with relevant regulations. In any case of unethical, the business relationship will be terminated immediately.	No significant difference.

Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
(2) 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		(2) The President's Office and relevant departments are responsible for increasing employees' awareness of ethical corporate management. Each department implements its duties as required. The Audit Department examines compliance with the internal control system and reports to the Board of Directors on December 27, 2024.	No significant difference.
(3) Does the Company establish and implement a policy to prevent conflicts of interest and provide suitable channels for reporting such conflicts?	V		(3) There are relevant whistleblowing procedures stipulated in the Company's Ethical Corporate Management Best Practice Principles, which serve as a basis for conduct, and there are smooth communication channels set up.	No significant difference.
(4) 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		(4) The Company has developed an accounting system and an internal control system, and implemented them effectively. The audit department performs relevant internal audit operations regularly, and not only reports to the management timely but reports on the implementation status to the Board of Directors quarterly.	No significant difference.
(5) Does the Company regularly organize internal and external education and training activities for ethical corporate management?	V		(5) The Company increases employees' awareness of the Company's Ethical Corporate Management Best Practice Principles at regular and occasional meetings, and will organize education and training sessions based on the status of implementing social responsibility in the future. In	No significant difference

Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			2024 a total of 262 person-times participated, with a total of 669 person-hours. Meanwhile, all directors have participated in relevant training sessions. Please refer to p28 - Directors' continuing education in 2024.	
III. Operating the Whistleblowing System				
(1) 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		(1) The Company has set up a whistleblowing system; meanwhile, the employee manual explicitly stipulates the effective rewards and disciplinary actions; the Company investigated cases reported through the whistleblowing system in accordance with the regulations.	No significant difference.
(2) Does the company establish standard operating procedures for investigation, post-investigation measures, and related mechanisms to ensure the confidentiality of a whistleblower complaint?	V		(2) The Company's whistleblowing system has explicitly stipulated the operating procedures and a confidentiality mechanism; the Company handles relevant matters in accordance with the regulations.	No significant difference.
(3) Does the Company establish measures to protect whistleblowers against retaliation?	V		(3) The Company is committed to protecting the confidentiality of and protecting whistleblowers to prevent them from improper treatment or retaliation.	No significant difference.
IV. Reinforcing Information Disclosure				
(1) Does the Company disclose the ethical corporate management principles and their effectiveness on the corporate website and the MOPS?	V		(1) The Company has set up a corporate website to disclose relevant information in a timely manner.	No significant difference.
V. If the Company has established its own ethical corporate management best practice principles in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies," please state the status of operations and differences in the principles it establishes: The Company has formulated its own Procedures for Ethical Management and Guidelines for Conduct, which are not significantly different from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies, and it complies with them as required.				

Item	Status of Operation			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
VI. Other important information that facilitates better understanding of the Company's operation of Ethical Management and Guidelines for Conduct: Procedures for Handling Material Inside Information are specially adopted to establish sound mechanisms for the handling and disclosure of material inside information by the Company, in order to prevent improper information disclosures and to ensure the consistency and accuracy of information released by the Company to the public. Directors, managers and employees of the Company who acquires knowledge of this Corporation's material inside information due to their position, profession, or relationship of control shall comply with the applicable provisions of these Procedures.				

7. If the Company has established the Governance Best Practice Principles and related regulations, please disclose the methods to access them:

The Company has formulated the Corporate Governance Best Practice Principles and relevant regulations, please refer to the Company's website for details
 (http://www.ruentex.com.tw/financial/Financial_cn.htm).

8. Other material information that is helpful for understanding the status of implementation of corporate governance: NA.

9. Implementing the Internal Control System:

- (1) Statement on internal control: please refer to the next page for details.
- (2) The Company auditing its internal control system by a CPA shall disclose the CPA audit report: Not applicable.

Ruentex Industries Ltd.
Statement of Internal Control

Date: March 12, 2025

With regards to the results of the 2024 self-assessment of the internal control system, we hereby declare as follows:

- I. We acknowledge and understand that it is the responsibility of our Board of Directors and managers to establish, implement, and maintain an internal control system, and we have established such system. The purpose is to fairly ensure the effect and efficiency of operations (including profitability, performance, and security of assets); the reliability, timeliness, and transparency of financial reporting; and the achievement of legal compliance.
- II. There is a limitation inherent to each internal control system, however perfect the design is. As such, an effective internal control system can only fairly ensure the achievement of the aforementioned goals. Furthermore, the effectiveness of an internal control system may vary as the macro environment and situation change. By equipping our internal control system with a self-monitoring mechanism, we can take immediate corrective actions against any defects once identified.
- III. Referring to the criteria for determining the effectiveness of an internal control system as specified in the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (the "Criteria"), we judge the effectiveness of design and implementation of our internal audit system. With regard to the management control process, the Criteria divide an internal control system into five elements: a) control environment, b) risk evaluation, c) control operation, d) information and communication, and e) monitoring. Each element in turn contains certain audit items, and the Criteria shall be referred to for details.
- IV. We have evaluated the effectiveness of design and implementation of our internal control system with such criteria.
- V. In respect of the findings from the above evaluation, we hold that the design and implementation of our internal control system (including the supervision and management of subsidiaries) as of December 31, 2024 were effective to achieve the above goals in terms of the effect and efficiency of operations; the reliability, timeliness, and transparency of financial reporting; and the achievement of legal compliance.
- VI. This statement shall form an integral part of the Annual Report and the prospectus of this Company and will be disclosed to the public. If there is any fraud, concealment, or unlawful practice found in the above contents, we shall be liable for the legal consequences under Article 20, Article 32, Article 171, and Article 174 of the Securities and Exchange Act.
- VII. This statement of declaration was approved unanimously by the Board Meeting held on March 12, 2025 with the presence of eight directors attending the meeting

Ruentex Industries Ltd.
Chairman: Hsu, Sheng-Yu
President: Hsu, Chih-Chang

10. In the previous fiscal year and by the date of annual report publication, there were punishments on the company or its employees by law or punishments on employees by the company for violating the internal control regulations with results that may cause significant impacts to the rights and interests of shareholders or the stock price, state the content of punishments, major defects, and improvements: NA.

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

(1) Resolutions of the annual shareholders' meeting in the most recent year and the implementation thereof

Date of the Meeting	Summary of important proposals and resolutions	Implementation
2024.06.27 Annual Meeting of Shareholders	<ol style="list-style-type: none"> 1. Approved the 2023 financial statements. 2. Approved the Distribution of Earnings for 2023. 3. Approved the Amendment to the Company Corporate Charter (Articles of Incorporation). 4. Election of the Company's Directors 	The board of directors resolved to set August 4, 2024 as the ex-dividend date and August 20, 2024 as the distribution date as resolved by the board of directors on July 10, 2024.

(2) Resolutions of the Board of Director in the most recent year and as of the publication date of the annual report

Term / Session	Date of the Meeting	Summary of important proposals and resolutions	Independent directors' opinions
16/31	2024.02.02	<ol style="list-style-type: none"> 1.The progress report of the Company's greenhouse gas inventory and verification schedule. 2. Renewal of the bank loan facility of the Company.. 3. The ratio of appropriation of employee remuneration for 2023. 4. The proposal to suggest the amount of year-end performance bonus to be issued for 2023. 5. The proposal to suggest the amount of year-end performance bonus for managers for 2023. 6. The proposal to suggest the amount of year-end performance bonus for the Chairman for 2023. 7. Proposal to suggest the payments for Company's directors for their professional service for 2024. 8. Proposal to amend part of the Company's "Salary Management Regulations." 9. The Company's 2024 business plan. 10. Proposal of the 2024 CPA remuneration. 11. Amendment of the " Rules of Procedure for Board Meetings " and the " Audit Committee Organizational 	None of the independent directors expressed objections.

Term / Session	Date of the Meeting	Summary of important proposals and resolutions	Independent directors' opinions
		Charter "	
16/32	2024.03.13	<ol style="list-style-type: none"> 1. The progress report of the Company's greenhouse gas inventory and verification schedule. 2. Report on the Company's liability insurance policy(ies) for directors. 3. Renewal of the bank loan facility of the Company. 4. Proposal for the amount of employee remuneration to be appropriated for 2023. 5. The Company's 2023 Consolidated Financial Statement (including individual financial statements), Business Report, and Financial Accounting Reports. 6. Distribution of Earnings for 2023. 7.Election of the Company's Directors(Including independent directors) is respectfully requested. 8. Proposal of Lifting of the non-compete restrictions on newly elected directors. 9. The Company's proposal to convene the 2024 general shareholders' meeting. 10. The period of nomination, number of seats, and place of registration of candidates for the election of the directors (including independent directors) 11 .Proposal for the 2023 Statement of Internal Control System of the Company. 	None of the independent directors expressed objections.
16/33	2024.04.10	<ol style="list-style-type: none"> 1. Nomination List of Candidates for Directors and Independent Directors 2. Amendment to the Company Corporate Charter (Articles of Incorporation). 3. The Company's proposal to revise the 2024 general shareholders' meeting agenda. 	None of the independent directors expressed objections.
16/34	2024.05.13	<ol style="list-style-type: none"> 1. Proposal to subscribe for the shares issued in common stock by investment companies for capital increase in cash. 2. The Company's Consolidated Financial Report of Q1 of 2024. 	None of the independent directors expressed objections.
17/01	2024.06.27	The election of Chairman of the Company	None of the independent directors expressed objections.
17/02	2024.07.10	<ol style="list-style-type: none"> 1. Proposal to subscribe for the shares issued in common stock by AP Biosciences Inc for capital increase in cash.. 2. The proposal to sign a land exchange contract with the Hsinchu County Government. 3. The Company's establishment of the "Rules Governing Financial and Business Matters Between this Corporation and its Affiliated Enterprises" of the Company. 4. The appointment of the Company's 6th Remuneration Committee members. 	None of the independent directors expressed objections.

Term / Session	Date of the Meeting	Summary of important proposals and resolutions	Independent directors' opinions
17/03	2024.08.13	<ol style="list-style-type: none"> 1.. The Company's Consolidated Financial Report of Q2 of 2023. 2. Proposal to disposal of the land and factory buildings of the Guanyin Factory in Taoyuan City. 3. Proposal of remuneration to the Company's 17th term of general Directors 4. Proposal of remuneration to the Company's 17th term of Independent Directors 5. Proposal for the amendments to the Company's "Stock Affairs Units Internal Control System Standards" 6. Proposal to amend part of the "Regulations for Performance Assessment of the Board of Directors." 7. Discussion on the Company's 2023 corporate sustainability report. 	None of the independent directors expressed objections.
17/04	2024.10.25	<ol style="list-style-type: none"> 1. Proposal to change of manager of Zhonghe branch 	None of the independent directors expressed objections.
17/05	2024.11.12	<ol style="list-style-type: none"> 1. The Company's Consolidated Financial Report of Q3 of 2024 2. The proposal for the formulation of the Company's "Sustainable Information Management Procedure" and amendments to the Company's "Procedures for Handling Material Inside Information." 3. The proposal for the addition to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules" 	None of the independent directors expressed objections.
17/06	2024.12.27	<ol style="list-style-type: none"> 1. Explanation on issues of audit planning linked up with the Company's Financial Statements 2024. 2. Report on the Company's regular evaluation of the independence of CPAs 3. Report on the implementation of cybersecurity management in 2024. 4. Report on the implementation of corporate governance and sustainable development of the Company in 2024. 5. Proposal to subscribe common stock issued by OBI Pharma, Inc. for cash capitalization. 6. Proposal to subscribe common stock issued by Ruen Chen Investment Holdings Ltd. for cash capitalization. 7. The 2024 internal audit program of this Company. 8. The proposal for the Company's establishment of "Risk Management Policy and Procedures." 9. The proposal for the Company's establishment of "Risk Management Policy and Procedures." 10. The proposal for the establishment of the "Sustainable Development Committee" and the 	None of the independent directors expressed objections.

Term / Session	Date of the Meeting	Summary of important proposals and resolutions	Independent directors' opinions
		<p>formulation of the "Sustainable Development Committee Charter" of the Company</p> <p>11. The proposal for the addition to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules"</p> <p>12. The Company's 2025 business plan.</p>	
17/07	2025.01.21	<p>1. Reported on the results of 2024 board performance assessment</p> <p>2. Approved the proposal for the ratio of employees remuneration to be appropriated for 2024</p> <p>3. Approved the proposal to suggest the amount of year-end performance bonus to be issued for 2024</p> <p>4. Approved the proposal to suggest the amount of year-end performance bonus for managers for 2024</p> <p>5. Approved the proposal to suggest the amount of year-end performance bonus for the Chairman for 2024</p> <p>7. Approved the proposal to suggest the payments for Company's directors for their professional service for 2025</p>	None of the independent directors expressed objections.
17/08	2025.03.12	<p>1. Report on the implementation plan for the Company's Sustainable Disclosure Standards.</p> <p>2. Report on the Company's liability insurance policy(ies) for directors.</p> <p>3. Renewal of the bank loan facility of the Company.</p> <p>4. Proposal for the amount of employee remuneration to be appropriated for 2024.</p> <p>5. The Company's 2024 Consolidated Financial Statement (including individual financial statements), Business Report, and Financial Accounting Reports.</p> <p>6. Distribution of Earnings for 2024.</p> <p>7. Proposal to distribute cash from the legal reserve, submitted for discussion</p> <p>8. Amendment to the Company Corporate Charter (Articles of Incorporation).</p> <p>9. By-election of two Directors.</p> <p>10. The Company's proposal to convene the 2025 general shareholders' meeting</p> <p>11. Proposal for the 2024 Statement of Internal Control System of the Company.</p> <p>12.</p> <p>13. Nomination List of Candidates for Directors and Independent Directors</p>	None of the independent directors expressed objections.
17/09	2025.04.08	<p>1. Renewal of the bank loan facility of the Company.</p> <p>2. Lifting of the non-compete restrictions on newly elected directors.</p> <p>3. The Company's proposal to convene the 2025 general shareholders' meeting (add motion)</p>	

12. In the previous fiscal year and by the date of annual report publication, for

directors 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

13. In the previous fiscal year and by the date of annual report publication, the summary of the resignation or dismissal of the company's chairman, president, chief accounting officer, chief finance officer, chief internal auditor, chief governance officer, and chief R&D officer: None

V. CPA Audit Fee Information

Amount Unit: NTD in Thousands

Name of CPA Firm	Name of CPA	Accountants' Audit Period	Audit Fee	Non-audit Fee (Note)	Total	Remarks
PwC Taiwan	Shu-chiung Chang	January 1, 2024 to December 31, 2024	5,250	19	5,269	
	Seanh Hsu					

Note: The audit fees of major subsidiaries and printing expenses for financial reports.

- (I) Where the non-audit fees paid to the CPAs, the CPA firm, and its affiliates are greater than one-fourth of the audit fees paid thereto, the amount of the audit and non-audit fees and the content of the non-audit services shall be disclosed: N/A.
- (II) Where the CPA firm is replaced and the audit fees paid during the year in which the CPA firm is replaced are less than the audit fees paid in the prior year, the amount of the audit fees before and after the replacement and the reason shall be disclosed: N/A.
- (III) Where the audit fees are reduced by more than 10% compared with the prior year, the amount, percentage, and reasons for the reduction of the audit fees shall be disclosed: N/A.

VI. Change of CPA:

- (I) About Former Accountants: Not applicable.

Replacement Date			
Reasons for and Explanations of Such Replacement			
Explanation: The appointment for auditing service is terminated by the principal or refused by	Party		CPA
	Situation		Principal
	Proactive Termination of Appointment		
	No Longer Accepting		

the accountant.	(continuing) Appointment			
The Independent Auditor's Report with an audit opinion other than an unqualified opinion issued in the last two years and the reasons:				
Whether there is any disagreement with the issuer	Yes	~	Accounting Principles or Practices	
		~	Disclosures of Financial Report	
		~	Audit Scope or Procedures	
		~	Others	
		~		
	No			
	Description			
Other Disclosures (Disclosures according to Subparagraphs 1-4 - Subparagraph 1-7 of Paragraph 6, Article 10 of the Regulations)				

(II) About the Succeeding Accountants: Not applicable.

Name of Accounting Firm	
Name of CPA	
Date of Appointment	
Inquiries before appointments regarding the accounting processes or principles for the specific transactions and the possible audit opinions for the financial report and the results:	
Written opinions of the succeeding accountant on specific events that are different from the former accountant:	

(III) The former CPAs' reply to the matters under item 1 and point 3, item 2, subparagraph 6, Article 10 of the Regulations Governing Information to be Published in Annual Reports of Public Companies: Not applicable.

VII. The name, title, and work period in the CPA firm or its affiliate shall be disclosed where the Company's Chairman, President, or managers in charge of financial or accounting affairs have worked in a CPA firm to which the CPAs appointed belong or its affiliate within the most recent year: None.

VIII. 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:

Unit: Shares

Title	Name	2024		As of March 30, 2025	
		Increase/ Decrease in Shares Held	Increase/ Decrease in Shares Pledged	Increase/ Decrease in Shares Held	Increase/ Decrease in Shares Pledged
Chairman and Director	Huei Hong Investment Co., Ltd.	0	(1,500,000)	0	0
Chairman Representative	Sheng-yu Hsu	0	0	0	0
Director Representative	Hsu, Chih-Chang	0	0	0	0
Director	Ruentex Xing Co., Ltd.	0	0	0	0
Director Representative	Yin, Chung-Yao	0	0	0	0
Director Representative	Lee, Tien-Chien	0	0	0	0
Director	Shu-Tien Urology and Ophthalmology Clinic	0	0	0	0
Director Representative	Lee, Chih-Hung	0	0	0	0
Director Representative	Tsai Shun-Fa (Succeeded on August 2, 2024)	0	0	0	0
Director Representative	Yen, Tien-Cheng (Dismissed on August 2, 2024)	0	0	0	0
Independent Director	Tang, Gia-Khy	0	0	0	0
Independent Director	Chen, Shou-Jen	0	0	0	0
Independent Director	Chen, Miao-Fang (Elected on June 27, 2024)	0	0	0	0
Independent Director	Wang, Tay-Chang (Dismissed on June 27, 2024)	0	0	0	0
Major Shareholder	Ruentex Development Co., Ltd.	0	0	0	0
President	Hsu, Chih-Chang	0	0	0	0

Title	Name	2024		As of March 30, 2025	
		Increase/ Decrease in Shares Held	Increase/ Decrease in Shares Pledged	Increase/ Decrease in Shares Held	Increase/ Decrease in Shares Pledged
Vice President, Fund Management Department	Lee, Tien-Chien	0	0	0	0
Vice President, Financial Management Department	Chang, Hsiu-Yen	0	0	0	0
Vice President	Fang, Liang-Yuan	(37,000)	0	0	0
Vice President	Huang, Jian-Hua	0	0	0	0
Assistant Vice President	Huang, Chia-Yi	0	0	0	0
Assistant Vice President	Chang, Jui-Tang	0	0	0	0
Assistant Vice President	Liang, Tien-Yi	0	0	0	0
Assistant Vice President	Cheng, Mei-Ching	(20,000)	0	0	0
Assistant Vice President	Lin, Fang-Jung	(2,000)	0	0	0
Assistant Vice President	Hong, Shi-Qin	0	0	0	0
Assistant Vice President	Chang, Wei-Chun	(2,000)	0	0	0
Assistant Vice President	Chang, Ya-Chu	0	0	0	0
Assistant Vice President	Huang, Tsai-Ming	0	0	0	0
Assistant Vice President	Tsai, Hao-Chuan	0	0	0	0
Assistant Vice President	Wu, Pei-Ling (Take office on APR. 10, 2024)	0	0	0	0
Assistant Vice President	Huang, Yun-Ting (Resigned on MAR. 16, 2024) (Take office on MAR. 3, 2025)	0	0	0	0
Branch Manager, Zhonghe Branch	Ciou, Jing-Jhong (Take office on NOV. 1, 2024)	0	0	0	0
Branch Manager, Zhonghe Branch	Sun, Cheng-Hsiung (Resigned on NOV. 1, 2024)	(2,000)	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) The counterparty of the equity transfer is a related party: None

(2) The counterparty of the equity pledge is a related party: None

IX. 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

Unit: Shares; %, March 30, 2025

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)		Remark
	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Name	Relationship	
Ruentex Development Co., Ltd.	157,697,626	14.28	0	0	0	0	Gin-Hong	The investee company accounted for under the equity method	
							Ruentex Engineering & Construction	Ruentex Development is the parent company of Ruentex Engineering & Construction	
							Yingjia	is the corporate director of Ruentex Development	
Representative: Jean, Tsang-Jiunn	19	0	0	0	0	0	~	~	
Ruentex Engineering & Construction Co., Ltd.	50,241,066	4.55	0	0	0	0	Ruentex Development	is the parent company of Ruentex Engineering & Construction	
							Huei Hong	is the corporate director of Ruentex Engineering & Construction	
							Yingjia	is the corporate director of Ruentex Engineering & Construction	
Representative: Lee, Chih-Hung	0	0	638,000	0.06	0	0	Ruentex Development Co., Ltd.	is the corporate director of Ruentex Development	
							Changchun	is the corporate supervisor of Changchun	
Yi Tai Investment Co., Ltd.	46,566,824	4.22	0	0	0	0	~	~	
Representative: Chang, Kun-Long	5,000	0.00	31	0	0	0	Huei Hong	is the corporate director of Huei Hong	
							Ruentex Engineering & Construction	is the corporate director of Ruentex Engineering &	

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)		Remark
	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Name	Relationship	
								Construction	
							Sheng Cheng	is the chairman of Sheng Cheng	
							Yingjia	is the chairman of Yingjia	
							Ruen Hua	is the chairman of Ruen Hua	
Changchun Investment Co., Ltd.	50,287,656	4.55	0	0	0	0	Ruen Hua	is the corporate director of Ruen Hua	
Representative: Samuel Yen-Liang Yin	4,239,759	0.38	426,344	0.04	0	0	Huei Hong	is the chairman of Huei Hong	
							Ruen Hua	is the corporate director of Ruen Hua	
Huei Hong Investment Co., Ltd.	44,434,910	4.02	0	0	0	0	Ruen Hua	is the corporate director of Huei Hong	
							Ruentex Engineering & Construction	is the corporate director of Ruentex Engineering & Construction	
							Yi Tai	is the corporate supervisor of Huei Hong	
Representative: Samuel Yen-Liang Yin	4,239,759	0.38	261,344	0.02	0	0	Changchun	is the chairman of Changchun	
							Ruen Hua	is the corporate director of Ruen Hua	
Yingjia Investment Co., Ltd.	34,630,871	3.14	0	0	0	0	Ruen Hua	is the corporate director of Yingjia	
							Ruentex Development	is the corporate director of Ruentex Development	
							Changchun	is the corporate supervisor of Yingjia	
Representative: Chang, Kun-Long	5,000	0.00	31	0	0	0	Huei Hong	is the corporate director of Huei Hong	
							Ruentex Engineering & Construction	is the ultimate parent company of Ruentex Engineering & Construction	
							Yi Tai	is the chairman of Yi Tai	
							Sheng Cheng	is the chairman of Sheng Cheng	
							Ruen Hua	is the chairman of Ruen Hua	
Changchun Investment Co., Ltd.	38,660,656	3.50	0	0	0	0	Yingjia	is the corporate supervisor of Yingjia	

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)		Remark
	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Name	Relationship	
Representative: Samuel Yen-Liang Yin	4,239,759	0.38	261,344	0.02	0	0	Ruen Hua	is the corporate director of Changchun	
							Huei Hong	is the chairman of Huei Hong	
Gin-Hong Investment Co., Ltd.	36,593,388	3.31	0	0	0	0	Ruen Hua	is the corporate director of Ruen Hua	
							Ruentex Development	is the corporate supervisor of Gin-Hong	
Representative: Lee, Tien-Chien	351,150	0.03	0	0	0	0	~	~	
Sheng Cheng Investment Co., Ltd.	35,110,005	3.18	0	0	0	0	Ruen Hua	is the corporate director of Sheng Cheng	
Representative: Chang, Kun-Long	5,000	0.00	31	0	0	0	Huei Hong	is the corporate director of Huei Hong	
							Ruentex Engineering & Construction	is the corporate director of Ruentex Engineering & Construction	
							Yi Tai	is the chairman of Yi Tai	
							Yingjia	is the chairman of Yingjia	
							Ruen Hua	is the chairman of Ruen Hua	
Hua Nan Commercial Bank is entrusted to keep the Yuanta Taiwan Value High Yield ETF Securities Investment Trust Fund special account	28,699,000	2.60	~	~	~	~	~	~	
Ruen Hua Dyeing & Weaving Co., Ltd.	20,753,809	1.88	0	0	0	0	Changchun	is the corporate director of Ruen Hua	
							Huei Hong	is the corporate director of Huei Hong	
							Yingjia	is the corporate director of Yingjia	
							Sheng Cheng	is the corporate supervisor of Sheng Cheng	
Representative: Chang, Kun-Long	5,000	0.00	31	0	0	0	Huei Hong	is the corporate director of Huei Hong	
							Ruentex Engineering & Construction	is the ultimate parent company of Ruentex	

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)		Remark
	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Name	Relationship	
								Engineering & Construction	
							Yi Tai	is the chairman of Yi Tai	
							Sheng Cheng	is the chairman of Sheng Cheng	
							Yingjia	is the chairman of Yingjia	

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: For the shareholders disclosed in the preceding paragraph, including juridical persons and natural persons, their relationships to each other shall be disclosed.

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

Unit: 1,000 Shares; %, March 31, 2025

Invested Companies (Note)	Investment of the Company		Comprehensive Investment of the Directors, Managers, and the Invested Companies Directly or Indirectly Controlled by the Company		Comprehensive Investment	
	Shares	Shareholdin g percentage	Shares	Shareholdin g percentage	Shares	Shareholdin g percentage
Full Shine	19,500	100.00%	0	0.00%	19,500	100.00%
Gold Leaf	500	100.00%	0	0.00%	500	100.00%
East Capital	4,208	100.00%	0	0.00%	4,208	100.00%
New Zone	13,792	100.00%	0	0.00%	13,792	100.00%
Kompass Global Sourcing Solutions Ltd.	5,706	100.00%	0	0.00%	5,706	100.00%
Gin-Hong Investment Co., Ltd.	20,696	55.00%	395	1.05%	21,091	56.05%
Shing Yen Construction Development Co., Ltd.	28,783	50.94%	855	1.51%	29,638	52.46%
Concord Greater China	17,580	42.42%	0	0.00%	17,580	42.42%
Ruen Fu Newlife Corp.	1,200	40.00%	0	0.00%	1,200	40.00%
Ruentex Development Co., Ltd.	730,988	25.70%	210,656	7.41%	941,644	33.11%
Ruen Chen Investment Holdings Ltd.	7,584,595	23.00%	5,935,770	18.00%	13,520,365	41.00%
Nan Shan Life Insurance Co., Ltd.	31,359	0.21%	142,914	0.97%	174,273	1.19%

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

Fundraising

I. Necessary information on capital and shares:

(I) Source of capital: (The total number of shares issued by the Company in the most recent year and as of the publication date of the annual report)

Year/ Month	Issue Price per Share	Authorized capital		Paid-in Capital		Source of Capital	Remark	
		Shares	Amount	Shares	Amount		Paid-in Capital Paid with Considerations Other Than Cash	Others
July 23, 1996	NT\$10	576,000,000	5,760,000	456,744,722	4,567,447	Capitalization of Capital Surplus for NT\$258,535,000	No	No
May 14, 1997	NT\$10	850,000,000	8,500,000	625,437,416	6,254,374	Capital Increase in Cash by NT\$773,438,000 Capitalization of Capital Surplus for NT\$456,744,000 Capitalization of Earnings for NT\$456,745,000	No	April 28, 1997(1997)Tai Cai Zheng (1) No. 30425
May 8, 1998	NT\$10	852,000,000	8,520,000	750,524,900	7,505,249	Capitalization of Capital Surplus for NT\$625,437,000 Capitalization of Earnings for NT\$625,437,000	No	No
September 27, 1999	NT\$10	996,200,000	9,962,000	788,051,145	7,880,511	Capitalization of Capital Surplus for NT\$375,262,000	No	No
July 1, 2006	~	996,200,000	9,962,000	779,340,945	7,793,409	Consolidated Capital Reduction by NT\$87,102,000	No	No
July 27, 2007	~	996,200,000	9,962,000	727,674,715	7,276,747	Consolidated Capital Reduction by NT\$516,662,000	No	No
March 17, 2008	~	996,200,000	9,962,000	711,434,323	7,114,343	Consolidated Capital Reduction by NT\$162,404,000	No	No
January 11, 2011	NT\$10	996,200,000	9,962,000	841,434,323	8,414,343	Capital Increase in Cash by NT\$1,300,000,000	No	August 25, 2011 FSC Cert Far No. 1000037685
December 27, 2013	NT\$10	996,200,000	9,962,000	941,434,323	9,414,343	Capital Increase in Cash by NT\$1,000,000,000	No	October 17, 2013 FSC Cert Far No. 1020040971

Year/ Month	Issue Price per Share	Authorized capital		Paid-in Capital		Remark	
		Shares	Amount	Shares	Amount	Source of Capital	Paid-in Capital Paid with Considerations Other Than Cash
September 5, 2018	NT\$10	996,200,000	9,962,000	564,860,594	5,648,606	Capital Reduction in Cash by NT\$3,765,737,000	No
July 30, 2019	NT\$10	1,500,000,000	15,000,000	564,860,594	5,648,606	~	~
November 1, 2021	NT\$10	1,500,000,000	15,000,000	734,318,772	7,343,188	Capitalization of Earnings for NT\$1,694,582,000	No
October 5, 2018	NT\$10	1,500,000,000	15,000,000	1,043,187,721	10,431,877	Capital Increase in Cash by NT\$3,700,000,000	No

Type of Shares	Authorized Capital				Remark	Unit: Shares
	Outstanding Shares		Unissued Shares	Total		
	Listed	Unlisted				
Registered Common Stock	1,104,318,772	0	1,104,318,772	395,681,228	1,500,000,000	

Unit: Shares

Related information of sum up reporting: None

(II) List of Major Shareholders

March 30, 2025

Shares		
Name of Major Shareholders	Number of shares held	Shareholding percentage
Ruentex Development Co., Ltd.	157,697,626	14.28%
Ruentex Engineering & Construction Co., Ltd.,	50,241,066	4.55%
Yi Tai Investment Co., Ltd.	46,566,824	4.22%
Huei Hong Investment Co., Ltd.	44,434,910	4.02%
Yingjia Investment Co., Ltd.	40,635,871	3.68%
ChangChun Investment Co., Ltd.	38,660,656	3.50%
Gin-Hong Investment Co., Ltd.	36,593,388	3.31%
Sheng Cheng Investment Co., Ltd.	35,110,005	3.18%
Hua Nan Commercial Bank is entrusted to keep the Yuanta Taiwan Value High Yield ETF Securities Investment Trust Fund special account	28,699,000	2.60%
Ruen Hua Dyeing & Weaving Co., Ltd.	20,753,809	1.88%

(III) The Company's Dividend Policy and Implementation

(1) The Dividend Policy as in the Company's Articles of Incorporation

Dividend Policy:

The Company's dividend policy is based on the Company Law and its articles of incorporation. The Board of Directors proposes an annual distribution plan to the shareholder meeting, taking into account factors such as finance, business, management, and capital budgeting, as well as balancing shareholder interests and the company's long-term financial planning. However, shareholder dividends must be no less than 30% of the net profit after tax for the year, excluding the share of profit or loss of associates and joint ventures accounted for using the equity method, after the legally required statutory reserve and various special reserves have been appropriated. The cash dividend ratio must be no less than 30% of the total dividend distribution for the year.

(2) The proposed allocation of the dividends at the shareholders' meeting:

Proposed to distribute cash dividends of NT\$2,760,796,930, NT\$2.5 per share.

(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 and Directors:

(1) The scope of remuneration to employees and directors as stipulated in the Company's Articles of Incorporation.

Per the Company's Articles of Incorporation:

A. Employee remuneration:

Article 34: Where the Company has a profit in a fiscal year, 0.3% to 0.5% of such profit shall be allocated as employee remuneration. If the Company has accumulated losses, an equivalent amount from the profit earned shall be reserved to make up for losses. The

remuneration to employees as stated in the preceding paragraph can be paid in cash or in shares, and employees of affiliated companies who meet certain requirement shall be entitled to receive such remuneration.

- B. The Company's Articles of Incorporation did not stipulate the distribution of remuneration of directors.
- (2) The basis for the estimated amount of employee remuneration and the remuneration of directors in the current period, the calculation basis for the number of shares for employee remuneration distributed in stock, and the accounting treatment applied when the actual amount distributed is different from the estimated amount:
 - A. The amount of employee remuneration and the remuneration of directors is estimated within the percentages as stated in the Company's Articles of Incorporation.
 - B. The basis for calculating the number of shares for employee remuneration distributed in stock: The Company did not distribute employee remuneration in stock for 2024.
 - C. When there is a difference between the amount to be distributed as resolved by the Board of Directors and the estimated amount, the difference shall be treated as a change in accounting estimates and recognized in profit or loss in the year in which the distribution occurs.
- (3) The distribution of remuneration resolved by the Board of Directors:
 - A. Remuneration to employees and directors paid in cash or stock. If it is different from the estimated amount of the expense recognition year, the difference amount, cause, and treatment should be disclosed:
Pursuant to Article 34 of the Company's Articles of Incorporation, 0.3% of the net income before tax for 2024 was appropriated as employee remuneration, totaling NT\$41,705,862, and all paid in cash with no difference from the estimated amount.
 - B. The amount of employee remuneration distributed in stock and its proportion to the net income after tax and the total employee remuneration as in the standalone or individual financial statements: The employee remuneration at this time was all paid in cash, hence not applicable.
- (4) The actual distribution of remuneration to employees and distributors in the prior year (including the number of shares distributed, amount, and stock price), and if it is different from the remuneration to employees and directors recognized, the amount of difference, the cause, and the handling of the difference shall be detailed:
 - A. The Company's Board of Directors resolved a decision to appropriate NT\$22,830,607 for employee remuneration for 2023 on March 13, 2024.

B. If it is different the remuneration of the employees and directors recognized, the amount of the difference, the cause, and the handling of the difference shall be specified:

Pursuant to Article 34 of the Company's Articles of Incorporation, 0.3% of the net income before tax for 2023 was appropriated as employee remuneration, totaling NT\$22,830,607, and all paid in cash with no difference from the estimated amount.

C. Remuneration of directors: None.

(VI) Shares repurchased by the Company: None.

II. Issue of corporate bonds: None.

III. Preferred stock issuance: None.

IV. Overseas depositary receipts: None.

V. Issue of employee stock warrants: None.

VI. New employee restricted shares: None.

VII. New shares issued in exchange for other companies' shares: None.

VIII. Fund implementation plan: N/A.

Operational Overview

I. Business Content

(I) Business Scope

1. Main content of the business:

- (1) Import and export of natural cotton, chemical fiber, synthetic fiber, hemp, fur, as well as other yarn and blended yarn, woven fabric, clothing, knitted, and woven products; import of raw cotton, chemical fiber, dyes, and chemical raw materials.
- (2) Commissioning of construction companies to build public housing buildings and commercial buildings for lease and sale; development of specific specialized zones; development of new towns, new communities; process zone expropriation and urban land readjustment agency.
- (3) Manufacturing, agency and distribution, and trading of relevant building materials; import and export of construction machinery.
- (4) Housing transaction information consultancy service.
- (5) Processing, warehousing, sorting, packaging, warehousing, and wholesale of goods.
- (6) Wholesale and retail of agricultural, livestock, and aquatic products, groceries, fabrics, apparel, garment accessories, building materials, furniture, and decorations.
- (7) Gifts and groceries catalog mail-order business.
- (8) Operation and management of shopping malls, grocery stores, and general retail stores and markets; import of goods for self-retail.
- (9) Sales and repair of various electronic appliances.
- (10) Manufacturing of garment accessories, other woven fabrics, and textile products; manufacturing, wholesale, and retail of leather garments, leather pants, and other leather products.
- (11) Manufacturing, wholesale, and retail of power generation, transmission, and distribution machinery, electronic components, household appliances, lighting equipment, mechanical equipment, office equipment, precision instruments, measurement instruments, telecom equipment, and other machinery.
- (12) Manufacturing, wholesale, and retail of automobiles, scooters, bicycles, and their parts, hand tools, molds, hats, shoes, containers, and bags.
- (13) Manufacturing of sports devices and equipment; wholesale and retail of sports devices and equipment.
- (14) Fire safety equipment installation engineering; wholesale and retail of fire safety equipment.
- (15) Wholesale and retail of household daily necessities, cleaning supplies, and public health pesticide.
- (16) Wholesale and retail of watches, glasses, packaging materials, and information software.
- (17) Manufacturing of paper containers, zippers, aluminum and copper products, and springs; lock Manufacturing.

- (18) Data storage, processing equipment, and wired communication equipment and apparatus manufacturing.
- (19) Rope, cable and net manufacturing.
- (20) Manufacturing and wholesale of frozen and baked food products.
- (21) Furniture and fixture manufacturing, wholesale, and retail.
- (22) Wholesale of fishing gears or tackles.
- (23) Wholesale and retail of diaper pants and diapers.
- (24) Wholesale and retail of feed, fertilizer, hardware, paint, coating materials, dyes, pigments, plumbing materials, and ceramic glassware.
- (25) Wholesale and retail of books, stationery, toy guns, toys, entertainment products.
- (26) Wholesale and retail of traffic sign equipment as well as charcoal and petroleum products.
- (27) Wholesale and retail of jewelry, precious metals, and ore.
- (28) Wholesale and retail of photographic devices and equipment, electronic materials, and audio-visual devices and equipment.
- (29) Department stores, supermarkets, general grocery stores, convenience stores, restaurants, diners, beverage shops, and bars business.
- (30) Operation of parking spaces, truck freight business, freight business (truck containers), booth leasing, leasing, real estate agency; lease and sale of residential property and buildings; industrial factory development and rental.
- (31) Business management consulting and investment consulting.
- (32) Tally and packaging; laundering and dyeing; photography.
- (33) Leisure activity venues; video tape production and distribution.
- (34) Auto repair and auto service assistance service.
- (35) Labor dispatch agency, agency, tailoring, and beauty and hairdressing services.
- (36) All business items that are not prohibited or restricted by law, except those that are subject to special approval.
- (37) Information software data processing; electronic information supply services.

2. Business Ratio:

Unit: NTD in Thousands

Category	Product Item	2024	
		Operating income	Ratio (%)
Textile trade	Plaid fabrics, dyed fabrics, etc.	814,829	28.16
Ready-to-wear retail	Apparel	557,275	19.26
Hypermarket	~	1,197,833	41.41
Construction	~	100,735	3.48
Investment revenue	~	222,531	7.69
Total		2,893,203	100.00

3. The Company's current products and services:

- (1) Yarn dyed fabric series: Plaid fabric, Oxford fabric, stretch fabric, wash and

wear fabric, and Dobby fabric.

- (2) Printed fabrics series: Printed fabrics, stretch fabric, and printed check fabrics (flannel fabrics).
- (3) Dyed fabric series: Stretch fabrics, plain and twill woven fabrics, and corduroy fabric.
- (4) Furnishing and office fabrics series: Bed sheet fabric, screen fabrics, and office seat cushion fabric.
- (5) Ready-to-wear/group uniform trade.
- (6) Branded clothes.
- (7) Wholesale of goods.

The brands in the Company's current agency business –



4. New products planned to be developed

(1) Yarn dyed fabric series

As the market's demand for quality increases, with the focus shifted to products with diversity, eco-friendliness, and new composite materials. The Company's development is focused on the production of products with high density, fine counts, changes in weaving techniques, and special materials and on functional processing and appearance improvement in the finishing process, so as to develop a wide variety of environmentally friendly, diversified products in small quantities, high-quality, and high-gross profit products in mall quantities.

(2) Printed fabric series

The new development direction is to replace part of the all-cotton gray, fuzz, and printed fabrics with blended gray fabrics, with hemp, Ramie Fibers, and other materials incorporated.

(3) Dyed fabric series

Through the finishing process, the Company aims to produce a variety of products in small quantities, featuring composite raw materials and Bio-Based & Eco Performance Finish.

(II) Industry Overview:

(1) Textile trade

A. Current Status and Development of the Industry

Taiwan's textile industry has shifted from processing and exporting imported raw materials in the early days to the proactive development of man-made fibers using raw materials from the petrochemical industry. Together with imported natural fibers, such as cotton and fur, a complete upstream, mid-stream, and downstream production system has been formed, including man-made fiber manufacturing, spinning, weaving, dyeing and finishing, ready-to-wear, garment accessories, and other industries.

Since the 1960s, Taiwan's textile industry has undergone more than 70 years of development and growth. With the vast needs of the international market, the industry has continued to actively develop new products and update production equipment to expand the international market, making the textile industry the most complete production system among Taiwan's industries. Taiwan's textiles are one of the main sources of the world's functional textile consumer market.

Following the global disruptions caused by the Russia-Ukraine war, inflation, and interest rate hikes, post-pandemic economic recovery momentum has waned. Weakening consumer demand has led to excess inventory and a sharp decline in sales. However, inventory levels gradually normalized in 2023, and by 2024, the textile industry showed limited growth. Looking ahead to 2025, uncertainties remain. Potential U.S. trade protection measures could trigger a tariff war, and the challenges surrounding China's economic recovery continue to pose risks. These factors may significantly affect global trade and economic recovery, potentially leading to a downturn in the textile industry.

B. Relationship between the upstream, midstream, and downstream sections of the industry

According to Taiwan's customs statistics on import and export trade, in 2024 Taiwan's textile exports value was US\$6.7 billion, import value was US\$3.7 billion. The trade surplus was US\$3.0 billion, creating substantial foreign exchange revenue for Taiwan, of which fabric exports accounted for 71%, a increase of 2% from the previous year; yarn exports were 14%, a increase of 5% from the previous year. In terms of the export structure, the product with the largest proportion was fabrics, which showed that the textile weaving industry was not only the hub of the textile industry in terms of manufacturing processes but the most important export product in the textile industry.

In the traditional textile business model, although cloth factories' first-tier customers are garment factories, the quantity of fabrics directly ordered by garment factories is very small in the cloth factories' overall production capacity. Therefore, although cloth factories' orders are from garment factories, most orders are placed by garment factories, as designated by international brands, to cloth factories that have passed the international brands' verification. Therefore, for the textile industry supply chain, the main driving force in the textile production mainly comes from the cloth factories in the midstream.

Therefore, in terms of the value chains of the textile industry, garment factories in the downstream are subject to the supply of fabric factories and the layout of global logistics management. The upstream raw material businesses, unless they have worked with internationally

renowned technology brands, must also rely on the orders from the fabric factories so as to facilitate product development and innovation. Therefore, in the value chains of the entire textile industry, the midstream fabric factories is the leading force and the hub in the supply chains of textile industry.

C. Product development trends and competition

The high-quality and low price trend: Influenced by the low price competition strategy adopted by large chain stores, global textile businesses must maintain their quality at a certain level, so the textile industry must cater to consumers' requirements for "high quality and low price" in product selection. In the apparel market in Europe, large supermarkets have worked to share the pie using low-price strategies. With the pressure of such competition, various retailers have adjusted their business strategies and repositioned their products for differentiation. In order to further reduce costs, retailers stopped sourcing from local suppliers; instead, they have turned to low-cost areas around the world, which is the biggest impact on the global layout of the textile industry.

At present, the international textile competition is increasingly fierce; the competition of low-priced textile products is mainly in the Southeast Asian countries and China (in terms of exports), while the competition of high-value-added textile products in Japan, the U.S. and the European Common Market, making Taiwan's textile industry feel more pressured in the international competition.

(2) Hypermarket business

A. Current Status and Development of the Industry

With the economic globalization and the transformation of Taiwan's political and economic environment, the industrial structure has undergone a critical change. The proportion of the service industry to the overall industrial output value has increased year by year, and the distribution industry, as an important bridge connecting producers and consumers, is the most critical link in the service industry; thus, the development of the distribution industry plays a crucial role in the overall economy. With the rise of the hypermarket industry, the needs for diversified products and low prices have gradually opened up consumers' other potential needs, and the industry has become the largest retail channel quickly, leading to a revolution in channels between the wholesale and retail markets.

The investment in hypermarkets often amounts to hundreds of millions of New Taiwan dollars, and the hundreds of employees are required. In addition, the area of land required for a hypermarket is also as high as thousands of pings. Thus, there are difficulties in operation. In recent years, consumers have become more cost-savvy, and hypermarkets must continue to launch promotions and discounts to create a "well worth the value" consumer experience. With the diversification of the products by hypermarkets, consumers have more choices. Hypermarkets' barriers to import of goods have been lowered,

and the gap with international retailers with advantages in global sourcing will also be narrowed to make up for the deficiency of local businesses.

In recent years, the growth of hypermarkets in the domestic non-specialized retail market has been affected by supermarket chains, e-commerce, and chain convenience stores, and the revenue has shown a declining trend. However, hypermarkets still account for the largest proportion of the daily expenditures of Taiwanese people, so they are still the top choice for consumers for the purpose of saving money.

B. Relationship between the upstream, midstream, and downstream sections of the hypermarket industry:

As consumers become more price-sensitive, hypermarkets are adopting the franchise model to increase the number of stores so as to have bargaining chips through joint procurement while reducing purchase costs. Meanwhile, hypermarkets have further improved the operating efficiency and sales management quality in the distribution industry through the overall planning at the headquarters, technology research and development (R&D), product development, procurement, and a professional division of labor model (sales through branches). As the affairs required to manage by the modernized distribution industry are becoming more complex, the hypermarkets have further integrated other resources from other industries, such as cash flow, information flow, and advertising and marketing, to strengthen their all-round service functions and to improve business performance.

To achieve economies of scale and scope, Taiwan's distribution industry has been integrating the upstream logistics operations and incorporating production processes. The distribution industry will develop towards vertical and horizontal integration in the future. The vertical integration refers to the integration of upstream manufacturers, midstream logistics centers, wholesalers, and downstream retailers. The horizontal integration refers to the integration of the same businesses by diversifying the business or the occupation of the market by enterprises through franchising. As the economy develops and evolves, the integration in the same or across different industries will become more common in the future.

C. Product Trends and Competition:

With the application of high-tech electronic technology, retailers will pay more attention to how to enable consumers to purchase goods all the time. For example, when we see pictures of products we like on social platforms or while watching TV, we can just click to purchase them immediately, without having to visit e-commerce platforms or malls, to connect shopping and daily life seamlessly.

In addition, data has become more important to the retail industry than ever. With the popularization of big data, the importance of data will continue to increase. Accurate and precise data helps to promote sales and has also become an important tool for retailers to understand customers' industries. Keeping abreast of big data will enable retailers to provide a personalized shopping experience to their target groups and increase customer stickiness to a brand.

Through collection of users' data and artificial intelligence technology, retailers can position their products and set product prices more effectively, while controlling product inventory effectively, enhancing customer service, and increasing competitiveness.

Competition:

(a) Price promotion activities and diversified marketing approaches

The hypermarkets' consumer groups are the most price-sensitive ones. Therefore, attracting consumers with ultra-low-priced products to develop their high degree of loyalty so as to outperform other competing brands has become a common strategy for all brands. In addition, store decorations tend to be more lively, fresh, and casual. For example, baby playrooms and nursery rooms are setup in stores, and innovative services, such as free home delivery and unconditional return or exchange, are launched, or events or new marketing strategies are launched in collaboration with businesses in different industries to attract customers.

(b) Development of a self-owned brand

To cut prices, foreign hypermarkets have developed their own brands, which succeeded in contributing to at least 40% of their revenue. Domestic hypermarkets should also be proactive in developing their own brands to be differentiated from other hypermarkets and create unique brand added value so as to avoid the annoying price war.

(c) Enhanced customer relationship management (CRM) to retain members

In order to attract new members and retain existing members, in addition to competing in the stores, each brand has strengthened its own CRM service to retain their members and conducted personalized direct mail marketing through a huge database of membership. They also expand collaboration with businesses in different industries to create more benefits for their members.

(d) Development of e-commerce and application of big data

In the digital era in the 21st century, with the advent of the global e-commerce era, the businesses in the industry have actively adopted a new organizational system that integrates e-commerce and their own business to respond to the trend.

Physical stores can provide customers with a more authentic shopping experience where they can touch and even taste the product itself, which is the advantage that physical stores have over e-commerce. Physical stores should also incorporate the strengths of e-commerce, such as the convenient search for products and online payment.

In addition, the use of electronic technology and big data in physical stores will make it easier for customers to locate products and to obtain detailed information on them. The models of shopping guide or searching for goods by consumers

themselves will likely be replaced with some electronic applications.

(III) Technical and Research and Development Status:

1. R&D expenses invested in 2024 and as of March 30, 2025:

Unit: NTD in Thousands		
Item	2024	By March 31, 2025
Development of new products	8,139	2,046

2. Technologies or products successfully developed and annual R&D plans in the future:

In response to the development trend of sustainability, recycling, diversification, and functionalization of products, the Company, in recent years, has gone all out to develop a wide variety of fabrics, and has successively developed Lycra T400 Ecomade Fabrics · US Cotton Inc. & Natural Stretch Fabrics · US Cotton Inc. & PUREPRESS Cotton Fabrics · GOTS organic cotton fabrics, plant-based biomass nylon fabrics, nylon yarn from recycled fishing nets, Lenzing zero carbon modal fabric, biodegradable polyester recycled yarn, eco-friendly mechanical stretch polyester recycled yarn, Coolmax Ecomade, Thermolite Ecomade, fabrics with ultra-fine yarn count, Double Luxury (double mercerized fabric), silk hemp fabric, Tencel cotton fabric, anti-wrinkle fabric, anti-fouling fabric, flame retardant fabric, UV-resistant fabric, warm-keeping and heat-preserving fabric, energy-efficient cooling fabric, two-way crinkle fabric, super abrasion-resistant stretch fabric, two-way stretch fabric, etc. The latest products are new soothing fabrics, energy health-focused clothing and bed sheets sets with GMP certified materials, new eco-friendly long-lasting cooling fabrics, new eco-friendly Lycra Ecomade stretch fabric, New Eco Stretch Fabrics with Lycra Ecomade and Sonora, various recycled chemical fiber fabrics, Multicolor Graphene Printed Fabrics, Next-Generation Graphene Down All-Season Quilt, 100% Biobased Deodorizing and Antibacterial Fabric, Industrial Compostable Polyester Fabric, New Eco-Friendly Cooling Tencel Fabrics, warm-keeping and heat-preserving cosmetic fabrics, high stretch Lycra Beauty, anti-mosquito and UV-resistant jackets, etc.

The Company budgets 1%-5% of revenue in the textile business for R&D every year. The future R&D direction will still be mainly focused on increasing the added value of products, developing new products for the market, and introducing and promoting new manufacturing technologies, while breaking through the bottleneck of production techniques to create maximum benefits with the least resources.

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

As the cotton spinning industry is facing an increasingly tough business environment, most domestic businesses in the industry have long been forced to relocate, switch to other industries, or terminate their operations. The Company will continue to be committed to the agency business of international brands, so as to increase more trade opportunities for garments and fabrics to increase profits. Also, the Company will gradually transform into the holding company of the Ruentex Group to create a new chapter for the Company and greater profit for shareholders through a reinvestment model.

1. Short-term plan

The Company currently aims to keep abreast of the trend of the market, actively expand the sales network in the domestic and foreign markets, by developing sustainable, recycled, diversified, and functional fabrics and integrating the advantages of cross-strait products, to facilitate product segmentation and increase competitiveness.

In the retail and hypermarket business under the brand agency business, in response to the affordable fashion trends, the Company will adjust its business policy, introduce well-known brands, increase the variety of products, expand the sales spots with great performance, improve the single-point operating performance of the existing brand counters, and strengthen various promotional events to increase the frequency of customer visits. Meanwhile, it will tap into the advantages of joint procurement and promote online shopping platforms in line with changes in consumption habits to increase the online sales capabilities, while setting up official accounts on communication software platforms to increase the frequency of customer visits for the hypermarket business.

2. Long-term plan

In the future, the Company will continue to innovate and develop to adapt to the rapid changes in products and the market, continue to strengthen its R&D and design capabilities and enhance technological knowledge management systems, provide development and design services in collaboration with customers, and create added value and differentiation to enhance competitiveness. Also, the Company will develop diversified products and brands, develop a layout of e-commerce channels, as well as adopt measures, such as advertising and marketing and customer management to respond to the fierce competition in the external environment effectively while gradually increasing the proportion of retail business. In the future, the Company will develop an e-business model and work with delivery platforms to provide fresh ingredient delivery services so as to provide customers with more diversified choices for the hypermarket business.

In the construction business, adhering to the principle of “Integrity and Quality First,” the Company will maintain appropriate land inventories, and develop office or residential building projects steadily. In addition, the Company will prudently evaluate the opportunities for investment to ensure the success of its diversified business strategy.

II. Market and Production/Distribution Overview

(I) Market analysis

1. Sales areas of main products:

The Company mainly sells plaid fabrics, Oxford fabrics, dyed fabrics, stretch fabrics, flannel fabrics, and printed fabrics, most of which are exported overseas with a small portion sold domestically. The major customers of the Company's products are located in the U.S., the European Common Market, Hong Kong, Korea, Japan, Bangladesh, Sri Lanka, the Philippines, Indonesia, Central and South America, Africa ,and other major markets in the world.

In terms of the retail and wholesale business, the Company mainly engages in the Taiwan sales agency rights of major brands in various countries, while the sales revenue from in the wholesale business is from the hypermarket business in Taiwan. The construction department is mainly based in Taiwan.

2. Market Share, Market Supply and Demand in the Future, and the Outlook:

(1) Market share:

Year	Export amount (USD thousand)	National total export amount of woven fabrics (USD thousand)	Proportion to the total exports
2024	23,435	1,503,457	1.52%

Note: Source of data: Taiwan Textile Federation, R.O.C.

(2) Future Supply and Demand Situation and Growth of the Market:

After years of expansion, the growth of the global textile market has begun to slow down. With the rapid changes in the global economic and trade environment and the prevalence of regional economic integration, Taiwan’s textile industry will face more daunting challenges. Therefore, the Company aim to undertake industrial upgrading, innovative high-functional textile R&D, and sustainable development products to widen the gap with competitors in the future.

Since the Company’s products are daily necessities, it will continue to maintain the development of the existing textile trade business while thinking about further serving customers and developing more diversified products, and the sales department will work to develop the market and seek multiple channels to ensure sources of orders and to increase the market share.

It is believed that the derived demand of the Company's products and the increasing global needs for cotton fabrics are expected to facilitate the Company's sales to continue to grow.

(3) Competitive niche, advantageous and disadvantageous factors for future developments, as well as response measures:

A. Advantageous Factors

- a1. With the sound production and marketing system established over the past few decades, our country's textile industry will continue to grow in the increasingly developed and fiercely competitive global market.
- a2. Consumers' demand for high-end fabrics is gradually increasing, and fabric procurement tends to focus on wide variety in small quantities, which is well-aligned with the Company's fabric R&D direction.
- a3. The development of the global supply chain is conducive to the management system to expand the business.
- a4. The Company's customers include many well-known brands around the world and the top 20 department store chains in the U.S. Both parties have long maintained a positive business relationship, which indicates that its products are recognized by customers and are able to satisfy consumers' demand for fashionable garment.
- a5. The Company is operating steadily with good credit.

B. Disadvantageous Factors

- b1. The international textile competition is increasingly fierce; the competition of low-priced textile products is mainly in the Southeast Asian countries and China (in terms of exports), while the competition of high-value-added textile products in Japan, the U.S. and the European Common Market, making Taiwan's textile industry feel more pressured in the international competition.
- b2. With the prevalence of trade protectionism in Europe and the U.S., such as the formation of the European Single Market and the North American Free Trade Area, European and American countries tend to supply textiles on a region-specific basis, while Eastern European countries and Mexico have replaced Asia, which reduced the procurement in Asian countries and caused an adverse impact on our country's textile export.

C. Response Measures

- c1. Keep abreast of the trends of the market and actively expand the sales network in the domestic and international markets to facilitate product segmentation and increase competitiveness.
- c2. Engage in vertical integration and division of labor, engage in R&D in line with new materials in upstream section, develop high value-added products, and improve design capabilities so as to supply fabrics to the downstream businesses for manufacturing high-end garment accessories while increasing competitiveness and the market share.
- c3. Focus on the development of high-quality and high-value-added products with an emphasis on high quality, and is committed to product upgrades to create product differentiation by means of leading technology and quality.
- c4. Integrate production and market to produce diversified products to rapidly respond to the market, strengthen the integration of upstream and downstream resources, make good use of business alliances to tap

into each other's advantages to create high value-added products and to differentiate the products from the ones in the export markets.

(II) Important functions and production process of main products

1. Important functions of main products:

The Company mainly provides fabric materials for fashionable garment, home decorations, and office seat cushions, as well as ready-to-wear, group uniforms, and branded clothing.

2. Production Process of Main Products:

The textile products originally produced by the Company have been handed over to domestic and overseas satellite factories commissioned by the Company. Apparel products are all from the brands in the Company's agency business or produced by OEMs, and hence it is not applicable.

(III) Supply Status of Main Raw Materials:

The Company no longer produces products on its own, and the textile fabrics are produced by OEMs, and their delivery is normal. Apparel and garment are supplied by brand customers or OEMs commissioned, and the delivery is all normal.

(IV) List of any suppliers and clients accounting for 10% or more of the company's total procurement (sales) amount in either of the 2 most recent fiscal years:

1. Information on major sales customers in the last two years:

The Company did not have any customer who made more than 10% of the total sales in the past two years.

2. Information on major suppliers in the last two years:

Item	2023				2024				As of March 31, 2025 (Note 2)			
	Name	Amount	Percentage of Net Annual Sales Revenue (%)	Relationship With the Seller	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	RT-MART International Co., Ltd.	579,662	29	~	RT-MART International Co., Ltd.	617,591	33	~	~			
2	M 公司	188,142	9	~	M 公司	379,623	21					
	Others	1,250,966	62	~	Others	851,753	46	~	Others			
	Net Sales Revenue	2,018,770	100	~	Net Sales Revenue	1,848,967	100	~	Net Sales Revenue			

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

Note 2: By the date of annual report publication, no CPA-reviewed financial data for Q1 2025 is available.

Reason for the change:

- As RT-Mart adopts a unified warehouse strategy, the amount of goods purchased by our Zhonghe hypermarket from RT-Mart has increased year by year.
- Due to the change in purchasing strategy, the direct purchase from M Company was increased.

III. Employees:

In the last two years and as of the date of publication of the annual report Number of employees, average service years, average age, and education distribution ratio

Year		2023	2024	April 30, 2025
Number of Employees	Headquarters	153	147	141
	Store counters	145	135	135
	Zhonghe Branch	201	195	196
	Total	499	477	472
Average Age		40.63	41.80	41.77
Average Service Years		9.00	9.20	9.07
Education Distribution Ratio	Doctorate	0.80	0.84	0.85
	Master's	3.81	3.57	3.60
	Diploma	54.11	55.04	54.45
	Senior high school and below	41.28	40.55	41.10

IV. Environmental Expenditure Information

The Company originally had a plant in Yangmei District to engage in yarn dyeing, weaving, and finishing. However, the Company closed its production business in 2019 and switched to outsourcing. Other information on environmental protection expenditure is as follows:

- (I) The amount of losses and fines due to environmental pollution in the most recent year and as of the date of publication of the annual report:

Punishment Date	Document No.	Regulation	Contents of Regulation	Contents of Punishment
2024/11/13	21-113-114926	In violation of Paragraph 3, Article 40 of Air Pollution Control Act	Diesel vehicles that have not obtained the valid period of the superior or equivalent self-management mark can enter the Taipei City Air Quality Maintenance Zone	A fine of NT\$2,000
2024/4/12	40-113-040021	In violation of Subparagraph 2, Paragraph 1, Article 31 of Waste Disposal Act	「Declaration format for reporting the circumstances regarding the production, storage, clearance, disposal, reuse, export, import, transit and transshipment of the waste at issue via the Internet.」 Failure to comply with the format, items, content and frequency stipulated by the central competent authority.	A fine of NT\$6,000
2024/1/12	40-113-010018	In violation of Paragraph 1, Article 28 of Waste Disposal Act	Failure to comply with regulations regarding entrusted removal and disposal of business waste.	A fine of NT\$24,000

Punishment Date	Document No.	Regulation	Contents of Regulation	Contents of Punishment
2024/1/12	40-113-010019	In violation of Subparagraph 2, Paragraph 1, Article 31 of Waste Disposal Act	「Declaration format for reporting the circumstances regarding the production, storage, clearance, disposal, reuse, export, import, transit and transshipment of the waste at issue via the Internet.」 Failure to comply with the format, items, content and frequency stipulated by the central competent authority.	A fine of NT\$6,000

(II) Future countermeasures and potential expenses:

The Company has strengthened audit and oversight of its waste disposal contractors, ensuring that they conduct their operations in compliance with applicable environmental regulations.

V. Employment Relationship

In recent years, with the rapid economic growth and the development of a diversified social, the recognition of an enterprise and social responsibilities of both employer and employees have become particularly important. Since it was established, the Company has emphasized the concepts of “labor and management as one” and “mutual prosperity and reciprocity.” With the mutual trust and mutual assistance between the employer and employees, the organization as a whole has worked to develop “Ruentex” and to create the maximum benefits to this company. During this process, the crucial factor is that both labor and management have formed a consensus on reciprocity.

- (I) The Company's various employee welfare measures, further education, training, retirement system, and their implementation, as well as labor-management agreements and the measures to maintain the rights and interests of employees
1. Employee benefit measures

The Company has a dedicated department to plan the its safety and health measures, and to implement and promote various projects under a complete plan, including:

- Birthday gift money, and gift certificates (gifts) on Labor Day, Dragon Boat Festival, Mid-Autumn Festival, and Lunar New Year
- Hold employee health examination every year: Two employee health examinations are arranged every year (each for the first half/second half of the year).
- Year-end bonus: It depends on the Company's operating performance and personal contribution.
- Labor insurance and health insurance.
- Group Insurance.

- Wedding and funeral allowances:
 - Wedding: Cash gift, and a celebratory scroll or a flower basket in the name of the Company.
 - Funeral: An employee's spouse, parents, or children.
 - Funeral condolence money, and funeral couplets or wreath in the name of the Company.
- Breastfeeding room: The Company has set up breastfeeding rooms to provide a comfortable breastfeeding place to female colleagues.
- Discounts for brands under the Company's agency business.
- Sales events for employees from time to time. Regular employee travel.
- Launch of employee remuneration and employee share subscription
 - Employee remuneration: In accordance with Article 34 of the Company's Articles of Incorporation.
 - Employee share subscription: When the Company conducts capital increase in cash, it will allocate 10% to 15% in accordance with the law for employee to subscribe for.

2. Continuing education and training

- (1) The Company organizes education and training sessions from time to time, both online and offline, including new employee orientation, professional training, management function training, and language training.
- (2) The Company also encourages employees to engage in on-the-job training on weekends without affecting their work.
- (3) Continuing education of employees:

Course content	Number of people	Total hours
Expertise and skills training (knowledge and skills required for each job)	1,526	3,742
Education and training on competences (outstanding talent training, supervisor training, and on-the-job training)	931	1,833
Occupational safety and health training, etc.	452	643
Total	2,909	6,218

3. Pension system and implementation

A "Labor Pension Reserve Fund Supervisory Committee" was established in October 1986, which is responsible for the review of employee retirement qualifications and pension payment. Employees who meet the retirement criteria as in the Labor Standards Act can apply for retirement based on their personal physical and psychological health and work abilities.

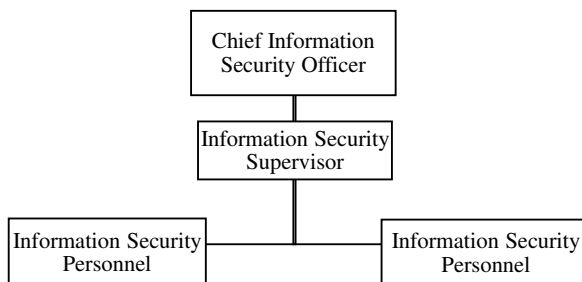
- (1) Pension system under the Labor Standards Act: The Company contributes a pension reserve fund according to a certain percentage of the total salary of the employees every month and deposits it in a special labor pension account of the Bank of Taiwan.
- (2) Labor Pension Act: The Company contributes 6% of each employee's salary as a labor pension fund every month, which is stored in the individual pension account of the Bureau of Labor Insurance. Where employees voluntarily contributes to their pension funds within the range of 6%, the Company will proceed on their behalf.

4. Labor-management agreement and employee rights protection
 - (1) To enhance labor-management collaboration and promote harmony and unity, the Company has established an industrial union since it was incorporated to coordinate and communicate the opinions of labor and management, and to promote harmonious labor-management relations.
 - (2) Relevant units have guided the union to enhance the organization for normal development.
 - (3) The Company encourages employees to participate in competitions and activities organized by the union and external organizations.
- (II) Labor-management relations as of the publication date of the annual report and in the future
 1. Losses incurred due to labor disputes in the most recent year and as of the publication date: None.
 2. Estimated amounts that may be incurred due to labor disputes at present and in the future: None.
 3. Countermeasures against labor disputes that may occur at present and in the future: None.

VI. Information Security Management:

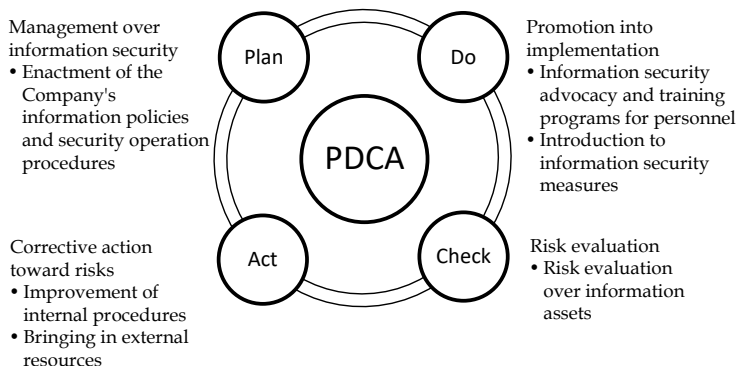
- (I) The Information Division is designated by the Company to set information security policies, plan and perform security operations and promote and implement information security policies.
 1. Information security organization

With the aim to strengthen the Company's information security management and ensure data, system and network security, the Company has established the Information Security Management Office as the dedicated unit for information security, including the appointment of an Chief Information Security Officer, an information security supervisor and at least two information security personnel who are responsible for the planning and execution of security affairs. The Chief Information Security Officer shall present material issues or plans to the Board of Directors at least once a year.



2. Information Security Risk Framework

The Company adopts the PDCA (Plan-Do-Check-Act) cycle to ensure that reliability goal is accomplished and continuously improved.



3. Information security policies

The Company's control efforts over information security include three aspects as enumerated below:

- A. System specifications: Enactment of the Company information security managerial system to regulate the behaviors of personnel concerned.
- B. Hardware setup: Setup of information security managerial system to implement thoroughly information security management measures.
- C. Training programs for personnel: Periodical sponsoring information security related educational & training programs to upgrade the entire staff's awareness of information security.

4. Managerial measures over information security

- (1) System specifications: Internally, the Company duly enacts information security specifications and system to regulate the information security behaviors of the Company's personnel. On a regular basis annually, the Company checks and makes sure whether the relevant systems are consistent with laws and ordinances concerned and changes in the operating ambience with adjustment in real time as necessary.
- (2) Hardware setup: In order to prevent various threats from external sources, the Company has not only adopted a multi-layer network structure design, but also built various information security systems to enhance the security for the entire information environment.
- (3) Training programs for personnel: Here at the Company, we provide information security educational & training programs in each and every year. The entire staff members shall participate in the aforementioned educational & training programs once per annum as the minimum. Where an employee is unavailable to participate in the educational &

training programs due to duty, the Company additionally provide online training programs course so as to upgrade the internal personnel in their professional skills on information security. Where an employee who has not completed the aforementioned annual information security programs through either physical or online courses, the Information Division and the Management Department will trace under control program and put the fact into the annual performance evaluation.

5. The current information security related implementation measures are as enumerated below:

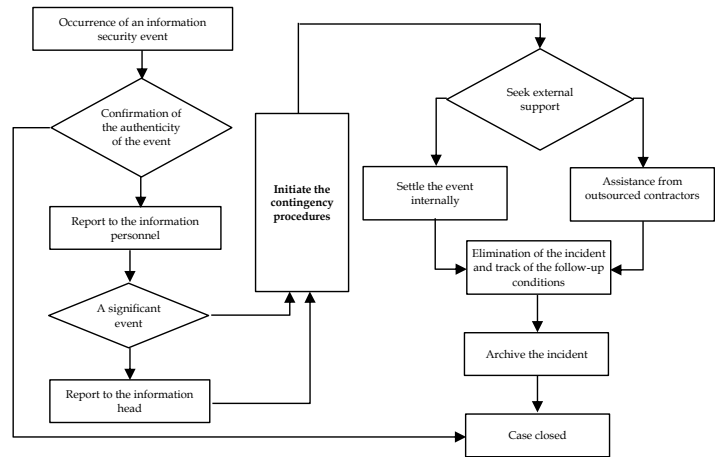
Item	Concrete method in management:
Firewall protection	<ul style="list-style-type: none"> • Firewall setup online regulations. • Restricting the scope of network services such as website, ftp, and mail. • Extra online application to open firewall in case of an extraordinary online requirement. • If the user has requirements other than the 80, 443 standard ports, such as video conferencing, remote access, and ftp download, an application must be submitted according to the Internet Permission List. • Monitoring analysis on the firewall data report. • The firewall system produces weekly information security analysis reports, which are compiled by the information specialists.
Control over user surfing of Internet	<ul style="list-style-type: none"> • Use automatic website protection system control over the Internet surfing. • Restricting the scope of users' access to the network, and automatically blocking illegal websites such as erotica, games, Bitcoin, and gambling. • Automatically filter users' Internet access to websites that may be linked to Trojans, ransomware or malicious program website. The filtering system will automatically filter threatening websites, toxic attachments and programs, and block possible threats.
Antivirus software RGP-06-12	<ul style="list-style-type: none"> • Use a variety of antivirus software to automatically update the virus pattern to minimize the chance of virus infection. • The IT unit will create and execute a schedule to update the virus patterns and review the update status
Operating system update RGP-06-12	<ul style="list-style-type: none"> • The operating system is automatically updated. Whenever not updated for any reason, Information Division will assist in updating. • The overall update is delivered by the information center to achieve the purpose of overall control and timely update.
E-mail security control	<ul style="list-style-type: none"> • There is automatic email scanning threat protection system which prevents unsafe attachment files, phishing emails, spam emails. It expands the protection range against malicious links before a user receives emails. • There are firewalls and SPAM systems that pre-pass emails in and out of the system to threat emails to ensure security.

Item	Concrete method in management:
	<ul style="list-style-type: none"> After a personal computer receives an e-mail, the antivirus software scans it for any unsafe files attached. Anti-virus software installed on the computer will automatically scan for safe attachments.
Website protection mechanism	<ul style="list-style-type: none"> The website is equipped with a firewall device to block external network attacks. The firewall system automatically blocks various types of attacks such as IPS, Virus, Anti-Bot, and Ransomware.
Information backup mechanism RGP-06-08	<ul style="list-style-type: none"> All key information system databases are set up with daily integral backups and hourly differential backups. Any abnormalities found in the information retention operation shall be adjusted in a timely manner if it is determined to be a problem with the system settings.
Backup off-site storage RGP-06-08	<ul style="list-style-type: none"> The server and the backup files as well as various information systems are stored separately in a bank. RGP-06-8 File Security Operations
All important files are uploaded to the server	<ul style="list-style-type: none"> All important files of every departments in the Company are uploaded to the server and stored over there and the Information Division will back up and store the same in package. Important files and data are stored in the central file server system and backed up every day.
Table of the Information Center as the records of inspection RGP-06-09	<ul style="list-style-type: none"> Table of the Information Center as the records of inspection including the temperature and humidity of the computer room, data backup, antivirus software update, network flow volume and other records.
Disaster recovery plan RGP-06-11	<ul style="list-style-type: none"> As the basis for recovery in the event of systemic error in the information system, in order to reduce the risk of the information system. The IT unit prepares an annual disaster recovery drill plan (model), conducts drills, and keeps drill records. If the exercise results do not meet the expected results, the information unit should review and revise the system recovery plan to improve the risk management capability of the information system.
Asset computer scrapping procedure	<ul style="list-style-type: none"> In line with the implementation of information security, the management of the scrapping of information equipment such as computers is strengthened to avoid the risk of scrapping data leakage. When the computer information equipment is scrapped, the information unit shall complete the list of scrapped data.
Outbound mail authorization management mechanism	<ul style="list-style-type: none"> For external emails that contain sensitive data or require authorization on behalf of the company, the information unit can set up supervisors at all levels to review the content before releasing the emails.

6. Procedures to report an information security related event

Here at the Company, an information security related event shall be reported through the procedures as enumerated below. The report and

settlement of an information security related incident is handled exactly in accordance with the specifications set forth under the said procedures.



7. Implementation of information communication security:

(1) Implementation Status:

Item	2024 Implementation Status		
Information security advocacy	Information security awareness efforts were communicated through the public announcement system, with the following initiatives carried out: <input checked="" type="checkbox"/> Information Security Awareness Session (2024/9/19) <input checked="" type="checkbox"/> Information Security Education & Training (2024/2/29) <input checked="" type="checkbox"/> Information Security Awareness Session (2024/1/18)		
Audit Activities	Information Security Inspection and Audit (December 2024)		
Information Security Drills	Backup System Restoration Drill (conducted once a year)		
Joint Defense Organization	TWCERT Membership Application (In progress)		
Information Security Meeting	One information security meeting was held in 2024. The first meeting took place on May 27, 2024, covering the following key topics: <input checked="" type="checkbox"/> 2024 cybersecurity requirements for listed companies issued by the competent authority. <input checked="" type="checkbox"/> Information security framework, implementation procedures, control methods, and evaluation of applicable information security products.		
Education and Training	Date	Title of class/Certificate	Number of class hours/Number of

			people
	2024/10/23	AI-Driven Cybersecurity: Building a Smart Defense Line	3 Hours/ 5 persons
	2024/10/18	Cloud Protection for Senior Information Security Personnel	5 Hours/ 3 persons
	2024/10/17	Information Security Backup and AI Trend Management	3 Hours/ 2 persons
	2024/9/19	XDR Trend Management Conference	3 Hours/ 1 persons

● Information Security Incidents

Information Security Indicators	Customer Complaints Related to Information Security	Incidents Involving External Attacks, Data Theft, or Virus Threats	Information System Failures or Equipment Malfunctions Affecting Operations
Incident Statistics for 2024 (case):	0 cases reported	0 cases reported	0 cases reported

(2) Updates of machinery, equipment and systems:

With the advancement of technology and network, the Company relies on the Internet to conduct business transactions. In order to improve efficiency, it has gradually moved towards the digital form. However, the accompanying internal and external attack threats pose a serious threat to the Company's information security, and to avoid data damage and leakage, which may affect the rights and interests of the Company and customers.

The Company's existing network structure is complex and has been in operation for many years. The equipment is old and lacks an internal firewall system. In the event of an information security incident, it cannot effectively defend against threats. Replace old network equipment and add information security equipment to partition network data flow between floors and effectively filter threats from viruses and Trojan horses.

Firewalls are newly added to the Company's floors and mainframe server clusters to isolate network broadcast packets, and various security modules such as IPS, Anti-Virus, Anti-bot, DDos, and Threat-Emulation are used to effectively defend against information security threats.

The related expenses in 2023 totaled NT\$2,766 thousand.

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

rational manner: None

VII. Significant contracts: The important contracts that are still valid as of the publication date and in the most recent year

Contractual Nature	Party	Effective Dates of Contracts	Main Content	Restrictions
Entrusted Management and Procurement Agreement	Party A: RT-MART International Co., Ltd. Party B: Ruentex Industries Ltd.	Zhonghe Store: November 27, 2024 to December 31, 2028	1. Party A provides management skills and knowledge to assist Party B with management. 2. Party A agrees to accept the entrustment by Party B, and Party A will purchase goods on behalf of Party B in a quantity required by Party B according to the instructions of Party B. 3. Party B pays Party A remuneration for purchases and management services based on said services.	No

※Long-term Loan Contract

Contractual Nature	Lending institution	Duration	Main Content	Remark
Long-term Loan Contract	Mega Bank	2024.08.07-2026.08.06	Long-term loan for funding	
Long-term Loan Contract	Bank of Taiwan	2024.12.12-2026.12.12	Long-term loan for funding	
Long-term Loan Contract	Taiwan Cooperative Bank	2024.09.27-2026.09.27	Long-term loan for funding	
Long-term Loan Contract	Taiwan Cooperative Bank	2024.09.27-2026.09.27	Long-term loan for funding	
Long-term Loan Contract	Hua Nan Commercial Bank	112.06.26-2026.06.26	Long-term loan for funding	
Long-term Loan Contract	First Bank	2024.06.07-2026.06.07	Long-term loan for funding	
Long-term Loan Contract	Chang Hwa Bank	2024.12.06-2026.10.31	Long-term loan for funding	
Long-term Loan Contract	Chang Hwa Bank	2022.06.30-2025.06.30	Long-term loan for funding	
Long-term Loan Contract	CTBC Bank	2024.04.30-2026.04.30	Long-term loan for funding	
Long-term Loan Contract	Bank of Taiwan	2024.09.13-2027.09.13	Long-term loan for funding	
Long-term Loan Contract	Taiwan Cooperative Bank	2024.09.27-2026.09.27	Long-term loan for funding	
Long-term Loan Contract	Taishin Financial Holding Co.,	2024.05.03-2026.05.03	Long-term loan for funding	

Contractual Nature	Lending institution	Duration	Main Content	Remark
	Ltd.			
Long-term Loan Contract	Agricultural Bank of Taiwan	2024.12.15-2026.12.15	Long-term loan for funding	
Long-term Loan Contract	Bank of East Asia	2024.12.27-2026.12.27	Long-term loan for funding	
Long-term Loan Contract	DBS Bank	2024.12.17-2026.12.16	Long-term loan for funding	

Review and Analysis of Financial Position and Financial Performance and Risk Management

I. Financial position

Unit: NTD in Thousands

Item \ Year	2023	2024	Difference		
			Amount	%	Note
Current assets	8,011,592	5,187,958	(2,823,634)	(35.24)	(1)
Property, plant, and equipment	1,378,709	1,251,246	(127,463)	(9.25)	
Intangible assets	862	995	133	15.43	
Others Assets	106,679,062	111,606,300	4,927,238	4.62	
Total Assets	116,070,225	118,046,499	1,976,274	1.70	
Current Liabilities	1,880,037	1,733,852	(146,185)	(7.78)	
Non-Current Liabilities	16,070,358	11,082,343	(4,988,015)	(31.04)	(2)
Total liability	17,950,395	12,816,195	(5,134,200)	(28.60)	(2)
Equity attributed to owners of the parent	96,053,361	102,347,505	6,294,144	6.55	
Capital	11,043,188	11,043,188	0	0.00	
Capital surplus	28,171,512	28,252,294	80,782	0.29	
Retained earnings	87,534,017	98,369,352	10,835,335	12.38	
Other Equities	(30,142,877)	(34,764,850)	(4,621,973)	(15.33)	
Treasury stock	(552,479)	(552,479)	0	0.00	
Non-controlling interest	2,066,469	2,882,799	816,330	39.50	(3)
Total Equity	98,119,830	105,230,304	7,110,474	7.25	
Description of the changes in ratios (changes below 20% and in an amount of less than NT\$10 million are not required):					
(1) Mainly due to repay the loan in the current period, resulting in a decrease in the Cash and cash equivalents.					
(2) Mainly due to repay the loan in the current period which reduced long-term borrowings, resulting in a decrease in the Non-Current Liabilities .					
(3) Mainly due to an increase in the equity from consolidated subsidiaries that are not 100% owned by the Company.					

II. Financial Performance

Unit: NTD in Thousands

Item \ Year	2023	2024	Difference		
			Amount	%	Note
Operation income	2,680,640	2,893,203	212,563	7.93	
Gross profit	936,413	1,100,684	164,271	17.54	
Operating Income	65,808	207,545	141,737	215.38	(1)
Non-operating Income and Expenses	7,599,101	13,828,188	6,229,087	81.97	(2)
Net profit before tax	7,664,909	14,035,733	6,370,824	83.12	(1)(2)
Net income of current period	7,574,805	13,738,591	6,163,786	81.37	(1)(2)
Other Comprehensive Income	10,567,108	(3,938,302)	(14,505,410)	(137.27)	(3)
Total comprehensive income for the period	18,141,913	9,800,289	(8,341,624)	(45.98)	(1)(2)(3)
Profit Attributable to Owners of the Parent	7,499,620	13,564,168	6,064,548	80.86	(1)(2)
Net Profit Attributable to Non-controlling Interests	75,185	174,423	99,238	131.99	(4)
Total Profit and Loss Attributable to the Parent Company's Owners	18,580,553	8,974,159	(9,606,394)	(51.70)	(3)
Total comprehensive income attributed to non-controlling interest	(438,640)	826,130	1,264,770	288.34	(5)
Earnings per share	7.19	13	5.81	80.81	(1)(2)
1. Description of the changes in ratios (changes below 20% and in an amount of less than NT\$10 million are not required): (1) Mainly due to an increase in the Operation income. (2) Mainly due to an increase in the share of profit or loss on the associates recognized using the equity method in the current period. (3) Mainly due to a decrease in the share of other comprehensive income on the associates recognized using the equity method in the current period. (4) Mainly due to an increase in net profit for the period from consolidated subsidiaries that are not 100% owned by the Company. (5) Mainly due to an increase in comprehensive income from consolidated subsidiaries that are not 100% owned by the Company. 2. Provide a sales volume forecast and the basis therefor, and describe the effect upon the company's financial operations as well as measures to be taken in response : Based on the operating scale, conditions, and business of the market in 2024, the Company has estimated that its sales volume of textile trading business in 2025 would be able to maintain the same level as that in the previous year. In addition, the goal of the construction and hypermarket businesses is to maintain the same level as that in 2024. For details on the impact on the Company and the corresponding operating principles and production and marketing policies, please refer to the "Report to Shareholders".					

III. Cash Flow:

Analysis of cash flow changes in the most recent year, improvement plan for insufficient liquidity, and analysis of cash liquidity in the coming year

Unit: NTD in Thousands

Beginning Cash Balance	Annual Net Operating Cash Flow	Annual Net Cash Inflow (Outflow) from Investing and Financing Activities	Net effect of changes in foreign currency exchange rates on cash and cash equivalent	Cash Balance (insufficiency)	Remedy for Cash Shortage	
					Investment Plans	Financial Management Plans
7,248,962	(426,029)	(3,254,694)	290,206	3,858,445	~	~

1. Analysis of changes in cash flows in the current year:

- (1) Operating activities: The net losses and increased income tax expense on the Group's operating activities without including investment in the current period resulted in the cash outflows from operating activities.
- (2) Investing and financing activities: Cash dividends issued in the current period resulted in net cash outflows in the current period.

2. Remedial measures for insufficient cash and liquidity analysis: Cash is sufficient and liquidity is normal.

3. Analysis of cash liquidity in the coming year: Operating activities should be able to be maintained at a normal level; there should cash inflows into investing and financing activities, and there should not be significant change in cash liquidity.

IV. Influence of Major Capital Spending on Financial Business in 2024:
None.

V. The 2024 Investment Policy and Main Reasons for Profit or Loss Thereof as Well as Its Improvement Plan and Investment Plan for the Coming Year:

(I) The profit or loss on the investees in 2024:

The profitability of the Company's investees was great in 2024. The detailed information is as follows:

Name of Investee	Main business items	Gain (Loss) in 2024	Main Reasons for Gain or Loss	Improvement Plans
Ruentex Development Co., Ltd.	Construction	15,153,038	Sales from construction projects and investment revenue	No
Nan Shan Life Insurance Co., Ltd.	Insurance	42,455,945	Revenue from insurance revenue	No
Ruen Fu Newlife Corp.	Daily life Manage	(4,932)	Occupancy rate did not reach the expected target	Improve service quality and develop a good reputation to attract residents
Shing Yen Construction &	Construction	(840)	Rent income only	No

Name of Investee	Main business items	Gain (Loss) in 2024	Main Reasons for Gain or Loss	Improvement Plans
Development Co., Ltd.				
Kompass Global Sourcing Solutions Ltd.	Trade	4,917	New business projects are operating well	No
Gin-Hong Investment Co., Ltd.	Investment	91,246	Dividend income from the investee	No
Ruen Chen Investment Holdings Ltd.	Investment	37,964,929	Gains on the investee Nan Shan Life Insurance were recognized	No
Full Shine Int. Holdings Ltd.	Investment	78,083	Gains on the investee were recognized	No
Concord Greater China Ltd.	Investment	221,840	Dividend income and interest Income from the investee	No
Gold Leaf Int. Group Co., Ltd.	Trade	63	Only interest income	No
East Capital Intl. Ltd.	Investment	(507)	Ruentex Industries Ltd. (Shanghai) has a decrease in the fabric trading business	No
New Zone Int. Ltd	Investment	(1,359)	Ruentex Industries Ltd. (Shanghai) has a decrease in the fabric trading business	No

(II) Investment plans in the next year:

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

VI. Risk Management and Assessment:

(I) Influence on income of changes in interest rate and exchange rate volatility and inflation, and future countermeasures:

The Company maintains a positive credit relationship with the banks with which it has business dealings, and will pay close attention to changes in interest rates in the future while actively striving for the best interest rate with said banks. The Company uses idle funds prudently based on the principle of conservativeness and stability, and will continue to improve its financial structure to control the cost of funds effectively.

The Company's foreign exchange policy is based on the principle of conservativeness and stability as income and expenditures from imports and exports offset each other as an automatic hedging mechanism. The Company collects market foreign exchange information in daily operations, pays attention to exchange rate fluctuations, and adopts hedging tools, such as forward selling,

to effectively reduce the impact of exchange rate fluctuations using fixed profits. Major exports and outsourcing transactions are quoted in foreign currencies. The Company also adopts a natural hedging method of offsetting foreign currency revenues and expenditures, and will maintain close relationships with financial institutions while continuing to observe changes in exchange rates so as to mitigate the impact of cost changes on the Company's profits or losses.

In terms of exchange rate changes, the Company is mainly affected by fluctuations in the exchange rates of USD and the HKD. Where the NTD appreciates/depreciates by 5% against the USD, the HKD and the RMB, the Company's net income for 2024 would increase by NT\$12,329,000 NT\$362,000 and NT\$237,000. Where the interest rate increases/decreases by 0.5%, with all other factors held constant, the net income before tax for 2024 would decrease or increase by NT\$37,880,000.

The Company keeps abreast of changes in upstream product prices at any time to mitigate the impact of cost changes on its profit or loss.

- (II) 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 is not currently engaged in high-risk, highly leveraged investments; the Company has not engaged in any lending of funds to others nor endorsement/guarantee as of December 31, 2024.

- (III) Future R&D projects and planned R&D funds:

Although the Company has stopped production on its own, it is still engaging in the research and development (R&D), with a focus on increasing the added value of products and developing new products for the market so as to create maximum benefits with the least resources. This is the Company's main mission in R&D. At present, the Company expects to invest NT\$5-10 million based on the needs in various R&D projects, and will make adjustment according to the actual situation.

- (IV) The impact of important domestic and international policies and legal changes on the Company's financial business and countermeasures:

The Company complies with laws and regulations as required, and the Company responds immediately to the possible impact of legal changes on its financial business and makes amendments accordingly so as to reduce the risk of legal amendments to the Company, so there has been no significant impact so far.

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

The Company mainly engages in sales of fabrics for textiles. As the life cycle of the products is longer, technological and industrial changes have smaller impact.

To ensure the information security of the Company and its subsidiaries, the Company has established relevant security policies and procedures as well as audit mechanisms to implement information security management and reduce

information security risks. As of the date of publication of the annual report, there has been no material impact on the Company's financial operations.

- (VI) The impact of changes in corporate image on corporate crisis management and countermeasures:

The Company has a great corporate image, and there is no incident occurring that affects its corporate image.

- (VII) Expected benefits and potential risks of mergers and acquisitions (M&A):
The Company has no plans to engage in M&A in the near future.

- (VIII) Expected benefits and potential risks of factory expansion:
The Company has not engaged in factory expansion in recent years.

- (IX) Risks arising from purchase or sale concentration:

The purchase and sales of the Company's all business units are normal. The main suppliers and customers are its long-term partners with normal transaction situation, so there is no significant risk.

- (X) The impact and risk of a large number of transfers or replacement of shares by directors or major shareholders holding more than 10% of the shares on the Company:

In 2024 and as of the publication date of the annual report, the Company did not have a substantial transfer or replacement of shares by directors or major shareholders holding more than 10% of the shares.

- (XI) The impact of the change of management rights on the Company and the risk thereof:

In 2024 and as of the publication date of the annual report, the Company did not have any changes in its management rights.

- (XII) Litigious or non-litigious events:

There were no litigious or non-litigious events that had a material impact on shareholders' equity or securities prices in 2024 and as of the publication date of the annual report.

- (XIII) Other important risks and countermeasures: NA.

VII. Other material information: NA.

Special Remarks

I. Information of affiliates:

(I) Consolidated Business Reports of Affiliates :

The Company has disclosed and reported the required information through the information reporting website designated by the Financial Supervisory Commission (FSC). Please refer to the Market Observation Post System (MOPS) via the following link:

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

(II) Consolidated Financial Statements of Affiliates:

The companies required to be included in the consolidated financial statements of affiliates are the same as those required to be included in the parent-subsidary consolidated financial statements in accordance with IFRS 10. Furthermore, the information that should be disclosed in the consolidated financial statements of affiliates has already been disclosed in the parent-subsidary consolidated financial statements.

Therefore, a separate set of consolidated financial statements for affiliates is not prepared.

(III) Affiliation Report: Not required to be prepared.

II. Private placements of securities in 2024 and as of the publication date of the annual report: None.

III. Events with material impacts on equity or stock price as specified in Item 2, Paragraph 2, Article 36 of the Securities and Exchange Act in 2024 and by the date of report publication: NA.

IV. Other required supplementary notes: NA.

RUENTEX INDUSTRIES LIMITED

Chairman : Hsu, Sheng-Yu