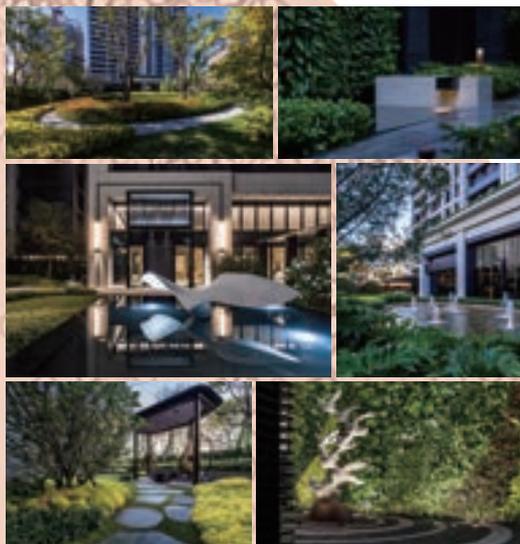
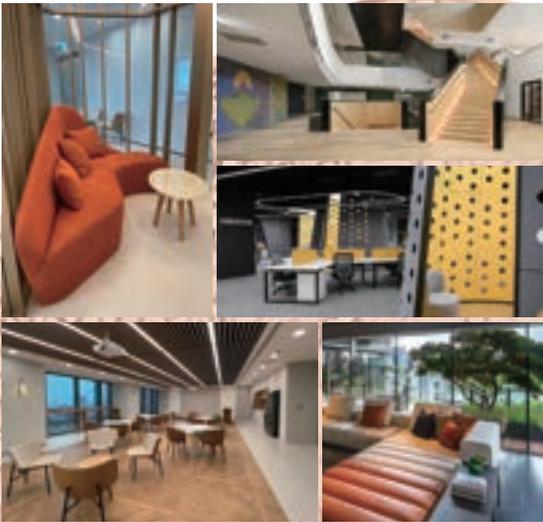


Stock Code : 6881

Annual Report Enquiry : <https://mops.twse.com.tw>

Our Website : <https://rd.ruentex.com.tw>

# 2024 ANNUAL REPORT



Printed on March 31, 2025

1. Name, Title, Telephone Number, and E-Mail Address of the Spokesperson and Deputy Spokesperson  
Name of Spokesperson: Lu, Yu-Huang  
Title: President  
Phone: (02) 8161-9800  
Email: RTD@mail.ruentex.com.tw  
Acting Spokesperson: Jean, Tsang-Jiunn  
Title: Chairperson  
Phone: (02) 8161-9800  
Email : RTD@mail.ruentex.com.tw
2. Address and Telephone Number of the Company's Headquarters, Branch Offices, and Factories  
Headquarter: 11F-1, No. 308, Section 2, Bade Road, Zhongshan District, Taipei City  
Phone: (02) 8161-9800
3. Name, Address, Website, and Telephone Number of the Agency Handling Shares Transfer  
Stock Affairs Agency Department, First Securities Inc.  
Address: 6F., No. 27, Sec. 1, Anhe Rd., Da'an Dist., Taipei City  
Phone:(02) 2563-5711  
Website: <https://www.firstsec.com.tw/>
4. Names of the Certified Public Accountants Who Duly Audited the Annual Financial Report for the Most Recent Fiscal Year, and the Name, Address, Website and Telephone Number of the Accounting Firm to Which They Belong  
Name of CPA: Huang, Chin-Lien, Chang, Shu-Chiung  
Name of CPA Firm: PwC Taiwan  
Address: 27F., No. 333, Sec. 1, Keelung Rd., Xinyi Dist, Taipei City  
Phone:(02) 2729-6666  
Website: <http://www.pwc.tw/>
5. Name of Any Exchanges Where the Company's Securities are Traded Offshore, and the Method by Which to Access Information on Said Offshore Securities: None.
6. Company Website: <https://rd.ruentex.com.tw/>

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# One. Report to Shareholders

**Dear shareholders, ladies, and gentlemen:**

## I. Business Report of 2024

### (I) Achievements of the Business Plan

The Company's 2024 operating revenue was NT\$ 2,005,109 thousand, an increase of 31.76% compared to the previous year; the operating gross profit was NT\$ 392,863 thousand, an increase of 35.91% compared to the previous year; the operating profit was NT\$ 263,668 thousand, an increase of 51.15% compared to the previous year; the net profit after tax was NT\$ 224,005 thousand, an increase of 51.28% compared to the previous year.

### (II) Budget Achievements

According to the existing laws and regulations, the Company did not disclose the financial forecast for 2024. The overall actual operating conditions and performance are generally consistent with the business plan formulated internally by the Company.

### (3) Analysis of Revenue and Expenditures and Profitability

Unit: NT\$ thousands; %

		2024	2023
Financial Income and Expenses	Operating Revenue	2,005,109	1,521,800
	Gross operating profit	392,863	289,062
	Operating Profit	263,668	174,439
	Net Profit After Tax	224,005	148,069
Profitability	Return on Assets (ROA) (%)	13.51	12.94
	Return on Equity (ROE) (%)	32.38	31.18
	Pre-tax Profit to Paid-in Capital (%)	185.61	136.15
	Profit Margin (%)	11.17	9.73
	Earnings Per Share (EPS) (NT\$)	15.52	10.97

### (4) Research and Development

The Company focuses on interior decoration business. We provide diversified design and construction services for commercial spaces, recreational, cultural and educational spaces, office spaces, and residences. Our customers include business office, shopping centers, high-end residences, school libraries, and laboratories. We provide customized decoration plans according to the needs of our customers.

The Company does not have a dedicated R&D department; therefore, no related R&D expenses are incurred. However, we are actively integrating innovative design capabilities and incorporating the concept of sustainable development into design and construction processes. We will continue to improve the functions and features of our existing services by using environmentally friendly building materials, green construction methods and energy-saving technologies to strengthen our market competitiveness.

Currently, we are expanding the business into emerging fields such as arts and cultural spaces, urban renewal construction, technology factories, and medical institutions. We also continue to pay attention to the changes in smart spaces and compound functional spaces brought about by economic development and consumer upgrades. We are committed to providing customers with diversified, practical and environmentally friendly design solutions, and ensuring that each project meets the needs of sustainable development to create more room for future sense and social responsibility.

## II. The Business Plans for 2025 in Summary

### (I) Operational Policy

The Company has been established for 34 years, and has accumulated abundant experience in the operation and management of interior decoration business, and also values the training and development of talent. Our management team has professional project planning and management, integrates the supply chain and is sensitive to market trends, and is able to quickly copy successful experiences, create value for customers and enhance the Company's features. Not only are we known for our professionalism and dedication to providing outstanding customer service quality, we have been recognized by the Award Taiwan Good Design for many years and have been named "1st Place" in the "Construction and Decoration Industry" category for four consecutive years. We have built a good reputation in the industry.

The customers we have served include large-scale construction companies, commercial spaces, shopping centers, high-end residences, school libraries, and laboratories. We have become the first choice for foreign companies invested in Taiwan to establish their headquarters and operations. With the changes in the economic and international industry development, we will focus on the future market trends, continue to innovate and integrate design capabilities, and combine smart space, composite functional space and sustainable development goals, to provide more diversified, practical and environmentally value-added design solutions to customers.

We know that with the extreme climate changes and the increase in environmental awareness, sustainable development is no longer just a slogan, but a part of our daily life. We are in an industry closely related to daily life. The interior decoration design needs to be innovated continuously, and the concept of sustainability must be incorporated into each design detail. Therefore, we will take sustainable design as the core of future development, and actively apply green building standards such as energy efficiency, resource conservation, indoor environmental quality and water resource management to each item, and use simple, warm and sustainable design concept to create a space with aesthetic and environmental value for customers, thereby improving the Company's competitiveness and continuously promoting business growth.

### (II) Expected Sales and Bases:

The Company expects sales volume to be estimated based on our business plan, market demand forecast, industry competition and the business outlook of major customers. The Company will continue to provide customers with high-quality products and services, maintain a stable financial structure, and expect a certain

growth in sales volume for the coming year as compared to the previous year. This will be a positive support to the Company's financial structure in the future.

### (III) Important Production-marketing Policies

The Company's main businesses include interior design, landscape design, and related construction services for spaces using in business, recreation, culture and education, office, and house, we develop the building materials as well. The Company is actively planning for diversified operation. In order to implement the concept of "people-oriented, healthy, and sustainable development" to serve customers, the Company continues to innovate and integrate art, design, architecture, structure, mechanical and electrical, and to carry out diversified product development with more excellent product planning, construction and service quality, so that the Company may generate operating profits to achieve better performance.

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

The recent performance of the indoor decoration market has been stable. In addition to the commercial real estate transactions still being active, the public's demand for housing is very strong. According to the real estate market dynamics monthly report in February 2025, the monthly report database of Department of Land, Taipei City Government, and a survey report comparing the volume and total value of real estate transactions in Taipei City in November 2024, compared to the number of residential building sales and transfers in Taipei City in 2023, it decreased by 42.76% this year. Home buyers' buying intentions also slightly decreased. The market was mainly supported by the rigid demand for property purchasing for long-term holding, which is less affected by the House and Land Transactions Income Tax 2.0 and the new Preferential Housing Loans for the Youth. As the home ownership handover process was completed due to the low market interest rates, the demand for decoration work will continue to emerge.

Regarding the Office Rent Index trend, the Office Rent Index of the offices in the entire city and major roads continued to rise in the first three quarters of 2024, and the standard rental unit price sustained, and the rental momentum continued to go up. Taiwanese companies have successively returned to Taiwan to establish their headquarters; the number of new factories and offices in high-tech industries has increased. In addition, the incentive policies for large-scale government urban renewal projects and for dangerous and old buildings have been accelerated. The overall decoration and renovation market is bound to grow. The Company also actively participates in the joint development projects of transportation and railroads, including shopping malls, office buildings, and high-end residential public facilities and other large-scale projects, as one of the future growth drivers.

### (V) Future Outlook

The Company adheres to the "people-oriented, healthy, and sustainable development aesthetic design thinking" concept and takes low carbon, health, functionality, safety, relief, and service as the starting point to meet people's demand for high-quality living environment. We integrate aesthetics and sensory experience into design and construction details, and provide a comprehensive and exquisite

services. We ensure that every detail reaches the highest standards, and continue to create stable profits for the Company. We believe that with the good reputation we have accumulated over the past 30 years, the consistent support of all the shareholders, and with the efforts made from all colleagues, we will be able to make steady progress in the future. I would like to express my sincere thanks to all shareholders for your support, and hope that all of you will continue to support and guide the Company.

I wish all shareholders,

good health and all the best,

Chairman: Jean, Tsang-Jiunn

## Two. Governance

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

#### (I) Directors' Backgrounds

##### 1. Profiles of Directors

March 9, 2025

Title (Note 1)	Nationality or Registration Place	Name	Gender and Age (Note 2)	Elected (Inaugurated) Date	Term	Date First Elected (Note 3)	Shareholdings at the Time of Election to Office		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 4)	Concurrent Positions in The Company and Other Companies	Other Officers or Directors of the Company Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remarks (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relation-ship	
Chairman	ROC	Ruentex Materials Co., Ltd.	-	2022.06.09	3	2014.01.01	5,250,000	38.89	4,750,000	31.67	0	0	0	0	-	-	None	None	None	-
	ROC	Representative: Jean, Tsang-Jiunn (Note 3)	Male 61~ 70	2022.06.09	3	2012.09.03	128,798	0.95	128,798	0.86	23,655	0.16	0	0	1. Department of Spatial Design, Osaka Design Institute, Japan 2. President, Ruentex Development Co., Ltd. 3. Vice President, Ruentex Interior Design Inc.	1. Chairman of the Board of Ruentex Development Co., Ltd., Ruentex Construction International Co., Ltd., Ruentex Xu-Zhan Co., Ltd., Ruentex Bai-Yi Co., Ltd., Ruentex Innovative Development Co., Ltd., Shing Yen Construction & Development Co., Ltd. 2. Director, Ruentex Construction International BVI, Ruentex Construction, Ruen Fu Newlife Corp., and Ruentex Security Co., Ltd.	None	None	None	-
Director	ROC	Ruentex Materials Co., Ltd.	-	2022.06.09	3	2014.01.01	5,250,000	38.89	4,750,000	31.67	0	0	0	0	-	-	None	None	None	-
	ROC	Representative: Ho, Kai-Lin	Female 51~60	2022.06.09	3	2021.11.26	0	0	0	0	0	0	0	0	1. Department of Mechanical Engineering, Lee-Ming Institute of Technology 2. Assistant Vice President, Ruen Fu Newlife Corp. 3. Manager, Ruen Fu Newlife Corp.	1. President, Ruen Fu Newlife Corp. 2. Director, Ruentex Development Co., Ltd.	None	None	None	-

Title (Note 1)	Nationality or Registration Place	Name	Gender and Age (Note 2)	Elected (Inaugurated) Date	Term	Date First Elected (Note 3)	Shareholdings at the Time of Election to Office		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 4)	Concurrent Positions in The Company and Other Companies	Other Officers or Directors of the Company Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remarks (Note 5)
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relation -ship	
Director	ROC	Lu, Yu-Huang	Male 51~ 60	2022.06.09	3	2014.01.01	358,000	2.65	393,000	2.62	38,500	0.26	0	0	1. Master of Civil Engineering, National Central University 2. Vice President, Ruentex Engineering & Construction Co., Ltd. 3. Special Assistant, Ruentex Construction Co., Ltd.	1. President of the Company	None	None	None	-
Director	ROC	Lin, Tzong-Yau	Male 61~ 70	2022.06.09	3	2022.06.09	0	0	0	0	0	0	0	0	1. PhD, Economics, Southern California University, USA 2. Director, Mega Financial Holding Company Limited 3. Director, Taiwan Academy of Banking and Finance 4. Supervisor, Financial Information Service Co., Ltd. 5. Head of Department of Economic Research, Central Bank 6. Director, Representative Office of the Republic of China in New York, USA 7. Director, Yuanta-Polaris Research Institute	1. Director, Ruentex Interior Design Inc.	None	None	None	-
Independent Director	ROC	Lai, Kwan-Chung	Male 61~ 70	2022.06.09	3	2022.06.09	0	0	0	0	0	0	0	0	1. EMBA, National Taiwan University 2. Master, School of Law, Soochow University 3. Master of Accounting, Soochow University 4. President, Chairman, Audit Department, Chief Operating Officer, Financial Advisory Department, Chief Operating Officer, KPMG Taiwan 5. Adjunct Assistant Professor, Adjunct Lecturer, Department of Accounting, National Taiwan University 6. Adjunct Professor of the Accounting Department, National Chengchi University	1. Chairman, Lai Yuan Accounting Firm 2. Senior Consultant, Taishin Financial Holding Co Ltd. 3. Director of TriHealth Enterprise, Inc. 4. Supervisor, Lai Yuan Enterprise, Inc. 5. Independent Director of Taiwan Mobile Co., Ltd.	None	None	None	-

Title (Note 1)	Nationality or Registration Place	Name	Gender and Age (Note 2)	Elected (Inaugurated) Date	Term	Date First Elected (Note 3)	Shareholdings at the Time of Election to Office		Current shareholding		Shareholdings of Spouse/Minor Children		Shareholdings in the Name of a Third Party		Major (academic credentials) and hands-on career experiences (Note 4)	Concurrent Positions in The Company and Other Companies	Other Officers or Directors of the Company Who are a Spouse or Relative Within the 2nd Degree Under the Civil Code			Remarks (Note 5)	
							Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relation -ship		
															7. Supervisor, Foundation for Private Schools 8. Adjunct Visiting Professor, Department of Accounting, Soochow University 9. Adjunct Lecturer, Jinwen University of Science and Technology						
Independent Director	ROC	Chiou, Chin-Ting	Male 61~ 70	2022.06.09	3	2022.06.09	0	0	0	0	0	0	0	0	0	1. Master, Graduate School of Commerce, National Taiwan University 2. Chairman of Securities and Futures Investors Protection Center Chairman of Securities and Futures Investors Protection Center 3. Chairman, TAIWAN-CA Taiwan-CA Inc. 4. Vice President of Taiwan Stock Exchange Corporation 5. Manager of the Finance Department and Manager of the Listing Department at the Taiwan Stock Exchange Corporation	1. Independent Director, TaiMed Biologics, Inc. 2. Independent director, OBI Pharma, Inc.	None	None	None	-
Independent Director	ROC	Yang, I-Tung	Male 51~ 60	2022.06.09	3	2022.06.09	0	0	0	0	0	0	0	0	0	1. Ph.D., University of Michigan-Ann Arbor 2. President, the Taiwan Construction Research Institute 3. Dean and Professor, the Construction Engineering Department, National Taiwan University of Science and Technology	1. Professor, Civil and Construction Engineering, National Taiwan University of Science and Technology 2. Director, the International Society for Computing in Civil and Building Engineering 3. Chairman, Chinese Institute of Civil and Hydraulic Engineering 4. Associate Editor, the Journal of Civil Engineering, Korean Society of Civil Engineers	None	None	None	-

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 the major shareholders of the corporate shareholders are listed in the table below.

Note 2: The age shall be presented by means of age range, e.g., 41~50 years old or 51~60 years old.

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

On September 3, 2012, Ruentex Development Co., Ltd. was a corporate director of the Company, and the representative was changed to Jean, Tsang-Jiunn. On January 1, 2014, the sole shareholder, Ruentex Materials Co., Ltd., was the corporate director of the Company, and its representative was changed to Jean, Tsang-Jiunn.

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

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): N/A.

## 2. Major Shareholders of the Corporate Shareholder

March 30, 2025

Name of corporate shareholder	Major shareholders of corporate shareholders	Shareholding percentage
Ruentex Materials Co., Ltd.	Ruentex Engineering & Construction Co., Ltd.	39.15%
	Ruentex Development Co., Ltd.	10.49%
	Cheng-Ping Fu	5.80%
	Ruentex Industries Ltd.	4.76%
	Yi Tai Investment Co., Ltd.	4.74%
	Huei Hong Investment Co., Ltd.	2.81%
	Chang Quan Investment Co., Ltd.	2.14%
	Samuel Yen-Liang Yin	1.48%
	Shen, Chien-Yu	1.17%
	Chen, Tsung-Ting	0.85%
Chen, Tsung-Wei	0.85%	

## 3. Major Shareholders of Corporate Shareholders

March 30, 2025

Title of the Corporate Shareholder	Major Shareholders of the Corporate Shareholder	Shareholding percentage
Ruentex Engineering & Construction Co., Ltd.	Ruentex Development Co., Ltd.	39.14%
	Ruentex Industries Ltd.	9.10%
	Yingjia Investment Co., Ltd.	6.25%
	Yi Tai Investment Co., Ltd.	4.22%
	Ruentex Xing Co. Ltd.	3.07%
	Yuanta Taiwan High Dividend Low Volatility ETF Account	2.57%
	Chang Quan Investment Co., Ltd.	2.37%
	Ruen Hua Dyeing & Weaving Co., Ltd.	1.91%
	Qi, Wei-Gong	1.84%
	Sheng Cheng Investment Co., Ltd.	1.80%
Ruentex Development Co., Ltd.	Ruentex Industries Ltd.	25.70%
	Huei Hong Investment Co., Ltd.	6.45%
	Yi Tai Investment Co., Ltd.	4.00%
	Chang Quan Investment Co., Ltd.	3.86%
	Ruen Hua Dyeing & Weaving Co., Ltd.	1.51%
	Yingjia Investment Co., Ltd.	1.22%
	The Tang Prize Foundation	0.90%
	Ruentex Xing Co. Ltd.	0.88%
	Norges Bank Investment Special Account, CITI Bank (Taiwan)	0.78%
	PGIA Integrated International ETF in Custody of JPMorgan Chase	0.77%
Ruentex Industries Ltd.	Ruentex Development Co., Ltd.	14.28%
	Ruentex Engineering & Construction Co., Ltd.	4.55%
	Yi Tai Investment Co., Ltd.	4.22%
	Huei Hong Investment Co., Ltd.	4.02%
	Yingjia Investment Co., Ltd.	3.68%
	Chang Quan Investment Co., Ltd.	3.50%
	Gin-Hong Investment Co., Ltd.	3.31%

Title of the Corporate Shareholder	Major Shareholders of the Corporate Shareholder	Shareholding percentage
	Sheng Cheng Investment Co., Ltd. Yuanta Taiwan Value High Dividend ETF managed by Hua Nan Commercial Bank as the custodian Ruen Hua Dyeing & Weaving Co., Ltd.	3.18% 2.60% 1.88%
Yi Tai Investment Co., Ltd.	Ren Ying Industrial Co., Ltd. Ruentex Xing Co. Ltd.	85.10% 14.90%
Chang Quan Investment Co., Ltd.	Huei Hong Investment Co., Ltd. Ruen Hua Dyeing & Weaving Co., Ltd. Ruentex Xing Co. Ltd.	48.00% 33.00% 19.00%
Huei Hong Investment Co., Ltd.	Ruen Hua Dyeing & Weaving Co., Ltd. □ Ruentex Xing Co., Ltd. □ Yi Tai Investment Co., Ltd.	63.53% 19.93% 16.54%

#### 4. Disclosure of the professional qualifications and independence of independent directors

Requirements Name	The professional qualifications and hands-on experiences	Facts about independence attribute (Note 2)	Concurrently an Independent Director for Other Public Companies
Ruentex Materials Co., Ltd. Representative: Jean, Tsang-Jiunn /Chairman	Education: Department of Space Design, Osaka College of Design, Japan Experience: 1. Chairman of the Company 2. Chairman of Ruentex Development Co., Ltd., Ruentex Construction, Ruentex Xu-Zhan Development Co., Ltd., Ruentex Bai-Yi Co., Ltd., Ruentex Innovative Development Co., Ltd., and Shing Yen Construction & Development Co., Ltd. 3. Director of Ruentex Construction International (BVI), Ruentex Construction, Ruen Fu Newlife Corp and Ruentex Security Co., Ltd.	N/A	0
Ruentex Materials Co., Ltd. Representative: Ho, Kai-Lin /Director	Education: Department of Mechanical Engineering, Lee-Ming Institute of Technology Experience: 1. General Manager, Ruen Fu Newlife Corp. 2. Director, Ruentex Development Co., Ltd.	N/A	0

Requirements Name	The professional qualifications and hands-on experiences	Facts about independence attribute (Note 2)	Concurrently an Independent Director for Other Public Companies
Lu, Yu-Huang /Director	Education: Master, Department of Civil Engineering, National Central University Experience: 1. President of the Company 2. Vice President, Ruentex Engineering & Construction Co., Ltd. 3. Special Assistant, Ruentex Construction & Engineering Co., Ltd.	N/A	0
Lin, Tzong-Yau /Director	Education: PhD in Economics, University of Southern California Experience: 1. Director, Mega Financial Holding Company Ltd. 2. Director, Taiwan Academy of Banking and Finance 3. Supervisor, Financial Information Service Co., LTD. 4. Director-General, Dept. of the Economic Research, Central Bank 5. Director, Representative Office of the Republic of China in New York, USA 6. Director, Yuanta-Polaris Research Institute	N/A	0

Requirements Name	The professional qualifications and hands-on experiences	Facts about independence attribute (Note 2)	Concurrently an Independent Director for Other Public Companies
Lai, Kwan-Chung /Independent Director	Education: 1. EMBA, National Taiwan University 2. Master of Law, Soochow University 3. Master of Accounting, Soochow University Experience: 1. President, Chairman, COO of Audit Department, COO of Finance Consulting Department of Deloitte Taiwan 2. Part-time Assistant Professor and Lecturer, Department of Accounting, National Taiwan University 3. Part-time Lecturer, National Chengchi University 4. Supervisor, Private School Foundation 5. Part-time Visiting Professor, Department of Accounting, Soochow University 6. Part-time Lecturer, Private Jingwen University of Science and Technology 7. President of Lai Yuan CPA Firm 8. Senior Consultant, Taishin Financial Holding Co., Ltd. 9. Director, TriHealth Enterprise, Inc. 10. Supervisor, Lai Yuan Enterprise, Inc. 11. Independent Director, Taiwan Mobile Co., Ltd.	(1)(2)(3)(4)(5)(6) (7)(8)(9)(10)(11) (12)	1
Chiou, Chin-Ting /Independent Director	Education: Master, Graduate School of Commerce, National Taiwan University Experience: 1. Chairman of the Securities and Futures Investors Protection Center 2. Chairman, TAIWAN-CA INC. 3. Vice President, Taiwan Stock Exchange 4. Manager of the Finance Department and Manager of the Listing Department at the Taiwan Stock Exchange Corporation 5. Independent Director, TaiMed Biologics, Inc. 6. Independent director, OBI Pharma, Inc.	(1)(2)(3)(4)(5)(6) (7)(8)(9)(10)(11) (12)	2

Requirements Name	The professional qualifications and hands-on experiences	Facts about independence attribute (Note 2)	Concurrently an Independent Director for Other Public Companies
Yang, I-Tung /Independent Director	Education: Ph.D., University of Michigan-Ann Arbor Experience: 1. Chair and Professor, Department of Construction Engineering, National Taiwan University of Science and Technology 2. Head of Taiwan Construction Research Institute 3. Director of the International Society for Computing in Civil and Building Engineering 4. Chairman of the Chinese Institute of Civil and Hydraulic Engineering 5. Associate Editor, the KSCE Journal of Civil Engineering	(1)(2)(3)(4)(5)(6)(7)(8)(9)(10)(11)(12)	0

Note 1: None of the Company's directors and independent directors fall under any of the categories stated in Article 30 of the Company Act.

Note 2: Independent directors shall not have any of the following during the two years before being elected or during the term of office: (disclose in the table above if applicable)

- (1) An employee of the Company or its affiliates.
- (2) A director or supervisor of an affiliate or the Company.
- (3) 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 underage children, or in the name of a third party.
- (4) 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 (2) (3) or other roles stated in (1).
- (5) A director, supervisor or employee of a 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.
- (6) A director, supervisor or employee of a company controlling over one half of the company's director seats or voting shares under one person.
- (7) A director of a company or institution whose chairperson and president or equivalent role is the same person or its spouse.
- (8) 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 relationship with the Company.
- (9) 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 exceeding 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.

- (10) Not a spouse or kindred at the second tier under the Civil Code to any other director.
- (11) Not under any one of the categories stated in Article 30 of the Company Act.
- (12) Not being elected as representative of the government, an institution, or others under Article 27 of the Company Act.

#### 5. Diversification and independence of the Board of Directors

In order to implement corporate governance, improve the functions of the Board of Directors, and strengthen the structure of the Board of Directors, the Company has established the “Regulations Governing the Election of Directors” for compliance during the election of directors, and the “Policy of Diversity of the Board of Directors” is established in accordance with Article 20 of the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”. The Board of Directors as a whole shall possess the skills of business judgment, accounting and financial analysis, business administration, crisis management, industry knowledge, an international market perspective, leadership, and decision-making. The composition of the Company's board members shall be diversified. It is advisable that no more than one-third of the Board of Directors shall concurrently serve as the Company's managers. The Company has also formulated an appropriate diversity policy based on its own operations, business model, and development needs, including basic criteria and values (gender, age, nationality, and culture) and professional knowledge and skills.

The Company's specific management objectives and achievement status of the diversity policy are as follows: The current board members have a diverse and complementary set of skills across industries, including basic composition (e.g., age, gender, etc.), industry experience and related skills (e.g., construction, civil engineering, finance and accounting, legal, etc.), as well as competencies such as business decision-making, management, leadership, and risk management. The Company also places great emphasis on the gender equality of its directors. The Company's Corporate Governance Best Practice Principles aims to achieve a female director seat count of one-third of the total number of directors. There is currently one female director (accounting for 14% of all directors) among the seven directors. The Company also places great importance on the gender equality of its board members. The Company's Corporate Governance Best Practice Principles aims to have at least one-third of the total members of board of directors shall be female directors, the Company is gradually working to achieve this goal. There is one female director out of the seven current directors (accounting for 14% of the entire directors). In the future, the Company will strive to increase female directors in the board, and aim to elect female directors by taking into account the long-term development goals and diversity. The Company will also improve the overall performance of the Board of Directors, and achieve the goal of diversity for the Board

of Directors. There are three independent directors (accounting for 43%), and two directors who are also managers of the Company (accounting for 14%). There is no spousal relationship or relationship within the second degree of kinship among the directors. Therefore, the Board of Directors of the Company is considered to be independent, and all independent directors have served no more than three consecutive terms. For the professional qualifications and experience of the directors and the independence of the independent directors, please refer to pages 12~16 of this annual report. The implementation of the Board Diversity Policy is as follows:

Data by: March 31, 2025

Core Competency Diversity  Directors	Basic Information						The professional qualifications and hands-on experiences						No spouse or relative within two degrees of kinship between directors	
	Nationality	Gender	Age				Employee Status	Experience in the Industry		Professional Capabilities				
			31 to 40	41 to 50	51 to 60	61 to 70		Architecture and Engineering	Finance	Law	Accounting	Risk management		Leadership and Decision- making
Representative of Ruentex Materials Co., Ltd.: Jean, Tsang-Jiunn	ROC	Male			✓		✓					✓	✓	✓
Representative of Ruentex Materials Co., Ltd.: Ho, Kai-Lin	ROC	Female			✓							✓	✓	✓
Lu, Yu-Huang	ROC	Male		✓		✓	✓					✓	✓	✓
Lin, Tzong-Yau	ROC	Male			✓			✓				✓	✓	✓
Lai, Kwan-Chung	ROC	Male			✓			✓	✓	✓		✓	✓	✓
Chiou, Chin-Ting	ROC	Male			✓			✓		✓		✓	✓	✓
Yang, I-Tung	ROC	Male		✓			✓					✓	✓	✓

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

March 9, 2025

Title	Nationality	Name	Gender	Elected (Inaugurated) 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 2nd Degree Under the Civil Code			Remarks (Note 2)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
President of the President's Office	ROC	Lu, Yu-Huang	Male	2013.05.16	393,000	2.62	38,500	0.26	0	0	Master of Civil Engineering, National Central University Vice President, Ruentex Engineering & Construction Co., Ltd. Special Assistant, Ruentex Construction Co., Ltd.	None	None	None	None	None
Vice President, Sales Department	ROC	Su, Chun-Hui	Male	2018.04.01	120,000	0.80	0	0	0	0	Department of Civil Engineering, Fu-Hsing College of Technology Engineer, Lanbao Enterprise Co., Ltd.	None	None	None	None	None
Vice President, Design Department	ROC	Tang, Chiao-Yi	Female	2018.04.01	95,000	0.63	0	0	0	0	MS, Department of Architecture, National Taipei University of Technology Engineer, Ruentex Engineering & Construction Co., Ltd. Designing Architect, Dayuan Architects	None	None	None	None	None
Vice President, Works Department	ROC	Yeh, Chia-Teng	Male	2021.04.01	98,000	0.65	0	0	0	0	Department of Civil Engineering, National Taipei University of Technology Engineer, Productivity Engineering Consultants Co., Ltd.	None	None	None	None	None
Vice President, Design Department	ROC	Wang, Chun-Chin	Male	2022.09.05	20,000	0.13	0	0	0	0	Department of Architecture, China University of Technology Person in charge of Rui-Zhi-Hui Design Co., Ltd.	None	None	None	None	None
Vice President, Contracting Department	ROC	Shiu, Tz-Rung	Male	2022.04.01	76,000	0.51	0	0	0	0	Master of Civil Engineering, National Chung Hsing University Project Director, Ruentex Engineering & Construction Co., Ltd.	None	None	None	None	None

Title	Nationality	Name	Gender	Elected (Inaugurated) 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 2nd Degree Under the Civil Code			Remarks (Note 2)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Vice President, Quality Assurance & Safety Department	ROC	Lin, Chia-Ching	Male	2023.04.01	66,000	0.44	0	0	0	0	Department of Mechanical Engineering, National Taipei University of Technology Site Manager, Yuhua Construction Co., Ltd.	None	None	None	None	None
Assistant Vice President, Valuation Department	ROC	Lee, Hung-Chi	Male	2020.02.01	67,000	0.45	0	0	0	0	Department of Civil Engineering, National Cheng Kung University Chief of Engineering Department, Xin Tai Design Co., Ltd. Procurement and Contracting, Sootai Construction Co., Ltd.	None	None	None	None	None
Assistant Vice President-cum-Accounting Manager, Accounting Department	ROC	Lin, Hsiao-Feng	Female	2021.04.01	87,000	0.58	0	0	0	0	Department of Banking, Finance and Accounting, National Taipei University of Business Specialist, Shing Yen Construction & Development Co., Ltd.	None	None	None	None	None
Assistant Vice President, Engineering Department (Note 1)	ROC	Liu, Chih-Hung	Male	2020.04.01	80,002	0.53	0	0	0	0	Department of Agricultural Machinery Engineering, National Yilan University of Science and Technology Design Assistant, Labtech Co., Ltd. Engineering, Redwood Interior Design Co., Ltd.	None	None	None	None	None
Project Assistant Vice President, Engineering Department	ROC	Lin, Yueh-Long	Male	2021.04.01	48,000	0.32	0	0	0	0	Department of Civil Engineering, China University of Technology Engineer, Rong San Lin Development Co., Ltd.	None	None	None	None	None
Project Assistant Vice President, Engineering Department	ROC	Chen, Tang-Chien	Male	2022.04.01	43,000	0.29	0	0	0	0	Department of Construction Engineering, National Taipei University of Technology Director, Rui-Zuo Civil Engineering	None	None	None	None	None

Title	Nationality	Name	Gender	Elected (Inaugurated) 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 2nd Degree Under the Civil Code			Remarks (Note 2)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
Project Assistant Vice President, Sales Department	ROC	Kao, Hsiang	Male	2022.04.01	6,000	0.04	0	0	0	0	Department of Architecture, National Taipei University of Technology Assistant Vice President, Real Estate Business Department, San Want Group Director, Asset Region 3, Decoration Department, Clevo Co.	None	None	None	None	None
Project Assistant Vice President, Design Department	ROC	Lin, Jung-Hwa	Male	2022.04.01	43,000	0.29	0	0	0	0	Department of Interior Design, Philadelphia Colleges of the Arts Designer, A.EB Design Group	None	None	None	None	None
Assistant Vice President, Design Department	ROC	Peng, Ching	Female	2023.05.02	10,000	0.07	0	0	0	0	Department of Arts and Crafts, Fu-Hsin Trade & Arts School Vice President, Rui-Zhi-Hui Design Co., Ltd.	None	None	None	None	None
Assistant Vice President, Design Department	ROC	Wang, Cheng-Li	Male	2023.04.01	8,000	0.05	0	0	0	0	Department of Landscape Design, Fu Jen Catholic University Chief Planning Officer, AECOM Director, Li-Ji Design Co., Ltd.	None	None	None	None	None
Project Assistant Vice President, Design Department	ROC	Kuo, Chiu-Chen	Female	2023.04.01	36,000	0.24	0	0	0	0	Department of Design of Business Plaza, Ming Chuan University Designer, Biyuan Design Company Designer, Dahan Design Co., Ltd.	None	None	None	None	None
Project Assistant Vice President, Engineering Department	ROC	Lai, Chien-Chia	Male	2023.04.01	3,000	0.02	0	0	0	0	Department of Construction Engineering, Chung Hua University Manager of Engineering Department, Tailu Interior Decoration Co., Ltd. Manager of Engineering Department, Lixin Interior Decoration Co., Ltd.	None	None	None	None	None
Corporate Governance Officer (Note 1)	ROC	Jhang, Jiao-Min	Female	2024.08.09	0	0	0	0	0	0	Department of Accounting, Soochow University Section Manager, Accounting Department, Nichidenbo Corporation	None	None	None	None	None

Title	Nationality	Name	Gender	Elected (Inaugurated) 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 2nd Degree Under the Civil Code			Remarks (Note 2)
					Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held			Title	Name	Relationship	
											Deputy Manager, Accounting Department, Ruentex Engineering & Construction Co., Ltd.					
Head of Finance	ROC	Chen, Yu-Ling	Female	2021.03.02	8,000	0.05	0	0	0	0	Department of Accounting, Chinese Culture University Deputy Manager, Department of Finance, Ruentex Engineering & Construction Co., Ltd.	None	None	None	None	None
Chief auditor (Note 1)	ROC	Jiang, Ren-Wei	Male	2025.01.21	0	0	0	0	0	0	Master of Institute of Accounting Information, National Taichung University of Science and Technology Assistant Manager, Audit Department, Deloitte Taiwan Junior Manager in Audit, Ruentex Development Co., Ltd.	None	None	None	None	None

Note 1: Date of taking office is based on the date of job-rotation: Liu, Chih-Hung, Project Assistant Vice President, was promoted to the Assistant Vice President, Engineering Department, on April 1, 2024; Jhang, Jiao-Min, Deputy Manager, Accounting Department, was appointed as the Corporate Governance Officer by the Board of Directors on August 9, 2024; Jiang, Ren-Wei, Junior Manager in Audit, was appointed as the chief auditor by the Board of Directors on January 21, 2025.

Note 2: Information about that the President or person of an equivalent position (the highest level Manager) and the Chairman is the same person, spouses, or relative within the first degree of kinship, shall disclose the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (such as increase the number of Independent Directors and have a majority of directors who are not also employees or Managers concurrently, etc.): N/A.

## II. Remuneration for Directors or Supervisors, Presidents, and Vice Presidents

### (I) Remuneration for Directors or Supervisors, Presidents, and Vice Presidents

#### 1. Remuneration for General and Independent Directors

Unit: NT\$ thousands

Title	Name	Directors' Remuneration								Sum of A to D and Sum as a Percentage of Profit After Tax		Remuneration for Directors Who are Concurrently Employees								Sum of A to G and Sum as a Percentage of Net Profit After Tax		Whether or not receiving remuneration from investees or the parent company other than 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	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	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	
Chairman	Representative of Ruentex Materials Co., Ltd.: Jean, Tsang-Jiunn																					
Director	Representative of Ruentex Materials Co., Ltd.: Ho, Kai-Lin	792	792	-	-	-	-	-	-	792 0.35%	792 0.35%	27,950	27,950	108	108	122	-	122	-	28,972 12.93%	28,972 12.93%	50,564
	Lu, Yu-Huang																					
	Lin, Tzong-Yau																					
Independent Director	Lai, Kwan-Chung																					
	Chiou, Chin-Ting	1,800	1,800	-	-	-	-	555	555	2,355 1.05%	2,355 1.05%	-	-	-	-	-	-	-	-	2,355 1.05%	2,355 1.05%	-
	Yang, I-Tung																					
	Total	2,592	2,592	-	-	-	-	555	555	3,147 1.40%	3,147 1.40%	27,950	27,950	108	108	122	-	122	-	31,327 13.98%	31,327 13.98%	50,564

1. Please specify the policy, system, standards, and structure of the remuneration paid to independent directors, and specify their correlation between the amount of the remuneration paid and their responsibilities, risks, and time contributed: The remuneration to the Company's independent directors is not distributed according to the Company's Articles of Incorporation. Instead, the remuneration and honoraria are given the extent of their participation in and contribution to the Company's operations and the results of the evaluation of directors' performance, and are reviewed regularly.

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

### 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 Ruentex Materials Co., Ltd.: Jean, Tsang-Jiunn Representative of Ruentex Materials Co., Ltd.: Ho, Kai-Lin Lu, Yu-Huang, Lin, Tzong-Yau, Lai, Kwan-Chung, Chiou, Chin-Ting, and Yang, I-Tung	Representative of Ruentex Materials Co., Ltd.: Jean, Tsang-Jiunn Representative of Ruentex Materials Co., Ltd.: Ho, Kai-Lin Lu, Yu-Huang, Lin, Tzong-Yau, Lai, Kwan-Chung, Chiou, Chin-Ting, and Yang, I-Tung	Representative of Ruentex Materials Co., Ltd.: Jean, Tsang-Jiunn Representative of Ruentex Materials Co., Ltd.: Ho, Kai-Lin Lin, Tzong-Yau, Lai, Kwan-Chung, Chiou, Chin-Ting, and Yang, I-Tung	Representative of Ruentex Materials Co., Ltd.: Jean, Tsang-Jiunn Representative of Ruentex Materials Co., Ltd.: Ho, Kai-Lin Lin, Tzong-Yau, Lai, Kwan-Chung, Chiou, Chin-Ting, and Yang, I-Tung
NT\$1,000,000 (included) – NT\$2,000,000 (excluded)	-	-	-	-
NT\$2,000,000 (included) – NT\$3,500,000 (excluded)	-	-	-	-
NT\$3,500,000 (included) – NT\$5,000,000 (excluded)	-	-	-	-
NT\$5,000,000 (included) – NT\$10,000,000 (excluded)	-	-	-	-
NT\$10,000,000 (included) – NT\$15,000,000 (excluded)	-	-	-	-
NT\$15,000,000 (included) – NT\$30,000,000 (excluded)	-	-	Lu, Yu-Huang	Lu, Yu-Huang
NT\$30,000,000 (included) – NT\$50,000,000 (excluded)	-	-	-	-
NT\$50,000,000 (included) – NT\$100,000,000 (excluded)	-	-	-	-
NT\$100,000,000 and Above	-	-	-	-
Total	7 people	7 people	7 people	7 people

Note: 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. Remuneration for the President and Vice Presidents (2024)

Unit: NT\$ thousands

Title	Name	Salary (A)		Severance Pay/Retirement Allowance (B)		Bonuses & Special Expenses (C)		Amount of Employee Profit Sharing From Earnings Distribution (D)				Sum of A to D and Sum as a Percentage of Profit After Tax (%)		Whether or not receiving remuneration from investees or the parent company other than 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	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
President	Lu, Yu-Huang	19,482	19,482	548	548	33,965	33,965	446	-	446	-	54,441 24.30%	54,441 24.30%	-
Vice President	Su, Chun-Hui													
Vice President	Tang, Chiao-Yi													
Vice President	Yeh, Chia-Teng													
Vice President	Wang, Chun-Chin													
Vice President	Shiu, Tz-Rung													
Vice President	Lin, Chia-Ching													

### 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 (excluded)	-	-
NT\$2,000,000 (included) – NT\$3,500,000 (excluded)	Lin, Chia-Ching	Lin, Chia-Ching
NT\$3,500,000 (included) – NT\$5,000,000 (excluded)	Su, Chun-Hui, Tang, Chiao-Yi, Wang, Chun-Chin, and Yeh, Chia-Teng	Su, Chun-Hui, Tang, Chiao-Yi, Wang, Chun- Chin, and Yeh, Chia-Teng
NT\$5,000,000 (included) – NT\$10,000,000 (excluded)	Shiu, Tz-Rung	Shiu, Tz-Rung
NT\$10,000,000 (included) – NT\$15,000,000 (excluded)	-	-
NT\$15,000,000 (included) – NT\$30,000,000 (excluded)	Lu, Yu-Huang	Lu, Yu-Huang
NT\$30,000,000 (included) – NT\$50,000,000 (excluded)	-	-
NT\$50,000,000 (included) – NT\$100,000,000 (excluded)	-	-
NT\$100,000,000 and Above	-	-
Total	7 people	7 people

Note: 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. Names of managers who received employee remuneration (in 2024) and the distribution situation

March 31, 2025 Unit: NT\$ thousands

	Position title	Name	Stock Amount	Cash Amount	Total	Percentage in Net Earnings After Tax
Managers	President	Lu, Yu-Huang				
	Vice President	Wang, Chun-Chin				
	Vice President	Lin, Chia-Ching				
	Vice President	Tang, Chiao-Yi				
	Vice President	Shiu, Tz-Rung				
	Vice President	Yeh, Chia-Teng				
	Vice President	Su, Chun-Hui				
	Assistant Vice President	Lee, Hung-Chi				
	Assistant Vice President	Lin, Hsiao-Feng				
	Assistant Vice President	Wang, Cheng-Li				
	Assistant Vice President	Liu, Chih-Hung				
	Project Assistant Vice President	Lin, Yueh-Long				
	Project Assistant Vice President	Chen, Tang-Chien	-	984	984	0.44%
	Project Assistant Vice President	Lai, Chien-Chia				
	Project Assistant Vice President	Lin, Jung-Hwa				
	Project Assistant Vice President	Kuo, Chiu-Chen				
	Project Assistant Vice President	Peng, Ching				
	Project Assistant Vice President	Kao, Hsiang				
	Deputy Manager, Accounting Department (Note 1) (Corporate Governance Officer)	Jhang, Jiao-Min				
	Deputy Manager, Department of Finance (Note 1)	Chen, Yu-Ling				
Junior Manager in Audit (chief auditor) (Note 1)	Jiang, Ren-Wei					

Note 1: Liu, Chih-Hung, Project Assistant Vice President, was promoted to the Assistant Vice President, Engineering Department, on April 1, 2024.

Jhang, Jiao-Min, Deputy Manager, Accounting Department, was appointed as the Corporate Governance Officer by the Board of Directors on August 9, 2024.

Jiang, Ren-Wei, Junior Manager in Audit, was appointed as the chief auditor the Board of Directors on January 21, 2025.

Note 2: The total amount of employee remuneration approved by the Board of Directors for the most recent year is calculated based on the percentage for the distribution last year.

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

1. In case of a loss after tax appears in the individual or respective financial statements in the most recent three (3) years, the amounts of remunerations for the respective directors or supervisors shall be disclosed. Except an event where a net profit after tax is already seen in the individual or respective financial statements in the most recent year which is adequate enough to make up the accumulated loss: N/A.

2. A company that has had an insufficient director shareholding percentage for three (3) consecutive months or longer during the most recent fiscal year shall disclose the remuneration of individual directors; one that has had an insufficient supervisor shareholding percentage for three (3) consecutive months or more during the most recent fiscal year shall disclose the remuneration of individual supervisors: N/A.
  3. Where the average pledge by directors and supervisors has been greater than 50% for three (3) months in the most recent year, please enumerate the remuneration paid to such individual directors and supervisors with a pledge greater than 50% in said month(s): N/A.
  4. Make separate disclosure of directors' and supervisors' compensation for any director/supervisor of any company included in the financial statements that receives compensation totaling more than 2% of net income and more than NT\$15 million: N/A.
  5. Where a TWSE/TPEX listed company ranks in the last two grade level in the corporate governance evaluation results in the most recent year or has changed transaction approach, discontinued trading, terminated TWSE/TPEX listing or has been resolved by the Corporate Governance Evaluation Committee as not entitled to evaluation in the most recent year as of the publication date of the Annual Report: N/A.
  6. Where the salaries averaged for full-time employees serving not as a department head in a TWSE/TPEX listed company are not up to NT\$500,000 in the most recent year: N/A.
  7. A TWSE or TPEX listed company had an increase of 10 percent or more in net profit after tax for the most recent fiscal year, but the average annual salary of its full-time non-management employees did not increase relative to the preceding fiscal year.: N/A.
  8. A TWSE or TPEX listed company had a decline in after-tax net income reaching 10 percent and exceeding NT\$5 million for the most recent fiscal year, along with an increase in its average remuneration per director (not including the remuneration of those who are also employees) reaching 10 percent or more and exceeding NT\$100,000: N/A.
- (III) Where a TWSE/TPEX listed company meets an event among those enumerated under Subparagraph 1 or 5 of the preceding Paragraph, please disclose the remuneration paid to the top highest supervisory officers: N/A.
- (IV) A comparative description with analysis on the ratio taken by the gross total of remuneration paid by this Company to the directors, presidents, and vice presidents of this Company to the net earnings after tax over the past two years, including a description of the policies, criteria, and composition of remuneration; the

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

1. The ratio taken by the gross total of remuneration paid by this Company and all firms disclosed in the Individual Financial Statements to the directors, presidents, and vice presidents of this Company to the net earnings after tax over the past two years:

Unit: NT\$ thousands; %

Position title	2023		2024	
	Amount	Percentage	Amount	Percentage
Director	28,601	19.32	31,327	13.98
Presidents and Vice Presidents	43,668	29.49	54,441	24.30

Note: As the Company has one director who is also an employee (the President), the remuneration received by the employee is included in the “Directors” and “the President and Vice Presidents” categories.

2. Description of the policies, criteria, and composition of remuneration; the procedures to determine remuneration, their interrelationship with business performance, and future risks:

(1) Directors’ remuneration policy

In accordance with Article 16 of the Company's Articles of Incorporation, the Board of Directors is authorized to determine the remuneration of directors based on the extent of their participation in and contribution to the Company's operations, the results of the director's performance evaluation, while with reference to the standards of the industry. In addition to the fixed remuneration, the director (including independent directors) of this term are be paid honoraria on a case-by-case basis when performing their duties if they serve as members of functional committees. In addition, the Company's Articles of Incorporation does not stipulate the remuneration of directors, and no remuneration is paid to directors.

(2) Managers' remuneration policy

The remuneration to the President, Vice Presidents, and other managers is handled in accordance with Article 19 of the Company's Articles of Incorporation. If the Company makes a profit in a year, it shall allocate at least 1% of the profit as remuneration to employees, and shall execute it in accordance with the Regulations Governing the Remuneration to Employees and the Regulations Governing the Bonus. The amount of remuneration is determined based on the operating condition (net operating income after tax), individual performance evaluation results (functional objectives and business achievement rate), and individual contribution to the Company.

- (3) Procedures to determine remuneration, their interrelationship with business performance, and future risks

When the Company determines remuneration, the following factors are taken into

account:

- ① The Company's overall operating performance: The bonus is calculated based on the range of net operating income after tax.
- ② Project performance: Including operating revenue, operating margin, construction quality, and special contributions.
- ③ Personal performance evaluation: Calculations of each project and individual remuneration are based on individual time commitment, responsibilities, achievement of goals, and specific contributions to the Company.
- ④ Long-term and short-term goals and financial position: Assessing the correlation between individual performance and the overall performance of the Company, and ensuring that the remuneration system is balanced between the Company's sustainable development and risk control.

The Company's salary and performance assessments are reviewed by the Remuneration Committee and the Board of Directors based on actual operating conditions and applicable laws and regulations to ensure the reasonableness and competitiveness of the remuneration system and achieve the goal of sustainable operations.

### III. Corporate Governance

#### (I) Operation of the Board of Directors:

In the most recent fiscal year (2024), the Board of Directors convened a total of 8 meetings

(A). The facts of participation and attendance by directors are as enumerated below:

Title	Name	Actual Attendances (including appearances by proxy) (B)	Number of proxy attendance	Actual Attendance (%) [B/A]	Notes
Chairman	Representative of Ruentex Materials Co., Ltd.: Jean, Tsang-Jiunn	8	0	100	Re-elected on June 9, 2022 8 attendances required
Director	Representative of Ruentex Materials Co., Ltd.: Ho, Kai-Lin	7	1	87.5	Took office on June 9, 2022 8 attendances required
	Lu, Yu-Huang	8	0	100	Re-elected on June 9, 2022 8 attendances required
	Lin, Tzong-Yau	8	0	100	Took office on June 9, 2022 8 attendances required
Independent Director	Lai, Kwan-Chung	8	0	100	Took office on June 9, 2022 8 attendances required
	Chiou, Chin-Ting	8	0	100	Took office on June 9, 2022 8 attendances required

Title	Name	Actual Attendances (including appearances by proxy) (B)	Number of proxy attendance	Actual Attendance (%) [B/A]	Notes
	Yang, I-Tung	8	0	100	Took office on June 9, 2022 8 attendances required

#### Other Information Required for Disclosure

- 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:
  - Matters specified in Article 14-3 of the Securities and Exchange Act: On June 9, 2022, the Company re-elected its directors in advance and elected three independent directors and established an Audit Committee in accordance with the law. Pursuant to Article 14-5 of the Securities and Exchange Act, the Company is not subject to Article 14-3 of the same Act. Therefore, please refer to pages 36-39 of this annual report for the opinions of the independent directors and the Company's response to the said opinions.
  - Board of Directors resolutions to which objections or qualified opinions for the record or in writing are expressed by independent directors: N/A
- 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	Avoidance of Conflicts of Interest	Participation in Voting
2024.02.01 The 12th meeting of the 12th Board of Directors	1. Payout of the Company's 2023 managerial officers' performance bonus.	Director Lu, Yu-Huang serves as the Company's President. Pursuant to the Company's Rules of Procedure for Board of Directors Meetings, he declared his recusal from this proposal and did not participate in the discussion and vote on it.	Except Director Lu, Yu-Huang who did not participate in the resolution process due to avoidance from conflict of interests, all directors confirmed consent. The motion was duly resolved as proposed.
	2. The Company's distribution of 2022 remuneration to managerial officers.	Director Lu, Yu-Huang serves as the Company's President. Pursuant to the Company's Rules of Procedure for Board of Directors Meetings, he declared his recusal from this proposal and did not participate in the discussion and voting on it.	Except Director Lu, Yu-Huang who did not participate in the resolution process due to avoidance from conflict of interests, all directors confirmed consent. The motion is duly resolved as proposed.
	1. Changes in the compensation of the Company's managers for 2024.	Director Lu, Yu-Huang serves as the Company's President. Pursuant to the Company's Rules of Procedure for Board of Directors Meetings, he declared his recusal from this proposal and did not participate in the discussion and voting on it.	Except Director Lu, Yu-Huang who did not participate in the resolution process due to avoidance from conflict of interests, all directors confirmed consent. The motion was duly resolved as proposed.
2024.03.07 The 13th meeting of the 12th Board of Directors	1. The Company's amendment to the "Rules Governing Financial and Business Matters Between this Corporation and its Affiliated Enterprises" of the	Chairman Jean, Tsang-Jiunn and Director Hou, Kai-Lin serve as the Company's Chairman and director of the Company's affiliates, respectively. Pursuant to the Company's Rules of Procedure for Board of Directors Meetings Director, he declared his recusal from this proposal and did	Except Chairman Jean, Tsang-Jiunn and Director Hou, Kai-Lin who did not participate in the resolution process due to avoidance from conflict of interests, all directors confirmed consent. The motion is duly resolved as proposed.

Board of Directors	Proposal	Avoidance of Conflicts of Interest	Participation in Voting
	Company.	not participate in the discussion and vote on it.	
	2. The Company's formulation of the "pricing strategy".	Chairman Jean, Tsang-Jiunn and Director Hou, Kai-Lin serve as the Company's Chairman and director of an affiliate of the Company, respectively. Pursuant to the Company's Rules of Procedure for Board of Directors Meetings Director, he declared his recusal from this proposal and did not participate in the discussion and vote on it.	Except Chairman Jean, Tsang-Jiunn and Director Hou, Kai-Lin who did not participate in the resolution process due to avoidance from conflict of interests, all directors confirmed consent. The motion is duly resolved as proposed.
2024.03.26 The 14th meeting of the 12th Board of Directors	1. The Company's formulation of the "employee stock subscription rule".	Director Lu, Yu-Huang serves as the Company's President. Pursuant to the Company's Rules of Procedure for Board of Directors Meetings, he declared his recusal from this proposal and did not participate in the discussion and voting on it.	Except Director Lu, Yu-Huang who did not participate in the resolution process due to avoidance from conflict of interests, all directors confirmed consent. The motion was duly resolved as proposed.
	2. The Company's managers' employee stock subscription for the cash capital increase in 2024.	Director Lu, Yu-Huang serves as the Company's President. Pursuant to the Company's Rules of Procedure for Board of Directors Meetings, he declared his recusal from this proposal and did not participate in the discussion and voting on it.	Except Director Lu, Yu-Huang who did not participate in the resolution process due to avoidance from conflict of interests, all directors confirmed consent. The motion was duly resolved as proposed.
	3. Changes in the compensation of the Company's managers for 2024.	Director Lu, Yu-Huang serves as the Company's President. Pursuant to the Company's Rules of Procedure for Board of Directors Meetings, he declared his recusal from this proposal and did not participate in the discussion and voting on it.	Except Director Lu, Yu-Huang who did not participate in the resolution process due to avoidance from conflict of interests, all directors confirmed consent. The motion was duly resolved as proposed.
2024.08.09 The 17th meeting of the 12th Board of Directors	1. Review of the Company's independent directors' performance evaluation and remuneration regulations.	Independent Directors Lai, Kwan-Chung, Chiou, Chin-Ting, and Yang, I-Tung are related parties of this case. In accordance with the Company's Rules of Procedure for Board of Directors Meetings, they recused themselves from the discussion and voting of conflict of interest.	Except Independent Directors Lai, Kwan-Chung, Chiou, Chin-Ting, and Yang, I-Tung who did not participate in the resolution process due to avoidance from conflict of interests, all directors confirmed consent. The motion is duly resolved as proposed.
	2. The estimated adjustment to the Company's related party transaction amount for 2024.	Chairman Jean, Tsang-Jiunn serves as the Chairman of Ruentex Development Co., Ltd. and Ruentex Development Co., Ltd. Pursuant to the Company's Rules of Procedure for Board of Directors Meetings, he declared his recusal from this proposal and did not participate in the discussion and vote on it.	Except Director Jean, Tsang-Jiunn who did not participate in the resolution process due to avoidance from conflict of interests, all directors confirmed consent. The motion is duly resolved as proposed.
	3. Review of the Company's directors and managers'	Directors Jean, Tsang-Jiunn, Lu, Yu-Huang, Ho, Kai-Lin, and Lin, Tzong-Yau were related parties for this proposal. Pursuant to the	Except Directors Jean, Tsang-Jiunn, Lu, Yu-Huang, Ho, Kai-Lin, and Lin, Tzong-Yau who did not participate in the resolution

Board of Directors	Proposal	Avoidance of Conflicts of Interest	Participation in Voting
	performance evaluation and remuneration regulations.	Company's Rules of Procedure for Board of Directors Meetings, they declared their recusal from this proposal and did not participate in the discussion and vote on it.	process due to avoidance from conflict of interests, all directors confirmed consent. The motion is duly resolved as proposed.
	4. Report on the result of performance evaluation for managerial officers in the 1st half of 2024.	Director Lu, Yu-Huang serves as the Company's President. Pursuant to the Company's Rules of Procedure for Board of Directors Meetings, he declared his recusal from this proposal and did not participate in the discussion and vote on it.	Except Director Lu, Yu-Huang who did not participate in the resolution process due to avoidance from conflict of interests, all directors confirmed consent. The motion was duly resolved as proposed.
2024.12.24 The 19th meeting of the 12th Board of Directors	1. The estimation of the Company's related party transaction amount for 2025.	Chairman Jean, Tsang-Jiunn and Director Ho, Kai-Lin serve as the Chairman and Director of Ruentex Development Co., Ltd., respectively. Pursuant to the Company's Rules of Procedure for Board of Directors Meetings, he declared his recusal from this proposal and did not participate in the discussion and vote on it.	Except Chairman Jean, Tsang-Jiunn and Director Hou, Kai-Lin who did not participate in the resolution process due to avoidance from conflict of interests, all directors confirmed consent after consulted by the acting chair. The motion is duly resolved as proposed.

3. The cycle and duration, scope, method, and contents of self-assessment or peer assessment of the board of directors; the implementation of the Board of Director ' evaluation is as follows:

Assessment Cycle	Assessment Duration	Assessment Scope	Assessment Method
Once a year	2024.01.01-2024.12.31	1. Board of Directors 2. Individual Board Members 3. Functional committee	1. Internal self-assessment of the Board of Directors and functional committees 2. Board member self-assessment
<p>Assessment Contents:</p> <p>I. Board Performance evaluation: including 1. Involvement in corporate operations; 2. Improvement of board decision quality; 3. Board composition and structure; 4. Director selection and continuing education; 5. Internal control;</p> <p>II. Evaluation contents: 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.</p> <p>III. Functional committee performance evaluation (Audit Committee and Remuneration Committee), including: 1. Involvement in corporate operations; 2. Recognition of the functional committee's role and responsibility; 3. Improving the decision-making quality of functional committees; 4. Functional committee composition and member selection; 5. Internal control.</p> <p>IV. The results of the 2024 Board of Directors and functional committees' performance evaluations are as follows:</p> <p>(I) Overall score of the Board of Directors (5 major aspects): 97.79 points            (II) Score of board members (6 major aspects): 99.13 points            (III) Score of the Audit Committee (5 major aspects): 100 points            (IV) Score of the Remuneration Committee (4 major aspects): 100 points</p>			

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

(1) Targets for strengthening of the functions of the Board of Directors

① Implement corporate governance and improve information transparency:

A. In order to enhance corporate governance and sound supervisory functions,

the Company re-elected all directors and independent directors in the 2022 general shareholders' meeting. All independent directors formed an Audit Committee and a Compensation Committee in the same year.

- B. To improve the performance of the Board of Directors and establish good corporate governance, the Company has formulated the “Rules of Procedure for Board of Directors' Meetings”, the “Rules for Performance Evaluation of the Board of Directors”, and the “Standard Operational Protocol for Responding to Requests from Directors” for compliance.
- C. The Company has the chief governance officer (CGO) position to take charge of governance-related matters within the Company since 2023.
- D. The Company has established the “Internal Material Information Processing SOP” and designated a dedicated unit to be responsible for the accuracy, integrity, and timeliness of disclosure of material information. The Company has spokesperson system. The spokesperson or deputy spokesperson would upload material financial information to the Market Observation Post System (MOPS) anytime to ensure the information is symmetrical and in timely manner to protect shareholders' rights and interests.
- E. The “Investor Services” section of the Company's website contains sections for investors, corporate governance, corporate social responsibility, and stakeholders to increase the transparency of the Company's corporate governance and to actively establish communication channels with stakeholders.

② Facts on directors' continuing education: (2024)

Title	Name	Date	Title of class	Number of Class Hours	Total hours
Chairman	Representative of Ruentex Materials Co., Ltd.: Jean, Tsang-Jiunn	2024/07/03	Cathay Pacific Sustainable Finance & Climate Change 2024 Summit Forum	6	12
		2024/09/20	2024 Insider Trading Prevention Seminar	3	
		2024/09/30	Taiwan Capital Market Summit	3	
Director	Representative of Ruentex Materials Co. Ltd.: Ho, Kai-Lin	2024/03/22	Build a New Era of Carbon with Sustainability Knowledge	3	6
		2024/06/03	Institutional Investors' Perspectives Forum	3	
Director	Lu, Yu-Huang	2024/07/03	Cathay Pacific Sustainable Finance & Climate Change 2024 Summit Forum	3	6
		2024/11/26	Common Defects in Financial Statement Review and Common Issues in the Acquisition/Disposal of Assets	3	
Director	Lin, Tzong-Yau	2024/07/03	Cathay Pacific Sustainable Finance & Climate Change 2024 Summit Forum	6	6
Independent Director	Lai, Kwan-Chung	2024/09/12	Presentation of Insider's Equity Transaction in TPEX Companies - Taipei (2)	3	6
		2024/10/08	2024 WIW: Digital and Sustainable Finance Symposium Under AI Trend	3	
Independent Director	Chiou, Chin-Ting	2024/10/08	2024 WIW: Digital and Sustainable Finance Symposium Under AI Trend	3	6
		2024/10/21	Latest Practice and Development	3	

Title	Name	Date	Title of class	Number of Class Hours	Total hours
			of Insider Trading Prevention and Response Measures in Taiwan		
Independent Director	Yang, I-Tung	2024/09/12	Presentation of Insider's Equity Transaction in TPEX Companies - Taipei (2)	3	6
		2024/11/12	The Three Steps for Sustainability Reporting that Should Be Disclosed	3	

(2) Implementation assessment:

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

- A. The head of the internal audit reports to the independent directors (Audit Committee) on a regular basis on the annual audit plan and quarterly reports on the execution of internal audit business.
- B. The certified public accountant(s), periodically, participate (s) in the Audit Committee (independent directors) per year to report the outcome of annual audit and communicate the key audit issues.
- C. Others: In the event of significant irregularities or matters that the independent directors, chief auditor and CPAs deem necessary for communication separately, meetings may be held from time to time to communicate.

② Communications between the independent directors and CPAs and chief auditors

Date	Attendees	Main points in communication	Result
2024.03.07 Communication between the CPAs and the corporate governance unit	Independent Director Lai, Kwan-Chung Independent Director Chiou, Chin-Ting Independent Director Yang, I-Tung Certified Public Accountant Huang, Chin-Lien (PricewaterhouseCoopers Taiwan)	1. The matters communicated with the corporate governance unit after the CPA's audit in 2023. 2. Motion to discuss the Company's 2023 financial statements.	Interactive communication and discussion
	Independent Director Lai, Kwan-Chung Independent Director Chiou, Chin-Ting Independent Director Yang, I-Tung Chief auditor	1. Matters communicated between the chief auditor and the corporate governance unit.	Interactive communication and discussion
2024.03.07 9th meeting of the 1st Audit Committee	Independent Director Lai, Kwan-Chung Independent Director Chiou, Chin-Ting Independent Director Yang, I-Tung Chief auditor Certified Public Accountant Huang, Chin-Lien (PricewaterhouseCoopers Taiwan)	1. Report on the Company's internal audit for the 4th quarter, 2023. 2. Motion on the Company's Internal Control System Declaration for 2023. 3. Motion to discuss the Company's 2023 financial statements.	No objection was voiced to the motions. Approved.
2024.05.09 11th meeting of the 1st Audit Committee	Independent Director Lai, Kwan-Chung Independent Director Chiou, Chin-Ting Independent Director Yang, I-Tung Chief auditor Certified Public Accountant Huang, Chin-Lien (PricewaterhouseCoopers Taiwan)	1. Report on the Company's internal audit for the 1st quarter, 2024. 2. The Company's financial statements for the 1st quarter, 2024.	No objection was voiced to the motions. Approved.
2024.08.09 12th meeting of the 1st Audit Committee	Independent Director Lai, Kwan-Chung Independent Director Chiou, Chin-Ting Independent Director Yang, I-Tung Chief auditor	1. Report on the Company's internal audit for the 2nd quarter, 2024. 2. The Company's financial	No objection was voiced to the motions. Approved.

Date	Attendees	Main points in communication	Result
	Certified Public Accountant Huang Chin-Lien (PricewaterhouseCoopers Taiwan)	statements for the 2nd quarter, 2024.	
2024.11.11 13th meeting of the 1st Audit Committee	Independent Director Lai, Kwan-Chung Independent Director Chiou, Chin-Ting Independent Director Yang, I-Tung Chief auditor Certified Public Accountant Huang, Chin-Lien (PricewaterhouseCoopers Taiwan)	1. Report on the Company's internal audit for the 3rd quarter, 2024. 2. The Company's financial statements for the 3rd quarter, 2024. 3. Amendments to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules."	No objection was voiced to the motions. Approved.
2024.12.24 Communication between the CPAs and the corporate governance unit	Independent Director Lai, Kwan-Chung Independent Director Chiou, Chin-Ting Independent Director Yang, I-Tung Certified Public Accountant Huang, Chin-Lien (PricewaterhouseCoopers Taiwan)	1. CPAs' explanation of the audit planning of the Company's 2024 Financial Statements.	Interactive communication and discussion
	Independent Director Lai, Kwan-Chung Independent Director Chiou, Chin-Ting Independent Director Yang, I-Tung Chief auditor	1. Matters communicated between the chief auditor and the corporate governance unit.	Interactive communication and discussion
2024.12.24 14th meeting of the 1st Audit Committee	Independent Director Lai, Kwan-Chung Independent Director Chiou, Chin-Ting Independent Director Yang, I-Tung Chief auditor Certified Public Accountant Huang, Chin-Lien (PricewaterhouseCoopers Taiwan)	1. The 2025 internal audit program of the Company. 2. Amendments to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules."	No objection was voiced to the motions. Approved.
2025.01.21 15th meeting of the 1st Audit Committee	Independent Director Lai, Kwan-Chung Independent Director Chiou, Chin-Ting Independent Director Yang, I-Tung Chief auditor	1. Report on the Company's internal audit for the 4th quarter, 2024. 2. Amendments to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules."	No objection was voiced to the motions. Approved.
2025.03.12 Communication between the CPAs and the corporate governance unit	Independent Director Lai, Kwan-Chung Independent Director Chiou, Chin-Ting Independent Director Yang, I-Tung Certified Public Accountant Huang, Liang-Yu (PricewaterhouseCoopers Taiwan)	1. The matters communicated with the corporate governance unit after the CPA's audit in 2024. 2. Motion to discuss the Company's 2024 financial statements.	Interactive communication and discussion
	Independent Director Lai, Kwan-Chung Independent Director Chiou, Chin-Ting Independent Director Yang, I-Tung Chief auditor	1. Matters communicated between the chief auditor and the corporate governance unit.	Interactive communication and discussion
2025.03.12 16th meeting of the 1st Audit Committee	Independent Director Lai, Kwan-Chung Independent Director Chiou, Chin-Ting Independent Director Yang, I-Tung Chief auditor CPA Huang, Liang-Yu, PwC Taiwan	1. Motion on the Company's Internal Control System Declaration for 2024. 2. Motion to discuss the Company's Financial Statements for 2024.	No objection was voiced to the motions. Approved.

③ The Company has established the "Corporate Governance Best Practice Principles", "Code of Ethical Conduct", "Sustainable Development Best Practice Principles", "Ethical Corporate Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" for the employees of the Company to comply with.

## (II) Audit Committee Operation Status

### 1. Information Regarding Audit Committee Operation

The first Audit Committee of the Company was established after an election of all directors on June 9, 2022 at the general shareholders' meeting. It is composed of all independent directors. The professional qualifications and experience of the members of the Audit Committee are as follows (please refer to page 12-16 of this annual report). The Audit Committee of the Company is primarily responsible for assisting the Board of Directors in fulfilling its duty of overseeing the Company's implementation of the accounting, auditing, and financial reporting processes and the quality of internal control.

In the most recent fiscal year (2024), the Audit Committee convened a total of 6 meetings (A) which were attended by independent directors as enumerated below:

Title	Name	Actual attendances B	Number of proxy attendance	Actual Attendance Rate (%) (B/A)	Notes
Independent Director	Lai, Kwan-Chung (Convener)	6	0	100	Newly appointed on June 9, 2022 6 attendances required
	Chiou, Chin-Ting	6	0	100	Newly appointed on June 9, 2022 6 attendances required
	Yang, I-Tung	6	0	100	Newly appointed on June 9, 2022 6 attendances required

#### Other Information Required for Disclosure:

- (1) 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.

①An issue as set forth under Article 14~5 of Securities and Exchange Act: Already submitted to the Board of Directors for review after being resolved by the Audit Committee members.

Audit Committee	Proposal Contents and Handling	An issue as set forth under Article 14~5 of Securities and Exchange Act	Matters not passed by the Audit Committee but approved by over two-thirds of all directors.	
2024.03.07 9th meeting of the 1st Audit Committee	1. Report on the Company's internal audit for the 4th quarter, 2023.	✓	-	
	2. The discussion on the Company's final account settlement papers for Fiscal 2023.	✓	-	
	3. The Company's allocation of earnings for Fiscal 2023.	✓	-	
	4. The proposal of cash distribution from capital reserve.	✓	-	
	5. Motion on the Company's Internal Control System Declaration for 2023.	✓	-	
	6. Revocation of and amendment to the Company's Rules of Procedure for Shareholders' Meetings.	✓	-	
	7. Amendment to the "Accounting System".	✓	-	
	8. The Company's amendment to the "Rules Governing Financial and Business Matters Between this Corporation and its Affiliated Enterprises" of the Company.	✓	-	
	9. The Company's formulation of the "pricing strategy".	✓	-	
	Audit Committee Resolution: Approved by all attending Audit Committee members.			
	The Company's response to the Audit Committee's opinions: Approved at the 13th meeting of the 12th Board of Directors on March 7, 2024.			
2024.03.26 10th meeting of the 1st Audit Committee	1. The Company's plan for cash capital increase by issuing new shares before initial listing on Taipei Exchange.	✓	-	
	Audit Committee Resolution: Approved by all attending Audit Committee members.			
	The Company's response to the Audit Committee's opinions: Approved at the 14th meeting of the 12th Board of Directors on March 26, 2024.			
2024.05.09 11th meeting of the 1st Audit Committee	1. Report on the Company's internal audit for the 1st quarter, 2024.	✓	-	
	2. The Company's financial statements for the 1st quarter, 2024.	✓	-	
	3. Amendments to the Company's Audit Committee Charter	✓	-	
	Audit Committee Resolution: Approved by all attending Audit Committee members.			
	The Company's response to the Audit Committee's opinions: Approved at the 15th meeting of the 12th Board of Directors on May 9, 2024.			
2024.08.09 12th meeting of the 1st Audit Committee	1. Report on the Company's internal audit for the 2nd quarter, 2024.	✓	-	
	2. The Company's financial statements for the 2nd quarter, 2024.	✓	-	
	3. The estimated adjustment to the Company's related party transaction amount for 2024.	✓	-	
	Audit Committee Resolution: Approved by all attending Audit Committee members.			
	The Company's response to the Audit Committee's opinions: Approved at the 17th meeting of the 12th Board of Directors on August 9, 2024.			
2024.11.11 13th meeting of the 1st Audit Committee	1. Report on the Company's internal audit for the 3rd quarter, 2024.	✓	-	
	2. The Company's financial statements for the 3rd quarter, 2024.	✓	-	

Audit Committee	Proposal Contents and Handling	An issue as set forth under Article 14~5 of Securities and Exchange Act	Matters not passed by the Audit Committee but approved by over two-thirds of all directors.
	3. The Company’s proposed revision of the “Operating Procedures for Preparation and Certification of Sustainability Reports”.	✓	-
	4. The Company’s proposed establishment of the “Sustainability Information Management Procedures.”	✓	-
	5. Proposed amendments to the Company's “Internal Control System” and “Internal Audit Act Enforcement Rules.”	✓	-
	Audit Committee Resolution: Approved by all attending Audit Committee members.		
	The Company’s response to the Audit Committee’s opinions: Approved at the 18th meeting of the 12th Board of Directors on November 11, 2024.		
2024.12.24 14th meeting of the 1st Audit Committee	1. Discussion on the independence and suitability of the CPAs hired by the Company.	✓	-
	2. Proposal of the 2025 CPA remuneration.	✓	-
	3. The Company’s 2025 business plan.	✓	-
	4. The 2025 internal audit program of the Company.	✓	-
	5. Amendments to the Company's “Internal Control System” and “Internal Audit Act Enforcement Rules.”	✓	-
	6. The estimation of the Company's related party transaction amount for 2025.	✓	-
	Audit Committee Resolution: Approved by all attending Audit Committee members.		
	The Company’s response to the Audit Committee’s opinions: Approved at the 19th meeting of the 12th Board of Directors on December 24, 2024.		
2025.01.21 15th meeting of the 1st Audit Committee	1. Report on the Company’s internal audit for the 4th quarter, 2024.	✓	-
	2. The estimation of the Company's related party transaction amount for 2024.	✓	-
	3. Proposed amendment to the Company’s “Articles of Incorporation”.	✓	-
	4. Proposed amendments to the Company’s “Corporate Governance Best Practice Principles.”	✓	-
	5. Amendments to the Company's “Internal Control System” and “Internal Audit Act Enforcement Rules.”	✓	-
	6. Appointment of the Company's chief internal auditor.	✓	-
	Audit Committee Resolution: Approved by all attending Audit Committee members.		
	The Company’s response to the Audit Committee’s opinions: Approved at the 20th meeting of the 12th Board of Directors on January 21, 2025.		
2025.03.12 16th meeting of the 1st Audit Committee	1. The Company’s final account settlement papers for Fiscal 2024.	✓	-
	2. The Company’s allocation of earnings for Fiscal 2024.	✓	-
	3. The proposal of cash distribution from capital reserve.	✓	-
	4. Motion on the Company’s Internal Control	✓	-

Audit Committee	Proposal Contents and Handling	An issue as set forth under Article 14~5 of Securities and Exchange Act	Matters not passed by the Audit Committee but approved by over two-thirds of all directors.
	System Declaration for 2024.		
	Audit Committee Resolution: Approved by all attending Audit Committee members.		
	The Company's response to the Audit Committee's opinions: Approved at the 21st meeting of the 12th Board of Directors on March 12, 2025.		

②Matters other the above unapproved by the Audit Committee but resolved by over two thirds of all directors: N/A

- (2) When 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: N/A.
- (3) The facts about communications by and among the independent directors, the internal audit head and certified public accountants (should include the communications on key issues of financial, business conditions, the method and result): Please refer to the present Annual Report on P. 34-35.

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

Assessment item	Performance in implementation (Note)			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 for TWSE/TPEX Listed Companies?	✓		The Company has referred to the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and adopted the Corporate Governance Best Practice Principles at the 7th meeting of the 12th Board of Directors on March 8, 2023 to strengthen corporate governance and disclose it on the Market Observation Post System (MOPS) and the Company's website.	Not a significant difference
II. Structure of Shareholdings and Shareholder's Equity (I) Does the Company establish and implement internal procedures for handling shareholder suggestions, questions, disputes, and litigation?	✓		(I) The Company has established the "Procedures for Handling Material Inside Information" to ensure that the disclosure of internal material information is accurate, complete, implemented in a timely manner, and handles shareholder suggestions, questions, disputes, and lawsuits through the spokesperson or acting spokesperson. The Company identifies key stakeholders in the "Stakeholder" section of the Company's website and discloses information, such as key issues of concern and contact information, while designating specific personnel to handle suggestions and questions.	Not a significant difference

Assessment item	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
(II) Does the Company keep an up-to-date list of its dominant shareholders and the parties with ultimate control over its dominant shareholders?	✓		(II) The Company has appointed a professional stock agency to handle stock affairs, and keep track of the changes in the list of major shareholders and ultimate controllers of major shareholders at any time.	Not a significant difference
(III) Does the Company establish and implement a risk control mechanism and firewall between its affiliates?	✓		(III) The Company has established “Rules Governing Financial and Business Matters Between this Corporation and its Affiliated Enterprises” to establish relevant control mechanisms.	Not a significant difference
(IV) Does the Company establish internal rules to prevent insider trading using undisclosed information?	✓		(IV) The Company has established the “Management Procedures for Prevention of Insider Trading” to regulate insiders of the Company, and the “Procedures for Handling Material Inside Information” to ensure the correct, complete, and timely disclosure of material insider information, and to comply with the laws and regulations and protect investors’ and the Company's rights and interests. The Company has arranged 6 hours of continuing education for its directors every year. The Company also provides at least one education session for its current directors and all employees on the prevention of insider trading related laws and regulations as well as on the “Procedures for Handling Material Inside Information”.	Not a significant difference

Assessment item	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
<p>III. Organization and Functions of the Board of Directors</p> <p>(I) Will the Board of Directors work out a diversification policy, set concrete targets, and put the same into hands-on implementation?</p> <p>(II) In addition to a Remuneration Committee and an Audit Committee established by law, does the Company voluntarily establish other functional committees?</p> <p>(III) Has the Company enacted regulations to evaluate the Board of Directors' performance and other assessment methods to carry out performance evaluation periodically every year and report the performance evaluation result to the Board of Directors to be utilized as the handy reference to determine the remunerations for individual directors and for the nomination process?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(I) The Company has established the “Policy of Diversity for the Board of Directors” to ensure the diversity of board members, who are from different professional backgrounds and fields of work, to strengthen the structure of the Board of Directors.</p> <p>(II) The Company has set up a Remuneration Committee and an Audit Committee by law. It will set up other functional committees according to the laws and regulations and the needs of the Company in a timely manner.</p> <p>(III) The Company has established “Rules Governing the Performance Evaluation of the Board of Directors”, which includes the performance evaluation of the entire Board of Directors, individual directors, and functional committees. The Board of Directors and functional committees conduct regular evaluations each year, and the results of internal performance evaluations shall be completed before the end of the first quarter of the following year. The results of the Company's 2024 annual evaluation were reported to the Board of Directors on January 21, 2025.</p>	<p>Not a significant difference</p> <p>Not a significant difference</p> <p>Not a significant difference</p>

Assessment item	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
(IV) Does the Company regularly evaluate the independence of certified public accountants?	✓		(IV) The Company regularly evaluates the independence of the CPAs, and in addition to requiring CPAs to provide “a declaration of independence,” the evaluation is conducted in accordance with the standards for independence of CPAs and the Audit Quality Indicators (AQI) (Note 1). After confirmation, the CPAs hired have no other financial interests and business relationships with the Company except for the fees and taxes for audit, and they also do not violate the independence requirements, and based on the AQI, it is confirmed that the CPAs and their firm have sufficient audit experience and training hours, and the evaluation will be submitted to the Board of Directors for discussion after completion. The evaluation of the independence of the CPAs has been approved by the Audit Committee and the Board of Directors on December 24, 2024.	Not a significant difference

Assessment item	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
IV. Has the Company has appointed an appropriate number of competent corporate governance personnel and designated a corporate governance officer to be responsible for corporate governance affairs (including but not limited to providing directors and supervisors with the materials required for performance of their duties, assisting directors and supervisors with compliance, handling matters related to board meetings and the shareholders' meetings, and preparing minutes of board meetings and shareholders' meetings)?	✓		<p>The 17th meeting of the 12th Board of Directors on August 9, 2024 passed the appointment of Jhang, Jiao-Min Deputy Manager, Accounting Department, as the Corporate Governance Officer, who has more than ten years of experience in financial and accounting management at TWSE/TPEX-listed companies. The scope of responsibilities is as follows:</p> <ol style="list-style-type: none"> <li>1. Convening of board meetings and shareholders' meetings</li> <li>2. Preparation of minutes of board meetings and shareholders' meetings.</li> <li>3. Assisting directors in taking office and their continuing education.</li> <li>4. Providing materials required for the directors to perform their duties.</li> <li>5. Assisting directors in legal compliance.</li> <li>6. Regularly reporting to the Board of Directors whether the qualifications of independent directors at the time of nomination, election and during the term of office are in compliance with relevant laws and regulations.</li> <li>7. Handling related matters of the change of directors.</li> <li>8. Handling any other matters stipulated in the Articles of Incorporation or contracts.</li> </ol>	Not a significant difference

Assessment item	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
V. Does the Company establish channels for communication with interested parties (including, without limitation, shareholders, employees, customers, and suppliers), set up a interested party section on the corporate website, and respond appropriately to material CSR issues that concern shareholders?	✓		The Company's website has a "Investor Service" section that discloses important information on stakeholders' concerns, including the investor section, corporate governance section, corporate social responsibility section, and stakeholder section. The Company also discloses important issues and contact information on the Company's website. The Company has dedicated personnel to respond to stakeholders' suggestions and questions, to fulfill its corporate social responsibility.	Not a significant difference
VI. Does the Company appoint a professional stock affairs agent to handle shareholder affairs?	✓		The Company has appointed a professional stock service agency, Registrar and Transfer Agency Department, First Securities Incorporation, to handle the Company's shareholders' meeting and various stock affairs.	Not a significant difference
VII. Information Disclosure				
(I) Does the Company set up a website to disclose its financial and governance information?	✓		(I) The Company has set up a website to disclose its financial, business, and corporate governance information for reference by shareholders and stakeholders.	Not a significant difference
(II) Does the Company try other means to disclose information (such as setting up an English website, designating personnel to gather and disclose organizational information, effectively implementing the spokesperson system, and	✓		(II) The Company has established a spokesperson and acting spokesperson system in accordance with regulations and has appointed personnel to collect and maintain information disclosed on the website in accordance with job responsibilities. It has also	Not a significant difference

Assessment item	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
posting investor conferences on the corporate website)?			established the “Procedures for Handling Material Inside Information” to designate responsible departments to handle the disclosure of internal material information, striving to disclose information accurately, completely, and timely, while announcing and disclosing it on the MOPS in accordance with regulations. In addition, the presentations and videos of investor conferences are also disclosed in the investor section of the Company's official website for reference by shareholders and stakeholders.	Not a significant difference
(III) Does the company announce and report its financial statements within two months after the end of a fiscal year, and publish and declare in advance the financial statements of Q1, Q2, and Q3 and status of monthly operations?		✓	(III) The Company announces and reports its financial statements within the specified period and publishes and declares the financial statements for Q1, Q2, and Q3 and status of monthly operations within the specified period.	
VIII. Is there any other material information (including, without limitation, employee rights, employee care, investor relations, supplier relations, interested party rights, further education for directors and supervisors, the status of implementation of the risk management policy and risk measurement measures, the status of implementation of the customer policy, and the purchase of liability insurance for directors and	✓		1. Employee Rights and Benefits: (1) The Company strictly abides by applicable labor laws and regulations and regulates the appointment, transfer, remuneration, rewards and punishments, and education and training of employees in accordance with the internal management control system to ensure employees’ basic rights and interests. (2) The Company has a perfect labor-management	Not a significant difference

Assessment item	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
supervisors), that will help interested parties understand governance practices at the Company?			<p>communication mechanism: The Company adheres to the principle of open and honest communication, and through labor-management meetings and other diverse communication channels, employees can fully express their opinions and receive responses (such as surveys). This measure can promote labor-management harmony and create a win-win situation for the Company and employees.</p> <p>(3) Diversity and gender equality in the workplace: The Company is committed to providing employees with a work environment where they feel respected and safe. We implement equal and fair employment diversity, employment conditions, remuneration, benefits, training, performance evaluation, and promotion opportunities to ensure that employees are not subject to discrimination or unfair treatment due to race, gender, age, or marital status.</p> <p>2. Employee Care: The Company is committed to the safety and physical and mental health of its employees, providing comprehensive care and supportive measures to create a friendly and healthywork environment.</p> <p>(1) Health management and safety protection: Regular health checkups are arranged and</p>	

Assessment item	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
			<p>comprehensive employee insurance is provided to ensure the health and safety of employees.</p> <p>(2) Labor-management relations and psychological support: The Company values labor relations, actively protects employees' well-being, and provides occupational medical care consultation and care services.</p> <p>(3) Employee Assistance Program (EAP): We provide diverse services, such as mental health, legal consultation, financial tax management, and health consultation, to help employees solve work and life challenges and promote physical and mental balance.</p> <p>3. Investor relations: The Company's primary business goal is to maximize shareholders' interests. The Company also discloses information on the MOPS as required by regulations so that investors can understand the Company's business performance.</p> <p>4. Supplier relations: The Company has formulated the supplier management procedures, and maintains good relationship with suppliers.</p> <p>5. Stakeholders' rights: The Company maintains good relationship with stakeholders, and upholds the principle of integrity, to provide sufficient business information to appropriately protect their legitimate rights.</p>	

Assessment item	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Corporate Governance Best Practice Principles
	Yes	No	Summary Description	
			<p>6. The continuing education of directors: All directors of the Company have professional industry background and practical experience in business management, and have received continuing education in accordance with the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies.” The continuing education of directors has been announced on the MOPS and the Company's website.</p> <p>7. Risk Management Policy and Risk Measurement Standards: Various internal regulations are established to assess and manage various risks.</p> <p>8. Implementation of customer policy: The Company has contracts signed with its customers to protect the rights and obligations of both parties.</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. (Not applicable as the Company is not included in the evaluation): N/A.</p>				

Note 1:

Criteria for CPA Independence Assessment

Item	Assessment Contents	Assessment Results
(I)	Neither the CPAs nor the Audit Team members hold the stock of the Company.	Yes
(II)	Neither the CPAs nor the professionals are a director, supervisor, or officer of this Company.	Yes
(III)	There is no cooperation between the CPA firm and this Company.	Yes
(IV)	There is no litigation between the CPA firm and this Company.	Yes
(V)	There was no report of non-replacement of CPAs for seven consecutive years or discipline of CPAs or damage of independence.	Yes

AQI

Five major aspects	AQI	Assessment results
Professionalism	(I) Audit experience (II) Training hours (III) Turnover (IV) Professional support	The auditors have sufficient audit experience and education and training, and the manpower turnover rate is low.
Quality control	(I) CPA workload (II) Dedication to audit (III) Engagement Quality Control Review (EQCR) (IV) Quality control support ability	The audit team members invested appropriate hours of audit in each audit stage.
Independence	(I) Non-audit fees (II) Customer familiarity	Compliant
Supervision and monitoring	(I) Defects in external inspections and disciplinary actions (II) Improvement letter(s) from competent authorities	Proceeding in accordance with the relevant laws and regulations and guidelines.
Innovation	Enhancing audit efficiency and ensuring audit quality	Compliant

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

1. Data of Remuneration Committee Members

Title	Requirements	The professional qualifications and hands-on experiences	Facts about independence attribute	Concurrently an Independent Director for Other Public Companies
	Name			
Independent Director Convener	Lai, Kwan-Chung	Note 1	Note 1	1
Independent Director	Chiou, Chin-Ting	Note 1	Note 1	2
Independent Director	Yang, I-Tung	Note 1	Note 1	0

Note 1: Please see “Disclosure of the Professional Qualifications and Independence of Independent Directors” located in pages 12-16 of the Annual Report.

2. Operation of Remuneration Committee

- (1) The Remuneration Committee consists of three members
- (2) Tenure of office for Committee members in the present term: Starting from June 24, 2022 until June 8, 2025. In the most recent year (2024), the Remuneration Committee convened a total of 3 meetings (A). Facts of the qualifications and participation status of the members are as enumerated below:

Title	Name	Actual attendances (B)	Number of proxy attendance	Actual attendance rate (%) (B/A)	Notes
Convener	Lai, Kwan-Chung	3	0	100	First-time appointed on 2022.06.24 3 attendances required in 2024
Committee Member	Chiou, Chin-Ting	3	0	100	First-time appointed on 2022.06.24 3 attendances required in 2024
Committee Member	Yang, I-Tung	3	0	100	First-time appointed on 2022.06.24 3 attendances required in 2024

Other Information Required for Disclosure:

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

Remuneration Committee	Proposal	Resolution	The Company's response to the opinions from the Remuneration Committee
2024.02.01 6th meeting of the 1st Remuneration Committee	1. The 2023 Board and functional committees' performance evaluations.	Unanimous consent of all Remuneration Committee members	Passed at the 12th meeting of the 12th Board of Directors on 2024.02.01
	2. Payout of the Company's 2023 managerial officers' performance bonus.	Unanimous consent of all Remuneration Committee members	Passed at the 12th meeting of the 12th Board of Directors on 2024.02.01
	3. The Company's distribution of 2022 remuneration to managerial officers.	Unanimous consent of all Remuneration Committee members	Passed at the 12th meeting of the 12th Board of Directors on 2024.02.01
	4. Changes in the compensation of the Company's managers for 2024.	Unanimous consent of all Remuneration Committee members	Passed at the 12th meeting of the 12th Board of Directors on 2024.02.01
	5. The percentage for the Company's 2023 employee remuneration.	Unanimous consent of all Remuneration Committee members	Passed at the 12th meeting of the 12th Board of Directors on 2024.02.01
2024.03.26 7th meeting of the 1st Remuneration Committee	1. The Company's formulation of the employee stock subscription rule for cash capital increase.	Unanimous consent of all Remuneration Committee members	Passed at the 14th meeting of the 12th Board of Directors on 2024.03.26
	2. The Company's managers' employee stock subscription for the cash capital increase in 2024.	Unanimous consent of all Remuneration Committee members	Passed at the 14th meeting of the 12th Board of Directors on 2024.03.26
	3. Changes in the compensation of the Company's managers for 2024.	Unanimous consent of all Remuneration Committee members	Passed at the 14th meeting of the 12th Board of Directors on 2024.03.26
2024.08.09 8th meeting of the 1st Remuneration Committee	1. Review of the Company's Remuneration Committee Charter	Unanimous consent of all Remuneration Committee members	Passed at the 17th meeting of the 12th Board of Directors on 2024.08.09
	2. Review of the Company's independent directors' performance evaluation and remuneration regulations.	Unanimous consent of all Remuneration Committee members	Passed at the 17th meeting of the 12th Board of Directors on 2024.08.09
	3. Review of the Company's directors' performance evaluation and remuneration regulations.	Unanimous consent of all Remuneration Committee members	Passed at the 17th meeting of the 12th Board of Directors on 2024.08.09
	4. Report on the result of performance evaluation for managerial officers in the 1st half of 2024.	Unanimous consent of all Remuneration Committee members	Passed at the 17th meeting of the 12th Board of Directors on 2024.08.09
	5. Payout of the Company's managerial officers' performance bonus for the 1st half of 2024.	Unanimous consent of all Remuneration Committee members	Passed at the 17th meeting of the 12th Board of Directors on 2024.08.09
	6. Discussions on the remuneration for the new Corporate Governance Officer.	Unanimous consent of all Remuneration Committee members	Passed at the 17th meeting of the 12th Board of Directors on 2024.08.09
	7. The Company's Remuneration Committee's work plan for 2025.	Unanimous consent of all Remuneration Committee members	Passed at the 17th meeting of the 12th Board of Directors on 2024.08.09
2025.01.21 9th meeting of the 1st Audit Committee	1. The 2024 Board and functional committees' performance evaluations.	Unanimous consent of all Remuneration Committee members	Passed at the 20th meeting of the 12th Board of Directors on 2025.01.21
	2. Payout of the Company's 2024 managerial officers' performance bonus.	Unanimous consent of all Remuneration Committee members	Passed at the 20th meeting of the 12th Board of Directors on 2025.01.21

	3. The Company's distribution of 2023 remuneration to managerial officers.	Unanimous consent of all Remuneration Committee members	Passed at the 20th meeting of the 12th Board of Directors on 2025.01.21
	4. The percentage for the Company's 2024 employee remuneration.	Unanimous consent of all Remuneration Committee members	Passed at the 20th meeting of the 12th Board of Directors on 2025.01.21
	5. Salary and compensation for the Company's new managerial officers.	Unanimous consent of all Remuneration Committee members	Passed at the 20th meeting of the 12th Board of Directors on 2025.01.21
	6. Amendment to the Company's employee remuneration distribution regulations	Unanimous consent of all Remuneration Committee members	Passed at the 20th meeting of the 12th Board of Directors on 2025.01.21
	7. Amendment to the Company's "Salary Management Regulations".	Unanimous consent of all Remuneration Committee members	Passed at the 20th meeting of the 12th Board of Directors on 2025.01.21

II. 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): N/A.

III. Decisions resolved by the Remuneration Committee: Where a Committee member objects or voices a qualified opinion as backed up in writing or with a record, please elaborate on the date, term, contents of motions, opinions of all members and acts taken in response to such members: N/A

(V) Sustainable development implementation status

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	
<p>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?</p> <p><b><u>(TWSE/TPEX-listed companies shall report the implementation status, not the compliance or interpretation.)</u></b></p>	✓		<p>1. The Company has established the "Sustainable Development Promotion Team" as a dedicated (part-time) unit to promote sustainable development. The convener of the team would report the implementation status of sustainable development to the Board of Directors on a regular basis.</p> <p>2. The Company's "Sustainable Development Promotion Team" was formally established after the 8th meeting of the 12th Board of Directors on March 30, 2023. In 2024, the Company reported to the Board of Directors four times on the progress of greenhouse gas inventories (January/May/August/November 2024; three times on the status of implementation of sustainability promotion (March/August/December 2024); one time on the</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	
			status of corporate governance operation (March 2024); one time on the status of implementing ethical corporate management (March 2024); and one time on the status of implementation of ethical management (March 2024) in order to strengthen the sustainability and connectivity of the Board of Directors.	
<p>II. Has the Company, pursuant to the principle of materiality, carried out risk management toward environmental, social and corporate governance related risk assessment and further set up relevant risk management policies or strategies?</p> <p><b><u>(TWSE/TPEX-listed companies shall report the implementation status, not the compliance or interpretation.)</u></b></p>	✓		The risk management policies or strategies related to the environmental, social and corporate governance issues of the Company have been disclosed in the “2023 Annual Sustainability Report” and the risk assessment of the environmental, social and corporate governance issues related to the Company's operations has been conducted in accordance with the materiality principle. The Company will progressively formulate the relevant risk management policies in the future.	Not a significant difference
<p>III. Environmental issues</p> <p>(I) Has the Company set up appropriate environmental management</p>	✓		Our goal is to reduce the waste generated and manage the impact of waste along the value chain,	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	
experiment based on its industrial characteristics?			and we implement waste separation, reduction, recycling, and reuse of decoration and repair waste in the procurement, design, construction, and transportation processes. In addition, the Company strictly complies with the relevant laws and regulations stipulated by the government and follows the "Construction Waste Management Strategy" promulgated by the Environmental Protection Administration, and appoints qualified construction waste disposal companies to assist in the removal of construction waste, so as to avoid pollution and environmental impacts on the construction sites.	
(II) Has the Company omitted itself to upgrading Energy utilization efficiency by adopting recycled materials with low impact upon the environment?	✓		The Company is in the interior decoration industry, upholds the concept of sustainable operation, introduces green design and aesthetic, provides customers with high-quality space and landscape planning, and is committed to promoting the "Green Building Mark" and other energy-saving equipment, green building materials and renewable building materials to customers.	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	
(III) Has the Company evaluated the climate change and the risks and opportunities resulting therefrom at present and in the future and, in turn, adopted relevant countermeasures?	✓		<p>The Company evaluates the risks and opportunities of climate change on its operations, and the measures adopted by the Company to cope with such changes:</p> <ol style="list-style-type: none"> <li>1. Global warming and climate change have caused natural rebound, resulted in the increase in costs of raw materials and labor. In response to the shortage of labor and rising costs, the Company adopted automation, industrialization and systematic production to minimize excessive labor demand in construction and reduce the labor costs.</li> <li>2. In response to the global warming caused by climate change, the "Taiwan's Pathway to Net-Zero Emissions in 2050 and the Strategy" published by the National Development Council is closely related to the real estate industry. In addition to the carbon neutrality targets set by the National Land Management Agency, Ministry of the Interior, the carbon tax and carbon fee have taken effect in 2025. The carbon tax and carbon</li> </ol>	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	
			fee are now part of the operating costs of enterprises. For this reason, major enterprises have made energy conservation and carbon reduction a primary goal of sustainable operation. The demand for green building, WELL certification and low-carbon building is increasing. The Company has always been upholding the concept of sustainable management, low carbon, sustainable design concepts to realize the “people-oriented” business philosophy. As the awareness of green design is on the rise, it will be conducive to the development of the Company's operations.	
(IV) Has the Company carried out statistics toward greenhouse gas emissions, water consumption and the aggregate total waste weight in the past two years and, in turn, established such policies for greenhouse gas reduction, water consumption reduction or other waste management oriented policies?	✓		<ol style="list-style-type: none"> <li>1. The Company has conducted its own greenhouse gas emission, water consumption, and waste weight inventories in 2022 and 2023, which were disclosed in the 2023 Annual Sustainability Report, and has formulated policies for greenhouse gas reduction, water consumption reduction, and other waste management.</li> <li>2. The 7th meeting of the 12th Board of Directors</li> </ol>	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	
			held on 2023.03.08 resolved to adopt the "Greenhouse Gas Inventory and Verification Schedule Plan" and implement it accordingly, and in the future, we will carry out the inventory and external verification in accordance with ISO14064-1.	
IV. Social issues				
(I) Does the Company establish management policies and procedures in accordance with relevant laws and International Bill of Human Rights?	✓		The Company has followed applicable laws and the International Bill of Human Rights, and respect the labor regulations for management, pays attention to and promotes relevant occupational safety regulations, implements human rights protection, and discloses it on the Company's website.	Not a significant difference
(II) Has the Company enacted and enforced rational employee welfare measures (including, e.g., remuneration, vacation leave and other welfares (and put the business performance results into appropriately reflection toward employees in their benefits?	✓		The Company attaches great importance to employee welfare and talent training, and abides by labor-related laws and regulations to protect the rights of employees. The Company has also established a comprehensive remuneration system that provides employees with salaries that are superior than the industry level, to motivate employees, retain outstanding talents, and improve	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>its external competitiveness. The Company has established a suitable salary structure based on job levels to maintain internal fairness. The relevant measures are described as follows:</p> <ol style="list-style-type: none"> <li>1. The Company has established the “Employee Work Rules” covering working hours, vacations, pension payments, and occupational hazard compensation, which are in compliance with the relevant provisions of the Labor Standards Act. The Employee Welfare Committee has been established to handle various benefit matters.</li> <li>2. The Company's salary management system is linked to performance management results. Various bonuses are assessed based on operational performance and individual performance. The operating performance or results are appropriately reflected in employee remuneration.</li> <li>3. The Company assists employees in maintaining physical and mental health and a work-life balance and regularly provides labor health examinations and consultation services from</li> </ol>	

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	
			occupational health nurses and physicians. 4. Relevant employee welfare measures, retirement system, and their implementation status are disclosed in pages 134-136 of the Annual Report.	
(III) Does the Company provide employees with a safe and healthy work environment and arrange regular safety and health education for employees?	✓		The Company values the rights and care for the employees' physical and mental well-being. It provides employees with a comfortable and safe workplace. In addition to the labor insurance, national health insurance, and group insurance as required by law, the Company offers fire safety regulations courses, health checkups for all employees, occupational safety and health education and training, and employee travel on a regular basis. The safety and health of employees are as follows:  1. The Company values occupational safety and health, and has established the "Occupational Safety and Health Committee" and the "Safety and Health Manual" in accordance with the law. The Company also inspects the construction quality, safety, and health each site every week or	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>every two weeks, and offers quality, safety, and health education and training every six months.</p> <p>2. The Company's measures for a safe and healthy work environment for employees, and the implementation of employee education policies:</p> <p>(1) Every year, we plan a budget and arrange regular and unscheduled pre-employment on-the-job training for employees to enhance employee's professional skills, leadership competence, and career development. In addition to internal training, the Company assigns employees to participate in professional training courses organized by external training institutions (such as the Labor Safety and Health Management Society R.O.C.). In 2024, the Company sent a total of 15 participants to receive 14 external training courses.</p> <p>(2) The Company offered orientation training, safety and health training, and information security training for new employees. The</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>participation rate of the employees was 100%.</p> <p>3. There were no major occupational accidents, or cases of fire, or deaths or injuries among the employees of the Company in 2024.</p>	
(IV) Does Company establish effective career development and training plans for employees?	✓		<p>The Company has established the “Annual Education and Training Program” to offer courses according to professional skills, provide diverse training channels, strengthen employees' professional and functional training, encourage employees to self-fulfillment, participate in the training courses organized by external institutions, and provide rewards and rewards with a certificate, thus encouraging employees to actively receive training. Implementation is explained below:</p> <ol style="list-style-type: none"> <li>1. In 2024, a total of 124 internal training courses were offered for employees, and 989 people participated in the training courses.</li> <li>2. The Company spent NT\$117,735 on education and training in 2024, and the total number of hours of education and training was 1,726 hours.</li> <li>3. The Company offered orientation training, safety</li> </ol>	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>and health training, and information security training for new employees. The participation rate of the employees was 100%.</p> <p>4. In 2024, the Company added important legal awareness-raising courses (such as information security and workplace sexual harassment prevention) for 327 hours, with 269 people participants. The employee participation rate was 100%.</p>	
(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?	✓		<p>The company takes “people-oriented and healthy” as the main operation concern, emphasizes on health, function, safety, peace of mind, service and other details, takes into account the design aesthetics and function, to provide customers with the best quality of renovation and economic benefits. We follow relevant laws and regulations and international standards in the marketing and labeling of our products and services, and emphasize customer feedback, which are described below:</p> <p>1. The Company conducts "Customer Satisfaction</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	
			<p>Surveys" and reviews the results of the surveys and incorporates them into the employee performance evaluation. The Company has a customer complaint mechanism and channels in place to provide comprehensive services. From the beginning of the construction to the end of the construction, during the warranty period, and to the warranty expired, we have assign a dedicated personnel to provide assistance and services.</p> <p>2. The Company has established the "Ruentex Materials Value White Paper" to explain to customers our commitments, policies and measures to protect customer safety and rights and interests.</p> <p>3. The Company discloses the customer complaint channel on its website.</p>	
(VI) Has the Company sets up supplier managerial policies to demand that all suppliers exactly comply with health or labor-based human rights related specifications and the fact about the	✓		The Company is committed to maintaining public safety and environmental health and other corporate social responsibilities. We have signed a "construction agreement for outsourcing project" with the contractor (supplier), which includes	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	
implementation?			<p>environmental protection, occupational safety and health, or labor human rights issues in accordance with the relevant regulations. For construction site management, the Company complies with all internal control mechanisms, conducts inspections and advocacy, and imposes penalties on failure to comply with safety and health regulations or environmental pollution, so that the Company and its contractors (suppliers) can follow the environmental protection and safety and health regulations together. The implementation status of environmental protection, occupational safety and health, or labor rights of suppliers is as follows:</p> <ol style="list-style-type: none"> <li>1. Contract signing: The Company has signed the "“construction agreement for outsourcing project" with the Contractor (supplier).</li> <li>2. Education and advocacy: Before each work begin, the "Workplace Hazard Notice Form" is used to notify the user. For large-scale construction site, "Safety and Health Education and Disaster Prevention Training Seminar" is</li> </ol>	

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	
			held. 3. Management results: The Company has properly managed its suppliers, and has not incurred any major occupational safety or occupational incident, nor any penalty for environmental pollution.	
V. Has the Company referred to the International Financial Reporting Standards (IFRS) or the guidelines thereof to work out <u>sustainable</u> reports, and the like to disclose the non-financial information statements; and whether the aforementioned statements have been attested by a third party attesting unit with opinions for confirmation or guarantee?		✓	The Company has established the Sustainable Development Promotion Team, with the President, Lu, Yu-Huang, as the convener, and has also complied the "2023 Sustainability Report" in accordance with the GRI Standards. The Report has been uploaded to the website of the Company. In the future, we will consider whether to obtain third-party certification or assurance opinions depending on the actual situation.	In the future, we will consider whether to obtain third-party certification or assurance opinions depending on the actual situation.
VI. If the Company has established its own Sustainable Development Best Practice Principles with reference to the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, please state the discrepancies with its own principles: The Company has formulated the “Sustainable Development Best Practice Principles.” We have followed the content and relevant regulations of the Best Practice Principles, and will analyze the discrepancies and reasons and establish related policies, strategies and measures depending on the actual promotion situation.				
VII. Other important information that helps the public understand sustainable development implementation status: (I) In order to promote sustainable development, the Company attaches importance to relevant education and training, encourages employees 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	
<p>obtain relevant certificates, adopts green building materials and energy-saving designs at the source of design, and implements them in projects to provide a healthy and safe environment for customers.</p> <p>(II) The Company has developed the “Ruentex Value White Paper”, which covers the Company's philosophy of green and sustainable management, and is used to promote the use of green, environmentally friendly, healthy and energy-saving buildings and materials to customers, as well as the benefits to customers and the environment, and to incorporate them into the design of the buildings.</p> <p>(III) The Company has prepared the “2023 Annual Sustainability Report” on its own and uploaded it to the Company's website. In the future, the Company will consider whether to obtain a third-party certification unit's confirmation or assurance opinion, depending on the actual situation.</p>				

## 2. Climate-related information of TWSE/TPEX listed companies

### (1) Implementation of Climate-Related Information

Item	Implementation
1. Explanation of the Board of Directors and management's oversight and governance of climate-related risks and opportunities.	The Company has the Board of Directors oversees issues related to climate change. The environmental protection team of the Sustainable Development Promotion Group is responsible for identifying significant climate-related risks and opportunities. They also plan corresponding action initiatives. Results are reported to the Sustainable Development Promotion Group from time to time. The Sustainable Development Promotion Group formulates response strategies and action plans for various climate change-related risks and opportunities, and reports the promotion status and implementation results to the Board of Directors at least once a year. Meanwhile, the Sustainable Development Promotion Group shall report to the Board of Directors on a quarterly basis on the schedule and implementation of greenhouse gas inventory and disclosure.

2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).

Significant Climate-Related Issues			Company Impact Explanation	Impact on the process	Potential Financial Impact	Response Strategies
Transition Risks	Policies and regulations	Strengthening responsibilities for carbon emissions reporting	The Company is expected to be affected by the Financial Supervisory Commission’s “Sustainable Development Roadmap for Listed Companies,” which requires the completion of greenhouse gas (GHG) inventory, verification, and information reporting for the group's parent company and subsidiaries within a specified timeframe. This will increase manpower and related expenses.	Long-term	Additional inspection manpower and verification fees result in higher operating costs	We expect to complete the greenhouse gas inventory this year. The Company will complete its GHG inventory planning according to the Sustainable Development Roadmap, and will develop a more comprehensive greenhouse gas management mechanism through the gradual accumulation of data and analysis.
		Control over existing products and services	In response to changes or stricter regulations related to energy-saving or low-carbon building standards, Ruentex Interior Design will allocate more resources to low-carbon building designs. This may also lead to an increase in waste recycling and processing costs.	Long-term	More resources need to be invested in product design and implementation, resulting in higher operating costs	With a focus on low-carbon and sustainable design concepts, we provide customers with high-quality spatial experiences that ensure safety and peace of mind. Our approach integrates green design, cultural aesthetics, and a harmonious indoor and outdoor healing environment.
	Market	Changes in customer behavior	With the increasing impact of extreme climate change, environmental awareness has risen, making sustainability an integral part	Long-term	Failure to meet customer expectations may cause a decline in revenue	The Company incorporates international green building standards such as LEED, EEW, and WELL into its design and procurement

Significant Climate-Related Issues			Company Impact Explanation	Impact on the process	Potential Financial Impact	Response Strategies
			of daily life. Being in a field closely tied to human well-being, interior design must continuously innovate and integrate sustainable concepts through cross-disciplinary collaboration.			processes. Each project prioritizes sustainability, incorporating energy efficiency, resource conservation, indoor air quality, and water management. We designed spaces with a minimalist yet warm aesthetic.
		Increased costs of raw materials and energy	Due to the global net-zero emission trend, rising energy costs and environmental management fees are likely, which may increase the cost of raw material transportation. Additionally, extreme weather events could disrupt supply chains or cause material shortages, leading to higher prices or shortages of high carbon emission materials in the future.	Long-term	The price of high carbon emission materials may rise or become scarce in the future, resulting in higher operating costs.	The Company will strengthen the communication with the owners on the concept of sustainability in the design stage, and gradually use low-carbon and eco-friendly materials or alternative materials.
Physical Risks	Chronic	Severe climate change intensifies	Rising temperatures may pose heat hazards to construction workers, reducing work efficiency, causing project delays, and increasing electricity consumption.	Long-term	Prolonged construction and increased electricity consumption in construction site may lead to higher operating costs.	Reduce the scope of construction, off-site processing, on-site assembly, reduce waste, and adopt modularization to minimize waste.

Significant Climate-Related Issues		Company Impact Explanation	Impact on the process	Potential Financial Impact	Response Strategies	
Climate Opportunities	Products and Services	Research and innovation for new products and services	In the design phase, the Company will strengthen communication with clients and gradually expand the use of low-carbon, eco-friendly materials to create healthy and safe living environments for customers.	Long-term	Low-carbon materials gaining customer favor increase revenue; an improved company reputation can enhance investors' willingness to invest.	<ol style="list-style-type: none"> <li>Utilize building materials and design methods to replace non-recyclable materials with green materials, recyclable materials, and landscaping plants.</li> <li>Use building materials and design techniques to enhance the energy and water efficiency of the building itself.</li> </ol>
		Responding to changes in consumer preferences	As consumers' awareness of climate change and demand increase, the Company has introduced environmentally-friendly building materials from Japan. These materials, which are harmless to the human body, recyclable, and biodegradable, are being widely used. The Company aims to drive a green renovation trend in Taiwan, responding to consumers' concerns about reducing and recycling construction waste in urban areas, ultimately minimizing harm to the planet.	Long-term	Eco-friendly building materials and recycling reduce operational costs, and the increased customer preference has boosted revenue.	The Company collaborates with clients to focus on energy-saving and carbon reduction issues, assisting in obtaining certifications, thereby enhancing the corporate image and improving market competitiveness.

Item	Implementation
<p>3. Describe the financial impact of extreme weather events and transformative actions.</p>	<ul style="list-style-type: none"> <li>● Climate change is one of the most important issues currently facing humanity and businesses globally. According to the Intergovernmental Panel on Climate Change (IPCC), companies must proactively respond by implementing mitigation and adaptation strategies. As a responsible corporate citizen, the Company will take a proactive approach in preparing and planning for climate change response strategies. We will establish measures to strengthen the overall climate resilience of the business, transition to a low-carbon model, and mitigate the operational impacts of potential physical disasters.</li> <li>● This year, after initial analysis by the Sustainability Development Steering Committee, the Company identified potential direct or indirect impacts from international greenhouse gas emissions caps and carbon taxation, which may affect the global economic environment and regulatory frameworks. These changes could influence the Company’s operational strategies, procurement policies, and design concepts. In response to the impacts of climate change, the Company places significant emphasis on the use of green building materials. During the design phase, we will strengthen communication with clients to promote sustainability principles, gradually increase the use of low-carbon, environmentally friendly materials, and play a key role in the net-zero carbon reduction plans of domestic and international businesses in office, factory, and commercial spaces, driving the transformation of the entire industry chain.</li> <li>● The Company is committed to transforming under the challenges of climate change, while implementing sustainable development and corporate social responsibility. In response to climate change issues, the Company plans to identify the risks and opportunities it faces in the coming years based on the Task Force on Climate-related Financial Disclosures (TCFD). This will further strengthen relevant oversight and governance mechanisms. As a result, there is no significant financial impact at present.</li> </ul>

Item	Implementation										
<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>To strengthen the Company's risk management capabilities and minimize the impact of risks, the Company conducts various risk assessments and management processes through different management levels and by establishing internal regulations. This approach enables the Company to address the rapidly changing external environment and seize future development opportunities.</p> <table border="1" data-bbox="880 379 2016 831"> <thead> <tr> <th data-bbox="880 379 1133 456">Organizational Name</th> <th data-bbox="1140 379 2016 456">Scope of Responsibilities</th> </tr> </thead> <tbody> <tr> <td data-bbox="880 461 1133 568">Board of Directors</td> <td data-bbox="1140 461 2016 568">Ensure that significant risks have been identified, and that the organization effectively controls and allocates resources reasonably.</td> </tr> <tr> <td data-bbox="880 572 1133 679">Senior Management</td> <td data-bbox="1140 572 2016 679">Implement the risk management policies established by the board of directors and coordinate cross-departmental risk management tasks.</td> </tr> <tr> <td data-bbox="880 684 1133 761">Audit Department</td> <td data-bbox="1140 684 2016 761">Audit daily risk management operations.</td> </tr> <tr> <td data-bbox="880 766 1133 831">All other departments</td> <td data-bbox="1140 766 2016 831">Consolidate and implement daily risk management operations.</td> </tr> </tbody> </table>	Organizational Name	Scope of Responsibilities	Board of Directors	Ensure that significant risks have been identified, and that the organization effectively controls and allocates resources reasonably.	Senior Management	Implement the risk management policies established by the board of directors and coordinate cross-departmental risk management tasks.	Audit Department	Audit daily risk management operations.	All other departments	Consolidate and implement daily risk management operations.
Organizational Name	Scope of Responsibilities										
Board of Directors	Ensure that significant risks have been identified, and that the organization effectively controls and allocates resources reasonably.										
Senior Management	Implement the risk management policies established by the board of directors and coordinate cross-departmental risk management tasks.										
Audit Department	Audit daily risk management operations.										
All other departments	Consolidate and implement daily risk management operations.										
<p>5. If scenario analysis is used to assess resilience to climate change risks, explain the scenarios, parameters, assumptions, analysis factors, and major financial impacts used.</p>	<p>The Company has not yet utilized scenario analysis to assess resilience to climate change risks. It will carefully evaluate the use of this planning tool to enhance resilience to climate change risks.</p>										
<p>6. If there is a transition plan for managing climate-related risks, explain the content of the plan and the indicators and targets used to identify and manage physical and transition risks.</p>	<p>The Company's transformation plan to manage climate-related risks is currently under planning, in order to reduce the impact of climate change transformation risks on the Company.</p>										
<p>7. If internal carbon pricing is used as a planning tool, explain the basis for price setting.</p>	<p>The Company has not yet implemented internal carbon pricing as a planning tool but intends to plan based on the Company's specific situation.</p>										
<p>8. If climate-related targets are set, explain the activities covered, the scope of greenhouse gas emissions, the planning timeline, and the</p>	<p>The Company identifies the climate risk and opportunity, in order to review the internal climate-related development, identify the possible physical risks and transformation risks, and effectively manage risks and explore potential opportunities. Meanwhile, in order to</p>										

Item	Implementation
<p>progress made each year. If carbon offsets or renewable energy certificates (RECs) are used to meet related targets, provide the source and amount of the offsets or the number of RECs used.</p>	<p>enhance risk management, the Company has established the Sustainable Development Promotion Group dedicated to identifying and assessing the potential financial impact posed by the issues, and further improving the efficiency of climate risk management.</p> <p>The Sustainable Development Promotion Group engages in the in-depth discussion on the transformation risk and assesses short-term, mid-term and long-term opportunities. In the meantime, the Company identifies the transformation risks and opportunities related to climate change, including enhancement of the responsibility for carbon emission reporting, control over the existing products and services, changes in customer behavior, and an increase in raw material &amp; supplies and energy costs. The major stakeholders include customers, investors and government agencies.</p> <p>The Company believes that the main climate opportunities come from the research and development and innovation of new products and services, and responding to the changes in consumer preferences, in the face of the sustainable development trend, the Company actively uses green building materials and design services. In order to achieve the future goal for greenhouse gas reduction, the Company carefully plans concrete goals and directions, aiming to reduce greenhouse gas emissions in the design service process and the project cycle, and then improve the competitiveness of the Company in the green market.</p>
<p>9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).</p>	<p>Please refer to 1-1 and 2-2.</p>

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

1-1-1 Greenhouse Gas Inventory Information

<p>Describe the emission volume (metric tons CO<sub>2</sub>e), intensity (metric tons CO<sub>2</sub>e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.</p>
<p>2023</p> <p>(1) Scope of data: The data covers the same period as the scope of the Company's financial statements.</p> <p>(2) Emissions: 93.16 tons of CO<sub>2</sub>e.</p> <p>(3) Intensity: 0.06 tons of CO<sub>2</sub>e/million of NTD of revenue.</p> <p>2024</p> <p>(1) Scope of data: The data covers the same period as the scope of the Company's financial statements.</p>

(2) Emissions: 63.28 tons of CO<sub>2</sub>e.

(3) Intensity: 0.0316 tons of CO<sub>2</sub>e/million of NTD of revenue.

Note 1: Direct emissions (scope 1, i.e., emissions directly from sources owned or controlled by the Company), indirect energy emissions (scope 2, i.e., indirect greenhouse gas emissions from electricity, heat, or steam) and other indirect emissions (scope 3, i.e., emissions from company activities that are not indirect energy emissions, but originate from sources owned or controlled by other companies)

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

Note 3: Greenhouse gas inventory standards: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standardization (ISO).

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

#### 1-1-2 Greenhouse Gas Assurance Information

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

The Company has not yet retained assurance service, and it is planned that assurance will be conducted for the 2026 greenhouse inventory data in 2027.

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

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

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

#### 1-2 Greenhouse gas reduction goals, strategies, and specific 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.

The Company plans to set a carbon reduction route based on the greenhouse gas emission reduction target and the SBT method. It is expected

to assure the greenhouse gas inventory data and set 2026 as the base year.

In terms of carbon reduction strategies, the Company will adopt a low-carbon approach to reduce greenhouse gas emissions. For the low-carbon approach, the Company will reduce the emissions through energy conservation promotional campaigns and energy conservation measures. Meanwhile, the Company will conduct carbon reduction tracking on a regular basis every year and disclose the status of tracking on the sustainability report and the Company's website to mitigate the negative impacts on the environment.

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

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

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

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

Evaluation Items	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
I. Establishing Ethical Corporate Management Policies and Programs (I) Does the company establish policies for ethical corporate management approved by the Board of Directors and state such policies and practices in its	✓		(I) The Company has established the “Code of Ethical Conduct”, “Ethical Corporate Management Best Practice Principles”, and	No significant difference.

Evaluation Items	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
<p>regulations and external documents and in the commitment made by the board of directors and senior management to actively implement such policies?</p> <p>(II) Does the company establish an assessment mechanism of risk from unethical behavior to regularly analyze and assess business activities with higher risk of involvement in unethical behavior and preventive programs for unethical behaviors containing at least the preventive measures stated in paragraph 2, Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies”?</p> <p>(III) Does the Company establish in the preventive</p>	<p>✓</p> <p>✓</p>		<p>“Procedures for Ethical Management and Guidelines for Conduct” which have been approved by the Board of Directors to regulate the Company's personnel (including the directors, supervisors, managers, employees, those appointed, and persons with ultimate control of the Company and the Group's enterprises and organizations), to actively implement ethical management.</p> <p>(II) The Company has established the “Procedures for Ethical Management and Guidelines for Conduct” to prevent unethical conduct, engage in business activities based on the principle of fairness and integrity, and conduct internal audits from time to time to ensure that employees do not perform business activities with the risk of unethical conduct.</p> <p>(III) The Company's “Procedures for Ethical</p>	<p>No significant difference.</p> <p>No significant difference.</p>

Evaluation Items	Performance in implementation (Note)			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 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?			Management and Guidelines for Conduct” clearly define the responsible unit for unethical conduct and handling procedures to ensure the implementation of ethical management, and the “Procedures for Whistleblowing” are established. In 2024 and as of now, no report has been received.	
<b>II. Implementing Ethical Corporate Management</b> (I) Does the company assess the ethical records of its counterparts and explicitly include clauses on ethical behavior in transaction contracts?	✓		(I) Before the Company establishes business relationships with others, the Company assesses the counterparties’ legality and ethical management status, and whether they have records of unethical conducts, to ensure that their business operations are fair and transparent, while strictly prohibiting requests, offers, or acceptance of bribes, and explicitly stipulating in the contracts that the Company and the counterparty shall comply with the ethical principles and shall bear the relevant legal liabilities when the relevant regulations are	No significant difference.

Evaluation Items	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
(II) Does the Company establish 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?	✓		violated. In addition, if either party is found to have engaged in unethical conduct in business activities, the other party may terminate or rescind the contract unconditionally at any time. (II) The Company has appointed the President's Office as the designated unit, which is directly governed by the Board of Directors and reports to the Board of Directors regularly (at least once a year). The implementation was reported at the 13th meeting of the 12th Board of Directors on 2024.03.07.	No significant difference.
(III) Does the Company establish and implement a policy to prevent conflicts of interest and provide suitable channels for reporting such conflicts?	✓		(III) The Company has set out in Article 16 of the "Rules of Procedure for Board of Directors Meetings" a policy on the avoidance of conflicts of interest for directors. When a proposal at a Board of Directors meeting concerns the personal interest of, or the interest of the juristic person represented by any director, the director shall state the important aspects of the relationship of interest at the meeting. If his or	No significant difference.

Evaluation Items	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
(IV) 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	✓		<p>her participation is likely to prejudice the interest of the Company, he or she may not participate in discussion of or voting on the proposal and shall recuse himself or herself from the discussion or voting, and may not exercise voting rights as a proxy for another director. The Company has also established “Ethical Corporate Management Best Practice Principles” and “Procedures for Ethical Management and Guidelines for Conduct” to regulate the methods of avoiding conflicts of interest and making statements by the Company's personnel (including the directors, managers, employees, those appointed, and persons with ultimate control of the Company and the Group's enterprises and organizations).</p> <p>(IV) We have established related accounting systems and internal control operating procedures to enforce ethical corporate management. In addition, the audit department periodically draws</p>	No significant difference.

Evaluation Items	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
<p>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?</p> <p>(V) Does the Company regularly organize internal and external education and training activities for ethical corporate management?</p>	✓		<p>up related audit programs based on the results of assessment of risk of involvement in unethical behavior and audits the compliance of preventive programs of unethical behavior. The CPA also audits the performance of the Company's internal audit system every year.</p> <p>(V) The Company enforces integrity principles for all employees in daily business activities, and promotes them from time to time. We raised our personnel's awareness through online seminars on November 27, 2024.</p>	No significant difference.
<p>III. Operating the Whistleblowing System</p> <p>(I) Does the Company establish explicit whistleblower and reward schemes and convenient reporting channels, and assign appropriate personnel to investigate the target of a whistleblower report?</p>	✓		<p>(I) The Company has also established "Ethical Corporate Management Best Practice Principles", "Procedures for Ethical Management and Guidelines for Conduct", and "Procedures for Whistleblowing", which clearly stipulate relevant policies, such as reporting, rewards and punishments, confidentiality mechanisms, and protection of</p>	No significant difference.

Evaluation Items	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
(II) Does the Company establish standard operating procedures for investigation, post-investigation measures, and related mechanisms to ensure the confidentiality of a whistleblower complaint?	✓		<p>whistleblowers.</p> <p>Whistleblowing channels are as follows:  The Company provides appropriate whistleblowing channels for internal and external personnel to use via written correspondence, phone, fax, or email.  Phone: 02-8161-9800  Fax: 02-8161-9801  Email: RTD@mail.ruentex.com.tw  Unit for accepting reported cases: President's Office</p> <p>(II) In “Procedures for Whistleblowing”, standard operating procedures are established for investigation, post-investigation measures, and related mechanisms to ensure the confidentiality of a whistleblower complaint.</p> <p>1. The case reported shall be recorded in writing with the following information, signed or sealed by the whistleblower.</p> <p>(1) The whistleblower’s name, national ID</p>	No significant difference.

Evaluation Items	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			<p>number, phone number, mailing address (or email address), and office ; if the whistleblower is an employee, please specify the employee number, title, and department.</p> <p>(2) The name, phone number, mailing address (or email address), service unit, department, and job title of the person being reported.</p> <p>(3) The facts and evidence that can be verified, which shall include the following as much as possible;</p> <p>Person: Name of the person being reported of illegal conduct or dereliction of duty and the name(s) of person(s) involved.</p> <p>Event: The course of the event leading to illegal conduct or dereliction of duty.</p> <p>Time: Date of occurrence of illegal conduct or dereliction of duty.</p> <p>Location: Location of occurrence of illegal</p>	

Evaluation Items	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			<p>conduct or dereliction of duty.</p> <p>Documents and evidence: Supporting evidence of illegal conduct or dereliction of duty, such as documents, certificates, statements, contracts, letters, audio or video recordings, or photos.</p> <p>2. Handling of reported cases</p> <p>(1) Materials placed in the whistleblowing mailbox will be handled by the head of the responsible unit to ensure the confidentiality of the materials provided by the whistleblower.</p> <p>(2) The identity of the whistleblower and the content of the report will be kept confidential. The whistleblower's name, national ID number, phone number, mailing address (or email address), service unit, and the evidence provided by the whistleblower and other</p>	

Evaluation Items	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			<p>related information will be strictly kept confidential.</p> <p>(3) Personnel handling whistleblowing cases must sign a non-disclosure agreement. If any leakage of information is discovered, the leaker will be held accountable according to law.</p> <p>(4) Once a report is accepted by the responsible unit, the relevant facts will be investigated and, if necessary, legal and other relevant departments will provide assistance. If any violations of laws or company regulations are discovered, the case will be reported to the competent authorities for investigation, or handled according to company policies. If a serious violation or significant harm to the company is found, a report will be immediately</p>	

Evaluation Items	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			<p>prepared and a written notice will be sent to the independent directors. If no concrete evidence is found after investigation, the case will be closed and filed for reference.</p> <p>(5) The acceptance of report, investigation process, and investigation result shall be retained for five years, and may be retained electronically. Before the retention period expires, if a lawsuit occurs on the content of the report, the relevant materials shall be kept until the end of the lawsuit.</p> <p>3. Improvement measures</p> <p>(1) If the whistleblowing case is confirmed to be valid, the relevant departments should review the internal control systems and operational procedures and propose corrective measures to prevent the recurrence of similar incidents.</p>	

Evaluation Items	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
(III) Does the Company establish measures to protect whistleblowers against retaliation?	✓		<p>(2) The dedicated unit will report the whistleblowing case, the handling method, and the follow-up corrective measures to the Board of Directors.</p> <p>(III) The “Procedures for Whistleblowing” clearly stipulate measures to protect whistleblowers from being improperly punished as a result of whistleblowing.</p> <ol style="list-style-type: none"> <li>1. The safety of whistleblowers must be protected. Any individual who threatens, intimidates, or engages in unlawful actions against a whistleblower should be reported to the competent authorities for legal action.</li> <li>2. Whistleblowers are protected from any unfair treatment due to their report. Their identity must remain confidential, and they must not suffer any losses in their position or work conditions. Whistleblowers may request that the responsible unit ensure</li> </ol>	No significant difference.

Evaluation Items	Performance in implementation (Note)			Deviations and the Cause(s) of Deviations From the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
	Yes	No	Summary Description	
			their identity and conditions are protected.	
<p>IV. Reinforcing Information Disclosure</p> <p>Has the Company disclosed its Ethical Corporate Management Best Practice Principles including the contents and performance of the implementation, through its own website and the MOPS?</p>	✓		The Company has disclosed “Ethical Corporate Management Best Practice Principles”, “Procedures for Ethical Management and Guidelines for Conduct”, and “performance in ethical corporate management and differences from the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies” and the reasons” on the Company's website and the MOPS.	No significant difference.
<p>V. Where the Company has duly enacted its own Best-Practice Principles on Good Faith Management in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”, please elaborate on the difference between the hands-on practice and requirements under the official Principles: Without a significant difference.</p>				
<p>VI. Other significant information conducive for better awareness of the Company’s implementation of Best-Practice Principles on Good Faith Management: (E.g., the Company’s reassessment and update of the Ethical Corporate Management Best Practice Principles)</p> <p>The Company has established the “Code of Ethical Conduct”, “Ethical Corporate Management Best Practice Principles”, “Procedures for Ethical Management and Guidelines for Conduct”, “Management Procedures for Prevention of Insider Trading”, and “Procedures for Whistleblowing”, and cooperated with the Company's audit unit and the Audit Committee to supervise and control risks. The Company's operations are able to fulfill the Company's commitment to fulfilling ethical management in order to meet the expectations of the investors and all employees of the Company.</p>				

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

(VIII) Implementing the Internal Control System

1. Statement on internal control system: Refer to the next page for details.
2. The external auditor's report issued by the CPA commissioned to conduct an internal control audit, if any: N/A.

**Ruentex Interior Design Inc.**  
**Statement of Internal Control**

Date: March 12, 2025

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

1. 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.
2. 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.
3. 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.
4. We have assessed the effectiveness of design and implementation of our internal control system with such criteria.
5. On the grounds of the assessment results under the preceding paragraph, the Company holds that the design and implementation of the Company’s internal control system (including the supervision and management over the subsidiaries) as of December 31, 2024, including awareness of the effectiveness of operations and the extent to which efficiency objectives have been accomplished as well as the reports concerned have been virtually reliable in real-time, transparent, well satisfactory to the relevant norms and relevant laws and regulations as well as the compliance with the relevant internal control systems. All aforementioned contents would rationally assure satisfactory accomplishment of the aforementioned targets.
6. 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.
7. The present Declaration was duly resolved by the Board of Directors on March 12, 2025. Among seven directors participating in that event, none objected at all and all extended full consent to back up the contents of the Declaration, as solemnly declared herewith.

Ruentex Interior Design Inc.

Chairman: Jean, Tsang-Jiunn

President: Lu, Yu-Huang

(IX) 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. Major Shareholder Meeting Resolutions

Date of the Meeting	Major Resolutions	Implementation
2024.05.27 (AGM)	1. Passed the Company's final account settlement papers for Fiscal 2023.	
	2. Passed the Company's allocation of earnings for Fiscal 2023.	The cash dividend to be distributed is NT\$132,705,000 (NT\$ 9.83 per share), and the capital surplus to be distributed is NT\$2,295,000 (NT\$ 0.17 per share). The total cash dividend to be distributed is NT\$135,000,000, and the cash dividend payout date is July 31, 2024. (Note)
	3. Approved the proposal of cash distribution from capital reserve.	
	4. Approved the amendment to the Company's Rules of Procedure for Shareholders' Meetings.	

Note: Subsequently, due to the cash capital increase by 1,500,000 shares, the number of outstanding shares was changed to 15,000,000 shares, so the cash dividends were adjusted to NT\$8.8470 per share and the capital surplus to NT\$0.1530 per share, totaling NT\$9 per share.

2. Major Board Meeting Resolutions

Date of the Meeting	Major Resolutions
2024.02.01	<ol style="list-style-type: none"> <li>1. Reported on the Company's minutes of the Remuneration Committee.</li> <li>2. Reported on the 2023 Board and functional committees' performance evaluations.</li> <li>3. Reported on the qualification evaluation report for the independent directors during their tenure.</li> <li>4. Reported on the implementation of the Company's greenhouse gas inventory and verification schedule plan.</li> <li>5. Passed the discussions on the payout of the Company's 2023 managerial officers' performance bonus.</li> <li>6. Passed the discussion on the Company's distribution of 2022 remuneration to managerial officers.</li> <li>7. Passed the discussion on changes in the remuneration of the Company's managers for 2024.</li> <li>8. Passed the discussion on the percentage for the Company's 2023 employee remuneration.</li> <li>9. Passed the renewal of the bank loan facility of the Company.</li> </ol>
2024.03.07	<ol style="list-style-type: none"> <li>1. Reported on the Company's internal audit for the 4th quarter, 2023.</li> <li>2. Reported on the Company's corporate governance operations.</li> <li>3. Reported on the Company's sustainable development implementation status.</li> <li>4. Reported on the fulfillment of ethical management .</li> </ol>

Date of the Meeting	Major Resolutions
	<ol style="list-style-type: none"> <li>5. Passed the discussion on the Company’s final account settlement papers for Fiscal 2023.</li> <li>6. Passed the discussion on the profit distribution proposal for 2023.</li> <li>7. Passed the discussion on cash distribution from capital surplus.</li> <li>8. Passed the discussion on employee remuneration distribution for 2023.</li> <li>9. Passed the Statement of Internal Control for 2023.</li> <li>10. Passed the discussion on the amendment to the Company's Rules of Procedure for Shareholders’ Meetings.</li> <li>11. Passed the discussion on the amendment to the “Accounting System”.</li> <li>12. Passed the discussion on the Company's “Rules Governing Financial and Business Matters Between this Corporation and its Affiliated Enterprises” of the Company.</li> <li>13. Passed the discussion on the Company's formulation of the “pricing strategy”.</li> <li>14. Passed the discussion on matters relating to the Company’s 2024 AGM.</li> <li>15. Passed the discussion on the renewal of the bank loan facility of the Company.</li> </ol>
2024.03.26	<ol style="list-style-type: none"> <li>1. Reported on the Company’s minutes of the Remuneration Committee.</li> <li>2. Passed the discussion on the Company's plan for cash capital increase by issuing new shares before initial listing on Taipei Exchange.</li> <li>3. Passed the discussion on the Company's formulation of the “employee stock subscription rule”.</li> <li>4. Passed the discussion on the Company's managers’ employee stock subscription for the cash capital increase in 2024.</li> <li>5. Passed the discussion on changes in the compensation of the Company’s managers for 2024.</li> </ol>
2024.05.09	<ol style="list-style-type: none"> <li>1. Report on the Company’s internal audit for the 1st quarter, 2024.</li> <li>2. Reported on the implementation of the Company’s greenhouse gas inventory and verification schedule plan.</li> <li>3. Passed the discussion on the Company's financial statements for the 1st quarter, 2024.</li> <li>4. Passed the discussion on amendments to the Company's Audit Committee Charter.</li> <li>5. Passed the discussion on amendments to the Company’s “Rules of Procedure for Board of Directors Meetings”.</li> <li>6. Passed the discussion on the renewal of the bank loan facility of the Company.</li> </ol>
2024.06.28	<ol style="list-style-type: none"> <li>1. Reported on liability insurance coverage for the Company’s directors and key staff.</li> <li>2. Passed the discussion on the Company’s 2023 Earnings Distribution and distribution of cash from capital surplus with the ex-dividend record date and payout date scheduled.</li> <li>3. Approved the amendments to the Company’s “Procedures for Handling Material Inside Information”.</li> </ol>
2024.08.09	<ol style="list-style-type: none"> <li>1. Reported on the Company’s internal audit for the 2nd quarter, 2024.</li> <li>2. Reported on the Company’s minutes of the Remuneration Committee.</li> <li>3. Reported on the implementation of the Company’s greenhouse gas inventory and verification schedule plan.</li> <li>4. Reported on the Company's 2023 corporate sustainability report implementation.</li> </ol>

Date of the Meeting	Major Resolutions
	<ol style="list-style-type: none"> <li>5. Passed the discussion on the Company's financial statements for the 2nd quarter, 2024.</li> <li>6. Passed the discussion on the review of the Company's Remuneration Committee Charter.</li> <li>7. Passed the discussion on the review of the Company's independent directors' performance evaluation and remuneration regulations.</li> <li>8. Passed the discussion on the estimated adjustment to the Company's related party transaction amount for 2024.</li> <li>9. Passed the discussion on the review of the Company's directors and managers' performance evaluation and remuneration regulations.</li> <li>10. Passed the discussion on report on the result of performance evaluation for managerial officers in the 1st half of 2024.</li> <li>11. Passed the discussions on the payout of the Company's managerial officers' performance bonus for the 1st half of 2024.</li> <li>12. Passed the discussions on the appointment of the Chief Corporate Governance Officer.</li> <li>13. Passed the discussions on the remuneration for the new Corporate Governance Officer.</li> </ol>
2024.11.11	<ol style="list-style-type: none"> <li>1. Reported on the Company's internal audit for the 3rd quarter, 2024.</li> <li>2. Reported on the implementation of the Company's greenhouse gas inventory and verification schedule plan.</li> <li>3. Passed the discussion on the Company's financial statements for the 3rd quarter, 2024.</li> <li>4. Passed the discussions on the revision of the "Operating Procedures for Preparation and Certification of Sustainability Reports" of the Company.</li> <li>5. Passed the discussions on the Company's proposed establishment of the "Sustainability Information Management Procedures."</li> <li>6. Passed the discussions on the proposal for amendment to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules".</li> </ol>
2024.12.24	<ol style="list-style-type: none"> <li>1. Description on the audit planning of the Company's financial statements of 2024.</li> <li>2. Reported on the Company's sustainable development implementation status.</li> <li>3. Reported on the implementation of cyber security management in 2024.</li> <li>4. Passed the discussions on the independence and suitability of the CPAs hired by the Company.</li> <li>5. Passed the discussion on the Company's 2025 CPA remuneration.</li> <li>6. Passed the discussions on the Company's 2025 business plan.</li> <li>7. Passed the discussion on the 2025 internal audit program of the Company.</li> <li>8. Passed the discussions on the proposal for amendment to the Company's "Internal Control System" and "Internal Audit Act Enforcement Rules".</li> <li>9. Passed the discussion on the estimation of the Company's related party transaction amount for 2025 . .</li> <li>10. Passed the discussion on the renewal of the bank loan facility of the Company.</li> </ol>
2025.01.21	<ol style="list-style-type: none"> <li>1. Reported on the Company's internal audit for the 4th quarter, 2024.</li> <li>2. Reported on the Company's minutes of the Remuneration Committee.</li> <li>3. Reported on the 2024 Board and functional committees' performance evaluations.</li> <li>4. Reported on the qualification evaluation report for the independent</li> </ol>

Date of the Meeting	Major Resolutions
	<p>directors during their tenure.</p> <ol style="list-style-type: none"> <li>5. Reported on the implementation of the Company’s greenhouse gas inventory and verification schedule plan.</li> <li>6. Passed the discussions on the payout of the Company’s 2024 managerial officers’ performance bonus.</li> <li>7. Passed the discussion on the Company’s distribution of 2023 remuneration to managerial officers.</li> <li>8. Passed the discussion on the percentage for the Company’s 2024 employee remuneration.</li> <li>9. Passed the discussion on the estimation of the Company’s related party transaction amount for 2024.</li> <li>10. Passed the discussion on proposed amendment to the Company’s “Articles of Incorporation”.</li> <li>11. Passed the discussion on the election of the Company’s directors.</li> <li>12. Passed the discussion on the announcement of acceptance of shareholder proposals and the period of nomination for directors (including independent directors), number of candidates to be elected, and the place of acceptance.</li> <li>13. Passed the discussion on matters relating to the Company’s 2025 AGM.</li> <li>14. Passed the discussion on proposed amendments to the Company’s “Corporate Governance Best Practice Principles.”</li> <li>15. Passed the discussion on amendment to the employee remuneration distribution regulations.</li> <li>16. Passed the discussion on amendment to the Company’s “Salary Management Regulations”.</li> <li>17. Passed the discussion on the proposal for amendment to the Company’s “Internal Control System” and “Internal Audit Act Enforcement Rules”.</li> <li>18. Passed the discussion on appointment of the Company’s chief internal auditor.</li> <li>19. Passed the discussion on the remuneration for the new chief internal auditor.</li> <li>20. Passed the discussion on the renewal of the bank loan facility of the Company.</li> </ol>
2025.03.12	<ol style="list-style-type: none"> <li>1. Report on the Company’s minutes of the Remuneration Committee.</li> <li>2. Report on the implementation status of the corporate governance.</li> <li>3. Report on the implementation status of the sustainable development.</li> <li>4. Report on the fulfillment of ethical management.</li> <li>5. Report on liability insurance coverage for the Company’s directors and key staff.</li> <li>6. Approval of the final account settlement papers for 2024.</li> <li>7. Approval of the profit distribution proposal for 2024.</li> <li>8. Approval of the proposal of cash distribution from capital reserve.</li> <li>9. Approval of the discussion of the employee remuneration distribution for 2024.</li> <li>10. Approval of the Statement of Internal Control for 2024.</li> <li>11. Approval of the discussion of the candidate list of directors (including independent directors) nominated by the Board of Directors of the Company.</li> <li>12. Approval of the lifting of the non-compete restrictions on newly elected directors and their representatives.</li> </ol>

Date of the Meeting	Major Resolutions
	13. Approval of matters relating to the Company's 2025 AGM. 14. Approval of the discussion of the changes in the remuneration of the Company's managers for 2025. 15. Approval of the discussion of the changes in the Company's managers.

(X) In the previous fiscal year and by the date of Annual Report publication, for directors or supervisors who have expressed different opinions on important resolutions with a record or written statement made, please state the content of the different opinion in details: N/A.

#### IV. CPA Audit Fee Information

##### (I) Disclosure of CPA Audit Fees

Unit: NT\$ thousands

Name of CPA Firm	Name of CPA	CPA's Audit Period	Audit Fee	Non-audit Fee (Note)	Total	Remarks
PwC Taiwan	Huang, Chin-Lien Chang, Shu-Chiung	2024/01/01~2024/12/31	1,670	21	1,691	
Note: Non-audit fees paid were NT\$21 thousand for miscellaneous expenses in auditing.						

(II) Upon replacement of certified public accountants, the auditing fee paid in the year of replacement decreased over the auditing fee paid in the year preceding replacement: N/A.

(III) The audit fee of current year is less than the year before by more than 10%: N/A.

V. Replacement of CPA: There is a change of CPA in the last two years and thereafter: N/A.

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

VII. In the previous fiscal year and by the date of annual report publication, the equity transfer and change in pledged equity of the directors, supervisors, managers, and shareholders with more than 10% shareholding:

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

Unit: Shares

Title (Note 1)	Name	2024		Up to March 9, 2025	
		Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged	Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged
Chairman of the Board and shareholder holding more than 10% of the shares	Ruentex Materials Co., Ltd.	0	0	0	0
	Representative: Jean, Tsang-Jiunn	0	0	0	0
Chairman of the Board and shareholder holding more than 10% of the shares	Ruentex Materials Co., Ltd.	0 0	0 0	0 0	0 0
	Representative: Ho, Kai-Lin	0	0	0	0
Director and President	Lu, Yu-Huang	35,000 0	0	0	0
Director	Lin, Tzong-Yau	0	0	0	0
Independent Director	Lai, Kwan-Chung	0	0	0	0
Independent Director	Chiou, Chin-Ting	0	0	0	0
Independent Director	Yang, I-Tung	0	0	0	0
Vice President, Sales Department	Su, Chun-Hui	10,000 0	0	0	0
Vice President, Design Department	Tang, Chiao-Yi	10,000 0	0	0	0
Vice President, Engineering Department	Yeh, Chia-Teng	10,000 0	0	0	0
Vice President, Contracting Department	Shiu, Tz-Rung	10,000 0	0 0	0 0	0 0
Vice President, Design Department	Wang, Chun-Chin	20,000 0	0	0	0
Vice President, Quality Assurance & Safety Department	Lin, Chia-Ching (Note 2)	8,000 0	0 0	0 0	0 0
Assistant Vice President, Valuation	Lee, Hung-Chi	5,000 0	0	0	0

Title (Note 1)	Name	2024		Up to March 9, 2025	
		Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged	Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged
Department					
Assistant Vice President-cum-Accounting Manager, Accounting Department	Lin, Hsiao-Feng	15,000	0	0	0
Assistant Vice President, Engineering Department	Liu, Chih-Hung (Note 2)	5,000 0	0	0	0
Project Assistant Vice President, Engineering Department	Lin, Yueh-Long	3,000 0	0	0	0
Project Assistant Vice President, Engineering Department	Chen, Tang-Chien	3,000 0	0	0	0
Project Assistant Vice President, Sales Department	Kao, Hsiang	2,000 (1,000)	0	0	0
Project Assistant Vice President, Design Department	Lin, Jung-Hwa	3,000 0	0	0	0
Assistant Vice President, Design Department	Wang, Cheng-Li (Note 2)	3,000 0	0	0	0
Project Assistant Vice President, Design Department	Kuo, Chiu-Chen (Note 2)	3,000 0	0	0	0
Project Assistant Vice President, Design Department	Peng, Ching (Note 2)	10,000 0	0	0	0
Project Assistant Vice President, Engineering Department	Lai, Chien-Chia (Note 2)	3,000 0	0	0	0
Chief Governance Officer	Huang, Pin-Fang (Note 2)	5,000 0	0	(Resigned on July 13, 2024)	
Chief Governance Officer	Jhang, Jiao-Min (Note 2)	(Taking office on August 9, 2024)		0	0
Head of Finance	Chen, Yu-Ling	5,000 0	0	0	0
Chief auditor	Chen, Ming-	5,000		(Dismissed on January 21, 2025)	

Title (Note 1)	Name	2024		Up to March 9, 2025	
		Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged	Increase/Decrease in Shares Held	Increase/Decrease in Shares Pledged
	Fang (Note 2)	0			
Chief auditor	Jiang, Ren-Wei (Note 2)	(Taking office on January 21, 2025)		0	0
Shareholder holding more than 10% of the shares	Ruentex Engineering & Construction Co., Ltd.	0	0	0	0

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

Note 2: Liu, Chih-Hung was promoted to the Assistant Vice President, Engineering Department, on April 1, 2024. Manager, Huang, Pin-Fang, (Corporate Governance Officer) was resigned on July 13, 2024. Deputy Manager, Jhang, Jiao-Min concurrently serves as Corporate Governance Office on August 9, 2024. Chief Auditor, Chen, Ming-Fang dismissed on January 21, 2025. Assistant Manager, Jiang, Ren-Wei, appointed as Chief Auditor on January 21, 2025.

(II) The counterparty of the equity transfer is a related party: N/A.

(III) The counterparty of the equity pledge is a related party: N/A.

### 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

March 9, 2025; Unit: Shares; %

Name	Shareholding of the Principal		Shareholdings of Spouse/Minor Children		Shares Held in the Name of Others		Titles or Names of the Top-ten Shareholders Who Have a Relationship With Each Other or a Spouse, or a Kinship of Second Cousin.		Notes
	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Name	Relationship	
Ruentex Materials Co., Ltd.	4,750,000	31.67	0	0.00	0	0.00	Ruentex Engineering & Construction Co., Ltd.	Chairman of the juridical person director and Director, Ruentex Material Co., Ltd.	
							Ruentex Industries Ltd.	Juridical person director, Ruentex Material Co., Ltd.	
							Huei Hong Investment Co., Ltd.	Corporate Director, Ruentex Material Co., Ltd.	
							Hsu, Sheng-Yu	Representative of the juridical person director, Ruentex Material Co., Ltd. Personnel	
							Lee, Chih-Hung	Representative of the juridical person director, Ruentex Material Co., Ltd. Personnel	
Representative: Mo, Wei-Han	0	0.00	0	0.00	0	0.00	Ruentex Engineering & Construction Co., Ltd.	Mo, Wei-Han is the Representative of the juridical person director and President	

Name	Shareholding of the Principal		Shareholdings of Spouse/Minor Children		Shares Held in the Name of Others		Titles or Names of the Top-ten Shareholders Who Have a Relationship With Each Other or a Spouse, or a Kinship of Second Cousin.		Notes
	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Name	Relationship	
								of Ruentex Engineering & Construction Co., Ltd.	
Ruentex Engineering & Construction Co., Ltd.	2,745,483	18.30	0	0.00	0	0.00	Ruentex Development Co., Ltd.	Chairman of the juridical person director and Director of Ruentex Engineering & Construction Co., Ltd.	
							Huei Hong Investment Co., Ltd.	Corporate Director of Ruentex Engineering & Construction Co., Ltd.	
							Ruentex Materials Co., Ltd.	Chairman of the juridical person director and Director of Ruentex Materials Co., Ltd.	
							Mo, Wei-Han	Representative of the juridical person director and President of Ruentex Engineering & Construction Co., Ltd.	
							Chang, Kun-Long	Representative of the juridical person director and Vice President of Ruentex Engineering & Construction Co., Ltd.	
Representative: Lee, Chih-Hung	45,725	0.30	0	0.00	0	0.00	Ruentex Development Co., Ltd.	Lee, Chih-Hung is the representative of the juridical person director and President of Ruentex Development Co., Ltd.	
							Ruentex Industries Ltd.	Lee, Chih-Hung is the Representative of the juridical person director of Ruentex Industries Ltd.	
							Ruentex Materials Co., Ltd.	Lee, Chih-hung is the Representative of the juridical person director, Ruentex Material Co., Ltd. Personnel	
Ruentex Development Co., Ltd.	735,862	4.91	0	0.00	0	0.00	Ruentex Engineering & Construction Co., Ltd.	Ruentex Development Co., Ltd. is the Chairman of the juridical person director and Director of Ruentex Engineering &	

Name	Shareholding of the Principal		Shareholdings of Spouse/Minor Children		Shares Held in the Name of Others		Titles or Names of the Top-ten Shareholders Who Have a Relationship With Each Other or a Spouse, or a Kinship of Second Cousin.		Notes
	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Name	Relationship	
								Construction Co., Ltd.	
							Ruentex Industries Ltd.	Juridical person director of Ruentex Development Co., Ltd.	
							Lee, Chih-Hung	Representative of the juridical person director and President of Ruentex Development Co., Ltd.	
							Hsu, Sheng-Yu	Representative the juridical person director of Ruentex Development Co., Ltd.	
Representative: Jean, Tsang-Jiunn	128,798	0.86	23,655	0.16	0	0.00			
Yi Tai Investment Co., Ltd.	459,398	3.06	0	0.00	0	0.00	Huei Hong Investment Co., Ltd.	Yi Tai Investment Co., Ltd. is the juridical person supervisor of Huei Hong Investment Co., Ltd.	
Representative: Chang, Kun-Long	0	0.00	0	0.00	0	0.00	Huei Hong Investment Co., Ltd.	Chang, Kun-Long is the representative of the juridical person director of Huei Hong Investment Co., Ltd.	
							Ruentex Engineering & Construction Co., Ltd.	Chang, Kun-Long is the representative of the juridical person director and Vice President of Ruentex Engineering & Construction Co., Ltd.	
							Yingjia Investment Co., Ltd.	Chang, Kun-Long is a representative of Chairman of the juridical person director of Yingjia Investment Co., Ltd.	
Lu, Yu-Huang	393,000	2.62	38,500	0.26	0	0.00			
Ruentex Industries Co., Ltd.	333,773	2.23	0	0.00	0	0.00	Ruentex Development Co., Ltd.	Ruentex Industries Ltd. is the juridical person director of Ruentex Development Co., Ltd.	
							Huei Hong	Chairman and	

Name	Shareholding of the Principal		Shareholdings of Spouse/Minor Children		Shares Held in the Name of Others		Titles or Names of the Top-ten Shareholders Who Have a Relationship With Each Other or a Spouse, or a Kinship of Second Cousin.		Notes
	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Name	Relationship	
								Investment Co., Ltd.	
							Ruentex Materials Co., Ltd.	Ruentex Industries Ltd. is the juridical person director of Ruentex Materials Co., Ltd.	
							Lee, Chih-Hung	Representative of the juridical person director of Ruentex Industries Ltd.	
Representative: Hsu, Sheng-Yu	0	0.00	0	0.00	0	0.00	Ruentex Development Co., Ltd.	Hsu, Sheng-Yu is the corporate representative of Ruentex Development Co., Ltd.	
							Ruentex Materials Co., Ltd.	Hsu, Sheng-Yu is the representative of the juridical person director, Ruentex Material Co., Ltd. Personnel	
Huei Hong Investment Co., Ltd.	324,014	2.16	0	0.00	0	0.00	Ruentex Industries Ltd.	Huei Hong Investment Co., Ltd. is the Chairman of the juridical person and Director of Ruentex Industries Ltd.	
							Yi Tai Investment Co., Ltd.	Juridical person supervisor of Huei Hong Investment Co., Ltd.:	
							Ruentex Engineering & Construction Co., Ltd.	Huei Hong Investment Co., Ltd. is the juridical person director of Ruentex Engineering & Construction Co., Ltd.	
							Ruentex Materials Co., Ltd.	Huei Hong Investment Co., Ltd. is the juridical person director of Ruentex Materials Co., Ltd.	
							Chang, Kun-Long	Corporate director representative of Huei Hong Investment Co., Ltd.	
Representative: Samuel Yen-Liang Yin	103,506	0.69	0	0.00	0	0.00			
Tai Ke Erh Investment Co., Ltd.	281,000	1.87	0	0.00	0	0.00			

Name	Shareholding of the Principal		Shareholdings of Spouse/Minor Children		Shares Held in the Name of Others		Titles or Names of the Top-ten Shareholders Who Have a Relationship With Each Other or a Spouse, or a Kinship of Second Cousin.		Notes
	Shares	% of Shares Held	Shares	% of Shares Held	Shares	% of Shares Held	Name	Relationship	
Representative: Tseng, Wei-Tai	0	0.00	0	0.00	0	0.00			
Fu, Chao-Ping	183,000	1.22	0	0.00	0	0.00			
Yingjia Investment Co., Ltd.	179,689	1.20	0	0.00	0	0.00			
Representative: Chang, Kun-Long	0	0.00	0	0.00	0	0.00	Yi Tai Investment Co., Ltd.	Chang, Kun-Long is a representative of Chairman of the juridical person director of Yi Tai Investment	
							Huei Hong Investment Co., Ltd.	Chang, Kun-Long is the corporate director representative of Huei Hong Investment Co., Ltd.	
							Ruentex Engineering & Construction Co., Ltd.	Chang, Kun-Long is the representative of the juridical person director and Vice President of Ruentex Engineering & Construction Co., Ltd.	

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: N/A.

## Three. Fundraising

### I. Capital and Shares

#### (I) Source of Capital

Unit: NT\$ thousands; Shares

Year/ Month	Issuance Price	Authorized Capital		Paid-in Capital		Notes		
		Shares	Amount	Shares	Amount	Source of Capital	Paid-in Capital Paid with Considerations Other Than Cash	Others
1991. 11	10	600,000	6,000,000	600,000	6,000,000	A capital of NT\$6,000,000 for incorporation	-	Incorporation approved date: 1991.11.14 Jian-I-Zi No. 539495
1993. 06	10	1,000,000	10,000,000	1,000,000	10,000,000	Capitalization from earnings: NT\$4,000,000	-	Approval date: 1993.06.18 Jian-I-Zi No. 743434
1998. 07	10	2,000,000	20,000,000	2,000,000	20,000,000	Capitalization from earnings: NT\$10,000,000	-	Approval date: 1998.07.24 Jian-I-Zi No. 87310430
2001. 07	10	3,000,000	30,000,000	3,000,000	30,000,000	Capitalization from earnings: NT\$10,000,000	-	Approval date: 2001.07.11 Bei-Shi-Jian- Shang-II-Zi No. 90288270
2021. 04	10	30,000,000	300,000,000	3,000,000	30,000,000	Note 1	-	Approval date: 2021.04.27 Fu-Chan-Ye- Shang-Zi No. 11048179010
2021. 07	10	30,000,000	300,000,000	5,250,000	52,500,000	Capitalization from earnings: NT\$22,500,000	-	Approval date: 2021.07.01 Fu-Chan-Ye- Shang-Zi No. 11050420810
2021. 10	30	30,000,000	300,000,000	13,500,000	135,000,000	Cash capital increase by NT\$82,500,000	-	Approval date: 2021.10.04 Fu-Chan-Ye- Shang-Zi No. 11053674020
2024. 06	Note 2	30,000,000	300,000,000	15,000,000	150,000,000	Cash capital increase by NT\$15,000,000	-	Approval date: 2024.06.19 Fu-Chan-Ye- Shang-Zi No. 11349876210

Note: 1. The authorized capital was changed to NT\$300,000,000.

2. A total of 1,500 thousand new shares were issued for cash capital increase at par value of NT\$10 per share. The price in the auction and the quantity-weighted average price was NT\$195.12; the public subscription underwriting price was NT\$165 per share.

March 31, 2025; Unit: Shares

Type of Shares	Authorized Capital			Note
	Outstanding Shares (Note)	Unissued Shares	Total	
Common Stock	15,000,000	15,000,000	30,000,000	Shares of the TPEx listed companies

(1-1) Information on the shelf registration system: None.

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

March 9, 2025; Unit: Shares; %

Name of Major Shareholders	Shares	Number of shares held	Shareholding percentage
Ruentex Materials Co., Ltd.		4,750,000	31.67
Ruentex Engineering & Construction Co., Ltd.		2,745,483	18.30
Ruentex Development Co., Ltd.		735,862	4.91
Yi Tai Investment Co., Ltd.		459,398	3.06
Lu, Yu-Huang		393,000	2.62
Ruentex Industries Co., Ltd.		333,773	2.23
Huei Hong Investment Co., Ltd.		324,014	2.16
Tai Ke Erh Investment Co., Ltd.		281,000	1.87
Fu, Chao-Ping		183,000	1.22
Yingjia Investment Co., Ltd.		179,689	1.20
Total		10,385,219	69.23

(III) The Company's Dividend Policy and Implementation

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

If the Company has earnings in a fiscal year, after paying the income tax and offsetting prior losses in accordance with the law, 10% of the remaining profits shall be set aside as a legal reserve. However, this is not applicable if the legal reserve has reached the same amount as the Company's paid-in capital. If necessary, a special reserve shall be set aside or reversed in accordance with the law. If there is still a surplus, it shall be combined with the undistributed earnings accumulated from prior years, and the Board of Directors shall prepare a proposal for distribution and submit it to the shareholders' meeting for resolution.

The Company's dividend policy is based on the Company's future annual operating budget planning and fund demand measurement. The distribution of dividends to shareholders shall not be less than 50% of the net profit after tax for the year, and the cash dividend ratio shall not be less than 30% of the total dividend distribution for the year.

2. The proposed allocation of the dividends at this time

The Company's 2023 earnings distribution proposal has been approved by the Board of Directors on March 7, 2024 to distribute cash dividends of NT\$132,705 thousand (NT\$ 9.83 per share). In addition, the capital surplus of NT\$2,295 thousand (NTD 0.17 per share) exceeding the par value of the common stock shares issued for cash dividends was also approved by the shareholders' meeting on May 27, 2024. Subsequently, due to the cash capital increase by 1,500,000 shares, the number of outstanding shares was changed to 15,000,000 shares, so the cash dividends were adjusted to NT\$8.8470 per share and the capital surplus to NT\$0.1530 per share, totaling NT\$9 per share, which were paid on July 31, 2024.

The Company's 2024 earnings distribution proposal has been resolved by the Board of Directors on March 12, 2025 to distribute cash dividends of NT\$202,500 thousand (distribute NT\$13.5 per share). In addition, the cash distribution of NT\$22,500 thousand (distribute cash dividend of NT\$1.5 per share) for the capital surplus from the issuance of common stock in excess of par value is subject to the ratification at the shareholders' meeting on May 7, 2025.

(IV) The impact of the stock dividends proposed in this shareholders' meeting on the Company's operating performance and earnings per share:

The Company's 2024 earnings to be distributed are paid in cash and no stock dividend is distributed. Thus, this is not applicable.

(V) Remuneration to Employees, Directors, and Supervisors

1. The percentage or scope of remuneration to employees and directors stipulated in the company's Articles of Association:
  - (1) If the Company makes a profit in a year, it shall allocate at least 1% of the profit as remuneration to employees as per the Articles of Incorporation. However, if the Company has accumulated losses, the Company shall first make up for the losses and then appropriate the remuneration to employees in accordance with the aforementioned ratios.
  - (2) The remuneration to employees as stated in the preceding paragraph can be paid in cash or with stock dividends, and the object of distribution must include employees of the subordinate company that meet certain conditions.
  - (3) The remuneration to directors is not stipulated in the Company's Articles of Incorporation.
2. The basis for the estimated amount of employee remuneration and the remuneration of directors in the current period, the calculation basis for the number of shares for employee remuneration distributed in stock, and the accounting treatment applied when the actual amount distributed is different from the estimated amount:

The remuneration to employees and directors is estimated based on the profit of the

year and the percentages or ranges set forth in the Articles of Incorporation. If the actual distribution amount resolved by the Board of Directors differs from the estimated amount, it is regarded as a change in accounting estimate and the effect is treated as a change in accounting estimate and recognized as gains/losses for the year where the remuneration is distributed.

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

(1) Remuneration to employees and directors paid in cash or with stock

The Company did not distribute directors' remuneration in 2024. The employee remuneration was estimated based on 1% as in the Company's Articles of Incorporation. The amount of employee remuneration resolved by the Board of Directors on March 12, 2025 was NT\$2,812 thousand, and the distribution will be made in cash. There is no difference from the estimated amount.

(2) The percentage of remuneration to employees allocated by means of stocks to the total amount of remuneration to employees and the aggregate total of the net profit after tax and total remuneration to employees as shown in the standalone or individual financial statements of the current term:

The Company did not distribute employee remuneration in stock in 2024, therefore not applicable.

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

The Company's employee remuneration for 2023 was NT\$1,857 thousand, all of which was paid in cash and was consistent with the estimated amount in the financial report. In addition, no directors' remuneration was distributed or paid.

(VI) Stock shares repurchased by the Company: None.

II. Corporate Bond Issuance: None.

III. Preferred Stock Issuance: None.

IV. Disclosure in Relation to Depository Receipts: None.

V. Employee Stock Warrants Issuance: None.

VI. New Restricted Employee Shares Issuance: None.

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

VIII. Fund Implementation Plan:

(I) Analysis of the capital utilization plan for the previous cash capital increase, merger

or acquisition, or issuance of new shares or corporate bonds through acquisition or in exchange for shares of another company

1. If the previous cash capital increase, merger or acquisition, or the issuance of new shares or corporate bonds in exchange for shares of another company in the capital utilization plan has not been completed:

In the last three years and as of the date of publication of the annual report, the Company did not issue new shares or corporate bonds to acquire or exchange shares of another company. In addition, the Company has completed the issuance of new shares for cash capital increase in 2024.

2. If the previous cash capital increase, merger or acquisition, or the issuance of new shares or corporate bonds in exchange for shares of another company in the capital utilization plan has been completed and the actual completion date of the plan is not more than three years before the filing date: N/A.

## Four. Operational Overview

### I. Business Content

#### (I) Business Scope

Since its establishment on November 14, 1991, the Company has been operating in Taiwan, specializing in interior design, decoration, and landscape design. With expertise in integrating design aesthetics, architectural engineering, and project management, the Company initially served as the final stage in delivering completed buildings to clients for the Ruentex Construction Group. Over the past 34 years, it has accumulated extensive experience in handling large-scale design and engineering projects. Through strong integration capabilities, the Company brings diverse design concepts to life in renovation projects, making it a preferred choice for medium- to large-scale interior projects and the establishment of Taiwan headquarters for internationally renowned enterprises.

#### 1. Main content of the business

Business activity code	Business activity
I503010	Landscape and Interior Designing
E801010	Indoor Decoration
E801060	Interior Renovation
F205040	Retail Sale of Furniture, Bedding Kitchen Utensils and Fixtures
F401010	International Trade
E801040	Glass Installation Engineering
F106010	Wholesale of Hardware
F107990	Wholesale of Other Chemical Products
F206010	Retail Sale of Hardware
ZZ99999	All business activities that are not prohibited or restricted by law, except those that are subject to special approval
A101011	Seedling
F101081	Wholesale of Plant Seeds
F111090	Wholesale of Building Materials
F115020	Wholesale of Ores
F199990	Other Wholesale Trade
F201061	Retail Sale of Seedling
A102080	Horticultural Services

#### 2. Business Ratio:

Unit: NTD in Thousands; %

Product Name	2023		2024	
	Amount	%	Amount	%
Construction contract revenue	1,473,573	96.83	1,941,601	96.83
Services revenue (Note 1)	15,693	1.03	22,904	1.14

Product Name	2023		2024	
	Amount	%	Amount	%
Revenue from sales of goods (Note 2)	32,534	2.14	40,604	2.03
Total	1,521,800	100.00	2,005,109	100.00

Note 1: Service revenue primarily includes income from design and supervision.

Note 2: Revenue from sales of goods mainly consists of sales of building materials such as stone and PP film.

### 3. Existing Products (Services)

The Company operates in the interior decoration industry, and it mainly engages in interior decoration design and related construction services in commercial, leisure and cultural, office services, and residential spaces. We provide services such as design planning, project management, renovation works, and after-sales services for clients in business spaces, shopping malls, luxury residences, schools, libraries, and laboratories.

### 4. New Products (Services) to be Developed

We are committed to providing high-quality interior design and renovation services while continuously refining our design, project management, and construction processes. Currently, our core clientele includes business spaces, shopping centers, high-end residential properties, educational institutions, and research facilities. We closely monitor economic development and evolving consumer preferences, which have led to structural changes such as the rise of smart spaces and multifunctional environments. As part of our strategic expansion, we actively engage in projects related to cultural and artistic spaces, urban renewal, technology office buildings, and medical institutions. Our goal is to develop practical and diverse design solutions while maintaining precision and excellence in service quality, as detailed below:

#### (1) AI Smart Residential Planning

The Company integrates advanced 2D and 3D software, including AutoCAD, SketchUp, Enscape, V-Ray, 3ds Max, Lumion, and PowerDirector, to execute projects that meet the diverse needs of property owners. By collaborating with specialized technology providers, we incorporate the latest smart home innovations to enhance residential living. Our approach focuses on creating smart, automated, and user-friendly home environments, delivering a seamless and modern residential experience.

#### (2) Medical Space Planning

The Company specializes in medical space design, integrating aesthetic, safety, and comfort concepts into renovation projects. We collaborate closely with medical institutions to optimize layouts based on medical equipment placement and workflow

efficiency. Additionally, we proactively analyze emerging trends such as telemedicine to develop forward-thinking solutions.

### (3) Research and Professional Talent Planning

To establish a strategic roadmap for smart spaces and high-tech office facilities, our company is committed to thorough research and structured planning. The following outlines our concrete approach to future product development:

#### ① Market Survey and Trend Analysis

We conduct market research to identify demand trends in smart spaces and high-tech office facilities, pinpointing opportunities for differentiation and market gaps. In addition, we engage in in-depth studies of relevant technologies in smart spaces and high-tech offices. This ensures our ability to deliver cutting-edge, aesthetically advanced interior solutions that integrate the latest technological advancements, meeting the evolving needs of our clients.

#### ② Recruitment of Specialized Talent

While our team already possesses strong professional expertise, continuous learning is essential in today's rapidly evolving industry. As our project volume and reputation grow, we aim to attract industry-specific talent, including experts in mechanical and electrical systems, HVAC, networking, and smart technology. We also provide ongoing professional training to our employees, enhancing the capabilities of our existing MEP design department. This ensures that we offer comprehensive services and stay ahead of the latest technological and design trends.

#### ③ Understanding Client Needs

We engage in in-depth discussions with potential clients to understand their specific requirements for smart spaces and high-tech offices. From initial planning and design to construction and finishing, we ensure a seamless renovation process tailored to client preferences, functional needs, and budgets. Site inspections allow us to evaluate spatial characteristics and anticipate potential challenges. Subsequently, we offer professional interior design services, including floor plans, 3D modeling, and material selection. This ensures that the design and construction of our projects align with client standards, delivering high-quality, customized solutions tailored to their specific needs.

#### ④ Warranty and Maintenance Services

We have established a comprehensive warranty and maintenance service system to ensure that our clients receive timely support when using intelligent spaces and high-tech office buildings. This not only enhances customer satisfaction but also strengthens trust in the Company. Providing appropriate warranty services

helps maintain strong relationships between the Company and its clients, fostering brand loyalty. Through maintenance and repair work during the warranty period, we gain valuable technical feedback, which contributes to the continuous improvement of future projects' quality and technical standards.

## (II) Industry Overview

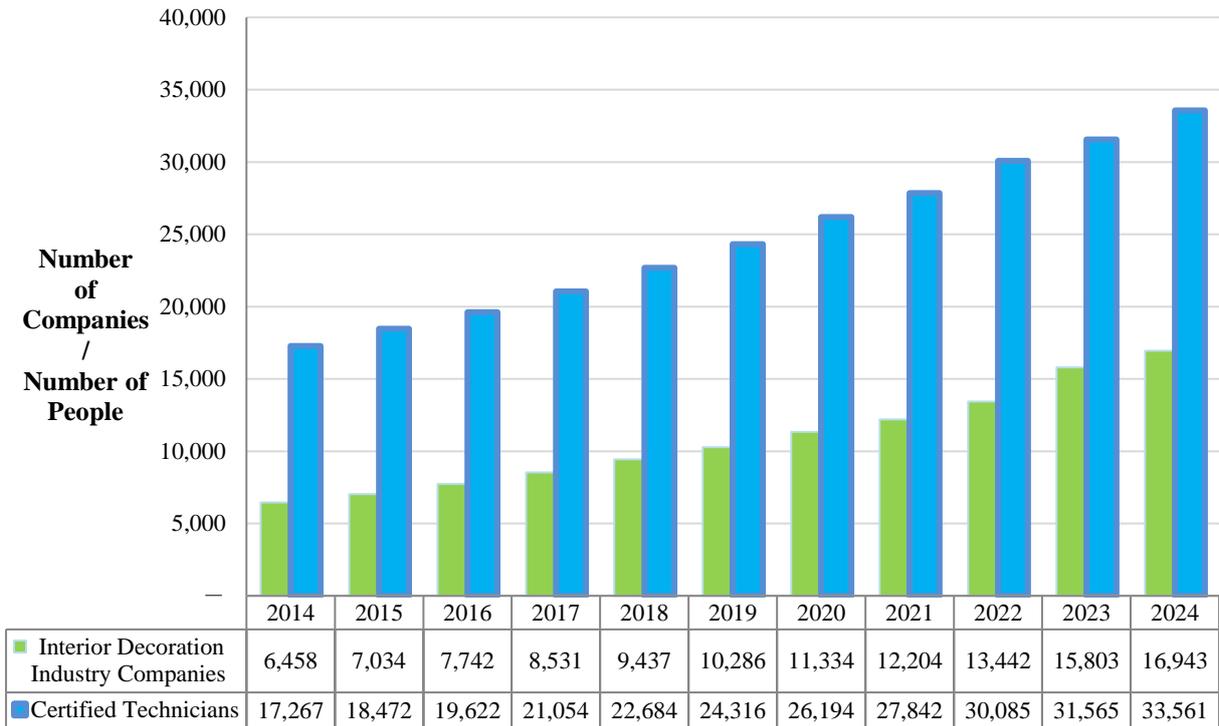
### 1. Current Status and Development of the Industry

Our primary product and service offerings include residential projects such as elevator halls, public facilities, landscape design, reception centers, model homes, and residential spaces, as well as office buildings, headquarters, industrial buildings, shopping malls, libraries, and other diverse spaces in planning, design, and construction. The demand for interior renovation, besides new construction projects, typically follows a regular cycle: commercial spaces undergo renovation every 3 to 5 years, public buildings every 10 to 15 years, and other spaces may require updates based on changes in functionality. This cyclical nature of the construction and renovation industry ensures stable and consistent growth. Current Status and Growth of Taiwan's Interior Decoration Industry

#### (1) Market Competition and Development in the Interior Decoration Industry in Taiwan

According to the construction statistics from the National Land Management Agency, MOI for the period from 2014 to 2024, the number of interior decoration companies and licensed professional technicians in 2024 were 16,943 and 33,561, respectively, representing growth rates of 7.21% and 6.32% compared to the previous period. As illustrated in the graph below, the number of interior decoration companies and industry professionals has generally shown an increasing trend over the past ten years. This indicates that the industry is continuously viewed favorably and is on an upward trajectory.

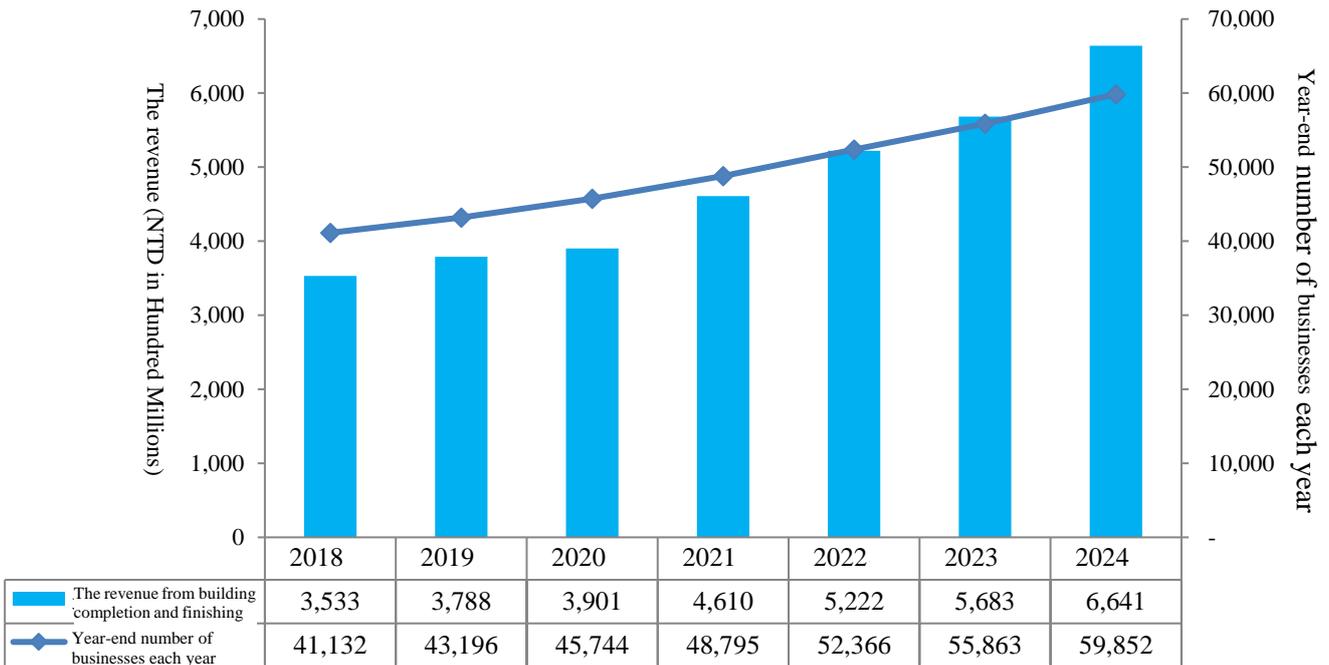
## Trend of Interior Decoration Industry Companies and Certified Technicians from 2014 to 2024



Source: Statistics Database, National Land Management Agency; compiled by the Company.

The sales revenue of the building completion and finishing industry in 2023 and 2024 were NT\$568.3 billion and NT\$664.1 billion, respectively, representing growth rates of 8.83% and 16.86% (as illustrated in the chart and table below). According to the statistics, the overall performance of the domestic building completion and finishing industry has demonstrated a consistent year-on-year growth trend.

## The statistics of the revenue from building completion and finishing from 2018 to 2024



Source: Statistics Database, Ministry of Finance; compiled by the Company.

## The statistics of the revenue from building completion and finishing from 2018 to 2024

Unit: NTD in Hundred Millions; %

Project \ Year	2018		2019		2020		2021		2022		2023		2024	
	Revenue	Growth %												
Indoor Decoration	2,134	6.75	2,289	7.27	2,328	1.72	2,765	18.75	3,013	8.97	3,278	8.81	3,794	15.72
Painting, Wall Decoration (Paper) Engineering	455	3.31	465	2.09	504	8.42	569	12.97	648	13.78	710	9.66	823	15.94
Housing Equipment Installation	538	1.43	583	8.39	562	-3.65	675	20.17	843	24.96	871	3.27	952	9.29
Waterproofing	26	22.75	31	18.62	34	10.30	42	20.84	54	30.68	66	20.83	87	32.00
Interior Decoration Contractor	283	26.77	319	12.43	362	13.71	430	18.66	512	19.13	592	15.66	720	21.46
Other Renovations After Building Completion	96	1.22	102	6.10	110	8.53	129	16.86	151	17.31	165	9.06	266	61.17
Revenue from building completion and finishing	3,533	6.74	3,788	7.24	3,901	2.98	4,610	18.17	5,222	13.28	5,683	8.82	6,641	16.87
Year-end number of businesses	41,132	4.20	43,196	5.02	45,744	5.90	48,795	6.67	52,366	7.32	55,863	6.68	59,852	7.14

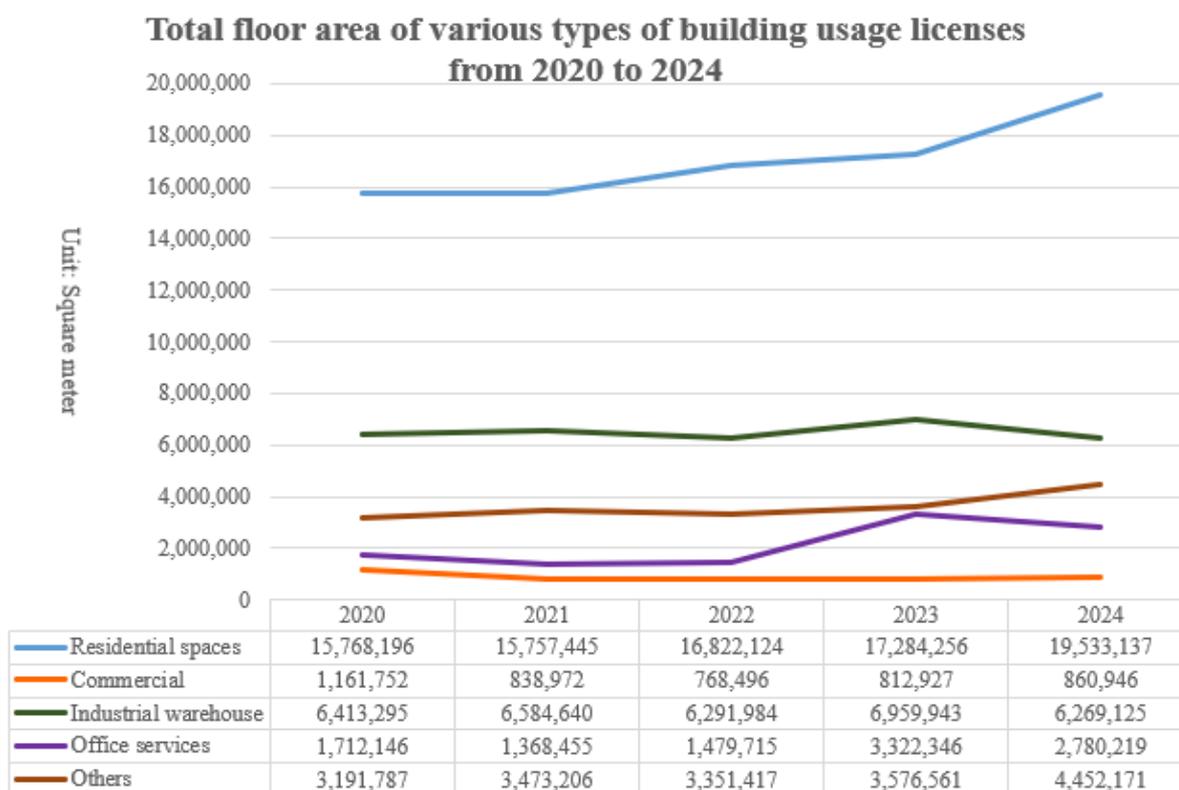
Source: Statistics Database, Ministry of Finance; compiled by the Company.

## (2) Market Demand in the Interior Decoration Industry in Taiwan

The main sources of business for the interior decoration industry include residential building decoration projects released by real estate developers when projects are near completion, or renovation demands derived from general corporate entities responding to investments, office, or factory needs, including the construction of buildings. Additionally, the residential property investment and home purchasing trends by individuals are also directly related to interior decoration projects. Based on the analysis of the issuance of usage license for completed buildings, the sales and transactions of commercial real estate, as well as the residential market transfer conditions, the following three aspects are considered for further analysis:

### ① Analysis of Building Usage License Issuance

According to the statistical data from the National Land Management Agency, MOI (as shown in the chart below), the total floor area of various types of building usage licenses in 2024 has shown significant growth compared to 2023. Since 2021, the total floor area of all types of usage licenses has entered a plateau phase, maintaining relative stability. In 2024, the total floor area for residential and office service-type buildings with issued usage licenses were 19,533,137 square meters and 2,780,219 square meters, respectively. Overall, this represents a growth rate of 8.28% compared to 2023. This indicates that there is still moderate growth in the demand for usable space in both office services and residential sectors.



Source: Statistics Database, National Land Management Agency; compiled by the Company.

## ② Commercial Real Estate

According to the research report published by Sinyi Global Asset Management Inc. on the commercial real estate market in Q4 2024, the commercial real estate market performed well in 2024, benefiting from growth across various industries. Demand for office spaces, industrial parks, land for industrial use, factories, and logistics warehouses drove the market. Throughout the year, the commercial market remained active, setting several historical records. In total, the transaction volume of commercial properties and land purchased by listed companies in 2024 reached NT\$329.9 billion, a 73% increase compared to the previous year, marking the third-highest transaction volume in the past 13 years.

For Q4 2024, the transaction value for commercial real estate purchased by listed companies was NT\$36.7 billion, a 46% decrease compared to the previous quarter and a 27% decrease compared to the same period last year. However, the total commercial real estate transaction value for the year reached NT\$170.4 billion, an increase of 28% compared to 2023, setting the second-highest transaction record in the past 13 years. Key transactions in the commercial real estate market included Siliconware's purchase of a factory in Douliu, Yunlin, from Minghui Energy for NT\$3.702 billion in October. In December, Siliconware again acquired a factory in the Central Taiwan Science Park from Newmax for NT\$3.02 billion. These transactions highlight the urgent expansion needs in the market, with industrial factories located in key industry clusters and available for immediate production being key targets for owner-occupier buyers in recent times.

For Q4 2024, the transaction value for land purchased by listed companies was NT\$22.3 billion, a 70% decrease compared to the previous quarter and a 34% increase compared to the same period last year. The total land transaction value for the year reached NT\$159.5 billion, an increase of 180%. In the land market for the year 2024, the transaction volume in the first three quarters remained above NT\$30 billion, with the third quarter even surpassing NT\$70 billion, indicating a vibrant land market. However, in the fourth quarter, the market cooled down as a result of the central bank's seventh round of selective credit control measures. This shift caused developers to adopt a more cautious approach to land acquisition, and it is expected that this cautious atmosphere will persist into 2025. Key transactions in the land market this quarter include Taiwan Cement's proactive asset revitalization strategy, in which it sold a 6,509-ping plot of land at its old plant in Zhudong to JUT LAND DEVELOPMENT for NT\$3.287 billion. Market sources indicate that Taiwan Cement has an additional 22,000 ping of land that will be progressively developed and revitalized in the future.

## Large Transaction Trends in Commercial Real by Listed Companies



Source: Q4 Commercial Real Estate Report by Sinyi Global Assets Management, January 2025

The demand for industrial self-use remains strong, and the commercial real estate market achieved remarkable performance in 2023. Looking ahead to 2024, the commercial real estate market will continue to see industrial self-use demand as the main driver. High-tech industries, such as AI and semiconductors, are expected to remain strong, while traditional industries are forecasted to recover, creating a more balanced industry development. This will continue to drive demand for industrial factories, technology office buildings, and commercial office spaces. In the land market, however, the central bank's policies aimed at controlling speculation have led developers to take a more cautious approach towards land acquisition. Capital is being redirected toward old commercial buildings and townhouses in urban areas, which offer redevelopment potential.

For the commercial leasing market in Taipei City, Sinyi Global Assets' research analysis notes that the Taipei office market has continued to grow steadily. With business expansions, the momentum for upgrading offices remains strong, with an increasing number of companies choosing to purchase properties instead of leasing. Purchasing assets not only meets their self-use needs but also serves as part of their asset allocation strategy. According to a survey by Sinyi Global Assets, the average rent in major office districts in Taipei has been steadily rising, indicating stable market demand supporting Taipei's office product market. The average rent in Taipei's major office leasing markets has also shown a gradual increase each quarter. Among them, the rental prices in the Songjiang Nanjing, Nanjing 45, Zhongshan West, and Fuxing Nanjing districts have experienced slight growth compared to the previous quarter. Meanwhile, rents in the Xinyi World Trade, Dunbei Minsheng, and Dunnan districts have remained stable.

## Analysis of Rent Trends and Vacancy Rates for Offices in Major Commercial Districts in Taipei



Source: Q4 Commercial Real Estate Report by Sinyi Global Assets Management, January 2025

In summary, the Q4 2023 commercial real estate market report highlights a total transaction volume of NT\$329.9 billion for purchasing commercial properties and land by listed companies, marking a 73% year-on-year increase, setting the third-highest transaction record in the past 13 years. In 2024, average office rents in major commercial districts in Taipei continued to rise. This growth is driven by strong industrial self-use demand, which continued from the previous year. In February, the transaction volume for purchasing commercial real estate by listed companies reached NT\$8.1 billion, reflecting a 211% annual increase. Looking at transaction volumes by product type, office transactions amounted to NT\$5 billion, with whole office buildings continuing to attract interest from corporate buyers. Industrial real estate transactions amounted to NT\$3.1 billion, reflecting the demand for factory expansions as industries move to south of Taiwan. These figures indicate strong demand in the commercial real estate market, signaling a shift away from a conservative market outlook. This may lead to an increase in demand for commercial interior decoration projects in the future. With industrial upgrades and ESG transformation trends boosting corporate relocation incentives, there is an optimistic outlook for the office market in 2025. In particular, commercial buildings in prime locations in Taipei City are expected to remain focal points for buyer interest.

### ③ Residential Demand

According to the analysis and statistics from the Ministry of the Interior's Real Estate Information Platform (as shown in the table below), the number of residential usage licenses issued in the second quarter of 2023 was 32,477 units. This represents a 3.25% increase compared to the previous quarter and a 10.03% increase compared to the same period last year. This indicates that the overall

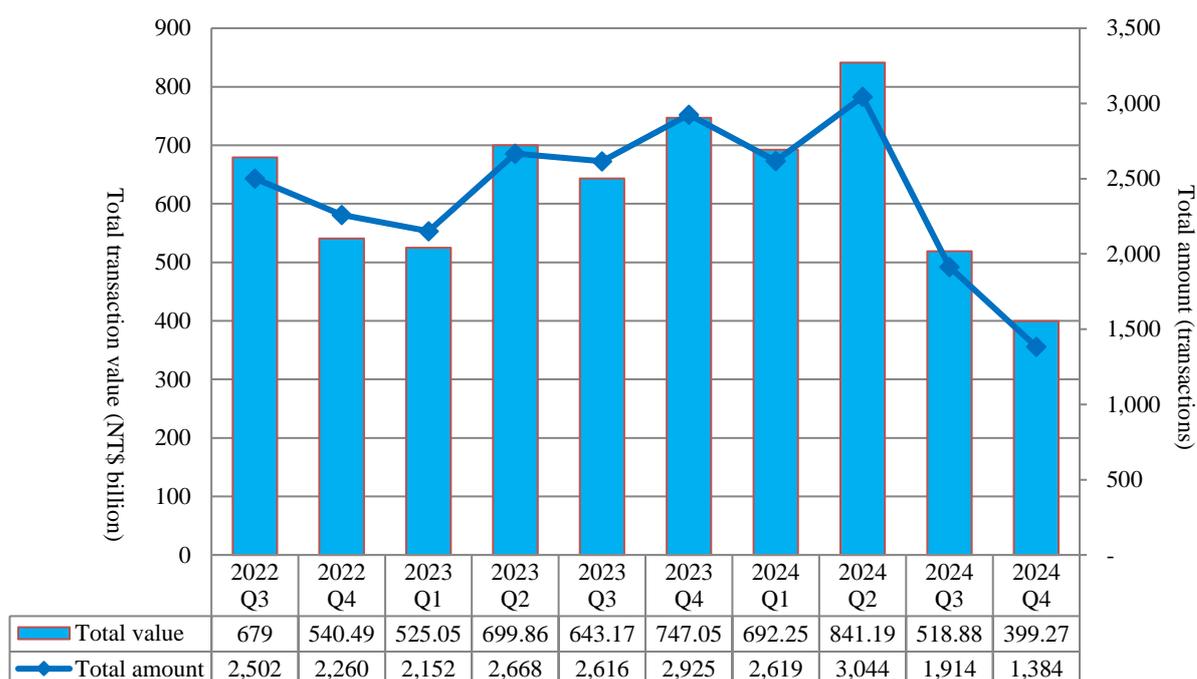
residential market remains on a relatively stable growth trajectory.

Category	Indicator	2023Q1	2023Q2	2023Q3	2023Q4	2024Q1	2024Q2	Compared to the previous quarter (%)	Compared to the same quarter of last year (%)
Number of population / households	Number of people	23,332,929	23,373,283	23,404,300	23,420,442	23,416,375	23,412,899	-0.01	0.17
	Number of households registered	9,128,914	9,167,221	9,220,646	9,240,823	9,268,989	9,309,862	0.44	1.56
	Number of ordinary households	8,215,771	8,251,189	8,300,517	8,319,326	8,345,738	8,383,674	0.45	1.61
Number of housing unit supplied	Number of housing in inventory	9,234,963	9,258,752	9,290,424	9,328,186	9,365,894	9,394,386	0.31	1.46
	Ratio of residential housing units (%)	112.41	112.21	111.93	112.13	112.22	112.06	-0.16	-0.15
	Number of residential construction licenses issued	35,256	36,003	38,248	36,611	26,023	38,939	49.63	8.15
	Number of residential units approved for use	21,671	29,516	33,227	33,873	31,454	32,477	3.25	10.03
	Number of residential constructions in progress	35,793	31,856	30,891	32,304	25,265	27,654	9.46	-13.19

Source: Ministry of the Interior's Real Estate Information Platform

According to research reports from international real estate consulting firms such as Knight Frank Research and JLL, Taipei is considered the most representative city in Taiwan. Therefore, these reports often analyze the supply and demand of residential properties in Taipei as a key indicator. According to statistics from the Department of Land Administration of Taipei City Government, the real estate transaction volume and total transaction value in the fourth quarter of 2024 were 1,384 transactions and NT\$39.927 billion, respectively. The total transaction value decreased by 23.05% compared to the previous quarter and by 46.55% compared to the same period last year (as shown in the chart below). Due to the loaning amounts of several banks approaching critical levels, the Central Bank began monitoring the total real estate loans of national banks in August 2024 in order to reduce the proportion of real estate loans. This led to a more conservative lending stance by national banks. In September, the Central Bank further increased the deposit reserve ratio by 0.125 percentage points and announced the seventh round of selective credit control measures, including reducing the loan-to-value ratio for second-home purchases to 50%, expanding the restrictions nationwide, and prohibiting grace periods for the first-home loans of individuals who already own property. These measures tightened market liquidity and reduced the loan-to-value ratio for non-owner-occupied properties, leading to a significant dampening effect on real estate market demand.

## Volume and total amount of real estate transactions in Taipei City



Source: Statistics Database, Department of Land Administration of Taipei City Government; compiled by the Company.

### (3) Future Development of the Interior Decoration Industry in Taiwan

The economic outlook of Taiwan's interior decoration industry is primarily influenced by the overall real estate transaction volume, the construction industry, and the investment momentum of the real estate investment sector. In addition to the market development trends mentioned above, the interior decoration industry is also affected by customer preferences and perceptions. For example, the demand for exquisite decoration in reception centers and model homes during the pre-sale period, as well as individuals' preferences for interior design styles before moving in, can create opportunities for interior decoration projects. Additionally, the professional style of interior decorators also plays a role in shaping the demand, as various environmental experiences or design styles can influence the potential for decoration projects. The scale of interior decoration businesses shows a significant disparity, and the scope of contracting services also varies. The following provides an explanation of the aspects that are most relevant to our company's business operations:

#### ① The demand for commercial real estate drives the capacity of interior decoration

In 2024, the total floor area for residential and office service-type buildings with issued usage licenses were 19,533,137 square meters and 2,780,219 square meters, respectively. Overall, this represents a growth rate of 8.28% compared to 2023. This indicates that there is still moderate growth in the demand for usable space in both office services and residential sectors. In terms of commercial real estate transactions in 2024, the market was buoyed by industry growth, driving

demand for office buildings, industrial offices, industrial land, factories, logistics warehouses, and other products. The commercial market saw active trading throughout the year. In total, the transaction volume of commercial properties and land purchased by listed companies in 2024 reached NT\$329.9 billion, a 73% increase compared to the previous year, marking the third-highest transaction volume in the past 13 years. According to a survey by Sinyi Global Assets, the average rent in major office districts in Taipei has been steadily rising, indicating stable market demand supporting Taipei's office product market. This demonstrates that the commercial real estate market continues to shine, particularly in 2025, where industrial real estate remains a key transaction product. This trend is expected to continue and may further drive the growth of demand for commercial interior decoration.

## ② International Trends Drive Interior Decoration Demand

Due to recent extreme climate events and the global pandemic, the topic of "corporate sustainability" has become increasingly important. Moreover, regulatory bodies have actively pushed for publicly listed companies to prioritize Environmental, Social, and Governance (ESG) factors to ensure long-term sustainable operations. Whether driven by customer demands, regulations, mandatory green trade requirements, or corporate reputation, large enterprises and publicly listed companies are placing more emphasis on sustainability. In their renovation or leasing decisions, commercial office buildings with eco-friendly features, green energy, and sustainable design—particularly those certified with EEWB, LEED, or WELL—are becoming the preferred choices. According to the United Nations Environment Programme's 2022 report, buildings and construction account for 36% of global energy consumption, and the energy used by these buildings contributes to 37% of global carbon emissions. This emphasizes that transforming the building sector is vital for achieving global energy efficiency and carbon reduction goals. To achieve net-zero emissions by 2050, the building sector's involvement is crucial. Even if other sectors reach zero emissions, it would only achieve 60% of the target's effectiveness without transformation in the building sector. As a result, the demand for green commercial office spaces and sustainable leasing options continues to grow, significantly influencing commercial real estate and construction industries.

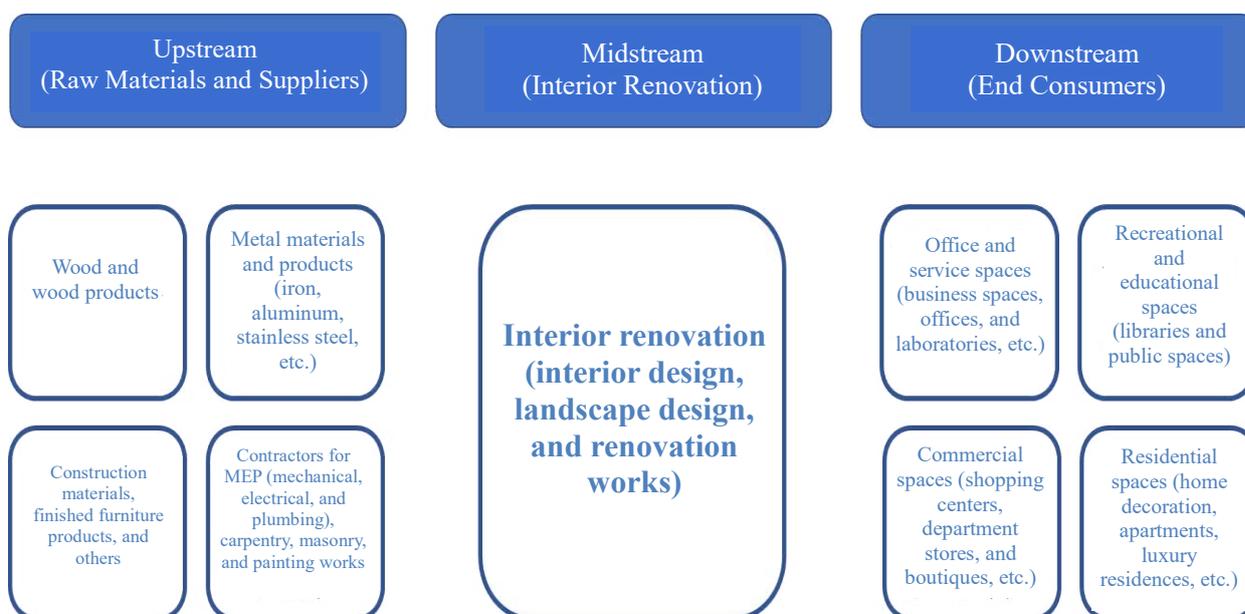
## ③ Government Policies Driving Interior Renovation Demand

The government has accelerated the "Welcome Taiwanese Business Investment Plan", which is enterprise-driven and actively assists Taiwanese businesses in returning to Taiwan for investment. This has, in turn, promoted the development of local industries and is gradually yielding results. As of March 21, 2025, 334 Taiwanese businesses have returned to invest in Taiwan, with a total

investment amount of approximately NT\$1.365 trillion. As Taiwanese businesses continue to return to establish headquarters or invest in manufacturing plants, this has contributed to an increase in demand for commercial office leasing and, consequently, boosted the capacity for interior renovation.

## 2. Relationship Between the Upstream, Midstream, and Downstream Sectors of the Industry

The Company's main business focuses on new building interior renovations, landscape design, office renovations, commercial space renovations, and high-quality interior building materials. With over 30 years of experience, we have gained widespread recognition from clients and the market for our work in the interior design industry. Interior decoration and design projects fall under the final finishing works category. These projects primarily focus on interior decoration and renovation of structural elements. Sources of business include real estate developers releasing building decoration projects as their developments near completion, as well as enterprises engaging in renovation work due to investment or practical needs for offices and factories. Additionally, the demand for interior renovation is also driven by individuals investing in real estate or engaging in home buying and selling. The upstream industries involved include suppliers of various building materials and furniture, their distribution channels, and various professional contracting firms. The collaboration between these upstream industries and our interior design, mechanical-electrical, and landscape design teams is crucial for the overall success of projects. The industry relationship diagram for the interior renovation sector is outlined as follows:



## 3. Product Development Trends

The Company is a medium-sized interior renovation service company with a comprehensive organization. It mainly undertakes large projects that require a high

degree of integration, such as: elevator lobbies, common facilities, and landscaping design in residential developments; malls, offices, and laboratories where seamless integration is of utmost importance; and overall planning of electrical, air conditioning, and fire safety systems. Interior renovation services will undergo the following changes in order to better satisfy customers' needs and grow market presence:

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

#### 4. Market Competition

There is no capital requirements for registration in the interior decoration industry, the entry barrier is relatively low, attracting numerous independent design and renovation practitioners to establish their own studios. In addition, each studio offers unique and innovative design concepts tailored to meet the specific needs of clients, resulting in a highly competitive market with numerous players. In the future, businesses will have to work with construction partners that offer higher levels of professionalism given the increasing complexity of compliance requirements. Furthermore, the rise of the new retail model will force businesses to diversify in terms of business activities and convert traditional shops into concept stores and experience centers, thereby creating demand for renovation services. These requirements will inevitably put service providers' compliance knowledge and professional capabilities to the test, raise the entry barrier for newcomers, and alter the competitive landscape of the industry.

### (III) Technical and Research and Development Status

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

The Company primarily uses rapid 3D SketchUp for volume and functionality reviews, as well as realistic rendering through software such as 3D Max, Vray, Artlantis Studio, Thea Render, and Lumion. These tools allow for more diverse and efficient product designs, which are then applied to project work. Additionally, we implement off-site material preparation and assembly to achieve simultaneous overlapping of processes,

reducing on-site labor and tasks, shortening project timelines, and enhancing overall quality through technological advancements.

2. Academic/career backgrounds of R&D staff

The Company does not have R&D department; therefore, it is not applicable.

3. Annual R& D expenditures in the most recent year

The Company does not have R&D department; therefore, it is not applicable.

4. Technologies or products successfully developed in the most recent year

Although our company does not have an R&D department, in the past seven years, we have successfully adopted various software technologies to enhance design and engineering processes, leading to the completion of the following key projects:

Year	Technology or Product	Description
2018	Residential staircase, public facilities and landscape design for a luxury residential case	Luxury residential case
2019	Heavy Particle project for public hospital	Special medical case
2020	Office renovation project for an international software company	Office renovation for a foreign company
2021	Renovation project for memorial culture park and library	Culture and education case
2022	Office renovation project for a management consulting company	Office renovation for a foreign company
2023	Renovation project for the head office of foreign technology industry in Taiwan	Office renovation for a foreign company
2024	Landscaping and decoration works for A Class office staircase and lobby	Public facility, lobby and landscape projects

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

1. Short-Term Development Plan: To enhance financial stability, increase market share, and strengthen brand influence, the following initiatives will be undertaken:

- (1) Enhance Existing Business Stability: Deepen relationships with current clients by providing prompt responses, quality assurance, and after-sales service. This will help build a solid reputation and increase the likelihood of customer referrals.
- (2) Brand and Competitiveness Enhancement: Strengthen cooperation with key clients, renowned architects, and designers to elevate brand presence and competitiveness in the market.

- (3) Cost Control and Efficiency Improvement: Implement refined management practices, optimize construction processes, and streamline material procurement to enhance operational performance, ensuring cost control and stable profit margins.
  - (4) Enhance Financial Transparency: In line with capital market regulations, maintain strong financial transparency to boost investor confidence.
2. Mid-Term Business Development Plan: Expand markets, strengthen technological innovation, and achieve business diversification.
- (1) Market Expansion and Business Diversification: Further expand into new markets, particularly emerging sectors such as commercial office spaces, green buildings, and high-end residential areas. Diversify the business by gradually entering innovative fields like smart homes and green renovations.
  - (2) Technological Innovation and Service Upgrade: Invest in new technologies such as smart buildings and green renovation materials to enhance service quality and design innovation, strengthening the company's competitive advantage.
  - (3) Strengthen Supply Chain Management: Enhance collaboration with suppliers and partners to reduce material costs and improve the stability and efficiency of the supply chain.
3. Long-term Business Development Plan: Become an industry leader, achieve internationalization and scale development, and maintain continuous growth.
- (1) Global Expansion: Actively explore international markets, particularly high-potential overseas markets, to enhance global competitiveness.
  - (2) Scaled Operations: Achieve cost reduction and industry integration through scaled operations, improving operational efficiency. Expand business through standardized construction processes and continuously enhance enterprise value.
  - (3) Industry Leadership and Technological Innovation: Continuously innovate in technology, lead industry trends, and become a leader in smart office spaces, green building materials, and sustainable design.

## II. Market and Production/Distribution Overview

### (I) Market analysis

1. Where products (services) are primarily sold to or provided.

Unit: NT\$ thousands; %

Sales Region \ Year	2023		2024	
	Amount	Percentage	Amount	Percentage
Taiwan	1,521,800	100.00	2,005,109	100.00
Total	1,521,800	100.00	2,005,109	100.00

## 2. Market Share

According to data from Taiwan's Ministry of Finance, the total sales revenue for the final finishing construction industry in 2024 (which includes interior decoration, painting, wallpaper installation, home equipment installation, waterproofing, and other final finishing works) reached approximately NT\$664.1 billion. In comparison, the company's sales revenue for 2024 was approximately NT\$2.005 billion, with a market share of about 0.3%.

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

### (1) Domestic Economic Environment for Investment and Market Size of Housing and Construction

According to the Directorate-General of Budget, Accounting, and Statistics, Executive Yuan, the economic growth rate for Taiwan in 2024 was 4.3%. Regarding the domestic economic climate, external demand remains strong due to the sustained growth of artificial intelligence (AI) applications and the demand for information and communication products. Additionally, the performance of triangular trade and shipping services has been positive, with exports of goods denominated in US dollars increasing by 9.09% year-on-year in the fourth quarter of 2024. On the domestic demand side, due to stable wage growth, the income effect, and the wealth effect driven by a rising stock market, coupled with increased consumption during the holiday season, the retail and catering industries saw year-on-year growth in sales by 1.53% and 3.50%, respectively, in the fourth quarter of 2024. Furthermore, the financial market remained active, with continued growth in transaction fees from securities, funds, and other financial products. The ongoing boom in outbound tourism also contributed to increased foreign consumption. As a result, private consumption in the fourth quarter of 2024 grew by 1.94% in real terms.

In 2024, the total floor area for residential and office service-type buildings with issued usage licenses were 19,533,137 square meters and 2,780,219 square meters, respectively. Overall, this represents a growth rate of 8.28% compared to 2023. This indicates that there is still moderate growth in the demand for usable space in both office services and residential sectors. In terms of commercial real estate transactions in 2024, the market was buoyed by industry growth, driving demand for office buildings, industrial offices, industrial land, factories, logistics warehouses, and other products. The commercial market saw active trading throughout the year. In total, the transaction volume of commercial properties and land purchased by listed companies in 2024 reached NT\$329.9 billion, a 73% increase compared to the previous year. According to a survey by Sinyi Global Assets, the average rent in major office districts in Taipei has been steadily rising, indicating stable market demand supporting Taipei's office product market. Moreover, with increasing corporate ESG requirements,

Taiwan's office market is expected to shift further toward green office buildings and energy-efficient workspaces. The market will likely continue to attract enterprises looking to upgrade their office environments, particularly in Taipei, where demand for premium office spaces is expected to remain strong. Furthermore, the growth of Taiwan's technology industry, especially in the semiconductor and AI sectors, is driving sustained demand for industrial properties, particularly industrial land and factories near technology parks. Due to the high standards for land use and construction in these industries, future factory developments are expected to transition from traditional manufacturing to high-tech, green energy, and smart industrial facilities. Overall, the steady expansion of Taiwan's office and industrial real estate sectors is anticipated to support continued demand for medium- to large-scale interior renovation projects, particularly in office and commercial real estate.

## (2) Increased Public Awareness of Residential Safety

Taiwan's interior decoration industry has evolved from basic building decoration to a more sophisticated field of interior design and remodeling. However, the industry remains highly fragmented, with a wide range of practitioners varying in quality and expertise. A significant concern is the lack of awareness and understanding of building regulations and fire safety standards among many interior decoration providers. This has led to frequent cases of improper modifications that compromise structural integrity, posing serious safety risks. The devastating earthquake in southern Taiwan on February 6, 2016, caused severe structural damage to buildings. Another major earthquake in Hualien in February 2018, once again highlighted the inadequate seismic resilience of buildings in Taiwan. Cases of structural damage caused by improper renovations continue to surface, raising public awareness of safety concerns. As national wealth levels rise and people increasingly prioritize quality living environments, there is a growing demand for seismic performance assessments of new buildings. In response, the Ministry of the Interior has been strengthening legal frameworks for construction design and engineering while conducting evaluations of aging private buildings. With the public becoming more aware of residential safety, demand for fire-resistant and earthquake-resistant building materials is expected to increase, driving future investment in renovation and reinforcement projects.

## 4. Competitive Niche

The Company is committed to establishing high-quality products and premium services as our core business philosophy. We firmly believe that superior quality and customer satisfaction are the keys to sustainable business growth. The Company provides customers with interior design and renovation solutions that combine aesthetics, safety, and functionality. By integrating structural mechanics and electrical-mechanical systems, the Company delivers the most valuable interior solutions while ensuring comprehensive customer service, including excellent after-sales support. This commitment to quality and

service has resulted in a high rate of repeat customers.

However, the interior decoration market still faces intense price competition. Some public projects and clients prioritize cost over quality, leading to subpar construction and decreased customer satisfaction. The Company has a team of highly skilled professionals across various fields. By utilizing innovative simulation technologies, it gains a comprehensive understanding of customer needs. Through superior design and meticulous construction management, the Company delivers high-quality projects, establishing a strong reputation and long-term market credibility.

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

### (1) Advantageous Factors:

#### ① The Increasing Stringency of Building Decoration Regulations

In recognition of the need to establish a system for the management, guidance, and regulation of interior decoration works and related businesses, the government has formally incorporated the interior design and renovation market into regulatory oversight. This includes provisions related to building interior renovation management, construction techniques, fire-resistant materials, and green building standards. The devastation caused by the earthquake in southern Taiwan on February 6, 2016, and the subsequent Hualien earthquake in 2018, underscored the insufficiency of the seismic resistance of buildings. In response, the relevant regulatory authorities have continuously strengthened the legal framework governing construction standards. The Company is a medium-sized interior renovation service company with a comprehensive organization. It mainly undertakes large projects that require a high degree of integration, such as: elevator lobbies, common facilities, and landscaping design in residential developments; malls, offices, and laboratories where seamless integration is of utmost importance; and overall planning of electrical, air conditioning, and fire safety systems. In both design and execution, the Company strictly adheres to all applicable laws and regulations. The interior renovation industry has many players, with varying levels of quality and professionalism. As regulations become stricter in the future, it will be harder for small or new businesses to enter the market. They will face more challenges meeting higher standards for safety, construction, and environmental rules. This means that only businesses that can follow these stricter rules will be able to succeed and stay competitive in the market.

#### ② Design Capabilities, Construction Skills, Service Quality, and Brand Reputation

The interior decoration industry is highly competitive, with varying levels of construction skills and service quality among different businesses. Often, clients only discover issues after moving in, making post-project repairs an important

competitive edge for contractors. As a result, design capabilities, construction techniques, service quality, and brand reputation have become key factors in securing projects. Since construction companies are major clients in the interior decoration industry, interior renovation firms must maintain good relationships with these downstream players to ensure a steady increase in demand. Moreover, companies with a strong brand image are more likely to provide consumers with high-quality construction. In contrast, companies with inconsistent after-sales service and quality cannot ensure consumer rights. A well-established brand greatly benefits a company's ability to secure projects. In conclusion, as the interior renovation industry is highly saturated with numerous players, companies must enhance their project quality and reputation to increase their visibility and seize more opportunities. For new entrants, the long-established brand reputation accumulated by our company represents a significant barrier to entry that is difficult to overcome.

### ③ Statute for Expediting Reconstruction of Urban Unsafe and Old Buildings

In May 2017, Taiwan officially enacted the "Statute for Expediting Reconstruction of Urban Unsafe and Old Buildings" to address the slow progress of urban redevelopment projects. Due to the complex interests of various stakeholders and a lack of sufficient policy incentives, these projects were not advancing effectively. As a result, a dedicated law was introduced to prioritize such cases. This statute offers incentives, including increased floor area ratio, building coverage ratio, and exemptions from land and property taxes. Moreover, the government has implemented favorable loans and subsidies to encourage citizens to rebuild old residential buildings, thereby creating business opportunities for the interior renovation industry.

In April 2020, the Legislative Yuan passed an amendment to the "Statute for Expediting Reconstruction of Urban Unsafe and Old Buildings." The original deadline for the floor area ratio incentives, set for May 2020, was extended for an additional five years, though the incentives will decrease gradually until they are fully phased out by 2025. Compared to the previous law, which eliminated incentives all at once, the new law provides better participation incentives. The earlier the application is submitted, the more favorable it becomes. Additionally, the new law offers other rewards for the integration of redevelopment sites for old and unsafe buildings. As a result, there has been a noticeable increase in the number of applications for urban renewal projects from local communities. With these enhanced incentives, business opportunities in reconstruction and renovation are expected to emerge, which will create a more favorable operating environment for the interior renovation industry in the future.

### ④ International Trends Drive Interior Decoration Demand

According to the United Nations Environment Programme's 2022 report, buildings and construction account for 36% of global energy consumption, and the energy used by these buildings contributes to 37% of global carbon emissions. This emphasizes that transforming the building sector is vital for achieving global energy efficiency and carbon reduction goals. To achieve net-zero emissions by 2050, the building sector's involvement is crucial. Even if other sectors reach zero emissions, it would only achieve 60% of the target's effectiveness without transformation in the building sector. In alignment with the net-zero emissions goal, the Taiwanese government has not only introduced relevant policies for public infrastructure but has also been actively promoting the transformation of the domestic construction industry. Due to the topic of "corporate sustainability" has become increasingly important, regulatory bodies have actively pushed for publicly listed companies to prioritize Environmental, Social, and Governance (ESG) factors to ensure long-term sustainable operations. The Company has long been proactive in training talent to respond to both domestic and international trends. Throughout the design process, we collaborate with industry suppliers of green and recyclable materials, creating sustainable and environmentally friendly residential, commercial, and industrial spaces for our clients. We also assist clients in obtaining WELL certifications and Green Building Marks. As a result, we possess the capability to fully meet our clients' renovation and leasing needs.

## (2) Disadvantageous Factors and Countermeasures

### ① Control of Raw Material Sources and Price Fluctuations

According to the Directorate-General of Budget, Accounting and Statistics, Executive Yuan, the prices of domestic industrial and construction materials such as steel, cement, and cables have risen due to fluctuations in global raw material prices. Additionally, rental costs for machinery and labor wages have also increased significantly due to labor shortages. For interior decoration companies, enhancing control over the sourcing of raw materials is crucial to ensure a stable supply during construction. This also enables better cost management, as less price fluctuation provides a more favorable environment for operations. A stable and predictable supply chain can help mitigate the impact of price volatility on the company's profitability.

#### Countermeasures:

The Company's business includes both design and renovation projects, which can be broken down into various components such as carpentry, painting, air conditioning, mechanical and electrical systems, and fire protection. Each of these components is handled by specialized contractors on a lump-sum contract basis. Before taking on any renovation projects, the Company prepares a detailed budget,

and upon signing the project contract, the subcontracting process is initiated. This allows the contractors to begin procuring materials in advance, minimizing the risk of price fluctuations in raw materials. In addition, the Company ensures that the necessary workforce is allocated to ensure sufficient manpower to support the project's execution.

## ② The Impact of the Government's Anti-Speculation Housing Policies on the Construction Market

The government's housing market control policies, which began to be implemented in 2021, including measures such as "Selective Credit Control," "House and Land Transaction Income Tax 2.0," and "Actual Price Registration 2.0," have collectively reduced the liquidity in the real estate market. These policies have been in place for several years, and the market supply and demand have started to adjust in response. However, the Equalization of Land Rights Act officially came into effect on July 1, 2023, introducing a new wave of impact on the construction and real estate market. The key provisions of this law are as follows:

- (A) Restriction on the Transfer and Resale of Pre-sold and Newly Built Properties.
- (B) Regulation of the Cancellation of Pre-sale and Newly Built Property Purchase Contracts.
- (C) Control of Private Entities Purchasing Owner-Occupied Housing.
- (D) Heavy Penalties for Speculative Activities and Whistleblower System.

The Equalization of Land Rights Act is regarded as one of the most comprehensive policies in recent years aimed at curbing speculative real estate practices. It addresses various aspects, such as imposing restrictions on the resale of newly completed and pre-sold properties, strengthening the reporting and registration of speculative contracts, and establishing penalties for speculative behavior. The primary objective is to suppress short-term speculation and eliminate the expectation of rising property prices in the market. However, this robust anti-speculation measure is not intended to impact long-term owner-occupiers. Unless special circumstances arise, self-use buyers are entirely exempt from the restrictions that apply to short-term speculative activities.

### Countermeasures:

Due to the significant variation in the scale of companies within the interior renovation industry and the projects they undertake, the Company primarily focuses on high-end and large-scale renovation projects. Our main clientele includes business spaces, shopping centers, luxury residences, school libraries, and laboratories. We provide customized services, including design planning, project

management, renovation works, and after-sales services. The impact on our business is that there may be a decrease in demand from private residential investments. However, private investors are increasingly directing their funds toward long-term rental properties, property management, and the renovation of aging buildings, such as those undergoing accelerated reconstruction. These projects are generally larger in scale, and since renovation cycles align with lease agreements, this trend will contribute to the long-term growth of our interior decoration business.

## (II) Important functions and production process of main products

The Company mainly engages in interior decoration design and related construction services in commercial, leisure and cultural, office services, and residential spaces. We provide services such as design planning, project management, renovation works, and after-sales services for clients in business spaces, shopping malls, luxury residences, school libraries, and laboratories. As we do not focus on mass-produced products, this model does not apply to us.

## (III) Supply Status of Main Raw Materials

The business of the Company includes design and renovation projects, which can be divided into several work categories, including woodworking, painting, air conditioning, mechanical and electrical works, and fire protection. Each category is handled by specialized contractors. The primary raw materials used include wood and wood products, as well as metals (iron, copper, stainless steel) and related materials. We have established long-term cooperation with both our main contractors and raw material suppliers, ensuring a stable supply of materials.

## (IV) List of Major Purchase and Sales Counterparties

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

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

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

Unit: NT\$ thousands; %

Item	2023				2024				The 1st Quarter, 2025 (Note 2)			
	Name	Amount	Percentage of Net Annual Sales Revenue	Relation-ship With the Seller	Name	Amount	Percentage of Net Annual Sales Revenue	Relation-ship With the Seller	Name	Amount	Percentage of Net Sales for the Year Ended the Previous Quarter	Relation-ship With the Seller
1	E interior decoration and design company	402,512	26.45	Nil	Ruentex Development	549,979	27.43	The ultimate parent company	-	-	-	-
2	Ruentex Development	350,667	23.04	The ultimate parent company	Ruentex Innovative Development	378,865	18.89	Fellow subsidiary	-	-	-	-
3	Ruentex Innovative Development	295,611	19.43	Fellow subsidiary	Fuyu Construction Co., Ltd.	269,111	13.42	Nil	-	-	-	-
	Others	473,010	31.08	-	Others	807,154	40.26	-	Others	-	-	-
	Net Sales Revenue	1,521,800	100.00	-	Net Sales Revenue	2,005,109	100.00	-	Net Sales Revenue	-	-	-

Reasons for changes:

As the Company is in the interior decoration industry, it is contracted for projects on a case-by-case basis and recognizes revenue based on the percentage of project completion. The changes in the amount of sales are due to the changes in the schedule of the customers' new construction projects or the office building owner's needs, so it is not applicable due to the characteristics of the industry.

Note 1: It refers to 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.

### III. Number of employees

Employee information in the past two years and by the date of annual report publication.

March 31, 2025; Unit: Number of people

Year		2023	2024	The current year as of March 31, 2025
Number of employees	General Employee	99	109	108
	Managers	3	3	3
	Managers	21	21	21
	Total	123	133	132
Average ages		41.30	41.60	41.88
Average years of service		5.68	5.87	5.87
Education Distribution Ratio (%)	Doctorate	-	-	-
	Master's	16.26	17.29	18.94
	Diploma	79.67	79.70	78.03
	Senior High School	4.07	3.01	3.03
	Below senior high school	-	-	-

## IV. Environmental Expenditure Information

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

## V. Labor Relationship

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

Since its establishment, the Company has adhered to the business philosophy of harmony, mutual benefit, and growth, and is committed to maintaining harmonious labor relations. The Company and its employees work together to create maximum profits and share the results. Through a comprehensive communication mechanism, we ensure that both the employer and employees can effectively communicate with each other, and jointly seek the most appropriate solutions to establish a common consensus between the employer and employees.

### 1. Employee benefit measures and implementation

The Company provides diverse benefits to improve the well-being and sense of belonging of employees. The specific measures include:

- (1) Legal protection: Basic protection, such as annual paid leave, labor insurance, and health insurance, is provided as required by law.
- (2) Health management: Two health checkups are held each year. In addition to the compulsory insurance, employees and their spouses and children are also covered by group insurance, including group life insurance, accident insurance, medical and health insurance, and cancer insurance.
- (3) Bonuses and allowances: We provide sales bonuses, construction site bonuses, and year-end bonuses to encourage employees to contribute.
- (4) Festivals and birthday gift: Gift vouchers are distributed during the Lunar New Year, Labor Day, Dragon Boat Festival, and Mid-Autumn Festival. Birthday vouchers are also provided.
- (5) Employee travel and events: We provide travel points and hold employee events regularly to enrich employees' leisure life and enhance their bonding.

- (6) Wedding, funeral, and childbirth subsidies: We provide subsidies for weddings, funeral, and childbirth to help employees experience important moments in life.
- (7) Employee benefits: The Employee Welfare Committee has been established to provide subsidies for weddings, childbirth, funerals, hospitalization, and injuries. Various employee events are held from time to time and gifts are distributed during festivals.

## 2. Continuing education and training

The Company values the professional development of employees, and prepares budgets for training every year, and promotes internal and external learning opportunities. The specific measures include:

- (1) New employee training: New employees are arranged to take courses on corporate culture, organizational history, work rules, employee benefits, etc. on the day they report to work, so that they can quickly adapt to the Company's environment.
- (2) On-the-job training: We strengthen professional skills, leadership ability, and career development through internal training to ensure employees continue to grow.
- (3) External training: Employees are encouraged to participate in external professional training courses, and are provided with a certificate bonus to encourage employees to improve their competitiveness.
- (4) Continuous learning: We promote internal talent training, professional certification guidance, and external training subsidies, to improve the professional competence and competitiveness of employees.

## 3. Pension system and implementation

The Company provides a defined contribution plan in accordance with the “Labor Pension Act” and contributes an amount, equal to 6% of employees' monthly salaries, into their individual pension accounts. Meanwhile, the Company contributes to the pension reserve funds for employees who choose the old scheme in accordance with the “Labor Standards Act” to ensure the stability of employees' retirement lives.

## 4. Labor-management agreement and employee rights protection

The Company actively promotes labor-management communication and protection of rights, including the following measures:

- (1) Compliance with laws and regulations: Complying with the Labor Standards Act and related laws and regulations to ensure the maximum protection of the rights and interests of employees.
- (2) Transparent communication: The Company provides a variety of channels for expressing opinions to ensure that employees' opinions can be fully expressed and responded to.

- (3) Information transparency: The Company informs employees of all the Company's business situation and major decisions in advance to ensure that employees understand and support the Company.
  - (4) Rewards and punishments system: The Company has established a reward system to reward and encourage employees' performance and improve the organization's performance.
  - (5) Bonus system: Employees share the operating results, and through various bonus distribution mechanisms, we protect the rights and interests of both labor and management, and reduce disputes.
- (II) Losses arising from labor-management disputes (including the violation of the Labor Standards Act found in the labor inspection, with information regarding the date of punishment, ticket number, regulations breached, contents of breach, and contents of punishment) in the last year up and by the date of annual report publication; and the estimated amounts that may occurred at present and in the future and countermeasures. If it is not possible to make a reasonable estimate, the fact that it is not possible to make a reasonable estimate should be stated.

Since the Company was established, it has maintained harmonious labor-management relations, and there have been no losses due to labor disputes. In recent years and as of the date of publication of this annual report, there have been no violations of the Labor Standards Act in labor inspection results. Meanwhile, the Company values the opinions of its employees, learns about the employees' satisfaction with the management and benefit system, maintains good labor-management relations, and estimates that the possibility of losses caused by labor-management disputes in the future is extremely low.

## VI. Information Security Management

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

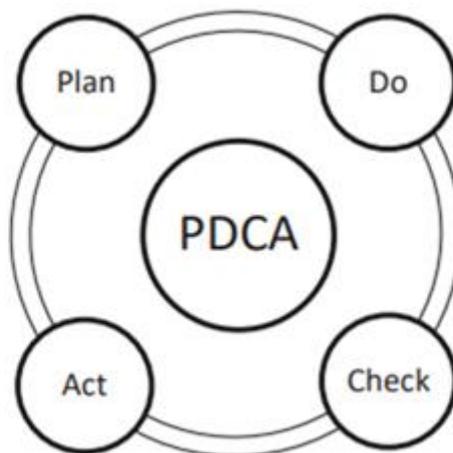
In order to strengthen information security management and ensure data, system, and network security, the Company has established the Information Security Management Office, including an Chief Information Security Officer and an information security specialist, who are responsible for the planning and implementation of information security affairs.

## 1. Information Security Risk Management Framework

Primarily we adopt PDCA (Plan-Do-Check-Act) mode in circulation management to assure successful accomplishment of the targets with unceasing efforts for improvement.

### Information Security Management

- Formulate company information policies and security procedures.



### Implementation

- Information Security Awareness Conduct education and training for personnel.
- Introduce security measures

### Risk Improvement

- Improve internal procedures
- Introduce external resources

### Risk Assessment

- Conduct risk assessments of information assets

## 2. Information security policies

The Company's cyber security management mechanism includes the following three aspects:

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

## 3. Commitment to Cybersecurity Management Resources

### (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. If employees fail to complete the annual information security training through either the in-person or online courses mentioned above, the Human Resources Department will monitor and track their progress. This will be included as an evaluation item in their annual performance review.

4. Cyber business and importance:

Core business	Core cyber system	Description of importance	Description of the effect of business failure	Maximum tolerance for interruption
ERP and financial management	SAP system service	Key infrastructure for the Company	The Company is unable to perform financial management-related services.	Four hours

5. The Company's current information security-related specific management plan is as follows:

Item	Specific management methods
Firewall protection	<ul style="list-style-type: none"> <li>● Configure connection rules for the firewall.</li> <li>● Extra online application to open firewall in case of an extraordinary online requirement.</li> <li>● Monitor and analyze firewall data reports.</li> </ul>
User internet access control	<ul style="list-style-type: none"> <li>● Utilize an automated website protection system to control user internet behavior.</li> <li>● Automatically filter websites that may link to those containing trojan viruses, ransomware, or malicious programs.</li> </ul>
Antivirus software	<ul style="list-style-type: none"> <li>● Use multiple antivirus programs with automatic virus definition updates to reduce the chance of infection.</li> </ul>
Operating system updates	<ul style="list-style-type: none"> <li>● Enable automatic system updates. For systems not updated automatically, the IT department assists in manual updates</li> </ul>
Email security management	<ul style="list-style-type: none"> <li>● Automatic email threat scanning is in place to block unsafe attachments, phishing emails, spam, and unsafe emails with malicious links before users receive them.</li> <li>● After a personal computer receives an e-mail, the antivirus software scans it for any unsafe files attached.</li> </ul>

Item	Specific management methods
Website protection mechanism	<ul style="list-style-type: none"> <li>● The website has a firewall to block external network attacks, and adopts reverse proxy, DMZ defense interruption, and other technology to protect the normal operation of the website accessible to public.</li> <li>● The firewall system automatically blocks various types of attacks such as IPS, Virus, Anti-Bot, Ransomware, and DDoS.</li> </ul>
Data Backup Mechanism	<ul style="list-style-type: none"> <li>● Critical information system databases are set for complete daily backups and hourly incremental backups.</li> </ul>
Backup off-site storage	<ul style="list-style-type: none"> <li>● The server and the backup files as well as various important information systems are stored separately in a bank and remotely.</li> </ul>
Disaster recovery plan	<ul style="list-style-type: none"> <li>● Each department's important files are uploaded to a designated server for storage, with the IT Department responsible for unified backup and preservation.</li> <li>● The IT unit prepares an annual disaster recovery drill plan (model), conducts drills, and keeps drill records.</li> <li>● If the exercise results do not meet the expected results, the information unit reviews and revises the system recovery plan (pattern) to improve the risk management capability of the information system.</li> </ul>
Important File Upload Server	<ul style="list-style-type: none"> <li>● Each department's important files are uploaded to a designated server for storage, with the IT Department responsible for unified backup and preservation.</li> </ul>
Information Center Inspection Record	<ul style="list-style-type: none"> <li>● 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.</li> </ul>
Asset computer scrapping procedure	<ul style="list-style-type: none"> <li>● 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.</li> <li>● When the computer information equipment is scrapped, the information unit shall complete the list of scrapped data.</li> </ul>
Outbound mail authorization management mechanism	<ul style="list-style-type: none"> <li>● 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.</li> </ul>
Remote access control	<ul style="list-style-type: none"> <li>● Remote work due to the pandemic or business needs is approved through the internal control form process.</li> <li>● The control measures include encrypted connection, multi-factor authentication, access authorization, idle automatic disconnection, input/output traffic virus scanning technology, and retained operation track.</li> <li>● The Company organizes information security training to promote the risks associated with remote use of the internet from time to time every year.</li> </ul>
Cyber system scanning	<ul style="list-style-type: none"> <li>● The Company conducts information security testing and scanning for the cyber system.</li> </ul>
Participation in Information Sharing Organizations	<ul style="list-style-type: none"> <li>● The Company joined information sharing organizations to access information on cyber security early warning or cyber security threats and vulnerabilities.</li> </ul>

## 6. Management of outsourcing of cyber systems or services

When the Company entrusts a third party to establish, maintain, or provide cyber services, we consider the professional competence and experience of the party, the nature of the services outsourced, and cyber security requirements, and select an appropriate service provider, and also supervise the provider's cyber security maintenance status.

(1) Things to note when selecting a service provider

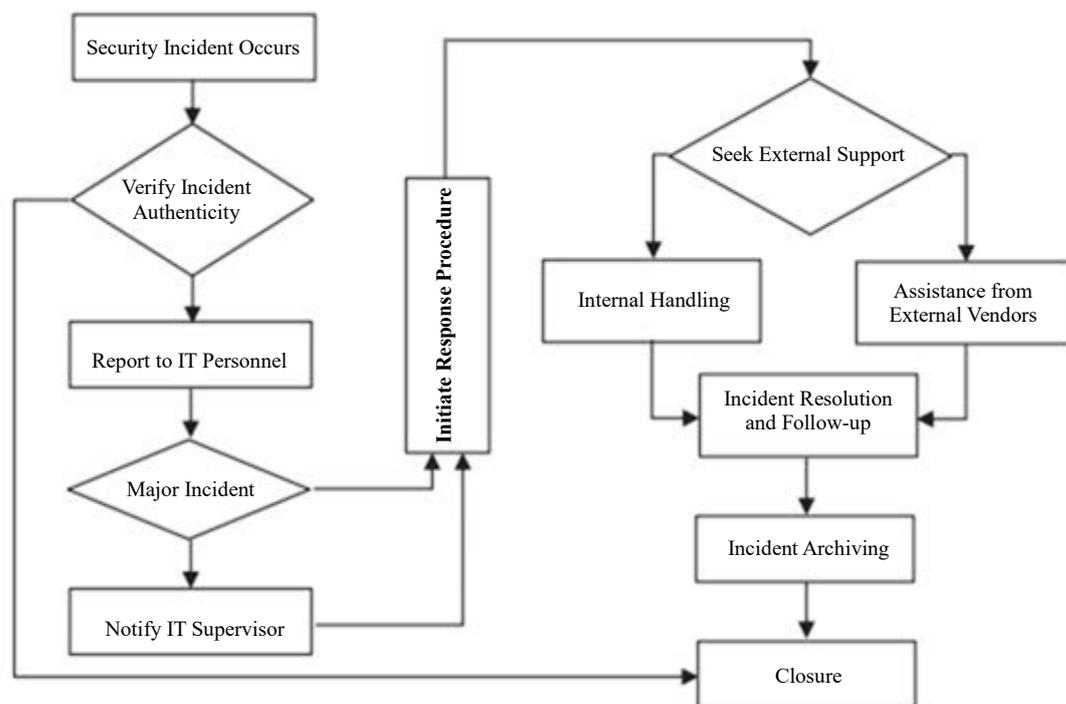
- The service provider shall have a complete cyber security management system in place to manage the procedures and environment of the business outsourced.
- The service provider shall have sufficient and qualified cyber security professionals or professionals with similar business experience.

(2) Things to note when supervising the service provider's cyber security maintenance

- The service provider shall enter into a non-disclosure agreement when performing the business outsourced. In case of violation of cyber security-related laws and regulations or when being informed information security incidents, the service provider shall promptly notify the Company and adopt remedial measures.
- When the appointment is terminated or revoked, confirmation shall be made that the service provider has returned, transferred, deleted, or destroyed the data held for performance of the appointment contract.
- The Company shall periodically or from time to time be informed of cyber security incidents that may affect the business outsourced.
- Based on the requirements of information security management, the Company has information security audit rights in place for such service providers.

7. 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.



(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: N/A.

## VII. Significant Contracts

The supply or sale contracts, technical cooperation contracts, construction contracts, long-term loan contracts, or other important contracts that are still valid or expired in the most recent year are as follows:

Contractual Nature	Party	Effective & Ending Dates of Contracts	Main Content	Restrictions
Property Leasing	LAND BANK OF TAIWAN CO., LTD. (Agent: Fubon Construction Management Co., Ltd.)	2021/05/01~2026/04/30	Lease for Office Premises and parking spaces at Zhonglun Building	None
Construction contracts	Mrs. Chen	2022/05 ~ 2023/05 (Note 1)	Chen's residence renovation project at Your Majesty	None
Construction contracts	Ruentex Innovative Development Co. Ltd.	2022/08 (Note 2)	Office premise renovation project at Yu Cheng Square	None
Construction contracts	Ruentex Development Co., Ltd.	2023/05 (Note 2)	Renovation project at Ruentex Zuo-An Living	None
Construction contracts	Ruentex Development Co., Ltd.	2023/07 (Note 2)	Public facilities landscaping works for the stair hall and lobby at Ruentex San	None

Contractual Nature	Party	Effective & Ending Dates of Contracts	Main Content	Restrictions
			Chong Joint Development case	
Construction contracts	Ruentex Development Co., Ltd.	2023/10 (Note 2)	Stair and lobby renovation project at Ruentex Zuo-An Living	None
Construction contracts	FUYU CONSTRUCTION CO., LTD.	2023/12/11~2024/12 (Note 1)	1F, 4F, 5F of Le Méridien Taipei Banqiao residential building renovation project	None
Construction contracts	FUYU CONSTRUCTION CO., LTD.	2024/03/06~2024/12(Note 1)	1F~4F, and 18F of Le Méridien Taipei Banqiao commercial building renovation project	None
Construction contracts	Ruentex Development Co., Ltd.	2024/03 (Note 2)	Public facilities renovation project at Ruentex Zuo-An Living	None
Construction contracts	XXX TAIWAN BRANCH (B.V. I.)	2024/01/05~2024/09/17(Note 1)	General contractor for laboratories in Taoyuan	None
Construction contracts	XX Technology Co., Ltd.	2024/07/01~2025/01/13(Note 1)	Turnkey project for office premise in Taichung	None
Construction contracts	Taiwan Branch of XXX Holding Company	2024/09/26~2025/12/31	Office construction project at Yu Cheng Square	None
Construction contracts	XXX Co., Ltd.	2024/07/22~2025/04/25	Fine decoration project for headquarters in Chubei	None
Construction contracts	XXX Co., Ltd. in Taiwan	2024/08/01~2024/12/06(Note 1)	Renovation project for 6F cafeteria at Tainan factory	None

Note 1: Although the completion date of the project has been scheduled, additional works are still being carried out by the owner; therefore, the project has not yet been completed or accepted.

Note 2: The project contract does not specify the commencement date and completion date. The commencement date is determined upon notification by the owner and the completion date is determined according to the progress of the project.

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

### I. Financial Position

#### (I) Analysis of Significant Changes in Assets, Liabilities, and Equity in the Past Two Years

Unit: NT\$ thousands

Item \ Year	2024	2023	Difference		
			Amount	%	Note
Current assets	1,870,494	1,038,871	831,623	80.05	1
Property, plant, and equipment	6,295	7,182	(887)	(12.35)	-
Right-of-use assets	10,622	18,590	(7,968)	(42.86)	-
Intangible assets	41	175	(134)	(76.57)	-
Others Assets	193,215	172,701	20,514	11.88	-
<b>Total Assets</b>	<b>2,080,667</b>	<b>1,237,519</b>	<b>843,148</b>	<b>68.13</b>	<b>1</b>
Current liabilities	1,170,400	706,915	463,485	65.56	2
Non-current liabilities	24,012	33,443	(9,431)	(28.20)	-
<b>Total liability</b>	<b>1,194,412</b>	<b>740,358</b>	<b>454,054</b>	<b>61.33</b>	<b>2</b>
Equity attributed to owners of the parent	886,255	497,161	389,094	78.26	1,3
Capital	150,000	135,000	15,000	11.11	-
Capital surplus	426,135	163,469	262,666	160.68	1
Retained earnings	261,860	169,517	92,343	54.47	3
Other equities	48,260	29,175	19,085	65.42	4
Treasury stock	0	0	0	-	-
Non-controlling Interest	0	0	0	-	-
<b>Total Equity</b>	<b>886,255</b>	<b>497,161</b>	<b>389,094</b>	<b>78.26</b>	<b>1,3</b>

Note: Please explain the causes of changes in the financial ratios of over 20% and over \$10 million in the most recent 2 fiscal years:

#### I. Analysis of significant changes:

1. The increase in current assets and capital surplus was mainly attributable to the cash capital increase during the period.
2. The increase in current liabilities was mainly attributable to the increase in operating revenues and costs incurred based on the construction progress, as well as the increase in accounts payable.
3. The increase in retained earnings was mainly attributable to the increase in net income after tax.
4. It is attributable to the increase in the valuation gain on financial instruments measured at fair value through other comprehensive income when compare to the previous year.

#### II. Changes in financial position during the past 2 years that have a material impact on the Company, please describe the countermeasures to be taken in the future.

The above changes did not have a material impact on the Company's finances and business. The Company will continue to focus on the growth of operating performance and profits in the future.

#### (II) Future Plans:

The above changes did not have a material impact on the Company's finances and

business. The Company will continue to focus on the growth of operating performance and profits in the future.

## II. Financial Performance

### (I) Analysis of the Significant Changes in Operating Results in the Past Two Years:

Unit: NT\$ thousands

Item \ Year	2024	2023	Increase (decrease) Amount	Change Ratio (%)	Note
Operating revenue	2,005,109	1,521,800	483,309	31.76	1
Operation cost	1,612,246	1,232,738	379,508	30.79	1
Operating gross profit	392,863	289,062	103,801	35.91	1
Operating expenses	129,195	114,623	14,572	12.71	-
Operating income	263,668	174,439	89,229	51.15	1
Non-operating income and expenses	14,751	9,366	5,385	57.50	-
Profit before income tax	278,419	183,805	94,614	51.48	1
Net income (loss) for the period	224,005	148,069	75,936	51.28	1
Other comprehensive income (loss) for the period	20,128	(2,275)	22,403	(984.75)	2
Total comprehensive income (loss) for the period	244,133	145,794	98,339	67.45	1,2
Net income attributable to owners of parent	224,005	148,069	75,936	51.28	1
Net income (loss) attributable to non-controlling interests	0	0	0	-	-
Total comprehensive income attributable to owners of parent	244,133	145,794	98,339	67.45	1,2
Total comprehensive income, attributable to non-controlling interests	0	0	0	-	-
Earnings per share	15.52	10.97	4.55	41.48	-

Note: Please explain the causes of changes in the financial ratios of over 20% and over \$10 million in the most recent 2 fiscal years.

1. As a result of the performance growth in the public facilities, landscape and residence, as well as in the culture, education and leisure categories, the revenue from engineering services in 2024 has increased, resulting in an increase in operating costs and gross profit.
2. It is attributable to the increase in the valuation gain on financial instruments measured at fair value through other comprehensive income when compare to the previous year.

### (II) Potential Financial Influence of the Estimated Sales Volume and its Basis and Countermeasures

The management of the Company has set internal goals based on an overall assessment of the industry environment, market supply and demand conditions, as well as production capacity and business development capabilities.

### III. Cash Flow

#### (I) Changes in Consolidated Cash Flow in the Previous Year

Unit: NT\$ thousands

Beginning Cash Balance	Annual Net Operating Cash Flow	Annual Net Investing and Financing Cash Flow	Cash Balance (insufficiency)	Remedy for Cash Shortage	
				Investment Plans	Financial Management Plans
182,917	618,271	(54,467)	746,721	-	-
Description: 1. Net cash generated from operating activities was approximately NT\$618,271 thousand: This was due to collecting payments from customers for large-scale projects such as the office renovation project G in Banqiao and the construction of Yucheng section based on the progress during the period. 2. Net cash used in investing activities was approximately NT\$190,039 thousand: This was due to the acquisition of financial assets at amortized cost during the period. 3. Net cash generated from financing activities was approximately NT\$135,572 thousand: This was mainly due to the cash capital increase and cash dividend payment during the period.					

#### (II) Improvement plan for liquidity deficiency

The Company has sufficient funds; therefore, the Company does not have any liquidity shortfall.

#### (III) Analysis of Cash Liquidity in the Next Year

Unit: NT\$ thousands

Beginning Cash Balance	Estimated Annual Net Operating Cash Flow	Estimated Annual Net Investing and Financing Cash Flow	Estimated Cash Balance (insufficiency)	Estimated Remedy for Cash Shortage	
				Investment Plans	Financial Management Plans
746,721	247,029	(233,118)	760,632	-	-
Description: 1. Net cash generated from operating activities was approximately NT\$247,029 thousand: The net cash generated from operating activities was due to the increase in revenue as a result of continuing business expansion. 2. Net cash used in investing and financing activities was approximately NT\$233,118 thousand: Cash dividends of approximately NT\$225,000 thousand are expected to be paid in the coming year, resulting in a net cash outflow from investing and financing activities. No cash shortage is anticipated in the coming year.					

IV. Influence of Major Capital Spending on Financial Position and Operation in Recent Years: The Company has no significant capital expenditures in 2024; therefore, there is no material impact on its financial operations.

V. Re-investment policies, main causes of profit or loss, and improvement plans in the previous year, and investment plans in the next year: The Company does not have any investees accounted for using the equity method; nor does it have any investment plan for the coming year.

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

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

and future countermeasures

Unit: NT\$ thousands; %

Item \ Year	2023		2024	
	Amount	Percentage to operating revenue	Amount	Percentage to operating revenue
Net interest income (expense)	231	0.02	164	0.01
Exchange gain (loss)	0	0.00	0	0.00

### 1. Interest Rate Changes:

The Company's interest expense is mainly generated from lease liabilities. The net interest expense for 2023 and 2024 was NT\$231 thousand and NT\$164 thousand; accounting for 0.02% and 0.01% of net operating revenues, respectively. Overall, the proportion of interest expense to net operating revenues was minimal, and therefore, changes in interest rates did not have a material impact on the Company's operation.

#### Countermeasures:

Although the Company does not have any bank loans, it still maintains good credit ratings with its banks and has established adequate banking lines, as well as observes the trend of interest rates in the financial market from time to time. When the Company needs funds to expand its operations in the future, it will be able to obtain favorable interest rates.

### 2. Exchange Rate Changes:

The transaction currency for construction contracting and turnkey projects, sales and purchases of building materials is primarily in NTD; however, some purchases of imported building materials are denominated in foreign currencies, which may result in foreign exchange gains or losses on imported building materials. There were no foreign exchange gains or losses in 2023 and 2024, so the change in foreign exchange rates did not have a material impact on the Company's operation.

#### Response to the Challenge:

The Company keeps track of the exchange rate fluctuations by collecting exchange rate fluctuation information and maintaining contacts with financial institutions, as well as adopting various countermeasures in a timely manner in order to avoid the risk of exchange rate fluctuations.

### 3. Inflation:

The prices quoted by the Company to its customers are short-term and customized, and are adjusted by referring to the fluctuations in market prices of raw materials and labor costs. Therefore, inflation does not have a material impact on the Company's profit or loss.

### Responding measures

The Company pays close attention to the fluctuation of the market price of raw materials and the labor costs. Meanwhile, the Company maintains close contact with its suppliers, grasps the market condition from time as the basis for quoting prices to customers in order to ensure that inflation does not affect the Company's profits and shareholders' equity.

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

1. The Company's financial policy is based on the principle of conservatism and stability. In recent years and as of the date of publication of the annual report, the Company has not engaged in high-risk and high-leverage investments, loaning of funds to others, endorsements and guarantees, and derivatives trading.
2. The Company has established the "Procedures for Acquisition or Disposal of Assets", "Procedures for Endorsements/Guarantees" and "Procedures for Loaning Funds to Others". In the future, if there is a transaction demand due to business needs, the transaction will be executed in accordance with relevant management measures and regulations and laws and regulations.

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

The Company focuses on interior decoration business. We provide diversified design and construction services for commercial spaces, recreational, cultural and educational spaces, office spaces, and residences. Our customers include business office, shopping centers, high-end residences, school libraries, and laboratories. We provide customized decoration plans according to the needs of our customers.

The Company does not have a dedicated R&D department; therefore, no related R&D expenses are incurred. However, we are actively integrating innovative design capabilities and incorporating the concept of sustainable development into design and construction processes. We will continue to improve the functions and features of our existing services by using environmentally friendly building materials, green construction methods and energy-saving technologies to strengthen our market competitiveness.

Currently, we are expanding the business into emerging fields such as arts and cultural spaces, urban renewal, factories, and medical institutions. We also continue to pay attention to the changes in smart spaces and compound functional spaces brought about by economic development and consumer upgrades. We are committed to providing customers with diversified, practical and environmentally friendly design solutions, and ensuring that each project meets the needs of sustainable development to create more room for future sense and social responsibility.

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

The Company keeps abreast of the changes in important domestic and foreign policies and regulations, and consults with professional opinions from CPAs and lawyers, to provide relevant information as a reference for the management's decision-making, in order to respond to the impact of important domestic and foreign policies and legal changes, adjust the Company's operating strategies in a timely manner, regularly assign personnel to participate in training courses, and always pays attention to the latest domestic and foreign regulatory information and policies. During the most recent year and as of the publication date of the annual report, there were no effect on the company's financial operations caused by important policies adopted or changes in legal environment at home or abroad.

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

The Company pays attention to the development of innovative technologies and industrial development trends on the market, and keeps track of market dynamics and information from the industry. During the recent years and up to the publication date of the annual report, there has been no material impact on the Company's financial operations due to technological changes and industrial changes. See pages 136-141 of this Annual Report for additional information on information security risk management measures.

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

The Company adheres to the “people-oriented, healthy, and sustainable development aesthetic design thinking” since its establishment, complies with the relevant laws and regulations, actively strengthens internal management, builds up the strength of the business team, and fulfills its corporate social responsibility. During the most recent year and as of the publication date of this Annual Report, the Company did not encounter any change of corporate image that posed an operational crisis. However, the occurrence of a corporate crisis may cause significant damage to the Company. Therefore, the Company will continue to uphold professionalism and ethical corporate management principles, and implement various corporate governance measures, corporate social responsibility, and risk management in order to minimize the occurrence of corporate risks and their impact on the Company.

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

The Company did not merger and acquisition plan during the most recent year and as of the publication date of this Annual Report. However, if there is any merger or acquisition plan in the future, the Company will implement it in accordance with the “Procedures for the Acquisition or Disposal of Assets” and other relevant regulations and laws, and will conduct a prudent assessment in order to ensure the protection of the Company's interests and stockholders' equity.

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

The Company focuses on the design and construction of interior decoration, and the design of the garden. The raw materials are purchased from the suppliers, while the on-site construction is executed by the subcontractors. Therefore, the Company does not have a plant. There is no need and plan for plant expansion as of the date of publication of this Annual Report. However, if there is any plan for plant expansion in the future, the Company will implement it in accordance with the "Procedures for Acquisition or Disposal of Assets" and other regulations and laws and regulations, and will prudently and steadily evaluate the relevant benefits to ensure the interests of the Company and shareholders' equity.

(IX) Risks Arising From Purchase or Sale Concentration:

1. Supplier concentration risk:

The Company currently has several suppliers and outsourced manufacturers for raw materials. The supply sources are relatively dispersed. In 2023 and 2024, the No. 1 major supplier accounted for approximately 5.56% and 6.09% of the total purchase amount, and the second major supplier accounted for approximately 4.43% and 5.54% of the total purchase amount, which were not significant. The Company's raw material suppliers and outsourcing contractors are mostly the Taiwanese companies, we have maintained good relations with them for many years. The quality of their products also meets the requirements of the Company. There is no risk of interruption of supply sources due to the diversity of suppliers. When the Company makes purchases, it compares the prices and analyzes the quality of each raw material supplier and outsourcing contractors. The Company also actively develops new suppliers to control the risk of concentration of purchases. So far, the supply condition is good, there is no risk of concentration of purchases, nor any shortage or interruption of supply that affects the business of the Company.

2. Customer concentration risk:

The Company has long been operating in the renovation business for different types of clients, including corporate headquarters, retail stores, public spaces and luxury homes. In addition to providing the interior decoration services required by the Ruentex Group, the Company has also served a wide range of well-known major domestic and overseas enterprises in recent years. The number of customers whose revenue accounted for more than 10% of the Company's revenue in 2023 and 2024 were both three. The top three customers in 2023 accounted for 26.45%, 23.04% and 19.43% of the revenue, respectively. The top three customers in 2024 accounted for 27.43%, 18.89% and 13.42% of the revenue, respectively. Except for customers in the construction industry, other customers are mostly one time customers and subsequent renovation projects. Since the size for some of the projects are quite big, resulting in a higher proportion of sales value for one single customer in the current year; therefore, there is a significant change in customer composition.

Although the proportion of revenue may exceed 10% in 2023 and 2024 due to the high volume of projects launched by customers in the construction industry lately. However, in terms of the nature of the Company's business, the Company provides services to customers who have interior decoration needs, so there is no risk of concentration of sales in the long term. Based on the risk control, the Company not only maintains long-term cooperation with existing customers, but also actively develops new customers and other fields of decoration services, in order to increase customer diversification and reduce operational risks. Overall, the Company should not have excessive risk of concentration in sales.

(X) Effect Upon and Risk to the Company in the Event a Major Quantity of Shares Belonging to a Director or Shareholder Holding a Greater Than a 10 Percent Stake in the Company Has Been Transferred or Has Otherwise Changed Hands, and Mitigation Measures Being or to Be Taken:

The Company was 100% owned by Ruentex Precision Materials Co., Ltd. (hereinafter referred to as "Ruentex Materials") prior to September 2021. However, as the application for listing on TWSE/TPEX requires the diversification of shareholding, Ruentex Materials has waived its subscription rights when the Company conducted a cash capital increase in October 2021. The shareholders of Ruentex Materials participated in the cash capital increase based on their shareholding ratio. After the cash capital increase was completed, Ruentex Materials was still the parent company holding 38.89% of the Company's shares. Therefore, the transfer of this equity has no significant impact or risk on the Company's management. In addition, in order to comply with the relevant provisions of the "Taipei Exchange Rules Governing the Review of Emerging Stocks for Trading on the TPEX" and the operations for Company to be listed on the Emerging Market, Ruentex Materials Co., Ltd. proposed to transfer 500,000 shares of the Company to the recommending securities firm and the co-recommending securities firm in July 2022; therefore, reducing Ruentex Materials' shareholding of the Company to 35.19%. Moreover, the Company has reserved 15% of its shares for subscription by employees in accordance with Article 267 of the Company Act for the purpose of cash capital increase through public underwriting prior to the initial listing in 2024. Pursuant to Article 28-1 of the Securities and Exchange Act and the approval of the shareholders' meeting held on June 9, 2022, the remaining balance was allocated to the public underwriting of the Company's new shares issued by the original shareholders who waived their pre-emptive rights in the cash capital increase before the initial listing on the Taiwan Stock Exchange, and was not subject to the requirement under Article 267 of the Company Act that original shareholders to subscribe for the new shares with pre-emptive rights. The shareholding of the Company was reduced to 31.67%. As of the date of publication of the annual report, Ruentex Materials Co., Ltd. still held 31.67% of the Company's shares, and there was no material change.

As stated in the preceding paragraph, the Company did not have a substantial transfer or replacement of shares by directors or major shareholders holding more than 10% of the

shares in the most recent years and as of the publication date of the annual report.

(XI) Influence and Risks of Management Changes and Countermeasures:

The Company is committed to sustainable operation. Therefore, the Company did not encounter any major transfer of shares in the most recent years and as of the publication date of the annual report that resulted in a change of management.

(XII) Litigious or non-litigious events:

1. In the event of the Company's major litigations, non-contentious cases, or administrative litigations, whether concluded or pending judgment, which may present significant impacts on shareholders' interests or securities prices, the facts in dispute, the amount in question, the start date of the litigation, the main parties involved in the litigation, and the handling status as of the date of publication of this annual report should be disclosed: N/A.

2. In the event of major litigations, non-contentious cases, or administrative litigations involving the Company's directors, President, person-in-charge, any shareholder with more than 10% ownership interest, or any subsidiary of the Company, whether concluded or pending judgment, which may present significant impacts on shareholders' interests or securities prices, the facts in dispute, the amount in question, the start date of the litigation, the main parties involved in the litigation, and the handling status as of the date of publication of this annual report should be disclosed:

Although the Company's parent company, Ruentex Materials, and its intermediate parent company, Ruentex Engineering & Construction Co., Ltd., have been involved in litigation in the recent years and as of the publication date of the annual report; however, the main parties of the litigation were the Company's parent company or the intermediate parent company, which were not concerned with the Company, thus, the results of the litigation did not have any material impact on the Company's shareholders' equity or the stock price.

(XIII) Other significant risks and countermeasures: N/A.

VII. Other Material Information: None.

## **Six. Special Remarks**

### **I. Information of Affiliates**

(I) Consolidated Business Reports of Affiliates: N/A.

(II) Consolidated Financial Statements of Affiliates: N/A.

(III) Affiliation Report:

## 1. Statement of Affiliation Report

Ruentex Interior Design Inc.  
Statement of Affiliation Report

The Affiliation Report for the year ended December 31, 2024 (January 1~December 31, 2024) has been prepared in accordance with the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports, and Consolidated Financial Statements of Affiliated Enterprises.” The information disclosed is consistent with the information disclosed in the notes to the financial statements for the aforementioned period.

Company Name: Ruentex Interior Design Inc.

Responsible person: Jean, Tsang-Jiunn

March 12, 2025

2. CPA Review Report on the Affiliation Report:

Ruentex Interior Design Inc.

CPA Review Report on the Affiliation Report

Zi-Hui-Zong-Zi No. 24008876

To Ruentex Interior Design Inc.:

The 2024 Affiliation Report of Ruentex Interior Design Inc. is prepared in accordance with the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises”, and the related financial information has been reviewed by us in conjunction with the information disclosed in the notes to the financial statements for 2024.

Based on our reviews, we believe that the 2024 Affiliation Report of Ruentex Interior Design Inc. discloses relevant information in accordance with the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises”, and that the financial information contained herein is consistent with the financial statements and does not require any material modification.

PwC Taiwan

Huang, Chin-Lien

CPA

Chang, Shu-Chiung

Financial Supervisory Commission

Approval Certificate No.: Jin-Guan-Zheng-Shen-Zi No. No. 1100348083

Former Financial Supervisory Commission, Executive Yuan

Approval Certificate No.: Jin-Guan-Zheng-Shen-Zi No. No. 0990042602

March 12, 2025

3. Overview of the Relations Between the Subordinate Company and the Controlling Company:

The Company is a subordinate company of Ruentex Materials Co., Ltd.; Ruentex Engineering & Construction Co., Ltd. is the intermediate parent company of the Group; and the ultimate parent company of the Company is Ruentex Development Co., Ltd., the information of which is summarized below:

Unit: Shares; %

Name of the Controlling Company	Reason for Control	Shareholding and Share Pledging of the Controlling Company			Controlling Company's Staff as Directors, Supervisors, or Managers	
		Number of shares held	Shareholding percentage	Number of Share Pledges	Title	Name
Ruentex Materials Co., Ltd. (Ruentex Materials)	No. 1 major shareholder of the Company	4,750,000	31.67%	-	Chairman Director	Jean, Tsang-Jiunn Ho, Kai-Lin
Ruentex Engineering & Construction Co., Ltd. (Ruentex Engineering & Construction)	Ruentex Engineering & Construction is the largest shareholder of Ruentex Materials	58,726,917	39.15%	-	Chairman Director	Mo, Wei-Han Li, Chih-Hung
Ruentex Development Co., Ltd. (Ruentex Development)	Ruentex Development is the largest shareholder of Ruentex Engineering & Construction	101,356,438	39.14%	-	Chairman Director Director	Li, Chih-Hung Chang, Kun-Long Lin, Chin-Szu

4. Transaction information:

Transaction Status Between the Company and the Controlling Company:

(1) Purchases and Sales:

Unit: NT\$ thousands; %

Transaction Status With the Controlling Company					Transaction Conditions With the Controlling Company		General Terms and Conditions of Transaction		Reason for Difference	Accounts and Notes Receivable/Payable		Overdue Accounts Receivable			Note
Short name of company	Purchase (sales)	Amount	As a Percentage of Total Purchases (sales) of Goods	Gross Profit From Sales	Unit price	Credit period	Unit price	Credit period		Balance	As a Percentage of Accounts Receivable/Payable and Notes Receivable/Payable	Amount	Processing method	Bad debt allowance	
Ruentex Materials	Sale of goods	1,595	0.08%	231	Note 1				-	-	-	-	-	-	
	Purchase of goods	9,338	0.58%	-	Note 2				Notes payable 2,093	2.62%	-	-	-	-	
Ruentex Engineering & Construction	Sale of goods	48,578	2.42%	7,062	Note 3				Accounts receivable 8,678	6.44%	-	-	-	-	
	Purchase of goods	-	-	-	-				-	-	-	-	-	-	
Ruentex Development	Sale of goods	549,979	27.43%	90,562	Note 3				Notes receivable 48,729	95.03%	-	-	-	-	
									Accounts receivable 28,312	21.02%	-	-	-	-	
	Purchase of goods	-	-	-	-				-	-	-	-	-	-	

Note 1: The contract price of the Company's contract of construction with Ruentex Materials was negotiated by both parties and is collected by the due date as stated in the contract.

Note 2: The renovation materials purchased by the Company from the Ruentex Materials are negotiated and determined by both parties based on the market price.

Note 3: The prices and payment terms for sales to Ruentex Development were not materially different from those to non-related parties. The prices for construction contracts to Ruentex Development and Ruentex Engineering & Construction were negotiated by both parties and collected in accordance with the contract terms.

(2) Property Transactions: No material transaction.

(3) Financing: No material transaction.

(4) Lease of Assets: No material transaction.

(5) Other Significant Transactions: As of December 31, 2024, the total contract price between the Company and Ruentex Development was NT\$879,326 thousand, and the Company had received NT\$287,919 thousand in advance for the project.

5. As of December 31, 2024, there was no mutual endorsement or guarantee between the Company and its controlling company.

6. Other Events With Significant Financial or Business Impact: N/A.

II. Private Placements of Securities in the Previous Year and by the Date of Report Publication: None.

III. Other Required Supplementary Notes: None.

**Seven. Events with material impacts on equity or stock price as specified in Item 2, Paragraph 2, Article 36 of the Securities and Exchange Act in the previous year and by the date of report publication: None.**

**Ruentex Interior Design Inc.**

**Chairman: Jean, Tsang-Jiunn**

**Printing Date: March 31, 2025**



Ruentex Interior Design Inc.  
潤德室內裝修設計工程股份有限公司

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