

Stock code : 2547



RADIUM LIFE TECH. CO., LTD.

2024 ANNUAL REPORT



Printed on March, 31 2025

Radium Annual Report is available at :

<http://mops.twse.com.tw>

<http://www.radium.com.tw>

Notice to readers

This English version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English versions and Chinese versions, the Chinese version shall prevail.

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➤ **Overseas Trade Places for Listed Negotiable Securities** : None.

➤ **Corporate Website**

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Letter to Shareholders

Dear Shareholders:

We sincerely thank all our esteemed shareholders for their long-term support of Radium. Under the global trends of geopolitical and economic changes and sustainable development, Radium Life Tech continues to deepen its core areas, including senior citizen housing, smart green buildings, water resource regeneration, and business operations. We firmly believe that by combining innovation with sustainable strategies, we can navigate steadily through a dynamic market environment and create long-term value for our shareholders.

Corporate Honors: Recognition for Professional Architecture and Integrity in Business Management.

Radium Group was honored with the 2024 ‘National Architecture Golden Award Triple Crown’ and ‘Taiwan Integrity Brand.’ The “RADIUM ONE” redevelopment project, executed by our subsidiary Ji Shun Life Tech, earned five prestigious awards at the 25th ‘National Architecture Golden Awards’ and the 19th ‘Taiwan Integrity Brand’ ceremony. We also received recognition through a meeting with the Vice President.

The “RADIUM ONE” project is expected to be completed in the fourth quarter of 2026. This project integrates five key certifications: WELL Healthy Building, Gold-Level Smart Building, Green Building, Low-Carbon Building, and Seismic-Resistant Building. During the construction phase, it will promote art and culture in the form of an urban gallery, showcasing RADIUM’s commitment to urban renewal and cultural development.

Development of Senior Housing: Responding to the Needs of the Aging Society

Radium Silver Life Project has been actively expanding its senior housing program. Phase I of "The Genesis- Sanzhi," with 520 units, and Phase II, with 132 units, have already sold out. In response to the government’s policy of intergenerational co-housing, the Radium Perfect Life double-diamond green building community has also launched the “Happy Life in Forest” age-friendly housing project, in collaboration with “Le Tao Chu – Banqiao Clubhouse,” the Far Eastern Memorial Hospital, and the Ming Lun Social Welfare Foundation, to create a platform for local health care and community exchange. Radium Perfect Life Station A6, West District Community, was awarded the Special Excellence Award for Large Communities in the 2024 New Taipei City Excellent Apartment Building Selection, highlighting our outstanding achievements in sustainable architecture and senior housing.

Smart Green Buildings: High-Standard Construction and Social Housing Development

Taitan Development and Construction, a subsidiary of Radium, has undertaken two major construction projects: the “National Palace Museum Administrative Building and Library Project” and the “Dan Jin Housing Project” The total construction area of the National Palace Museum Administrative Building and Library is 2,195 ping, which was completed as scheduled in 2024. The building will also obtain green building and smart building certifications. This project is an important milestone in the “New Palace Museum Plan.” which not only enhances administrative and heritage research functions, but also promotes cultural exchange and digital transformation. As for the Dan Jin Anju Housing Project, construction officially began at the end of 2024. The project will provide 620 units of all-age social housing, with 5% of the units designed as barrier-free. The project is scheduled for completion in 2029. This project integrates the design elements of the Sunset in Tamsui, featuring a kindergarten, day care center, and commercial spaces, aimed at improving residential quality and increasing the availability of social housing.

Water Reclamation Business: Promoting Circular Economy and Strengthening Water Resource Management

Radium’s subsidiary, Bao Ding Reclaimed Water, is actively promoting the Taoyuan Reclaimed Water BTO project. The first phase has already begun operation ahead of schedule in 2024, supplying 18,000 CMD (m³/day) of reclaimed water, with plans to expand to 40,000 CMD by 2025. Radium’s subsidiary, Rih Ding Water Enterprise, is constructing the Taoyuan groundwater reclamation system, currently serving over 150,000 households. The third-phase expansion has been initiated, and it is expected that by 2026, the daily wastewater treatment capacity will reach 150,000 CMD.

To improve water quality and resource stability, the group has implemented AI-powered smart water management, pipeline lifecycle warning systems, and anaerobic digestion technology. These efforts aim to reduce carbon emissions and optimize the water resource recycling cycle, with the goal of creating a comprehensive water resource recovery system in Taoyuan. The total investment has exceeded NT\$14.5 billion.

Intelligent Transportation and Asset Management: Digital Transformation and Low Carbon Development

Radium's subsidiary, Wan Da Tong Enterprise, operates the Taipei Bus Station, a major transportation hub in Taiwan. Its "Taipei Bus Station APP." has surpassed 390,000 members, offering travelers the convenience of electronic ticketing and reducing carbon emissions by 3,730 kilograms. Wan Da Tong Enterprise also collaborates with government projects, local tourism, and cross-industry transportation sectors to create a green transportation platform, integrating both physical and digital ticketing channels.

Looking Ahead: Deepening Sustainability and Innovation

As global ESG standards rise, Radium will continue to strengthen its sustainability strategy by expanding water recycling, enhancing the application of smart building technologies, promoting the development of senior housing, and deepening green transportation and asset management.

Looking ahead to 2025, Radium will continue to uphold the vision of "A green enterprise determined to uphold sustainability" to create higher value for shareholders, customers and the society.

Sincere gratitude to all shareholders for your support and trust. We look forward to shaping an even brighter future for Radium, together with you.

The Company's business results in 2024 and prospects in 2025 are reported as follows:

I. 2024 business results

(I) Implementation results of business plans (including consolidated financial statements)

(In Thousands of New Taiwan Dollars)

Item \ Year	2024	2023
Operating revenue	7,063,759	7,481,324
Operating income	1,146,820	1,070,729
Non-operating income and expenses	(877,411)	(803,872)
Net (loss) profit for the year	(37,240)	(16,581)
Total comprehensive income/(loss) for the year	(31,554)	(20,181)

(II) Budget execution

The Company is not required to disclose its budget execution as it did not disclose its financial forecast in 2024.

(III) Revenues and profitability analysis (including consolidated financial statements)

Item			2024	2023
Financial structure	Debt to assets ratio (%)		80.39	80.49
	Long-term capital as a % of PP&E (%)		605.91	453.92
Solvency	Current ratio (%)		92.69	81.13
	Quick ratio (%)		44.32	35.44
	Interest coverage ratio (times)		1.13	1.17
Profitability	Return on assets (%)		1.21	1.20
	Return on equity (%)		(0.34)	(0.15)
	As a percentage of paid-in capital (%)	Operating income	12.01	12.17
		Net profit before tax	2.82	3.03
	Net profit margin (%)		(0.53)	(0.22)
	Earnings per share (NTD)		(0.08)	(0.11)

(IV) Research and development status

1. Construction Business

- (1) Introduction of age-friendly senior housing for both rental and sale, featuring innovative operating concepts.
- (2) Utilization of the TOD (transit oriented development) urban development model to design collective smart green buildings by combining the co-configuration type with the public transportation station.

- (3) Integration of urban renewal with renovation for urban unsafe and old buildings in order to revive urban functions, create a friendly living environment, promote land use and public interest.
- (4) Development of multi-functional buildings such as residential complexes with transportation, shopping malls, and movie theaters.

2. Circular Economy Business

- (1) Energy transformation will play an important role in achieving the Net-Zero 2050. Based on the general description of the path and strategy for Taiwan's net zero target by 2050, we can see that the proportion of renewable energy in our energy mix will reach 60% to 70% by 2050. In response to promote policies, we have invested in converting waste-to-energy resources into renewable energy to improve the efficiency of resource utilization, while also integrating the ecological chain of the resource recycling industry within the Group. By doing so, we further decrease the cost of sludge treatment and develop high-price high calorific value waste solvents and materials. We subsequently convert them into recycled fuels or recycled building materials for use within the Group's subsidiaries or sell them externally. We have obtained "Build-Operate-Transfer (BOT) Project of Changhua Coastal Industrial Park Waste Treatment and Resource Recovery Center by Industrial Development Bureau, Ministry of Economic Affairs" and passed the environmental impact assessment. The construction is expected to begin in 2025.
- (2) With the government proactive approach to promote renewable energy policies, it is hoped that the future trend of energy use will lean towards a combination of power creation, power conservation, energy storage, and smart grid applications. At Radium Life, we follow the government's policies and have carried out in-group electricity consumption inventory and resource integration planning. This helped evaluate the feasibility of our participation in the electricity trading platform and we have also begun the future carbon rights acquisition and carbon capture plans, deploying carbon negative technology and new energy development business.

3. Operating Businesses

- (1) Smart station management system and ticketing platform to strengthen the security of the station and ticketing immediacy.
- (2) Shopping mall service software and hardware information system upgrade to optimize online live streaming, data integration and marketing platforms.
- (3) To guild GA data analysis at the hotel, enhance website SEO settings, optimizes online reservations and member attribute grouping, and develops the AI smart butler function for the website.

II. Summary of the 2025 business plan

(I) Business policy

We create core values by making architecture our starting point. As environment and architecture is our core pursuit, we are committed to the belief that land resources belong to the public. Based on this notion, we construct buildings with public benefit in mind and incorporate our business philosophy “innovation, diversity, sustainability and coexistence” into each project so that they can last for centuries. As a responsible builder, we strive to provide a quality living environment and seek joint prosperity with customers, enterprises and the social environment. Furthermore, not only do we create residential and office products, to cater to the increasing needs of an aging society, we have also entered into the “recreational and leisure housing” market. By constructing a care service system that looks after the body, mind and soul of senior citizens, we have built a new healthy lifestyle that allows senior citizens to care for themselves.

In recent years, as a means to expand the business scale in a circular economy and environmental protection industries, we have been proactively making plans to extend our operations to the Resource Recycling and New Energy Business. In doing so, we are able to enhance the Group’s revenue scale, business development, and profitability.

In the future, all employees of the Company will devote themselves to the management of the quality policy of “recognizing customers’ needs, providing sincere services, creating satisfactory quality, and achieving sustainable development”, and carrying out the business philosophy of “Innovation, Diversification, Sustainability and Symbiosis”.

(II) Expected sales volume and basis

The Group’s revenue and profits targets for 2025 will be driven by the performance of the construction, circular economy, and operations businesses. In the construction business, revenue is expected to be contributed by the sale of remaining units in the Banqiao Fu-Jou Project, the handover of “The Genesis – Sanzhi” senior living development, construction income from the Administration Building and Library of the National Palace Museum, the turnkey contract for the “Dan Jin Housing Project” social housing in Tamsui District, New Taipei City, as well as revenue from high-tech plant construction projects.; in the circular economy business, revenue sources will include the Taoyuan sewer system project, operating income, income from Phase 3 expansion of the sewage treatment plant, the construction of the Bao Ding Reclaimed Water Plant, income from water treatment services, steady revenue from Rih-Zuan Green Energy’s solar power generation, and proceeds from the sale of land in the Taoyuan Technology Industrial Park. The operations business will continue to generate stable income from facilities such as the Taipei Transfer Station, Q Square, and Radium Kagaya International Hotel. It is expected that the investment in the subsidiaries will continue to deliver mutually beneficial and complementary effects on the Group’s overall profitability, contributing to stable and sustained revenue streams.

(III) Important production and sales policies

1. Production strategy

(1) Construction Business

The group adheres to the core principle of being “market demand-oriented,” integrating internal resources to formulate the following production strategies. We aim to create architectural masterpieces that align with contemporary trends and achieve the goal of sustainable corporate development. In product development, we will focus on mainstream topics such as smart green buildings, intelligent technology, all-age services, energy saving, carbon reduction, and sustainable development. These will be integrated into the overall planning of building development to meet the market’s demand for high-quality and diversified products. At the same time, we will adopt a diversified development model, carefully and actively evaluating various types of joint development projects, redevelopment of old and unsafe buildings, urban renewal projects, and land transactions. This approach aims to expand channels for acquiring land resources and reduce the cost of land acquisition. In addition, we will adhere to the principle of prudence, carefully selecting high-quality targets to ensure that development complies with relevant regulations. We will also conduct thorough financial assessments to achieve the goal of sustainable corporate development.

(2) Circular Economy Business

SRF fuel and fly ash recycled building materials from recycled waste are produced from waste, and is sold to industrial boiler plants and coal-fired power plants, or the “Build-Operate-Transfer (BOT) Project of Resource Processing Center” in Changhua Coastal Industrial Park, and will sell its electricity wholesale after generating electricity. Fly ash recycled building materials are expected to be promoted as a raw material for cement processing plants, ready-mixed concrete plants, pre-built pile construction companies and asphalt plants.

2. Sales strategy

(1) Construction Business

The Company’s construction business sales strategy is centered on market demand, responding flexibly to industry changes, and ensuring that product planning and market positioning closely align with rigid demand. We conduct in-depth analysis of market supply and demand relationships to accurately position products, offering a wide range of choices for different customer groups, from first-time home buyers, house exchangers and high-end customers, ensuring everyone can find their ideal home. At the same time, we establish diversified sales channels, including direct sales, commissioned sales, online marketing, and other methods to expand market coverage, improve sales efficiency, and set zero inventory as our sales target. Through proactive sales strategies, we accelerate inventory turnover and reduce operational risks. In addition, we place great importance on after-sales and post-rental customer service. Through comprehensive property management, we aim to enhance the added value of the buildings and meet the living needs of

both buyers and tenants. We firmly believe that high-quality service is the cornerstone of building customer loyalty. Therefore, we are committed to providing excellent services that enhance customer satisfaction and strengthen brand recognition. Through the word-of-mouth effect from customers, we aim to further solidify the Company's high-end image in the market and enhance our competitive advantage. We will continuously refine our sales strategies, improve product competitiveness, and earn customer trust through exceptional service, thereby achieving greater success in the market.

(2) Resource Recycling Business

SRF renewable fuel produced from waste is sold to Taipower through high-efficiency combustion and power generation. The waste material is converted into recycled materials, in line with the spirit of resource recycling and reuse.

III. Future development strategies of the Company

(I) Dedication to the construction business

1. Continue to strive for joint development projects and public urban renewal projects.
2. Cooperate with private land owners to develop dangerous old buildings, urban renewal projects and acquisition and sales of buildings.
3. Integrate group resources to maintain high quality of construction projects to create the highest efficiency.

(II) Circular Economy Business

1. We accelerate project planning, design, construction, management, operation and R&D for circular economy-related industries and technologies. Moreover, we will also make an effort to proactively participate in the government's bidding projects for circular economy strategies, or work with companies in other industries. By expanding participation and accelerating the development of the Group, we are at the same time deepening our corporate social responsibility.
2. We continue to integrate the power of industry and academia to strengthen the cooperation between government, industry, academia and research. Through teaming up with other operators, we aim to transform the Company towards environmental protection, safety, and high value-added development. In the meantime, we will also promote technology integration and train professional talent.
3. By providing water treatment, waste reuse, solar energy and waste-to-energy systems, we create a "Circular Economy Ecological Park". The Park provides localities, communities, and enterprises with a complete mechanism for waste reduction, recycling and reuse. By doing so, not only is the cost of investment in resources reduced but waste generation is at the same time also decreased.
4. We will continue to participate in the bidding of the government's infrastructure tender plans for water resources, renewable energy and circular economy.

IV. Impacts of the external competitive environment, the regulatory environment, and the overall business environment

(I) Impacts of the external competitive environment

To achieve core competitiveness, the Company's construction business continually refines various strategies. We firmly believe that excellent architectural quality stems from professional team collaboration. By engaging renowned construction teams, we strive for excellence in every detail, from planning and design to supervision. At the same time, we are committed to providing our customers with peace of mind by enhancing building safety and stability. We also emphasize environmental protection by developing green, low-carbon, and recyclable designs and materials, thereby fulfilling our commitment to ESG sustainable development.

We carefully select high-quality construction contractors to ensure that construction quality meets standards. We are committed to providing comprehensive, high-quality customer service, from home purchase consultations to post-move-in support, all with the goal of ensuring customer satisfaction. In the future, we will strive to build a superior brand image, win market recognition through high-quality construction and excellent customer service, and expand diversified customer services, such as home renovation and construction proposals, community event planning, etc., so that customers can experience thoughtfulness and professionalism. At the same time, we will make good use of digital marketing to expand brand influence, enhance market competitiveness, and provide customers with higher-quality construction products and services.

The Circular Economy Business is a new venture developed by the Group in recent years. At present, we are in discussion with a number of technology companies. We have also taken a proactive approach to evaluate alliances or mergers and acquisitions in order to shorten the learning curve and develop new business opportunities, accelerating the development of the Circular Economy Business.

(II) Impact of the regulatory environment

In response to the government's various policies aimed at curbing speculation and rising housing prices, such as the revision of the Equal Land Rights Act, the seventh wave of credit controls, and the introduction of the Housing Vacancy Tax 2.0, the Company is well aware that these policies will increase the capital costs and challenges for developers in undertaking projects. To address these challenges, we closely monitor changes in housing market policies and will flexibly adjust project planning based on policy shifts. This may include adjustments to product positioning, project timelines, pricing strategies, and more, to ensure that products align with market demand and mitigate the impact of policies. In addition, we will carefully evaluate sales strategies, such as adjusting sales methods and enhancing marketing efforts, to improve sales efficiency and ensure the achievement of sales targets. More importantly, we will actively formulate response strategies, including optimizing our financial structure and controlling construction costs, to reduce the impact of regulatory and policy changes on the Company's operations and ensure the stable development of our business.

In addition, on January 10, 2023, the Legislative Yuan passed the third reading of the “Greenhouse Gas Reduction and Management Act” to amend it as the “Climate Change Response Act”, amended and announced on February 15, 2023, incorporating “2050 Net-Zero” into regulations. In order to plan the pace of carbon reduction of the Radium Life in the future, the Company has established a “Corporate Sustainability Committee” to map out the organizational sustainable development blueprint, the greenhouse gas inventorying strategy, the sustainable supplier management plan, and the carbon inventorying within the Group. The Company will formulate its carbon reduction measures year by year, and set important milestones for carbon reduction at each stage to implement carbon reduction targets.

(III) Impacts of the overall business environment

In 2024, the global economy is expected to experience moderate and stable growth. While inflation is slowing down, the ongoing Russia-Ukraine war and the situation in the Middle East still pose geopolitical risks. The tariff policies implemented after the election of President Donald Trump have impacted supply chains and investment confidence, with rising trade protectionism further increasing challenges. Countries will still need to actively address inflationary pressures and geopolitical risks to maintain stable economic growth. The global economic outlook for 2025 is expected to remain stable in the short term, but uncertainty still persists.

In 2024, the domestic economy performed strongly, primarily driven by the expansion of emerging technologies such as artificial intelligence (AI), which boosted the growth of information and communication technology product exports. Exports of traditional products have been affected by China’s overcapacity and the depreciation of the Japanese yen, resulting in relatively weak performance. Private consumption continues to grow steadily, but the real estate market shows a clear adjustment trend due to policy regulation and changes in market supply and demand. In 2025, economic growth will still rely on domestic demand, while external demand is gradually improving. Government policies focusing on industrial upgrading and green economic development will help support overall economic performance.

In addition to the stable development and construction of its core business, the Company has actively developed products and services that meet customer expectations in order to meet market demand in recent years. Moreover, we have been developing towards diversified management in the hope of stabilizing profits. By doing so, we also aim to reduce the impact of the construction boom and housing market policies on our business, enhancing the Company’s ability to respond to changes in the general management environment.

While pursuing steady growth and improving operational efficiency, the Company is also promoting corporate sustainability and is committed to achieving the net-zero emissions target by 2050. Looking ahead, we will continue to improve our greenhouse gas reduction strategies, accelerate the development of zero-carbon buildings, promote resource recycling initiatives, and actively invest in renewable energy industries and low-

carbon transformation of energy systems. Through these key sustainability strategies, we strengthen our competitiveness and realize long-term value, while creating sustainable value for economic growth, environmental sustainability and social co-prosperity.

The above has been duly reported to all shareholders.

Lastly, to all shareholders,

Good health and all the best

Chairman: Rong Shian Lin Company officer: Liu Yao Kai Chief Accounting Officer: Rita Liu

Corporate Governance Report

I. Information on the company's directors, president, assistant presidents, deputy assistant presidents, and the supervisors of all the company's divisions and branch units

(I) Directors

1. Information of Directors

March 31, 2025; Unit: shares

Title	Nationality/ Place of Incorporation	Name	Gender	Date Elected	Term (Years)	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Age, Experience (Education)	Other Position	Executives, Directors, Who are Spouse or Within Two Degrees of Kinship		
							Shares	(%)	Shares	(%)	Shares	(%)	Shares	(%)			Title	Name	Relation
Chairman	R.O.C	Lin Rong Shian (Note 1)	Male	2022.05.27	3	1994.09.07	110,524,167	12.56%	115,000,000	11.11%	27,077,962	2.62%	95,006,221	9.18%	(Note 3)		Special Assistant Vice Chairman	You Wan Ying Lin Hua Chun	Spouse 1st degree of kinship
																Administration and Management Center Director Director	Lin Yi Chun	1st degree of kinship	
																	Kerwin Go	1st degree of kinship	
Vice Chairman	R.O.C	Lin Hua Chun (Note 2)	Male	2022.05.27	3	2013.06.19	6,271,761	0.71%	11,548,530	1.12%	158,926	0.02%	—	—			Chairman	Lin Rong Shian	1st degree of kinship
																	Special Assistant Administration and Management Center Director Director	You Wan Ying Lin, Yi- Chun	1st degree of kinship 2nd degree of kinship
																		Kerwin Go	2nd degree of kinship
Institutional Director	R.O.C	Chang Xin Investment Development Co., Ltd.	—	2022.05.27	3	2007.05.28	34,989	0.00%	39,563	0.00%	—	—	—	—			—	—	—
Representativ e of institutional shareholder	R.O.C	Liu Yao Kai	Male	2022.05.27	3	2008.11.14	305,932	0.03%	551,492	0.05%	253,669	0.02%	—	—			—	—	—
	P.H.L	Kerwin Go	Male	2023.02.07	3	2023.02.07	N/A	N/A	4,518,033	0.44%	6,407,833	0.62%	—	—			Administration and Management Center Director Chairman	Lin Yi Chun	Spouse
																	Special Assistant Vice Chairman	Lin Rong Shian You Wan Ying Lin Hua- Chun	1st degree of kinship 1st degree of kinship 2nd degree of kinship
Director	R.O.C	Shia Ben Chang	Male	2022.05.27	3	2022.05.27	—	—	—	—	—	—	—	—			—	—	—

Title	Nationality/ Place of Incorporation	Name	Gender	Date Elected	Term (Years)	Date First Elected	Shareholding When Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Age, Experience (Education)	Other Position	Executives, Directors, Who are Spouse or Within Two Degrees of Kinship		
							Shares	(%)	Shares	(%)	Shares	(%)	Shares	(%)			Title	Name	Relation
Independent Director	R.O.C	K. C. Chou	Male	2022.05.27	3	2016.06.24	—	—	—	—	—	—	—	—	(Note 3)		—	—	—
	R.O.C	Ou Chin Der	Male	2022.05.27	3	2022.05.27	—	—	—	—	—	—	—	—			—	—	—
	R.O.C	Lu Shyue Ching	Male	2022.05.27	3	2016.06.24	—	—	—	—	—	—	—	—			—	—	—
	R.O.C	Pan Wei Ta	Male	2022.05.27	3	2019.06.24	—	—	—	—	—	—	—	—			—	—	—

Note 1: Where the Chairman of the Board of Directors and the President or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, the reason for, reasonableness, necessity thereto, (such as increasing the number of independent director seats, and more than half of all directors must not concurrently serve as employees or managers) must be disclosed.

The Chairman of the Company also serves as the Chief Executive Officer, to improve operating efficiency and decision-making execution. The Chairman directly communicates with the directors of the Company's operating overview, strategic objectives, and other information. The Company's current specific measures are as follows:

- (1) The current 4 independent directors are specialized in operation management of finance, engineering, law, information/communication, and provide professional insights, share practices experience and many valuable suggestions from their abundant practical experience, for effective performing their supervisory function.
- (2) The Audit Committee and the Remuneration Committee have implemented relevant regulations, fully discuss in each meeting and made recommendations for the Board of Directors as reference, in order to enable the Board of Directors to comply with laws and regulations, the Articles of Incorporation or the resolutions of the shareholders' meeting to exercise its authorities, thereby strengthening and implementing corporate governance.
- (3) Each year, we arrange for directors to participate in director courses or on-site courses offered by Securities and Futures Institute, the Taiwan Corporate Governance Association, or other external professional institutions, to improve the professional knowledge of each director, and thereby strengthen the professional knowledge and operational efficiency of the board of directors.
- (4) During the re-election of the Company's 10th session of directors in 2022, the Company has increased the number of independent directors, and more than half of the directors are not concurrently employees or managers, meeting regulatory requirements and ensuring the best interests of the Company and investors.

Note 2: Mr. Shen Ching Peng, former corporate director, retired and resigned on February 6, 2023, the Corporate Director reassigned Kerwin Go as the Corporate Director Representative on February 7, 2023.

Note 3: Major experience (education) and positions concurrently serving in the Company and other companies:

Title	Name	Age	Experience (Education)	Other Position
Chairman	Lin Rong Shian	71~80	Ping Tung Industrial Vocational High School Chairman and Chief Executive Officer, Radium Life Tech	Chief Executive Officer of Radium Life Tech; Chairman of Wan Da Tong, Jing-Jan Investment Holding, Rih Ding Circular Econ Inv Hldg, Rih Ding Water Enterprise, Rih Siang Property Management, Prolactic Medical Product Rih Zuan Green Energy, Jing Ding Green Energy, Bao Ding Reclaimed Water, Li Chiang Development, Rih Yao Development, Zhao Yao Enterprise, Xin Xiu Ge Hotel, Radium Far East, Golden Century, and Radium Foundation. Director of Jing-Jan Retail Business, Ji Shun Life Tech, Ji Sheng Zih Chan Development, Ding Sheng Green Energy
Vice Chairman	Lin Hua Chun	31~40	Master, Graduate Institute of Construction Engineering and Management of National Central University Bachelor, Business Administration, University of Southern California Business President, Radium Life Tech	Vice Chief Executive Officer of Radium Life Tech Director of Titan Development and Construction, Rih Ding Circular Econ Inv Hldg, Zhao Ya Enterprise, Li Chiang Development, Xin Xiu Ge Hotel, Prolactic Medical Product, Jing Ding Green Energy and Bao Ding Reclaimed Water. Supervisor of Wan Da Tong, Radium-Kagaya, Ji Shun Life Tech, Ji Sheng Zih Chan Development, Jing-Jan Investment Holding, Rih Yao Development, Jing-Jan Digital Square, Rih Zuan Green Energy, and Jing Yang Apartment.
Representative of institutional shareholder	Liu Yao Kai	61~70	MBA, National Cheng Chi University National Taiwan College of Arts Business President, Radium Life Tech	President of Radium Life Tech Chairman of Ji Shun Life Tech; Person in Charge of Chang Xin Investment Director of Rih Ding Circular Econ Inv Hldg, Rih Ding Water Enterprise, Jing Ding Green Energy, Bao Ding Reclaimed Water, Rih Siang Property Management, Rih Yao Development, Zhao Yao Enterprise, Radium Far East, Ji Sheng Zih Chan Development and Jing Yang Apartment. Supervisor of Xin Xiu Ge Hotel
	Kerwin Go	41~50	Pepperdine University MBA Johnson Controls Inc. Business President, Radium Life Tech	Business President of Radium Life Tech Chairman of Radium-Kagaya Director of Li Chiang Development, Prolactic Medical Product, Rih Zuan Green Energy, Ding Sheng Green Energy, Xin Xiu Ge Hotel Rih Yao Development, and Jing Yang Apartment. Supervisor of Zhao-Yao Enterprise, Rih Ding Circular Econ Inv Hldg, Jing Ding Green Energy and Bao Ding Reclaimed Water.

Title	Name	Age	Experience (Education)	Other Position
Director	Shia Ben Chang	61~70	Ph.D., College of Bio-Resources & Agriculture, National Taiwan University. Advisor, Budget, Directorate General of Budget, Accounting and Statistics. Advisory member, Audit Department. Dean, College of Advanced Studies, Fu Jen Catholic University. Dean, College of Management, College of Management, Taipei Medical University. Supervisor, IBF Financial Holdings. Municipal Advisor, Taipei City Government. Advisor, New Taipei City Government	Vice President, Fu Jen Catholic University. Independent director, Sirtec International Co., Ltd. Director, FJU AI Development Center. President, Taiwan Institute of Artificial Intelligence (TIAI). Honorary President, Chung-Hwa Data Mining Society (CDMS). Honorary President, Chunghwa Market Research Society (CMRS). Vice President, World Traditional Chinese Medicine Pharmaceutical Association Federation.
Independent Director	K. C. Chou	71~80	University of St. Thomas Master of International Management Chairman, Concord Securities Corp. President, Capital Securities Corporation Vice President and Manager of Listing Department, TPEx Vice Manager of Listing and Trading Department, TWSE	Chairman, BaaS Innovation Co., Ltd. Independent Directors of CCP Connection Platform, Inc., APEX Wind Power Equipment Manufacturing Co., Ltd. Representative of institutional shareholder of Super Dragon Technology, ATrack Technology Inc., and TSH Biopharm.
	Ou Chin Der	81~90	Doctoral degree in Soil Mechanics at Case Western Reserve University, Ohio, USA. National Cheng Kung University, Bachelor and Master of Science, Department of Civil Engineering. Chairman and Chief Executive Officer, Taiwan High Speed Rail Corporation (THSRC). Deputy Mayor, Taipei City Government. Chairperson, Public Construction Commission. Commissioner, Taiwan National Expressway Engineering Bureau.	Independent Director, ELITE ADVANCED LASER CORPORATION and Everlight Electronics Co., Ltd. Director, Far Eastern Electronic Toll Collection Co., Ltd. Representative of institutional shareholder, Century Development Corporation, United Development Corporation, Century Biotech Development Corporation, Jie-Zheng Property Service & Management Co., Ltd., Tong An Asset Development & Management, Century Tech. Construction & Management Corp., and FETC INTERNATIONAL CO., LTD Chairman, SBDMC, Inc. (Subic Bay Development and Management Corporation, Inc.). Director, CDC Development India Private Limited.
	Lu Shyue Ching	71~80	Managing Director, Telecommunication Laboratories, Dept. of Post and Telecommunication, MOTC Deputy Director General, Directorate General of Telecommunication, MOTC President, Chung Hwa Telecom, Co. Ltd.	Independent Director, MiTAC Holdings Corp. and Delta Electronic Inc. Director, CTCI Advanced Systems Representative of institutional shareholder of XRSpace Co., Ltd., Alpha Ring International
	Pan Wei Ta	61~70	JD, University of Nebraska President, Soochow University Dean, School of Law, Soochow University Dean, Department of Law, Soochow University Professor, Department of Law, Soochow University	Independent Director of SinoPac Financial Holdings Lecture Professor, Department of Law, Soochow University

2. In the case of the representative of an institutional shareholder, the name of the institutional shareholder and the names of its 10 largest shareholders (and the holding percentage of each) shall be noted:

March 31, 2025

Name of institutional shareholder	Major shareholders of institutional shareholder	
	Name	Shareholding Ratio
Chang Xin Investment Development Co., Ltd.	Liu Yao Kai	50.00%
	Ding Sheng Digital Life Co., Ltd.	50.00%

Major Shareholders of institutional shareholder

Name of institutional shareholder	Major shareholders of institutional shareholder	
	Name	Shareholding Ratio
Ding Sheng Digital Life Co., Ltd	Jun-An Construction Development Co., Ltd.	43.36%
	Rih Jun Investment Co., Ltd.	25.44%
	Chic Stuff Incorporated	20.70%
	Jin-Hua-Tai Investment Co., Ltd.	10.50%

3. Professional qualifications of directors and information disclosure of independence of independent directors:

Criteria Name	Academic Background	Professional qualifications and experiences	Suitability / independence status	Number of other public companies concurrently serving as an independent director
Chairman Lin Rong Shian	Construction project	He has the ability to lead, make decisions and judgments about operations, as well as business management and crisis management competence. He has a deep understanding about the Company's industry and a sharp and decisive business judgement that has led the Company through crises time after time, shaping today's diversified Radium Life Group.	1. He has an employee status; 2. He has not been a person of any conditions defined in Article 30 of the Company Act.	—
Vice Chairman Lin Hua Chun	Construction management	He has the ability to make judgments about operations and international market view; followed the step of predecessors to begin the succession model. He has received comprehensive training to accumulate more professionalism and experience, aiming for the objective of sustainable development.		—
Director Liu Yao Kai	Business management	He has the ability to make decisions and judgments about operations as well as business management competence. He has been able to create extraordinary performance for the Company with his many years of experience in marketing and management.		—

Criteria Name	Academic Background	Professional qualifications and experiences	Suitability / independence status	Number of other public companies concurrently serving as an independent director
Director Kerwin Go	Business management	Possesses an international market perspective, ability to perform accounting and financial analysis, and ability to make operational judgments, has accumulated the professional ability of business management by working abroad, and will lead the Company to the international level and move towards the goal of sustainable development.	1.He has an employee status; 2.He has not been a person of any conditions defined in Article 30 of the Company Act.	—
Director Shia Ben Chang	Statistical analysis	With expertise in big data analysis and AI to assist and advise the Company in all aspects of its operations.	1.He is not an employee and does not hold any shares of the Company; 2.He has not been a person of any conditions defined in Article 30 of the Company Act.	1
Independent Director K. C. Chou	International business management	He has accounting and financial expertise, as well as extensive experience in the capital market with his professionalism in securities and financial affairs. He has served as a chairman of a listed company for a number of years and has accumulated strong operational management and leadership experience.	The person, their spouses and second-degree relatives met the following conditions during the two years prior to and during their term of service: 1. Not serving as a director, supervisor or employee of the Company or its affiliates;	2
Independent Director Ou Chin Der	Civil engineering	Possesses the ability of lead, ability to make decisions, ability to make operational judgments, and manage risks. Not only has extensive experience in multiple infrastructure projects, but also held important government positions for many years, which can assist the Company in improving the management system.	2. Not holding any of the Company's shares; 3. Not serving as a director, supervisor or employee of a company that has a specific relationship with the Company (as defined in Article 3, Paragraph 1, Subparagraphs 5-8 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies);	2
Independent Director Lu Shyue Ching	Electrical engineering	He has extensive and professional experience in cyber/communications. With his many years of serving as a chairman of a listed company, he has accumulated strong operational management and leadership experience.	4. Amount of remuneration received for commercial, legal, financial and accounting services provided by the Company or its affiliates in the past two years did not exceed NT\$500,000;	2
Independent Director Pan Wei Ta	Law	He is an expert in the field of law and has strong management and leadership experience. With his expertise in management and leadership experience, he is able to provide his insights to the Company and share his practical experience and valuable advice.	5. Not been a person of any conditions defined in Article 30 of the Company Act.	1

4. Diversity and independence of Board of Directors

(1) Diversity policy and goal

In an effort to strengthen corporate governance and promote the sound development of the structure of the Board of Directors, The Company follows the authority's diversity strategy and adopts a candidate nomination system and meeting held on January 13, 2016 approved to formulate the “Policy for Diversity of Board Members”. The Policy specifies that, upon evaluating Board candidates, aspects of diversity of Board members will be taken into account, including but not limited to their gender, age, culture and educational background, race, professional experience, skills, knowledge and terms of service. The Company’s “Corporate Governance Best-Practice Principles” sets forth that the Board of Directors as a whole shall be equipped with 8 major abilities, including the ability to make judgement about operations and accounting and financial analysis, business management, crisis handling, industry knowledge, international market view, leadership and decision-making competence. Also, an appropriate policy on diversity shall be proposed based on the Company’s business based on the company's business operations, operating dynamics, and development needs. Combining the above concepts, the Company has set different professional backgrounds as the target to measure the diversity of the Board of Directors.

(2) Implementation of diversity for Board members

Director Name	Nationality	Sex	As part-time employee	Age			Independent director Service year (seniority)			Professional experience and skills							
				31 50	51 70	71 and above	Undr 3 years	3 - 9 years	More than 9 years	Operational judgment	Accounting analysis	Operation and management	Crisis management	Industrial knowledge	International market view	Leadership	Decision-making ability
Lin Rong Shian	R.O.C	Male	✓			✓				✓	✓	✓	✓	✓	✓	✓	✓
Lin Hua Chun	R.O.C	Male	✓	✓						✓				✓	✓		✓
Liu Yao Kai	R.O.C	Male	✓		✓					✓		✓	✓	✓	✓	✓	✓
Kerwin Go	P.H.L	Male	✓	✓						✓	✓				✓		✓
Shia Ben Chang	R.O.C	Male			✓					✓			✓		✓	✓	✓
K. C. Chou	R.O.C	Male				✓		✓		✓	✓	✓	✓		✓	✓	✓
Ou Chin Der	R.O.C	Male				✓	✓			✓		✓	✓	✓	✓	✓	✓
Lu Shyue Ching	R.O.C	Male				✓		✓		✓		✓	✓		✓	✓	✓
Pan Wei Ta	R.O.C	Male			✓			✓		✓			✓		✓	✓	✓

(3) Independence of Board of Directors

The current 10th board of directors comprises 9 seats of directors, of which 3 directors are second-degree relatives, accounting for 33.33% of the total seats of the Board, and in line Paragraph 3 and 4, Article 26-3 of the Securities and Exchange Act. In addition, in order to strengthen the independence of the Board of Directors, the Company increased the number of independent directors to 4, accounting for 44.44% of those on the Board, hoping to improve the corporate governance function.

(4) Specific target achievement

The current 10th Board of Directors has professional backgrounds in different fields such as industry, engineering, finance, law and other fields required by the Company, as well as the knowledge, management, and skills that are generally required to perform their duties. The Company has achieved the target of the diversity of the Board of Directors, as explained below

The 10th board of directors of the Company comprise of 5 directors: Mr. Lin Rong Shian, Mr. Lin Hua Chun, Mr. Liu Yao Kai, Mr. Kerwin Go and Mr. Shia Ben Chang; and 4 independent directors including Mr. K. C. Chou, Mr. Ou Chin Der, Mr. Lu Shyue Ching and Mr. Pan Wei Ta, for a total of 9 directors. Each director possesses the ability to lead, the ability to make decisions, ability to make operational judgments, ability to conduct management administration, ability to conduct crisis management, an international market perspective, and risk management, as well as major professional backgrounds in different fields, including engineering, marketing, big data analysis, and AI, international business administration, finance, communications, law, etc. Among these directors, 4 directors are also employees of the Company (representing 44.44% of the seats), who have an in-depth understanding of the Company's industries and operations and are able to communicate directly with the independent directors, facilitating decision-making judgments and efficiency.

The Company also makes use of the expertise of the directors in big data analysis and AI (representing 11.12% of the seats) to help revise the Company's operational decisions at any time. Among the four independent directors (representing 44.44% of seats), Mr. K.C. Chou has extensive practical experience in the capital market and is familiar with securities and financial matters; Mr. Lu Shyue Ching has extensive and professional experience in information/communications, and both have served as the chairman of listed companies for many years. Mr. Ou Chin Der once served as the Chairman and CEO of Taiwan High Speed Rail. He has professional knowledge and practical experience in engineering. He also served as the Vice Mayor of Taipei City Government and has rich experience in operations management. Mr. Pan Wei Ta serves as the President of Soochow University. In addition to his professional skills in the field of law, he also has profound leadership and management skills. The four independent directors currently serve as directors/independent director positions in multiple listed companies. With the operational management and leadership experience, these independent directors often sit in the meeting and provide professional insights and share practical experiences, and valuable advice that are helpful to the Company's business development.

Achievement for specific targets is as follows:

Item	Management Targets	Achievement
1	Number of independent directors exceeds one-third of the number of total directors	Achievement target
2	The term of service of independent directors has not exceeded 3 terms	Achievement target
3	Younger board members (minimum 2 seats under the age of 50)	Achievement target
4	At least 1 female director	During the full re-election of the Board of Directors in 2025, 1 female director candidate was nominated

- (5) If less than one-third of board seats are held by directors of either gender, please explain the reason and describe planned measures to enhance gender diversity on the board:

Currently, all members of the Company's Board of Directors are male. During the comprehensive board re-election in 2025, although one female director was nominated, the proportion of female directors still falls short of the one-third requirement. This is primarily due to the Company's industry characteristics in construction and engineering-related fields, which are highly technical and labor-intensive. Core positions such as engineering management, on-site construction, and technical supervision are predominantly occupied by males, naturally limiting female representation in senior decision-making roles and consequently affecting the gender composition of the Board. While the Company was originally established in the construction sector, in recent years the Group has diversified its operations to include various industries such as construction, building contracting, department store retail, hospitality, leasing, asset management, wastewater treatment, reclaimed water operations, energy technology services, and cosmetics manufacturing. The Company already has several female executives in these areas. Moving forward, the Company will continue to plan for board member diversity (including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, and other dimensions).

(II) President, assistant presidents, deputy assistant presidents, and the supervisors of all the company's divisions and branch units:

March 31, 2024; Unit: shares

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangemen		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	(%)	Shares	(%)	Shares	(%)			Position	Name	Relation
Chairman Chief Executive Officer	R.O.C	Lin Rong Shian (Note 1)	Male	2005.06.22	115,000,000	11.11%	27,077,962	2.62%	95,006,221	9.18%	(Note 3)		Special Assistant	You Wan Ying	Spouse
													Vice Chief Executive Officer	Lin Hua Chun	1st degree of kinship
													Administration and Management Center Director	Lin Yi Chun	1st degree of kinship
													Group President	Kerwin Go	1st degree of kinship
Vice Chairman Vice Chief Executive Officer, Group President, and Unified Procurement Center President	R.O.C	Lin Hua Chun	Male	2014.04.01	11,548,530	1.12%	158,926	0.02%	-	-	(Note 3)		Chief Executive Officer	Lin Rong Shian	1st degree of kinship
													Special Assistant	You Wan Ying	1st degree of kinship
													Administration and Management Center Director	Lin Yi Chun	2nd degree of kinship
													Group President	Kerwin Go	2nd degree of kinship
Director President and Group President	R.O.C	Liu Yao Kai	Male	2007.03.16	551,492	0.05%	253,669	0.02%	-	-	(Note 3)		—	—	—
Director Group President and Operation and Management Center President	P.H.L	Kerwin Go	Male	2008.01.01	4,518,033	0.44%	6,407,833	0.62%	-	-	(Note 3)		Administration and Management Center Director	Lin Yi Chun	Spouse
													Chief Executive Officer	Lin Rong Shian	1st degree of kinship
													Special Assistant	You Wan Ying	1st degree of kinship
													Vice Chief Executive Officer	Lin Hua-Chun	2nd degree of kinship

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangemen		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	(%)	Shares	(%)	Shares	(%)			Position	Name	Relation
Administration and Management Center Director	R.O.C	Lin Yi Chun	Female	2008.01.01	6,407,833	0.62%	4,518,033	0.44%	-	-	(Note 3)		Group President	Kerwin Go Lin Rong Shian	Spouse 1st degree of kinship
													Executive Officer	You Wan Ying Lin Hua Chun	1st degree of kinship
													Vice Chief Executive Officer		2nd degree of kinship
Senior Vice President, Operation and Management Center (Corporate governance officer and finance officer)	R.O.C	Tina Chen	Female	2006.01.01	565,372	0.05%	-	-	-	-			—	—	—
Senior Vice President, Administration and Management Center as well as Head of Digital Development Division	R.O.C	Johnson Wang	Male	2022.05.26	19,000	0.00%	-	-	-	-			—	—	—
Special Assistant to the Chairman	R.O.C	Lee Shun Min (Note 2)	Male	2023.02.01	50,000	0.00%	-	-	-	-			—	—	—
Senior Vice President, Project Development Division	R.O.C	Mei Yung Ho (Note 2)	Male	2017.06.01	171,711	0.02%	57,408	0.01%	-	-			—	—	—
Vice President, Internal Audit Division (Internal Audit officer)	R.O.C	Wang Po Chien	Male	2020.11.13	-	-	-	-	-	-			—	—	—
Vice President Sustainable Development Divisio	R.O.C	Daniel Ting	Male	2022.03.09	-	-	-	-	-	-			—	—	—

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangemen		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship		
					Shares	(%)	Shares	(%)	Shares	(%)			Position	Name	Relation
Vice President, Accounting Division (Accounting officer)	R.O.C	Rita Liu	Female	2009.12.15	188,448	0.02%	-	-	-	-	(Note 3)		—	—	—
Vice President, Legal Division	R.O.C	Lee Chia Hui	Female	2019.01.01	-	-	-	-	-	-			—	—	—
Vice President, Administration Division	R.O.C	Su Chen Shih	Male	2020.01.01	60,400	0.01%	-	-	-	-					
Associate Vice President, Information Technology Management Division	R.O.C	Kevin Yang	Male	2014.06.01	15,893	0.00%	-	-	-	-			—	—	—
Associate Vice President, Investor and Public Relations Office	R.O.C	Christine Chen	Female	2019.05.13	-	-	-	-	-	-			—	—	—
Associate Vice President, Operation & Planning Division	R.O.C	Sandy Wang (Note 2)	Female	2024.07.01	30,000	0.00%	-	-	-	-					
Associate Vice President, Accounting Division	R.O.C	Wu Tsung Che (Note 2)	male	2024.07.01	14,003	0.00%	-	-	-	-					
Associate Vice President, Finance Department	R.O.C	Chen Yu Ting (Note 2)	Female	2024.07.01	50,168	0.00%	-	-	-	-					
Associate Vice President, Legal Division	R.O.C	Fu Chia Ho (Note 2)	male	2024.07.01	25,000	0.00%	1,567	0.00%	-	-					
Associate Vice President, Project Development Division	R.O.C	Liu Chao Hsien (Note 2)	Female	2024.07.01	45,471	0.00%	-	-	-	-					

Note 1: Where the president or person of an equivalent post (the highest level manager) of a company and the chairman 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 (e.g. adding seats of independent directors and the majority of directors do not serve concurrently as employees or managerial officers) adopted in response thereto.

The Chairman of the Company also serves as the Chief Executive Officer, to improve operating efficiency and decision-making execution. The Chairman directly communicates with the directors of the Company's operating overview, strategic objectives, and other information. The Company's current specific measures are as follows:

- (1) The current three independent directors are specialized in operation management of finance, law, information/ communication, and provide professional insights, share practices experience and many valuable suggestions from their abundant practical experience, for effective performing their supervisory function.
- (2) The Audit Committee and the Remuneration Committee have implemented relevant regulations, fully discuss in each meeting and made recommendations for the Board of Directors as reference, in order to enable the Board of Directors to comply with laws and regulations, the Articles of Incorporation or the resolutions of the shareholders' meeting to exercise its authorities, for strengthening and Implementing corporate governance.
- (3) Each year, we arrange for directors to participate in director courses or on-site courses offered by Securities and Futures Institute, the Taiwan Corporate Governance Association, or other external professional institutions, to improve the professional knowledge of each director, and thereby strengthen the professional knowledge and operational efficiency of the board of directors.
- (4) During the re-election of the Company's 10th session of directors in 2022, the Company has increased the number of independent directors, and a majority of the directors are not concurrently employees or managers, meeting regulatory requirements and ensuring the best interests of the Company and investors.

Note 2: For the most recent fiscal year, up to the date of the annual report's printing, changes in the company's management team are as follows:

- (1) Mr. Li Shun-Min's appointment contract expired on January 31, 2025; only his employment information during his tenure is disclosed.
- (2) Mr. Mei Yong-Ho was promoted to Senior Vice President on July 1, 2024.
- (3) Mr. Su Chen-Shih was promoted to Vice President on July 1, 2024.
- (4) Ms. Sandy Wang, Ms. Chen Yu-Ting, Ms. Liu Chao-Hsien, Mr. Wu Tsung-Che, and Mr. Fu Chia-Ho were promoted to Assistant Vice President on July 1, 2024.

Note 3: Major experience (education) and positions concurrently serving in other companies.

Title	Name	Experience (Education)	Other Position
Chairman Chief Executive Officer	Lin Rong Shian	Pingdong Industrial Vocational High School Chairman and Chief Executive Officer, Radium Life Tech	Chairman of Wan Da Tong, Jing-Jan Investment Holding, Rih Ding Circular Econ Inv Hldg, Rih Ding Water Enterprise, Rih Siang Property Management, Prolactic Medical Product, Rih Zuan Green Energy, Jing Ding Green Energy, Bao Ding Reclaimed Water, Li Chiang Development, Rih Yao Development, Zhao Yao Enterprise, Xin Xiu Ge Hotel, Radium Far East, Golden Century, and Radium Foundation. Director of Jing-Jan Retail Business, Ji Shun Life Tech, Ji Sheng Zih Chan Development and Ding Sheng Green Energy
Vice Chairman Vice Chief Executive Officer, Group President, and Unified Procurement Center President	Lin Hua Chun	Master, Graduate Institute of Construction Engineering and Management of National Central University Bachelor, Business Administration, University of Southern California Special Assistant to Chairman, Radium Life Tech	Director of Titan Development and Construction, Rih Ding Circular Econ Inv Hldg, Zhao Ya Enterprise, Li Chiang Development, Prolactic Medical Product, Xin Xiu Ge Hotel, Jing Ding Green Energy and Bao Ding Reclaimed Water. Supervisor of Wan Da Tong, Radium-Kagaya, Ji Shun Life Tech, Ji Sheng Zih Chan Development, Jing-Jan Investment Holding, Rih Yao Development, Jing-Jan Digital Square, Rih Zuan Green Energy, and Jing Yang Apartment.
Director President and Group President	Liu Yao Kai	MBA, National Cheng Chi University National Taiwan College of Arts Business President, Radium Life Tech	Chairman of Ji Shun Life Tech; Person in Charge of Chang Xin Investment Director of Rih Ding Circular Econ Inv Hldg, Rih Ding Water Enterprise, Jing Ding Green Energy, Bao Ding Reclaimed Water, Rih Siang Property Management, Rih Yao Development, Zhao Yao Enterprise, Radium Far East, Ji Sheng Zih Chan Development and Jing Yang Apartment. Supervisor of Xin Xiu Ge Hotel
Director Group President and Operation and Management Center President	Kerwin Go	Pepperdine University MBA Johnson Controls Inc. Business President, Radium Life Tech	Director of Li Chiang Development, Prolactic Medical Product, Rih Zuan Green Energy, Ding Sheng Green Energy, Xin Xiu Ge Hotel, Rih Yao Development, and Jing Yang Apartment. Supervisor of Zhao-Yao Enterprise, Rih Ding Circular Econ Inv Hldg, Jing Ding Green Energy and Bao Ding Reclaimed Water.
Administration and Management Center Director	Lin Yi Chun	Pepperdine University MBA Director of Administration and Management Center, Radium Life Tech	Chairman of Jing-Jan Retail Business, Jing-Jan Digital Square and Ji Sheng Zih Chan Development Director of Jing-Jan Investment Holding, Wan Da Tong, Rih Zuan Green Energy, Radium Far East, Radium Foundation, and Golden Century

Title	Name	Experience (Education)	Other Position
Senior Vice President, Operation and Management Center (Corporate governance officer and finance officer)	Tina Chen	Master, Graduate Institute of Management, National Taiwan University of Science and Technology. Master, Department of Business Administration, Tamkang University Associate Vice President, Radium Life Tech	Director of Jing Ding Green Energy
Senior Vice President, Administration and Management Center as well as Head of Digital Development Division	Johnson Wang	Master's Degree in Information Management at Tamkang University Senior Director of NTT Data Taiwan IT Department Manager of HITACHI YUNGTAY CIO of Win-Win Technology	None
Special Assistant	Lee Shun Min	Ph.D., Department of Civil and Environmental Engineering, Massachusetts Institute of Technology (MIT) President, CECI	None
Senior Vice President, Project Development Division	Mei Yung Ho	Master, Civil and Construction Engineering at National Taiwan University of Science and Technology Executive Vice President of China Real Estate Management; Executive Vice President and Spokesperson of Dali Development Co., Ltd.	Director of Rih Siang Property Management
Vice President, Internal Audit Division (Internal Audit officer)	Wang Po Chien	LLM, University of Illinois at Springfield Bachelor, Department of Law, Soochow University Chief Legal Officer of CTCI Corporation; Chief Auditor, RSEA Engineering Corporation Part-time Associate Professor, Institute of Construction Engineering and Management of National Central University	None
Vice President, Sustainable Development Division	Daniel Ting	Ph.D., Department of Civil Engineering, National Taiwan University Master, Civil and Construction Engineering at National Taiwan University of Science and Technology Head of HSE, CTCI Group	None
Vice President, Accounting Division (Accounting officer)	Rita Liu	Department of Accounting, Soochow University Vice Manager, Accounting Department, Aichun Technology Co., Ltd.	None
Vice President, Legal Division	Lee Chia Hui	Department of Law, Financial Law Section, National Taiwan University Partner, Wang and Company	None
Vice President, Administration Division	Su Chen Shih	Master, The Institute of Human Resource Management, Sun Yat-sen University Vice Manager, Lager Network Technologies	None
Associate Vice President, Information Technology Management Division	Kevin Yang	Tamsui Junior College of Industrial & Business Administration Manager of Liangwei Electronics and DBTEL; Vice Manager of Dongsan Multimedia	None
Associate Vice President, Investor and Public Relations Office	Christine Chen	Master, Mass Communication Spokesperson and Chief of Investor Relation Division, Green energy technology	None

Title	Name	Experience (Education)	Other Position
Associate Vice President, Operation & Planning Division	Sandy Wang	Master, Department of Business Administration, Soochow University Assistant Manager, Jing-Jan Retail Business Company Limited Manager, IDÉE Fashion store, China Rebar Co., Ltd.	None
Associate Vice President, Accounting Division	Wu Tsung Che	Department of Business Administration, National Taiwan University of Science and Technology Senior Manager, Jing-Jan Investment Holding Co., Ltd.	None
Associate Vice President, Finance Department	Chen Yu Ting	Master, Business School, Loughborough University, UK Assistant Manager, Jing-Jan Investment Holding Co., Ltd. Junior Manager, Investment Banking Division, Yuanta Securities Co., Ltd.	None
Associate Vice President, Legal Division	Fu Chia Ho	Master, School of Law, Soochow University Attorney-at-Law, PwC Taiwan Attorney-at-Law, Chen & Lin Attorneys-at-Law	None
Associate Vice President, Project Development Division	Liu Chao Hsien	Master, Department of Civil and Construction Engineering, National Taiwan University of Science and Technology Engineer, Titan Development & Construction Engineer, Arch-World Architectural Firm	None

II. Remunerations to Directors, President, and Vice Presidents in the Recent Year

(I). Remunerations of Directors

Unit: NT\$ Thousand

Title	Name		Remuneration								Ratio of Total Remuneration (A+B+C+D) to Net Income (%)		Relevant Remuneration Received by Directors Who are Also Employees								Ratio of Total Compensation (A+B+C+D+E+F+G) To Net Income (%)		Remuneration from ventures other than subsidiaries or from the parent company
			Base Compensation (A)		Severance Pay (B)		Directors Compensation(C)		Allowances (D)				Salary, Bonuses, and Allowances (E)		Severance Pay (F)		Employee Compensation (G)						
			The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities			The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company				
	Cash	Share									Cash	Share											
Chairman	Lin Rong Shian		0	2,040	0	0	0	2,310	110	1,506	110 (0.14%)	5,856 (7.48%)	9,660	10,150	0	0	0	0	0	0	9,770 (12.48%)	16,006 (20.45%)	0
Vice Chairman	Lin Hua Chun		0	480	0	0	0	310	110	371	110 (0.14%)	1,161 (1.48%)	5,395	5,861	108	108	0	0	0	0	5,613 (7.17%)	7,130 (9.11%)	0
Directors	Chang Xin Investment Development Co., Ltd Representative	Liu Yao Kai	0	840	0	0	0	310	110	300	110 (0.14%)	1,450 (1.85%)	4,919	4,919	108	108	0	0	0	0	5,137 (6.56%)	6,477 (8.28%)	0
		Kerwin Go	0	720	0	0	0	310	100	321	100 (0.13%)	1,351 (1.73%)	4,315	4,315	108	108	0	0	0	0	4,523 (5.78%)	5,774 (7.38%)	0
	Shia Ben Chang		1,000	1,000	0	0	0	0	100	100	1,110 (1.41%)	1,110 (1.41%)	0	0	0	0	0	0	0	0	1,100 (1.41%)	1,100 (1.41%)	0
Independent Director	K. C. Chou		1,240	1,240	0	0	0	0	110	110	1,350 (1.72%)	1,350 (1.72%)	0	0	0	0	0	0	0	0	1,350 (1.72%)	1,350 (1.72%)	0
	Ou Chin Der		1,240	1,240	0	0	0	0	110	110	1,350 (1.72%)	1,350 (1.72%)	0	0	0	0	0	0	0	0	1,350 (1.72%)	1,350 (1.72%)	0
	Lu Shyue Ching		1,240	1,240	0	0	0	0	110	110	1,350 (1.72%)	1,350 (1.72%)	0	0	0	0	0	0	0	0	1,350 (1.72%)	1,350 (1.72%)	0
	Pan Wei Ta		1,000	1,000	0	0	0	0	110	110	1,110 (1.42%)	1,110 (1.42%)	0	0	0	0	0	0	0	0	1,110 (1.42%)	1,110 (1.42%)	0

Note 1: The Company's remuneration policies, standards, and packages, the procedure for determining remuneration for independent directors, and its linkage to operating performance and future risk exposure:

- (1). Pursuant to the Articles of Incorporation, the remuneration to all directors shall be paid according to the usual standards of the same industry regardless of operating profit or loss. The remuneration paid to the directors is authorized to the board of directors to be determined based on their value of participation level in the Company's operations as well as their contribution, and the Company's operating condition shall also be taken into account. The remuneration is set at a level that does not exceed the maximum wage standard stipulated in the Company's wage Management Measures.
- (2). The Company has the Procedures for Director's Remuneration Appropriation and Payment in place, specifying that independent directors do not participate in the distribution of directors' remuneration for each year. In other words, regardless of the profit or loss, the Company will pay fixed compensations.
- (3). For the fixed compensation received by independent directors, the Company's operations, financial position and directors' responsibilities have been taken into account, and the directors' performance appraisal are conducted every year, for submitting the appraisal results to the Board of Directors, as a reference for review and improvement and future selection of directors.

Note 2: In addition to the disclosure in the above table, in the most recent fiscal year, remuneration received by directors (e.g., serving as a consultant for a non-employee of the parent company/companies included in the financial statements/investment businesses): None.

Note 3: The remunerations disclosed in the table have different concept from the income tax. Therefore, the purpose of the table is to disclose information but not for tax purpose

(II). Remunerations to President and Vice Presidents

Unit: NT\$ Thousand

Title	Name	Salary (A)		Severance Pay (B)		Bonuses and Allowances (C)		Employee Compensation (D)				Ratio of total compensation (A+B+C+D) to net income (%)		Remuneration from ventures other than subsidiaries or from the parent company
		The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company		All Consolidated Entities		The Company	All Consolidated Entities	
								Cash	Stock	Cash	Stock			
Chief Executive Officer	Lin Rong Shian	35,296	35,296	1,281	1,281	15,195	16,461	0	0	0	0	51,772 (66.14%)	53,038 (67.76%)	0
Senior Vice Chief Executive Officer	Shen Ching Peng (Note1)													
Vice Chief Executive Officer, Group President, and Unified Procurement Center President	Lin Hua Chun													
Interim President and Group President	Liu Yao Kai													
Group President and Operation and Management Center President	Kerwin Go													
Administration and Management Center Director	Lin Yi Chun													
Special Assistant	You Wan Ying													
Senior Vice President(Note 1)	Liu Chug Chun													
Senior Vice President	Tina Chen													
Senior Vice President	Johnson Wang													
Special Assistant	Lee Shun Min (Note3)													
Vice President	Mei Yung Ho													
Vice President	Wang Po Chien													
Vice President	Daniel Ting													
Vice President	Rita Liu													
Vice President	Lee Chia Hui													
Vice President(Note 2)	Su Chen Shih													

Note 1: Mr. Li Shun-Min's appointment contract expired and he was discharged from his position on January 31, 2025.

Note 2: Mr. Su Chen-Shih was promoted to Vice President on July 1, 2024.

Note 3: The remunerations disclosed in the table have different concept from the income tax. Therefore, the purpose of the table is to disclose information but not for tax purpose.

Ranges of President and Vice President' Remunerations

Ranges of Remunerations	Name of President and Vice President	
	The Company	All Consolidated Entities
Under NTD 2,000,000	Lee Shun Min, Su Chen Shih	Lee Shun Min, Su Chen Shih
NTD 2,000,000 (inclusive) ~ NTD 5,000,000 (exclusive)	Kerwin Go, Lin Yi Chun Tina Chen, Johnson Wang, Mei Yung Ho Wang Po Chien, Daniel Ting, Rita Liu Lee Chia Hui	Kerwin Go, Lin Yi Chun Tina Chen, Johnson Wang, Mei Yung Ho Wang Po Chien, Daniel Ting, Rita Liu Lee Chia Hui
NTD5,000,000 (inclusive) ~ NTD10,000,000 (exclusive)	Lin Rong Shian, Lin Hua Chun, Liu Yao Kai	Lin Rong Shian, Lin Hua Chun, Liu Yao Kai
NTD10,000,000 (inclusive) ~ NTD15,000,000 (exclusive)	—	—
NTD15,000,000 (inclusive) ~ NTD30,000,000 (exclusive)	—	—
NTD30,000,000 (inclusive) ~ NTD50,000,000 (exclusive)	—	—
NTD50,000,000 (inclusive) ~ NTD100,000,000 (exclusive)	—	—
Over NTD100,000,000	—	—
Total	14	14

Remuneration to the top five executives with the highest remuneration:

Title	Name	Salary (A)		Severance Pay (B)		Bonuses and Allowances (C)		Employee Compensation (D)				Ratio of total compensation (A+B+C+D) to net income (%)		Remuneration from ventures other than subsidiaries or from the parent company
		The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company	All Consolidated Entities	The Company		All Consolidated Entities		The Company	All Consolidated Entities	
								Cash	Stock	Cash	Stock			
Chief Executive Officer	Lin Rong Shian	7,107	7,107	0	0	2,553	3,043	0	0	0	0	9,660 (12.34%)	10,150 (12.97%)	0
Vice Chief Executive Officer, Group President, and Unified Procurement Center President	Lin Hua Chun	3,336	3,336	108	108	2,059	2,525	0	0	0	0	5,503 (7.03%)	5,969 (7.63%)	0
President and Group President	Liu Yao Kai	3,131	3,131	108	108	1,788	1,788	0	0	0	0	5,027 (6.42%)	5,027 (6.42%)	0
Group President and Operation and Management Center President	Kerwin Go	2,667	2,667	108	108	1,648	1,648	0	0	0	0	4,423 (5.65%)	4,423 (5.65%)	0
Administration and Management Center Director	Lin Yi Chun	2,629	2,629	108	108	1,525	1,525	0	0	0	0	4,262 (5.44%)	4,262 (5.44%)	0

(III) Managerial officers receiving employee remunerations and state of distribution:

The Company recorded net loss before tax in 2024, and therefore no employee remuneration was distributed.

- (IV) Analysis of remuneration paid to Directors, Supervisors, Presidents and Vice Presidents by the Company and all consolidated entities in the recent 2 years as a percentage of net income in the parent company only or individual financial statements and explanation on remuneration policy, standards and composition, procedures and the correlation with operation performance and future risks.

Unit: NT\$ Thousand

Year \ Item	The Company		All Consolidated Entities	
	Total remuneration	Ratio to net income (%)	Total remuneration	Ratio to net income (%)
2023	67,572	(73.03%)	78,561	(84.91%)
2024	58,462	(74.69%)	73,041	(93.31%)

1. The remunerations paid to directors and supervisors in the recent two years by all companies included in the consolidated financial statements are described as the following.
 - (1) Pursuant to the Articles of Incorporation, the remuneration to all directors shall be paid according to the usual standards of the same industry regardless of operating profit or loss. The remuneration paid to the directors is authorized to the board of directors to be determined based on their value of participation level in the Company's operations as well as their contribution, and the Company's operating condition shall also be taken into account. The remuneration is set at a level that does not exceed the maximum wage standard stipulated in the Company's wage Management Measures.
 - (2) According to the Articles of Incorporation of the Company, if the Company makes a profit during the year, the Board of Directors shall resolve to appropriate no more than one percent as directors' remuneration.
 - (3) The Company has the Procedures for Director's Remuneration Appropriation and Payment, and divides the remuneration into three categories: remuneration, compensation and service expenses.
 - A. Remuneration: The total amount is appropriated based on the Company's Articles of Incorporation, relevant laws and regulations, and reference to the level of peer's level; the distribution is based on the degree of participation and contribution of the directors and supervisors to the Company's operations during their tenure.
 - B. Compensation: refers to the compensation received by the directors for performing their duties or concurrently serving as functional committee members, and is paid based on the qualifications of the directors and reference to the level of peers. It is specified that independent directors do not participate in the distribution of directors' remuneration for each year. In other words, regardless of the profit or loss, the Company will pay fixed compensation ns.
 - C. Service expenses refer to the transportation subsidies, special allowance, and various allowances received by the directors when they perform their duties or concurrently serve as functional committee members.
 - (4) The independent directors of the Company receive fixed remuneration and travel expenses; their remuneration is of no relevance to performance. In addition to receiving travel expenses, remuneration to other directors is determined based on their participation in and contribution to the Company's operation, as well as endorsements and guarantees. The percentage of remuneration paid to the directors is calculated based on the evaluation results.
 - (5) The remuneration to the directors and supervisors of the non-public subsidiaries is paid in accordance with the Articles of Incorporation or charters of the respective companies.

2. The wage structure of managerial officers of the Company and the subsidiaries, is divided into Wages, bonuses and subsidies are explained as follows:
- (1) Wage is paid monthly, which is divided into basic wage and allowance; the basic wage is determined based on the reference to the peer's level, title, rank, educational/industrial background, professional capabilities, or certain performance, or satisfaction of certain criteria; allowances are granted for serving as specific positions or conducting specific duties: For example: allowance for supervisors and allowance for construction.
 - (2) Bonuses are granted based on work performance or specific work results, including project bonus, year-end-bonus and employee remuneration.
 - A. Project bonuses are granted based on the employee's achievement rate of the Company's projects, financial benchmarks or special contributions.
 - B. The total remuneration amount is determined based on the profitability and operating performance indicators (e.g., achievement of the Company's revenue and profit after tax). Each individual's position, length of service and performance will serve as indicators for distribution standards. The Remuneration Committee then reviews the determined remuneration prior to submitting to the Board of Directors for resolution.
 - C. According to the provisions of the Company's Articles of Incorporation and pre-tax income as the basis for allocation, the allocation criteria for employee compensation are evaluated based on relevant performance indicators for operations, and shall be deliberated and approved by the Remuneration Committee before resolved by the board of directors.
 - (3) "Subsidies" are open for application by employees who meet specific conditions, such as transportation subsidy and medical examination subsidy.
3. In addition to the rewards or remuneration mentioned above, if directors, supervisors or managers have moral hazard incidents, improper internal management, personnel fraud or other circumstances that cause negative image and goodwill damage of the Company, they will be punished in due course and will serve as a reference for future review and payment of reasonable remuneration.

III. Implementation of Corporate Governance

(I) Operation of the Board of Directors

A total of 11 meetings of the Board of Directors were held in 2024, and the attendance of directors is summarized as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Remarks
Chairman	Lin Rong Shian	11	0	100.00%	
Director	Lin Hua Chun	11	0	100.00%	
Director	Chang Xin Investment Development Co., Ltd. Representative: Kerwin Go	10	1	90.91%	
Director	Chang Xin Investment Development Co., Ltd. Representative: Liu Yao Kai	11	0	100.00%	
Director	Shia Ben Chang	10	0	90.91%	
Independent Director	K. C. Chou	11	0	100.00%	
Independent Director	Ou Chin Der	11	0	100.00%	
Independent Director	Lu Shyue Ching	11	0	100.00%	
Independent Director	Pan Wei Ta	11	0	100.00%	

Other items to be stated:

I. If any of the following circumstances occur, the dates of the meetings, sessions, contents of motion, all independent directors'

(I) opinions and the company's response should be specified:

Matters referred to in Article 14-3 of the Securities and Exchange Act: The Company has the Audit Committee in place, and pursuant to Article 14-5 of the Securities and Exchange Act, such matters shall be approved by the majority of the Audit Committee and submitted to the Board of Directors for resolution; Article 14-3 of the Securities and Exchange Act is not applicable. Please refer to the Operation of the Audit Committee later.

(II) Other matters involving objections or expressed reservations by independent directors that were recorded or stated in writing that require a resolution by the board of directors: None.

II. If there are directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified.

Date	Name of director	Proposal description	Reason of recusal, and participation of voting
2024.1.26	Lin Rong Shian Lin Hua Chun Liu Yao Kai Kerwin Go	Distribution of managerial officers' remuneration	Recusal due to conflict of interest; not participating in discussion and voting.
2024.1.26	Lin Rong Shian Lin Hua Chun Liu Yao Kai Kerwin Go	Proposal on the number of shares available for subscription by company managers in the cash capital increase and issuance of new shares.	Recusal due to conflict of interest; not participating in discussion and voting.
2024.07.18	Lin Rong Shian Lin Hua Chun Liu Yao Kai Kerwin Go	Proposal for Management Salary Adjustment	Recusal due to conflict of interest; not participating in discussion and voting.

III. Evaluation of the Board of Director

Evaluation cycle	Evaluation periods	Evaluation scope	Evaluation method	Evaluation content
Once a year	January 1, 2024 to December 31, 2023	Including the performance appraisals of all the board of directors, individual board member, and functional committees	Self-assessment in the Board of Directors and board member	Described as the following:

On January 14, 2020, the Board of Directors approved the amendments to the “Procedures of the Board of Directors Performance Appraisal.” Afterwards, each director fill in the performance appraisal questionnaires of the Board of Directors, individual board member, and functional committees for 2024. The questionnaires include the following items:

- (1) Performance appraisal for the Board of Directors: including participation in the operation of the company; improvement of the quality of the board of directors' decision making; composition and structure of the board of directors; election and continuing education of the directors; and internal control.
- (2) Performance appraisal for individual board member: including alignment of the goals and mission of the company; awareness of the duties of a director; participation in the operation of the company; management of internal relationship and communication; the director's professionalism and continuing education; and internal control.
- (3) Performance appraisal for functional committees: degree of participation in the company's operations; recognition of the duties of the functional committee; improvement in the quality of decision making by the functional committee; composition of the functional committee, and election and appointment of committee members; and internal control

For the outcomes of the Board of Directors and functional committees in 2024, please refer to the description of p.36.

IV. Objective of enhancing the Board’s functions in the current and recent years (e.g. establishing the Audit Committee or enhancing information transparency) and the assessment to the implementation:

- (I) The Company has established the Regulations Governing Procedure for Board of Directors Meetings based on the “Regulations Governing Procedure for Board of Directors Meetings of Public Companies” The attendance of directors to Board meeting are uploaded to MOPS to enhance the function of the Board of Directors. In 2024, the directors attended total 92 hours for continuing education (please refer to the description of p.42). (Continuing education, strengthening professionalism)
- (II) The Company has re-elected 9 directors fully in the AGM on May 27, 2022. Among them, 4 seats are independent directors. (Increase the number of seats and enhance internal control)
- (III) The Company has retained Mr. K. C. Chou, Mr. Lu, Shyue Ching, and Mr. Ou, Chin De as the 4th term of Remuneration Committee members in the Board meeting on June 24, 2022, to review the system and structure of remunerations to the directors and managerial officers, assist the Board of Directors to determined and review remunerations to the directors and managerial officers, while regularly assess the remuneration level of the directors and managerial officers. (Review of remuneration and improve the system)
- (IV) In the Board meeting on December 6, 2019, the Company appointed Vice President of Finance Division, Ms. Tina Chen (Currently Senior Vice President of the Operation and Management Center), to concurrently serve as the corporate governance officer, and the corporate governance team was formed at the beginning of 2020 as the dedicated unit for corporate governance-related affairs. The Board meeting held on March 26, 2021 approved to set up a “Corporate Sustainable Development Team” under the Board of Directors. In addition, in order to effectively integrate and implement ESG concepts into daily operations and achieve the Company's sustainable development goals, on November 28, 2023, the Board of Directors approved the establishment of a new "Environment Department" under the "Quality, Safety, Health, Environment and Sustainable Development Division". The Division is responsible for planning and handling sustainability management-related affairs, audit and counsel on environmental management operations, supervise potential risks and improvement measures. The Team helps the Board of Directors in promoting corporate sustainable development governance culture, additionally, at the Board meeting on December 25, 2024, approval was given to rename the existing “Corporate Sustainability Development Team” to “Sustainability Development Committee.” This committee will be positioned under the President, who will serve as the convener, to clarify the organizational positioning and facilitate future corporate governance and scoring in various award evaluations. Regarding the operation of the corporate governance in 2024, please refer to the description of p.35 (Sound organization, implementation of governance)

(II) Operation of the Audit Committee

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Remarks
Independent Director	K. C. Chou	10	0	100.00%	
Independent Director	Ou Chin Der	10	0	100.00%	
Independent Director	Lu Shyue Ching	10	0	100.00%	
Independent Director	Pan Wei Ta	10	0	100.00%	

I. Total 10 meetings were convened in 2024; the key tasks and deliberations are as the following:

- (I) The Company formulates or amends internal control system and enforcement rules for internal audits for internal audit implementation.
- (II) Assessment of the effectiveness of the internal control system.
- (III) The reasonableness of the proposals involving the directors' own interests.
- (IV) Major asset transactions.
- (V) A material monetary loan, endorsement, or provision of guarantee.
- (VI) Proceeds from issuance of bonds and major credit cases.
- (VII) Information security risk management.
- (VIII) Appointment, remuneration and independence assessment of CPAs.
- (IX) Financial statements certified or audited by CPAs.

II. Other items to be stated:

(I) If any of the following circumstances occur, the dates of meetings, sessions, contents of motion, resolutions of the Audit Committee and the Company's response to the Audit Committee's opinion should be specified

1. Matters referred to in Article 14-5 of the Securities and Exchange Act.
2. Other matters which were not approved by the Audit Committee but were approved by two-thirds or more of all directors.

Date	Contents of Motions and the Response	In Article 14-5 of Securities and Exchange Act	Not approved by the Audit Committee but be undertaken upon the consent of two-thirds or more of all directors.
2024.1.26	The motion to amend "Internal Control System" of the Company and its subsidiary.	✓	None
	The motion to amend "Internal Control System" of the Company and its subsidiary.	✓	None
	Resolution of the Audit Committee on January 26, 2024: approved by all attending members.		
	Treatment to the opinion of the Audit Committee: approved by all attending directors.		
2024.3.12	The Company's Termination of Engineering Contract Case.	✓	None
	The motion for the Company's 2023 internal control system statement.	✓	None
	The motion for the Company's 2023 business report, consolidated financial statements and standalone financial statements	✓	None
	Resolution of the Audit Committee on March 12, 2024: approved by all attending members.		
	Treatment to the opinion of the Audit Committee: approved by all attending directors.		
2024.4.10	The motion to amend "Internal Control System" of the Company and its subsidiary.	✓	None
	Resolution of the Audit Committee on April 10, 2024: approved by all attending members.		
	Treatment to the opinion of the Audit Committee: approved by all attending directors.		
2024.5.10	The motion for the Company's CPAs assessment on the independence and competency of the CPAs in 2024.	✓	None
	The motion of the Company's 2024 appointed CPAs' public expenses.	✓	None
	The Company's Issuance of the First Secured Corporate Bonds for Fiscal Year 2024.	✓	None
	Resolution of the Audit Committee on May 10, 2024: approved by all attending members.		
	Treatment to the opinion of the Audit Committee: approved by all attending directors.		
2024.7.18	The motion to amend "Internal Control System" of the Company.	✓	None
	Resolution of the Audit Committee on July 18, 2024: approved by all attending members.		
	Treatment to the opinion of the Audit Committee: approved by all attending directors.		

2024.8.6	The case regarding the company's signing of construction contracts.	✓	None
	Resolution of the Audit Committee on August 6, 2023: approved by all attending members.		
	Treatment to the opinion of the Audit Committee: approved by all attending directors.		
2024.11.8	The motion to amend "Internal Control System" of the Company.	✓	None
	Resolution of the Audit Committee on November 8, 2024: approved by all attending members.		
	Treatment to the opinion of the Audit Committee: approved by all attending directors.		
2024.11.29	The motion of 2024 audit plans.	✓	None
	Resolution of the Audit Committee on November 29, 2024: approved by all attending members.		
	Treatment to the opinion of the Audit Committee: approved by all attending directors.		
2024.12.25	The motion of the Company's organizational adjustment.	✓	None
	Resolution of the Audit Committee on December 25, 2024: approved by all attending members.		
	Treatment to the opinion of the Audit Committee: approved by all attending directors.		

(II) Implementation of independent directors' recusals to proposals with personal interests; name of director, proposal description, reason of recusal, and participation of voting shall be specified: None

(III) Communication between independent directors, internal audit officers and CPAs (such as material matters, methods and results of communications on the Company's finances and business status):

Since 2016, independent directors and supervisors have been arranged to communicate with CPAs and internal audit officers, to sufficiently discuss the information of financial statements and the implementation of internal control system. The discussion serves as an important reference for the Company's subsequent operation improvement and adjustment. The Audit Committee was established in 2019 to replace the supervisor system. The communication between the Audit Committee and the internal audit officer and CPAs in 2024 is as follows:

1. The chief internal auditor submits a report to the independent directors at least once a year on the implementation of internal audit and internal control of the Company and its subsidiaries. Meetings may be convened at any time in case of significant irregularities. On November 8, 2024, the "Independent Directors' Communication Seminar on Audit Matters" was held, during which reports were presented regarding the internal audit execution status and the operation of internal control systems for the Company and its subsidiaries.
2. The CPAs report to the independent directors once or twice a year regarding the financial position, overall operations, and internal control audit of the Company and its subsidiaries, and both parties sufficiently communicate for the key audit matters and material adjustments of accounts; in case of material abnormal events, they may convene a meeting at any time. A meeting was held on Dec. 25, 2024, during which the independent auditors reported to the independent directors on the financial status, overall operational performance, and internal control audit findings of the Company and its subsidiaries. Full communication was conducted regarding key audit matters and major adjusting entries.

(III) Corporate Governance Implementation Status and Deviations from "Corporate Governance Best -Practice Principles for TWSE/TPEX Listed Companies"

Evaluation Item	Implementation Status			Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
I. Does the company establish and disclose the Corporate Governance Best-Practice Principles based on "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies"?	V		The Company has established the Corporate Governance Best-Practice Principles in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies; other than uploaded to MOPS, the Principles are also disclosed at the "Corporate Governance Section" on the website.	None
II. Shareholding structure & shareholders' rights				
(I) Does the company establish an internal operating procedure to deal with shareholders' suggestions, doubts, disputes and litigations, and implement based on the procedure?	V		(I)The Company has set forth in the "Management Operations for External Communication" in the internal control system; it is designated dedicated staff (the spokesperson and the deputy spokesperson) to handle shareholder-related matters, and set up an investor service section on the website to properly handle shareholder suggestions, doubts, disputes and litigations.	None
(II) Does the company possess the list of its major shareholders as well as the ultimate owners of those shares?	V		(II) The Company is required by law and regulations to report to the competent authority at MOPS every month about major shareholder shareholding changes.	None
(III) Does the company establish and execute the risk management and firewall system within its conglomerate structure?	V		(III)The Company has specified the "Management Operations of Related Party Transactions" in its internal control system to regulate the goods transactions, major asset transactions, financing, and endorsement/guarantee between the Company and affiliates. The financial, accounting and banking transactions of the Company and affiliates are all independent of each other; the auditing unit supervise and manage the subsidiaries to implement risk control.	None
(IV) Does the company establish internal rules against insiders trading with undisclosed information?	V		(IV) The Company has set up the "Management Operations to Prevent Insider Trading" and "Procedures for Handling Material Inside Information" to prohibit insiders from utilizing the undisclosed information to trade securities in order to avoid insider trading. Moreover, the Company forwards the promotion, prevention and information announced by the competent authorities to all insiders including directors and managerial officers to know from time to time. At least once a year, to all insiders such as directors and managerial officers, the educational promotion is conducted pursuant to the "Management Operations to Prevent Insider Trading" and related laws and regulations. On November 21, 2024, the Company has conducted a seminar for 2 hours on the "Ethical Corporate Management Best Practice Principles and Prevention of Insider Trading" for current directors and officers above the associate VP level in a total of 26 participants The content of the course included the person's subject to insider trading regulations, recognition of insider information and how to disclose it, as well as practical case study. The course briefing materials are placed in the internal education and training section for those who did not attend that day to check.	None

Evaluation Item	Implementation Status			Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration	
III. Composition and Responsibilities of the Board of Directors				
(I) Has the board formulated a policy for diversity and specific management objectives, and have they been implemented?	V		(I) The Company has formulated a policy for the diversity of the Board of Directors. For its specific achievement and implementation status. Please refer to the description of the implementation of the policy of diversity of the board members in the corporate governance section on the official website.	None
(II) Does the company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?	V		(II) The Company has set up the Remuneration Committee and the Audit Committee and has no other functional committees so far.	None
(III) Does the company establish a standard to measure the performance of the Board and implement it annually, and are performance evaluation results submitted to the Board of Directors and referenced when determining the remuneration of individual directors and nominations for reelection?	V		(III) The Company has established the Procedures of the Board of Directors Performance Appraisal, and conducts the Board performance appraisal of the previous year in the first quarter of each year. The appraisal methods include "Board Performance (Overall) Self-Assessment Questionnaire" and "Board Member Self-Assessment Questionnaire". The following five major aspects are included in the "Self-Assessment Questionnaire for the Board of Directors Performance": 1. Participation in the operation of the company; 2. Improvement of the quality of the board of directors' decision making; 3. Composition and structure of the board of directors; 4. Election and continuing education of the directors; 5. Internal control. The following six major aspects are included in the "Self-Assessment Questionnaire for the Board Member": 1. Alignment of the goals and mission of the company; 2. Awareness of the duties of a director; 3. Participation in the operation of the company; 4. Management of internal relationship and communication; 5. The director's professionalism and continuing education; 6. Internal control. The following five major aspects are included in the functional committees' performance appraisal (the Audit and Remuneration Committees): 1. Participation in the operation of the company; 2. Awareness of the duties of functional committee; 3. Improvement of the quality of the functional committees' decision making; 4. Composition of functional committees and member election. 5. Internal control. The self-evaluation of the performance of the Company's Board of Directors and functional committees for 2024 has been completed. The average score is above 90, showing that the operation of the Board of Directors and functional committees are robust. The Stock Affairs Department summarized the	None

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(IV)Does the company regularly evaluate the independence of CPAs?	V		questionnaire filled by all directors and members, reported the result to the corporate governance officer. The corporate governance officer reviewed and analyzed the poor scores with the independent directors before reporting to the Board of Directors. In the future, the head of corporate governance will inform the key management-level personnel of the recommendations of directors regarding the Company. The recommendations will serve as a reference for strengthening corporate governance and setting operational objectives. In the future, the Company will also use the relevant appraisal results as a reference for the remuneration and nomination of each director. The results for the performance evaluation of the Board of Directors and functional committees for 2024 has been reported to the Audit Committees and the Board meeting held on January 17, 2025. (IV) The Company's Audit Committee evaluates the independence and suitability of its subordinate CPAs every year. In addition to requiring the CPAs to provide a statement of independence and a report on the Audit Quality Indicators (AQIs), the evaluation is conducted in accordance with the standards in the following attached table and the 13 AQIs. It was confirmed that except to visa and tax case fees, the CPAs have no other financial interests or business relationship with the Company, and that no family member of the CPAs violated the independence requirements. Information on AQI was also used to confirm that the CPAs and the firm are comparable to or better than the average of their peers with respect to the number of hours of audit experience and training. The CPAs will continue to improve the quality of the audit by introducing innovative audit tools, cloud-based audit platform, and expand the audit support center to improve audit quality The evaluation results of the most recent year were discussed and approved by the Audit Committee on May 10, 2024, and were submitted to the Board of Directors on the same day to evaluate the independence and suitability of the CPAs. (Table) <table><tr><th colspan="2">Assessment of CPAs’ Independence</th><th colspan="2">Independence status</th></tr><tr><th>Item</th><th>Key assessment item</th><th>Yes</th><th>No</th></tr><tr><td>1</td><td>The appointed CPAs should avoid and should not accept the engagement when they may have involved in any direct or material indirect interests which may impair their impartiality and independence.</td><td>V</td><td></td></tr><tr><td>2</td><td>The CPAs, members of audit team, the partners of the firm or shareholders of accounting firms, and any of affiliates, and network firms, must be always independence of the Company.</td><td>V</td><td></td></tr></table>	Assessment of CPAs’ Independence		Independence status		Item	Key assessment item	Yes	No	1	The appointed CPAs should avoid and should not accept the engagement when they may have involved in any direct or material indirect interests which may impair their impartiality and independence.	V		2	The CPAs, members of audit team, the partners of the firm or shareholders of accounting firms, and any of affiliates, and network firms, must be always independence of the Company.	V		None
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	Yes	No	Abstract Illustration					
			3	The CPAs have no a direct or material indirect financial interest in the Company.	V			
			4	There is no financing or guarantee between the CPAs and the Company or its directors and supervisors.	V			
			5	The CPAs does not have a close business relationship or potential employment relationship with the Company.	V			
			6	The CPAs and any member of the audit team have not been employed as director, supervisor, or any position exerting significant influence over the audit engagement of the Company within the last two years.	V			
			7	The CPAs have not provided any non-audit service that would probably affect directly any material part of the audit engagement.	V			
			8	The CPAs have not promoted or brokered shares in the Company or other securities issued by the Company.	V			
			9	The CPAs do not act as the Company's defender, or mediate conflicts with other third parties on behalf of the Company.	V			
			10	The CPAs are not related to the Company's directors, supervisors, managerial officers, or persons who have significant influence on the audit engagement.	V			
			11	A former partner within one year of disassociating from the firm does not managerial act as the Company's directors, supervisors, managerial officers or persons who have significant influence on the audit engagement..	V			
IV. Does the company appoint a suitable number of competent personnel and a supervisor responsible for corporate governance matters (including but not limited to providing information for directors and supervisors to perform their functions, assisting directors and supervisors with compliance, handling work related to meetings of the board of directors and the shareholders' meetings, and producing minutes of board meetings and shareholders' meetings)?	V		(I) To enhance the function of the Board of Directors and implemented the corporate governance, in the Board meeting on December 6, 2019, the Company appointed Vice President of Finance Division, Ms. Tina Chen, (Currently Senior Vice President of the Operation and Management Center) and Associate Vice President of Finance Department, Ms. Chen Yu Ting to concurrently serve as the corporate governance officer, and the corporate governance team was formed at the beginning of 2020 as the dedicated unit for corporate governance-related affairs. (II) The corporate governance team is made up with supervisors appointed by each unit. The tasks of the members are to review whether the corporate governance system, rules and internal control adequate, assist in the preparation of annual					None

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			reports and Sustainable Report, as well as promoting corporate governance. (III) The Company's Board of Directors, Audit Committee, and shareholders' meeting related matters are handled by the Stock Affairs Department (3 people deployed) full-time, and they are subordinated to Tina Chen, Senior Vice President of the Finance Department (concurrently serving as the corporate governance officer). Their works includes the planning and draft the agenda before the meetings of the Board of Directors and the Auditing Committee to comply with relevant laws and regulations. At least 7 days before the meeting, they shall send the meeting notice and provide meeting materials so that the directors may understand the relevant content of the proposals to be discussed; if any proposal is involved with interest of any director and thus results in recusal, such directors shall be reminded in advanced. During the meeting, if the directors have tasks assigned or need to supplement relevant information, the relevant information will be passed on to the responsible units for the purpose of communication between the Board of Directors and the management team. In addition, the Stock Affairs Department is responsible for the release of material information of important board resolutions, ensuring the legality and accuracy of the content of the material information, to ensure the equal investor transaction information, and complete the minutes of the board of directors within 20 days after the meeting. Also, each year, the date of the shareholders meeting is registered within the time limit specified by the law and regulations. The documents such as the notice of the shareholders meeting, the agenda handbooks, annual report, and the minutes of the meeting are prepared and submitted, and all necessary matters are handled upon the shareholders meeting's approval. (IV) The corporate governance team must at least report to the Board of Directors once a year. The Company's state of corporate governance for 2024 is as follows: 1. Matters related to convening board meetings and the shareholders' meeting were completed as scheduled. 2. The corporate governance team assisted the directors in their continuous education and taking out insurance policies for directors and managers. 3. Continued to pay attention to the latest laws and regulations . 4. Advocated ESG philosophy and reviewed corporate governance evaluation indicators. 5. The corporate governance operation for 2023 was reported to the Board meeting held on December 25, 2024.	

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V. Does the company establish a communication channel and build a designated section on its website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers), as well as handle all the issues they care for in terms of corporate social responsibilities?	V		(I) The Company values the stakeholders related to the Company. In order to better understand the thoughts of the stakeholders and establish good communication and interaction with them, There is a section dedicated to stakeholders on the company website under the "Corporate Sustainable Development" section, to deliver important operational information or investment and finance information related to the stakeholders timely. Meanwhile, the important issues concerned by the stakeholders, communication channels, and responses are also disclosed on the website. The communication results have been disclosed on the website. The communication status in 2024 has been reported to the Board of Directors on December 25, 2024, and disclosed on the Company's website. (II) In addition, the company-owned social medium (Facebook) is also established to facilitate immediate response to issues concerned by general visitors such as clients or suppliers. The communication channels are smooth. (III) In addition to disclosing the Company's care and manpower development roadmap for employees under "Nurturing Diversified Employees and Creating a Happy Workplace" under the "Corporate Sustainability" on the Company's website, the Company has also established an "Employee Care Mailbox" and respond promptly and appropriately to any related suggestions, while maintaining their privacy.	None
VI. Does the company appoint a professional shareholder service agency to deal with shareholder affairs?	V		The Company appointed KGI Securities as the stock affair agency to handle the shareholders' meeting affairs.	None
VII. Information Disclosure (I) Does the company have a corporate website to disclose both financial standings and the status of corporate governance? (II) Does the company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, webcasting investor conferences)?	V V		(I) The Company has a corporate website that discloses relevant financial, business and corporate governance information all the time, so that investors may understand the general business of the Group. (II) The Company assigns a dedicated staff to be responsible for the Company's information collection and disclosure tasks, seeking to be able to respond to the major issues of concern to the stakeholders timely. There are spokespersons and deputy spokespersons to explain the questions and concerns of shareholders and stakeholders; if any investor conference/press conference is held, the announcements and reports will be handled pursuant to laws and regulations, and upload relevant financial and business information files. In addition, the Company has launched a website update plan. In addition to continuously optimizing the Chinese website and also Ongoing enhancement of the English website towards internationalization.	None None
(III) Does the company announce and report annual financial statements within two months after the end of each fiscal year, and announce and report Q1, Q2, and Q3 financial statements,	V		(III) Due to the large number of subsidiaries held by the Company, in order to cooperate with the audit of each subsidiary to prepare the consolidated financial statements, the Company was not able to announce and report the annual financial statements within two months after the end of 2024. However, announcements and	No material variance.

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as well as monthly operation results, before the prescribed time limit?			reports on the financial statements for the first three quarters and the operating conditions of each month were made as soon as possible before the prescribed deadline. The Company has announced and reported the annual financial statements approved by the Board of Directors in advance within 75 days after the end of the fiscal year in accordance with the regulations since 2024.	
VIII.Is there any other important information to facilitate a better understanding of the company's corporate governance practices (e.g., including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	V		(I) The Company plans HR Management Regulations in accordance with laws and regulations and carries out reviews on related personnel system while establishing strategies to accommodate changes in the social and economic environment. In addition to attaching great importance on the employee's salaries and benefits, the Company also provides an excellent workplace and holds a labor-management meeting on a quarterly basis to promote communication exchange between the employee. The Company and the Employee Welfare Committee provide various welfare measures, including group insurance, birthday and holiday vouchers/gifts for three major holidays, health checkup, etc. The pension fund is appropriated in accordance with the Labor Standards Act and the Labor Pension Act. In addition, the Company provides comprehensive and diversified training courses to enhance employees' professional knowledge and functions. An "Employee Care Mailbox" is set up for the communication for work and life at all aspects, to establish a good relationship of mutual trust and mutual dependence with employees. In addition, in order to retain and cultivate outstanding talents, and to encourage employees to work for the Company for a long time and to leverage their strengths, the Company established the Radium Life Tech Co., Ltd. Employee Stock Ownership Plan on October 20, 2020 to handle employee stock ownership trust plans, in order to enhance employee welfare and help employees accumulate wealth, and thus to achieve a win-win and shared benefits for employee and employer. (II) Regarding the operational process of requesting, procuring, and outsourcing, and the selection of qualified suppliers, in the internal control system, the Company has set up the process of "Request, Procurement, Outsourcing, and Acceptance of Unified Procurement," procedure forms, and the "Supplier Management Operations" procedures, to regulate the relevant procurement and outsourcing procedures, new vendor credit investigation, qualification review and other operations. The subsequent implementation will also conduct the supplier phase evaluation, as the basis for future review of suppliers' qualification for continuing business. Audit units and CPAs will also periodically sample the contracts of procurement and outsourcing and the supplier's performance relationship for review. For supplier evaluation and management, please refer to the Company's Sustainable Report. (III) The Company's website has investor relations contact information and client forum, to communicate with the	None

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			Company, and the responsible department is responsible for responding. As the consideration of protecting shareholders' rights and information transparency, the relevant financial and business information are disclosed on MOPS immediately as required by laws and regulations. In terms of financial institutions, the Company and the financing institutions perform each other's rights and obligations. By insisting the principle of good faith and maintaining good communication channels, the legitimate interests of both parties are protected. (IV) The directors regularly attend in continuing education every year; the related information is disclosed at the "Directors' Attendance in the Board of Directors Meetings and Their Continuing Education" in the Corporate Governance Section of MOPS. The directors' continuing education was totaled 92 hours in 2024. The following list is the training status of each director: <table><tr><th>Job title and name</th><th>Date of continuing education</th><th>Organizer</th><th>Name of course</th><th>Number of continuing</th></tr><tr><td rowspan="2">Chairman Lin Rong-Shian Vice Chairman Lin Hua-Chun Representative of corporate director Liu Yao-Kai Kerwin Go Director Hsieh Pang-Chang</td><td>2024.10.9</td><td rowspan="2">Securities and Futures Commission</td><td>Carbon Credit Trading Mechanisms and Carbon Management Applications</td><td>3</td></tr><tr><td>2024.11.5</td><td>2025 Global Economic Outlook</td><td>3</td></tr><tr><td rowspan="4">Director Hsieh Pang-Chang</td><td>2024.7.1</td><td rowspan="4">Taipei Foundation of Finance</td><td>Information Security - Personal Data Security Auditing</td><td>3</td></tr><tr><td>2024.7.15</td><td>Corporate Governance - Sustainable Finance</td><td>3</td></tr><tr><td>2024.9.23</td><td>Corporate Governance - Artificial Intelligence Supervision</td><td>3</td></tr><tr><td>2024.10.21</td><td>Corporate Governance - Digital Fraud and Digital Financial Crime Detection and Prevention</td><td>3</td></tr><tr><td rowspan="3">Independent Director K. C. Chou</td><td>2024.5.7</td><td rowspan="3">Taiwan Corporate Governance Association</td><td>Corporate Legal Risk Management - Starting from Corporate Investment and Financing</td><td>3</td></tr><tr><td>2024.6.18</td><td>Interpreting Key Messages in Financial Reports</td><td>3</td></tr><tr><td>2024.8.6</td><td>Corporate Responses</td><td>3</td></tr></table>	Job title and name	Date of continuing education	Organizer	Name of course	Number of continuing	Chairman Lin Rong-Shian Vice Chairman Lin Hua-Chun Representative of corporate director Liu Yao-Kai Kerwin Go Director Hsieh Pang-Chang	2024.10.9	Securities and Futures Commission	Carbon Credit Trading Mechanisms and Carbon Management Applications	3	2024.11.5	2025 Global Economic Outlook	3	Director Hsieh Pang-Chang	2024.7.1	Taipei Foundation of Finance	Information Security - Personal Data Security Auditing	3	2024.7.15	Corporate Governance - Sustainable Finance	3	2024.9.23	Corporate Governance - Artificial Intelligence Supervision	3	2024.10.21	Corporate Governance - Digital Fraud and Digital Financial Crime Detection and Prevention	3	Independent Director K. C. Chou	2024.5.7	Taiwan Corporate Governance Association	Corporate Legal Risk Management - Starting from Corporate Investment and Financing	3	2024.6.18	Interpreting Key Messages in Financial Reports	3	2024.8.6	Corporate Responses	3	
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			(V) In terms of the implementation of risk management policies and risk measurement standards, the Board of Directors of the company is the highest decision-making unit for risk management. Since the performance of the construction industry is deeply affected by economic fluctuations, the Company has been actively deploying																																																														

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			the development of the operating business system in recent years, such as Subsidiaries responsible for the operation T9 BOT case, which created rental income for asset management; and the Taoyuan Wastewater Sewerage System BOT business of the subsidiary Rih Ding Water Enterprise created stable revenue, including diversification incomes from department stores, hotel, cosmetics and skin care products sales. In terms of circular economy, the Company has expanded into the reclaimed water business. It not only infuses the relatively stable income and cash flow of the group, but also reduces the impact of the construction economic cycle and the company's operational risks. Additionally, the Company evaluates and measures risks based on various aspects including the market and brand, financial investment, information security and climate change. By doing so, we can prevent the Company from overexposure. For the Company's risk management strategies, the internal control has a "Operational Procedures of Internal Control Operational Deficiency Point-Recording," which divide the internal control check results into three levels: major risk, medium risk and low risk, as a reference for the management of risk control, and to formulate relevant improvement measures to respond to or mitigate risks. Please refer to the Sustainability Report. (VI) Since September 2007, the Company has purchased "Directors, Supervisors and Managerial Officer Liability Insurance" from Nan Shan Property & Casualty (formerly AIA Property & Casualty, changed its name to Chartis Taiwan at the end of 2009, and merged into Nan Shan Property & Casualty Insurance in 2016). The contract is renewed once a year, with the coverage of NTD150 million. The main insurance conditions for the most recent renewal period (September 30, 2024 to September 30, 2025) have been reported by the Board of Directors on October 25, 2024. (VII) The Company has set up procedures for "Handling Operation of Material Internal Information" and "Management Operations to Prevent Insider Trading" as the basis for the Company's material information processing and disclosure, and the aforesaid procedures are reviewed from time to time to comply with current laws and regulations, and meet the actual management needs. In 2022, according to the letter Tai-Zheng-Shang Yi-Zi No. 1111804712 dated September 20, 2022 by TWSE, the "Procedures for Handling Material Inside Information" (formerly "Process for Handling Material Inside Information" was changed to the "Instructions for Handling Internal Material Information") of the Company were added. The additions and amendments of the above Procedures, internal control standards or Instructions have been announced on the Company's Employee Intranet Portal (EIP), and the latest version is also disclosed on the external official website for insiders and employees to consult at any time. Meanwhile, insiders are notified of the latest laws and	

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			regulations and promotions from the competent authorities from time to time, to prevent insiders or employees from accidentally conducting insider trading. (VIII) Regarding the Company's managerial officers' attendance in corporate governance-related training in 2024, other than the above (IV) Directors' Continuing Education, the rest officers (including corporate governance officer) are as following: <table border="1"> <thead> <tr> <th>Job title and name</th><th>Date of continuing education</th><th>Organizer</th><th>Name of course</th><th>Number of continuing education hours</th></tr> </thead> <tbody> <tr> <td rowspan="5">Corporate Governance Officer and Chief Financial Officer Tina Chen</td><td>2024.5.17</td><td>Industrial Technology Research Institute</td><td>Real Estate Sustainability ESG Seminar</td><td>2.5</td></tr> <tr> <td>2024.10.8</td><td rowspan="2">Taiwan Stock Exchange Corporation</td><td>Digital Finance and Sustainable Finance Concerto in the AI Boom</td><td>3</td></tr> <tr> <td>2024.10.23</td><td>Promotional Conference on Building a New Carbon Era with Sustainable Knowledge</td><td>7</td></tr> <tr> <td>2024.10.9</td><td rowspan="2">Securities and Futures Commission</td><td>Carbon Credit Trading Mechanisms and Carbon Management Applications</td><td>3</td></tr> <tr> <td>2024.11.5</td><td>2025 Global Economic Outlook</td><td>3</td></tr> <tr> <td rowspan="2">Director General Yi-Chun Lin</td><td>2024.10.9</td><td rowspan="2">Securities and Futures Commission</td><td>Carbon Credit Trading Mechanisms and Carbon Management Applications</td><td>3</td></tr> <tr> <td>2024.11.5</td><td>2025 Global Economic Outlook</td><td>3</td></tr> <tr> <td>Chief Accounting Officer Rita Liu</td><td>2024.9.26 ~ 2024.9.27</td><td>Accounting Research and Development Foundation</td><td>Continuing Education for Heads of Accounting of Issuers, Securities Firms, Stock Exchanges</td><td>12</td></tr> <tr> <td>Chief Auditor Wang Po-Chien Acting Chief Auditor Chou Chih Jen</td><td>2024.6.3</td><td>Institute of Internal Auditors</td><td>The Latest Context of Corporate Governance from the Perspective of Corporate Governance Evaluation Indicators</td><td>6</td></tr> </tbody> </table>	Job title and name	Date of continuing education	Organizer	Name of course	Number of continuing education hours	Corporate Governance Officer and Chief Financial Officer Tina Chen	2024.5.17	Industrial Technology Research Institute	Real Estate Sustainability ESG Seminar	2.5	2024.10.8	Taiwan Stock Exchange Corporation	Digital Finance and Sustainable Finance Concerto in the AI Boom	3	2024.10.23	Promotional Conference on Building a New Carbon Era with Sustainable Knowledge	7	2024.10.9	Securities and Futures Commission	Carbon Credit Trading Mechanisms and Carbon Management Applications	3	2024.11.5	2025 Global Economic Outlook	3	Director General Yi-Chun Lin	2024.10.9	Securities and Futures Commission	Carbon Credit Trading Mechanisms and Carbon Management Applications	3	2024.11.5	2025 Global Economic Outlook	3	Chief Accounting Officer Rita Liu	2024.9.26 ~ 2024.9.27	Accounting Research and Development Foundation	Continuing Education for Heads of Accounting of Issuers, Securities Firms, Stock Exchanges	12	Chief Auditor Wang Po-Chien Acting Chief Auditor Chou Chih Jen	2024.6.3	Institute of Internal Auditors	The Latest Context of Corporate Governance from the Perspective of Corporate Governance Evaluation Indicators	6	
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Evaluation Item	Implementation Status						Deviations from "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Reasons
	Yes	No	Abstract Illustration				
			Corporate Audit Personnel's Professional Ethics and Fraud Prevention Strategies Based on Cases of Breach of Trust and Irregular Business Transactions 2024.9.23 6				
IX. The improvements which have been made in accordance with the results of the Corporate Governance Evaluation System released by the Corporate Governance Center, Taiwan Stock Exchange, and provide the priority enhancement measures. The Company ranked in the 36% - 50% tier in the 10th (2023) Corporate Governance Evaluation, which is a decline compared to our ranking in the 9th (2022) evaluation. Although this is partly due to the adjustment of indicators and increasingly stringent scoring requirements in 2023, we will continue to promote a corporate governance culture and make ongoing improvements and optimizations according to the corporate governance evaluation indicators.							

(IV) If the Remuneration Committee is established, its composition, duties, and operation shall be disclosed:

1. The composition and duties of the Remuneration Committee:

Criteria Name		Academic Background	Professional qualifications and experiences	State of suitability/ independence	Number of companies where he/she also serves as a member in the Remuneration Committee
Convener member (Independent Director)	Ou Chin Der	Please refer to p.16 for contents concerning independent directors		The person, their spouses and second-degree relatives met the following conditions during the two years prior to and during their term of service: 1. Not serving as a director, supervisor or employee of the Company or its affiliates; 2. Not holding any proportion or shares of the Company; 3. Not serving as a director, supervisor or an employee of a company with which the Company has a specific relationship (refer to Subparagraphs 5 to 8, Paragraph 1, Article 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); 4. Amount of remuneration received for commercial, legal, financial and accounting services provided by the Company or its affiliates in the past two years did not exceed NT\$500,000. 5. Not been a person of any conditions defined in Article 30 of the Company Act.	2
Committee member (Independent Director)	K. C. Chou				2
Committee member (Independent Director)	Lu Shyue Ching				2

2. Operation of the Remuneration Committee

(1) There are 3 members of the Remuneration Committee in total.

(2) Term of the current members: The Company re-elected the directors in the shareholders' meeting on May 27, 2022, and the members of the 5th Term Remuneration Committee were appointed in the Board meeting on June 24, 2022. The term of office is from June 24, 2022 to May 26, 2025. In the recent year (2023), the Remuneration Committee held 2 meetings, and the attendance of directors is summarized:

Position	Name	Actual attendance	Attendance by proxy	Actual attendance rate (%)	Remarks
Convener (Independent Director)	Ou Chin Der	2	0	100.00%	
Committee member (Independent Director)	K. C. Chou	2	0	100.00%	
Committee member (Independent Director)	Lu Shyue Ching	2	0	100.00%	
Other items to be stated:					
I. If the Board of Directors decline to adopt, or will modify, a recommendation of the Remuneration Committee, state the meeting date, term, contents of motions, resolution of the Board meeting, and the Company's treatment to the opinions of the Remuneration Committee (e.g. the remuneration passed by the Board exceeds the recommendation of the Remuneration Committee, the circumstances and cause for the difference shall be specified): None.					
II. For the resolutions adopted by the Remuneration Committee, to which a member has a dissenting or qualified opinion which is on record or stated in a written statement, state the meeting date, term, contents of motions, opinion of each member, and the treatment to such opinions: None					
III. The operation of the Remuneration Committee during the recent year is described as the following:					
Date	Proposal description	Resolution	The Company's treatment to the opinions of the Remuneration Committee		
The 5th term 6th meeting 2024.01.26	1.Motion for 2022 employee remuneration and 2023 year-end bonus distribution of the Company's managers. 2. Proposal on the number of shares available for subscription by company managers in the cash capital increase and issuance of new shares.	Motion 1 All committee members were present. The Remuneration Committee suggested that employee bonuses should be distributed immediately after being reported at the shareholders' meeting to provide timely rewards to employees. The remaining content was unanimously approved without objection by all attending committee members after the chairperson solicited their opinions. Motion 2 All committee members were present and the proposal was unanimously approved without objection. The Remuneration Committee also reiterated that for any remaining shares after actual subscription by group employees, the Chairman is authorized to find specific individuals to subscribe at the issue price, in accordance with the Board resolution of November 28, 2023.	The deliberated content by remuneration committee was submitted to the Board of Directors, and approved by all the attending directors as the motion was.		
The 5th term 7th meeting 2024.07.18	Motion for adjustment of the salary of the Company's managers.	All members of the committee attended the meeting and the motion was approved as proposed without objections.	The deliberated content by remuneration committee was submitted to the Board of Directors, and approved by all the attending directors as the motion was.		

(V) Promotion of Sustainable Development – Implementation Status and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and the Reasons:

Promotion items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons for such differences
	Yes	No	Abstract Illustration	
I. Has the company established a governance structure to promote sustainable development and set up a special (part-time) unit to promote sustainable development which is authorized by the board of directors to be handled by senior management and supervised by the board of directors?	V		To continue to improve the performance of corporate sustainable development governance, we have established a “Corporate Sustainability Group” in 2021, under the Board of Directors, which is responsible for corporate sustainable development-activities and system promotion. The "Corporate Sustainability Development Team" is convened by the President, with the Director serving as Deputy Convener, responsible for policy formulation and supervision. In response to the gradual expansion of global sustainability-related management and disclosure regulations, the Company resolved at the Board meeting on December 25, 2024 to elevate the "Corporate Sustainability Development Team" to the "Sustainability Development Committee" to expand sustainability initiatives and implement corporate sustainability decisions and execution. The Sustainability Development Committee oversees the [Environmental Protection Group], [Social Responsibility Group], [Corporate Governance Group], and [Information Security Group]. In 2024, a [Risk Management Group] was newly established to address the identification and management of sustainability-related risks and opportunities. The Group Leaders of each team within the "Sustainability Development Committee" are senior executives (department heads) of the company, responsible for coordinating the annual sustainability planning and implementation of their respective groups. They integrate cross-disciplinary and cross-functional teams to jointly review the company's core operational capabilities and short, medium, and long-term sustainability development plans. To deepen the company's sustainability development initiatives and align with international sustainability disclosure standards and the national sustainability development blueprint, on November 28, 2023, the Board of Directors approved the establishment of a dedicated sustainability unit called the "Quality, Safety, Health, Environment, and Sustainability Development Department." On December 25, 2024, the Board approved a resolution to rename it as the "Sustainability Development Department." This department also serves as the Secretariat of the "Sustainability Development Committee," upholding the company's sustainable management philosophy and planning and managing sustainability-related operations. The Sustainability Development Committee meets at least once every six months and increases the frequency of meetings as needed based on business requirements. During meetings, the Committee identifies material sustainability issues related to company operations and stakeholder concerns, formulates corresponding strategies and work guidelines, allocates budgets for sustainability development initiatives, and plans and implements annual programs while tracking implementation effectiveness to ensure sustainability development strategies are fully integrated into the company's daily operations. The Sustainability Development Committee reports to the Board of Directors at least twice a year. In the middle of each year, it reports to the Board on the compilation status of the sustainability report, and at the end of the year, it reports on the annual sustainability development implementation results and future work plans. In 2024, a total of 3 meetings were held. On August 6, 2024, the Committee reported to the Board of Directors on the results of the sustainability report compilation and	None

Promotion items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons for such differences
	Yes	No	Abstract Illustration	
			obtained approval for its issuance. On December 25, 2024, the Committee reported on the sustainability development implementation results for 2024	
II. Has the company conducted risk assessments of environmental, social and corporate governance issues pertaining to company operations in accordance with the materiality principle and established the relevant risk management policy or strategy?	V		The Company has formulated procedures for the identification of material issues. We identify material issues according to the latest GRI Guidelines and relevant domestic and international construction laws and regulations and research on trending issues. Moreover, sustainability issues are selected based on 4 major aspects including environment (E), society (S), governance (G), and products (P). The Sustainable Development Group and relevant members evaluate the positive and negative impacts of each sustainability issue on the economy, environment and society, while also taking into account the likelihood of occurrence of each issue and the degree of impact, and considering the Company's roadmap for sustainable development, strategic vision and stakeholder concerns. In 2024, after performing a materiality assessment procedure, 16 issues were identified. The evaluation boundary is mainly based on the Group's 11 subsidiaries. The Sustainable Development Group assessed the risks and recommended strategies to the Board of Directors. The relevant departments then formulated management policies and strategies to track the management performance.	None
III. Environmental issues (I) Does the company have an appropriate environmental management system established in accordance with its industrial characteristics?	V		To enhance our company's climate resilience capabilities, we have implemented TCFD climate risk and opportunity assessment processes, greenhouse gas inventory management (ISO 14064-1), and continued to replace equipment with energy-efficient lighting and electrical appliances. These initiatives help us manage and respond to the impacts and opportunities brought by climate change while mitigating the external impact of greenhouse gas emissions from our operations. Furthermore, we conduct environmental risk assessments based on the differences in our group's business operations and plan according to the international ISO 14001 environmental management system standard. During actual implementation, we integrate these efforts with our existing management systems, incorporating environmental management into our overall operational management activities for continuous improvement and optimization.	None
(II) Is the company committed to enhancing the utilization efficiency of resources and using renewable materials that have a low impact on the environment?	V		As a construction company, our product development requires that new construction projects meet at least the Silver-level Green Building certification as the minimum design goal. Simultaneously, at least 60% of our new construction projects apply for Green Building, Smart Building, and Low-Carbon Building certifications. In terms of building material selection and design, we use building materials and carbon-based materials that comply with eco-friendly green building material certifications. This significantly reduces safety concerns and health impacts of building materials on the human body while simultaneously reducing the potential environmental impact of these materials. For 2024, Radium Life's green procurement for the Eastern Sanzhi project reached NT\$104,559 thousand, including ceramic tiles, Nan Ya plastic steel windows, and fiber cement boards, all of which are certified green building products. This implements circular economy principles at the resource level. Future new construction projects will continue to prioritize building materials that meet the Ministry of the Interior's green building material standards. Additionally, building envelopes are designed with thermal insulation	None

Promotion items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons for such differences															
	Yes	No	Abstract Illustration																
			considerations, and solar power equipment is installed to provide alternative energy sources to reduce energy consumption. When purchasing products for construction projects, we also prioritize products with water conservation labels, eco-labels, and energy efficiency labels. Finally, regarding construction waste, it is collected and processed separately from general household waste. We implement waste classification, segregated collection, and recycling, with regular reporting according to regulatory requirements.																
(III) Does the company assess the present and future potential risk and opportunities of climate change and adopt countermeasures related to climate issues?	V		As the potential impacts and effects of climate change issues become increasingly apparent, our company has established the Sustainability Development Committee as a dedicated unit for promoting sustainability, with the Board of Directors serving as the highest sustainability performance management body. The committee encompasses the Environmental Protection Group, Social Responsibility Group, Corporate Governance Group, Information Security Group, and Risk Management Group. Among these, the Environmental Protection Group, through work meetings, has been referencing the TCFD (Task Force on Climate-related Financial Disclosures) framework since 2021 to establish climate governance, response strategies, risk management, and goal setting, enabling us to understand and address the risks and opportunities that climate change brings to the company. At the same time, we regularly conduct assessments of significant climate risks and opportunities based on TCFD, grasp the degree of impact from major climate risks, identify potential operational opportunities, and propose relevant measures and management approaches. In addition, in response to government requirements for greenhouse gas management, the Company established a "Carbon Inventory Response Team" on June 24, 2022. This team is responsible for planning carbon management-related matters and promoting relevant systems, as well as formulating applicable management mechanisms. The team reports implementation progress to the Board of Directors quarterly, with a total of 4 reports submitted in 2024. In September 2024, the Company completed the establishment of a carbon platform system to assist subsidiaries in greenhouse gas data collection and quantitative calculation. Carbon inventory response team members have been appointed at each company to hold regular discussions and performance reviews. Radium Life Tech plans to complete the 2024 greenhouse gas inventory and third-party verification by the end of June 2025.	None															
(IV) Has the company prepared statistics on greenhouse gas emissions, water consumption and total volume of waste for the past two years, and formulated policies to save energy and reduce carbon, greenhouse gas, water use, or	V		The results for the Company’s GHG emissions, water consumption and total weight of waste for the past 2 years are as follows: <table><tr><th>Item</th><th>2023</th><th>2024</th></tr><tr><td>Greenhouse Gas Emissions (Scope 1 - Oil) (Note 1)</td><td>44.2272 tCO2e (Note 1)</td><td>43.4549 tCO2e (Note 2)</td></tr><tr><td>Greenhouse Gas Emissions (Scope 2 - Electricity) (Note 1)</td><td>133.05 tCO2e (Note 1)</td><td>115.4106 tCO2e (Note 2)</td></tr><tr><td>Water Consumption</td><td>1,793 degrees</td><td>1,702 degrees</td></tr><tr><td>Waste</td><td>4,123.5kg</td><td>3,526.1kg</td></tr></table> Note 1: The greenhouse gas (GHG) emissions data for 2023 has been verified by a third party. The verification of the 2024 data is scheduled to begin at the end of April 2025 and is expected to be completed by the end of June 2025.	Item	2023	2024	Greenhouse Gas Emissions (Scope 1 - Oil) (Note 1)	44.2272 tCO2e (Note 1)	43.4549 tCO2e (Note 2)	Greenhouse Gas Emissions (Scope 2 - Electricity) (Note 1)	133.05 tCO2e (Note 1)	115.4106 tCO2e (Note 2)	Water Consumption	1,793 degrees	1,702 degrees	Waste	4,123.5kg	3,526.1kg	None
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Promotion items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons for such differences																
	Yes	No	Abstract Illustration																	
other waste management?			Note 2: The boundary of statistics in 2024 is mainly based on the Radium Life Tech Co., Ltd.. Reduction Targets, Implementation Measures, and Achievement Status: <table><tr><th>Item</th><th>2024 Targets</th><th>Achievement Status</th><th>Implementation Measures</th></tr><tr><td>Greenhouse Gas Emissions</td><td>1% reduction annually</td><td>-15%</td><td> ● Improving equipment energy efficiency ● Reducing Energy Demand ● Renewable Energy ● Green Procurement </td></tr><tr><td>Water Consumption</td><td>1% reduction annually</td><td>-5.1%</td><td> ● Improving water-consuming equipment ● Reducing water demand ● Regular Monitoring </td></tr><tr><td>Waste</td><td>1% reduction compared to the previous year</td><td>-14.5%</td><td> ● Office Waste Reduction ● Asset Recycling ● Enhancing Resource Utilization Efficiency ● Digitalization ● Increasing resource circulation efficiency ● Environmental Protection Advocacy </td></tr></table>	Item	2024 Targets	Achievement Status	Implementation Measures	Greenhouse Gas Emissions	1% reduction annually	-15%	● Improving equipment energy efficiency ● Reducing Energy Demand ● Renewable Energy ● Green Procurement	Water Consumption	1% reduction annually	-5.1%	● Improving water-consuming equipment ● Reducing water demand ● Regular Monitoring	Waste	1% reduction compared to the previous year	-14.5%	● Office Waste Reduction ● Asset Recycling ● Enhancing Resource Utilization Efficiency ● Digitalization ● Increasing resource circulation efficiency ● Environmental Protection Advocacy	
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Waste	1% reduction compared to the previous year	-14.5%	● Office Waste Reduction ● Asset Recycling ● Enhancing Resource Utilization Efficiency ● Digitalization ● Increasing resource circulation efficiency ● Environmental Protection Advocacy																	
IV. Social issues (I) Does the company have the relevant management policies and procedures stipulated in accordance with the applicable laws and regulations and international conventions on human rights?	V		Our company fulfills its corporate social responsibility by maintaining and protecting the basic human rights of all employees, customers, and other stakeholders. We adhere to the principles outlined in the United Nations Global Compact and the Universal Declaration of Human Rights regarding human rights, labor standards, and anti-corruption. Simultaneously, we strictly comply with domestic labor laws, preventing any human rights violations. To ensure our daily operations conform to business ethics, we have established fundamental standards of conduct for directors, managers, general employees, and procurement personnel. These include the "Radium Life Human Rights Policy," "Corporate Governance Practice Principles," "Integrity Management Principles," "Code of Ethical Conduct for Directors and Managers," "Internal Control Guidelines for Preventing Insider Trading," and "Internal Control Guidelines for Managing Related Party Transactions." Furthermore, the company pledges to treat employees, customers, and business partners with dignity. We continuously improve our management of human rights-related issues. We expect our collaborators, including suppliers, to meet the same standards as we collectively strive to raise	None																

Promotion items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons for such differences
	Yes	No	Abstract Illustration	
			awareness of human rights issues and manage related risks. Basic regulations regarding these matters are stipulated in our mutual agreements. Human rights policies and regulations are announced on the Company's website and intranet.	
(II) Has the company established and implemented reasonable measures for employee benefits (including: remuneration, holidays and other benefits) that appropriately reflect the business performance or achievements in the employee remuneration?	V		Our company develops human resource management regulations in compliance with laws and responds promptly to changes in social and economic environments. We regularly review and optimize our personnel systems and strategies to ensure employees receive reasonable salaries, benefits, and development opportunities. Regarding employee benefits, the company provides a comprehensive leave system, including statutory holidays, annual leave, maternity leave, paternity leave, and family care leave. We also offer group insurance, psychological counseling, and health examinations as part of our employee care measures. In terms of compensation and performance, the company has established a fair and reasonable salary structure that ensures compensation is linked to business performance and individual contributions. Through market salary surveys and internal pay equity assessments, the company ensures that salaries remain competitive in the market. We implement an annual performance evaluation mechanism for bonus distribution and salary adjustments, encouraging employees to grow together with the company. Furthermore, the company has established a Remuneration Committee in accordance with the law, which regularly reviews the compensation standards for directors and managers to ensure transparent and fair decision-making. In terms of workplace diversity and inclusion, the company is committed to creating a fair and diverse working environment. Female employees comprise 52% of our workforce, while women hold 37% of management positions, ensuring that all employees enjoy equal pay for equal work and equal promotion opportunities. The company actively promotes diversity and inclusion policies, providing career development plans, internal training, and cross-departmental rotation opportunities to facilitate employee growth and development.	None
(III) Has the company provided employees with a safe and healthy work environment and regularly provided safety and health education to employees?	V		1. In accordance with the company's operational nature, in 2024 we assisted each company in completing regulatory identification of the Occupational Safety and Health Act and its related sub-laws, implementing improvement measures for non-compliant items. We cultivate the relevant occupational safety and health departments to constantly review regulatory amendments and assess operational compliance. 2. In 2024, we continued to promote weekly and monthly safety and health reporting mechanisms across subsidiaries, promptly reflecting workplace safety and health management conditions, serving as an important tool for the group to monitor safety and health management. 3. The Safety, Health and Environment Department conducted 10 inspections and counseling for each workplace on safety and health management measures and on-site working environment. The issues found have been improved by each company, and the average response time for defects was approximately 21 days. 4. In 2024, 12 quarterly safety and health meetings were convened by business unit, where safety and health-related issues were reported and communicated, with regular tracking of implementation results. 5. The Safety, Health and Environment Department regularly organizes lectures by external experts, professional seminars for group safety and health personnel, and organizes safety and health education and training for new recruits and existing employees in accordance with the law. We developed online safety and health training courses to facilitate employee	None

Promotion items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons for such differences
	Yes	No	Abstract Illustration	
			training across the group. 6. The Safety and Health Department regularly publishes safety and health spotlights on the group website, sharing workplace and lifestyle safety and health knowledge through micro-learning. In 2024, we further launched the GRI 403 series of promotional materials to advocate the interconnection between occupational safety and health and sustainable development.	
(IV) Has the company established an effective career development training program for its employees?	V		To assist employees in establishing clear career development paths and strengthening core competencies and future key capabilities, our company annually allocates a training budget. We design diverse and systematic training courses based on different job levels and development needs. These courses focus on general education, self-growth, professional skills, and management abilities, delivered through various formats including forums, seminars, online courses, and modular training. In 2024, our company focused on two core themes for training planning: "Digital Transformation" and "Sustainable Development." For digital talent training, we implemented the "AI Intelligence Development Training Program" to enhance employees' digital mindset and application skills. For sustainability talent cultivation, we offered the "BMP Basic Supervisor Training Program" and "Construction Project Management Series Courses" to develop supervisors and staff with management and sustainability implementation capabilities. In 2024, we conducted a total of 107 classes, with 5,563 total participant attendances, accumulating 10,242 training hours. The average training time per employee was 12.4 hours, with an overall course satisfaction rate of 95%.	None
(V) Does the company comply with laws and international standards with respect to customer health, safety, privacy, marketing and labeling in all products and services offered, and have the company implemented consumer protection policies and complaint procedures?	V		The health, safety, privacy, marketing and labeling of the Company's products and services are handled in accordance with the laws and regulations. At the same time, we regularly review the legal aspects of our products and services and gain the consent of the customer in case of negotiation. Additionally, there is a customer service section for various products on the Company's website, as well as a message board for stakeholders, consumers, or customers, including procurement, construction project, sales and customer service operations. These stakeholders can express their opinions or make a complaint via the Company's website, email, or by telephone. These are responded and processed by the Company's responsible units. For customer privacy issues, we are taking a proactive approach in conducting internal education and training for employees to develop sensitivity to events in order to protect the rights and interests of stakeholders.	None
(VI) Has the company implemented a supplier management policy that regulates suppliers' conduct with	V		We have formed a Joint Procurement Division and formulated "Supplier Management Procedures" in order to perform appropriate assessments on suppliers. Prior to having business dealings with a supplier, we collect and evaluate the supplier's past records of impact on the environment and society as well as any government procurement rejections or major labor and safety incidents. This will serve as an important basis to assess whether to include the supplier as the Company's qualified supplier while ensuring that the new supplier will not cause significant impact on society. The supplier must abide by the Group's joint procurement management system.	None

Promotion items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons for such differences
	Yes	No	Abstract Illustration	
respect to environmental protection, occupational safety and health or work rights/human rights issues, and does the company track suppliers' performance on a regular basis?			Aside from the Company's assessment of suppliers, the contract must also set forth the Occupational Safety and Health Act, labor safety and health at a construction site, and the prohibition of hiring illegal labor so as to protect the rights and integrity of the workers. The contract entered into with the supplier must be reviewed by legal personnel and the impact of the procurement on the environment of the source region evaluated. In the event of a violation of the above, a fine may be imposed or the contract terminated or cancelled depending on the severity of the circumstances. For supplier appraisals and management, please see the Company's website at "Corporate Sustainability. In 2024, a total of 222 evaluations of existing suppliers were conducted. The evaluation results were categorized into A, B, C, D, and E grades. Among them, 120 suppliers were classified as Grade A, representing excellent suppliers; 90 suppliers were classified as Grade B, considered suitable for continued collaboration; and 10 suppliers were classified as Grade C, deemed acceptable but requiring further observation. As for Grade D, 2 suppliers were identified and placed under enhanced supervision or added to the list of suppliers to be discontinued.	
V. Has the company prepared a sustainability report or a report on non-financial information with reference to internationally accepted standards or guidelines? Are these reports supported by the assurance or opinion of a third-party verification entity?	V		Our company's 2024 Sustainability Report was prepared in accordance with the latest version of the GRI Standards issued by the Global Reporting Initiative, and aligned with the United Nations Sustainable Development Goals (SDGs). Additionally, PricewaterhouseCoopers Taiwan (PwC Taiwan) conducted limited assurance on the report according to Statement of Assurance Standards No. 1, "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information," issued by the Accounting Research and Development Foundation (which references the International Standard on Assurance Engagements ISAE 3000).	None
VI. If the company has formulated its own Sustainable Development Best-Practice Principles in accordance with the "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies", please describe the differences between its operation and the Principles: In an effort to fulfill the responsibility of sustainability and give back to society, the formulation of the "Corporate Social Reasonability Best-Practice Principles" was approved by resolution adopted by the Board of Directors on December 8, 2016. These Principles are periodically amended and updated according to laws and regulations as well as the current situation. On March 29, 2022, the Board of Directors approved amendments to rename the "Corporate Social Responsibility Practical Principles" to "Sustainable Development Practical Principles." Subsequently, on January 17, 2025, the Board of Directors approved further amendments, with the main changes being the renaming of the sustainable development promotion unit from "Corporate Sustainability Development Team" to "Sustainability Development Committee." To promote and implement group sustainability development, occupational safety and health management and quality management mechanisms were incorporated into these principles to strengthen the management of sustainability information. The Corporate Sustainability Development Team regularly reviews the implementation status of various plans in accordance with the Sustainable Development Practical Principles and makes improvements accordingly. No discrepancies have been identified in the implementation to date. For information regarding operational status and				

Promotion items	Implementation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons for such differences
	Yes	No	Abstract Illustration	
achievements, please refer to our company's website.				
VII. Other important information to help understand the promotion of sustainable development implementation: Please refer to the sustainable development-related information on the Company’s website. 1. See “Corporate Sustainability” at https://www.radium.com.tw/en/social 2. See “Sustainability Information” at https://www.radium.com.tw/en/news/3cBZt3ETtaTXDhJ7				

Climate-related information

1. Implementation of climate-related information

Item	Status of implementation						
1. Describe the oversight and governance of directors and management over climate-related risks and opportunities. 2. Describe how the identified climate risks and opportunities affect the Company's business, strategy, and finance (short-, medium-, and long-term). 3. Describe the financial impacts of extreme climate events and transformational actions. 4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system. 5. If scenario analysis is used to evaluate the resilience in the face of climate change risks, the scenarios, parameters, assumptions, analysis factors, and main financial impacts used shall be explained. 6. If there is a transition plan for managing climate-related risks, specify the content of the plan, and the indicators and goals used to identify and manage physical risks and transition risks.	1. In order to mitigate the impact of climate-related risks on the Group, grasp the opportunities under climate change, and systematically manage energy efficiency and use over the long term, the Group actively promotes relevant environmental management and energy-saving measures. In 2022, with reference to the TCFD guidelines, the establishment and management of the system and related systems are used to describe the climate governance, strategies, risk management, indicators and goals, and the implementation status is regularly reported to the Board of Directors on an annual basis. 2. Based on our internal TCFD questionnaire survey and materiality assessment analysis, 13 issues were scored and ranked according to their impact level and probability. Six material risk and opportunity issues with significant impact on company operations were ultimately identified, including three risks and three opportunities. The three risks are transition risk - 'Increased raw material costs', physical risks - 'Rising average temperatures and extreme heat' and 'Extreme weather events - heavy rainfall'. The three opportunities are 'Government incentive mechanisms and cooperation opportunities', 'Improved energy and resource efficiency', and 'Enhanced building usage efficiency'. Regarding building costs related to carbon fees, these primarily involve steel, cement, and other expenses for major construction materials, specifically concrete and rebar, which are key targets for carbon fee collection. While the initial impact of carbon fee increases is minimal, from a long-term perspective, as carbon fee rates (carbon pricing) rise, the impact on costs cannot be underestimated. Our Group will continue to monitor the impact of carbon fee policies on raw material procurement, and achieve sustainable procurement practices by reducing environmental impacts and improving resource efficiency to address green inflation caused by carbon fee collection. 3. In recent years, our Group has begun to diversify operations by actively investing in new energy sources, such as waste-to-energy and reclaimed water among other green energy industries, establishing a complete circular supply chain to achieve circular economy results, thereby enhancing company reputation and value. Our subsidiaries, Rih Ding Water Enterprise and Bao Ding Reclaimed Water Co., Ltd., have constructed a complete water resource recovery and recycling system in Taoyuan, realizing the recycling and treatment of wastewater into usable reclaimed water resources. Bao Ding Reclaimed Water Co., Ltd. completed the first phase of construction of the Taoyuan North District Water Resources Recycling Center in August 2024, with official water supply beginning in September 2024. Upon completion of the second phase of construction expected in June this year, the facility will be able to supply 40,000 tons of reclaimed water daily for use by manufacturers in the Guanyin Industrial Park and surrounding industries, effectively reducing dependence on tap water and enhancing the economic benefits of water recycling. 4. The Group has established comprehensive risk management procedures, and the four functional groups "environmental protection team, social responsibility team, corporate governance team, and InfoSec task force" under the Corporate Sustainability Group. These teams draw up a list of risks based on the management of their responsibilities, and the scope of the list covers the identification, assessment, and management procedures for climate change risks. In 2021, the Group established the "Procedures for Assessing and Improving Internal Control System Deficiencies and Abnormalities" to quickly respond and improve the deficiencies and abnormalities of the internal control system. Climate risk and opportunity management procedures are as follows: <table border="1"> <tr> <td>Definition of scope and goals</td><td>Establish and execute the reasons and objectives of climate risk and opportunity assessment, define goals, form a team, identify government and industry trends, define and evaluate business locations, products and services, adjustment objects, adjustment goals, etc.</td></tr> <tr> <td>Climate risk and opportunity evaluation</td><td>Conduct short-term (3-5 years), medium-term (5-10 years), and long-term (> 10 years) evaluation and analysis in terms of climate-related policies, regulations, technologies, market and reputation changes, substantive risks and opportunities; the annual review will be carried out on a rolling basis; the analysis will be carried out based on the scenario of 2°C or more severe global warming.</td></tr> <tr> <td>Mitigation and</td><td>Based on the risk assessment results, management and control measures are formulated for high-risk and opportunity items.</td></tr> </table>	Definition of scope and goals	Establish and execute the reasons and objectives of climate risk and opportunity assessment, define goals, form a team, identify government and industry trends, define and evaluate business locations, products and services, adjustment objects, adjustment goals, etc.	Climate risk and opportunity evaluation	Conduct short-term (3-5 years), medium-term (5-10 years), and long-term (> 10 years) evaluation and analysis in terms of climate-related policies, regulations, technologies, market and reputation changes, substantive risks and opportunities; the annual review will be carried out on a rolling basis; the analysis will be carried out based on the scenario of 2°C or more severe global warming.	Mitigation and	Based on the risk assessment results, management and control measures are formulated for high-risk and opportunity items.
Definition of scope and goals	Establish and execute the reasons and objectives of climate risk and opportunity assessment, define goals, form a team, identify government and industry trends, define and evaluate business locations, products and services, adjustment objects, adjustment goals, etc.						
Climate risk and opportunity evaluation	Conduct short-term (3-5 years), medium-term (5-10 years), and long-term (> 10 years) evaluation and analysis in terms of climate-related policies, regulations, technologies, market and reputation changes, substantive risks and opportunities; the annual review will be carried out on a rolling basis; the analysis will be carried out based on the scenario of 2°C or more severe global warming.						
Mitigation and	Based on the risk assessment results, management and control measures are formulated for high-risk and opportunity items.						

Item	Status of implementation	
7. If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated. 8. If climate-related targets have been set, specify the activities covered, the scope of GHG emissions, the planned schedule, and the progress made in each year. If carbon credits or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon credits to be offset or the quantity of renewable energy certificates (RECs) shall be specified. 9. GHG inventory and assurance status, as well as reduction goals, strategies and concrete action plans (please fill in the table below).	adaptation measures	Management and control measures include building adaptive capacity or specific actions, and assessing the feasibility to establish an action plan.
	Implementation monitoring and review	Climate risks and opportunities will vary in response to changes in the overall internal and external environment. Close monitoring and regular review are required to ensure that mitigation and adaptation measures and plans are effective in a dynamic environment.
	Reporting and communication	Regularly communicate the progress and information of climate governance to internal and external stakeholders, and demonstrate the performance and results of climate mitigation and adaptation management.
5. In order to gradually establish the Group's GHG management strategy, we established and introduced the ISO 14064-1:2018 organizational GHG inventory in 2022. In the future, we will continue to expand the scope of GHG management with the management of product carbon footprint and engineering carbon footprint included. In addition to GHG management, we have also incorporated the Home Builder industry indicators published by the Sustainability Accounting Standards Board (SASB) for management. We have also formulated strategies and target directions based on the "Cross-Industry Climate Indicator Category" listed in the TCFD guidelines, and set environmental indicators for water resources and waste. (1) Risks: Intensifying typhoons, floods, droughts, and high-temperature extreme weather events may cause asset damage and operation interruption of the Group. With the impact of global warming, the temperature continues to rise, high humidity, and the urban heat island effect greatly increase power consumption. Moreover, high temperatures pose a hazard to the health of all human beings, and at the same time increase the risk of work shutdown due to high temperatures. (2) Opportunities: New and existing buildings: During the process of construction and repair, we will make good use of green building materials, energy-saving equipment and low-carbon construction materials. Through reinvestment in new energy and circular resource businesses, investment in the research and development of low-carbon buildings, and development of new products and services, the Company will enhance its competitiveness and adaptability. 6. In 2023, the Radium Life Group completed its first greenhouse gas inventory of Scope 1 and Scope 2 emissions for subsidiaries included in the consolidated financial statements. This has been designated as the base year for the Group's greenhouse gas emissions to establish carbon reduction targets, with the expectation that the Group's greenhouse gas emissions will decrease year by year. From 2023 onward, our Group conducts annual inventories for all subsidiaries included in the consolidated financial statements, with plans to complete external assurance of greenhouse gas emissions for these subsidiaries by 2027 at the latest. Additionally, the Radium Life Group's 2024 carbon reduction target combines Scope 1 and Scope 2 calculations, aiming for a reduction of over 1% compared to the base year, while the 2025 reduction target is set at over 2% compared to the base year. Our medium-term goal refers to Taiwan's 2022 Nationally Determined Contributions, targeting a carbon emission reduction of over 15% by 2030 compared to the base year. The long-term goal aligns with national policy to achieve net-zero emissions by 2050. 7. Please explain in the table below.		

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

(1) Greenhouse Gas Inventory Information

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

The inventory year is from January 1, 2023 through December 31, 2023, and the inventory has passed the external verification by the TUV NORD Taiwan Co., Ltd.

1. Category 1: The direct greenhouse gas emissions were 38.5598 metric tons of carbon dioxide equivalent. (The scope of the inventory was the Company's office area, and the direct greenhouse gas emissions were mainly fuel emissions from company vehicles).
2. Category 2: The indirect greenhouse gas emissions from imported energy were 138.5000 metric tons of carbon dioxide equivalent. (The scope of the inventory was the Company's office area, and the indirect energy emissions were mainly from purchased electricity).
3. Category 4: The indirect greenhouse gas emissions from the organization's use of products were 37.00 metric tons of carbon dioxide equivalent. (The scope of the inventory was the Company's office area, and the emissions were mainly from the waste discharged during business activities).
4. Greenhouse gas emission intensity: 1.53 tons CO₂e/person (average number of employees in 2023 was 116)
5. Greenhouse gas emission intensity: 0.14 (tons of CO₂e)/millions of NTD

The inventory year is from January 1, 2024 through December 31, 2024, and the inventory has passed the external verification by Deloitte Touche Tohmatsu Limited.

1. Category 1: The direct greenhouse gas emissions were 32.2639 metric tons of carbon dioxide equivalent. (The scope of the inventory was the Company's office area, and the direct greenhouse gas emissions were mainly fuel emissions from company vehicles).
2. Category 2: The indirect greenhouse gas emissions from imported energy were 115.3998 metric tons of carbon dioxide equivalent. (The scope of the inventory was the Company's office area, and the indirect energy emissions were mainly from purchased electricity).
3. Category 4: The indirect greenhouse gas emissions from the organization's use of products were 29.9825 metric tons of carbon dioxide equivalent. (The scope of the inventory was the Company's office area, and the emissions were mainly from the waste discharged during business activities).
4. Greenhouse gas emission intensity: 1.2409 tons CO₂e/person (average number of employees in 2024 was 119)
5. Greenhouse gas emission intensity: 0.205 (tons of CO₂e)/millions of NTD

(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 inventory year is from January 1, 2023 through December 31, 2023, and the inventory has passed the external verification by the ETC in compliance with ISO14064-1:2018. The ETC provided reasonable assurance for Categories 1 and 2 emissions and limited assurance for Category 4 emissions.

The inventory year is from January 1, 2024 through December 31, 2024, and the inventory has passed the external verification by the ETC in compliance with ISO14064-1:2018. The ETC provided reasonable assurance for Categories 1 and 2 emissions and limited assurance for Category 4 emissions.

(3) Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

1. Since our Group's greenhouse gas emissions are concentrated in carbon emissions from purchased electricity (Scope 2), our carbon reduction strategy focuses on improving energy use efficiency, reducing high-emission energy consumption, gradually expanding renewable energy development, and implementing renewable energy usage. In alignment with national policies, we aim to achieve 100% LED lighting in office spaces and optimize over 60% of air conditioning operations by 2030. We allocate annual budgets for the gradual replacement of high-energy-consumption equipment and have introduced hybrid and electric vehicles for corporate use.
2. Beyond reduction measures, our Group places significant emphasis on climate change adaptation, implementing inventories of climate-related risks and opportunities, enhancing climate resilience across all subsidiaries, and strengthening building disaster resistance and prevention capabilities. We are implementing response plans to address impacts from extreme weather events and developing circular economy models to reduce dependence on new resource extraction and usage.

Note: The Company was unable to obtain the complete greenhouse gas assurance opinion by the date of the annual report publication. The complete assurance information will be disclosed in the sustainability report.

(VI) Fulfillment of Ethical Corporate Management, and variance from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, and the reason for any such variance:

Assessment Item	Implementation Status			Variance from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, and the reason for any such variance
	Yes	No	Abstract Illustration	
I. Establishment of Corporate Conduct and Ethics Policy and Implementation Measures (I) Does the company have a clear ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team? (II) Whether the company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in paragraph 2, Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"? (III) Whether the company has established relevant policies that are duly enforced to prevent unethical conduct, provided implementation procedures, guidelines, consequences of violation and appealing procedures, and periodically reviews and revises such policies?	V		(I) The Company has formulated the "Ethical Corporate Management Best Practice Principles" approved by the Board of Directors, regulating the standards to be complied with by directors and managerial officers when performing their duties. The policy of ethical management is specified in the regulations, external documents and the Company's website, as well specified in the "Employment Contract " or the appointment contract, requiring all employees or appointed managerial officers to observe; the incumbent employees must sign the "Corporate Management Best Practice Principles" consent form. At the same time, the Company specifies the relevant employee confidentiality agreement in the "Employment Contract. "For the business, documents and customer information an employee manages, absolute confidential obligation shall be assumed, and he/she shall not disclose it unless it is legally ordered or approved. In addition, the Company regularly organizes trainings and promotions for employees to fully understand the Company's determination, policies, prevention programs and consequences of violations of unethical conduct, to implement the ethical management policy and actively prevent unethical conducts. (II) The Company's " Ethical Corporate Management Best Practice Principles" has established principal regulations for the business activities with higher risks of unethical conducts set forth in Article 7, Paragraph 2 of the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies." In the future, it will gradually develop specific preventive measures. In the Company's orientation for new employees, "Regulations of Reward and Punishment Management" and " Ethical Corporate Management Best Practice Principles," it all expressly prohibits receiving entertainment and gifts from suppliers, clients, contractors or competitors related to the group. Employees must not exploit their authorities to engage in activities with conflict of interests with the Group for obtain illegal benefits. Violators will be severely punished, in order to promote the importance of ethical conducts and related disciplinary regulations. In addition, the Company has also formulated the "Code of Ethical Conduct for Directors and Managers" as a basis for implementing ethical management. (III) The company has set up the "Code of Ethical Conduct for Directors and Managerial Officers," specifying various regulations, such as preventing conflicts of interest, preventing personal gains, confidentiality, fair	None

Assessment Item	Implementation Status			Variance from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, and the reason for any such variance
	Yes	No	Abstract Illustration	
			trading, prohibiting insider trading, protecting and appropriately using company assets, observing laws and regulations, and encouraging reporting conducts illegal or violating ethical code of conduct, as well as the disciplinary measures, as the basis for compliance. (IV) In order to implement the Ethical Corporate Management Best Practice Principles and to effectively control and manage reported cases, and to establish smooth reporting channels and fair investigation procedures to correct possible misconduct, the Company has formulated the Reporting Management Regulations as approved by the board of directors, and established a whistleblower mailbox on the official website of the Group for internal and external personnel. Once a reported case is accepted, the confidentiality of the identity of the whistleblower and the content reported will be ensured throughout the investigation process. If an employee is proved to have violated rules, it shall be handled in accordance with the Company's Regulations of Reward and Punishment Management. If there is indeed a violation of relevant laws and regulations as proved in the investigation, the Company will take appropriate legal actions when necessary to protect the Company's reputation and rights and interests.	
II. Ethic Management Practice				
(I) Does the company evaluate the integrity of all counterparties it has business relationships with? Are there any integrity clauses in the agreements it signs with business partners?	V		(I) In the contract signed with agencies, suppliers, customers or other business partners, the Company has added provisions to comply with ethical management. In the event of unethical conducts, the Company may terminate or cancel the contract at any time.	None
(II) Has the company set up a dedicated responsible unit to promote corporate ethical management under the Board of Directors, and has such unit reported its execution in terms of ethical management policy and preventive programs against unethical behaviors and the supervision status to the Board of Directors on a regular basis (at least once a year)?	V		(II) When the Company conducts business activities with its counterparties, it uses credit investigation procedures in advance to verify the transaction records and credit records of its counterparties, avoiding transactions with parties with records of unethical conducts, and terms of penalties for violations of ethics are specified in contracts.	None
(III) Does the company have any policy that prevents conflict of interest, and channels that facilitate the reporting of conflicting interests?	V		(III) In order to improve the management of ethical management, the corporate governance team is responsible for the formulation, supervision and implementation of ethical management policies and prevention programs, and regularly reports to the Board of Directors on their implementation at least once a year. The most recent report date was December 25, 2024. The Company has formulated policies to prevent conflicts of interest through the "Regulations of Reward and Punishment Management" and "Ethical Corporate Management Best Practice Principles." If any employee finds any illegal activity, pursuant to the provisions of "Reporting Management Regulations, "he/she may	None

Assessment Item	Implementation Status			Variance from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, and the reason for any such variance
	Yes	No	Abstract Illustration	
(IV) Has the company established an effective accounting system and internal control system in order to implement ethical management, and propose relevant audit plans according to the assessment results of the risks of unethical behaviors, and review the compliance status of the prevention of unethical behaviors, or entrust an account to carry out the review?	V		report such activity and the corporate governance team is responsible for accepting. If employees of the Company violate this Principles, they shall be treated in accordance with the Company's "Regulations of Reward and Punishment Management"; if there is a violation of relevant laws and regulations, the Company will take appropriate legal actions when necessary to protect the Company's reputation and interests. (IV) The Company has established a rigorous accounting system and set up a dedicated accounting unit. Financial reports are reviewed by CPAs to ensure the adequacy of financial information disclosure; internal auditors conduct regular/extraordinary reviews pursuant to laws and regulations and operational needs, to implement the internal control system.	None
(V) Does the company organize internal or external training on a regular basis to maintain business integrity?	V		(V) The senior management of the Company attend in the relevant external courses organized by the competent authorities every year; meanwhile the company arranges for new employees to participate in "Integrity Management Principles Promotion" training courses, and various internal key training courses (e. g. officer training) also cover relevant promotion of ethical management. At least once a year, the Company educates all insiders such as directors and managers in accordance with the "Management Operations to Prevent Insider Trading " and related laws and regulations, and holds digital courses on the internal learning platform of the "Ethical Corporate Management Best Practice Principles." The promotion, prevention and information announced in letter by the competent authorities forwarded to the directors and managerial officer and all insiders, for them to know, seeking to help employees understand the laws and regulations through the promotion and courses, so that employees and managerial officers will observe fully when conducting their business.	None
III. Operation of the Whistleblowing System				
(I) Does the company have a specific whistleblowing and reward system stipulated, a convenient report channel established and a responsible staff designated to handle the individual being reported?	V		(I) The Company has established a whistleblowing mailbox on the Company's official website for internal and external persons to use. The corporate governance team is responsible for accepting whistleblowing cases, and the corporate governance officer serves as the convener of investigation for the whistle-blown cases. Whistle-blowing cases are divided into general cases and these involving directors or senior management. Once accepted, an investigation team will be formed according to the content of the whistle-blown case. After the investigation is completed, the convener of the investigation team will report to the corporate governance team or the Audit Committee, and the governance team or the Audit Committee will review and make recommendations for disciplinary	None

Assessment Item	Implementation Status			Variance from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, and the reason for any such variance
	Yes	No	Abstract Illustration	
(II)Has the company implemented any standard procedures and/or subsequent measures after carrying out an investigation or confidentiality measures for handling reported misconduct?	V		actions. The relevant units also review the relevant internal control system and operating procedures, and propose specific improvement measures to prevent the same situation from happening again. (II) Once the reported matter is accepted, the confidentiality principle shall be followed and the investigation and evidence collection shall be conducted pursuant to the "Reporting Management Regulations;" the identity of the informant and the content of the report shall be kept confidential.	None
(III)Has the company taken appropriate measures to protect the whistle-blower from suffering any consequences of reporting an incident?	V		(III) If the Company accepts any whistle-blown case, in order to protect the whistleblower, the case shall be handled in a confidential manner. The relevant personnel and interested persons in the handling of the case shall be responsible for keeping the identity of the whistleblower, the content of the allegation and the investigation process confidential. If there is a violation of confidentiality, those who are obliged will be treated in accordance with the Company's "Regulations of Reward and Punishment Management", and the Company also promises to protect the whistleblower from being improper treatment due to the whistle blowing.	None
IV. Strengthening of Information Disclosure Does the company have the contents of ethical corporate management and its implementation disclosed on the website and MOPS?	V		The Company has disclosed the "Ethical Corporate Management Best Practice Principles" on the website and MOPS, regulating the standards to be complied with by directors and managerial officers when performing their duties. Also it is well specified in the "Employment Agreement" or the appointment contract, requiring all employees or appointed managerial officers to observe; the incumbent employees must sign the "Ethical Corporate Management Best Practice Principles" consent form. The training courses for new employees and various internal key training courses (such as officer training, etc.) cover the promotion of ethical management.	None
V. For companies who have established Ethical Corporate Management Best Practice Principles in accordance with the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies", please describe the current practice and any variance from the code of conduct: The Company has established the Ethical Corporate Management Best Practice by referring to the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies," to strengthen the corporate culture with ethical management, and serve as the compliance basis for the board members, managerial officers, and employees. Currently, there is no variance.				
VI. Other material information that helps to understand the practice of ethical management of the company: (e.g., the review and revision of the best-practice principles of the Company in ethical management) Always monitor the development of relevant domestic and overseas standards for ethical management, for review and improve the company's Ethical Corporate Management Best Practice Principles according, and prevent the violations of ethical management from occurring, to implement the Company's ethical management philosophy.				

(VII) Other important information that is sufficient to enhance the understanding of the operation of corporate governance shall be disclosed all together: Please refer to III in this article for the Company's corporate governance for more details.

(VIII) The following shall also be disclosed in the implementation of the internal control system:

1. Internal control system:

Please refer to the Market Observation Post System (MOPS) for the Company's Internal Control System Statement for the year 2024. The query path and website are as follows:

Query Path: MOPS > Single Company > Corporate Governance > Company Regulations/Internal Control > Internal Control System Statement Announcement
Website: <https://mopsov.twse.com.tw/nas/cont06/c2547113011140313.pdf>

2. If a CPA is entrusted to perform a special audit on the internal control system, the audit report shall be disclosed: None.

(IX) Important resolutions at shareholder's meetings and Board of Directors meetings in the most recent fiscal year and up to the date of publication of the annual report:

1. Important Resolutions of the Board of Directors

Meeting Date	Important Resolutions
2024.01.26	- Approved the appointment of TITAN DEVELOPMENT AND CONSTRUCTION to execute site management for certain equipment in the eastern section of the company's Sanzhi project. - Approval of amendments to the company's internal control system. - Approval of the company's endorsement guarantees for its subsidiaries.
2024.03.12	- Approved the termination of the early-stage construction contract for the Wenxin Yinghua Station project between our company, Ji Shun Company, and TITAN DEVELOPMENT AND CONSTRUCTION. - Approval of the company's 2023 "Statement of Internal Control System." - Approval of the company's 2023 Business Report, Consolidated Financial Statements, and Individual Financial Statements. - Approval of the company's 2024 Annual Shareholders' Meeting arrangements.
2024.04.10	- Approval of the company's 2023 earnings distribution proposal. - Approved motion for distribution of cash dividends out of capital surplus. - Approved the motion for adding the motions to the Company's 2024 AGM. - Approval of amendments to the company's internal control system.
2024.05.10	- Approval of the 2024 assessment of the competency and independence of the certified public accountants and their remuneration. - Approval of the company's 2024 first quarter consolidated financial statements. - Approval of the company's participation in the cash capital increase of its subsidiaries. - Approval of the issuance of the company's 2024 first secured ordinary corporate bonds and application for guarantee facilities. - Approval of the company's application for the extension of credit facilities from financial institutions. - Approval of the extension of period and reduction of amount for the company's endorsement guarantees for subsidiaries' credit facilities.

Meeting Date	Important Resolutions
2024.07.18	• Approval of the company's adjustments to managers' salaries. • Approval of amendments to the company's internal control system. • Approved our company's endorsement guarantee for the credit extension of our subsidiary. • Approval of the company's participation in the cash capital increase of its subsidiaries.
2024.08.06	• Approved the publication of the Company's 2023 Sustainability Report. • Approved the Company's consolidated financial statements for the second quarter of fiscal year 2024. • Approved the Company's signing of the preliminary engineering contract for the Wenxin-Chongde Station (G6) of the Taichung MRT project. • Approval of the company's application for the extension of credit facilities from financial institutions. • Approved the Company's endorsement and guarantee for the credit extension renewal of its subsidiaries.
2024.11.08	• Approved the Company's consolidated financial statements for the third quarter of fiscal year 2024. • Approval of amendments to the company's internal control system. • Approved the Company's endorsement and guarantee for the credit extension of its subsidiaries.
2024.11.29	• Approval of the company's participation in the cash capital increase of its subsidiaries. • Approved the Company's audit plan for fiscal year 2024. • Approved the Company's amendments to the Company's "Rules of Procedure for Board of Directors Meetings". • Approved amendments to the Company's "Audit Committee Charter." • Approved the Company's issuance of new shares through cash capital increase.
2024.12.06	• Approved the disposal of major assets by a subsidiary.
2024.12.25	• Approved the Company's organizational restructuring. • Approved the Company's 2025 business operations plan. • Approval of the company's participation in the cash capital increase of its subsidiaries. • Approved the Company's application for credit facilities from financial institutions.
2025.01.17	• Approval of amendments to the company's internal control system. • Approved the Company's application for credit facilities from financial institutions. • Approved matters relating to the Company's 2025 Annual General Shareholders' Meeting.
2025.02.13	• Approved amendments to the Company's "Procedures for Lending Funds to Other Parties." • Approved the amendments to the Company's "Procedures for the Acquisition and Disposal of Assets by Public Companies". • Approved the Company's endorsement and guarantee for subsidiaries' credit facilities.

Meeting Date	Important Resolutions
2025.03.07	• Approved the Company's 2024 Business Report, Consolidated Financial Statements, and Parent Company Only Financial Statements. • Approved the Company's 2024 earnings distribution proposal. • Approved motion for distribution of cash dividends out of capital surplus. • Approved the Company's 2024 "Statement of Internal Control System." • Approved the full re-election of the 11th term of the Company's Board of Directors. • Approved additional agenda items for the Company's 2025 Annual General Shareholders' Meeting. • Approved the Company's endorsement and guarantee for the credit extension of its subsidiaries.
2025.03.20	• Approved amendments to the Company's "Articles of Incorporation." • Approved the nomination and review of candidates for the 11th term of the Company's Directors and Independent Directors. • Approved the release of non-competition restrictions for the 11th term of the Company's Directors. • Approval of the company's participation in the cash capital increase of its subsidiaries.

2. Important Shareholders Meeting Resolutions and Implementation

Meeting Date	Meeting Date	Important Resolutions
2024.5.27	• Recognized the 2023 Business Report and Financial Statements.	The motion has been approved by voting as the original motion.
	• Recognized the motion for the Company's 2023 earnings distribution.	No earnings are to be distributed for the period, which was approved as proposed.
	• Approved the distribution of cash dividends from capital surplus.	August 23, 2024 was set as the ex-dividend record date, and cash dividends were distributed on September 6, 2024.

(X) Any other documented objections or qualified opinions raised by directors or supervisors against board resolutions in relation to matters, and their content in the most recent fiscal year and up to the date of publication of the annual report: None.

IV. Information on Attesting CPA's Fees

Unit: NT\$ Thousand

Accounting Firm	Name of CPA	Audit Period	Audit Fee	Non-Audit Fee	Total	Remarks
Deloitte & Touche	Yang, Ching Cheng Fang, Alice	2024.01.01~2024.12.31	4,784	851	5,635	Non-audit fees include: 1. Transfer Pricing Report service for NT\$566 thousand 2. Fee for CPA's opinion on capital increase by cash: NT\$ 70 thousand 3. Service fee for corporate bond fundraising consultation: NT\$50 thousand 4. Other: NT\$165 thousand.

V. Replacement of CPA

The Company did not change its CPA in the most recent 2 years and thereafter.

VI. Any of the Company's chairperson, president, or managerial officer in charge of finance or accounting held a position in the CPA's firm or its affiliated companies in the most recent year: None.

VII. Any transfer of equity interests and/or pledge of or change in equity interests by a director, supervisor, managerial officer, or shareholder with a stake of more than 10 percent during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report:

(I) Share Transfer Information

Share transfer information is available on the Market Observation Post System (MOPS).

The query path and website are as follows:

Market Observation Post System > Profiles > Input Company Name/Code > Insiders' holding, pledging and transfer of shares > Ex-post Filing of insiders Shareholding Change

Website: <https://emops.twse.com.tw/server-java/t58query>

(II) Changes in Share Pledge Status information is available on the Market Observation Post System (MOPS).

The query path and website are as follows: Market Observation Post System > Profiles > Input Company Name/Code > Insiders' holding, pledging and transfer of shares > List of pledges made or repaid by insiders (by individual company)

Website: <https://emops.twse.com.tw/server-java/t58query>

(III) Stake transfer or pledge where the counterparty is a related party: None.

VIII. Relationship information, if among the company's top ten shareholders any one is a related party, or spouse or a relative within the second degree of kinship of another:

March 29, 2024

Name	Shareholding by oneself		Shareholding of spouses and children of minor age		Shareholding through nominees		Related parties, or spousal relationship or relatives within second degree of kinship, among top ten shareholders, including their names and relationships	
	Shares	(%)	Shares	(%)	Shares	(%)	Name	Relation
Lin Rong Shian	115,000,000	11.11%	27,077,962	2.62%	95,006,221	9.18%	1. You Wan Ying 2. Golden Century 3. Ding Sheng Digital 4. Rih Jun Investment	1.Spouse 2.Chairman of that company 3.Relative of 1st degree of kinship to a director of that company 4.Relative of 2nd degree of kinship to a director of that company
Golden Century Co., Ltd. Representative: Lin Rong Shian	95,006,221	9.18%	—	—	—	—	1. Lin Rong Shian 2. You Wan Ying 3. Rih Jun Investment 4. Rih Jun Investment	1.Chairman of that company 2.Supervisor of that company 3.Chairmen of the two companies are first degree relatives 4.Chairmen of the two companies are second degree relatives
CTBC Bank Co., Ltd. In custody for Verivia PCC	90,904,724	8.78%	—	—	—	—	—	—
Ding Sheng Digital Life Co., Ltd. Representative: Tang Ching Huey	85,866,480	8.30%	—	—	—	—	1. Lin Rong Shian 2. You Wan Ying 3. Golden Century	1.Relative of 1st degree of kinship to a director of that company 2.Relative of 1st degree of kinship to a director of that company 3.Chairmen of the two companies are first degree relatives
Rih Jun Investment Co. Ltd. Representative: Lin Rong Huan	46,208,884	4.46%	—	—	—	—	1. Lin Rong Shian 2. You Wan Ying 3. Golden Century	1.Relative of 2nd degree of kinship to a director of that company 2.Relative of 2nd degree of kinship to a director of that company 3.Chairmen of the two companies are second degree relatives
You Wan Ying	27,077,962	2.62%	115,000,000	11.11%	—	—	1. Lin Rong Shian 2. Golden Century 3. Ding Sheng Digital 4. Ri-Jun Investment	1.Spouse 2.Supervisor of that company 3.Relative of 1st degree of kinship to a director of that company 4.Relative of 2nd degree of kinship to a director of that company

Name	Shareholding by oneself		Shareholding of spouses and children of minor age		Shareholding through nominees		Related parties, or spousal relationship or relatives within second degree of kinship, among top ten shareholders, including their names and relationships	
	Shares	(%)	Shares	(%)	Shares	(%)	Name	Relation
CTBC Bank Employee Stock Ownership Trust Account of Radium Life Tech. Co., Ltd.	15,623,404	1.51%	—	—	—	—	—	—
Lin Hua Chun	11,548,530	1.12%	158,926	0.02%	-	-	1. Lin Rong Shian 2. You Wan Ying 3. Ding Sheng Digital Life	1. Relative of 1st degree of kinship 2. Relative of 1st degree of kinship 3. Spouse to a director of that company
Barclays Capital Securities Limited--Barclays Capital Securities Limited SBL/PB(MTA)	10,072,900	0.97%	-	-	-	-	-	-
JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	8,116,058	0.78%	—	—	—	—	—	—

IX. The total number of shares and total equity stake held in any single enterprise by the company, its directors and supervisors, managerial officers, and any companies controlled either directly or indirectly by the company:

December 31, 2024

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors/Supervisors/Managers		Total Ownership	
	Shares	%	shares	%	Shares	%
Rih Siang Property Management Co., Ltd.	230,000	100.00%	—	—	230,000	100.00%
Ji Shun Life Tech Co., Ltd.	104,000	100.00%	—	—	104,000	100.00%
Li Jiang Development Co., Ltd.	100,000	100.00%	—	—	100,000	100.00%
Rih Yao Development I Co., Ltd.	95,000	100.00%	—	—	95,000	100.00%
Zhao Yao Enterprise Co., Ltd.	235,000	100.00%	—	—	235,000	100.00%
Titan Development and Construction Co., Ltd.	120,000	100.00%	—	—	120,000	100.00%
Rih Ding Circular Economy Investment Holding Co., Ltd.	87,600	100.00%	—	—	87,600	100.00%
Radium-kagaya International Hotel Co., Ltd.	15,000	100.00%	—	—	15,000	100.00%
Xin Xiu Ge Hotel Co., Ltd (Note 2)	125	100.00%	—	—	125	100.00%
Li Jiang Business Consulting (Shanghai)	(Note 3)	100.00%	—	—	(Note 3)	100.00%
Jing-Jan Investment Holding Co., Ltd.	91,590	61.06%	56,803	37.87%	148,393	98.93%
Wan-Da-Tong Enterprise Co., Ltd.	148,000	28.35%	374,015	71.65%	522,015	100.00%
Radium Far East Co., Ltd.	38,773	99.93%	26	0.06%	38,799	99.99%
Ri Zuan Green Energy Technology Co., Ltd.	4,050	90.00%	338	7.50%	4,388	97.50%
Jing Ding Green Energy Technology Co., Ltd.	24,050	37.00%	21,450	33.00%	45,500	70.00%
Bao Ding Reclaimed Water Co., Ltd.	73,975	55.00%	20,175	15.00%	94,150	70.00%
Rih Ding Water Enterprise Co., Ltd.	—	—	665,600	100.00%	665,600	100.00%
Ding Sheng Green Energy Technology Co., Ltd.	—	—	20,000	100.00%	20,000	100.00%
Ji Sheng Zih Chan Development Co., Ltd.	—	—	8,700	100.00%	8,700	100.00%
Prolactic Medical Product Inc. (Former Name Prit Biotech Co., Ltd.) (Note 4)	—	—	5,141	38.98%	5,141	38.98%
Jing-Jan Retail Business Co., Ltd.	—	—	46,655	77.76%	46,655	77.76%
Jing-Jan Digital Square Co., Ltd.	—	—	2,000	100.00%	2,000	100.00%
Jing Yang Apartment Building Management and Maintenance Co., Ltd.	—	—	980	49.00%	980	49.00%

Note 1: Investments accounted for using equity method by the Company.

Note 2: The par value per share of Xin Xiu Ge Hotel shares is NT\$1000.

Note 3: It is a limited company so there are no shares.

Note 4: After the merger of Prit Biotech Co., Ltd. and Prolactic Medical Product Inc., the surviving company was renamed Prolactic Medical Product Inc. The registration of this change has been completed.

Capital Overview

I. Capital and Shares

(I) Source of Capital

1. Issued Share

March 31, 2025 ; Unit: Thousand (shares) NT\$

Year Month	Par Value (NT\$)	Authorized Share Capital		Paid-in Capital		Remarks		
		Shares	Amount	Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Other
1982/03	10	Note (1)	3,000	Note (1)	3,000	Venture Capital	None	None
1993/03	10	Note (1)	5,000	Note (1)	5,000	Cash	None	None
1994/10	10	19,300	193,000	19,300	193,000	Cash	None	October 3, 1994 MOEA Ruling Ref. No. 114090
1996/01	10	60,000	600,000	60,000	600,000	Consolidated Capital Increase	None	January 20, 1996 MOEA Ruling Ref. No. 120219
1996/08	10	120,000	1,200,000	80,000	800,000	Cash	None	August 27, 1996 MOEA Ruling Ref. No. 113462
1997/11	10	120,000	1,200,000	92,800	928,000	Cash and Retained Earnings	None	November 11, 1997 MOEA Ruling Ref. No. 021303
1998/09	10	120,000	1,200,000	120,000	1,200,000	Cash and Retained Earnings	None	September 29, 1998 MOEA Ruling Ref. No. 087130353
2000/02	10	180,000	1,800,000	138,000	1,380,000	Retained Earnings	None	February 16, 2000 MOEA Ruling Ref. No. 089104657
2001/02	10	180,000	1,800,000	172,500	1,725,000	Capital Surplus and Retained Earnings	None	February 1, 2001 MOEA Ruling Ref. No. 09001032720
2003/01	10	221,800	2,218,000	190,450	1,904,500	Retained Earnings and Employee Bonus	None	January 24, 2003 MOEA Ruling Ref. No. 09201020960
2003/07	10	271,800	2,718,000	190,477	1,904,770	Domestic Convertible Bonds	None	July 30, 2003 MOEA Ruling Ref. No. 09201235310
2003/10	10	271,800	2,718,000	190,517	1,905,174	Domestic Convertible Bonds	None	October 21, 2003 MOEA Ruling Ref. No. 09201296570
2004/01	10	271,800	2,718,000	206,469	2,064,690	Retained Earnings and Employee Bonus and Domestic Convertible Bonds	None	January 20, 2004 MOEA Ruling Ref. No. 09301010050
2004/04	10	271,800	2,718,000	244,046	2,440,456	Domestic Convertible Bonds	None	April 19, 2004 MOEA Ruling Ref. No. 09301065000
2005/11	10	390,000	3,900,000	264,849	2,648,493	Retained Earnings and Employee Bonus	None	November 7, 2005 MOEA Ruling Ref. No. 09401221940
2006/11	10	390,000	3,900,000	346,443	3,464,433	Cash and Retained Earnings and Employee Bonus	None	November 1, 2006 MOEA Ruling Ref. No. 09501239120
2007/03	10	390,000	3,900,000	357,345	3,573,456	Overseas Convertible Bonds	None	March 6, 2007 MOEA Ruling Ref. No. 09601038810
2007/06	10	680,000	6,800,000	382,784	3,827,844	Overseas Convertible Bonds	None	June 26, 2007 MOEA Ruling Ref. No. 09601141040
2007/09	10	680,000	6,800,000	398,032	3,980,319	Retained Earnings and Employee Bonuses	None	September 14, 2007 MOEA Ruling Ref. No. 09601227980

Year Month	Par Value (NT\$)	Authorized Share Capital		Paid-in Capital		Remarks		
		Shares	Amount	Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Other
2007/09	10	680,000	6,800,000	448,032	4,480,319	Cash	None	September 26, 2007 MOEA Ruling Ref. No. 09601232750
2008/01	10	680,000	6,800,000	448,043	4,480,434	Domestic Convertible Bonds	None	January 30, 2008 MOEA Ruling Ref. No. 09701023260
2008/04	10	680,000	6,800,000	453,015	4,530,146	Domestic Convertible Bonds	None	April 30, 2008 MOEA Ruling Ref. No. 09701103580
2008/09	10	680,000	6,800,000	508,118	5,081,181	Retained Earnings and Employee Bonus and Domestic Convertible Bonds	None	September 18, 2008 MOEA Ruling Ref. No. 09701241730
2009/02	10	680,000	6,800,000	504,420	5,044,201	Treasury Shares Cancellation	None	February 3, 2009 MOEA Ruling Ref. No. 09801016990
2009/09	10	810,000	8,100,000	524,912	5,249,123	Retained Earnings and Employee Bonus and Domestic Convertible Bonds	None	September 17, 2009 MOEA Ruling Ref. No. 09801214560
2010/01	10	810,000	8,100,000	614,912	6,149,123	Cash	None	January 6, 2010 MOEA Ruling Ref. No. 09801302230
2010/05	10	810,000	8,100,000	625,065	6,250,650	Domestic Convertible Bonds	None	May 4, 2010 MOEA Ruling Ref. No. 09901089730
2010/09	10	810,000	8,100,000	646,233	6,462,334	Retained Earnings and Employee Bonuses	None	September 29, 2010 MOEA Ruling Ref. No. 9901219590
2010/10	10	810,000	8,100,000	651,178	6,511,776	Domestic Convertible Bonds	None	October 26, 2010 MOEA Ruling Ref. No. 09901241450
2011/02	10	810,000	8,100,000	651,598	6,515,976	Domestic Convertible Bonds	None	February 22, 2011 MOEA Ruling Ref. No. 10001034880
2011/05	10	810,000	8,100,000	651,679	6,516,794	Domestic Convertible Bonds	None	May 23, 2011 MOEA Ruling Ref. No. 10001098220
2011/07	10	810,000	8,100,000	651,717	6,517,166	Domestic Convertible Bonds	None	July 27, 2011 MOEA Ruling Ref. No. 10001171070
2011/08	10	810,000	8,100,000	694,842	6,948,423	Retained Earnings and Employee Bonuses	None	August 24, 2011 MOEA Ruling Ref. No. 10001197830
2011/10	10	950,000	9,500,000	694,894	6,948,943	Domestic Convertible Bonds	None	October 28, 2011 MOEA Ruling Ref. No. 10001248490
2012/01	10	950,000	9,500,000	693,827	6,938,272	Treasury Shares Cancellation and Domestic Convertible Bonds	None	January 17, 2012 MOEA Ruling Ref. No. 10101010150
2012/04	10	950,000	9,500,000	763,827	7,638,272	Cash	None	April 13, 2012 MOEA Ruling Ref. No. 10101065550
2012/05	10	950,000	9,500,000	783,107	7,831,076	Domestic Convertible Bonds	None	May 7, 2012 MOEA Ruling Ref. No. 10101081810

Year Month	Par Value (NT\$)	Authorized Share Capital		Paid-in Capital		Remarks		
		Shares	Amount	Shares	Amount	Source of Capital	Capital Increase by Assets Other than Cash	Other
2012/09	10	950,000	9,500,000	810,053	8,100,532	Retained Earnings and Employee Bonuses	None	September 17, 2012 MOEA Ruling Ref. No. 10101193330
2013/05	10	950,000	9,500,000	822,698	8,226,978	Domestic Convertible Bonds	None	May 10, 2013 MOEA Ruling Ref. No. 10201086920
2013/09	10	950,000	9,500,000	844,272	8,442,721	Retained Earnings and Employee Bonus and Domestic Convertible Bonds	None	September 9, 2013 MOEA Ruling Ref. No. 10201185560
2013/11	10	950,000	9,500,000	847,628	8,476,278	Domestic Convertible Bonds	None	November 26, 2013 MOEA Ruling Ref. No. 10201238210
2014/02	10	950,000	9,500,000	858,987	8,589,869	Domestic Convertible Bonds	None	February 21, 2014 MOEA Ruling Ref. No. 10301031540
2014/05	10	950,000	9,500,000	860,727	8,607,271	Domestic Convertible Bonds	None	May 23, 2014 MOEA Ruling Ref. No. 10301093910
2014/08	10	950,000	9,500,000	877,942	8,779,416	Domestic Convertible Bonds	None	August 27, 2014 MOEA Ruling Ref. No. 10301178290
2015/03	10	950,000	9,500,000	876,882	8,768,816	Treasury Shares Cancellation	None	March 16, 2015 MOEA Ruling Ref. No. 10401046580
2015/08	10	950,000	9,500,000	894,419	8,944,193	Capital Surplus	None	August 31, 2015 MOEA Ruling Ref. No. 10401181240
2019/08	10	950,000	9,500,000	912,308	9,123,076	Retained Earnings	None	August 26, 2019 MOEA Ruling Ref. No. 10801115460
2020/07	10	950,000	9,500,000	900,095	9,000,946	Treasury Shares Cancellation	None	July 13, 2020 MOEA Ruling Ref. No. 10901132940
2022/03	10	950,000	9,500,000	880,095	8,800,946	Treasury Shares Cancellation	None	March 25, 2022 MOEA Ruling Ref. No. 11101044290
2024/03	10	1,300,000	13,000,000	955,095	9,550,946	Cash	None	May 6, 2024 MOEA Ruling Ref. No. 11330042460
2025/03	10	1,300,000	13,000,000	1,035,095	10,350,946	Cash	None	March 31, 2025 MOEA Ruling Ref. No. 11430041410

Note (1): The number of shares is not shown as the Company was originally a limited company.

2. Type of Stock

March 31, 2025; Unit: Shares

Shares Type	Authorized Share Capital			Remarks
	Issued Shares	Un-issued Shares	Total Shares	
Common Share	1,035,094,649	264,905,351	1,300,000,000	

- (II) List all shareholders with a stake of 5% or greater, and if those are fewer than 10 shareholders, also list all shareholders who rank in the top 10 in shareholding percentage: List of Major Shareholders

March 24, 2025

Shareholders' Name	Shareholding (Shares)	Percentage
Lin Rong Shian	115,000,000	11.11%
Golden Century Co., Ltd.	95,006,221	9.18%
CTBC Bank Co., Ltd In Custody For Verivia Pcc	90,904,724	8.78%
Ding Sheng Digital Life Co., Ltd.	85,866,480	8.30%
Rih Jun Investment Co., Ltd.	46,208,884	4.46%
You Wan Ying	27,077,962	2.62%
CTBC Bank Employee Stock Ownership Trust Account of Radium Life Tech. Co., Ltd.	15,623,404	1.51%
Lin Hua Chun	11,548,530	1.12%
Barclays Capital Securities Limited--Barclays Capital Securities Limited SBL/PB(MTA)	10,072,900	0.97%
JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	8,116,058	0.78%

(III) Dividend Policy and Implementation Status

1. Dividend Policy under Articles of Incorporation

In accordance with Article 20 of the Company's Articles of Incorporation, when there are earnings in the Company's annual final accounts, these earnings shall be distributed in the following order:

- I. Pay taxes.
- II. Make good the deficits of the Company.
- III. Set aside ten percent of said profits as legal reserve. If the legal reserve amounts to the total paid-in capital, this provision shall not apply.
- IV. In accordance with the law, the special reserve shall be listed or converted when necessary. When the Company sets aside special reserve according to law and if there is an insufficient amount in the allocation of "net amount of equity deduction accumulated in the previous period", before the surplus is distributed, a special reserve of the same amount shall be allocated from the undistributed surplus of the previous period. If there is still an insufficient amount, items other than the net profit after tax of the current period shall be included in the undistributed surplus of the current period.
- V. If there is any remaining balance after deducting 1-4 as mentioned, the balance may be accumulated with previous years' earnings. The board of directors will consider the Company's financial situation and prepare a motion for distribution of dividends to shareholders. The motion will be submitted to the shareholders meeting for a resolution.

Given that The Company is operating in a varying business environment and is at a mature and stable stage of its corporate life cycle, in a bid to meet future business expansion plans while balancing dividends and shareholders' interests, the Company's dividend policy states that dividends are to be distributed in cash and stocks. The actual distribution proportion is authorized to be determined by the board of directors according to the year's operations and the capital status and capital budget

of the following year will also be taken into account. Among which, the cash shall not be less than 20% of the total dividends. However, if the cash dividends are less than NT\$0.1 (inclusive), all dividends are distributed in stocks.

When the Company has a profit in the year, theoretically 1/2 of the profit will be distributed in the form of dividends to shareholders. However, if the Company has a major capital expenditure plan at the same time, after weighing the amount of capital expenditure, the most appropriate dividend distribution standard will be resolved by the board of directors.

2. Proposed dividend distribution at the shareholders' meeting

The Company's earnings available for distribution in 2024 amounted to NT\$329,148,814. The Board of Directors' meeting held on March 7, 2025 proposed not to distribute dividends, and proposed to contribute NTD 600,000,000 from the capital surplus, at the rate of NTD 0.62820999 per share, pending the resolution of the Company's annual shareholders' meeting held on May 22, 2025.

3 Expected major changes in the dividend policy: None.

(IV) Impact of Stock Dividend Distribution on Business Performance, EPS And Return on Investment : Not Applicable.

(V) Employees and Directors' Remuneration

1. Information Relating to Employees and Directors' Remuneration in the Articles of Association

In accordance with Article 19-1 of the Company's Articles of Association, if there is a profit within the Company in the year, no less than 0.5% of the profit shall be set aside as remuneration to employees, which shall be distributed in shares or cash by resolution of the board of directors. The Company may set aside no less than 1% of the above-mentioned profit as remuneration to the directors by resolution of the board of directors. The motion regarding remuneration to employees and directors shall be reported to the shareholders meeting. Where there is an accumulated loss, the profit shall be reserved to make up for the loss and the remuneration to employees and directors shall be provided in proportion in accordance with the aforementioned amount.

2. The estimation basis on remuneration to Employee and Directors, the calculating basis on the number of shares for share bonus and accounting treatment for the differences between the actual disputing amounts and estimations

The Company estimates the remuneration of its employees and directors in accordance with its Articles of Association. Any difference between the estimated amount and the actual amount approved by the board of directors is recorded as profit or loss in the following year.

3. Distribution of remuneration approved by the Board of Directors

(1) The amount of remuneration to employees and remuneration to directors and supervisors distributed in cash or shares. If the amount differs from the amount estimated in the year in which the expense is recognized, the amount of the difference, the reason for the difference and the circumstances under which the difference was handled should be disclosed.

As the Company recorded a net loss before tax in 2024, no remuneration to employees and directors was estimated or distributed.

(2) Ratio of Remuneration Employee Stock Bonus to Capitalization of Earnings

Not applicable as the Company recorded a net loss before tax in 2024 and did not distribute employee remuneration in shares.

4. The actual distribution of remuneration to employees, directors and supervisors in 2023, and the differences in the recognition of remuneration to employees, directors and supervisors (The number of differences, the reasons for the differences and the treatment of the differences should be stated.)

As the Company recorded a net loss before tax in 2023, no remuneration to employees and directors was estimated or distributed.

(VI) Buy-back of Treasury Stock during the most recent year and up to the date of publication of the annual report: None

II. Corporate bond

(I) The status of the Company's first, second and third guaranteed general corporate bonds in 2020 were as follows:

Corporate Bond Type		First time in 2020 secured ordinary corporate bonds	Second time in 2020 secured ordinary corporate bonds	Third time in 2020 secured ordinary corporate bonds
Issue (Processing) Date		June 1, 2020	July 1, 2020	December 29, 2020
Denomination		NT\$1,000,000	NT\$1,000,000	NT\$1,000,000
Issuing and Trading Locations		Taiwan	Taiwan	Taiwan
Issue Price		Issued in full by face value	Issued in full by face value	Issued in full by face value
Total Amount		NT\$1,000,000,000	NT\$1,000,000,000	NT\$1,000,000,000
Interest Rate		Annual interest rate: 0.68%	Annual interest rate: 0.65%	Annual interest rate: 0.55%
Period		5 years Expiration Date: June 1, 2025	5 years Expiration Date: July 1, 2025	5 years Expiration Date: December 29, 2025
Guarantee Agency		First Commercial Bank	First Commercial Bank	Taiwan Business Bank
Trustee		Land Bank of Taiwan	Land Bank of Taiwan	Land Bank of Taiwan
Underwriting Agency		First Securities Inc.	First Securities Inc.	Taiwan Cooperative Securities
Attorney		Far East Law Offices Attorney: Chiu Ya-Wen	Far East Law Offices Attorney: Chiu Ya-Wen	Far East Law Officers Attorney: Chiu Ya-Wen
CPA		Deloitte Taiwan CPA: Gung, Jerry	Deloitte Taiwan CPA: Gung, Jerry	Deloitte Taiwan CPA: Gung, Jerry
Repayment method		Repayment of principal in one lump sum At the end of five years from the issue date	Repayment of principal in one lump sum At the end of five years from the issue date	Repayment of principal in one lump sum At the end of five years from the issue date
Outstanding principal repayment		NT\$1,000,000,000	NT\$1,000,000,000	NT\$1,000,000,000
Redemption or Early Settlement Terms		None	None	None
Restrictions		None	None	None
Name of credit rating agency, rating date, results of corporate bond rating		None	None	None
Attached Other Rights	Number of ordinary shares, overseas depository receipts or other marketable securities converted (exchange or stock option) as of the publication date of the annual report	N/A	N/A	N/A
	Issuance and conversion (exchange or stock option)	Please see p.130 of this annual report.	Please see p.131 of this annual report.	Please see p.132 of this annual report.
The method of issuance and conversion, exchange or stock options, possible dilution of equity and impact on equity of existing shareholders.		There is no material adverse impact.	There is no material adverse impact.	There is no material adverse impact.
Name of the custodian agency		N/A (non-exchangeable bonds)	N/A (non-exchangeable bonds)	N/A (non-exchangeable bonds)

(II) The Company's first secured ordinary corporate bonds in 2021 are as follows:

Corporate Bond Type		First time in 2021 secured ordinary corporate bonds
Issue (Processing) Date		August 2, 2021
Denomination		NT\$1,000,000
Issuing and Trading Locations		Taiwan
Issue Price		Issued in full by face value
Total Amount		NT\$500,000,000
Interest Rate		Annual interest rate: 0.61%
Period		5 years Expiration Date: August 2, 2026
Guarantee Agency		Taiwan Business Bank
Trustee		Land Bank of Taiwan
Underwriting Agency		Taiwan Cooperative Securities
Attorney		Far East Law Officers Attorney: Chiu Ya-Wen
CPA		Deloitte Taiwan CPA: Yang, Ching Cheng
Repayment method		Repayment of principal in one lump sum At the end of five years from the issue date
Outstanding principal repayment		NT\$500,000,000
Redemption or Early Settlement Terms		None
Restrictions		None
Name of credit rating agency, rating date, results of corporate bond rating		None
Attached Other Rights	Number of ordinary shares, overseas depositary receipts or other marketable securities converted (exchange or stock option) as of the publication date of the annual report	N/A
	Issuance and conversion (exchange or stock option)	Please see p.133 of this annual report.
The method of issuance and conversion, exchange or stock options, possible dilution of equity and impact on equity of existing shareholders.		There is no material adverse impact.
Name of the custodian agency		N/A (non-exchangeable bonds)

(III) The Company's first and second secured ordinary corporate bonds in 2022 are as follows:

Corporate Bond Type		First time in 2022 secured ordinary corporate bonds	Second time in 2022 secured ordinary corporate bonds
Issue (Processing) Date		September 12, 2022	November 18, 2022
Denomination		NT\$1,000,000	NT\$1,000,000
Issuing and Trading Locations		Taiwan	Taiwan
Issue Price		Issued in full by face value	Issued in full by face value
Total Amount		NT\$900,000,000	NT\$500,000,000
Interest Rate		Annual interest rate 2.00%	Annual interest rate 2.20%
Period		5 years Expiration date: September 12, 2027	5 years Expiration date: November 18, 2027
Guarantee Agency		Taiwan Cooperative Bank	Taiwan Business Bank
Trustee		Land Bank of Taiwan	Land Bank of Taiwan
Underwriting Agency		Taiwan Cooperative Securities	Taiwan Cooperative Securities
Attorney		Far East Law Offices Attorney: Chiu Ya-Wen	Far East Law Offices Attorney: Chiu Ya-Wen
CPA		Deloitte Taiwan CPA: Yang, ChingCheng	Deloitte Taiwan CPA: Yang, ChingCheng
Repayment method		From the issue date, 15% is repaid at the both of the end of the 3rd and 4th year; 70% of the total amount is repaid at the end of the 5th year.	Repayment of principal in one lump sum At the end of five years from the issue date
Outstanding principal repayment		NT\$900,000,000	NT\$500,000,000
Redemption or Early Settlement Terms		None	None
Restrictions		None	None
Name of credit rating agency, rating date, results of corporate bond rating		None	None
Attached Other Rights	Number of ordinary shares, overseas depositary receipts or other marketable securities converted (exchange or stock option) as of the publication date of the Handbook	N/A	N/A
	Issuance and conversion (exchange or stock option)	Please see p.134 of this annual report.	Please see p.135 of this annual report.
The method of issuance and conversion, exchange or stock options, possible dilution of equity and impact on equity of existing shareholders.		No material adverse effect	No material adverse effect
Name of the custodian agency		N/A (non-exchangeable bonds)	N/A (non-exchangeable bonds)

(IV) The Company's first secured ordinary corporate bonds in 2024 are as follows:

Corporate Bond Type		First time in 2024 secured ordinary corporate bonds
Issue (Processing) Date		June 27, 2024
Denomination		NT\$1,000,000
Issuing and Trading Locations		Taiwan
Issue Price		Issued in full by face value
Total Amount		NT\$900,000,000
Interest Rate		Annual interest rate: 2.1%
Period		5 years Expiration Date: June 27, 2029
Guarantee Agency		Taiwan Cooperative Bank
Trustee		Land Bank of Taiwan
Underwriting Agency		Taiwan Cooperative Securities
Attorney		Far East Law Offices
CPA		
Repayment method		From the issue date, 10% of the total amount is repaid at the end of each year from the 1st to the 4th year; 60% of the total amount is repaid at the end of the 5th year.
Outstanding principal repayment		NT\$900,000,000
Redemption or Early Settlement Terms		None
Restrictions		None
Name of credit rating agency, rating date, results of corporate bond rating		None
Attached Other Rights	Number of ordinary shares, overseas depositary receipts or other marketable securities converted (exchange or stock option) as of the publication date of the annual report	N/A
	Issuance and conversion (exchange or stock option)	Please see p.136 of this annual report.
The method of issuance and conversion, exchange or stock options, possible dilution of equity and impact on equity of existing shareholders.		There is no material adverse impact.
Name of the custodian agency		N/A (non-exchangeable bonds)

III. Preferred Shares: None.

IV. Global Depositary Receipts: None.

V. Employee Stock Options: None.

VI. Issuance of New Restricted Employee Shares: None.

VII. Status of New Shares Issuance in Connection with Mergers and Acquisitions: None.

VIII. Financing Plans and Implementation:

For details on the utilization of funds raised through the Company's 2024 cash capital increase and new share issuance plan, please refer to the Market Observation Post System (MOPS).

Query path: Market Observation Post System > Profiles > Input Company Name/Code > Fund-raising Plans

Website: <https://emops.twse.com.tw/server-java/t58query>

Operational Overview

I. Business Activities

(I) Scope of Business

1. The Company's Major Lines of Business

- Housing and Building Development and Rental.
- Specific Area Development.
- New Towns, New Community Development.
- Wholesale of Building Materials.
- Retail Sale of Building Materials.
- Computer Equipment Installation.
- Indoor Decoration.
- Landscape and Interior Designing.
- Wholesale of Tobacco and Alcohol.
- Wholesale of Cloths, Garments, Shoes, Hats, Umbrellas and Clothing Accessories.
- Wholesale of Furniture, Bedding Kitchen Utensils and Fixtures.
- Wholesale of Hardware.
- Wholesale of Daily Commodities.
- Wholesale of Precision Instruments.
- Wholesale of Computer Software.
- Wholesale of Electronic Materials.
- Retail Sale of Tobacco and Alcohol.
- Retail Sale of Cloths, Garments, Shoes, Hats, Umbrellas and Clothing Accessories.
- Retail Sale of Furniture, Bedding Kitchen Utensils and Fixtures.
- Retail Sale of Hardware.
- Retail Sale of Daily Commodities.
- Retail Sale of Culture, Education, Musical Instruments and Educational Entertainment Supplies.
- Department Stores.
- International Trade.
- Restaurants.
- Information Software Services.
- Data Processing Services.
- Electronic Information Supply Services.
- Other Industrial and Commercial Services.
- Recreational Activities Venue.
- Sports Training.
- Beauty and Hairdressing Services.
- All business activities that are not prohibited or restricted by law, except those that are subject to special approval.

2. Business ratios

Unit: NT\$ Thousand

Consolidated revenue	Construction	Leases	Shopping Malls ^{Note 2}	Circulation Economy	Others ^{Note 3}	Adjustment and Write-off	Total
Revenue from customers outside the Company	915,880	812,223	1,340,353	3,543,083	452,220	0	7,063,759
Revenue within the Company	1,313,018	615,792	2,158	179,692	24,917	(2,135,577)	0
Segment revenue	2,228,898	1,428,015	1,342,511	3,722,775	477,137	(2,135,577)	7,063,759
Percentage	31.55%	20.22%	19.01%	52.70%	6.75%	(30.23%)	100.00%

Note 1: The data above are from the segment information in Note 39 on p.93 of the Company's 2024 consolidated financial statements.

Note 2: It refers to the subsidiary Jing-Jan Retail Business Co., Ltd., which has been listed in Taipei Exchange. Please refer to the Company's annual report for relevant information.

Note 3: It refers to other income from operating hotels and selling cosmetics, skin care products and Health supplements by subsidiaries.

Not only is the Company dedicated to the construction of residential and commercial buildings for sale and lease, in recent years, we have also developed diversified businesses in hot spring hotels, department stores, bus station operations and cosmetics. We are now a keen investor in property development including elderly care and circulation economy business. By sharing resources from a wide variety of parties, we hope to give our businesses a full play, further enhancing operational efficiency and strengthening the market competitiveness. The following is an operating overview of the business that has been divided into 2 categories: construction business and circulation economy business.

3. Current Products and Services

(1) Construction (including leases and elderly caring business)

Our business encompasses the development, construction, leasing, and sales of residential and commercial real estate, covering residential and commercial space development, construction, leasing, and sales. Our product types range from traditional residential projects and MRT joint development projects to large-scale mixed-use development projects, all closely integrating urban renewal and sustainable urban development concepts.

- For the Perfect Life Project - "Journey of Discovery", Currently, the main products are the storefronts homes, and offices with a total of 376 residential units.
- Taipei City Guangfu South Road Urban Renewal Project - "RADIUM ONE" is a product for sale with 194 residential house units and 32 store units.
- For the wellness and senior happiness home project - "The Genesis - Sanzhi" and "Le Tau Chu Senior Happiness Home-Sanzhi", total number of house units of Phases 1 and 2 is 657 house units; while the "Le Tau Chu Senior Happiness Home-Sanzhi" has 168 rental-designated residential units.
- The youth housing project in New Taipei City "New North Youth Social Housing i Go Home" (Zhonghe and Sanchong branches), features 1,543 rental-designated residential units.
- For the Perfect Life Project - "Journey of Discovery", Currently, features 446 rental-designated residential units.

(2) Circulation Economy (including water resources, solar energy, and waste treatment)

- A. Water resources: Taoyuan Water Recycling Center and Taoyuan Water Reclamation Plant
- B. Solar energy: Cishan Solar Power Plant
- C. Turning waste-to-energy resources: BOT Project of Resource Processing Center in Changhua Coastal Industrial Park
- D. Resource recycling: Sludge recycling and fly ash recycling
- E. Other green energies: Deep Energy Conservation and ESCO Development

4. Developing Products and Services

(1) Construction (including leases and elderly caring business)

In our construction business, based on our current products and services, we are enhancing our core products by incorporating low-carbon green energy, smart technology, and ESG circular sustainability into design planning. This creates energy-efficient and high-performance living environments that meet the needs of various demographic groups.

We emphasize deepening customer service, providing comprehensive after-sales service while following the Group's 'Silver Light Plan' focused on senior wellness care, planning and providing products and services that align with senior care needs.

To continuously expand our business, we integrate all operational businesses under the Group, striving to maintain competitive market advantages under a diversified business model, combining sustainable development and innovative thinking in senior care to create better living environments and quality of life for every consumer.

(2) Circulation Economy (including water resources, solar energy, and waste treatment)

In response to the government's circulation economy policy, the Company is committed to the development of the following circulation economy businesses:

- A. Water resources: Treatment of domestic wastewater and reclaimed water supply
- B. Solar energy: Establishment of solar power plant
- C. Waste-to-energy resources: Establishment of solid renewable fuel (SRF) manufacturing plant, and reuse of heat treatment derivatives
- D. Resource reuse: Organic biomass energy anaerobic treatment, sludge treatment
Circulation Economy center
- E. Other green energies: Deep Energy Conservation and ESCO Development

(II) Real Estate -Industry Overview

1. Construction (including leasing and elderly caring business)

(1) Status and development of the industry

Following the conclusion of the U.S. presidential election in late 2024, Republican candidate Donald Trump returned to the White House. His series of policies are expected to have significant impacts on global supply chains, energy markets, and international trade, further affecting Taiwan's export trade and international economic environment.

From the second half of 2024, the United States, Europe, and China successively entered interest rate reduction cycles, hoping to stimulate economic growth through loose monetary policies. However, Japan and Taiwan chose to maintain or even increase interest rates, further influencing global financial markets. The U.S. interest rate cuts help boost consumption and investment, providing significant benefits for Taiwan's export industries. Nevertheless, a weakening U.S. dollar has driven appreciation of the Chinese yuan and Japanese yen, and rising Asian currencies could potentially disadvantage the region's export competitiveness. Furthermore, if the new U.S. administration pressures for Asian currency depreciation, it will intensify financial market volatility, subjecting Taiwan's export and domestic demand markets to dual impacts.

In recent years, the intensification of global geopolitical conflicts has had significant impacts on the economy that cannot be overlooked. The Russia-Ukraine war shows no signs of peaceful resolution, resulting in soaring energy and agricultural product prices, while Western sanctions against Russia have prompted the country to sell oil at reduced prices, further affecting international energy markets. Simultaneously, tensions in the Middle East continue to escalate, impacting oil and natural gas transportation. For Taiwan, which is highly dependent on energy imports,

instability in these regions may pose risks of supply chain disruptions, further impacting domestic energy prices and manufacturing costs.

Taiwan's economy performed steadily in 2024, with domestic demand remaining stable. Private consumption growth rates were 4.04% in the first quarter, 2.94% in the second quarter, 1.84% in the third quarter (due to a higher base of comparison), and 2.49% in the fourth quarter. In terms of exports, supported by strong demand for information and communication technology (ICT) products, export momentum was maintained. However, non-ICT product exports were negatively affected by China's excess production capacity and the depreciation of the Japanese yen, resulting in weak performance during the first half of the year. Exports gradually stabilized and resumed growth in the third quarter. With the expansion of exports, private investment growth also showed quarter-by-quarter improvement. Supported by stable domestic demand and a rebound in foreign trade, Taiwan's economy maintained a moderate expansion trend. Benefiting from robust demand for artificial intelligence (AI), high-performance computing (HPC), and ICT products, Taiwan's exports of related goods increased significantly, while corporate investment also expanded. In addition, steady domestic wage growth sustained consumer confidence and private consumption momentum. Taiwan's full-year economic growth rate reached 4.59%, and GDP per capita was USD 33,983.

Regarding the domestic real estate market, due to continuously rising housing prices in Taiwan in recent years, the government has implemented a series of policies to curb housing market speculation. In 2024, the government intensified these efforts with additional policies including the sixth and seventh waves of selective credit controls, strict investigation of violations in the Youth Housing Loan Program, Non-self-use House Tax 2.0, continued interest rate increases by the Central Bank, and expanded social housing supply. These multiple measures aim to stabilize housing prices and suppress speculative activities. Under the influence of these multiple policies, the market has experienced rapidly declining transaction volumes, moderated price increases, and the exit of speculative investors. Rigid demand has emerged, with beneficiary groups being owner-occupiers, home upgraders, and commercial office clients."

(2) Industry relevance of upstream, midstream and downstream companies

The supply and demand relationships in the construction industry are complex and variable, differing according to market entry stages and professional divisions. Analyzing through four cycles - investment, production, transaction, and usage - provides a clearer understanding of the roles various industries play at different stages:

A. Investment Stage

Core: Building investment industry

Participants: Land brokers, financial institutions, consulting firms, etc.

Focus: Providing land, capital market information, and other resources needed by building development businesses.

B. Production Stage

Core: Construction Industry

Participants: Architects, consulting firms, sales agencies, financial institutions, construction management companies, etc.

Focus: Product positioning, architectural planning, construction financing, construction, and project management.

C. Transaction Stage

Core: Real estate brokerage industry

Participants: Sales agencies, building development businesses

Focus: Planning, advertising, sales, etc.

D. Usage Stage

Core: Property management companies
Participants: Building development businesses, relevant consulting firms
Focus: Product warranty, operations management, etc.

(3) Product development trends and competition position

Due to the impact of the seventh wave of selective credit control, the overall transaction volume of the housing market has declined by approximately 62% since September 2024. The current market is primarily driven by rigid demand and commercial real estate, which is not subject to credit control. It is estimated that the transaction volume will be revised downward to within 45% in 2025, with the average sales period extended to approximately 9 to 12 months. In response to this market trend, the Company will increase advertising efforts during the sales period to expedite transactions, enhance brand image through deeper industry engagement, and develop market-oriented products tailored to the needs of core customer segments.

The real estate market continues to develop in a diversified manner. In terms of residential products, there is respective demand for refined residences, luxury homes, and small- to medium-sized units. For commercial real estate, demand for industrial land and office space continues to grow. In the face of fierce competition, it is essential to launch differentiated products that meet the needs of various customer groups and continuously enhance product design, quality, and functionality to stand out in the market.

To strengthen core competitiveness, the Company adheres to the following strategies: A. Professional Teamwork: Engage renowned professionals in construction-related fields for planning, design, and supervision to ensure building quality. B. Adoption of Advanced Construction Methods: Improve building safety and stability. C. Emphasis on Green and Environmental Sustainability: Actively develop designs and materials that align with green, low-carbon, and circular economy principles. D. Implementation of Sustainable Development: Embed sustainability into project planning and execution. E. Selection of Reputable Construction Companies: Entrust projects to highly reputable contractors to guarantee construction quality. F. High-Quality Customer Service: Commit to post-sales service to enhance customer satisfaction. Going forward, the Company will further strengthen its brand image, provide more diversified customer services, and leverage digital marketing tools to enhance and solidify market competitiveness.

Radium Group implements sustainable city and technology innovation based on the principle of ESG. "The Genesis" and "RADIUM ONE" urban renewal project of unsafe and old buildings in Da'an District have received five prestigious awards at the 25th National Architecture Gold Awards and the 19th Taiwan Integrity Brand Awards. These honors include the Golden Elephant Award, Golden Lion Award and Golden Lion First Prize in the planning and design category, earning the company the title of "Triple Crown Winner" at the National Architecture Gold Awards and "Excellent Construction Company" at the Taiwan Integrity Brand Awards, demonstrating excellence in architectural expertise and integrity in business operations.

2. Circulation Economy (including water resources, solar energy and waste treatment)

(1) Status and development of the industry

Traditional business development is a linear economic context of "mining, manufacturing, using, and discarding". In order to stimulate consumption, businesses continue to introduce new products. Consumers are accustomed to the economic development rule of "use and discard", which not only causes the depletion of the earth's resources, but generate waste. However, the earth's resources will not be endless, and waste will not vanish into thin air. Obviously, the traditional linear economy model has come to an end. Taiwan has gone through the era of rapid economic growth, but the

price paid is excessive exploitation of natural resources and a great deal of environmental damage. In order to create a win-win situation for the economy and environmental protection, President Tsai Ing-wen has declared that "Taiwan will move towards an era of circular economy and convert waste into renewable resources." The government has even listed it as a part of the "5+2 Major Innovative Industries " policy. Currently, what is emphasized is the circular economy concept of "sustainable recovery of resources and recycling" to replace natural resource extraction so as to achieve the vision of full recycling of materials and zero waste.

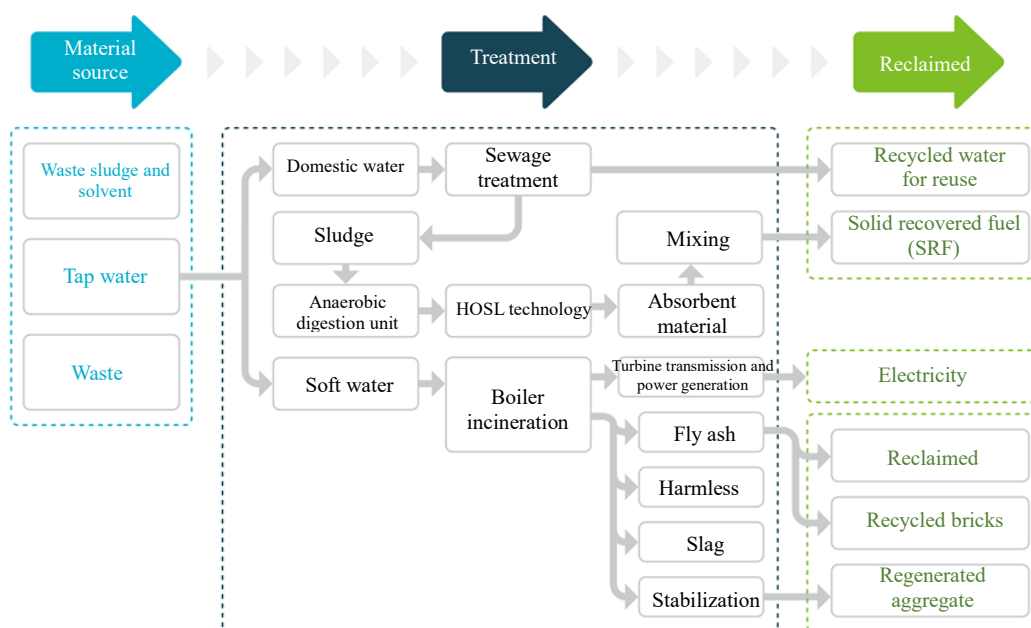
The Company established Rih Ding Water Enterprise Co., Ltd. in 2012, stepping into the Taoyuan Wastewater Sewerage System BOT Project, as the first step in the green energy and environmental protection business. Afterwards, Ding Sheng Green Energy Technology Co., Ltd. contracted with the second phase of the Taoyuan Wastewater Sewerage System BOT Project, the Company has planned to set up an organic sludge resource treatment pilot plant in Taoyuan North District Water Recycling Center in response to the problem of decontamination of sewage-derived waste, and continues to plan and develop waste-to-energy power generation business in the Taoyuan Technology Industrial Park. Rih Zuan Green Energy Technology Co., Ltd. has been established, to management solar power plant in Qishan, Kaohsiung. In 2020, Jing Ding Green Energy Technology Co., Ltd. was established, to invest in the new "Build-Operate-Transfer (BOT) Project of Resource Processing Center in Changhua Coastal Industrial Park by Industrial Development Bureau, Ministry of Economic Affairs", planning, building, and operation of the waste-to-energy resource recycling centers, All of this aims to develop in the industries related to circular economy in the hope of further expanding the circular economy business field and achieving a win-win situation for green energy and environmental protection as well as revenue creation.

In response to the national energy policy, the Presidential Office announced the amendment to the "Renewable Energy Development Act" on May 1, 2019, and set the goal of promoting a total of 27GW of renewable energy power generation equipment in 2025. On March 3, 2022, the government proposed the declaration and action of "Net-zero emissions by 2050." In terms of energy transformation strategy, we aim to achieve 60% of all power generation by renewable energy by 2050.

(2) Industry relevance of upstream, midstream and downstream companies

The renewable energy policy not only increases the proportion of renewable energy, but we also hope to promote the development of renewable energy-related industries and localize related technologies.

Through this investment, Radium Life hopes to localize innovative foreign technologies, which we regard as our corporate responsibility. In line with the government's "5+2 Major Innovative Industries" policy that focuses on circular economy-related industries while working with other industries to provide support to one another in order to create new utilization of resources, allowing Taiwan's economic development to grow and at the same time being eco-friendly.



(3) Product development trends

Taiwan's waste recycling rate currently ranks third in the world. The government should continue to promote waste recycling policies to build Taiwan into a sustainable recycling home with zero waste and zero pollution. In the green and environmentally friendly economy, the biomass residues will be turned to feed, materials, fertilizer, and energy in order according to its value, as a source of energy resources for another material or product, or return to the production system for continuous circulation. This is an irreversible trend of the times.

Industrial waste can be roughly divided into five categories. The first category includes industrial waste generated in the manufacturing process of energy, agriculture, metallurgy, textile, food and beverages, etc.; the second category includes all kinds of recyclable plastic wastes of different material types and grades, such as PET bottles; the third category includes construction waste generated from construction, road demolition, and excavation; the fourth category includes urban waste generated from general commerce, service industry, and people's livelihoods, such as paper, glass, organic matter, and metal; the fifth category includes household electrical appliances, small appliances, electronic and electrical tools, and other electronic product waste.

The aforementioned waste treatment and reuse are all within the scope of the Group's future development of new circular economy products.

(4) Competition

Circular economy has been a hot topic in recent years. At present, the world is still in its infancy in this regard, and its business opportunities are extremely tremendous. As an early promoter, a business can seize the opportunities in the circular economy market.

(III) Overview of technology and R&D

One of the Company's business philosophy is innovation and diversification. In addition to considering green building design during construction planning, smart building design has long been incorporated into its construction planning. In addition to regular research on well-developed technologies and applications in the market, it continues to invest resources—under the framework of the “Radium Silver Life Project”—in exploration of the lifestyle and needs of the elderly, and conceives how to

integrate new technologies into buildings, so that consumers can enjoy a smarter and more convenient lifestyle, so as to enhance the connotation of housing projects.

The Company established Jing Ding Green Energy Technology Co., Ltd. in 2020 to invest in the " Build-Operate-Transfer (BOT) Project of Resource Processing Center in Changhua Coastal Industrial Park by Industrial Development Bureau, Ministry of Economic Affairs " to build a highly efficient waste heat treatment and energy conversion resource recycling center, which will not only solve the problem of waste water and sludge in industrial park and achieves reduction and regeneration purposes but also improves the efficiency of waste to energy to implement the concept of circular economy through the methods of efficient separation and waste fuelization. This will also help build a recycling demonstration site, change the image of the traditional waste treatment industry, and build "the first domestic waste-to-energy resource recycling center demonstration plant" as a new green landmark.

The government is actively promoting renewable energy in order to promote the non-nuclear homeland by 2025. The Bureau of Energy, Ministry of Economic Affairs has completed a three-stage development plan for promoting offshore wind power. If the overall installation progresses smoothly, the newly installed capacity of Taiwan's offshore wind power will reach 20.5GW in 2020-2035, the second largest in Asia. Taiwan's 2016 "green energy technology industry innovation plan" focuses on four main themes: energy generation, energy conservation, energy storage, and system integration. The goal of energy storage is to establish the auxiliary service market for energy storage. In order to promote the energy storage industry in Taiwan, the Company plans to produce lithium iron phosphate batteries, which are expected to be applied to communication and website UPS batteries, green energy storage batteries, home energy storage, and rechargeable pile energy storage.

(IV) Long-term and short-term business development plans

1. Construction (including leasing and elderly caring business)

(1) Short-term development plan

A. Accelerating the sales of existing housing projects and continuing asset revitalization

The Company strives to achieve sales target to reduce management and maintenance costs, replenish uprating capital and revitalizing asset values of the Company along with careful evaluation of the market status and active response, in order to achieve the maximum benefits.

B. Continuously evaluating prime land in core areas and expanding diverse development models

We will continue to evaluate potential development projects while actively participating in urban renewal initiatives and tenders, employing diverse development approaches to increase our market share.

C. Monitoring Market Trends and Utilizing Digital Marketing Tools

Flexibly adjusting development and sales strategies with a focus on enhancing revenue. Employing appropriate digital marketing channels for different target customer segments, strengthening content marketing to attract potential customers, while simultaneously expanding and elevating brand image.

D. Enhancing Customer Service and Improving Customer Satisfaction

Establishing comprehensive customer service processes and implementing digital tools to improve service efficiency and customer experience.

E. Finances

Continuously build a complete financial operating procedure, improve the transparency of financial information, and increase the Company's funding sources and application flexibility through diversified funding channels.

F. Diversified operations

Actively participate in energy and environmental protection, water resources, and other businesses to develop the strengths in the circular economy industry in addition to operating subsidiaries with constant cash flows.

(2) Long-term development plan

A. Corporate brand

In the future, based on the vision of “A green enterprise determined to uphold sustainability”, the Company aims to implement five main core values of “Value, Diversity, Innovation, Synergy, Sustainability” and to integrate the service soft power of the Group with diverse resources, in order to integrating the group’s diversified resources and service capabilities to shape brand competitiveness and increase customer loyalty.

B. Construction project development

Focusing on premium land acquisition and project development in prime areas of the six major cities, while establishing a comprehensive land development management mechanism. Actively develop new projects in all metropolitan areas in Taiwan, expand the Company's operating scale while simultaneously managing risks., and copy the successful experience of the composite development and operations of the T9 BOT project and apply it to new projects. We will make a proactive effort to develop urban renewal or dangerous and old building projects in Greater Taipei Area. Meanwhile, target overseas markets and develop new projects at an appropriate time.

C. Information management:

Continue to invest to update computer software, hardware and new technologies and the establishment of the Company's internal management information system to improve the management process, increase work efficiency, and convert the customer service operation process to the information system to strengthen the competitiveness of the Company.

D. Talent cultivation

We are also committed to the human resource training plan at the internal of the Group, in order to train multi-faceted professionals and to recruit outstanding talents in various fields, thereby achieving corporate sustainable development and providing services of higher quality to consumers.

E. Diversified operations

To expand business scale and diversify operational risks, we have made diversified investments in sustainable, forward-looking industries with long-term revenue potential. These investments are expected to create more diverse operational income and profit sources while enhancing the company’s risk resilience.

2. Circulation Economy (including water resources, solar energy and waste treatment)

(1) Short-term development plan

Develop project planning and design, construction, management, operation, and R&D teams related to circular economy technologies, actively participate in government development projects or cross-industry collaboration to expand the business in the circular economy sector, accelerate the development of the Group, and fulfill its corporate social responsibility.

(2) Long-term development plan

At present, the Taoyuan Wastewater Sewerage System BOT Project is expected to process 200,000 tons of sewage per day after the completion of the entire project, which will create stable revenue for the Group in the long term.

We will strive to integrate industry-academia resources to strengthen industry-government-academia-research collaboration, engage in transformation towards

environmental protection, safety, and high-value-added development, and promote technology integration and training of professionals. Furthermore, we will promote ecological design of products, introduce the life cycle concept to the planning and design stage, and adopt ecological design to allow products to be reused, dismantled, classified, and regenerated in the waste stage, to increase resource recycling and reuse, and assist enterprises in developing the business and operating model based on the circular economy concept.

Given the increasing impact of climate changes, rising energy prices, and unstable power supply, the development of renewable energy is an urgent need. For long-term benefits, many international companies have joined the RE100 (100% Renewable Energy) membership advocated by The Climate Group and the Carbon Disclosure Project (CDP), and the industry leaders in various fields in Taiwan are also competing to join the RE100, aiming for 100% renewable energy and actively purchasing green power. In response to this international trend, the Group will plan the construction of solar energy projects to achieve the goal of using 100% renewable energy by using green power in stages, while also actively developing the green energy industry to contribute to global warming.

II. Market and Sales Overview

(I) Market analysis

1. Construction (including leasing and elderly caring business)

(1) Sales and supply areas of the Company's main products and services

Our company primarily commissions construction contractors to build residential, commercial office buildings, or mixed-use developments. Our core business focuses on domestic sales and leasing. Currently, the Group's planned projects are primarily distributed throughout northern Taiwan and major metropolitan areas, with development priorities targeting locations with convenient transportation, comprehensive living amenities, and future development potential, all of which have shown favorable sales performance.

The Company launched the reconstruction project of "RADIUM ONE" at Da'an and Xinyi Districts of Taipei City, "Journey of Discover- Happy Life in Forest" Fuzhou Affordable Housing project and "Le Tau Chu Senior Happiness Home-Zhonghe" at Banqiao and Zhonghe Districts of New Taipei City, and "The Genesis Phase I and Phase II" and "Le Tau Chu Senior Happiness Home-Sanzhi" at Sanzhi District of New Taipei City. Furthermore, in the future, there are MRT joint development projects at the Wenxin Chongde Station (G6), Wenxin Yinghua Station (G8a) and Nantun Station (G11) of Taichung MRT Green Line, Kaohsiung Train Station East Old Dormitory Office Urban Renewal Project, and other urban renewal or old and unsafe building reconstruction projects will also developed and launched consecutively.

(2) Market share

Real estate products possess unique characteristics that make complete standardization difficult. The design, size, and location of properties all affect their value. In the real estate market, different development projects within the same area directly compete for customers due to differences in product features, pricing, and sales strategies. Since the real estate market has the characteristics of large scale, broad scope and regional factors for product planning. Unlike hostile competition among business operators in other industries, the competition in the real estate market mostly arises from the difference among regional construction projects.

Our company's "The Genesis" residential project launched in 2021 featured a new concept for senior healthy living, which was extremely well-received in the market and completely sold out. Under the Radium Life Longevity Project, the Sanzhi Sunrise

Senior Friendly Mansion's Phase 1 (520 units) and Phase 2 (132 units) senior living residences have all been sold, except for the retained operational center building (Le Tao Chu” Sanzhi). The occupancy permit application is expected in the third quarter of 2025. According to Ministry of the Interior statistics, Taiwan has reached 572,000 households with seniors living alone (aged 65 and above), and 184,000 households with two seniors caring for each other, indicating growing market demand for senior-friendly housing.

In response to the government's policy of intergenerational co-living and aging in place, Radium Life has launched "Happy Life in Forest," a senior-friendly residential project at Radium Happiness Station. This development connects with “Le Tao Chu” -Banqiao Le Lin Club to provide health monitoring and community networking membership services. The project is located near Far Eastern Memorial Hospital and a daycare center operated by the Ming Lun Social Welfare Charitable Foundation. Combined with the community's double diamond green building design, it further promotes localized age-friendly living for the middle-aged and senior population.

"RADIUM ONE" located in Da'an District, Taipei City, has a site area of 1,038 ping (approximately 3,433 square meters), with a building coverage ratio of 49.98%. The project features a total of 226 units in a 24-story building with 4 underground levels of premium luxury residences. In 2023, we launched the "The Genesis 2" sales project, which continues to receive consumer recognition. Additionally, the "RADIUM ONE" project, situated in the core area of Taipei's Eastern District, was launched in April 2023 and quickly attracted high-net-worth individuals, achieving excellent sales results. These successes demonstrate the company's ability to grasp real estate development trends and earn high trust from target clientele.

(3) The future supply and demand situation and growth of the market

Looking ahead to 2025, Taiwan's real estate market supply and demand structure will face new changes, with market growth affected by multiple internal and external factors. As the government continues to promote housing justice policies, such as adjustments to the integrated house and land tax, credit controls, and housing subsidies for young buyers, the dynamics between market demand and supply will become more noticeably differentiated.

On the supply side, housing occupancy permits issued across Taiwan reached 138,180 units in 2024, hitting a record high in recent years. This indicates that 2025 will see a significant wave of property handovers. However, due to the government's increasingly stringent management of the pre-sale housing market, coupled with rising capital costs, some developers may slow down their project launches. This suggests that while market supply will maintain relatively high levels in the short term, it may gradually moderate over the next two years.

On the demand side, although the government provides preferential loans for young homebuyers, growth in rigid market demand remains limited due to high housing prices, interest rates, and overall economic uncertainties. According to the Directorate-General of Budget, Accounting and Statistics, Taiwan's GDP growth rate in 2025 is projected to maintain at 3.29%, with limited wage growth, which suppresses homebuying ability for self-occupancy demand. Furthermore, investment demand is affected by policies such as the integrated house and land tax, high property holding taxes, and bank loan restrictions, making a short-term recovery difficult.

Regarding market growth, due to increased supply and suppressed demand, the real estate market in 2025 may enter a consolidation period, with annual transaction volume declining compared to 2024, with an expected reduction of 5% to 10%. In terms of pricing, as Taiwan's housing price-to-income ratio remains at a high level, combined with a potentially sustained high-interest-rate environment, housing price

growth momentum will slow down. Some regions may even experience price corrections, particularly in areas with higher investment demand such as Tainan and Kaohsiung.

In the face of post-credit control impacts, with policies targeting residential but not commercial properties, demand for commercial real estate continues to heat up. In the first 11 months of 2024, Taipei City recorded at least 97 transactions of commercial office spaces valued at over NT\$100 million, exceeding the 93 transactions for the entire year of 2023. Commercial real estate, supported by owner-occupier buyers, reached an annual transaction value of NT\$176 billion, setting a new historical record. The Financial Supervisory Commission has also revised the minimum rate of return restrictions for insurance companies, relaxing investment standards for life insurance companies, which represents a significant positive development for the commercial real estate market.

Overall, Taiwan's real estate market in 2025 will face increased supply and limited demand growth, entering a stable consolidation phase. Future housing price trends will depend on government policies, interest rate changes, international economic conditions, demand status, and growth potential.

(4) Competitive niche

Radium has established a solid brand reputation and competitive advantage in the market, leveraging years of experience in real estate development. In response to the government's anti-speculation policies, geopolitical influences, and market fluctuations, the Group maintains high competitiveness and ensures its leading position in the construction industry through financial stability, product innovation, and diversified business strategies.

A. Financial Stability and Brand Reputation

Radium possesses solid financial strength and resource integration capabilities, enabling flexible responses to market changes and ensuring the successful launch and completion of construction projects. Having cultivated the market for many years, the company has accumulated a positive reputation, generating high consumer trust in the brand—a particularly important asset in the highly competitive real estate market.

B. Excellent Product Planning and Construction Quality

The Group adheres to the core philosophy of "Sustainability, Wisdom, and Innovation," focusing on developing high-quality residential properties, commercial office buildings, MRT joint development projects, and urban renewal plans. From site selection and design to construction, excellence is pursued at every stage to ensure the delivery of high-quality products that meet market demands. Additionally, the company incorporates green building and smart building technologies to enhance living comfort and environmental friendliness, meeting modern consumers' expectations for residential properties.

C. Active Participation in Public Urban Renewal and City Regeneration

Radium has achieved substantial results in urban renewal and public urban renewal projects, successfully securing multiple landmark cases that demonstrate the company's profound development and operational capabilities. Through collaboration with government and local communities, the Group not only enhances land value but also creates opportunities for sustainable urban development, becoming a key driving force in the real estate development market.

D. Comprehensive After-Sales Service and Long-Term Management Strategy

The Group focuses not only on the buildings themselves but also emphasizes after-sales service and community management, establishing comprehensive maintenance and warranty mechanisms to ensure long-term residential quality for homeowners. Its diversified business strategy encompasses construction, hotels,

shopping malls, and property management, providing the Group with momentum for long-term stable development and enhancing its market competitiveness.

(5) Favorable and unfavorable factors of development prospects

Looking ahead to 2025, Taiwan's real estate market will continue to face challenges including international economic fluctuations, government policy adjustments, and changes in market supply and demand structure.

A. Favorable Factors Include:

- a. Stable rigid demand providing strong market support, with housing needs still existing in densely populated areas.
- b. Ongoing promotion of urban renewal and government-led urban renewal projects.
- c. Infrastructure and MRT joint development projects driving real estate market demand.
- d. Increased corporate investment leading to stable demand for office spaces and commercial parks.
- e. Green buildings and smart buildings emerging as new market trends.

B. Unfavorable Factors Include:

- a. Government anti-speculation policies and their implementation intensity.
- b. Conservative bank lending attitudes, global inflation, interest rate fluctuations, and other economic risks.
- c. Scarcity of land in prime areas, with continuously rising land prices.
- d. Labor shortages and raw material price increases causing persistently high construction costs.
- e. Changes in social demographic structure, such as aging population and shifting residential concepts among younger generations.

C. The Company's Strategies in Response to Favorable and Unfavorable Factors in Taiwan's Real Estate Market Development:

- a. Strengthen our focus on the rigid demand market, with precise positioning, product differentiation, and optimized product planning.
- b. Actively participate in expanded land development opportunities such as urban renewal projects, reconstruction of unsafe and old buildings, and MRT joint development initiatives.
- c. Strategically select locations with high potential and collaborate with other developers or landowners to diversify risk.
- d. Actively control construction costs through optimized design and technology, while establishing cooperative relationships with suppliers.
- e. Maintain sound and flexible financial strategies, increasing fixed-income revenues to reduce exposure to market volatility.
- f. Enhance corporate brand-building and diversify marketing channels.
- g. Implement sustainable development and social responsibility initiatives.

2. Circulation Economy (including water resources, solar energy and waste treatment)

(1) Sales and supply areas of the Company's main products and services

The Taoyuan City Government commissioned the sub-subsidiary Ri-Ding Water Enterprise to construct sewage pipelines and water resources recycling projects to build the Taoyuan Wastewater Sewerage System BOT Project into the largest sewer system BOT project in Taiwan. The first phase of the sewage treatment plant, which was completed and put into operation in 2016, has an average daily processing capacity of 50,000 tons, of which 6,000 tons of sewage are decomposed and filtered using the MBR system. The expansion of the second phase of the sewage treatment

plant was completed in December 2020, now treating 100,000 tons of sewage per day. Furthermore, the amount of water produced by decomposition and filtrating using a membrane bioreactor (MBR) exceeds 30,000 per day. The Phase 3 wastewater treatment plant expansion project commenced in April 2024 and is scheduled for completion in April 2026. Upon completion, the average daily processing capacity will increase to 150,000 metric tons. The Taoyuan City Government initiated Reclaimed Water BTO Project of North District Water Resources Recycling Center in Taoyuan in an attempt to provide stable water supply for domestic and industrial water demand. In December 2021, the Company formed a business Alliance with Rih Ding Circular Economy Investment Holding and CTCI Group and applied to bid for the project. On February 21, 2022, the alliance was selected as the top applicant. In addition, in May 2022, "Bao Ding Reclaimed Water Co., Ltd." was established to build the first reclaimed water treatment plant in northern Taiwan. A daily production capacity of 112,000 tons of recycled water is planned, surpassing all existing recycled water plants in Taiwan. The first phase is expected to be completed in 2025. More than 40,000 metric tons of reclaimed water per day is expected to be provided, with construction of about 29.92km of water pipelines (including the about 3.3km water pipeline expansion in the Aerotropolis). Currently, as of the second half of 2024, we have begun supplying reclaimed water to CPC Corporation's Taoyuan Refinery and Nan Ya PCBs Jinxing Plant (where water end-users have installed their own water supply pipelines). The Taoyuan City Government has initiated planning for the Phase 2 reclaimed water project in 2025. The Bao Ding Reclaimed Water Co., Ltd.'s water facility is expected to begin supplying water to the Guanyin Industrial Park in the second half of 2025. In the future, the total planned water supply volume will reach 112,000 tons per day, and the reclaimed water system is expected to be extended to the Aerotropolis at the and Dayuan Industrial Park. Instead of wastewater being the end of the water life cycle, treated reclaimed water will be the starting point of water resources regeneration. This prompts stable industrial water use, improves the efficiency of water resource recycling, and creates a sustainable homeland with common prosperity of ecology, environmental protection, and economy.

The Industrial Development Bureau, Ministry of Economic Affairs, has entrusted Jing Ding Green Energy Technology Co., Ltd. to implement the "Build-Operate-Transfer (BOT) Project of Resource Processing Center in Changhua Coastal Industrial Park by Industrial Development Bureau, Ministry of Economic Affairs". In the project, the company will build and operate a waste-to-energy resource recycling center, adopt smart technology in operations, and maintenance and repair, and adopt ORS and IOI systems to assist with the operations and management, while using EPMS and MMIS systems to implement preventive maintenance management, applying digital communication tools and electronic equipment to record, analyze, and manage operation data effectively and in real time, as well as conducting internal and external monitoring and audits to maintain stable operations for more than 20 years so as to ensure operational safety.

(2) Market share

The area of operations of Taoyuan Wastewater Sewerage System BOT Project spans over 7,610 hectares, covering the administrative areas of Taoyuan District, Bade District, Guishan District and Luzhu District. The sewage collection area covers 6 urban planning areas including Taoyuan Expansion and Revision Project, Provincial Highway 1 (between Taoyuan and Neili), Nankan New Town, Guishan, bade (Danan area), Bade (including Bade expansion). According to the Taoyuan City Government's pipeline network connection period, the total number of households under management was 251,447. As of December 2024, the cumulative number of households that had completed the connection was 157,162, or around 62.5%.

In the future, the Company will step into the markets of waste-to-energy, food waste bioenergy reuse, reclaimed water utilization, and industrial waste sorting and reuse, and expand the business in a horizontal manner.

(3) The future supply and demand situation and growth of the market

Taiwan is small and densely populated. At present, unprocessed waste is only allowed to be buried in remote areas, and in case of emergency or disasters, except for the waste burial for the purpose of restoration of urban landscape, almost 90% of the waste is treated by incineration. The hazardous materials after incineration still need to be buried. There are currently more than 3 million cubic meters of public landfills in operation. The public landfills in Taipei City, New Taipei City, Yilan, Hualien, and Lianjiang County are under the safe value. The remaining burial capacity will have a useful life of less than five years, and the landfill capacity tends to be insufficient.

The government's renewable energy development policy aims to reach a target that 20% of the total power generated is renewable energy by 2025. After the waste is generated, it will be removed. According to the statistics of the Environmental Protection Agency, Executive Yuan, the number of licensed public and private waste removal agencies has grown from 2,799 in 2008 to 4,294 in 2020, a growth rate of 53% within the 12 years. The number of licensed private waste treatment institutions has grown from 96 in 2008 to 188 in 2020, and the growth has doubled, which has shown that waste-to-energy business has great room for development and growth.

Moreover, there are still eight counties in the country that do not have independent waste disposal facilities and the capacity of the waste disposal facilities is seriously insufficient, which has caused the problem of garbage dumping in the country in the past two years. In addition, of the 24 incineration plants in Taiwan, 19 incineration plants at the end of 2016 were in service for over 15 years. Accounting for 79% of the 24 incineration plants, these 19 plants' processing capacity accounted for 87% of the total. Due to the obsolete equipment and the increased frequency of shutdowns as a result, the overall operation rate has been declining year by year and the processing capacity has decreased as a result. The risk of waste being not properly processed increases immediately; environmental sanitation problems may occur easily. As for the incineration plants in neighborhood in the era of increased environmental awareness, reconstruction of the original plant site or construction of a new site is not an easy task due to the public pressure. Coupled with the practical demand for increased incineration capacity and the huge cost of rebuilding incineration plant facilities, there is no way but to optimize and upgrade the original incineration plants and facilities at the original sites, which is an important mechanism where the public participates in the circular economy.

(4) Competitive niche

The Taoyuan Wastewater Sewerage System BOT Project is the largest sewerage system BOT project in Taiwan. Following the completion of the first phase of the sewage treatment plant in 2016, the second phase of the plant expansion project was completed at the end of 2020, with an average daily processing capacity of 100,000 tons. The Phase 3 wastewater treatment plant expansion project commenced in April 2024 and is scheduled for completion in April 2026. Upon completion, the average daily processing capacity will increase to 150,000 metric tons. The performance and technological capabilities of sewage treatment are already among the top in Taiwan's industry. In the future, such technological capabilities will surely become a major driving force and niche for the Group's future horizontal and vertical growth.

The ideas developed in the past and the technologies developed by the Group in collaboration with various professional consultants in recent years have gradually led to positive results. At present, many partners in relevant industries have begun to discuss

partnerships with the Group in this field, which is believed to not only create more revenue and contributions but also contribute to the society in the future.

(5) Favorable and unfavorable factors of development prospects

Based on global development and government policies, it is confirmed that circular economy is an inevitable new trend, and there is still great potential and space for its prospect and creative development, from which the Group also has great room for innovation and sustainable development. However, because it is relatively unprecedented, laws and regulations sometimes become obstacles to innovation, and it takes time to continue to communicate and overcome them.

(II) Important Applications and Production Process of Primary Products

1. Construction (including leasing and elderly caring business)

(1) Important Applications of Primary Products

Primary Products	Important Applications
Residential buildings	High-end residences, retail stores, parking lots, etc.
Commercial buildings	Department stores, offices, clubs, hotels, parking lots, etc.
Complex Buildings	Complex buildings that combine various functions including residences, offices, department stores and hotels.

(2) Production Process

A. Land Development and Acquisition

- a. Market research and feasibility assessment
- b. Evaluation of development feasibility, including financial, technical, and regulatory aspects

B. Land Acquisition: Purchase, joint development, urban renewal, MRT joint development projects, and government-led urban renewal initiatives

- a. Regulatory review and floor area planning:
- b. Verification of land use zoning, building coverage ratio, floor area ratio, and other regulatory restrictions

C. Planning and Design

- a. Product positioning and market analysis: Planning residential or commercial spaces based on market demand
- b. Architectural design: Collaboration between architects, structural engineers, and related professional teams
- c. Building permit application and regulatory review: Submission of architectural designs and application for building permits from government authorities

D. Construction Implementation

- a. Construction bidding and preparation: Selection of appropriate construction companies and material suppliers
- b. Foundation engineering and structural construction
- c. Mechanical, electrical, plumbing systems and interior finishing work
- d. Inspection and acquisition of occupancy permits

E. Marketing and Sales

- a. Pre-sales and sales: Residential product sales; commercial real estate may adopt leasing or sales models

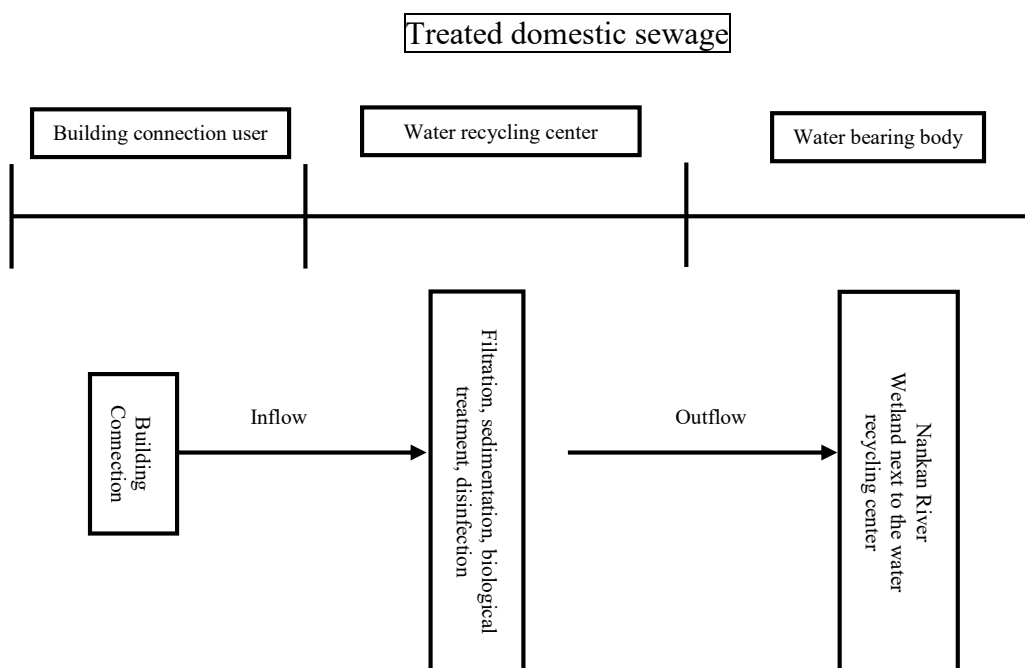
- b. Property handover and after-sales service: Provision of warranty maintenance and ongoing customer service
- F. Operational Management (Commercial Real Estate)
- G. Property Management and Maintenance
- H. Leasing and Asset Management

2. Circulation Economy (including water resources, solar energy and waste treatment)

(1) Important Applications of Primary Products

Primary Products	Important Applications
Treated domestic sewage	1.Ensure the cleanliness of effluent to maintain the ecosystem while at the same time improving the living environment and enhancing the health of residents. 2.As a second renewable water source, it provides water for industrial processes or domestic water.
Waste heat treatment and energy conversion resource recycling center	1. Solve the dilemma that sludge and business waste cannot be removed, reduce the treatment cost and increase the proportion of reusable resources. 2.Recover the heat energy of the heat treatment program to generate electricity with high efficiency.

(2) Production Process



(III) Supply of Primary Materials

1. Construction (including leasing and elderly caring business)

(1) Construction Site

Our company employs diversified land development strategies, including self-development, joint construction with property division, joint construction with sales division, joint development, land readjustment, urban renewal, and zone expropriation. This flexible approach allows us to respond effectively to market demands and policy changes while ensuring optimal utilization of land resources.

Our primary project locations are concentrated in the Greater Taipei Metropolitan Area. We continually monitor transportation infrastructure, major development plans, and urban renewal initiatives to evaluate land with development potential. Simultaneously, the company does not limit itself to traditional development models but fully leverages group resources and advantages, utilizing innovative approaches to enhance land value. Furthermore, we actively monitor the housing markets in central and southern Taiwan, seeking development opportunities in areas with low base periods to reduce land costs and expand our market presence.

(2) Construction Projects

The Company has established rigorous construction work outsourcing regulations and construction standards, such that for the process from outsourcing to construction acceptance, the Company is able to handle the construction progress and quality effectively. Since the investment was made in Titan Development & Construction Co., Ltd., in 1997, we have achieved the goal of vertical integration of production process. Most of our construction projects are entrusted to Titan Development & Construction in order to fully grasp the project progress while controlling the project quality. However, given the fact that we attach great importance to optimal allocation of resources, some of our projects may be entrusted to those construction companies with outstanding quality and reputation.

2. Circulation Economy (including water resources, solar energy and waste treatment)

The area of operations of Taoyuan Wastewater Sewerage System BOT Project spans over 7,610 hectares, covering the administrative areas of Taoyuan District, Bade District, Guishan District and Luzhu District. The sewage collection area covers 6 urban planning areas including Taoyuan Expansion and Revision Project, Provincial Highway 1 (between Taoyuan and Neili), Nankan New Town, Guishan, bade (Danan area), Bade (including Bade expansion).

Kaohsiung Chishan Solar Power Plant has commissioned a professional system vendor to be responsible for the planning, construction, and professional consultation of solar power, and commissioned a professional vendor to be responsible for the operation and maintenance of the solar energy. The proposed type of solar photovoltaic power generation equipment (ground type) uses CIGS thin film solar cells. Generally speaking, the use of solar energy for power generation can significantly reduce carbon emissions compared to fossil fuel power generation. The 2024 electricity CO₂ emission factor was 0.424kg of CO₂e per kWh of electricity, meaning that each kWh of electricity will produce 0.424kg of CO₂ equivalent. Therefore, the 3,008,916 kWh of solar power generated by this project will reduce CO₂ emissions by approximately 1,275,780 kg. In addition, building a solar power plant requires various skills and expertise, such as design, construction, operation and maintenance, which can provide local job opportunities and promote economic development. Therefore, by establishing the solar power plant, the Company demonstrates its commitment to environmental protection and sustainable development, and will bring environmental, economic and social benefits to society.

In response to the development of the Group's waste-to-green-power circular business, it is necessary to grasp the sources of combustible waste resources and materials. In order

to meet the Group's future needs for factories in Changhua Coastal Industrial Park, it is necessary to keep abreast of the domestic production processes, quantity, and distribution for suitable resource waste and combustible general industrial waste and plan ahead, and formulate methods of matching, cleaning, processing, testing, and permit application in advance. In addition, after converting waste into green power, the renewable energy power plant will create potential resource waste, including bottom slag and fly ash, so the Company will plan and develop suitable regeneration technology, and collaborate with domestic high-tech manufacturers of waste acid (such as hydrofluoric acid) and resource waste to turn the waste into renewable resources.

(IV) The names of customers who have accounted for more than 10% of the total purchase (sales) in any of the last two years and the amount and proportion of their purchase (sales), together with the reasons for the increase or decrease

1. Information on major suppliers

Unit: NT\$ thousand; %

Year	2023				2024			
Item	Name	Amount	As a percentage of total net purchases for the year (%)	Relationship with the Issuer	Name	Amount	As a percentage of total net purchases for the year (%)	Relationship with the Issuer
1	Kao Hui Construction Co., Ltd.	634,468	18.53	—	Kao Hui Construction Co., Ltd.	551,910	16.71	—
2	JDC Corporation Taiwan Branch	410,687	11.99	—	Sinotech Environmental Technology	445,341	13.48	—
3	Sinotech Environmental Technology	360,082	10.52	—	JDC Corporation Taiwan Branch	435,830	13.20	—
	Others	2,019,140	58.96	—	Others	1,869,891	56.61	—
	Net purchases	3,424,377	100.00	—	Net purchases	3,302,972	100.00	—

The list of suppliers for our company and its subsidiaries has primarily fluctuated over the past two years in accordance with the construction progress of various group development projects. During this period, our largest supplier, Kao Hui Construction Co., Ltd., has served as the main contractor for both the branch pipeline network and household connection systems for Rih-Ding Water Enterprise's Taoyuan Sewerage BOT Development Project, as well as the water transmission pipeline facilities for Bao Ding Taoyuan Water Resources Recycling Center's Reclaimed Water BTO Project.

Sinotech Environmental Technology Ltd. has been the primary contractor for the water treatment facility's mechanical pipeline systems and other utility system installations for the Bao Ding Taoyuan Water Resources Recycling Center's Reclaimed Water BTO Project. Japan Land Development Corporation has been the main contractor for the Chi-Shun Sheng Chiao An Project construction. No other suppliers have accounted for more than 10% of our net purchases.

2. Information on major customers

Unit: NT\$ thousand; %

Year	2023				2024			
Item	Name	Amount	As a percentage of total net sales for the year (%)	Relationship with the Issuer	Name	Amount	As a percentage of total net sales for the year (%)	Relationship with the Issuer
1	Department of Water Resources, Taoyuan City Government (Note)	3,628,235	48.50	–	Department of Water Resources, Taoyuan City Government (Note)	3,593,963	50.88	–
	Others	3,853,089	51.50	–	Others	3,469,796	49.12	–
	Net sales	7,481,324	100.00	–	Net sales	7,063,759	100.00	–

Note: In relation to the operating revenue of the subsidiary Rih Ding Water, it is specified in the International Financial Reporting Interpretations (IFRIC 12) Service Concession Agreement that the operator has the contractual right to receive unconditionally from the government (the licensor) a specified or determinable amount of cash or other financial assets for a specified period of time. Therefore, financial assets (operating revenue) are recognized on the basis of current investment status.

All customers whose net sales exceeded 10% in the consolidated financial statements in 2024 and 2023 were Department of Water Resources, Taoyuan City Government. Department of Water Resources, Taoyuan City Government was the organizer for the development and building of the Taoyuan sewage BOT project of Rih Ding Water, as well as the organizer of Bao Ding's BOT Project for Reclaimed Water for Taoyuan Water Resources Recycling Center. Under the International Financial Reporting Standards (IFRSs), operating revenues are recognized by stages according to the progress of construction during the construction period, and the service concession revenues and water treatment revenues received after the completion of the construction of the related facilities, while other revenues are mostly from leasing or general home purchases, and no single sales object accounts for more than 10% of the net sales.

III. Information on Employees in the Last Two Years up to the Publication Date of this Annual Report (i.e. number of employees, average years of service and age, proportion by educational levels)

Year		2023	2024	2025 (As of March 31)
Number of Employees	Manager Officer	47	54	52
	Salesperson	27	27	27
	General Staff	706	692	687
	Total	780	773	766
Average Age		43.5	43.8	43.8
Average Years of Service		6.7	6.6	6.3
Education Level Distribution Ratio (%)	Doctor	1%	1%	1%
	Master	10%	11%	12%
	College	74%	74%	73%
	Senior High School	14%	12%	12%
	Below Senior High School	1%	2%	2%

Note: The total number of employees of the Company and each subsidiary.

IV. Environmental Protection Expenditure

The total amount of losses (including compensation) and penalties as a result of environmental pollution in the most recent fiscal year and up to the date of publication of the annual report. Explain future countermeasures (including improvement measures) and possible expenditures:

Unit: NT\$ in thousands

Disposition date	Disposition letter No.	Violation of laws and regulations	Fine imposed amount	Countermeasures
2024.3.24	New Taipei Letter Huan-Wei-Ban-Zi No. 1130705714	Subparagraph 11, Article 27 of the Waste Disposal Act	5	A response letter has been submitted to the New Taipei City Environmental Protection Bureau (Ri-Ying-Ye-Zi No. 1130400500) regarding the advertising activities of our affiliate, NEWLAND CO., LTD.
2024.5.29	Fei-Zi No. 40-113-050082 Penalty Notice	Subparagraph 2, Article 27 of the Waste Disposal Act	2.4	1. The fine has been paid in accordance with the penalty notice. 2. Vehicle exit controls have been strengthened, requiring all vehicles to thoroughly clean their tires before leaving the construction site to prevent road contamination. 3. Enhanced education has been implemented during daily pre-work briefings and organizational meetings.
2024.6.27	Xin-Bei-Huan-Ji-Zi No. 20-113-060018	Subparagraph 2 of Paragraph 1 of Article 32 of the Air Pollution Control Act	330	The penalty has been paid. Communication efforts and on-site inspections have been reinforced to prevent recurrence.

V. Labor Relations

(I) The Company's various policies including employee welfare measures, continuing training, training, retirement systems and their implementation, as well as agreements between labor and management and various employee rights protection measures

1. Employee Welfare Measures

Since the establishment, we have always placed great emphasis on harmonious industrial relations and employee benefits. Not only do we comply with regulations stated in the Labor Standards Act, on June 18, 1998, the Employee Welfare Committee was established after approval of Department of Labor, Taipei City Government (Taipei City (Labor) Yi-Zi Order No.8722073500). The Company and the Employee Welfare Committee provide the following welfare measures:

- (1) Labor insurance, national health Insurance and labor pension contributions are provided as required by the regulations.
- (2) Employee trips.
- (3) Employee group insurance.
- (4) Gifts or money for 3 major festivals and birthdays.

- (5) Employee wedding gift money, maternity gift (care) money, hospitalization consolation money and funeral consolation money.
- (6) Employee recognition.
- (7) Employee family day.
- (8) Year-end party and lucky draws.
- (9) Employees' regular health examination.
- (10) Contracted physician and nurse providing field health consultation and organization of health promotion activities
- (11) Employee psychological counseling at free of charge (EAP employee assistance program).
- (12) Employee emergency consolation money.

In order to retain and cultivate outstanding talents, motivate employees to stay at the Company for a long time, and leverage their strengths, the Company provides incentive plans for the purpose of enhancing employees benefits and assisting employees with long-term savings, investment, and financial management. On October 20, 2020, the Company established the Radium Life Tech Co., Ltd. Employee Stock Ownership Plan to implement an employee stock ownership plan, applicable to formal employees of the Company and its subsidiaries' employees who have passed the probation period. Members contribute a certain amount from their monthly salary, and the members' company matches a certain percentage of that amount, which is then deposited into a trust account, which is managed and utilized by a trusted bank. It not only achieves the purpose of retaining talent but also assists employees in accumulating wealth, planning for future retirement lives, and achieving a win-win outcome and shared benefit for labor and management.

2. Employees' Training and Development

In order to implement the purpose of talent cultivation, Radium has established a complete training and development system to enhance the professional knowledge and skills of all employees and to put more emphasis on high-potential management talents. The current training and development programs of the company are as follows:

(1) New Employee Orientation

The training is to help new employees to understand the Company's background, rules and regulations, roles and responsibilities, as well as to integrate them into the corporate culture so that new employees could not only adapt to the workplace but also give full play to performance as soon as possible.

(2) Management Competency Training:

The training programs are planned for supervisors of each level to advance management competency and capability which may include, but are not limited to, leadership, communication, adaptability, and crisis management.

(3) Professional Competency Training:

The inheritance of successful experience is significant for each of business unit so that the nominated employees are assigned to take part in training held by external institution or participate in well-designed internal training, consisting of courses and lectures given by internal professionals or external industry experts specializing in domain knowledge, to gain knowledge and to advance skills.

(4) General Competency Training:

To enhance employees' speed and effectiveness in their daily work, and to ensure that as employees accumulate seniority within the company, they continue to strengthen their competencies to take on new challenges, competency enhancement training programs are designed to meet various employee development needs.

To achieve the intended training objectives, these programs focus not only on business-oriented training but also emphasize participant interaction and practical applicability to the workplace.

(5) Language Training:

In response to globalization, internationalization and the long-term development strategies of the organization, employees are arranged courses to improve their language ability so as to apply in work and daily life. At the same time, it can also help employees to obtain the first-hand information such understanding the culture and history of other countries and then to communicate appropriately with foreigners as working.

(6) Diversity Lectures:

To broaden employees' horizon, several of experts and masters in different fields are invited to diversity lectures to share their domain knowledge and life experience, which inspire employees to think cross-border and obtain multi-dimensional experience.

(7) E-Learning:

To satisfy the learning needs of employees and encourage them to learn proactively, Radium builds a digital learning system and then provides online courses made by internal selected trainers or procured from external institutions for employees to learn anytime and anywhere.

In accordance with our "Employee Education and Training Management Guidelines," our company annually plans training courses related to management, general knowledge, and professional competencies. We allocate an education and training budget based on the annual training plan to provide employees with opportunities to participate in internal and external courses that meet their professional development needs. This approach strengthens employee competencies, enhances overall quality, and promotes the company's continuous growth.

The results of training and development of 2024 are referred to the table below:

Courses		Courses	Number of sessions	Total participants
I.	New Employee Orientation	4	112	784
II.	Management Competency Training	14	420	1,563
III.	Professional Competency Training	36	833	2,367
IV.	General Competency Training	45	1,513	4,258
V.	E-Learning	8	2,685	1,270
Total		107	5,563	10,242

3. Retirement System and its Implementation

(1) In line with the regulations stipulated in the "Labor Standards Act", the Company has a defined benefit retirement plan that applies to workers whose seniority prior to the applicability of the "Labor Pension Act" enforced on July 1, 2005, and to employees' subsequent years of service who choose to opt for the "Labor Standards Act" after the implementation of the "Labor Pension Act". Employees who are qualified for retirement, under the defined benefit pension plan, retirement funds are calculated based on the average salary of the six months prior to retirement. Two units are accrued for each year of service for the first 15 years and one unit for each additional year thereafter, subject to a maximum of 45 units. On May 19, 1998, the Company

established the Labor Pension Fund Supervisory Committee through the approval letter Bei-Shi-Fu-Lao-Er-Zi Order No. 8703955900. The Company contributes monthly an amount equal to 2% of the employee's month salary to the retirement fund deposited with Bank of Taiwan under the name of the Labor Pension Fund Supervisory Committee.

- (2) Since July 1, 2005, the Company has established a defined contribution retirement plan in accordance with the "Labor Pension Act." For employees who have elected to participate in the labor pension system under the "Labor Pension Act," the Company makes monthly contributions of no less than 6% of the employees' monthly salary to their individual pension accounts maintained by the Bureau of Labor Insurance.

4. Agreement between Labor and Management

- (1) The Company plans HR Management Regulations in accordance with laws and regulations and carries out reviews on related personnel system while establishing strategies to accommodate changes in the social and economic environment. The Company also attaches great importance on the employee's salaries and benefits - in terms of the remuneration system: not only are the employee's bonuses linked to the Company's operating performance, but personal performances are equally crucial, so that the Company and employees can jointly create a win-win situation; in terms of the welfare system: the Employee Welfare Committee plans diversified welfare measures to enhance the friendship among co-workers as well as looking after the employee's physical and mental health. Moreover, we also provide an excellent workplace and smooth labor-management communication channel. A labor-management meeting is held each quarter, release of the Group's publication "Radium Life" quarterly, and the "Employee Care Letterbox" has been set up to promote communication exchange between the employee and employer for harmonious industrial relations.
- (2) We encourage employees to propose company improvements and innovative suggestions on their own initiative. As a consequence, we hope to improve work efficiency and customer service quality while effectively saving costs and increasing income. The proposals by the employee are served as an important reference for the Company's management.
- (3) The Company has had harmonious industrial relations over the years without any major disputes between the employee and employer.

5. Employee Rights Protection Measures

The Company's protection measures for employees and workplace safety are described as follows:

- (1) Accident prevention measures and response
 - A. According to the international/national standards Occupational safety and health management system standard ISO45001:2018/CNS45001:2018 and related specifications, we continue to promote safety and health self-management activities through the joint participation and cooperation of enterprises and workers. By reducing the risk of occupational accidents and improving occupational safety and health facilities in the workplace, etc., to protect workers and improve the level of safety and health management.
 - B. The Group has established the Sustainability Development Division as a Tier 1 unit, within which the Safety and Health Department is responsible for planning and promoting organizational occupational safety and health management initiatives, as well as supervising the execution effectiveness of safety and health management across all units. The objective is to reduce the risk of occupational accidents and enhance the safety and health performance of workers. Each company within the Group, based on its risk level and business scale, has established occupational safety and health organizations and personnel in accordance with relevant regulations.

Safety and health management practices are strengthened according to the characteristics of each industry, and guidance is provided to assist execution units in effectively implementing safety and health management.

- C. The Group has established an occupational safety and health management plan, through the continuous management cycle mode of plan, do, check and act, we have implemented safety, health and environmental policies, continuously improving the work environment and safeguarding the physical and mental health of workers.
- D. “Quality, Safety, Health, Environment and Sustainable Development Spotlight” is released periodically, and safety and health information is shared via intranet (EIP), in order to arouse the attention and awareness of readers through articles and image contents. In addition, safety and health educational area is planned, and various types of safety and health guidance documents are collected, in order to allow employees to receive safety and health information and knowledge at any time and place, thereby achieving the objective of safety culture participation and response of all employees.

E. Regular training sessions and fire safety drills

In addition to the internal and external training courses, we also coordinate with the government's occupational safety and health digital learning policy by combining courses on the digital learning platform established by the government to strengthen employees' concepts and awareness of occupational safety and health.

- a. Training for new employees: Occupational safety and health courses are incorporated into the new employee training program, enabling new employees to develop a basic understanding of occupational safety and health management concepts and the Company's related management measures.
- b. Training for current employees: Firefighting and disaster prevention drills are conducted regularly, along with occupational safety and health on-the-job training courses for special hazard operations and health promotion, to strengthen employees' self-protection awareness regarding workplace safety and health.
- c. Occupational safety and health personnel professional training: in addition to the recurring training courses required by laws and regulations, the Company also organizes internal occupational safety and health personnel professional training on a regular basis. By doing this, we aim to improve the quality and management ability of occupational safety and health personnel, and improve the efficiency of occupational safety and health management in each unit.
- d. Invite external experts in the field of safety and health to share the latest knowledge and technology, updates on regulations, industry cases, and experiences, enabling the group's occupational safety and health management personnel to continuously acquire new information and foster the motivation to improve the working environment and promote employee health.

(2) Access Control Security

- A. 24-hour strict access control system.
- B. Established a police-civilian connection for comprehensive protection.
- C. Entered a contract with a security company to ensure all-day access security.

(3) Workplace Health Promotion

- A. Employee health examination: an annual health examination to all employees is provided. The Company also works with several major hospitals and health examination centers and has set up a blood pressure machine in the Company to ensure the health of each employee.
- B. Establishing on-site health care: we provide the promotion and enforcements of health services to improve and maintain the physical and mental health of all employees. We also assist in organizing health education events to raise awareness on health concepts.
- C. Health Promotion Activities: We organize health seminars on weight management,

first aid, sleep improvement, and stress reduction. These diverse topics enhance employees' health knowledge across multiple dimensions. A total of 11 seminars were held with 421 participant attendances, achieving a satisfaction rate of 96%.

(4) Insurance and medical assistance

A. Aside from the statutory labor insurance coverage for employees, we also provide employee group insurance. Relief to employees or their heirs is also provided in the event of a serious accident or death.

B. In addition to the basic protection including labor and national health insurance as required by the law, we also provide comprehensive employee group insurance protection including comprehensive protection of occupational accident insurance, fixed-term life insurance, accident injury insurance, health insurance (medical care and hospitalization surgery), cancer medical insurance and travel safety insurance (business trips and travel activities).

(5) Mental health

A. Gender Equality in the Workplace and Healthy Work Environment: Implementation of the four major occupational health protection plans to safeguard employees' physical and mental well-being

B. Employee care letterbox: in an effort to ensure all employees are happy in the working environment, we have set up an employee care letterbox in the hope that all employees can use this communication channel to convey their voices and suggestions to the Company so that communication between work and life can be exchanged. Where there is a major event that affects the Company's operations, employees will be notified via email or EIP to ensure timely communication.

6. Employee conduct or code of ethics

Employees shall not take part in activities that are harmful to the Group:

(1) Employees are prohibited from investing, financing, and trading with suppliers, customers, contractors or competitors related to the Group or serve as a consultant to avoid affecting the independence of the employee in their duties. In the event of an employee breaking the rule, which has been proven to be true, the employee shall be dismissed.

(2) Employees shall refrain from unhealthy habits and unnecessary entertainment. If an employee accepts hospitality or gifts from customers without reporting to their immediate supervisor, and the circumstances are serious enough to damage the Company's reputation, the employee may be subject to dismissal.

In addition, the Company's "Rewards and Disciplinary Measures" clearly states basis for rewards and disciplines for employees to be aware of the required behavioral standards. Rewards and disciplines of the employee will be used as a reference for personal performance evaluation. The aforementioned mentioned "Rewards and Disciplinary Measures" are announced on the Company's internal website (EIP). As a part of the Company, employees shall maintain healthy ethics and values and abide by these regulations.

In order to implement the Ethical Corporate Management Best Practice Principles and to effectively control and manage reported cases, and to establish smooth reporting channels and fair investigation procedures to correct possible misconduct, the Company has formulated the Reporting Management Regulations as approved by the board of directors, and established a whistleblower mailbox on the official website of the Group for internal and external personnel. Once a reported case is accepted, the confidentiality of the identity of the whistleblower and the content reported will be ensured throughout the investigation process. If an employee is proved to have violated rules, it shall be handled in accordance with the Company's Regulations of Reward and Punishment Management. If there is indeed a violation of relevant laws and regulations as proved in the investigation,

the Company will take appropriate legal actions when necessary to protect the Company's reputation and rights and interests.

(II) List any loss sustained as a result of labor disputes in the most recent fiscal year and up to the date of publication of the annual report, disclose an estimate of losses incurred to date or likely to be incurred in the future, and indicate mitigation measures being or to be taken. State the fact if they cannot be reasonably estimate:

1. The Company has had harmonious industrial relations over the years without any major disputes between the employee and employer.
2. The Company plans its human resource management system in accordance with relevant laws and regulations and continuously reviews and adjusts its personnel policies and strategies in response to changes in the social and economic environment. The Company not only values employee compensation and benefits but is also committed to providing a high-quality work environment and ensuring smooth labor-management communication channels. In addition, quarterly labor-management meetings are held regularly, and an "Employee Care Mailbox" has been established to facilitate the exchange of opinions between labor and management, ensuring effective communication and maintaining a harmonious labor-management relationship.

VI. Cyber Security Management

(I) Cyber Security Organizational Structure

In 2021, we set up an "Information Security Team" under the Corporate Sustainable Development team. The Team is made up of the Information Division and the Group's senior executives responsible for the formulation of policies concerning the coordination and protection of information security, as well as risk management and compliance checks. The Team regularly reports to the Board of Directors and the Audit Committee on the effectiveness of information security management, information-related issues and its operating status. The Audit Committee proposes recommendations on the implementation results and submits these results to the Board of Directors.



(II) Cyber Security Policy and Operation

1. Information Security Policy

In order to effectively implement information security management, we review the suitability of the information security policy and protection measures through phased management of the plan-do-check-act (PDCA) cycle.

The "planning phase" - we focus on information security risk management to establish complete information security management rules. While reducing corporate

information security threats via systems, technologies and procedures, we establish confidential information protection services with the highest specifications.

The “do phase” - we construct multi-layer information security protection and continue to introduce innovative technologies for information security defense. By integrating the information security control mechanism into the daily workflow of hardware and software maintenance and information security management, we systematically monitor information security, while maintaining the confidentiality, integrity and availability of the Company's important assets.

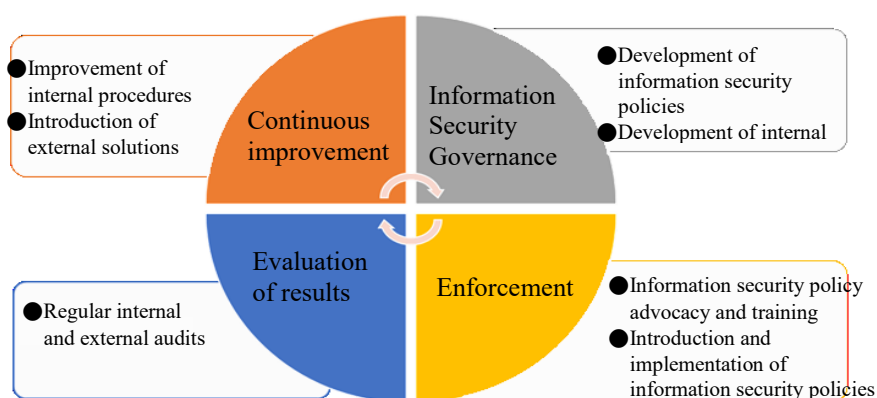
The “check phase” - we take a proactive approach to monitor the effectiveness of information security management, which is audited by the Company’s internal auditing unit and external CPAs. The audit results are submitted to the Board of Directors.

The “act phase” - based on the principle of review and constant improvement, we implement supervision and audits in order to ensure the continuous effectiveness of information security regulations. Routine review and implementation including information security measures, education and training and information security promotion improvements, make certain that the Company's confidential information is not leaked.

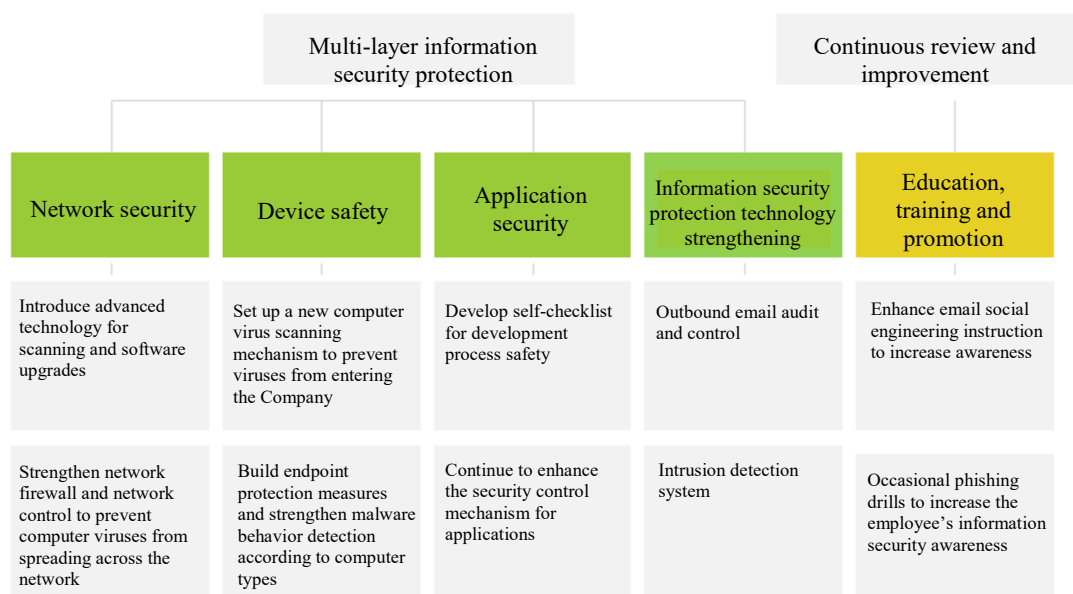
2. Information Security Operation

In 2022, the Company appointed an Information Security Officer and 1 Information Security Personnel in accordance with Paragraph 9-1 of the " Regulations Governing Establishment of Internal Control Systems by Public Companies" published by the Financial Supervisory Commission. We regularly review and formulate information security policies in accordance with the "Guideline on Information Security Control for TWSE/TPEX-Listed Companies". Moreover, we make an effort to join information security intelligence sharing organizations to obtain information security alerts, security threats, and weaknesses in order to strengthen the Company's information security measures.

Information Security Risk Management Framework



3. Specific management solutions



(III) Cyber Security Risk and Countermeasures

1. Information technology security risks and management measures

The Company has established comprehensive information security protection measures for networks and computers. However, there is no guarantee that the computer systems controlling or maintaining important corporate functions such as the Company's business and statements can fully avoid cyber attacks from any third-party crippled systems. These cyber attacks are illegal intrusions into a company's internal network systems with the intent to cause damage to their daily operating activities which may result in significant losses or seriously affect the company's reputation. When suffering from a serious cyber attack, the system may lose important company information and related services may be forced to a standstill.

We ensure the suitability and effectiveness of information security regulations and procedures through continuous reviews and evaluations. However, as information security threats are rapidly changing, there is no guarantee that the Company will be unaffected by evolving risks and attacks. Cyber attacks may also attempt to steal business secrets and other confidential information. For example, trade secrets of customers or other interested parties and personal information of the Company's employees. Cyber attacks could also cause the Company to bear significant liability with respect to legal cases or regulatory investigations arising from the leaking of information regarding its employees, customers or third parties, to whom the Company has a duty of confidentiality. We have 3 directions in place to responds to such issues:

- (1). "Educational aspect": Conduct information security promotion in meetings or through education and training to raise employee's awareness of information security. In 2024, four social engineering drills were conducted. The 63 individuals who violated protocols all completed required educational training and subsequently passed testing. Information security and Personal Data Protection Act awareness training (new employee orientation) was provided to 112 participants, while information security awareness enhancement and implementation training was delivered to 755 participants.
- (2). "System aspect": Establish cross-departmental information security teams to protect the security of resource sharing and establish relevant information security standards.
- (3). "Technological aspect": Appropriate solutions are evaluated to be introduced according to the sensitivity of the information to be protected.

(IV) List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to significant cyber security incidents, the possible impacts therefrom, and measures being or to be taken: None.

VII. Important Contract

The supply and sales contracts, technical cooperation contracts, construction contracts, long-term loan contracts and other contracts of significance to shareholders' equity that were in force as at the date of printing of the annual report and that expired in the latest year.

No.	Company	Nature of the Contract	Counterparty to the contract	Start and end dates of the contract	Main Content	Restrictions Terms and Conditions
1	Radium Life Tech Co., Ltd.	Development investment contract	Taipei City Government	From 2009/2/18 to The Completion and Delivery Date	Land Development Investment Agreement for Daqiao Elementary Station, Xinzhuang Line (MRT)	N/A
2	Radium Life Tech Co., Ltd.	Land Tender for Sale Contract	Construction & Planning Agency, Ministry of the Interior	From the signing date of 2011/11/21 to the performance of all obligations under the contract	Planning, Development, Construction, Sale and Leasing of Fu-Jou Affordable Housing, Banqiao, New Taipei City	Note 1
3	Radium Life Tech Co., Ltd.	Engineering Contract	Titan development and construction co., Ltd.	From the signing date of 2020/2/27 to the completion date of the project	Elderly Care Project - Sanzhi - Sanzhi East Side Construction Project - Preliminary project	N/A
4	Radium Life Tech Co., Ltd.	Construction Contract	Titan Development and Construction Co., Ltd.	From the signing date of the contract on 2021/2/18 to the completion date of the project	Elderly Care Project - Sanzhi - Sanzhi East Side Phase II Construction Project	N/A
5	Radium Life Tech Co., Ltd.	Construction Contract	Titan Development and Construction Co., Ltd.	From the signing date of the contract on 2023/5/30 to the completion date of the project	Elderly Care Project - Sanzhi - Sanzhi East Side Phase III Construction Project	N/A
6	Radium Life Tech Co., Ltd.	Construction Contract	Titan Development and Construction Co., Ltd.	From the signing date of the contract on 2021/7/15 to the completion date	Radium Life - Sanzhi West Side Construction Project - Preliminary project	N/A
7	Radium Life Tech Co., Ltd.	Construction Contract	Titan Development and Construction Co., Ltd.	From the signing date of the contract on 2023/5/30 to the completion date	Radium Life - Sanzhi West Side Phase II Construction Project	N/A
8	Radium Life Tech Co., Ltd.	Contract of Credit Award	Five banks include Bank of Taiwan	From the signing date of 2023/12/7 to the date of liquidation of the financing	Joint Credit Agreement	Note 2
9	Radium Life Tech Co., Ltd.	Contract of Credit Award	Three financial institutions include International Bills	From the signing date of 2022/8/23 to the date of liquidation of the	Joint Credit Agreement	Note 3

No.	Company	Nature of the Contract	Counterparty to the contract	Start and end dates of the contract	Main Content	Restrictions Terms and Conditions
			Finance Corporation	financing		
10	Radium Life Tech Co., Ltd.	Contract of Credit Award	Seven financial institutions include Shin Kong Bank	From the signing date of 2024/1/12 to the date of liquidation of the financing	Joint Credit Agreement	Note 4
11	Radium Life Tech Co., Ltd.	Urban Regenerator's Project Implementation Contract	Cathay United Bank Company Ltd.	From the signing date of 2021/5/28 to the completion date	Urban renewal project in Lot 246, Subsection 2 Gongyuan Section, Zhongzheng Dist., Taipei City	N/A
12	Titan Development and Construction Co., Ltd.	Urban Regenerator's Project Implementation Contract	Taiwan Railway Administration, Ministry of Transportation and Communications	From the signing date of 2020/2/6 to the completion date	Urban renewal project in the old dormitory area east of Kaohsiung Railway Station	N/A
13	Titan Development and Construction Co., Ltd.	Construction Contract	The Palace Museum, Executive Yuan	580 days from the start of construction on 2022/11/1	"New Construction of Administration Building and Library" of the Palace Museum	N/A
14	Wan Da Tong Enterprise Co., Ltd.	Development and operation contract	Taipei City Government / Taiwan Railway Administration, Ministry of Transportation and Communications / Department of Rapid Transit Systems, Taipei City Government	From the signing date of 2004/12/27 to the termination of the surface rights contract	Development and operation of the T9 BOT	Note 5
15	Wan Da Tong Enterprise Co., Ltd.	Establishment of the surface rights contract	Taipei City Government/Taiwan Railway Administration, Ministry of Transportation and Communications	50 years from the signing date of the contract on 2005/1/26	Right to develop and operate the surface rights of the T9 BOT	N/A
16	Wan Da Tong Enterprise Co., Ltd.	Lease agreement	Jing-Jan Retail Business Co., Ltd.	Signed on 2009/6/24 for a term of 20 years from the commencement of the lease	Operation of a shopping mall at the T9 BOT	N/A
17	Wan Da Tong Enterprise Co., Ltd.	Lease agreement	L'HOTEL DE CHINE CORPORATION	Signed on 2005/8/11 for a term of 20 years from the commencement of the lease	Operation of a hotel at the T9 BOT	N/A

No.	Company	Nature of the Contract	Counterparty to the contract	Start and end dates of the contract	Main Content	Restrictions Terms and Conditions
18	Wan Da Tong Enterprise Co., Ltd.	Lease agreement	VIE SHOW CINEMAS CO., LTD.	Signed on 2006/4/19 for a term of 20 years from the commencement of the lease	Operation of a movie theater at the T9 BOT	N/A
19	Wan Da Tong Enterprise Co., Ltd.	Lease agreement	PRESIDENT BEING CORP.	2018/1/1~2025/12/31	Operation of a gym at the T9 BOT	N/A
20	Zhao Yao Enterprise Co., Ltd.	Establishment of the surface rights contract	Northern Region Office, National Property Administration, Ministry of Finance	2011/1/12~2061/1/11	Establishment of surface rights and development rights over state-owned non-public land at Lot 63, Second Subsection, Fuxing Section, Taipei City	Note 6
21	Zhao Yao Enterprise Co., Ltd.	Contract of Credit Award	King's Town Bank Co., Ltd.	2018/8~2033/8	Credit Agreement for Development of Surface Rights over state-owned non-public land at Second Subsection, Fuxing Section, Taipei City	N/A
22	Zhao Yao Enterprise Co., Ltd.	Lease agreement	CLI Investment Limited, Taiwan Branch	15 years from the day after the expiry of the rent-free period for the decoration	Hotel operating lease agreement based on surface rights and development rights established over state-owned non-public land at Lot 63, Second Subsection, Fuxing Section, Taipei City	Note 7
23	Rih Yao Development Co., Ltd.	Establishment of the surface rights contract	Taipei City Government	From the signing date of 2020/10/25 until all obligations under the contract are fulfilled	Surface rights and development rights established over state-owned non-public land at Lot 63, Second Subsection, Fuxing Section, Taipei City	Note 8
24	Rih Yao Development Co., Ltd.	Contract of Credit Award	Taiwan Shin Kong Commercial Bank Co., Ltd.	2019/9/16-2024/9/16	Establishment of the surface rights and development rights over state-owned non-public land at Second Subsection, Fuxing Section, Taipei City	N/A
25	Rih Ding Water Enterprise Co., Ltd.	Investment contract	Taoyuan City Government	35 years from the day following the signing date of 2012/10/29	Taoyuan Wastewater Sewerage System BOT Project	Note 9
26	Rih Ding Water Enterprise Co., Ltd.	Engineering Contract	Titan Development and Construction Co., Ltd.	From the contract date of 2013/10/15 to the completion of the	Phase I Construction Contracting and Construction Management for the	Note 10

No.	Company	Nature of the Contract	Counterparty to the contract	Start and end dates of the contract	Main Content	Restrictions Terms and Conditions
				first phase of the project	Taoyuan Wastewater Sewerage System BOT Project	
27	Rih Ding Water Enterprise Co., Ltd.	Engineering Contract	Titan Development and Construction Co., Ltd.	From the signing date of 2016/3/21 to the completion of the project	Phase I Subsequent Interceptor E&M Works, Pipeline Works, Customer Pipeline Connection Works, etc. for Taoyuan Wastewater Sewerage System BOT Project	N/A
28	Rih Ding Water Enterprise Co., Ltd.	Engineering Contract	Titan Development and Construction Co., Ltd.	From the contract date of 2017/10/12 to the completion of the project	Phase II main and secondary trunk mains, branch mains and customer line connections and construction management for the Taoyuan Wastewater Sewerage System BOT Project	N/A
29	Rih Ding Water Enterprise Co., Ltd.	Engineering Contract	Ding-Sheng Green Energy Technology Co., Ltd.	From the contract date of 2023/06/01 to 2025/12/31	Commissioned by Taoyuan North District Water Reclamation Centre for the procurement of labour services - the Taoyuan Wastewater Sewerage System BOT Project	N/A
30	Rih Ding Water Enterprise Co., Ltd.	Construction Contract	Ding Sheng Green Energy Technology Co., Ltd.	From the signing date of the contract on 2021/8/5 to the completion date of the project	Contracting of phase III of sewerage system and procurement contract for construction management	N/A
31	Rih Ding Water Enterprise Co., Ltd.	Construction Contract	Titan Development and Construction Co., Ltd.	From the signing date of the contract on 2021/12/30 to the completion date of the project.	Second bid for the main and secondary sewerage pipes in Neili and Bade areas and other bids for the pipe network and household drainage contracting, and procurement contract for construction management	N/A
32	Rih Ding Water Enterprise Co., Ltd.	Contract of Credit Award	12 banks including Mega International Commercial Bank	10 years from 2021/9/17	Joint Credit Agreement for Phase II of the Construction Project for the Taoyuan Wastewater Sewerage System BOT Project	Note 11

No.	Company	Nature of the Contract	Counterparty to the contract	Start and end dates of the contract	Main Content	Restrictions Terms and Conditions
33	Rih Siang Property Management Co., Ltd.	Construction and operation contract	New Taipei City Government Urban and Rural Development Bureau	From the date of signing the contract on 2013/5/15 until the performance of all obligations under the contract	Planning, design, construction, operation and management of the BOT site for the construction of youth housing in New Taipei City, as well as repair, maintenance, renewal and addition of related facilities and equipment	Note 12
34	Rih Siang Property Management Co., Ltd.	Contract of Credit Award	7 banks including Mega International Commercial Bank	2020/1~2027/1	Joint Credit Agreement for the New Taipei City Youth Housing Construction and Operation Transfer Project (BOT)	Note 13
35	Ji Shun Life Tech Co., Ltd.	Development investment contract	Taichung City Government	From 2020/12/25 to The Completion and Delivery Date	The Land Development Project of WuRi WenXin BeiTun Line G6 Station of TaiChung Mass Rapid Transit Systems	Note 14
36	Ji Shun Life Tech Co., Ltd.	Development investment contract	Taichung City Government	From 2020/12/25 to The Completion and Delivery Date	The Land Development Project of WuRi WenXin BeiTun Line G8a Station of TaiChung Mass Rapid Transit Systems	Note 14
37	Ji Shun Life Tech Co., Ltd.	Development investment contract	Taichung City Government	From 2021/9/22 to The Completion and Delivery Date	The Land Development Project of WuRi WenXin BeiTun Line G11 Station of TaiChung Mass Rapid Transit Systems	Note 14
38	Ji Shun Life Tech Co., Ltd.	Contract of Credit Award	Three banks include Taiwan Cooperative Bank	2022/2~2027/2	Joint Credit Agreement for the Reconstruction of Urban Unsafe and Old Building project for Lot 114, Subsection 1 Renai Section, Daan Dist., Taipei City.	N/A
39	Ji Shun Life Tech Co., Ltd.	Construction Contract	JDC Corporation Taiwan Branch (JAPAN)	From the signing date of the contract on 2022/4/1 to the completion date of the project.	The Reconstruction of Urban Unsafe and Old Building project for Lot 114, Subsection 1 Renai Section, Daan Dist., Taipei City – Preliminary construction project	N/A
40	Ji Shun Life Tech Co., Ltd.	Construction Contract	JDC Corporation Taiwan Branch (JAPAN)	From the signing date of the contract on 2022/7/29 to the	The Reconstruction of Urban Unsafe and Old Building project for Lot 114, Subsection 1	N/A

No.	Company	Nature of the Contract	Counterparty to the contract	Start and end dates of the contract	Main Content	Restrictions Terms and Conditions
				completion date of the project.	Renai Section, Daan Dist., Taipei City – phase II construction project	
41	Ji Shun Life Tech Co., Ltd.	Construction Contract	JDC Corporation Taiwan Branch (JAPAN)	From the signing date of the contract on 2023/5/17 to the completion date of the project.	The Reconstruction of Urban Unsafe and Old Building project for Lot 114, Subsection 1 Renai Section, Daan Dist., Taipei City – phase III construction project	N/A
42	Rih Zuan Green Energy Technology Co., Ltd.	Power purchase and sale contract	Taiwan Power Company	20 years from the date of first-time integration of generating units	Barging of Renewable Energy in the Northern Section of Chihshan District, Kaohsiung City	N/A
43	Jing Ding Green Energy Technology Co., Ltd.	Investment contract	Industrial Development Bureau, Ministry of Economic Affairs	24 years from the signing date of the contract on 2020/9/30, including EIA/construction period of 2 years and operation period of 20 years	Build-Operate-Transfer (BOT) Project of Resource Processing Center in Changhua Coastal Industrial Park by Industrial Development Bureau, Ministry of Economic Affairs	N/A
44	Jing Ding Green Energy Technology Co., Ltd.	Contract for construction and operation services entrusted to third parties	Ding-Sheng Green Energy Technology Co., Ltd.	From the signing date of 2020/9/14, same as the duration of the investment contract	Build-Operate-Transfer (BOT) Project of Resource Processing Center in Changhua Coastal Industrial Park by Industrial Development Bureau, Ministry of Economic Affairs	N/A
45	Jing Ding Green Energy Technology Co., Ltd.	Contract of Credit Award	Five banks include Chang Hwa Bank	From the signing date of 2022/9/13 to the date of liquidation of the financing	Build-Operate-Transfer (BOT) Project of Resource Processing Center in Changhua Coastal Industrial Park by Industrial Development Bureau, Ministry of Economic Affairs	Note15
46	Ding Sheng Green Energy Technology Co., Ltd.	Contract for construction works entrusted to third parties	CTCI Corporation	To be completed 2 years from the contract date of 2020/9/14, after the EIA has been approved and the Industrial Development Bureau, MOEA has	Build-Operate-Transfer (BOT) Project of Resource Processing Center in Changhua Coastal Industrial Park by Industrial Development Bureau, Ministry of Economic Affairs	N/A

No.	Company	Nature of the Contract	Counterparty to the contract	Start and end dates of the contract	Main Content	Restrictions Terms and Conditions
				agreed to commence work on site		
47	Ding Sheng Green Energy Technology Co., Ltd.	Contract to engage a third party to provide operation and maintenance services	ECOVE Environment Services Corporation	From the signing date of 2020/9/14, same as the duration of the investment contract	Build-Operate-Transfer (BOT) Project of Resource Processing Center in Changhua Coastal Industrial Park by Industrial Development Bureau, Ministry of Economic Affairs	N/A
48	Bao Ding Reclaimed Water Co., Ltd.	Investment contract	Taoyuan City Government	15 years from the date of operation to the date of expiry of the period of operation.	Reclaimed Water BTO Project of North District Water Resources Recycling Center in Taoyuan	N/A
49	Bao Ding Reclaimed Water Co., Ltd.	Contract of Credit Award	Six banks include First Bank	10 years from 2022/9/13	Reclaimed Water BTO Project of North District Water Resources Recycling Center in Taoyuan	Note16
50	Bao Ding Reclaimed Water Co., Ltd.	Construction Contract	Kao Hui Construction Co., Ltd.	From the signing date of 2022/10/21 to the completion of the project	Reclaimed Water BTO Project of North District Water Resources Recycling Center in Taoyuan - pipelines for water conveyance	N/A
51	Bao Ding Reclaimed Water Co., Ltd.	Construction Contract	Sinotech Environmental Technology	2023/11~2024/11	Reclaimed Water Plant Phase 1 - Water treatment facility mechanical pipelines, electrical instrument controls and other public system installation works	N/A

Note 1: (1) The license to use the property shall be obtained by 31 December 2014 at the latest, and the handover to the purchaser shall commence by 31 March 2015. (2) Except for the ground floor, which shall be used for commercial and service facilities, the rest of the houses to be built in this case shall be planned as suitable residential units. (3) The Company shall use 10% of the total number of suitable residential units for rental purposes (the rest shall be sold) for a period of not less than 10 years, and shall be responsible for the management of such units, after which the Company shall be free to dispose of them. (4) The average selling price of suitable residential units for sale shall be in accordance with the following regulations: The average selling price of the main building and the common parts shall not exceed NT\$195,000 per ping. The average selling price per ping of ancillary structures (balconies) shall not exceed NT\$64,300 per ping. Parking spaces, commercial and service facilities on the ground floor may be freely disposed of by the Company without the aforementioned restriction on the average selling price per ping.

Note 2: The Company shall issue equity transfer contract, and since 2024, the liability ratio shall not be higher than 450% (inclusive), the interest coverage ratio shall be maintained at more than 2 times, and the tangible asset net worth shall not be less than NT\$6.5 billion. (The aforementioned ratios shall refer to the ratios indicated in the consolidated financial statements in principle)

Note 3: The collateral and land for this development project must be entrusted to the financial institution and have a commitment to perform.

- Note 4: Required maintenance of financial ratios and agreements: Interest coverage ratio shall be maintained at more than 1.5 times, and the total equity shall not be less than NT\$9 billion.
- Note 5: (1) At Wan Da Tong Enterprise Co., Ltd., the shareholders' equity as a percentage of total assets at the end of each accounting year from 2006 to the expiry date of the Development and Operation Deed shall not be less than 15%. (2) Wan Da Tong Enterprise Co., Ltd. shall not assign, donate, divide, create a pledge of or dispose of in any other manner the rights and obligations under the Development and Operation Agreement without the consent of Party A. The same applies to the creation of surface rights. (3) The management of the residences and offices constructed by Wan Da Tong Enterprise Co., Ltd. pursuant to the Development and Operation Deed shall be delivered to the Active Trust in full. (4) Upon the expiration of the development and operation contract, Wan Da Tong Enterprise Co., Ltd. shall transfer the land, operating assets or facilities to Party A without compensation in accordance with the procedures stipulated in the contract.
- Note 6: (1) The duration of the surface rights in this case shall be 50 years in total. (2) Zhao Yao Enterprise Co., Ltd. shall not lease or lend the surface rights to others for building purposes. If the surface right or the building on the ground is leased or loaned to others for non-construction use, the end of the period of its use shall not be after the end of the period of continuation of the surface right.
- Note 7: The Company is acting as a joint and several guarantors under this agreement. Zhao Yao Enterprise Co., Ltd., a subsidiary of the Company, agrees to perform this lease.
- Note 8: (1) The period of continuance of the surface right in this case is 50 years. (2) Rih Yao Development Co., Ltd. shall not assign the surface rights and ownership of all buildings owned by Rih Yao Development Co., Ltd. to third parties (including but not limited to by way of trust or securitization of real estate) or encumber or divide such rights, nor shall Rih Yao Development Co., Ltd. contribute to other rights or create other burdens.
- Note 9: (1) The term of the licence in this case shall be 35 years in total. However, in the event of early termination or extension in accordance with the provisions of this Contract, the term shall expire or be extended at an earlier date. (2) The maximum period of construction of the first phase of the Project shall not exceed five years from the day following the date of execution of the Contract. (3) The scale of construction of the treatment plant and the number of users connected to the pipeline shall be specified. (4) A minimum of 30% of own funds shall be maintained during the permitted period.
- Note 10: (1) The construction of sewage treatment plants (including booster stations) and their ancillary facilities shall be fully accepted and completed by October 28, 2015. (2) The construction of sewer trunk pipes, branch pipes and ancillary facilities in Taoyuan area (excluding the Bade extension area) shall be fully accepted and completed by October 28, 2017.
- Note 11: The debt ratio of Rih Ding Water Enterprise Co., Ltd. shall remain below 160%(inclusive) from 2021 to 2025, and below 130% (inclusive) from 2026 to 2031, and the debt service ratio shall remain above 120% (inclusive) from 2021 to 2025, above 100% (inclusive) in 2026 and above 120% (inclusive) from 2027 to 2031.
- Note 12: (1) The term of this Contract shall be 70 years from the date of this Contract, including the "Construction Period" and the "Operation Period". The construction period shall be 3 years from the date of this Contract. The operation period shall be 67 years from the date of commencement of the operation of the Project. Rih Siang Property Management Co., Ltd. shall commence all operations of the Project no later than 4 years from the date of signing of this Contract. (2) At least 70% of the total floor area of the building shall be used as residential units. (3) The ownership of the building shall not be sold or pre-sold. (4) The rates of the residential units shall be set by Rih Siang Property Management Co., Ltd. at its own discretion, provided that at least 30% of the rates shall not exceed 80% of the market rent and shall be announced at the time of leasing and opening of tenant applications. The same applies to adjustments. (5) Rih Siang Property Management Co., Ltd. shall invest no less than 30% of its own capital in the construction cost of the project.
- Note 13: Rih Siang Property Management Co., Ltd. shall maintain a liquidity ratio of 100% or more and a debt ratio of 250% or less.
- Note 14: It is signed together by Radium, Ji Shun Life Tech Co., Ltd. and Taichung City Government.
- Note 15: Jing-Ding has maintained financial ratios and restrictions on the following: (1) Debt to net worth ratio: be maintained at below 250% (inclusive); (2) Interest protection multiples: be maintained at above 1.5 times (inclusive) starting from the fiscal year following the commencement of the Operational Period. (3) Equity ratio: be maintained at above 30%, inclusive.
- Note 16: Bao-Ding Reclaimed Water promises that at the end of each year of the credit renewal period, the Debt Ratio shall not be higher than 200% from 2022 to 2026, and shall not be higher than 120% from 2027; the Shareholder Equity Ratio shall not be lower than 30%; Interest Coverage Ratio shall not be less than 1.05 times starting from 2025.

Review of Financial Conditions, Operating Results, and Risk Management

I. Financial Status

Comparative Analysis of Financial Status

(In Thousands of New Taiwan Dollars)

Item	2023	2024	Difference		Explanation
			Amount	Percentage (%)	
CURRENT ASSETS	16,168,091	19,470,137	3,302,046	20.42%	Note 1
Property, plant and equipment	8,693,471	6,664,488	(2,028,983)	(23.34)%	
Intangible assets	4,104,420	4,312,671	208,251	5.07%	
Other assets	31,410,002	32,050,368	640,366	2.04%	
Total assets	60,375,984	62,497,664	2,121,680	3.51%	
Current liabilities	19,927,876	21,005,008	1,077,132	5.41%	
NON-CURRENT LIABILITIES	28,671,627	29,239,210	567,583	1.98%	
Total liabilities	48,599,503	50,244,218	1,644,715	3.38%	
Share Capital	8,800,946	9,550,946	750,000	8.52%	
Capital Surplus	1,290,217	964,861	(325,356)	(25.22)%	
Retained Earnings	702,594	626,837	(75,757)	(10.78)%	
Total other equity	(3,688)	(893)	2,795	(75.79)%	
Non-controlling interests	986,412	1,111,695	125,283	12.70%	
Total Equity	11,776,481	12,253,446	476,965	4.05%	
Explanation: If the variation between two years exceeds 10% and the amount reaches 1 % of the total assets for 2024, an analysis and explanation will be provided.					
Note 1: This is mainly due to land that was recorded under property, plant and equipment in 2023 being reclassified to current assets in 2024 following the signing of a sales contract.					

II. Financial Performance

(1) Comparative Analysis of Financial Performance

(In Thousands of New Taiwan Dollars)

Item	2023	2024	Difference		Explanation
			Amount	Percentage (%)	
Operating revenue	7,481,324	7,063,759	(417,565)	(5.58)%	Note 1
Operating Net Profit	1,070,729	1,146,820	76,091	7.11%	

Item	2023	2024	Difference		Explanation
			Amount	Percentage (%)	
Net profit before tax	266,857	269,409	2,552	0.96%	
Note 1: Although there were no new construction projects completed in 2024 and the sell-through of remaining units was less than in 2023, the company managed to reduce operating expenses, resulting in decreased operating revenue but increased operating net profit. Additionally, due to increased financial expenses in 2024 compared to 2023, the pre-tax profit for 2024 only showed a slight increase compared to 2023.					

(II) Expected Sales Volume and Its Basis, Possible Impact on the Company's Future Financial Operations, and Response Plans

The Group's revenue and profits for 2025 are based on the operating forecasts of the construction business, circular economy business, as well as operations business. In terms of the construction business, revenues in 2025 will mainly be coming from the sale of the remaining houses in the Banqiao Fu-Jou Affordable Housing and revenue recognized in the handover of the construction project of "The Genesis-Sanzhi", revenue from the construction of the Administration Building and Library of the Palace Museum, revenue from social housing of Dan Jin Housing Project in Tamsui District, New Taipei City, and revenue contribution from contracts for high-tech factory engineering projects. In terms of the circular economy business, the revenue from sewage and sewer recycling business in Taoyuan will be stably generated by the BOT project of Rih Ding Water Enterprise, as well as Bao Ding Reclaimed Water's management construction, which provides high-quality reclaimed water to nearby plants, to supplement the water shortage in the industry, along with recognition of land sale profits from Taoyuan Technology Industrial Park in 2025, further contributing to the overall revenue of the Group. Meanwhile, Ding Sheng Green Energy is dedicated in the development of circular economy to generate revenue. Revenue from the operating businesses: mainly Taipei Transit Station, Q Square, and Radium-Kagaya International Hotel have also been contributing steady revenue. It is expected that investments in the subsidiaries will have a complementary benefit on the Company's profitability to contribute relatively stable income.

III. Cash Flow

(I) Analysis of Cash Flow Changes

Item \ Year	2023	2024	Percentage of increase/decrease (%)
Cash flow ratio	—	—	—
Cash Flow Adequacy Ratio	30.7	47.59	55.02%
Cash reinvestment ratio	—	(0.6)	—

Note: If the net cash flow from operating activities is negative, it shall be denoted with a '-' sign.

Analysis of changes in percentage:

Apart from the continuous investment in the Taoyuan Wastewater Sewerage System BOT Project and the Taoyuan North District Water Resources Recycling Center BTO Construction

project, and the fact that no new construction projects were completed and delivered in 2024 and 2023, resulting in net cash outflow from operating activities:

1. The cash flow adequacy ratio increased in 2024, mainly due to the decrease in the average capital expenditure over the past five years.
2. The cash reinvestment ratio was negative in 2024, mainly due to the distribution of cash dividends.

(II) Improvement Plan for Insufficient Liquidity:

Analysis of the company's 2024 consolidated cash flow statement is as follows:

(In Thousands of New Taiwan Dollars)

Beginning Cash Balance (1)	Net cash flow from operating activities for the year (2)	Net cash flow from investing and financing activities for the year (3)	Effect of exchange rate changes on cash and cash equivalents (4)	Ending cash balance (1)+(2)+(3)+(4)
2,969,963	(1,852,968)	1,415,046	85	2,532,126

The Company and its subsidiaries did not experience any liquidity shortage in fiscal year 2024.

(III) Cash Flow Analysis for the Coming Year:

(In Thousands of New Taiwan Dollars)

Beginning cash balance (1)	Projected net cash flow from operating activities for the year (2)	Projected net cash flow from investing and financing activities for the year (3)	Ending cash balance (1)+(2)+(3)	Remedial measures for projected cash shortfall	
				Investment plans	Financial plans
2,532,126	4,747,359	(4,657,528)	2,621,957	—	—

For 2025, the Company expects to generate net cash inflow from operating activities from the sales of the remaining houses of the Fu-Jou Affordable Housing and handover of The Genesis- Sanzhi, and revenue from the new construction of the Administration Building and Library of the Palace Museum, and revenue from social housing of Dan Jin Housing Project in Tamsui District, New Taipei City, as well as the stable gains from Rih Ding Water Enterprise, Jing-Jan Retail Business, and Wan Da Tong Enterprise and KaGaYa, along with proceeds from the sale of land in the Taoyuan Technology Industrial Park. In the coming year, as the construction loans will be repaid with the housing handover and the repayment of long-term principal of each company, net cash outflows from investing activities and financing activities will be generated.

Overall, the Company and its subsidiaries do not anticipate any liquidity shortage in the coming year (2025).

IV. Impact of Major Capital Expenditures on Financial Operations in the Most Recent Fiscal Year: None.

V. Investment Policy, Main Reasons for Profit or Loss, Improvement Plans, and Investment Plans for the Coming Year

(I) Current Operations of the Company's Investees:

1. Ji Shun Life Tech Co., Ltd. is a subsidiary invested in response to the diversity of the Company's construction and development projects. In addition to providing construction business development, design, marketing, customer service, property management and other services for the Group, Ji-Shun Life Tech Co., Ltd. is mainly engaged in the development business in urban areas and the operation of

the Senior wellness and healthcare business. The company's primary revenue in fiscal year 2024 came from Le Tau Chu Senior Happiness Home-Zhonghe. The Company recognized an investment loss of NT\$53,444,000 from Ji Shun Life Tech in fiscal year 2024 (excluding investment gains/losses recognized by Ji Shun Company itself).

2. Wan Da Tong Enterprise Co., Ltd. is a special project company established in accordance with the regulations governing the tendering of the T9 BOT project of the Taipei City Government. Wan-Da-Tong is responsible for the development, construction, operation and management of the T9 BOT project and its ancillary businesses, with main revenue coming from the rental income of each leased property. In recent years, due to changing consumer behaviors and bus operators reducing service frequency due to driver shortages, bus operators have decreased their use of platform rentals, thereby affecting Wan Da Tong's platform rental income. However, the rental property operations have gradually recovered, with rental income stabilizing. In fiscal year 2024, the Company recognized investment gains of NT\$313,350,000 from Wan Da Tong through direct and indirect shareholdings
3. Titan Development and Construction Co., Ltd. is a subsidiary invested in to strengthen the Group's construction quality control and monitor project progress. Taitan Development and Construction was mainly contracted in 2024 for the Taoyuan sewerage project, the Sanzhi project, and the new construction of the "Administration Building and Library of the Palace Museum". The Company recognized investment gains of NT\$77,067,000 from Titan Development and Construction in fiscal year 2024 (excluding investment gains/losses recognized by Titan Company itself).
4. Jing-Jan Retail Business Co., Ltd. is mainly responsible for the operation of Q Square. The Taipei store operations continue to show stable growth. The company's stock was registered for trading on the Emerging Stock Market on March 31, 2018, and the Xiaobitan branch opened in March 2020. With continuously stable revenue growth driving increased profits, and active development of business consulting services while continuing to expand locations, the Company recognized investment gains of NT\$187,717,000 from this company through indirect shareholdings in fiscal year 2024. (excluding the reinvestment gain or loss recognized by Jing-Jan Retail Business).
5. Radium-Kagaya International Hotel Co., Ltd. is a brand introduced by the Company. The hotel has been ranked first among Japan's "100 Best Hot Springs" for more than 30 years and is responsible for the operation and management of the hot spring hotel in Beitou in collaboration with Radium-Kagaya Japan. As domestic tourism demand slowed in 2024, Kagaya Company actively deepened its international digital marketing efforts, expanding overseas customer sources to achieve stable growth in inbound accommodation guests. The Company recognized investment gains of NT\$877 thousand from this company in fiscal year 2024.
6. Rih-Ding Water Enterprise Co., Ltd. is a BOT project company established by the Company in September 2012 to implement the "Build-Operate-Transfer (BOT) Project for Taoyuan City Taoyuan District Sewage System". The first phase of the plant station construction was completed in 2015 and began operation at the end of January 2016, with the name of "Taoyuan North District Water Resources Recycling Center". Construction of the second phase of the sewage treatment plant began in 2019 and was completed at the end of 2020. Construction of the third phase of the sewage treatment plant began in 2024 and is expected to be completed by the end of 2025. The Taoyuan City Taoyuan District Sewage System BOT project has executed according to plan, with the pipeline network reaching 165 kilometers and connecting approximately 157,000 households. The Company

- recognized investment gains of approximately NT\$647,689,000 from this company in fiscal year 2024.
7. Rih Siang Property Management Co., Ltd. is a project company established in May 2013 for the implementation of the "New Taipei City youth housing BOT Project" by the Company. Its bases include the east and west of the southern section of Datong, Sanchong District, New Taipei City, and the Xiufeng Section of Zhonghe District. The rental housing component, which comprises 70% of the total project scale, is fully leased. Currently, efforts are focused on revitalizing the remaining 30% of the project as ancillary business facilities, repurposing them as rental housing for senior health, which contributes stable rental income. As revenue is still insufficient to cover operating costs, long-term lease depreciation of buildings, administrative expenses, and interest expenses, the Company recognized an investment loss of NT\$17,425,000 from this company in fiscal year 2024.
 8. Jing Ding Green Energy Technology Co., Ltd. is a project company established by the Group and CTCI Group after winning the bid for the "Build-Operate-Transfer (BOT) Project of Resource Processing Center in Changhua Coastal Industrial Park by Industrial Development Bureau, Ministry of Economic Affairs". As Jing Ding Green Energy has not yet been put into operation, the Company recognized reinvestment losses of a total of NT\$ 25,912,000 in 2024 through the direct and indirect shareholding for such company.
 9. Ding Sheng Green Energy Technology Co., Ltd. is a subsidiary established by the Company in January 2019 to invest in environmental protection and renewable energy development, with the aim of creating substantive benefits for environmental protection and green energy, thereby achieving resource recycling and sustainable operations. The company is currently undertaking the construction of the third phase of the sewage treatment plant for the Taoyuan Sewerage System Project and the construction and operation of the Resource Processing Center in Changhua Coastal Industrial Park. The Company recognized investment gains of NT\$28,659,000 from this company in fiscal year 2024 (excluding investment gains/losses recognized by Ding Sheng Green Energy Technology itself).
 10. Prolactic Medical Product Inc. (formerly known as PritBiotech Co., Ltd.) is a company that the Company invested in through Radium Far East in August 2014, recognizing the promising development of the biotechnology industry. The company has developed core patent technologies related to beauty care and has expanded into online sales of beauty care products. After the COVID-19 pandemic, there was increased consumer attention to health management. In response to market changes, the company established a subsidiary, "Prolactic Medical Product Inc. " in April 2024. In December of the same year, to integrate resources and enhance operational efficiency, the company merged with Baojing Company, terminated existing cosmetics factory-related businesses, and was renamed "Prolactic Medical Product Inc." The business has transformed its operations to focus on the development of health foods, functional care products, and medical devices as its core development direction. The Company recognized an investment loss of NT\$48,366,000 through indirect shareholdings in fiscal year 2024.
 11. Bao Ding Reclaimed Water Co., Ltd. is a project company established in May 2022 by our Group and CTCI Group to execute the "Taoyuan North District Water Resource Recovery Center Reclaimed Water BTO (Build-Transfer-Operate) Project." The construction project is being implemented in phases. The first phase of the reclaimed water plant began water operations in September 2024, reaching a capacity of 18,000 tons/day by October. The administration building is expected to be completed in June 2025. The Company recognized investment gains of approximately NT\$78,628,000 from this company in fiscal year 2024.

12. In addition, other investments include 11 companies such as Rih-Zuan Green Energy Technology, Jing-Jan Investment Holdings, Rih-Ding Investment Limited, and Rih Yao Development. The Company recognized a combined investment loss of NT\$263,969,000 from these 11 companies in fiscal year 2024.

(II) When making investments, the Company always does so with a prudent attitude and regularly reviews the financial status and operational conditions of the investees in order to promptly understand the latest operational status of the invested businesses. This serves as the basis for the Company's control and performance evaluation of its invested companies.

(III) In the future, the Company will increase capital in subsidiaries as needed based on their operational requirements to support their relevant development or operational plans, or carefully evaluate related industries with stable profitability as investment targets.

VI. Risk Management

(I) Impact of Interest Rate Fluctuations, Exchange Rate Variations, and Inflation on Company Profit and Loss, and Future Response Measures

1. Impact of Interest Rate Fluctuations on Company Profit and Loss in the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report, and Future Response Measures:

According to the joint meeting of directors and supervisors of the Central Bank held on March 20, 2025, after considering domestic and international economic and financial conditions, the Central Bank determined that domestic inflation continued to gradually decline in 2025, global economic growth has cooled, and multiple risks might affect the momentum of domestic economic growth. Additionally, to prudently respond to uncertainties arising from U.S. trade policies, the joint meeting resolved to maintain the policy interest rate unchanged, which will help maintain stable overall economic and financial development. Although the Central Bank requested banks to independently control the total volume of real estate loans in the second half of 2024, causing a slight increase in interest rates for newly applied construction financing cases compared to previous rates, these rates still conform to market conditions and remain within acceptable cost parameters for the Company. Therefore, there has been no significant impact on the Company's finances.

2. Impact of Exchange Rate Fluctuations on Company Profit and Loss in the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report, and Future Response Measures:

The Company and its subsidiaries are all domestic demand-oriented industries. Exchange rate fluctuations have no significant impact on the Company's profit and loss.

3. Impact of Inflation on Company Profit and Loss in the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report, and Future Response Measures:

The Company and its subsidiaries constantly monitor market trends and price fluctuations, and maintain close communication and good relationships with suppliers and customers. Therefore, inflation has no significant impact on the profit and loss of the Company and its subsidiaries.

(II) Policies, Main Causes of Profit or Loss, and Future Response Measures Regarding High-Risk and High-Leverage Investments, Lending of Funds to Others, Endorsements and Guarantees, and Trading of Derivative Products

1. The Company and its subsidiaries focus on their core businesses and do not engage in high-risk, high-leverage investments.

2. The Company and its subsidiaries are all domestic demand-oriented industries and do not engage in derivative financial instrument transactions. When lending funds to others or providing endorsements and guarantees for others, all actions are carried out in accordance with laws and regulations and the procedures for lending funds to others and procedures for endorsements and guarantees established by each company.

(III) Future Research and Development Plans and Estimated R&D Expenses:

The Company and its subsidiaries operate businesses including construction, building contracting, department store retail, hospitality, leasing, asset management, sewage treatment, reclaimed water operations, energy technology services, health food and medical biotechnology sectors. With the exception of sewage treatment and health food and medical biotechnology sectors, the concept of research and development is relatively less applicable to the other business types. In 2025, the Company plans to invest NT\$5,046,000 in R&D expenses for the development and establishment of smart water management systems in the subsidiary's sewage treatment business, and for product development in the health food and medical biotechnology business. The sewage treatment business primarily focuses on analyzing sewage volume and water quality conditions, and collecting and analyzing relevant on-site data to facilitate timely adjustments to system operation strategies. This ensures the stability of the treatment system's effluent water quality and enhances operational effectiveness, further achieving minimization of treatment costs. The health food and medical biotechnology business mainly focuses on the development of hair repair peptides and efficacy testing of Class II medical devices.

(IV) Impact of Important Domestic and Foreign Policy and Legal Changes on the Company's Financial Operations and Response Measures

The Company and its subsidiaries maintain a high level of attention to developments in domestic and international political and economic situations and legal changes, and have appropriate response capabilities. Examples include standardized contracts for pre-sale housing transactions, the Personal Data Protection Act, and the combined housing and land tax system. These serve as important guidelines for business execution and as a basis for evaluating the Company's tax burden and operations, ensuring the Company's rights and interests.

(V) Impact of Technological Changes (Including Information Security Risks) and Industry Changes on the Company's Financial Operations and Response Measures

The Company and its subsidiaries operate businesses including construction, building contracting, department store retail, hospitality, leasing, asset management, sewage treatment, reclaimed water operations, energy technology services, health food and medical biotechnology sectors. Overall, the Group constantly monitors market trends, and technological and industry changes have no significant impact on the financial operations of the Company and its subsidiaries.

Additionally, with technological development and the digital era leading to increasing information security risks faced by enterprises, the Company conducts information security checks annually through its internal audit unit and external accountants. These checks include assessment of information security risks across various aspects such as information security policies, establishment of information security organizations, personnel safety and management, asset classification and control, physical and environmental security management, and communication and operation management. In addition to regular reports to the Board of Directors by the information unit regarding implementation status, the audit unit also regularly reports audit deficiencies and improvement plans to the Board of Directors.

The Company has established information security management protocols in compliance with relevant regulations and implements information work plans accordingly. We provide appropriate protective measures for information assets to ensure their confidentiality, integrity, and availability. We regularly review the design and implementation effectiveness of various related operations to respond to changes in internal and external environments and reduce information security risks.

To mitigate the risk of information system downtime affecting business operations, the Group regularly evaluates the impact of human operations and natural disasters on information assets. We have established disaster recovery plans with regular drills to ensure business continuity. The server room has implemented access control for personnel entering and exiting, with active notification through monitoring equipment to prevent equipment theft or malicious damage. We also continuously monitor trends in the information environment, regularly review security protection mechanisms and solutions, and have implemented multiple security systems including firewalls, antivirus protection, and email security. In accordance with the Group's information security policy, we regularly promote information security knowledge to enhance information security awareness among all colleagues.

(VI) Effect on the company's crisis management of changes in the company's corporate image, and measures to be taken in response:

For decades since the company established, it has been examined by domestic and foreign political and economic situations and natural disasters. Over the years, innovation, diversity, sustainability, and symbiosis have been the guidelines for corporate ethical management. Starting from the construction and building business, in line with the development of public transportation, we have built a number of MRT joint construction projects; and with the multiple-year experience, based on the needs of the society, we have stepped into the business of healthy elderly homes and circular economy. We are well aware that the maintenance of corporate image and social responsibility requires to rely on the internal solidarity of the Company to maintain the operational safety, design, technology, and demand from all aspects with unrelenting efforts, and to supervise and prevent potential political and economic changes and natural disaster crises in advance all the time.

The Group's new construction projects in recent years, including the urban renewal and renovation of dangerous and old buildings, and the MRT joint-development projects, are all based on the construction of an all-age society and the fulfillment of social responsibility. Based on the concept of caring for all generations, the Company has built, with decades of planning, a wellness resort for the elderly with an innovative rental and sales complex operation model, "The Silver Light Project of Radium Life", using smart green buildings with ventilation and lighting design, combined with the cloud-based smart care system to detect physical and mental health, matched with insulated buildings. This wellness resort has barrier-free spaces, and a high-altitude farm to create a bright, low-carbon and energy-saving environment, transforming the lifestyle of the elderly in Taiwan into a high-end leisure asset plan, providing comprehensive services to cater for different needs.

In order to implement ESG responsible management, all new projects of the Group use green buildings as design benchmarks, and all of them have green building labels or are candidates for review after completion. For example, the double diamond green building community, "Perfect Life Project," has created a livable community for tens of thousands of people, and promoted the local economic development of Fuzhou. At the same time, the green land in the community reduces carbon emissions by 3,001 tons per year, equivalent to 7.7 Daan Forest Parks.

Additionally, to accelerate the development of circular economy businesses, our

subsidiary Rih Ding Water Enterprise reached approximately 157,000 connected households by the end of 2024. The facility can process 100,000 tons of wastewater daily and generate 30,000 tons of high-quality reclaimed water for firefighting and industrial use. Our subsidiary Bao Ding Reclaimed Water has constructed the Reclaimed Water BTO Project of North District Water Resources Recycling Center in Taoyuan, with the first phase becoming operational in September 2024. Using advanced technology, this facility further purifies the treated effluent from Rih Ding Water Enterprise into reclaimed water resources. It can provide 18,000 CMD (cubic meters per day) of reclaimed water to neighboring industrial areas, ensuring a stable supply of environmentally friendly water for businesses. Simultaneously, we have implemented AI smart water management and pipeline lifecycle early warning systems, coupled with anaerobic digestion systems and waste heat sludge drying technology. These innovations effectively enhance water source stability and are expected to improve energy efficiency by over 10%. We are also planning to install solar energy systems and develop hydroelectric power equipment and biogas power generation technology, creating a low-carbon green energy cycle for RADIUM LIFE's ESG park. We hope that we use our power as an enterprise, to strive for the development of Taiwan's green energy and contribute more power of corporate sustainability.

(VII) Expected benefits and possible risks associated with any merger and acquisitions, and corresponding measures being or to be taken: None.

(VIII) Expected benefits and possible risks associated with any plant expansion, and corresponding measures being or to be taken: None.

(IX) Risks associated with any consolidation of sales or purchasing operations, and corresponding measures being or to be taken:

1. Purchase

The businesses the Company and its subsidiaries operate in cover construction, department store, hotel, rental & leasing, asset management, sewage treatment, reclaimed water operator, energy technical service, and cosmetics & skincare products manufacturing industries. In terms of construction and sewage treatment industries - purchases we make can be divided into the acquisition of land for construction and the contracting of projects. As landowners are all different, there is no risk of concentration of purchases. In terms of project contraction - not only is Titan Development & Construction responsible for construction projects, the Company also carefully selects and evaluates the most apt contractors depending on the nature of the project; therefore, there is no risk of concentration of purchases. In terms of construction industry - we subcontract to subcontractors primarily due to construction needs. In terms of department store, hotel and cosmetics & skincare manufacturing industries - we primarily purchase from department store counters, ingredients and hotel suppliers as well as suppliers for cosmetic & skincare raw materials. With the purchase objects being diversified, there is no risk of concentration of purchases.

2. Sales

The businesses the Company and its subsidiaries operate in cover construction, department store, hotel, rental & leasing, asset management, sewage treatment, reclaimed water operator, energy technical service, and cosmetics & skincare products manufacturing industries. In terms of energy technical services - the Company first subcontracts its projects and labor contracts internally while proactively expanding its external business. In terms of construction and rental and leasing industries - there are many house buyers (renters), and the objects are diversified. In terms of department store, hotel, cosmetic & skincare manufacturing

industries - the sales objects are general consumers with diversified customer segments. In terms of the asset management industry - it refers to the T9 BOT Project that Wan-Da-Tong is responsible for which is leased to hotels, shopping malls, cinemas, clubs and highway passenger transport operators in accordance with the property planning; there is no risk of concentration of sales.

(X) Impact upon and risk to the company in the event a major quantity of shares belonging to a director, supervisor, or shareholder holding greater than a 10 percent stake in the company has been transferred or has otherwise changed hands, and corresponding measures being or to be taken: None.

(XI) Impact upon and risk to company associated with any change in governance personnel or top management, and corresponding measures being or to be taken: None.

(XII) Litigious and non-litigious matters; the directors, supervisors, general managers and substantial principals of the Company, the majority shareholders and affiliated companies with a shareholding ratio of more than 10% have been determined or are included in the lawsuit; non litigation or administrative litigation results may have a significant effect on the Company's shareholders' equity or securities price as of the publication of the annual report:

1. Some of the buyers of first-floor units of the Fu-Jou Affordable Housing Project in Banciao filed a lawsuit for the termination of the sale and purchase contract. The Company has reached a settlement with most of the buyers who filed a lawsuit. There is currently only one lawsuit still on trial in the court of first instance. Additionally, some purchasers filed lawsuits claiming that the Company delayed notification of property handover and requested late interest payments. The Company has also reached settlements with most of these purchasers. Currently, only two lawsuits remain: one is being heard at the New Taipei District Court, and in the other case, the Supreme Court overturned the purchaser's claim for statutory late interest but dismissed part of the Company's appeal. In response to this, the Company made the full payment in January 2025. Both parties have filed for retrial regarding the original Supreme Court judgment, and these cases are currently under review by the Supreme Court.
2. Hong Kuen Industrial Co., Ltd. (hereinafter referred to as "Hong Kuen") contracted the expansion project of sewage system in Taoyuan (Zone A3), and signed a contract with Ding Sheng Green Energy Technology Co., Ltd. (hereinafter referred to as "Ding Sheng"). The construction project was accepted upon completion. However, as the construction project involved disputes such as additional changes and late completion, the two parties could not reach a consensus through mutual agreement. Therefore, Hong-Kuen filed a lawsuit against Ding Shen for additional construction payment, reservation of the construction payment and the interest thereof. The case is currently pending in the Taipei District Court.
3. Titan engaged Song Ken Construction Engineering Co., Ltd. ("Song-Ken") to undertake the reinforcement of Fuzhou Affordable Housing Project. After the project was completed and accepted, disputes such as additional changes to the project and late completion derived. Song-Ken filed a lawsuit against Titan, demanding payment for additional construction fees, retained construction funds, and associated interest. The case is currently pending in the Taipei District Court.

(XIII) Other Important Risks and Response Measures: None.

VII. Other Important Matters: None.

Special Disclosures

I. Affiliated Enterprise Information

For information regarding affiliated enterprises, please refer to the Market Observation Post System (MOPS). The search path and website are as follows:

Query Path: Market Observation Post System > Single Company > Electronic Document
Download > Affiliated Enterprise Reports Section

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

II. Private placements of securities during the most recent fiscal year and as of the printing date of this annual report: None.

III. Other Supplementary Information Required: None.

IV. Incidents that significantly affected the shareholders' equity or stock price of the Company as specified in Subparagraph 2, Paragraph 3 of Article 36 of the law in the most recent year to the date this Report was printed, if applicable, and specify one-by-one: None.

Radium Life Tech Co., Ltd.
The First Secured Ordinary Corporate Bonds Issued in 2020

1. Name of Bonds: The First Secured Ordinary Corporate Bonds (hereinafter referred to as the “Company’s bonds”) Issued in 2020 by Radium Life Tech Co., Ltd.
2. Total Amount: NT\$1 billion.
3. Par Value: NT\$1,000,000.
4. Issue Price: The bonds were issued at full par value on the issue date.
5. Period: 5 years from June 1, 2020 to June 1, 2025.
6. Coupon Rate: Fixed annual rate at 0.68%
7. Principal Repayment: In one lump sum at the end of 5 years from the issue date.
8. Interest Calculation and Payment Method: Interest is calculated yearly from the issue date accordance to the coupon rate. Interest is paid on each NT\$1 million bond up to the dollar, rounded to the nearest dollar. If the principal and interest repayment date of the Company's bonds falls on a day when the bank in the place of payment is closed, the principal and interest shall be paid on the next working day, and no additional interest shall be paid. No interest will be paid if the principal and interest are received past due date.
9. Guarantee: The Company's bonds are guaranteed by First Bank in accordance with the Appointment Agreement.
10. Bond Form: The Company’s bonds are issued in scripless form and registered with the Taiwan Depository & Clearing Corporation.
11. Trustee: Land Bank of Taiwan is the creditor’s trustee for the bonds of the Company. The creditor exercises the right and responsibility to check and supervise the Company's performance of the Company’s bond issuance, and has entered into a trust deed. All creditors holding the Company’s bonds, regardless of whether they are subscribed at the time of issuance of purchased later, shall agree to acknowledge the rights and obligations of the Trust Deed entered. The trustee is granted full power of attorney which cannot be revoked in the middle of the process. As for the contents of the Trust Deed, the creditor is welcome to come to the Company or the trustee’s premises to inquire during the prescribed business hours.
12. Principal and Interest Repayment Agency: The Company entrusts the Dunhua Branch of First Bank to handle matters relating to the repayment of principal and interest. The Bank also allocates the principal and interest based on the information of bond owners provided by Taiwan Depository & Clearing Corporation. The principal and interest payment agency then prepares a withholding voucher and send it to the bond owner.
13. Underwriting Method: The underwriting is entrusted to the securities underwriter to the public in the form of negotiation and sale.
14. Underwriting Institution: First Securities Inc.
15. Notification Method: Matters concerning notifying creditors of the Company’s bonds, unless otherwise prescribed by laws and regulations, will be announced on the MOPS (<https://emops.twse.com.tw/server-java/t58query>).
16. Sales Target: Only for professional investors as defined in the “Taipei Exchange Rules Governing Management of Foreign Currency Denominated International Bonds”.

Issuer: Radium Life Tech Co., Ltd.
Person in Charge: Lin Rong Shian
June 1, 2020

Radium Life Tech Co., Ltd.

The second Secured Ordinary Corporate Bonds Issued in 2020

1. Name of Bonds: The second Secured Ordinary Corporate Bonds (hereinafter referred to as the “Company’s bonds”) Issued in 2020 by Radium Life Tech Co., Ltd.
2. Total Amount: NT\$1 billion.
3. Par Value: NT\$1,000,000.
4. Issue Price: The bonds were issued at full par value on the issue date.
5. Period: 5 years from July 1, 2020 to July 1, 2025.
6. Coupon Rate: Fixed annual rate at 0.65%
7. Principal Repayment: In one lump sum at the end of 5 years from the issue date.
8. Interest Calculation and Payment Method: Interest is calculated yearly from the issue date accordance to the coupon rate. Interest is paid on each NT\$1 million bond up to the dollar, rounded to the nearest dollar. If the principal and interest repayment date of the Company's bonds falls on a day when the bank in the place of payment is closed, the principal and interest shall be paid on the next working day, and no additional interest shall be paid. No interest will be paid if the principal and interest are received past due date.
9. Guarantee: The Company's bonds are guaranteed by First Bank in accordance with the Appointment Agreement.
10. Bond Form: The Company’s bonds are issued in scripless form and registered with the Taiwan Depository & Clearing Corporation.
11. Trustee: Land Bank of Taiwan is the creditor’s trustee for the bonds of the Company. The creditor exercises the right and responsibility to check and supervise the Company's performance of the Company’s bond issuance, and has entered into a trust deed. All creditors holding the Company’s bonds, regardless of whether they are subscribed at the time of issuance or purchased later, shall agree to acknowledge the rights and obligations of the Trust Deed entered. The trustee is granted full power of attorney which cannot be revoked in the middle of the process. As for the contents of the Trust Deed, the creditor is welcome to come to the Company or the trustee’s premises to inquire during the prescribed business hours.
12. Principal and Interest Repayment Agency: The Company entrusts the Dunhua Branch of First Bank to handle matters relating to the repayment of principal and interest. The Bank also allocates the principal and interest based on the information of bond owners provided by Taiwan Depository & Clearing Corporation. The principal and interest payment agency then prepares a withholding voucher and send it to the bond owner.
13. Underwriting Method: The underwriting is entrusted to the securities underwriter to the public in the form of negotiation and sale
14. Underwriting Institution: First Securities Inc.
15. Notification Method: Matters concerning notifying creditors of the Company’s bonds, unless otherwise prescribed by laws and regulations, will be announced on the MOPS (<https://emops.twse.com.tw/server-java/t58query>).
16. Sales Target: Only for professional investors as defined in the “Taipei Exchange Rules Governing Management of Foreign Currency Denominated International Bonds”.

Issuer: Radium Life Tech Co., Ltd.
Person in Charge: Lin Rong Shian
July 1, 2020

Radium Life Tech Co., Ltd.
The Third Secured Ordinary Corporate Bonds Issued in 2020

1. Name of Bonds: The Third Secured Ordinary Corporate Bonds (hereinafter referred to as the “Company’s bonds”) Issued in 2020 by Radium Life Tech Co., Ltd.
2. Total Amount: NT\$1 billion.
3. Par Value: NT\$1,000,000.
4. Issue Price: The bonds were issued at full par value on the issue date.
5. Period: 5 years from December 29, 2020 to December 29, 2025.
6. Coupon Rate: Fixed annual rate at 0.55%
7. Principal Repayment: In one lump sum at the end of 5 years from the issue date.
8. Interest Calculation and Payment Method: Interest is calculated yearly from the issue date accordance to the coupon rate. Interest is paid on each NT\$1 million bond up to the dollar, rounded to the nearest dollar. If the principal and interest repayment date of the Company's bonds falls on a day when the bank in the place of payment is closed, the principal and interest shall be paid on the next working day, and no additional interest shall be paid. No interest will be paid if the principal and interest are received past due date.
9. Guarantee: The Company's bonds are guaranteed by Taiwan Business Bank in accordance with the Appointment Agreement.
10. Underwriting Method: The underwriting is entrusted to the securities dealer to the public in the form of negotiation and sale.
11. Underwriting or Distribution Institution: Taiwan Cooperative Securities.
12. Trustee: Land Bank of Taiwan, Ltd. is the creditor’s trustee for the bonds of the Company. The creditor exercises the right and responsibility to check and supervise the Company's performance of the Company’s bond issuance, and has entered into a trust deed. All creditors holding the Company’s bonds, regardless of whether they are subscribed at the time of issuance or purchased later, shall agree to acknowledge the rights and obligations of the Trust Deed entered between the Company and the trustee. The trustee is granted full power of attorney which cannot be revoked in the middle of the process. As for the contents of the Trust Deed, the creditor is welcome to come to the Company or the trustee’s premises to inquire during the prescribed business hours.
13. Principal and Interest Repayment Agency: The Company entrusts the Sales Department of Taiwan Business Bank to handle matters relating to the repayment of principal and interest. The Bank also allocates the principal and interest based on the information of bond owners provided by Taiwan Depository & Clearing Corporation. The principal and interest payment agency then prepares a withholding voucher and send it to the bond owner.
14. Notification Method: Matters concerning notifying creditors of the Company’s bonds, unless otherwise prescribed by laws and regulations, will be announced on the MOPS (<https://emops.twse.com.tw/server-java/t58query>) or are handled in accordance with regulations promulgated by Taiwan Depository & Clearing Corporation.
15. Bond Form: The Company’s bonds are issued in scripless form and registered with the Taiwan Depository & Clearing Corporation.
16. Sales Target: Only for professional investors as defined in the “Taipei Exchange Rules Governing Management of Foreign Currency Denominated International Bonds”.

Issuer: Radium Life Tech Co., Ltd.
Person in Charge: Lin Rong Shian
December 29, 2020

Radium Life Tech Co., Ltd.
The First Secured Ordinary Corporate Bonds Issued in 2021

1. Name of Bonds: The First Secured Ordinary Corporate Bonds (hereinafter referred to as the “Company’s bonds”) Issued in 2021 by Radium Life Tech Co., Ltd.
2. Total Amount: NT\$500 million.
3. Par Value: NT\$1,000,000.
4. Issue Price: The bonds were issued at full par value on the issue date.
5. Period: 5 years from August 2, 2021 to August 2, 2026.
6. Coupon Rate: Fixed annual rate at 0.61%.
7. Principal Repayment: In one lump sum at the end of 5 years from the issue date.
8. Interest Calculation and Payment Method: Interest is calculated yearly from the issue date accordance to the coupon rate. Interest is paid on each NT\$1 million bond up to the dollar, rounded to the nearest dollar. If the principal and interest repayment date of the Company's bonds falls on a day when the bank in the place of payment is closed, the principal and interest shall be paid on the next working day, and no additional interest shall be paid. No interest will be paid if the principal and interest are received past due date.
9. Guarantee: The Company's bonds are guaranteed by Taiwan Business Bank in accordance with the Appointment Agreement.
10. Underwriting Method: The underwriting is entrusted to the securities dealer to the public in the form of negotiation and sale.
11. Underwriting or Distribution Institution: Taiwan Cooperative Securities.
12. Trustee: Land Bank of Taiwan, Ltd. is the creditor’s trustee for the bonds of the Company. The creditor exercises the right and responsibility to check and supervise the Company's performance of the Company’s bond issuance, and has entered into a trust deed. All creditors holding the Company’s bonds, regardless of whether they are subscribed at the time of issuance or purchased later, shall agree to acknowledge the rights and obligations of the Trust Deed entered between the Company and the trustee. The trustee is granted full power of attorney which cannot be revoked in the middle of the process. As for the contents of the Trust Deed, the creditor is welcome to come to the Company or the trustee’s premises to inquire during the prescribed business hours.
13. Principal and Interest Repayment Agency: The Company entrusts the Sales Department of Taiwan Business Bank to handle matters relating to the repayment of principal and interest. The Bank also allocates the principal and interest based on the information of bond owners provided by Taiwan Depository & Clearing Corporation. The principal and interest payment agency then prepares a withholding voucher and send it to the bond owner.
14. Notification Method: Matters concerning notifying creditors of the Company’s bonds, unless otherwise prescribed by laws and regulations, will be announced on the MOPS (<https://emops.twse.com.tw/server-java/t58query>) or are handled in accordance with regulations promulgated by Taiwan Depository & Clearing Corporation.
15. Bond Form: The Company’s bonds are issued in scripless form and registered with the Taiwan Depository & Clearing Corporation.
16. Sales Target: Only for professional investors as defined in the “Taipei Exchange Rules Governing Management of Foreign Currency Denominated International Bonds”.

Issuer: Radium Life Tech Co., Ltd.
Person in Charge: Lin Rong Shian
August 2, 2021

Radium Life Tech Co., Ltd.
The First Secured Ordinary Corporate Bonds Issued in 2022

- 1.Name of Bonds: The First Secured Ordinary Corporate Bonds (hereinafter referred to as the “Company’s bonds”) Issued in 2022 by Radium Life Tech Co., Ltd.
- 2.Total Amount: NT\$900 million.
- 3.Par Value: NT\$1,000,000.
- 4.Issue Price: The bonds were issued at full par value on the issue date.
- 5.Period: 5 years from September 12, 2022 to September 12, 2027.
- 6.Coupon Rate: Fixed annual rate at 2.00%.
- 7.Principal Repayment: From the issue date, 15% is repaid at the both of the end of the 3rd and 4th year; 70% of the total amount is repaid at the end of the 5th year.
- 8.Interest Calculation and Payment Method: Interest is calculated yearly from the issue date accordance to the coupon rate. Interest is paid on each NT\$1 million bond up to the dollar, rounded to the nearest dollar. If the principal and interest repayment date of the Company's bonds falls on a day when the bank in the place of payment is closed, the principal and interest shall be paid on the next working day, and no additional interest shall be paid. No interest will be paid if the principal and interest are received past due date.
- 9.Guarantee: The Company's bonds are guaranteed by Taiwan Cooperative Bank in accordance with the Appointment Agreement.
- 10.Underwriting Method: The underwriting is entrusted to the securities dealer to the public in the form of negotiation and sale.
- 11.Underwriting or Distribution Institution: Taiwan Cooperative Securities.
- 12.Trustee: Land Bank of Taiwan, Ltd. is the creditor’s trustee for the bonds of the Company. The creditor exercises the right and responsibility to check and supervise the Company's performance of the Company’s bond issuance, and has entered into a trust deed. All creditors holding the Company’s bonds, regardless of whether they are subscribed at the time of issuance or purchased later, shall agree to acknowledge the rights and obligations of the Trust Deed entered between the Company and the trustee. The trustee is granted full power of attorney which cannot be revoked in the middle of the process. As for the contents of the Trust Deed, the creditor is welcome to come to the Company or the trustee’s premises to inquire during the prescribed business hours.
- 13.Principal and Interest Repayment Agency: The Company entrusts the Business Department of Taiwan Cooperative Bank to handle matters relating to the repayment of principal and interest. The Bank also allocates the principal and interest based on the information of bond owners provided by Taiwan Depository & Clearing Corporation. The principal and interest payment agency then prepares a withholding voucher and send it to the bond owner.
- 14.Notification Method: Matters concerning notifying creditors of the Company’s bonds, unless otherwise prescribed by laws and regulations, will be announced on the MOPS (<https://emops.twse.com.tw/server-java/t58query>) or are handled in accordance with regulations promulgated by Taiwan Depository & Clearing Corporation.
- 15.Bond Form: The Company’s bonds are issued in scripless form and registered with the Taiwan Depository & Clearing Corporation.
- 16.Sales Target: Only for professional investors as defined in the “Taipei Exchange Rules Governing Management of Foreign Currency Denominated International Bonds”.

Issuer: Radium Life Tech Co., Ltd.
Person in Charge: Lin Rong Shian
September 12, 2022

Radium Life Tech Co., Ltd.
The Second Secured Ordinary Corporate Bonds Issued in 2022

- 1.Name of Bonds: The Second Secured Ordinary Corporate Bonds (hereinafter referred to as the “Company’s bonds”) Issued in 2022 by Radium Life Tech Co., Ltd.
- 2.Total Amount: NT\$500 million.
- 3.Par Value: NT\$1,000,000.
- 4.Issue Price: The bonds were issued at full par value on the issue date.
- 5.Period: 5 years from November 18, 2022 to November 18, 2027.
- 6.Coupon Rate: Fixed annual rate at 2.2%.
- 7.Principal Repayment: In one lump sum at the end of 5 years from the issue date.
- 8.Interest Calculation and Payment Method: Interest is calculated yearly from the issue date accordance to the coupon rate. Interest is paid on each NT\$1 million bond up to the dollar, rounded to the nearest dollar. If the principal and interest repayment date of the Company's bonds falls on a day when the bank in the place of payment is closed, the principal and interest shall be paid on the next working day, and no additional interest shall be paid. No interest will be paid if the principal and interest are received past due date.
- 9.Guarantee: The Company's bonds are guaranteed by Taiwan Business Bank in accordance with the Appointment Agreement.
- 10.Underwriting Method: The underwriting is entrusted to the securities dealer to the public in the form of negotiation and sale.
- 11.Underwriting or Distribution Institution: Taiwan Cooperative Securities.
- 12.Trustee: Land Bank of Taiwan, Ltd. is the creditor’s trustee for the bonds of the Company. The creditor exercises the right and responsibility to check and supervise the Company's performance of the Company’s bond issuance, and has entered into a trust deed. All creditors holding the Company’s bonds, regardless of whether they are subscribed at the time of issuance or purchased later, shall agree to acknowledge the rights and obligations of the Trust Deed entered between the Company and the trustee. The trustee is granted full power of attorney which cannot be revoked in the middle of the process. As for the contents of the Trust Deed, the creditor is welcome to come to the Company or the trustee’s premises to inquire during the prescribed business hours.
- 13.Principal and Interest Repayment Agency: The Company entrusts the Banking Department of Taiwan Business Bank to handle matters relating to the repayment of principal and interest. The Bank also allocates the principal and interest based on the information of bond owners provided by Taiwan Depository & Clearing Corporation. The principal and interest payment agency then prepares a withholding voucher and send it to the bond owner.
- 14.Notification Method: Matters concerning notifying creditors of the Company’s bonds, unless otherwise prescribed by laws and regulations, will be announced on the MOPS (<https://emops.twse.com.tw/server-java/t58query>) or are handled in accordance with regulations promulgated by Taiwan Depository & Clearing Corporation.
- 15.Bond Form: The Company’s bonds are issued in scripless form and registered with the Taiwan Depository & Clearing Corporation.
- 16.Sales Target: Only for professional investors as defined in the “Taipei Exchange Rules Governing Management of Foreign Currency Denominated International Bonds”.

Issuer: Radium Life Tech Co., Ltd.
Person in Charge: Lin Rong Shian
November 18, 2022

Radium Life Tech Co., Ltd.
The First Secured Ordinary Corporate Bonds Issued in 2024

- 1.Name of Bonds: The First Secured Ordinary Corporate Bonds (hereinafter referred to as the “Company’s bonds”) Issued in 2024 by Radium Life Tech Co., Ltd.
- 2.Total Amount: NT\$900 million.
- 3.Par Value: NT\$1,000,000.
- 4.Issue Price: The bonds were issued at full par value on the issue date.
- 5.Period: 5 years from June 27, 2024 to June 27, 2029.
- 6.Coupon Rate: Fixed annual rate at 2.1%.
- 7.Principal Repayment: From the issue date, 10% of the total amount is repaid at the end of each year from the 1st to the 4th year; 60% of the total amount is repaid at the end of the 5th year.
- 8.Interest Calculation and Payment Method: Interest is calculated yearly from the issue date accordance to the coupon rate. Interest is paid on each NT\$1 million bond up to the dollar, rounded to the nearest dollar. If the principal and interest repayment date of the Company's bonds falls on a day when the bank in the place of payment is closed, the principal and interest shall be paid on the next working day, and no additional interest shall be paid. No interest will be paid if the principal and interest are received past due date.
- 9.Guarantee: The Company's bonds are guaranteed by Taiwan Cooperative Bank in accordance with the Appointment Agreement.
- 10.Underwriting Method: The underwriting is entrusted to the securities dealer to the public in the form of negotiation and sale.
- 11.Underwriting or Distribution Institution: Taiwan Cooperative Securities.
- 12.Trustee: Land Bank of Taiwan, Ltd. is the creditor’s trustee for the bonds of the Company. The creditor exercises the right and responsibility to check and supervise the Company's performance of the Company’s bond issuance, and has entered into a trust deed. All creditors holding the Company’s bonds, regardless of whether they are subscribed at the time of issuance or purchased later, shall agree to acknowledge the rights and obligations of the Trust Deed entered between the Company and the trustee. The trustee is granted full power of attorney which cannot be revoked in the middle of the process. As for the contents of the Trust Deed, the creditor is welcome to come to the Company or the trustee’s premises to inquire during the prescribed business hours.
- 13.Principal and Interest Repayment Agency: The Company entrusts the Business Department of Taiwan Cooperative Bank to handle matters relating to the repayment of principal and interest. The Bank also allocates the principal and interest based on the information of bond owners provided by Taiwan Depository & Clearing Corporation. The principal and interest payment agency then prepares a withholding voucher and send it to the bond owner.
- 14.Notification Method: Matters concerning notifying creditors of the Company’s bonds, unless otherwise prescribed by laws and regulations, will be announced on the MOPS (<https://emops.twse.com.tw/server-java/t58query>) or are handled in accordance with regulations promulgated by Taiwan Depository & Clearing Corporation.
- 15.Bond Form: The Company’s bonds are issued in scripless form and registered with the Taiwan Depository & Clearing Corporation.
- 16.Sales Target: Only for professional investors as defined in the “Taipei Exchange Rules Governing Management of Foreign Currency Denominated International Bonds”.

Issuer: Radium Life Tech Co., Ltd.
Person in Charge: Lin Rong Shian
June 17, 2024