SINGTEX®
興采實業股份有限公司

Stock symbol:4433

2025 Annual Report

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 and Chinese versions, the Chinese version shall prevail.

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Company website: www.singtex.com
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I. Spokesperson, name of proxy spokesperson, position, contact phone number, and email address

Name of Spokesperson: WANG, SHU-FEN
Title: Senior Vice President, General Management Office
Tel:(02)8512-7888
E-mail: spokesman@singtex.com
Name of proxy spokesperson: LIN, JHEN-LING
Title: Manager of Integrated Marketing Design Center
Tel:(02)8512-7888
E-mail: spokesman@singtex.com

II. Headquarter, branch office, factory address, and telephone number

Headquarter Address: 1F., No. 10, Wuquan 2nd Rd., Xinzhuang Dist., New Taipei City, Taiwan
Address: No. 15-1, Ronggong S. Rd., Guanyin Dist., Taoyuan City, Taiwan (R.O.C.)
Tel:(02)8512-7888

III. Name, address, website and telephone number of stock transfer agent

Name: KGI Securities Co.
Address: 5F., No. 2, Sec. 1, Chongqing S. Rd., Zhongzheng Dist., Taipei City, Taiwan (R.O.C.)
Website: http://www.kgieworld.com.tw
Tel:(02)2389-2999

IV. Name, address, website and telephone number of the accountant who issued the most recent annual financial report

Name of Accountant: YEH, TSUI -MIAO, HUANG, SHIH-CHUN
Name of the accounting firm: PwC Taiwan
Address: 27F, No. 333, Sec. 1, Keelung Road, Taipei City, Taiwan
WebSite: http://www.pwc.tw
Tel: (02)2729-6666

V. Name of the exchange where overseas securities are listed and traded and the way to inquire about such overseas securities: None.

VI. Company website: https://www.singtex.com

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I. Report to Shareholders

Ladies and Gentlemen, Dear Shareholders,

The results of the Company's operations and prospects for fiscal 2025 are summarized below:

I. Introduction

In 2025, the global economy continues to be affected by multiple factors, including the Russia–Ukraine war, inflation, and changes in U.S.–China trade and tariff policies, making the overall market environment highly uncertain. In response to these external challenges, the company has continued to deepen its vertical integration strategy in product manufacturing processes and strengthen cost control capabilities. This helps reduce the impact of fluctuations in raw materials and the external environment on operations, ensuring stable and efficient production.

At the same time, the company has been actively strengthening collaboration with supply chain partners and customers to maintain supply chain resilience and reliability, ensuring it can meet market demand. In the defense sector, in addition to expanding the scope of cooperation, the company continues to steadily manage its contract manufacturing projects with the Armaments Bureau’s 302nd Factory under the Ministry of National Defense. This further enhances production capacity planning and expands its market presence, laying a solid foundation for the group’s long-term development.

Despite ongoing external challenges, the company will continue to enhance its core competitiveness and flexibly adjust its operating strategies, driving growth with a steady approach and striving to create long-term, sustainable value for shareholders.

II. Financial Results

For the year ended 2025, the company reported consolidated net operating revenue of NT$3,610 million, which representing an increase amount of NT$389 million (12.09%) compared with year 2024. Operating income amounted reach to NT$164 million, with increasing of NT$130 million (385.44%). Non-operating expenses totaled NT$79.35 million, increasing by NT$107.66 million (380.37%), compared with year 2024. Net income for the year was NT$58.22 million, an increase of NT$20.01 million (52.37%), compared with year 2024. Earnings per share (EPS) was NT$1.06 after tax.

Although the company continued to be affected by geopolitical developments, trade restrictions, and inflation in 2025. Resulting in relatively weak end-market demand, it remained committed to the development of high-technology, high-quality, and environmentally friendly functional textiles, and in the meantime actively expanding into the defense sector. These efforts will support continued growth in overall operations and stable profitability.

III. Operational Development

In 2025, the company continued to deepen the vertical integration strategy, strengthening the overall supply chain deployment of defense-related products, in the meantime optimizing the efficiency of post-processing operations, including brushing and sanding, together with the integration of dyeing finishing, coating, and lamination processes.

By using the cost and technological advantages in integrating dyeing and finishing, film manufacturing, and lamination, the company actively participated in government procurement projects in the public security, firefighting, and environmental protection sectors. It also established a fully integrated vertical production process from fabric to garment, effectively improving capacity utilization, reducing unit costs, and enhancing profitability.

The NT$2.3 billion precision dyeing and finishing plant newly constructed by the subsidiary, GFUN, had commenced mass production in2025. The facility is built upon the core principles of smart manufacturing and green production, incorporating unmanned systems, automated robotic equipment, and AI modeling technologies. In addition, the features advanced energy management systems, automated monitoring, carbon reduction equipment, and technologies for heat and water resource recycling and reuse. This investment not only enhances production efficiency and quality stability, but also strengthens the Group’s competitive advantage in sustainable manufacturing.

Another subsidiary, MAGICTEX, has actively developed defense-related government procurement projects. In the fourth quarter of 2022, it was awarded a five-year contract for the commissioned operation of Factory No. 302 of the Ministry of National Defense, which it formally assumed in February 2023. This project has become a key foundation for the development of defense-related products and has made significant contributions to the group's revenue and profitability since 2023.

IV. Future Outlook

Looking ahead to 2026, the global economy is expected to continue facing uncertainties arising from geopolitical conflicts, inflationary pressures, financial market volatility, climate anomalies, and adjustments in trade policy among major economies. The brand customers are therefore likely to adopt more prudent operational strategies and diversify their global deployment.

Brand owners are placing increasing emphasis on the use of environmentally friendly materials and low-carbon manufacturing processes, while continuing to diversify production bases to mitigate geopolitical risks.

Under this trend, the company leverages over 36 years of experience in environmentally friendly functional textile manufacturing, supported by comprehensive vertical integration capabilities and advantages in green production technologies. The company will continue to expand its global manufacturing footprint and enhance production efficiency and cost competitiveness in response to rapidly evolving market conditions.

Singtex Industrial Co., Ltd is deeply confident that with environmentally friendly functional products as its core, combined with global manufacturing deployment and expansion into the defense sector, the Company is well-positioned to navigate challenges steadily and continue enhancing corporate value.

V. Key Operational Plans for 2026

Continue the foundation of strategy of 2025, the focus in 2026 will be on promoting as following:

(I) The company will continue to increase the in-house production ratio of fabrics and enhance production efficiency, while reducing waste and strengthening the competitive advantages of self-manufactured products, in order to improve order acquisition competitiveness and capacity utilization.

(II) The company will further leverage the vertically integrated process advantages across dyeing and finishing, film manufacturing, and lamination, while dedicating efforts to management and process optimization, accountability, and lean management, with the objective of maximizing production efficiency and profitability.

(III) The company will actively participate in government procurement projects in the outdoor, sports, medical, hunting, and defense sectors, expand its operational scale, and capitalize on its fully integrated in-house production capabilities from fabric to garment to achieve maximum value-added benefits.

(IV) The company will continue to invest in the research and development of environmentally friendly, low-carbon products and technologies, and apply them across textile applications in the outdoor, sports, medical, hunting, and defense sectors.

(V) The company aims to develop into an integrated supplier of professional workwear, combat gear, and protective equipment for military, police, and firefighting applications.

Looking forward to the future, the company will adhere to a prudent and pragmatic management philosophy, while continuing to pursue innovation and operational excellence. With the support of its shareholders, the management team is committed to maximizing operating performance and delivering sustained profitability to enhance returns for all shareholders.

Finally, I would like to wish all shareholders

Good health and all the best

President: CHEN, KUO-CHIN

General Manager: HUANG, SUNG-YUN

Head of Accounting: WANG, SHU-FEN

II. Corporate Governance Report

I. Information on directors, supervisors, general managers, vice presidents, co-managers, heads of departments and branches

i. Directors

A. Directors' Information

March 28 2026

Job Title	Nationality or place of incorporation	Name	Gender and age	Date of election	Term of office	Date of initial election	Shareholding at the time of election		Current shareholding		Spouse, minor children now hold shares		Use of others to hold shares in name		Major Experience (Education)	Currently holding concurrent positions in the Company and other companies	Other officers, directors or supervisors who are related to the spouse or consanguineous within two degrees			Remark
							Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Number of shares	Share holding Ratio			Title	Name	Relationship	
Chairman of the Board	Republic of China	CHEN, KUO-CHIN	Male, 61-70 years old	2025.06.13	3 years	1989.03.18	13,245,214	21.61	13,245,214	21.61	9,949,707	16.23	-	-	Institute of Textile and Apparel Research, Fu Jen University YUTAI Textile Co Ltd.	Chairman of the Company Chairman of the G-FUN INDUSTRIAL CORPORATION Chairman of the Magictex Apparel Corporation YIELD CROWN LTD Representative DIAMOND FORTUNE CORP Representative Representative of Singtex Industrial Co., Ltd. (Shanghai) MAGICTEX CO., LTD Representative ADVANCE WISDOM LTD Representative ALPHA BRAVE INC Representative CHAMPION LEGEND CORP Representative TIME GLORY CORP Representative SOUTH TO SUCCESS LTD. Representative ADVANCE WIDSON COMPANY LIMITED Representative ALPHA BRAVE COMPANY LIMITED Representative SINGTEC COMPANY LIMITED Representative	Director and Vice Chairman	LAI, MEI-HUI	Spouse	-

Job Title	Nationality or place of incorporation	Name	Gender and Age	Date of election	Term of office	Date of initial election	Shareholding at the time of election		Current shareholding		Spouse, minor children now hold shares		Use of others to hold shares in name		Major Experience (Academic)	Currently holding concurrent positions in the Company and other companies	Other officers, directors or supervisors who are spouses or within two degrees of consanguinity			Remark
							Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio			Job Title	Name	Relationships	
Directors	Republic of China	LAI, MEI-HUI	Female 61-70 years old	2025.06.13	3 years	2008.06.30	9,949,707	16.23	9,949,707	16.23	13,245,214	21.61	-	-	Oriental Institute of Technology, Textile Division YUTAI Textile Co Ltd.	Vice Chairman , Singtex Industrial Co., Ltd Chairman of New Taipei City SINGTEX Education Foundation	Chairman of the Board and Chief Technology Officer	CHEN, KUO-CHIN	Spouse	-
Directors	Republic of China	WANG, SHU-FEN	Female 51-60 years old	2025.06.13	3 years	2008.06.30	108,906	0.18	108,906	0.18	-	-	-	-	Master of Business Administration, National Chengchi University Audit Team Manager,PwC Taiwan	Senior Vice President of Financial Director of New Taipei City SINGTEX Education Foundation	-	-	-	-
External Directors	Republic of China	WANG, YA-KANG	Male 71-80 years old	2025.06.13	3 years	2013.06.07	-	-	-	-	-	-	-	-	Master of Arts, Graduate Institute of Urban Planning, National Chung Hsing University Chairman of Textile Research Institute	Independent Director of WAH LEE INDUSTRIAL CORP. Independent Dorector of WISHER INDUSTRIAL CO., LTD Independent Director of FENG HSIN STEEL CO., LTD. Senior Consultant, Textile Industry Research Institute	-	-	-	-
Independent Director	Republic of China	CIOU, SIAN-TANG	Male 71-80 years old	2025.06.13	3 years	2025.06.13	-	-	-	-	-	-	-	-	PhD in Materials Engineering, Kyushu University, Japan Professor, Department of Materials Science, National Taiwan University of Science and Technology Director, Polymer Society of the Republic of China	R&D Director, Light Yu Applied Materials Co., Ltd. Board Member, Polymer Society, R.O.C. (Taiwan) Executive Director, Plastics Industry Development Center (PIDC) Supervisor, Taiwan Rubber Industry Research & Testing Center	-	-	-	-

Job Title	Nationality or place of incorporation	Name	Gender and Age	Date of election	Term of office	Date of initial election	Shareholding at the time of election		Current shareholding		Spouse, minor children now hold shares		Use of others to hold shares in name		Major Experience (Academic)	Currently holding concurrent positions in the Company and other companies	Other officers, directors or supervisors who are spouses or within two degrees of consanguinity			Remark
							Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio			Job Title	Name	Relationships	
Independent Director	Republic of China	DU, JHIH-TING	Male 61-70 years old	2025.06.13	3 years	2025.06.13	-	-	-	-	-	-	-	-	PhD in Industrial Engineering, Arizona State University Professor Department of Decision Sciences and Business Economics The Chinese University of Hong Kong Professor Department of Industrial Management, National Taiwan University of Science and Technology	Professor, Department of Industrial Management, National Taiwan University of Science and Technology (Taiwan Tech)	-	-	-	-

B. Major shareholders of corporate shareholders: Not applicable.
C. Major shareholders who are legal entities: Not applicable.
D. Disclosure of Director and Independent Director Independence Information:

Conditions / Name	Professional Qualifications and Experience	Independent situation	Part-time other Public offering Company independence Number of Directors
CHEN, KUO-CHIN	• Working experience in commercial and textile business • the chairman of the board of directors of the Company, the representative of the chairman of the board of directors of a subsidiary. • There is no Article 30 of the Company Act.	Not applicable	-
LAI, MEI-HUI	• Working experience in commercial and textile business • Vice Chairman of the Company. • Chairman of New Taipei City SINGTEX Education Foundation • There is no Article 30 of the Company Act.	Not applicable	-
WANG, SHU-FEN	• Work experience in business, financial accounting and textile business • Senior Vice President of the Company's General Management Office • Chairman of New Taipei City SINGTEX Education Foundation • Manager of PwC Taiwan • There is no Article 30 of the Company Act.	Not applicable	1
WANG, YA-KANG	• Working experience in commercial and textile business • He is currently an independent director of WAH LEE INDUSTRIAL CORP., an independent director of FENG HSIN STEEL CO., LTD, an independent director of WISHER INDUSTRIAL CO., LTD., and a senior consultant of the Taiwan Textile Research Institute. • There are no cases under Article 30 of the Company Act.	Not applicable	4
CIOU, SIAN-TANG	• Experience as a lecturer of business or corporate administration at a public or private college or university • Professor of Materials Science and Engineering at National Taiwan University of Science and Technology, and Director of the Polymer Society of the Republic of China. • Own the textile technician certification as an industrial technician. • There is no Article 30 of the Company Act.	• Independent directors, by the independence criteria, include but are not limited to those who are not directors, supervisors, or employees of the Company or its affiliates, including but not limited to themselves, their spouses, second-degree relatives, etc. • Number of shares not held in the company. • Not be a director, supervisor, or employee of a company with which the Company has a specific relationship. • The amount of remuneration for business, legal, financial, and accounting services provided by the Company or its affiliates for the last two years has not been recognized.	-

Conditions / Name	Professional Qualifications and Experience	Independent situation	Part-time other Public offering Company independence Number of Directors
DU, JHIH-TING	• Experience as a lecturer of business or corporate administration at a public or private college or university • Professor of the Department of Industrial Management, National Taiwan University of Science and Technology • There are no cases under Article 30 of the Company Act.	• Independent directors, by the independence criteria, include but are not limited to those who are not directors, supervisors, or employees of the Company or its affiliates, including but not limited to themselves, their spouses, second-degree relatives, etc. • Number of shares not held in the company. • Not be a director, supervisor, or employee of a company with which the Company has a specific relationship. • The amount of remuneration for business, legal, financial, and accounting services provided by the Company or its affiliates for the last two years has not been recognized.	-

E. Board Diversity and Independence

(a) Board of Directors Diversity

The Company’s Board of Directors consists of six directors with a three-year term of office. To improve the structure of the Board of Directors and enhance the independence and diversity of the Board of Directors, in addition to two female members, the Board is composed of directors with experience in business, finance, accounting, chemicals, patents, and management, among which two are independent directors. The following table shows the status of the implementation:

Items	Directors				Independent Director	
	CHEN, KUO-CHIN	LAI, MEI-HUI	WANG, SHU-FEN	WANG, YA-KANG	CIOU, SIAN-TANG	DU, JHIH-TING
Leadership, decision-making, operational, judgment and crisis management skills	V	V	V	V	V	V
Those who have contributed to public service	V	V	V	V		
Professional in accounting and financial analysis skills			V			V
Professional in the business	V	V	V	V	V	V
Professional in chemical and patent	V			V	V	

The Company places significant emphasis on promoting gender diversity within its Board of Directors. Currently, the Board comprises six members, with four male directors (66.67%) and two female directors (33.33%). In alignment with our commitment to fostering an inclusive and diverse leadership structure, future board nomination processes will prioritize the identification and consideration of qualified female candidates. This strategic approach aims to enhance gender balance on the Board, thereby strengthening corporate governance and aligning with best practices in board diversity.

(b) Independence of the Board

By the Company’s Articles of Incorporation, the Company adopts a “Candidate Nomination System” for the election of directors. All candidates for election as directors shall be nominated and examined for their qualifications and approved by the Board of Directors and submitted to the shareholders’ meeting for election. The current composition of the Board of Directors is two independent directors (33.33%) and four non-independent directors (66.67%), respectively. Three of the directors are employees/managers and more than half of the directors are not related to each other as spouses or relatives within the second degree of consanguinity, by Item 3 and Item 4 of Article 26 of the Securities and Exchange Act. By Chapter 3 of the Company’s “Code of Corporate Governance Practices,” members of the Board of Directors should generally possess the knowledge, skills, and qualities necessary to perform their duties. To achieve the desired goals of corporate governance, the Board of Directors as a whole should possess the following competencies: operational judgment, accounting and financial analysis, management, crisis management, industry knowledge, international market perspective, leadership, and decision-making.

ii. Information of General Manager, Vice President, Assistant Manager, Head of Departments and Branches

March 28, 2026

Job Title	Nationality	Name	Gender	Date of election (inauguration)	Shareholding		Spouse, minor children now hold shares		Use of others to hold shares in name		Major Experience (Education)	Currently holding concurrent positions in the Company and other companies	Other officers, directors or supervisors who are related to the spouse or consanguineous within two degrees			Remark
					Number of shares	Shareholding Ratio	Number of shares	Shareholding Ratio	Number of shares	Share holding Ratio			Title	Name	Relationship	
Chairman of the Board	Republic of China	CHEN, KUO-CHIN	Male	March 14, 1989	13,245,214	21.61	9,949,707	16.23	-	-	Institute of Textile and Apparel Research, Fu Jen University YUTAI Textile Co Ltd.	Chairman of the Board of Directors of G-FUN INDUSTRIAL CORPORATION Chairman of the Board of Directors of Magictex Apparel Corporation YIELD CROWN LTD Representative DIAMOND FORTUNE CORP Singtex Trading Co., Ltd. (Shanghai) Representative MAGICTEX CO., LTD Representative ADVANCE WIDSON LIMITED Representative ALPHA BRAVE INC Representative CHAMPION LEGEND CORP Representative TIME GLORY CORP Representative SOUTH TO SUCCESS LTD. Representative ADVANCE WIDSON COMPANY LIMITED Representative ALPHA BRAVE COMPANY LIMITED Representative SINGTEC COMPANY LIMITED Representative	Director and Vice Chairman	LAI, MEI-HUI	Spouse	-
President	Republic of China	HUANG, SONG-YUN	Male	August 4, 2015	145,557	0.24	-	-	-	-	Department of Textiles, Feng Chia University Assistant Group Manager of CHANG HO FIBRE CORPORATION General Manager, Ming Chow Industrial Co. General Manager, Songmoue Global Ltd.	None	-	-	-	-
Vice Chairman	Republic of China	LAI, MEI-HUI	Female	March 14, 1989	9,949,707	16.23	13,245,214	21.61	-	-	Asian East University of Science and Technology, Textile Division Yu Tai Textile Co., Ltd.	Chairman of SINGTEX Education Foundation, New Taipei City	Chief technology officer	CHEN, KUO-CHIN	Spouse	-
Senior Vice President of Finance and Administrative Division	Republic of China	WANG, SHU-FEN	Female	November 24, 2003	108,906	0.18	-	-	-	-	Master of Business Administration, National Chengchi University Audit Team Manager,PwC Taiwan	Director of SINGTEX Education Foundation, New Taipei City	-	-	-	-
Vice President of Military	Republic of China	LIU,YU-HUI	Male	June 9 2025	26,405	0.04	-	-	-	-	Department of Fashion Design, Shih Chien University	None	-	-	-	Spouse works at the

Products Division																company, but not managing
Vice President of Garment Manufacturing Technology Center	Republic of China	CHEN,YU-HUA	Female	June 2 2025	-	-	-	-	-	-	Department of Fashion Design, Shih Chien University	None	-	-	-	-
Vice President of R&D Division	Republic of China	CHANG, LI-HSUN	Male	February 1 2023	56,000	0.09					Ph.D. in Chemical Engineering, National Chung Hsing University	None	-	-	-	-
Vice President, Fabric Manufacturing Division	Republic of China	CHENG, CHIH-HSIEN	Male	October 13 2023	17,114	0.03	-	-	-	-	Department of Economics, Feng Chia University	None	-	-	-	-
Assistant Vice President of General Management Office	Republic of China	SU, SHIH-CHANG	Male	February 1 2023	-	-	-	-	-	-	Department of Textile Engineering, Chinese Culture University Department of Law, Soochow University Graduate Institute of Human Resource, National Taiwan Normal University Manager of H&R Department, G-FUN INDUSTRIAL CORPORATION	Director of SINGTEX Education Foundation, New Taipei City	-	-	-	-
Assistant Vice President of Information Office	Republic of China	WU, TING-WEI	Male	March 7 2023	-	-	-	-	-	-	Graduate Institute of Industrial Engineering and Management, Chiao Tung University Deputy General Manager of IT Service Division, JOY TEXTILES GLOBAL INC. Deputy General Manager of IT Service Division, GONET INTERNATIONAL CORPORATION	None	-	-	-	-
Vice President of Fabric Division	Republic of China	LIN, YI-CHENG	Female	September 4 2023	27,957	0.05	-	-	-	-	B.A. of Marketing Management, M.A. of Marketing, University of Northumbria at Newcastle, UK	None	-	-	-	-
Associate Director, Americas Sales Department	Republic of China	KUO, PEI-CHI	Female	August 1, 2024	44,177	0.07	-	-	-	--	Ming Chuan University Department of Information Applications, Finance and Insurance	None	-	-	-	-

ii. Remuneration paid to directors, supervisors, general manager and deputy general manager for the most recent year

A. Remuneration of general and independent directors

Units: NTD thousand

Job Title		Name	Directors' remuneration								Total A, B, C and D as a percentage of net income after tax		Part-time employees receive related compensation								A, B, C, D, E, F and G as a percentage of net income after tax		Receive remuneration from businesses other than subsidiaries or parent companies
			Remuneration (A)		Retirement Pension (B)		Directors' Remuneration (C)		Business execution expenses (D)				Salaries, bonuses and special expenses, etc. (E)		Retirement Pension (F)		Employee Compensation (G)						
																	The Company		All companies in the financial statements				
			The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	Cash Amount	Stock Amount	Cash Amount	Stock Amount	The Company	All companies in the financial statements	
Directors	Chairman of the Board	CHEN, KUO-CHIN	265	265	-	-	-	-	21	21	0.45	0.49	13,341	13,341	392	392	-	-	-	-	21.91	24.08	-
	Director	LAI, MEI-HUI																					
	Director	WANG, SHU-FEN																					
	Director	WANG, YA-KANG																					
Independent Director	Independent Direction	CHEN, KAN-NAN (Note 1)	960	960	-	-	-	-	69	69	1.61	1.77	-	-	-	-	-	-	-	-	1.61	1.77	-
	Independent Director	CHEN, SHENG-SAN (Note 1)																					
	Independent Director	LIN, I-PEI (Note 1)																					
	Independent Director	CIOU, SIAN-TANG (Note 2)																					
	Independent Director	DU, JHIH-TING (Note 2)																					
	Independent Director	HUNG, HUI-SUNG (Note 3)																					

1. Please describe the policy, system, criteria, and structure for the compensation of independent directors, and the relationship to the amount of compensation paid based on the responsibilities, risks, and time commitment of the directors:
   (1) The independent directors of the Company are also members of the Compensation Committee and the Special Committee on Mergers and Acquisitions. By the "Regulations Governing the Remuneration of Directors," the independent directors receive monthly compensation in addition to a transportation allowance for each attendance at each committee.
   (2) The Company regularly reviews the criteria and structure of independent directors' remuneration based on the Company's operating performance, future operating risks, and the value of the independent directors' participation in and contribution to the Company's operations.
2. Except as disclosed in the table above, the remuneration received by the directors of the Company for services rendered to all companies included in the financial statements (e.g., as consultants to non-employees) in the most recent year: None.

Note 1: Resignation upon the expiration of term.
Note 2: The Board of Directors had been elected on June 13, 2025.
Note 3: The Board of Directors had been elected on June 13, 2025; the director resigned on July 23, 2025 due to personal reasons, without receiving any remuneration.

Compensation Scale

Levels of remuneration payable to each of the Company's directors	Name of Director			
	Total remuneration of the first four names of supervisors (A+B+C+D)		First seven total fees (A+B+C+D+E+F+G)	
	The Company	All companies in the financial statements	The Company	All companies in the financial statements
Less than NT$1,000,000	CHEN, KUO-CHIN,LAI, MEI-HUI,WANG, SHU-FEN,WANG, YA-KANG,CHEN, KAN-NAN,CHEN, SHENG-SAN,LIN, I-PEI, CIOU, SIAN-TANG DU, JHIH-TING HUNG, HUI-SUNG	CHEN, KUO-CHIN,LAI, MEI-HUI,WANG, SHU-FEN,WANG, YA-KANG,CHEN, KAN-NAN,CHEN, SHENG-SAN,LIN, I-PEI, CIOU, SIAN-TANG DU, JHIH-TING HUNG, HUI-SUNG	WANG, YA-KANG, CHEN, KAN-NAN, CHEN, SHENG-SAN, LIN, I-PEI, CIOU, SIAN-TANG DU, JHIH-TING HUNG, HUI-SUNG	WANG, YA-KANG, CHEN, KAN-NAN,CHEN, SHENG-SAN,LIN, I-PEI, CIOU, SIAN-TANG DU, JHIH-TING HUNG, HUI-SUNG
NT$1,000,000 (inclusive) ～NT$2,000,000 (exclusive)	-	-	-	-
NT$2,000,000 (inclusive) ～NT$3,500,000 (exclusive)	-	-	WANG, SHU-FEN	WANG, SHU-FEN
NT$3,500,000 (inclusive) ～NT$5,000,000 (exclusive)	-	-	LAI, MEI-HUI	LAI, MEI-HUI
NT$5,000,000 (inclusive) ～NT$10,000,000 (exclusive)	-	-	CHEN, KUO-CHIN	CHEN, KUO-CHIN
NT$10,000,000 (inclusive) ～NT$15,000,000 (exclusive)	-	-	-	-
NT$15,000,000 (inclusive) ～NT$30,000,000 (exclusive)	-	-	-	-
NT$30,000,000 (inclusive) ～NT$50,000,000 (exclusive)	-	-	-	-
NT$50,000,000 (inclusive) ～NT$100,000,000 (exclusive)	-	-	-	-
NT$100,000,000 or more	-	-	-	-
Total	10 people in total	10 people in total	10 people in total	10 people in total

B. Remuneration for President and Vice President

Unit: NT$ thousand

Job Title	Name	Salary(A)		Retirement Pension(B)		Bonuses and special expenses, etc.(C)		Amount of employee compensation(D)				The ratio of total A, B, C and D to net income after tax (%)		Receive remuneration from a business outside the subsidiary or from the parent company
								The Company		All companies in the financial statements				
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	Cash Amount	Stock Amount	Cash Amount	Stock Amount	The Company	All companies in the financial statements	
President	HUANG, SUNG-YUN	14,715	19,803	597	876	3,034	4,548	-	-	-	-	28.67	43.33	-
Executive Vice President (Note 1)	HAN, CHIA-LIANG													
Senior Vice President of Fabric Division (Note2)	CHENG, CHUNG-LUNG													
Senior Vice President of Finance and Administrative Division (Note 3)	WANG, SHU-FEN													
Vice President of R&D Division	CHANG, LI-HSUN													
Vice President of Fabric Manufacturing Division	CHENG, CHIH-HSIEN													
Vice President of Fabric Division	LIN, YI-CHENG													
Vice President of Military Products Division (Note 4)	LIU, YU-HUI													
Vice President of Fabric Information Division Center (Note 5)	CHEN, YU-HUA													

Note 1: HAN, CHIA-LIANG resigned, effective May 7, 2025.
Note 2: CHENG, CHUNG-LUNG was promoted to Senior Vice President of Fabric Division on January 1,2025; and promoted to the Senior Special Assistant on January 1, 2026.
Note 3: WANG, SHU-FEN was promoted to Senior Vice President of Finance and Administrative Division on June 9, 2025.
Note 4: LIU, YU-HUI was promoted to Vice President of Military Products Division on June 9, 2025
Note 5: CHEN, YU-HUA was promoted to Vice President of Fabric Information Division Center on June 2, 2025

Compensation Scale

Remuneration level for each general manager and vice president of the Company	Name of President and Vice President	
	The Company	All companies in the consolidated financial statements
Less than NT$1,000,000		
NT$1,000,000 (inclusive) ～NT$2,000,000 (exclusive)	HAN, CHIA-LIANG, CHEN, YU-HUA	HAN, CHIA-LIANG, CHEN, YU-HUA
NT$2,000,000 (inclusive) ～NT$3,500,000 (exclusive)	WANG, SHU-FEN, CHENG, CHUNG-LUNG, LIN, YI-CHENG	WANG, SHU-FEN, CHENG, CHUNG-LUNG, LIN, YI-CHENG, CHENG, CHIH-HSIEN, CHANG, LI-HSUN, LIU, YU-HUI
NT$3,500,000 (inclusive) ～NT$5,000,000 (exclusive)		
NT$5,000,000 (inclusive) ～NT$10,000,000 (exclusive)	HUANG, SUNG-YUN	HUANG, SUNG-YUN
NT$10,000,000 (inclusive) ～NT$15,000,000 (exclusive)	-	-
NT$15,000,000 (inclusive) ～NT$30,000,000 (exclusive)	-	-
NT$30,000,000 (inclusive) ～NT$50,000,000 (exclusive)	-	-
NT$50,000,000 (inclusive) ～NT$100,000,000 (exclusive)	-	-
NT$100,000,000 or more	-	-
Total	6 people in total	9 people in total

C. The name of the manager who distributes the employee's remuneration and the distribution

Unit: NT$ thousand/thousand shares

	Job Title	Name	Stock Amount	Cash Amount	Total	Total to net income after tax (%)
Manager	President	HUANG, SUNG-YUN	-	-	-	-
	Executive Vice President (Note 1)	HAN, CHIA-LIANG				
	Senior Vice President, Finance and Administration Division (Note 2)	WANG, SHU-FEN				
	Senior Vice President of Fabric Division (Note3)	CHENG, CHUNG-LUNG				
	Vice President of R&D Division	CHANG, LI-HSUN				
	Vice President of Fabric Manufacturing Division	CHANG, CHIH-HSIEN				
	Vice President of Fabric sales Division	LIN, YI-CHENG				
	Vice President of Military Products Division (Note 4)	LIU, YU-HUI				
	Vice President of Fabric Information Division Center (Note 5)	CHEN, YU-HUA				
	Human Resources Assistant Manager	SU, SHIH-CHANG				
	Information Center Assistant Manager	WU, TING-WEI				
	Americas Business Department Assistant Manager	KUO, PEI-CHI				
	Fabric Business Group Assistant Manager (Note 6)	CHANG, HSIANG-HUNG				

Note1: HAN, CHIA-LIANG resigned, effective May 7, 2025.
Note 2: WANG, SHU-FEN was Promoted to Senior Vice President, Finance and Administration Division on June 9, 2025.
Note 3: CHENG, CHUNG-LUNG was Promoted to Senior Vice President of Fabric Division on January 1, 2025; and was Promoted to Senior Special Assistant on January 1, 2026.
Note 4: LIU, YU-HUI was Promoted to Vice President of Military Products Division on June 9, 2025.
Note 5: CHEN, YU-HUA was Promoted to Vice President of Fabric Information Division on June 2, 2025.
Note 6: CHANG, HSIANG-HUNG resigned, effective September 30, 2025.

D. An analysis of the total compensation paid to the Company's directors, supervisors, general manager, and vice president as a percentage of net income after tax for the most recent two years for the Company and for all consolidated reporting companies, and a description of the policy, criteria, and mix of compensation payments, the process for setting compensation, and the correlation to operating performance and future risk, respectively

(1) Analysis of total remuneration paid to directors, supervisors, president and vice president of the Company as a percentage of net income after tax for the last two years:

Job Title	2024		2025	
	Total compensation paid as a percentage of net income after tax (%)		Total compensation paid as a percentage of net income after tax (%)	
	The company	All companies in the financial statements	The company	All companies in the financial statements
Directors	3.23%	3.69%	2.06%	2.26%
Supervisor	-	-	-	-
President and Vice President	55.84%	70.11%	28.67%	43.33%

(2) Policies, standards, and structure of compensation; procedures for determining compensation; and the relationship between compensation, operating performance, and future risks:

(2.1) Remuneration Policy, Standards, and Structure:

The remuneration of the Company’s directors includes transportation allowances, fees for the execution of duties, and compensation distributed from profits. In accordance with Article 16 of the Company’s Articles of Incorporation, remuneration for directors performing their duties is determined by the Board of Directors with reference to industry standards, based on each director’s level of participation in the Company’s operations and the value of their contributions. In addition, if the Company records a profit for the year, up to 3% of such profit shall be allocated as directors’ remuneration in accordance with Article 20 of the Articles of Incorporation. Furthermore, pursuant to Article 3 of the Regulations Governing the Payment of Remuneration to Directors, Supervisors, and Functional Committee Members, independent and external directors do not participate in the distribution of directors’ remuneration derived from annual profits.

The Company conducts performance evaluations in accordance with the "Regulations for Management by Objectives and Performance Appraisal." Performance achievement rates are assessed based on quantifiable key performance indicators (KPIs) established annually for each position and serve as an important basis for the distribution of variable compensation. The performance evaluation criteria for managerial officers include:

1. Financial indicators: Based on the Company's management income statement and each business unit's contribution to overall profits;

2. non-financial indicators: Including individual goal achievement rates, implementation of the Company's core values, operational management capabilities, and participation in sustainable development.

The above indicators are assigned appropriate weights based on job categories for a comprehensive evaluation, in order to balance short-term operational performance with long-term development. The compensation system is also reviewed and adjusted as needed in response to actual business conditions and relevant regulations.

If the Company records a profit for the year, in accordance with Article 20 of the Articles of Incorporation, it shall first set aside an amount to offset accumulated losses. The Board of Directors shall then resolve to allocate 1% to 10% of the remaining profit as employee compensation. Of the employee compensation, no less than 1% shall be allocated to frontline employees, which may be distributed in the form of shares or cash, and may include employees of subordinate companies who meet certain conditions. The Company may also allocate up to 3% of such profit (after offsetting accumulated losses) as directors' remuneration, subject to Board approval.

The aforementioned employee compensation and directors' remuneration shall be resolved by the Board of Directors with the attendance of at least two-thirds of the directors and the approval of more than half of the attending directors, and shall be reported to the shareholders' meeting.

The structure of the Company's remuneration, as defined in the Charter of the Remuneration Committee, includes cash compensation, stock options, profit-sharing shares, retirement benefits or severance payments, various allowances, and other incentive measures of substantive value. Its scope is consistent with the requirements for disclosure of directors' and managerial officers' remuneration in the annual reports of public companies.

(2.2) Procedures for Determining Remuneration:

The performance evaluation and remuneration of the Company's directors and managerial officers are subject to annual review and approval by the Remuneration Committee and the Board of Directors. In determining remuneration, consideration is given to individual performance achievement and contributions to the Company, as well as the Company's overall operating performance, industry risks, and future development trends. The remuneration system is also reviewed and adjusted from time to time in response to actual operating conditions and applicable laws and regulations. In addition, prevailing corporate governance practices are taken into account to ensure that remuneration is reasonable and aligned with the objectives of sustainable operation and effective risk management. The actual remuneration paid to directors and managerial officers for 2025 was reviewed by the Remuneration Committee and approved by the Board of Directors.

(2.3) Linkage to Operating Performance and Future Risks:

The Company's remuneration policies, standards, and systems are reviewed primarily based on its overall operating conditions. Payment standards are determined with reference to performance achievement and contribution levels, including both financial and non-financial indicators, with the aim of enhancing the overall effectiveness of the Board and management team. Industry remuneration benchmarks are also considered to ensure competitiveness and to attract and retain qualified management personnel.

Performance objectives for managerial officers are aligned with risk management to ensure that potential risks within their scope of responsibility are properly identified, managed, and mitigated. Evaluation results based on actual performance are linked to relevant human resources and compensation policies. Key decisions made by management are undertaken with due consideration of various risk factors, and the outcomes of such decisions are reflected in the Company's profitability. Accordingly, management remuneration is correlated with performance in risk management.

III. Corporate Governance Operations

1. Information on the operation of the Board of Directors

The most recent annual board of directors' meeting was held 12 times (A) and the attendance of directors was as follows:

Job Title	Name	Actual Number of Attendance (B)	Number of Attendance by Proxy	Actual attendance rate [B/A]	Notes
12th					
Chairman	CHEN, KUO-CHIN	4	0	100	Re-elected on May 27, 2022
Director	LAI, MEI-HUI	3	0	75	Re-elected on May 27, 2022
Director	WANG, SHU-FEN	4	0	100	Re-elected on May 27, 2022
Director	WANG, YA-KANG	4	0	100	Re-elected on May 27, 2022
Independent Director	CHEN, KAN-NAN	4	0	100	Re-elected on May 27, 2022
Independent Director	CHEN, SHENG-SAN	4	0	100	Re-elected on May 27, 2022
Independent Director	LIN, I-PEI	4	0	100	Re-elected on May 27, 2022
13th					
Chairman	CHEN, KUO-CHIN	8	0	100	Re-elected on June 13, 2025
Director	LAI, MEI-HUI	6	0	75	Re-elected on June 13, 2025
Director	WANG, SHU-FEN	8	0	100	Re-elected on June 13, 2025
Director	WANG, YA-KANG	5	0	62.5	Re-elected on June 13, 2025
Independent Director	CHIU, HSIEN-TANG	8	0	100	Elected (Election date June 13, 2025)
Independent Director	TU, CHIH-TING	8	0	100	Elected (Election date June 13, 2025)
Independent Director	HUNG, HUI-SUNG	2	0	67	Elected (Election date June 13, 2025) Resignation July 23, 2025

Note 1:

(1) If any director or supervisor is re-elected before the end of the year, both the new and outgoing directors and supervisors should be listed, and the date of re-election should be noted in the remark. The actual attendance rate (%) is calculated based on the number of board meetings and the actual number of attendees during their tenure.

(2) If any director or supervisor resigns before the end of the year, the date of resignation should be noted in the remark column. The actual attendance rate (%) is calculated based on the number of board meetings and the actual number of attendees during their tenure.

Other items to be recorded:

I. If the operation of the Board of Directors involves any of the following circumstances, the date of the Board meeting, meeting session, content of proposals, all opinions expressed by independent directors, and the company's handling of such opinions shall be stated:

(1) Explanations relating to matters listed under Article 14-3 of the Securities and Exchange Act:

Board of Directors	Motion content and follow-up	The matters listed in §14-3 of the Securities and Exchange Act	Independent directors object or reserve their opinions
The Twelfth Twenty-fourth 2025.01.23	New fund-lending facility from parent company to grandchild company	V	
	Fund-lending facility from subsidiary to grandchild company	V	
	Independent directors' opinion: None.		
	The Company's handling of the independent directors' opinion: None.		
	RESOLUTION: Approved by all Directors present		
The TwelfthTwenty-fifth 2025.02.26	The Company's 2024 Annual Financial Statements and Consolidated Financial Statements	V	
	Assessment of Conversion of Funds into Loans for Entities Exceeding Normal Credit/Transaction Periods by More than	V	

	Three Months and with Significant Amounts as of December 31, 2024		
	Our company regularly assesses the independence and competence of the certified public accountants	V	
	Subsidiary plans to apply for a credit line from a financial institution	V	
	Independent directors' opinion: None.		
	The Company's handling of the independent directors' opinion: None.		
	RESOLUTION: Approved by all Directors present		
The Twelfth Twenty-sixth 2025.03.26	The Company's 2024 Internal Control System Declaration	V	
	The Subsidiary intends to apply for credit facilities from financial institutions	V	
	The Company intends to apply for credit facilities from financial institutions	V	
	Cancel the proposal for the Provision of a Financing Facility by a Subsidiary to Its Vietnam Sub-subsidiary	V	
	Proposal for the Provision of a Financing Facility by a Subsidiary to Its Vietnam Sub-subsidiary	V	
	Sale the interest of the Vietnamese company held by an overseas subsidiary	V	
	Sale the interest of the Vietnamese company held by an overseas subsidiary	V	
	Independent directors' opinion: None.		
	The Company's handling of the independent directors' opinion: None.		
	RESOLUTION: Approved by all Directors present		
The Twelfth Twenty-seventh 2025.05.13	The Company's 2025 Q1 Consolidated Financial Statements	V	
	Assessment of Conversion of Funds into Loans for Entities Exceeding Normal Credit/Transaction Periods by More than Three Months and with Significant Amounts as of March 31, 2025	V	
	The Company intends to apply for credit facilities from financial institutions	V	
	Proposal for a One-Year Extension of the Financing Facility Provided by the Company to Its Sub-subsidiary	V	
	The Subsidiary intends to apply for credit facilities from financial institutions	V	
	Proposal for the Company to Provide Endorsement and Guarantee for the Renewal of Existing Bank Credit Facilities and Additional Credit Facilities of Its Subsidiary	V	
	Proposal for the Provision of a Financing Facility by a Subsidiary to Its Sub-subsidiary	V	
	Independent directors' opinion: None.		
	The Company's handling of the independent directors' opinion: None.		
	RESOLUTION: Approved by all Directors present		
The thirtieth Third 2025.07.08	The Company intends to apply for credit facilities from financial institutions	V	
	Proposal for the Company to Provide Endorsement and Guarantee for the Renewal of Existing Bank Credit Facilities and Additional Credit Facilities of Its Subsidiary	V	
	Proposal for the Provision of a Financing Facility by a Subsidiary to Its Sub-subsidiary	V	

	Independent directors' opinion: None.		
	The Company's handling of the independent directors' opinion: None.		
	RESOLUTION: Approved by all Directors present		
The thirtieth Forth 2025.08.12	The Company's 2025 Q2 Consolidated Financial Statements	V	
	Assessment of Conversion of Funds into Loans for Entities Exceeding Normal Credit/Transaction Periods by More than Three Months and with Significant Amounts as of June 30, 2025	V	
	Proposal for One-Year Extension of Intercompany Loan Facility to a Sub-subsidiary	V	
	Independent directors' opinion: None.		
	The Company's handling of the independent directors' opinion: None.		
	RESOLUTION: Approved by all Directors present		
The thirtieth Fifth 2025.11.13	The Company's 2025 Q3 Consolidated Financial Statements	V	
	Assessment of Conversion of Funds into Loans for Entities Exceeding Normal Credit/Transaction Periods by More than Three Months and with Significant Amounts as of September 30, 2025	V	
	The Subsidiary intends to apply for credit facilities from financial institutions	V	
	Proposal for the Company to Provide Endorsement and Guarantee for the Renewal of Existing Bank Credit Facilities and Additional Credit Facilities of Its Subsidiary	V	
	Proposal for the Provision of a Financing Facility by the Company to Its Sub-subsidiary	V	
	Proposal for the Provision of a Financing Facility by the Company to Its Subsidiary	V	
	Proposal for the Amendment of the Company’s Internal Control System	V	
	Proposal for the Company’s 2026 Annual Audit Plan	V	
	Independent directors' opinion: None.		
	The Company's handling of the independent directors' opinion: None.		
	RESOLUTION: Approved by all Directors present		
The thirtieth Sixth 2026.01.22	The Subsidiary intends to apply for credit facilities from financial institutions	V	
	Cancel the proposal for the Provision of a Financing Facility by a Subsidiary to Its Vietnam Sub-subsidiary	V	
	The Subsidiary intends to apply for credit facilities from financial institutions	V	
	Investment in subsidiary	V	
	Independent directors' opinion: None.		
	The Company's handling of the independent directors' opinion: None.		
	RESOLUTION: Approved by all Directors present		
The thirtieth Eighth 2026.03.10	The Company's 2025 business report	V	
	The Company's 2025 consolidated financial statements	V	
	Assessment of conversion of funds into loans for entities exceeding normal credit/transaction periods by more than three months and with significant amounts as of December 31, 2025	V	
	Evaluate the independence and competence of the accountants	V	

	Proposal for the company to provide endorsement and guarantee for the renewal of existing bank credit facilities and additional credit facilities of the subsidiary	V	
	The Subsidiary intends to apply for credit facilities from financial institutions	V	
	The company intends to apply for credit facilities from financial institutions	V	
	The Subsidiary intends to apply for credit facilities from financial institutions	V	
	Proposal for the Provision of a Financing Facility by the Company to Its Sub-subsidiary	V	
	The Company's 2025 internal control system statement	V	
	Election of one independent director	V	
	Nomination and review of independent director candidates	V	
	Proposed the annual general meeting to remove the non-competition restrictions on newly appointed Directors.	V	
	Independent directors' opinion: None.		
	The Company's handling of the independent directors' opinion: None.		
	RESOLUTION: Approved by all Directors present		

b. Other than the preceding items, other resolutions of the Board of Directors' meetings that were opposed or qualified by the independent directors and for which records or written statements are available: None.

2. In the event that a director recuses himself/herself from the implementation of an interest motion, he/she shall state the name of the director, the content of the motion, the reasons for the recusal and the circumstances of his/her participation in the vote:

Directors' Meeting	Name of Director	Motion Content	Reasons for Interest Avoidance	Voting situation
Meeting on January23, 2025	CHEN, KUO-CHIN LAI, MEI-HUI WANG, SHU-FEN	Discussion on the 2024 Year-end Bonuses and 2025 Fixed Compensation for Managers, as Reviewed by the Remuneration Committee	Since the discussion involves the directors' own interests, they are divided into two motions and recuse themselves from the discussion and voting of each motion.	The case was approved by all the other four directors present, except for the disqualification of the interested party.
Meeting on July 8, 2025	HUNG, HUI-SUNG	Discussion on the Application for Credit Facilities from Financial Institutions	As the discussion involves the directors' own interests, they recuse themselves from participating in the discussion and voting of each motion.	The case was approved by all the other five directors present, except for the disqualification of the interested party.
	WANG, SHU-FEN	Discussion on the Monthly Fixed Compensation for Newly Appointed and Promoted Managers of the Company in June 2025 as Reviewed by the Remuneration Committee	Since the discussion involves the directors' own interests, they are divided into two motions and recuse themselves from the discussion and voting of each motion.	The case was approved by all the other five directors present, except for the disqualification of the interested party.
	LAI, MEI-HUI	Discussion on the Managerial Compensation Adjustment for July 2025, as Reviewed by the Remuneration Committee	Since the discussion involves the directors' own interests, they are divided into two motions and recuse themselves from the discussion and voting of each motion.	The case was approved by all the other five directors present, except for the disqualification of the interested party.
Meeting on February 3, 2026	CHEN, KUO-CHIN LAI, MEI-HUI WANG, SHU-FEN	Discussion on the Year-end Bonuses for 2025 and the Fixed Compensation for 2026 for Managers, as Reviewed by the Remuneration Committee	Since the discussion involves the directors' own interests, they are divided into two motions and recuse themselves from the discussion and voting of each motion.	The case was approved by all the other three directors present, except for the disqualification of the interested party.

3. Listed companies should disclose information on the periodicity and duration, scope, method and content of evaluation of the board of directors' self- (or peer) evaluation, and fill in the following table on the implementation of the board of directors' evaluation:

Evaluation Cycle	Evaluation Period	Scope of Evaluation	Evaluation Method	Evaluation Content
Once a year	Jan. 1 ~ Dec. 31	Board of Directors and Individual Board Members	Self-evaluation of the Board of Directors Self-evaluation of the Board Members	1. Board of Directors' Self-Assessment (1) Level of involvement in the company's operations (2) Improving the quality of board decisions (3) Composition and Structure of the Board of Directors (4) Election of Directors and Continuing Education (5) Internal Control 2. Self-assessment by Board Members (1) Mastery of company goals and tasks (2) Director Responsibilities Awareness (3) Participation in the Company's operations (4) Internal Relationship Management and Communication (5) Directors' Professional and Continuing Education (6) Internal control

The performance evaluation results for the current year indicate that the Board of Directors, Audit Committee, Compensation Committee, and individual directors have all achieved outstanding performance ratings, with no suggested areas for improvement. These evaluation outcomes were reported in the 13th meeting of the 6th Board of Directors on January 22, 2026.

d. Listed companies should disclose information on the periodicity and duration, scope, method and content of evaluation of the board of directors' self- (or peer) evaluation, and fill in the following table on the implementation of the board of directors' evaluation:
The Company continues to implement routine reporting of revenue and financial information and announcement of major board resolutions to enhance information transparency. To strengthen the functions of the Board, a Remuneration Committee has been established to assist the Board in discharging its oversight responsibilities. The "Rules Governing the Responsibilities of Independent Directors" were established to enable the independent directors to perform their functions for the Board of Directors and the Company's operations.

ii. The operation of the Audit Committee or the participation of supervisors in the operation of the Board of Directors:

1. Audit Committee Operations:
The Audit Committee met nine times (A) in the most recent year, and the independent directors attended the meetings as follows:

Job Title	Name	Actual attendance (B)	Number of Attendance by Proxy	Actual attendance rate (%) [B/A]	Notes
1th					
Independent Director	CHEN, KAN-NAN	4	0	100	Elected in August 8. 2022
Independent Director	CHEN, SHENG-SAN	4	0	100	Elected in August 8. 2022
Independent Director	LIN, I-PEI	4	0	100	Elected in August 8. 2022
2th					
Independent Director	CHIU, HSIEN-TANG	5	0	100	Elected (re-elected June 13, 2025)
Independent Director	TU, CHIH-TING	5	0	100	Elected (re-elected June 13, 2025)

Independent Director	HUNG, HUI-SUNG	0	0	0	Elected (re-elected June 13, 2025) Resignation July 23, 2025

Other items to be recorded:
If the Audit Committee operates under any of the following circumstances, it should state the date and period of the Audit Committee, the content of the motion, the opinions of all independent directors, and the Company's handling of the Audit Committee's opinions:
(a) Description of the matters listed in Article 14-5 of the Securities and Exchange Act.

Audit Committee	Motion content and follow-up	The matters listed in §14-5 of the Securities and Exchange Act	Independent directors object or reserve their opinions
The first twentieth 2025.01.23	New fund-lending facility from parent company to grandchild company	V	
	Fund-lending facility from subsidiary to grandchild company	V	
	Result of Audit Committee Resolution: All Audit Committee members present agreed to approve		
	The Company's handling of the Audit Committee's opinion: None.		
The first Twenty-first 2025.02.26	The Company's Financial Statements and Consolidated Financial Statements for the year 2024.	V	
	As of December 31, 2024, evaluation of whether to convert funds exceeding normal credit/trading periods of more than three months and significant amounts.	V	
	Evaluate the independence and competence of the accountants regularly	V	
	The Subsidiary intends to apply for credit facilities from financial institutions	V	
	Result of Audit Committee Resolution: All Audit Committee members present agreed to approve		
	The Company's handling of the Audit Committee's opinion: None.		
The first Twenty-second 2025.3.26	The Company's 2024 Internal Control System Declaration	V	
	The Subsidiary intends to apply for credit facilities from financial institutions	V	
	The Company intends to apply for credit facilities from financial institutions	V	
	Cancel the proposal for the Provision of a Financing Facility by a Subsidiary to Its Vietnam Sub-subsidiary	V	
	Proposal for the Provision of a Financing Facility by a Subsidiary to Its Vietnam Sub-subsidiary	V	
	Sale the interest of the Vietnamese company held by an overseas subsidiary	V	
	Sale the interest of the Vietnamese company held by an overseas subsidiary	V	
	Result of Audit Committee Resolution: All Audit Committee members present agreed to approve		
	The Company's handling of the Audit Committee's opinion: None.		
The first Twenty-third 2025.05.13	The Company's 2025 Q1 Consolidated Financial Statements	V	
	Assessment of Conversion of Funds into Loans for Entities Exceeding Normal Credit/Transaction Periods by More than Three Months and with Significant Amounts as of March 31, 2025	V	
	The Company intends to apply for credit facilities from financial institutions	V	
	Proposal for a One-Year Extension of the Financing Facility Provided by the Company to Its Sub-subsidiary	V	
	The Subsidiary intends to apply for credit facilities from financial institutions	V	
	Proposal for the Company to Provide Endorsement and Guarantee for the Renewal of Existing Bank Credit Facilities and Additional Credit Facilities of Its Subsidiary	V	
	Proposal for the Provision of a Financing Facility by a Subsidiary to Its Sub-subsidiary	V	
	Result of Audit Committee Resolution: All Audit Committee members present agreed to approve		
	The Company's handling of the Audit Committee's opinion: None.		
The second First 2025.07.08	The Company intends to apply for credit facilities from financial institutions	V	
	Proposal for the Company to Provide Endorsement and Guarantee for the Renewal of Existing Bank Credit Facilities and Additional Credit Facilities of Its Subsidiary	V	
	Proposal for the Provision of a Financing Facility by a Subsidiary to Its Sub-subsidiary	V	

	Result of Audit Committee Resolution: All Audit Committee members present agreed to approve		
	The Company's handling of the Audit Committee's opinion: None.		
The second second 2025.08. 12	The Company's 2025 Q2 Consolidated Financial Statements	V	
	Assessment of Conversion of Funds into Loans for Entities Exceeding Normal Credit/Transaction Periods by More than Three Months and with Significant Amounts as of June 30, 2025	V	
	Proposal for One-Year Extension of Intercompany Loan Facility to a Sub-subsidiary	V	
	Result of Audit Committee Resolution: All Audit Committee members present agreed to approve		
	The Company's handling of the Audit Committee's opinion: None.		
The second Third 2025.11.13	The Company's 2025 Q3 Consolidated Financial Statements	V	
	Assessment of Conversion of Funds into Loans for Entities Exceeding Normal Credit/Transaction Periods by More than Three Months and with Significant Amounts as of September 30, 2025	V	
	The Subsidiary intends to apply for credit facilities from financial institutions	V	
	Proposal for the Company to Provide Endorsement and Guarantee for the Renewal of Existing Bank Credit Facilities and Additional Credit Facilities of Its Subsidiary	V	
	Proposal for the Provision of a Financing Facility by the Company to Its Sub-subsidiary	V	
	Proposal for the Provision of a Financing Facility by the Company to Its Subsidiary	V	
	Proposal for the Amendment of the Company's Internal Control System	V	
	Result of Audit Committee Resolution: All Audit Committee members present agreed to approve		
	The Company's handling of the Audit Committee's opinion: None.		
The second Forth 2026.01.22	Fund-lending facility from subsidiary to grandchild company	V	
	Cancel the proposal for the Provision of a Financing Facility by a Subsidiary to Its Vietnam Sub-subsidiary	V	
	The Subsidiary intends to apply for credit facilities from financial institutions	V	
	Investment in subsidiary	V	
	Result of Audit Committee Resolution: All Audit Committee members present agreed to approve		
	The Company's handling of the Audit Committee's opinion: None.		
The second Fifth 2025.03.10	The Company's2025 business report	V	
	The Company's 2025 consolidated financial statements	V	
	Assessment of conversion of funds into loans for entities exceeding normal credit/transaction periods by more than three months and with significant amounts as of December 31, 2025	V	
	Evaluate the independence and competence of the accountants	V	
	Endorsement and guarantee for the bank credit facility of the Company's subsidiary	V	
	Proposal for the subsidiary to apply for a credit facility from financial institutions	V	
	Proposal for the Company to apply for a credit facility from financial institutions	V	
	The Subsidiary intends to apply for credit facilities from financial institutions	V	
	Proposal for the Provision of a Financing Facility by the Company to Its Sub-subsidiary	V	
	Proposal on the 2025 Internal Control System Statement of the Company	V	
	Result of Audit Committee Resolution: All Audit Committee members present agreed to approve		
	The Company's handling of the Audit Committee's opinion: None.		

(b) The recusal of the independent directors from the implementation of the interest motion should include the names of the independent directors, the content of the motion, the reasons for the recusal and their participation in voting: None.

(c) Communication between the independent directors and the internal auditors and accountants (including the major issues, methods and results of communication regarding the Company's financial and business conditions):

1. The accountants reported to the independent directors on the Company's financial position and overall operations and internal control checks.
2. The head of internal audit regularly reports to the independent directors on the status of the Company's internal audit execution and internal control operations.

2. Supervisors' participation in the operation of the Board of Directors: Not applicable.

iii. corporate governance practices and their differences from the Code of Corporate Governance Practices for listed and listed companies and the reasons therefor

Evaluation Items	Operating conditions			Differences from the Code of Corporate Governance Practices of listed and listed companies and the reasons for such differences
	Yes	No	Abstract Description	
I. Has the Company formulated and disclosed the Code of Corporate Governance Practices in accordance with the "Code of Corporate Governance Practices for Listed Companies"?	V		The Company has a code of corporate governance practices, which was approved by the Board of Directors. The Company has followed the relevant laws and regulations in its corporate governance practices and has not violated any laws or regulations.	No difference.
II. Shareholding structure and shareholders' equity of the Company				
1. Does the company have internal procedures to handle shareholders' suggestions, questions, disputes and litigation, and implement them in accordance with the procedures?	V		1. The Company has a spokesperson and proxy spokesperson system and cooperates with KGI to handle shareholder proposals, questions, disputes and litigation matters.	No difference.
2. Does the company have a list of the substantial shareholders and ultimate controllers of the substantial shareholders who actually control the company?	V		2. The Company regularly maintains a list of the major shareholders and the ultimate controllers of the major shareholders who effectively control the Company based on the register of shareholders provided by the stock exchange agent. The Company also regularly discloses the pledges and changes in shareholdings of shareholders holding more than 10% of the shares in accordance with the regulations.	No difference.
3. Has the company established and implemented a risk control and firewall mechanism with its affiliated companies?	V		3. The Company has established and implements the "Regulations Governing the Supervision and Management of Subsidiaries". The assets and accounting of the affiliated companies are operated independently, and transactions between them are handled in accordance with the relevant regulations.	No difference.
4. Does the company have internal regulations that prohibit insiders from trading marketable securities using non-public information?	V		4. The Company has established and implemented the "Procedures for Handling Material Internal Information and Prevention of Insider Trading" in accordance with the law. The Company prohibits insiders from trading marketable securities using undisclosed information in the market. Changes in shareholding, including pledges or variations in equity interests, by insiders (including directors, executives, and shareholders holding more than 10% of the company's shares) are disclosed periodically via the Market Observation Post System (MOPS) in accordance with regulatory requirements.	No difference.

III. Composition and duties of the Board of Directors				
1. Does the board of directors set a diversity policy for the composition of the board and implement it?	V		1. Article 3 of the "Procedures for Election of Directors and Supervisors" of the Company intends to have a diversity approach. In 2025, the Company held its board of Directors election for the 13th Board. The board consists of two female directors and members with diverse expertise: CHEN, KUO-CHIN and WANG, YA-KANG are experienced in leadership, operational judgment, management, crisis handling, and industry knowledge. LAI, MEI-HUI contributes experience in public welfare; WANG, SHU-FEN specializes in accounting and financial analysis The independent directors, CHIU, HSIEN-TANG and TU, CHIH-TING provide expertise in film processing, green chemistry applications, and business operations analysis and decision-making. To actively implement its board diversity policy and continuously strengthen board governance, the Company has set a specific target of including at least one female director on the board. All of the six directors, two are female, representing 33.33% of all board members. The board has formulated a policy on board diversity and discloses the implementation status on the Company’s website.	No difference.
2. Does the Company voluntarily establish various functional committees other than the Compensation Committee and Audit Committee in accordance with the law?	V		2. The Company has established a compensation committee and an audit committee, as well as a special committee on mergers and acquisitions and Sustainability Committee, the Company has also accordance with the law, established the Organizational Rules for the Special Committee on Mergers and Acquisition.	No difference.
3. Has the Company established the Board of Directors' performance evaluation method and its evaluation method, and conducts performance evaluation annually and periodically, and reports the results of performance evaluation to the Board of Directors and uses them as reference for individual directors' salary compensation and nomination for reappointment?	V		3. The Company has established the board of directors' performance evaluation method and its evaluation method in accordance with the law, and reported the evaluation results at the 13th meeting of the 6th board of directors on January 22, 2026; the average scores of the self-evaluation of the board of directors' performance and the self-evaluation of the board of directors' members (self) were 4.50 and 4.7, respectively, and the scores of each indicator were above 4 (excellent), indicating that the performance evaluation of Singtex Industrial Co., Ltd.'s board of directors was excellent. The "Board and Functional Committee Performance Evaluation Procedures," as formulated by the company, may, as necessary, engage external professional independent agencies or teams of external expert scholars to conduct evaluations. Currently, this is under consideration by the relevant corporate governance department.	No difference.
4. Does the company regularly evaluate the independence of the certified public accountants?	V		4. The Company's Audit Committee annually assesses Audit Quality Indicators (AQIs) to evaluate the independence and suitability of appointed accountants. The assessment results for the latest fiscal year were discussed and approved at the 5th meeting of the 2nd Audit Committee on March 10, 2026. These results were then submitted for deliberation and approval at the 8th meeting of	No difference.

			the 13th board on the same date. Following evaluation by the company, both Yeh Tsui-miao and Huang Shih-chun from the independent accounting firm, Zhicheng United Accounting Firm, were found to meet the company's standards for independence and have issued declarations of Independence in Fact and Audit Work. They also meet the suitability criteria, including the information on Audit Quality Indicators (AQIs), to serve as the company's signing accountants. (Note 1)	
IV. Does the listed company have a suitable and appropriate number of corporate governance personnel and designate a corporate governance officer to be responsible for corporate governance-related matters (including but not limited to providing information necessary for directors and supervisors to perform their business, assisting directors and supervisors in complying with laws and regulations, handling matters related to board of directors and shareholders' meetings in accordance with the law, and preparing board of directors' and shareholders' meeting documents, etc.)?	V		At the 9th Meeting of the 12th Session of the Board of Directors on January 17, 2023, the Company approved the designation of Ms. WANG, SHU-FEN, Vice President of the General Management Office, as the Head of Corporate Governance, who is responsible for matters related to corporate governance, providing information necessary for directors and supervisors to carry out their business, handling matters related to meetings of the Board of Directors, the Compensation Committee and shareholders' meetings in accordance with the law, preparing minutes of the Board of Directors and shareholders' meetings, reporting regular and non-regular financial and business information announcements, and preparing or revising internal control and internal audit systems related to regulatory changes, etc. Status of continuing education for the corporate governance officer (Note 4)	No difference.

V. Has the Company established communication channels with stakeholders (including but not limited to shareholders, employees, customers and suppliers, etc.) and set up a stakeholder area on the Company's website, and responded appropriately to important CSR issues of concern to stakeholders?	V		We have established communication channels with our stakeholders, including a website and email account, and a spokesperson and proxy spokesperson mechanism to address various issues and inquiries. The following is a description of each aspect: 1. Shareholders and investors: Through the media and the Market Observation Post System, important information such as corporate governance, important business development, operational performance, and other relevant information of interest to shareholders and investors are disclosed/announced immediately. We hold annual shareholders' meetings and publish annual reports. 2. Employees and other workers: Internal website or internal e-mail announcement of various employee benefits will be irregular announcements (health checkups, road races, etc.), monthly company meetings every February to disseminate welfare committee information, important company operation information, education and training courses, annual performance management operations, etc. 3. Employees, Management, Shareholders, Investors, and Local Communities: The Company convenes the Occupational Safety and Health Committee on a quarterly basis to safeguard employee health and safety, enhance the quality of the working environment, and thereby improve employee satisfaction and productivity. These efforts also ensure compliance with relevant laws and regulations, reduce occupational injuries and safety incidents, and protect the Company's reputation. Moreover, such initiatives strengthen investor confidence and demonstrate the Company's commitment to social responsibility and community engagement, contributing to the sustainable development of both the community and society at large. In January2026, the Company's Human Resources Department conducted the 2025 Employee Opinion Survey to assess the organizational climate and gather employee feedback, serving as an important reference for the continuous optimization of management systems and the workplace environment. The survey covered six dimensions: management and leadership, compensation and benefits, training and development, job content, work environment, and employee response rate were 48.29 %, with an overall satisfaction score of 4. 1. Based on the key issues identified from the survey results, follow-up communication and improvement measures have been planned to continuously enhance the employee experience and organizational effectiveness.	No difference.

Target Audience	Headquarters and Taoyuan Plant
Topic	Leadership and management effectiveness, organizational operations, compensation and benefits, training and education, performance evaluation and career advancement, employee empowerment and engagement and working conditions
Number of Respondents	673
Coverage Rate	48.29%
Responsible Unit	Human resources department
Survey Frequency	Conducted annually
Survey Period	2025/1/1~2025/12/31
Overall Satisfaction	A score of 4.1 on a scale of 1 to 5.
Survey Results	
The overall survey results indicate that the Company performs well in job design and supervisory leadership; however, there remains room for continuous improvement in the compensation and benefits system as well as certain other organizational policies	
Improvement Measures	
Overall, the survey results indicate that the Company has established a sound working environment and management foundation. Moving forward, the Company will continue to enhance employee satisfaction and organizational cohesion through ongoing system improvements and effective communication mechanisms.	

			4. Financial institutions: The Company maintains close attention to its financial performance and engages proactively with financial institutions to ensure effective capital operations and support. 5. Supplier: The company has a purchasing department and a production management department to handle suppliers and processors as a communication channel. 6. Business partners: the Company fosters collaborative and transparent partnerships with business partners, working jointly to drive industry innovation and co-create sustainable value, thereby enhancing overall competitiveness in sustainability. 7. Local communities: The Company provides 12 daily meal boxes to elderly individuals living alone in the local community and maintains open communication channels with neighborhood offices and social media platforms. By fulfilling its corporate social responsibility, the Company strives to give back to society and generate positive social impact. 8. Clients: We publish advertisements and social media from time to time, and each client has a responsible salesperson to deal with their problems. 9. The government and the competent authorities: from time to time, we participate in policy discussions with the competent authorities, cooperate with the competent authorities in monitoring and checking, and set up contact windows to interact well with the competent authorities.	
VI. Does the company appoint a professional stockbroker to conduct the shareholders' meeting?	V		The Company appointed KGI's stock agency department to handle	No difference.
VII. Information Disclosure 1. Does the company have a website to disclose information about its financial operations and corporate governance? 2. Has the Company adopted other methods of information disclosure (e.g., setting up an English website, designating a person in charge of collecting and disclosing company	 V V		 1. The Company has set up an "Investor Zone" website to regularly disclose financial information. Current financial information and corporate governance information are available on the Market Observation Post System and the Company's website to ensure that information that may affect shareholders and stakeholders is disclosed in a timely manner. 2. The Company has dedicated staff to collect and disclose information, and has a website in English and Chinese, and has set up and implemented a spokesperson and proxy spokesperson system.	 No difference. No difference.

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information, implementing a spokesperson system, placing the company's website in the course of corporate meetings, etc.)? 3. Does the company announce and report its financial statements within two months after the end of the fiscal year, and announce and report its first, second and third quarter financial statements and monthly operations well in advance of the required deadline?	V		3. The Company's 2025 annual financial report will be announced within two months after the end of the year, and the first, second and third quarter financial reports and monthly operations will be announced and reported well in advance of the required deadline.	No difference.
VIII. Is there any other important information that can help you understand the operation of the Company's governance (including, but not limited to, employee rights, employee care, investor relations, supplier relations, stakeholder rights, director and supervisor education, implementation of risk management policies and risk measurement standards, implementation of customer policies, and the Company's purchase of liability insurance for directors and supervisors)?	V		1. Employee rights and benefits: The Company has defined the code of conduct for employees, employee benefits, salary and allowance payment standards, and employee education and training in its personnel rules and regulations, and established an "Employee Welfare Committee" to provide various employee welfare measures to protect employee rights and benefits and to implement the welfare system. All policy advocacy, employee voice and counseling are conducted in a two-way communication manner, and the protection of employees' rights and benefits and the implementation of the welfare system are based on laws and regulations. 2. Employee Care: Our company pays attention to the safety and physical and mental health of our employees, providing them with the most comfortable and safe working environment, installing access cards and security systems. At the same time, the company also attaches great importance to the cleanliness of the office environment, and regularly carries out cleaning and disinfection work to improve the quality of the working environment. In addition, we provide free health check-ups for our employees every year to help them keep an eye on and improve their health. When employees need assistance or complaints about difficulties, stress or frustrations in their work and life, the Company has set up a suggestion box for employees and will arrange for their immediate supervisors and human resources units to serve as a consultation window to help solve problems. 3. Investor Relations: The Company has a spokesperson and an acting spokesperson to maintain good interaction with investors, and values their suggestions and advice and gives positive responses.	No difference.

			4. Supplier relationships: The Company maintains good relationships with its suppliers and never makes late payments or defaults on payments to ensure the rights and interests of both parties. 5. Interested party's rights: Interested parties may communicate with the Company and make suggestions to protect their legitimate rights and interests. 6. The Company has completed the director's education program in accordance with the "Guidelines for the Implementation of Further Education for Directors and Supervisors of Listed Companies" (Note 2). 7. Implementation of risk management policies and risk measurement standards: The Company establishes regulations and internal control systems, conducts risk assessment, and implements internal auditing operations. 8. Implementation of customer policy: Our company is committed to quality improvement and professional technology enhancement, through vertical integration of production and marketing, rapid development and production to provide customers with competitive products. 9. The Company has purchased liability insurance for its directors and supervisors: The Company has purchased liability insurance for its directors. 10. Manager and internal audit supervisor's training: (Note 3)	

IX. Please describe the improvements that have been made with respect to the results of the corporate governance assessment released by the Corporate Governance Center of the Taiwan Stock Exchange Corporation in the most recent year, and propose priorities and measures to enhance those that have not yet been improved.

10. Strengthen the structure and operation of the Board of Directors
    - (a) The Company has disclosed in its annual report the results of the resolution and opinions of the independent directors on Article 14-3 of the Securities and Exchange Act in detail.
    - (b) The Company has established a policy on diversity of board members and will disclose the implementation of the diversity policy in the annual report and the Company's website.

2. Improving information transparency
    - (a) The Company has disclosed the information of the management team and the list of top ten shareholders on the Company's website.
    - (b) The Company's annual report discloses the non-audit fees paid to the certified public accountants and their respective accounting firms and the nature of those fees.

3. Implementing Corporate Social Responsibility
    - (a) The Company has disclosed information on employee benefits, retirement systems and personal safety measures on the Company's website.

(Note 1)

Independence Evaluation Form of the Accountant of Singtex Industrial Co., Ltd.

Evaluation unit: Board of Directors

Year of assessment: 2026

Appointed accounting firm: PwC Taiwan

Name of Accountants: YEH, TSUI -MIAO and HUANG, SHIH-CHUN

I. Independence Requirements Review
(If any of the following is checked "Yes," further investigation of the specific facts is required.)

Item	Assessment Content	Please select			Description
		Yes	No	not applicable	
1.	Does the accountant, their spouse, or their underage children have any investment or financial interest - sharing relationship with the company?	☐	▓	☐	
2.	Does the accountant, their spouse, or their underage children have any financial loans with the company? However, this does not apply if the client is a financial institution dealing with normal business.	☐	▓	☐	
3.	Does the accountant audit team member serve as a director, manager, or hold a position that has significant influence over the audit currently or within the past two years?	☐	▓	☐	
4.	Does the accountant or any member of the audit service team promote, broker the stocks or other securities issued by the company?	☐	▓	☐	
5.	Except for services permitted by laws and regulations, do the accountant or any member of the audit service team represent the Company in legal cases or other dispute matters involving third parties?	☐	▓	☐	
6.	Does the accountant or member of the audit service team have a spousal relationship, lineal blood relationship, lineal affinity relationship, or a collateral blood relationship within the second degree with any of the company's directors, managers, or personnel who have significant influence over the audit engagement?	☐	▓	☐	
7.	Have any joint practicing accountants who left their position served as a director, manager, or in a position with significant influence over the audit engagement of the company within the past year?	☐	▓	☐	
8.	Have the accountant or any member of the audit service team accepted gifts of significant value or special preferential treatment from the company, its directors, managers or major shareholders?	☐	▓	☐	
9.	Does the accountant currently employed by the client or the audited entity in a regular position, receiving a fixed salary, or serving as a director or supervisor?	☐	▓	☐	

III. Independence Assessment
(If "No" is checked for any item below, further investigation of the specific facts is required)

Item	Assessment Content	Please select			Description
		Yes	No	not applicable	
1.	When the accountant has a direct or significant indirect interest in the entrusted matters that may affect their impartiality and independence, have they recused themselves and refrained from undertaking the engagement?	■	☐	☐	
2.	When providing audit, review, re-examination, or special audit services on financial statements and issuing an opinion, does the accountant maintain not only substantive independence but also independence in appearance?	■	☐	☐	
3.	Do members of the audit service team, other joint practicing accountants, or shareholders of the accounting firm, as well as the accounting firm itself, its affiliated entities, and network firms, also maintain independence with respect to the Company?	■	☐	☐	
4.	Does the accountant integrity and due diligence?	■	☐	☐	
5.	Does the accountant maintain an impartial and objective position while performing professional services, and avoid allowing bias, conflicts of interest, or personal interests to affect professional judgment?	■	☐	☐	

III. Competency

Item	Assessment Content	Please select			Description
		Yes	Normal	Not good	
1.	Has the accountant had any disciplinary record from the CPA Disciplinary Committee in the past two years? Has the accounting firm, in the past two years or currently, been involved in any significant litigation cases?	■	☐	☐	
2.	Does the accounting firm have sufficient scale, resources, and geographic coverage to handle the company's audit services?	■	☐	☐	
3.	Does the accounting firm have clear quality control procedures? Do these procedures cover aspects such as the levels and key points of audit procedures, methods for handling audit issues and judgments, quality control reviews of independence, and risk management?	■	☐	☐	
4.	Does the accounting firm promptly report any significant issues and developments to the board of Directors regarding risk management, corporate governance, financial accounting, and related risk controls?	■	☐	☐	

Independence Evaluation Form of the Accountant of SINGTEX Industrial Co., Ltd.
Evaluation unit: Board of Directors
Year of assessment: 2026

Appointed accounting firm: PwC Taiwan
Name of Accountants: YEH, TSUI -MIAO and HUANG, SHIH-CHUN

Item	Assessment Content	Please select			Description
		Yes	No	not applicable	
I	Has the CPA independence evaluation questionnaire been completed, and do its conclusions meet the requirements for independence and fitness (qualification) assessment?	▓	□	□	
II	Has the engagement for attestation (audit) services not been continuously appointed for seven consecutive years?	▓	□	□	
III	Has an independence declaration (independence statement) been obtained from the accountant?	▓	□	□	
IV Evaluation and review comments					
▓ The review has been approved, and recommended to retain the original position. □ Others Explanations:					

(Note 2) The circumstances under which directors may pursue further education.

Job Title	Name	Course Name	Course Hours
Chairman of the Board	CHEN, KUO-CHIN	2025 ESG Summit	6
Director	LAI, MEI-HUI	2025 ESG Summit	6
Director	WANG, SHU-FEN	Continuing education program for chief accounting officers of issuers, securities firms, and stock exchanges	12
Director	WANG, YA-KANG	Current status and trends in carbon pricing and carbon trading	3
		NVIDIA's Trillion-Dollar Miracle: new thinking on the semiconductor industry revolution behind artificial intelligence	3
		Legal risks of insider trading and response strategies — focusing on asset disposal events"	3
Independent Director	CHIU, HSIEN-TANG	Analysis of legal liabilities for misrepresentation in sustainability information disclosure (Greenwashing).	3
		2025 briefing session on insider shareholding compliance for emerging stock market companies	3
Independent Director	TU, CHIH-TING	12-hour practical training program for newly appointed directors and supervisors (including independent directors) and corporate governance officers.	12
		2025 ESG Summit	6

(Note 3) The manager and internal audit supervisor will continue their education.

Job Title	Name	Course Name	Course Hours
Finance Director	WANG, SHU-FEN	Continuing education program for chief accounting officers of issuers and stock exchanges	12
Audit Commissioner	HSU, KAI-CHING	Practical audit techniques	6
		Practical audit of subsidiaries	6
Audit Agent	CHEN, CHAO-NIEN	Practical self-assessment	6
		Internal audit personnel: Practical analysis of internal controls related to sustainability information management	6

(Note 4) Status of continuing education for the corporate governance officer

Job Title	Name	Course Name	Course Hours
Finance Director	WANG, SHU-FEN	Practical Workshop on Preparation and Reporting of Sustainability Information	6
		AI Development, Applications, and Emerging Legal Issues	3
		2025 ESG Summit	3

iv. Information on the operation of the Compensation Committee or the Nominating Committee

a. Salary and Compensation Committee Member Information

March 28, 2026

Identity	Conditions Name	Professional Qualifications and Experience	Independent situation	Number of members of compensation committees of other public companies
Convener	TU, CHIH-TING	• Experience as a lecturer of business or corporate administration at a public or private college or university • Professor of the Department of Industrial Management, National Taiwan University of Science and Technology. • There are no cases under Article 30 of the Company Act.	• Independent directors, by the independence criteria, include but are not limited to those who are not directors, supervisors or employees of the Company or its affiliates, including but not limited to themselves, their spouses, second-degree relatives, etc. • Number of shares not held in the company. • Not be a director, supervisor, or employee of a company with which the Company has a specific relationship. • The amount of remuneration for business, legal, financial, and accounting services provided by the Company or its affiliates for the last two years has not been recognized.	None
Committee Members	CHIU, HSIEN-TANG	• Experience as a lecturer of business or corporate administration at a public or private college or university • Professor of Materials Science and Engineering at National Taiwan University of Science and Technology, and Director of the Polymer Society of the Republic of China. • There is no Article 30 of the Company Act.	• Independent directors, by the independence criteria, include but are not limited to those who are not directors, supervisors or employees of the Company or its affiliates, including but not limited to themselves, their spouses, second-degree relatives, etc. • Number of shares not held in the company. • Not be a director, supervisor, or employee of a company with which the Company has a specific relationship. • The amount of remuneration for business, legal, financial, and accounting services provided by the Company or its affiliates for the last two years has not been recognized.	None
Committee Members	WANG, YA-KANG	• Working experience in commercial and textile business • He is currently an independent director of WAH LEE INDUSTRIAL CORP., an independent director of FENG HSIN STEEL CO., LTD, an independent director of WISHER INDUSTRIAL CO., LTD., and a senior consultant of the Taiwan Textile Research Institute. • There are no cases under Article 30 of the Company Act.	• Independent directors, by the independence criteria, include but are not limited to those who are not directors, supervisors, or employees of the Company or its affiliates, including but not limited to themselves, their spouses, second-degree relatives, etc. • Number of shares not held in the company. • Not be a director, supervisor or employee of a company with which the Company has a specific relationship. • The amount of remuneration for business, legal, financial, and accounting services provided by the Company or its affiliates for the last two years has not been recognized.	None

b. information on the operation of the Compensation Committee:

(1) 3 members of our Compensation Committee

(2) The term of office of the current members is from June 30, 2025 to June 12, 2028 (the same date as the term of office of the current Board of Directors). The most recent annual meeting of the Compensation Committee was held 3 times (A), and the qualifications and attendance of the members are as follows:

Job Title	Name	Actual attendance(B)	Number of Attendance by Proxy	Actual attendance rate[B/A] (Note 1)	Notes
Convener	CHEN, SHENG-SAN	1	0	100%	2022.06.15 Re-elected (Resignation 2025.06.13)
Committee Members	CHEN, KAN-NAN	1	0	100%	2022.06.15 Re-elected (Resignation 2025.06.13)
Committee Members	LIN, I-PEI	1	0	100%	2022.06.15 Re-elected (Resignation 2025.06.13)
Convener	DU, JHIH-TING	2	0	100%	Elected (Re-elected 2025.06.13)
Committee Members	CIOU, SIAN-TANG	2	0	100%	Elected (Re-elected 2025.06.13)
Committee Members	HUNG, HUI-SUNG	0	0	0%	Elected (Re-elected 2025.06.13) Resignation 2025.07.23
Committee Members	WANG, YA-KANG	1	0	100%	Elected (Re-elected 2025.08.12)

Other items to be recorded:

1. If the Board of Directors does not adopt or amend the recommendation of the Compensation Committee, it should state the date and period of the Board of Directors' meeting, the content of the resolution, the result of the Board of Directors' resolution and the Company's handling of the recommendation of the Compensation Committee (if the compensation approved by the Board of Directors is better than the recommendation of the Compensation Committee, it should state the difference and the reasons for the difference): None.
2. If a member of the Compensation Committee has objections or reservations and has a record or written statement, he/she should state the date and period of the Compensation Committee, the content of the motion, the opinions of all members and the handling of the opinions of the members: None.

Note 1:

i. Before the end of the fiscal year, if there are changes in committee members or the convener, both the outgoing and incoming members and convener should be listed. In the remark column, indicate whether they are former, newly appointed, or reappointed, along with the date of the change. The actual attendance rate (%) is calculated based on the number of meetings held during their tenure and the number of meetings they actually attended.

ii. If a committee member or convener resigns before the end of the fiscal year, the resignation date should be noted in the remark column. The actual attendance rate (%) is calculated based on the number of meetings held during their tenure and the number of meetings they actually attended.

c. Information on the membership and operation of the Nomination Committee: The Company has not established a Nomination Committee, so it is not applicable

v. Implementation of sustainable development and differences from the Code of Practice for Sustainable Development of Listed and OTC Companies and the reasons for such differences

Evaluation Items	Operating conditions			Differences from the Code of Practice for Sustainable Development of Listed Companies and Reasons
	Yes	No	Abstract Description	
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 delegated by the board of directors to senior management and supervised by the board of directors?	V		Our group's sustainable development governance is overseen by the Board of Directors of the parent company, SINGTEX Industrial Co., Ltd., responsible for overall supervision and strategic direction. Implementation is carried out across operational units through a tiered management structure. Previously, sustainability matters were managed by the ESG Office. In July 2025, the Board established the sustainable development committee and adopted its governing regulations, formally integrating sustainability into the board-authorized governance framework. This elevated sustainability management from a functional initiative to a board-level institutional process.The committee consists of board members and senior management, with terms aligned to the current board. To strengthen decision-making and execution, members are adjusted annually as needed, including Deputy General Managers of R&D and Fabric Manufacturing, enabling alignment of sustainability with technology development and process optimization. We have also established the Sustainable Information Management Procedure, defining processes for data collection, internal review, and disclosure, ensuring consistency between governance and information management. The committee regularly reports progress and key issues to the Board, providing a basis for monitoring and strategic oversight. This governance model—Board supervision, committee coordination, senior management execution, and business unit implementation—has institutionalized sustainability management, moving from project-based initiatives to ongoing, structured operations.	None
II. Does the Company conduct risk assessment on environmental, social and corporate governance issues related to its operations in accordance with the materiality principle and establish relevant risk management policies or strategies?	V		Our group conducts environmental, social, and corporate governance (ESG) assessments related to operations based on the materiality principle. The identification of material topics serves as the practical application of this principle, determining key issues and their priority	Same as the abstract description

Evaluation Items	Operating conditions			Differences from the Code of Practice for Sustainable Development of Listed Companies and Reasons
	Yes	No	Abstract Description	
			levels, which form the basis for risk identification and management planning. The process of identifying material topics combines internal operational experience with industry trends and incorporates stakeholder input with the support of external professional teams. This approach ensures that the assessment outcomes reflect both the group's strategic development direction and external areas of concern. Identified material topics are translated into specific management priorities and action plans according to their impact and operational relevance. Leveraging our vertically integrated operational model, corresponding measures are implemented across environmental, social, and corporate governance dimensions, creating a tangible link between issue management, process optimization, technological advancement, and organizational development. Assessment results of material topics are regularly reviewed and discussed in senior management operational meetings, serving as an important reference for adjusting management measures and operational planning. **Environmental Aspect:** The dyeing, finishing, and material handling processes are energy- and water-intensive, and involve chemical management and regulatory compliance. These issues are directly linked to operational cost structure and supply chain stability. The group promotes annual reduction targets under the "Waste Reduction Competition Regulations", with departments proposing improvement plans and periodically reviewing progress. Energy-saving and waste reduction measures are integrated into process optimization to align environmental management with efficiency improvements and cost structure optimization. **Social Aspect:** Material R&D capabilities and cross-process integration experience are long-term competitive advantages. In line with material topic insights on talent development, the group implements annual training programs and budget review processes under the "SINGTEX Group	

Evaluation Items	Operating conditions			Differences from the Code of Practice for Sustainable Development of Listed Companies and Reasons
	Yes	No	Abstract Description	
			Education & Training Management Procedure", establishing mechanisms for feedback and continuous improvement. Through a mentoring system and retention-linked arrangements, the group enhances the quality of new employee development and organizational stability, ensuring knowledge transfer and technical accumulation to support deeper R&D and product differentiation. **Corporate Governance Aspect:** Material technology and patent portfolios are key assets. The group has adopted the "Intellectual Property Management Procedure", approved by the Board, which clearly defines procedures for the application, maintenance, and utilization of intellectual property. This institutionalizes the connection between R&D outcomes and commercial application, ensuring that technology asset management aligns with the company's long-term development objectives. Overall, by implementing the materiality principle, the group translates issue identification into concrete management actions, creating a mutually reinforcing mechanism that enhances environmental efficiency, builds talent capability, and strengthens technology asset management. Within the vertically integrated operational model, these practices have gradually been incorporated into processes and institutional operations, continuously enhancing operational stability and technological development, while ensuring that material topic management aligns with the company's long-term strategic direction.	
III. Environmental Issues 1. Has the company established a suitable environmental management system according to its industrial characteristics?	V		(I) Integrated Environmental Management The group has established an integrated environmental management framework aligned with the textile material manufacturing process, covering raw material sourcing and textile supply chain management, material and functional textile product safety management, chemical management in dyeing and finishing processes, pollution prevention in material and dyeing processes, process efficiency and smart manufacturing management, as well as environmental and occupational safety management systems. This ensures that	Same as the abstract description.

Evaluation Items	Operating conditions			Differences from the Code of Practice for Sustainable Development of Listed Companies and Reasons
	Yes	No	Abstract Description	
			environmental management is fully aligned with our vertically integrated operations in yarn production, dyeing, lamination, and garment manufacturing. Through the integration of management systems and operational processes, environmental issues—including energy use, water resource utilization, chemical management, and pollution control—are incorporated into daily operations to ensure sustainable and effective implementation of environmental measures. i. Raw Material Sourcing and Supply Chain Management The group has established supply chain management mechanisms in accordance with textile supply chain sustainability requirements, strengthening raw material and chemical management. Subsidiary GFUN Co., Ltd. has implemented GRS, bluesign system, and Higg FEM standards, serving as a key driver for group-wide supply chain management to ensure sustainable sourcing, chemical usage, and resource management in line with international standards. ii. Material and Functional Textile Product Safety Management Some of the group's textile materials have obtained OEKO-TEX Standard 100 certification from TESTEX AG, and certain recycled materials have received the Green Mark certification. Additionally, some products and processes have acquired bluesign system certification, improving chemical management and product environmental safety, ensuring that material and product safety are integrated into the environmental management system. iii. Chemical and Operational Safety in Dyeing and Finishing Dyeing and material processing involve multiple chemicals and operational risks. Internal procedures such as the chemical management procedure, toxic and hazardous chemicals management procedure, and organic solvent safety management procedure govern chemical storage, handling, and safety measures, supported by safety data sheets and training programs. For high-risk operations and external contractors, the hazardous operations management procedure and contractor management procedure establish work permit and	

Evaluation Items	Operating conditions			Differences from the Code of Practice for Sustainable Development of Listed Companies and Reasons
	Yes	No	Abstract Description	
			safety management processes to ensure on-site safety and overall risk control. iv. Pollution Prevention in Dyeing and Material Processing Internal procedures, including the wastewater management procedure and waste management procedure, are implemented to manage wastewater treatment, emissions monitoring, waste classification, and pollution prevention. By integrating formal procedures with daily operations, pollution control measures are continuously applied, ensuring compliance with environmental regulations. v. Process Efficiency and Smart Manufacturing The group continuously improves process efficiency and energy management. Subsidiary integrates smart systems for process and energy management, while the new high-precision dyeing facility in Taoyuan incorporates MES, IoT, and energy management systems to enable integrated process and energy management. 6S management and the waste reduction competition regulations encourage continuous process and resource efficiency improvements. vi. Environmental and Occupational Safety Management Systems Some production sites have implemented ISO 14001 environmental management systems (EMS), among them, GFUN has obtained certification, including the Guanyin plant and supported by internal audits and management reviews. Company also obtained ISO 45001:2018 certification in 2025, enhancing occupational health and safety management. Together, these systems ensure integration of environmental and occupational safety management within the overall governance framework. Through these multi-layered mechanisms, the group ensures that environmental management is fully aligned with integrated operations from yarn production, dyeing, lamination, to garment manufacturing. Continuous review and improvement create a long-term and stable management cycle, progressively enhancing overall environmental management capabilities.	

Evaluation Items	Operating conditions			Differences from the Code of Practice for Sustainable Development of Listed Companies and Reasons
	Yes	No	Abstract Description	
2. Is the company committed to improving energy efficiency and using recycled materials that have a low impact on the environment?	V		(II) Energy Efficiency and Material Sustainability Energy efficiency and material sourcing are key factors affecting the environmental footprint of functional textiles. The group incorporates sustainable materials, design, processes, manufacturing, recycling, and supply chain principles into product and process strategies. Key initiatives include process energy efficiency, low-environmental-impact materials, circular design, and textile material recycling and regeneration technologies. These approaches reduce the environmental burden during production and material use. i. Process Energy Efficiency Improvement Energy efficiency is improved through equipment optimization, process adjustments, and heat recovery. In 2018, improvements to dyeing machine heat exchangers and insulation measures reduced CO_2 emissions by approximately 58.98 tons annually. The use of low liquor ratio dyeing machines and process optimization reduces steam, water, and electricity consumption, with an estimated annual carbon reduction of 238.1 tons. Water-based polyurethane technology is gradually applied to reduce organic solvent usage. ii. Low-Environmental-Impact Materials Development The group develops and applies recycled and bio-based materials, e.g., reusing coffee grounds for functional textiles and bio-based coffee film materials, partially replacing petrochemical raw materials and reducing environmental impact. iii. Circular Design Promotion Product designs are optimized for end-of-life recycling, including single-material structure jackets and polyester material technologies, enhancing recyclability and material circularity. iv. Textile Material Recycling and Regeneration Collaborations with research institutes develop smart clothing recycling systems and chemical depolymerization–repolymerization processes for composite textile waste, producing water- and moisture-resistant polyurethane films. This establishes a textile-to-textile circular material application model and has been recognized with R&D 100 Awards.	Same as the abstract description.

Evaluation Items	Operating conditions			Differences from the Code of Practice for Sustainable Development of Listed Companies and Reasons
	Yes	No	Abstract Description	
			Overall, these initiatives integrate recycled and circular materials into products and processes, reducing environmental impacts over the product life cycle.	
3. Does the company assess the potential risks and opportunities of climate change for the business now and in the future, and take measures to address climate related issues?	V		(III) Climate Risk Management The group has assessed climate-related risks and categorized them into physical risks and transition risks. i. Physical Risks: Include increased extreme weather, unstable water supply, and energy price volatility, potentially affecting production stability and costs. Mitigation includes process optimization, equipment improvements, solvent-free dyeing, natural gas substitution, energy-efficient equipment, wastewater recycling, low liquor ratio dyeing, and waterless yarn dyeing to reduce reliance on external water sources. ii. Transition Risks: Include stricter GHG management, emerging low-carbon and circular regulations, and evolving environmental laws, potentially increasing compliance costs and affecting product and supply chain management. Mitigation includes adjusting product and material composition, managing emissions and resource use, maintaining certifications (bluesign, OEKO-TEX, GRS, ISO/IEC 17025), and developing circular materials and recycling technologies to reduce reliance on virgin petrochemical materials and enhance low-carbon attributes. All mitigation measures are integrated into daily operational management.	Same as the abstract description.
4. Has the company compiled statistics on greenhouse gas emissions, water consumption and total weight of waste for the past two years, and formulated policies for energy conservation and carbon reduction, greenhouse gas reduction, water use reduction or other waste management?	V		(IV) Environmental Performance Monitoring The group continuously tracks GHG emissions, energy use, water consumption, and waste generation to guide energy conservation, carbon reduction, resource efficiency, and environmental management improvements. GHG Emissions: Following ISO 14064-1, Scope 1 and Scope 2 emissions were 7,096.478 tCO_2e in 2023 and 14,417.9202 tCO_2e in	Same as the abstract description.

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Evaluation Items	Operating conditions			Differences from the Code of Practice for Sustainable Development of Listed Companies and Reasons
	Yes	No	Abstract Description	
			2024, reflecting the commissioning of company's second high-precision dyeing facility. Water Management: Total water use was 453,334 m³ in 2023 and 740,163 m³ in 2024. Wastewater treatment, low-liquor-ratio dyeing, and waterless yarn dyeing improve water efficiency and reduce dependence on external sources. Average effluent COD was 85.5 ppm and SS 23 ppm, meeting regulatory standards. Waste Management: Total waste in 2024 was 283,490 kg, managed through recycling, incineration, and legal disposal, minimizing environmental impact. Energy and carbon reduction measures: energy efficiency improvements include heat recovery systems, EMS, and third-party solar PV installations, enhancing energy efficiency and reducing carbon intensity. Overall, environmental performance data is systematically monitored and linked with operational management, continuously reinforcing energy, carbon, water, and waste management initiatives.	
IV. Social Issues 1. Has the company established relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	V		1. The Company complies with labor laws and regulations, including the Labor Standards Law, and has established various management practices to protect the rights and interests of employees and to institutionalize internal operations. In addition, starting in 2020, the "Zero Fee Policy" will be implemented in order to create a harmonious employment environment for labor and capital, in line with the commitment to ethical and fair employment practices, and to prevent forced labor. Migrant workers are not required to pay, directly or indirectly, any fees and expenses other than those required by the laws of the exporting or importing country to secure employment or obtain employment, including monthly fees charged by third-party labor agents for services rendered during the migrant worker's employment, which are borne by the Company.	No differences.

Evaluation Items	Operating conditions			Differences from the Code of Practice for Sustainable Development of Listed Companies and Reasons
	Yes	No	Abstract Description	
2. Does the Company establish and implement reasonable employee benefits (including salary, vacation and other benefits) and appropriately reflect operating performance or results in employee compensation?	V		2. The remuneration and benefits offered by the Company are in accordance with the legal requirements of each country and are never lower than the legal basic wage. The Company adopts a salary policy of equal pay for equal work, and uses the concept of total remuneration to evaluate the bonus system, including salary, benefits, bonuses and bonuses.	No differences.
3. Does the company provide a safe and healthy working environment for its employees and conduct regular safety and health education for them?	V		3. Our company provides a good working environment and regularly conducts employee health checks and safety and health education training. The Company had no fire incidents or casualties in 2025.	No differences.
4. Does the company have an effective career development program for employees?	V		4. Upholding the principle that “talent is the company’s most valuable asset,” the Company is committed to cultivating professionals in the functional textiles industry and enhancing workforce capabilities. To this end, we have established a structured training system based on core competencies, which comprises four main categories: New Employee Orientation, Professional Skills Development, Internal Trainer Development, and Core and Managerial Competency Training. We have also implemented formal procedures for training and guidelines for managing professional certifications of technical personnel. Aligned with our vision of shared growth, collective well-being, and mutual prosperity, the Company promotes employee development programs that balance business performance with human capital sustainability. Each year, training plans are developed based on the Group’s business operations, strategic direction, and future-oriented development goals. These plans include comprehensive training for all levels of personnel, such as onboarding for new hires, advanced training for designated employees, and leadership development programs. A variety of learning methods are employed to support continuous employee growth. Additionally, courses addressing workplace emotional intelligence, stress management, and human rights—such as	No differences.

Evaluation Items	Operating conditions			Differences from the Code of Practice for Sustainable Development of Listed Companies and Reasons
	Yes	No	Abstract Description	
			prevention of workplace misconduct and advocacy against unlawful infringement—are incorporated to strengthen key competencies. In 2025, the Group conducted a total of 261 training sessions (including internal and external programs), reaching 2,583 participants with a cumulative 2,261.5 training hours, at a total investment of NTD 529,060. During annual performance and development reviews, supervisors and employees jointly formulate Individual Development Plans (IDPs). Through ongoing monitoring and feedback, we provide employees with robust career development opportunities, enabling them to leverage their strengths and realize their potential. This dual focus on professional growth and business value creation ensures the sustainable development of both our human and organizational capital.	
5. Does the company comply with relevant laws and international standards, and has a policy and grievance procedure for protecting consumer or customer rights with respect to customer health and safety, customer privacy, marketing and labeling of products and services?	V		5. Our products are sold to international brands, and the products provided must comply with relevant regulations and international standards.	No differences.
6. Does the company have a supplier management policy that requires suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health or labor human rights, and how is it implemented?	V		6. The Company has established a supplier appraisal management system to evaluate suppliers of raw materials and outsourced processing plants, and the requirements of key suppliers in terms of regulations, social and environmental impacts and corporate social responsibility are reflected in the appraisal.	No differences.
V. Does the Company prepare CSR reports, such as CSR reports, that disclose non-financial information by referring to internationally accepted standards or guidelines for the	V		The content structure of the Sustainability Report issued by the Company aligns with the GRI 2021 Guidelines issued by the Global Reporting Initiative (GRI Sustainability Reporting Standards, GRI Standards). It follows the 8 major reporting principles of GRI 2021:	No differences

<table>
<tr><th rowspan="2">Evaluation Items</th><th colspan="3">Operating conditions</th><th rowspan="2">Differences from the Code of Practice for Sustainable Development of Listed Companies and Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Abstract Description</th></tr>
<tr><td>preparation of such reports? Did the Company obtain confirmation or assurance from a third-party certification body for the previously disclosed reports?</td><td></td><td></td><td>Accuracy, Balance, Clarity, Comparability, Completeness, Reliability, Timeliness, and Verifiability. The report corresponds to the Apparel, Accessories & Footwear industry under the Sustainability Accounting Standards Board (SASB) framework, while also aligning with the United Nations Sustainable Development Goals (SDGs) and climate-related disclosures for listed companies. It aims to cover significant issues relevant to stakeholders, demonstrating the company's commitment to sustainability in its operations.
While not externally verified by third-party entities, the Group ensures the accuracy of all financial, environmental, and social data in this report through rigorous internal controls and audit mechanisms.
A number of products have already passed the certification standards of the relevant certification bodies:
Our dyeing and finishing plant are certified by bluesign®, a Swiss environmental certification body.
S.Café® eco-friendly coffee yarn is made from recycled coffee grounds combined with PET bottles.
- Global Recycle Standard (GRS) Certification
- TUV (Germany) regeneration material verification
- Swiss textile OEKO-TEX® Standard 100 class 1 safety certification</td><td></td></tr>
<tr><td colspan="5">vi. If the Company has its own CSR Code in accordance with the "Code of Practice on Corporate Social Responsibility for Listed Companies", please describe the differences between its operation and the Code: The Company has not yet established a ‘Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies’; however, it has been actively promoting corporate social responsibility in alignment with the principles outlined therein.</td></tr>
<tr><td colspan="5">vii. Other important information for understanding the operation of corporate social responsibility:
I. Key points for promoting sustainable implementation status updates
(I) Environmental Protection and Technological Innovation
• Nature Conservation
As of 2025, the company has continuously supported the conservation of Futian Rice Fields in Yilan for 15 years, engaging employeesin rice planting and harvesting activities. Subsidiary GFUN Co., Ltd. has also maintained tree and windbreak care in the Guanyin Industrial Zone for a</td></tr>
</table>

- **Circular Economy and Technological Innovation:**
  - **RePUra™ Technology Breakthrough:** SINGTEX developed the world's first recyclable composite PU functional membrane, RePUra™, addressing the recycling challenge of mixed-material textiles. This innovation received the 2025 R&D100 Global Top 100 Technology Award.
  - **REFIT™ Program Expansion:** In 2025, approximately 68.56 kg (~526 units) of running apparel were collected at the New Taipei Road Running Expo, achieving over 85% collection accuracy. Collection stations have been established at Wugu and Xinzhuang sports centers, with plans for further expansion.
- **Digital Product Passport (DPP):** SINGTEX leads the industry in implementing **Digital Product Passports,** digitizing and transparently disclosing product raw materials, process energy consumption, and sustainability footprint data, complying with EU regulations and enhancing supply chain trust.

(II) **Social Engagement and Education Empowerment**

- **SINGTEX Education Foundation**: Celebrating its first anniversary, the foundation upholds core values of passion, integrity, innovation, service, quality, and giving back, aiming to cultivate talents with action, social care, and sustainability thinking. Key initiatives include:
  - Textile Talent Development: Supporting Fu Jen Catholic University's Textile and Clothing Department "Vietnam Weaving Volunteer Team," integrating textile expertise, aesthetic education, and creative thinking into orphanages in Binh Duong, Vietnam. This fosters students' international vision, social responsibility, and provides underprivileged children with learning opportunities and creativity development.
  - Rural Education Support: Funding San Zhi Junior High School's drum club in New Taipei City, addressing educational resource gaps and helping rural students develop confidence, teamwork, and multiple skills through arts education.
  - Social Education Promotion: Sponsoring the China Love Charity Association to promote gender equality and children's rights via theatrical performances in six New Taipei schools, fostering a respectful, inclusive, and child-friendly campus culture.

Future Outlook: The foundation will continue to embed ESG social responsibility, deepening education empowerment through industry-academic collaboration, community engagement, and partnerships, cultivating professionals with expertise, global perspective, and sustainable values.

- **International Sustainability Partnerships:**

In 2025, launched the Bangladesh Outbound Supply Chain Project, collaborating with Ha-Meem Group and international brands to promote green manufacturing and tree-planting activities with traceable records.

- **Social Welfare Initiatives:**
  - For 15 consecutive years, daily meals have been provided to isolated elders in Guanyin Shulin Village, and 100,000 isolation gowns were donated to the Tri-Service General Hospital to enhance medical protection.
  - Regular environmental cleaning initiatives by factories contribute to safer, cleaner local communities

(III) **Employee Care and Workplace Culture:** SINGTEX Industrial adheres to a "people-centered" philosophy promoting workplace fairness and inclusion, ensuring employees develop careers in a safe and healthy environment. Key measures include:

- **Skill Enhancement and Knowledge Transfer**: Programs such as S.Café® Coffee Courses and SINGTEX Academy enhance employee professional skills and attention to detail.
- **Occupational Health and Safety Training**: Mandatory safety training for both new and current employees to prevent workplace accidents.
- **Health Checkups and On-Site Medical Consultation**: Providing standards exceeding legal requirements and occupational health services.

Work-Life Balance Program: **JA1989** multifunctional space at headquarters offers Pilates and other courses led by certified internal instructors, supporting stress relief and wellness. **Employee Feedback Platform:** Anonymous suggestion boxes and periodic satisfaction surveys enable secure, two-way communication and continuous improvement. **Job Creation:** Collaboration with local care organizations at the Guanyin Dyeing Facility to employ persons with disabilities, supporting workplace integration and quality of life. **Support for Female Employees**Lactation rooms, childcare subsidies, maternity allowances, awarded New Taipei City "Craftsmanship Excellence Award - Promoting Fair and Diverse Workplaces: Participating in Patagonia "No Fee" Program, covering agency fees for foreign workers to reduce financial burden. **II. Updates on Deviations from Sustainability Practice Guidelines** SINGTEX Industrial largely exceeds guideline requirements. Key strategic shifts explaining deviations include: (I)**Transition from "Manufacturer" to "Value Creator":** SINGTEX moves from passive compliance to proactive industry transformation through technology-led strategies (e.g., RePUra™ and Circu-Texfilm) and sustainability transparency as a core competitive advantage. (II) **Implementation of Systematic, Digital Management:** Using Digital Product Passport (DPP) to consolidate departmental data, transforming verbal commitments into verifiable sustainability systems, exceeding basic transparency requirements of practical guidelines. (III)**Deepening Social Impact:** Establishing the professional SINGTEX Education Foundation scales and institutionalizes CSR activities, shifting from short-term donations to long-term education support and cultural embedding, achieving broader societal benefit. **Building International Circular Supply Chain Platforms:** Sustainability actions extend from material R&D to international partnerships (e.g., Bangladesh supply chain project), sharing future risks with global brands and establishing a cross-border green ecosystem.	

Items	Implementation Status
viii. Climate-Related Disclosures for TWSE/TPEx Listed Companies	
1.Describe the Board and management's supervision and governance of climate-related risks and opportunities.	Under the aforementioned sustainability governance framework, climate-related risks and opportunities have been fully integrated into the group's overall operational management system. Management is responsible for the daily assessment and operational adjustments, continuously monitoring the impacts of climate factors on business activities and long-term development throughout relevant decision-making processes. The group's operations are centered on the manufacturing of functional textile materials, where climate issues are highly correlated with production activities. Energy efficiency and process design directly affect both emission intensity and cost structure. Given this operational characteristic, climate factors are incorporated into overall operational management and strategic planning, and are reflected in business decisions, ensuring alignment of climate considerations with process efficiency, product structure, and operational development directions. Relevant management measures are implemented by each business unit according to their responsibilities, covering aspects such as energy consumption, process efficiency, raw material supply, and market fluctuations. These are periodically reviewed in management-level

	operational meetings. When significant capital expenditures, capacity allocation, or long-term strategic decisions are involved, management evaluates the issues comprehensively and submits proposals to the board of Directors in accordance with corporate governance procedures. The board deliberates and supervises these major matters to ensure consistency between investment planning and long-term operational strategies. Decisions are then fed back to the operational level as a basis for subsequent process optimization and resource allocation adjustments. In addition, board members participate in corporate governance, climate change, and sustainability-related training programs and professional forums, continuously tracking developments in carbon markets, policy trends, and industry dynamics, thereby strengthening the board's strategic judgment and oversight capabilities regarding climate-related risks and sustainability issues. Overall, climate-related risks and opportunities have been integrated into the group's operational management and board oversight framework, maintaining alignment with process efficiency improvements, technological development, and long-term operational strategies. Through layered governance—board supervision, management execution, and operational unit implementation—climate-related issues are continuously incorporated into business decision-making and operational management, gradually enhancing the Group's resilience to climate change and its long-term development foundation.
2.Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the Company (short-term, medium-term, long-term)	The group evaluates the impacts of climate factors on business development, product strategy, and financial planning across short-, medium-, and long-term timeframes. I. Short-term: Climate factors primarily manifest through energy and raw material price fluctuations. Dyeing, finishing, and material processing are energy- and water-intensive, so increases in energy prices raise unit production costs and affect pricing flexibility. To mitigate these impacts, the group continuously implements energy-efficient equipment upgrades and process optimizations, maintaining stable energy efficiency. Techniques such as heat recovery, water reuse, low bath ratio dyeing, and waterless yarn dyeing gradually reduce per-unit energy and water intensity. Short-term financial effects are mainly reflected in changes to energy costs and the manufacturing cost structure. II. Medium-term: As carbon pricing mechanisms and brand-level decarbonization requirements become more concrete, material sourcing, recycling ratios, and carbon footprint transparency increasingly become conditions for order acceptance. For multi-layer functional products, the ability to adjust materials directly influences product competitiveness and market acceptance. The group continues to advance material R&D, developing capabilities across material formulations, film technology, and process integration, while also developing depolymerization and remanufacturing technologies to enable material recirculation within the overall functional product system. These factors gradually affect product mix and gross margin structure. III. Long-term: Low-carbon regulations and supply chain transparency will become fundamental industry requirements, shifting competition from cost efficiency toward deep material technology and integration capabilities. When brands integrate carbon management and material technology into procurement decisions, strong integration capabilities help maintain partnership stability and market positioning. Long-term financial effects are primarily reflected in adjustments to product positioning and profit structure. In summary, climate factors influence operations through adjustments in cost structure and material standards, gradually translating into changes in product mix and profitability. By continuously enhancing material R&D and process integration capabilities, the group strengthens its competitive advantage in the low-carbon and circular materials market.

	Furthermore, the group continuously monitors international climate policies, carbon pricing mechanisms, and brand-level decarbonization requirements, integrating these considerations into operational management and strategic evaluations.
3. Description of the Financial Impacts of Extreme Weather Events and Transition Actions	In 2025, no operational disruptions or significant asset damages were caused by extreme climate events, and business operations and asset performance remained normal. During the period, there were no major production stoppages or asset impairments attributable to climate factors, and overall financial performance remained stable. The financial impact of climate-related factors during the year primarily reflected fluctuations in energy prices and certain raw material costs. Changes in energy costs affected the manufacturing cost structure and gross margin to some extent; however, overall variations remained within the scope of operational adjustments and did not materially affect the group's financial position or cash flows. Regarding transition actions, the group continued equipment upgrades and capacity adjustments. Related expenditures are capitalized and depreciated in accordance with accounting standards. Initial deployment of new capacity had a temporary impact on profitability structure, representing a structural adjustment within the operational upgrading process. Based on the aforementioned operational upgrades and cost fluctuations, the group also continues to monitor potential impacts of future energy market changes, carbon pricing mechanisms, and customer decarbonization requirements on cost structure and capital expenditure planning. Through process efficiency optimization and product mix adjustments, the group enhances operational flexibility and cost absorption capability, strengthening its financial resilience. Overall, climate-related factors did not materially affect the group's financial structure or operating results in 2025. Future impacts will primarily depend on energy market fluctuations, carbon pricing developments, and evolving industry regulations, which the group will continue to carefully evaluate with respect to their potential effects on operations and financial performance.
4. Describe how the identification, assessment, and management processes of climate-related risks are integrated into the overall risk management system.	The group's operations are closely linked to process efficiency and material utilization, and the impact of climate factors on business is primarily reflected in process optimization and material allocation adjustments. Based on these operational characteristics, climate-related issues have been incorporated into daily operational assessments and decision-making, and are integrated within the overall risk management framework. Climate risk management is primarily conducted through monthly operational management meetings convened by the group's deputy general managers according to their responsibilities. These meetings cover topics such as R&D progress, process efficiency, energy usage, sustainable material deployment, and cost structure, with climate-related risks and opportunities considered alongside these operational issues to ensure alignment between climate factors, operational decisions, and resource allocation. Key discussion points from the meetings are reviewed by the management team and submitted to the general manager and chairman for direction. Relevant units then continuously track and implement the prescribed actions. For matters involving significant capital expenditures, capacity allocation, or long-term strategic direction, proposals are submitted to the board of Directors for review according to corporate governance procedures, ensuring alignment between operational management and board oversight. Overall, the identification, assessment, and management of climate risks are integrated into the group's existing operational management and decision-making processes within the broader risk management framework. Climate considerations are continuously incorporated into operational risk assessments and strategic planning in response to changing external conditions.

5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts applied in the analysis.	At the current stage, the group evaluates climate-related resilience based on operational experience and changes in cost structure, focusing on the impact of energy price fluctuations, process stability, and market demand variations on business operations. The assessment does not yet incorporate quantitative climate scenario models or specific financial simulation parameters. However, the group continuously monitors developments in international climate policies, energy markets, and carbon pricing mechanisms, and considers these changes as references in operational management and cost structure evaluations. Climate-related factors may affect energy cost structure, unit manufacturing costs, and gross margin fluctuations. The group continues to optimize energy efficiency and process allocation through equipment upgrades and capacity adjustments, ensuring operational flexibility and adaptability in response to external environmental changes. Going forward, the group will disclose climate-related information in its 2025 sustainability report in accordance with the TCFD framework. Based on existing operational management practices, the Group will continue to refine its climate risk assessment and management mechanisms, gradually strengthening operational resilience in the face of climate change.
6. If there is a transition plan to manage climate-related risks, describe the content of the plan, as well as the indicators and targets used to identify and manage physical risks and transition risks.	Climate-related risk management has been integrated into the group's operational development and technology deployment strategies. Previous transition efforts have focused on product portfolio optimization and market strategy adjustments, including the development of high-performance products and the deployment of circular materials, representing the group's core approach to addressing climate change trends and evolving market demands. In terms of risk identification and management, the group monitors supply chain stability, technology upgrade requirements, and market structure changes as key factors for assessing both physical and transition risks. These considerations are reflected in capital expenditure planning and R&D investment directions. Operational indicators, such as the proportion of environmentally friendly procurement and the sales share of eco-friendly products, are continuously tracked to monitor progress. At present, no separate quantitative climate transition targets have been set; the group's strategy remains focused on product portfolio optimization and deepening technological deployment as the main approach to managing climate-related risks.
7. If internal carbon pricing is used as a planning tool, describe the basis for price determination.	The group has not yet implemented an internal carbon pricing mechanism. However, when evaluating energy-saving investments, process optimization, and energy management measures, the potential costs of carbon emissions and the impact of future carbon pricing policies are already incorporated into overall decision-making considerations. Moving forward, the feasibility of introducing an internal carbon pricing mechanism will be gradually assessed based on operational development and evolving climate policy trends.
8. If climate-related targets have been established, describe the covered activities, greenhouse gas emission scopes, planning timeline, and annual progress toward achievement. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve such targets, disclose the sources and	The group's greenhouse gas reduction management primarily covers emissions related to manufacturing activities, including direct emissions and indirect emissions from energy use. Other indirect emissions are gradually evaluated for their operational impact based on available supply chain data. Considering that some production sites have undergone operational adjustments and capacity changes in recent years, emission volumes and reporting boundaries have varied. After an overall review, the group has set 2025 as the baseline year for greenhouse gas management. subsequent reduction planning and performance tracking will be based on the inventory results of this baseline year to ensure data comparability and consistent management.

quantities of carbon credits or RECs used.	Regarding reduction targets, the mid-term plan aims to reduce greenhouse gas emissions by 15% by 2030, gradually lowering energy intensity through energy management and process efficiency improvements. The long-term goal remains carbon neutrality by 2050. At the annual execution level, each production site continues to implement energy-saving measures, and recent years' targets of a 1% annual electricity savings have been consistently achieved. The current reduction strategy primarily relies on actual emission reductions, rather than carbon offsets or renewable energy certificates. If such mechanisms are used in the future, the group will disclose the sources and quantities of offsets or renewable energy certificates in accordance with actual implementation.
9. The greenhouse gas inventory and assurance status, reduction targets, strategies, and specific action (To be further detailed in Sections 1-1 and 1-2)	
1-1 Greenhouse Gas (GHG) Inventory and Assurance in the Past Two Years	
1-1-1 GHG Inventory Information Disclose the total greenhouse gas emissions (in metric tons of CO_2e), emissions intensity (in metric tons of CO_2e per million NTD), and the scope of data coverage for the most recent two fiscal years.	In 2024, the Group's greenhouse gas emissions totaled 15,123 metric tons CO_2e, with an emission intensity of 157.3 metric tons CO_2e per NT$1 million revenue. In2025, greenhouse gas emissions totaled 24,521 metric tons CO_2e, with an emission intensity of 154.4 metric tons CO_2e per NT$1 million revenue. The data covers Scope 1 (direct emissions) and Scope 2 (indirect emissions from energy use) for the Group's operations in Taiwan.
1-1-2 GHG Assurance Information Describe the assurance status of GHG emissions data for the most recent two years as of the publication date of the annual report. This should include the scope of assurance, assurance provider, assurance standards applied, and the assurance opinion.	According to the current regulatory schedule, the group is not yet required to obtain assurance for greenhouse gas inventory information. However, to strengthen the management foundation necessary for assurance, the group has voluntarily conducted greenhouse gas inventory since 2022, continuously improving management systems and data mechanisms. Third-party assurance is also incorporated into the overall planning, with ongoing progress aligned with the timeline announced by the competent authorities.
1-2 GHG Reduction Targets, Strategies, and Action Plans Provide a statement of the base year and baseline data for GHG reduction, the reduction targets, strategies, specific action plans, and progress	I. Greenhouse Gas Reduction Base Year and Data The group originally designated 2024 as the base year for greenhouse gas reduction management. However, due to operational structure adjustments and plant consolidation during that year, production capacity was reorganized, and GFUN's "High-Precision Eco-Friendly Dyeing & Finishing Plant 2" entered a trial production phase from the second quarter. These factors caused transitional fluctuations in emission volumes and inventory boundaries during the year, with impacts extending into 2025. Continuing to use 2024 as the reduction

towards achieving the stated reduction targets.	base year would affect the comparability and trend interpretation of reduction performance, as the operational structure had not yet stabilized. After reviewing overall operations and emissions, 2025 was considered more stable and representative in terms of operational scale and emission structure. Therefore, 2025 has been adopted as the Greenhouse Gas management base year, serving as the reference for subsequent reduction planning and performance tracking mechanisms. Based on the 2025 base year, the group's total Greenhouse Gas emissions amounted to approximately 24,521 t CO_2e, primarily from electricity and natural gas used in production processes. This adjustment to the base year is a management decision in response to operational changes, while inventory methods, emission scope definitions, and calculation principles remain consistent with established procedures, maintaining data comparability. II. Reduction Targets The group disclosed short-term, medium-term and long-term Greenhouse Gas reduction targets in the 2024 sustainability report, including a 5% reduction within five years, a 15% reduction by 2030, and a long-term carbon neutrality goal by 2050. Given the adjustment of the base year to 2025, the Group is currently reviewing and re-evaluating its existing reduction plans to ensure alignment between targets, baseline data, and operational structure. During this review period, the overall reduction direction remains consistent, continuing to target the 2030 reduction goal and 2050 carbon neutrality, with ongoing implementation of energy-saving and energy management measures. The base year inventory indicates that emissions are mainly concentrated in process energy use. In recent years, energy efficiency has gradually improved through energy-saving adjustments in production equipment and optimization of operational conditions. Under current equipment configurations and operating conditions, further reduction through equipment replacement alone is increasingly limited. Considering the emission structure and actual operations, future reduction management will focus on improving energy intensity per unit of output, enhancing energy efficiency through continuous process optimization and energy management practices, thereby strengthening the effectiveness of Greenhouse gas reduction efforts. III. Reduction Strategies and Action Plans (I) Process Energy Savings and Heat Recovery Dyeing and finishing processes are energy-intensive, with natural gas as the primary energy source. To reduce fuel consumption intensity, a heat recovery system has been installed on stenters, along with heat exchangers for wastewater, capturing heat from high-temperature exhaust gas and wastewater for process preheating to reduce natural gas usage. Most energy-saving equipment has been installed, and the current focus is on optimizing operating conditions and system integration. (II) Smart Energy Management and Data Monitoring An Energy Management System (EMS) has been implemented to establish a basis for unit product energy consumption analysis. Real-time data is integrated via an energy monitoring platform to support process management and energy use assessment. (III) Renewable Energy Application

	Some of the group's plant rooftops have been leased to professional operators for solar power generation, gradually incorporating renewable energy into operations. Future plans include carefully evaluating the feasibility of expanding rooftop installations according to overall energy planning, to continue optimizing the energy structure. IV. Reduction Target Achievement By the end of 2025, relevant energy-saving equipment and energy management measures had been incorporated into daily operational management and are being continuously implemented. Current reduction efforts focus on managing and optimizing energy intensity, and progress will continue to be reviewed and adjusted according to actual operational conditions, steadily advancing the achievement of reduction targets.

vi. Fulfillment of the Code of Conduct with Integrity and Differences from the Code of Conduct for Listed Companies and Reasons:

Evaluation Items	Operating conditions			Differences from the Code of Conduct for Listed Companies and Reasons
	Yes	No	Abstract Description	
I. Establishing integrity management policies and programs				
1. Does the Company have an ethical management policy approved by the Board of Directors, and does it state in its bylaws and external documents its policies and practices on ethical management and the commitment of the Board of Directors and senior management to actively implement the management policy?	V		1. The Company has established the "Operating Procedures and Conduct Guidelines for Integrity" approved by the Board of Directors to implement and standardize the concept of operating with integrity.	No difference
2. Has the Company established a mechanism to assess the risk of dishonest acts, regularly analyze and evaluate the business activities within the scope of business that have a higher risk of dishonest acts, and formulate a plan to prevent dishonest acts accordingly, and at least cover the preventive measures for each of the acts in paragraph 2 of Article 7 of the "Code of Conduct for Listed Companies with Integrity"?	V		2. The Company's "Procedures and Practices for Integrity Management" has established preventive measures for business activities with a higher risk of dishonest conduct in Article 7, Paragraph 2 of the "Code of Conduct for Listed and OTC Companies" or other business areas.	No difference

3. Does the Company specify the operating procedures, conduct guidelines, disciplinary and grievance systems for non-compliance in its dishonesty prevention program, and implement them, and regularly review and revise the previously disclosed program?	V		3. In addition to the prohibition of dishonest practices as specified in the "Integrity Management Procedures and Conduct Guidelines," we comply with relevant laws and policies.	No difference
II. Implementation of integrity management 1. Does the Company evaluate the integrity record of its counterparties and specify the integrity terms in the contracts it signs with them?	V		1. The Company's "Procedures and Practices for Integrity Management" stipulates that when entering into a contract with another party, the Company should fully understand the other party's integrity management status, and should include integrity management in the contract terms or specify integrity matters.	No difference
2. Does the Company have a dedicated unit under the Board of Directors to promote corporate integrity and report to the Board of Directors on a regular basis (at least once a year) on its policies on ethical management and programs to prevent dishonest practices and monitor their implementation?	V		2. The Company has established a dedicated unit, the Finance Department, with the Vice President of the General Management Office as the convener, to promote the corporate integrity management policy and dishonesty prevention program and monitor the implementation thereof, and to report to the Board of Directors on March 10, 2026 on the implementation of integrity management in 2025.The Company has implemented an integrity management policy and the related performance in 2025 is as follows: (1) Internal promotion: Internal rules and regulations are promoted within the Group and posted on the Company's intranet site to enhance the concept of honest management and legal compliance among employees and prevent the occurrence of dishonest acts. (2) Regular audits: Corruption risk assessments are conducted for each of the Company's operating activities, and the results and guidelines are explained at supervisors' meetings, and supervisors are required to instruct employees to implement them. (3) There is no violation of the Integrity Management Policy in 2025.	No difference

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3. Does the company have a conflict-of-interest prevention policy, provide appropriate channels for presentation, and implement it?	V		3. The Company's "Procedures and Conduct Guidelines for Integrity Management" stipulates the relevant regulations on recusal and presentation channels, and provides a contact email address on the Company's website for interested parties to file complaints.	No difference
4. Has the Company established an effective accounting system and internal control system for the implementation of integrity management, and has the internal audit unit prepared an audit plan based on the assessment of the risk of dishonesty, and checked the compliance of the dishonesty prevention program accordingly, or appointed an accountant to perform the audit?	V		4. The Company has established an accounting system, an internal control system, and an auditing unit to perform audits in order to implement honest operations, and its operations are in good condition.	No difference
5. Does the company hold regular internal and external education and training on integrity management?	V		5. The Company regularly conducts internal communications to arrange for the chairman, general manager or senior management to communicate the importance of integrity to directors, employees and appointees	No difference
iii. Operation of the Corporate Prosecution System 1. Does the company have a specific reporting and reward system, and has it established a reporting channel to facilitate reporting and assigned appropriate staff to receive reports on the subject?	V		1. The Company has specified in the "Procedures and Conduct Guidelines for Integrity Management" that internal and external personnel are encouraged to report dishonest acts or misconduct, and a bonus of up to NT$10,000 will be paid depending on the severity of the report, as approved by the Board of Directors.	No difference
2. Does the Company have standard operating procedures for investigation of whistleblowing matters, follow-up measures to be taken after the completion of the investigation and relevant confidentiality mechanisms?	V		2. The Company's personnel involved in the handling of reports shall declare in writing that the identity of the person making the report and the contents of the report shall be kept confidential and shall be handled by a dedicated unit of the Company in accordance with the procedures set forth in the "Procedures and Conduct Guidelines for Integrity Management.	No difference

3. Does the Company take measures to protect whistleblowers from being improperly disciplined for making reports?	V		3. The Company is committed to protecting the Whistleblower from improper action as a result of the Whistleblowing.	No difference
iv. Enhance information disclosure 1. Does the company disclose the content and effectiveness of its Code of Conduct on Integrity on its website and on the Market Observation Post System?	V		The Company's "Integrity Management Procedures and Conduct Guidelines" are posted on the Company's website.	No difference
v. The Company's "Integrity Management Procedures and Conduct Guidelines" are posted on the Company's website: The Company has established and approved by the Board of Directors the "Operating Procedures and Conduct Guidelines for Integrity", and the Board of Directors and the management are committed to actively implement them, and they are actually carried out in internal management and external business activities.				
vi. Other important information for understanding the integrity of the Company's operations: (e.g., the Company's review of the amendments to its Code of Conduct on Integrity, etc.) None				

vii. Other important information to enhance the understanding of the operation of corporate governance: None.

viii. The status of implementation of the internal control system should disclose the following matters.

1. Internal Control Statement: please refer to the market observation post system (MOPS) at: https://mops.twse.com.tw/mops/#/web/t06sg20
   To access relevant information, search for the company code: 4433.
   Access Path:
   MOPS > Individual Company > Corporate Governance > Company Regulations / Internal Control > Internal Control Statement Announcement
2. CPA Special Review of Internal Control System: No CPA review report is available.

ix. Significant resolutions of the shareholders' meeting and the board of directors for the most recent year and up to the date of printing of the annual report:

1. Important Resolutions of the Annual General Meeting of shareholders' meeting 2025:

Meeting Name	Date	Resolution Items
General Meeting of Shareholders	2025.06.30	1. To ratify the 2024 Annual Report on Operations and Financial Statements. Implementation: Resolution passed.
		2. The Company has recognized the distribution of earnings for 2024. Implementation: Resolution passed. The board of directors has been authorized by the shareholders' meeting to handle the related matters. Based on the ex-dividend date of July 29, 2025, a cash dividend of NT$1 per share will be distributed, totaling NT$60,439,774, which will be paid on August 14, 2025.

2. Important resolutions of the Board of Directors for the year 2025 and up to the date of printing of the annual report:

Date	Meeting	Important Resolutions
2025.01.23	Board of Directors	1. Resolution to approve the establishment of a new financing facility for fund lending from the Company to its grandchild company. 2. Resolution to approve the financing facility for fund lending from a subsidiary to its grandchild company. 3. Resolution to approve the Company’s 2025 operational plan and financial budget. 4. Resolution to approve the monthly fixed salary remuneration for managerial personnel of Singtex Industrial Co., Ltd. following personnel changes. 5. Resolution to approve the 2024 year-end bonus and 2025 fixed salary remuneration for directors concurrently serving as managerial officers, as well as related compensation arrangements for directors and managerial officers. 6. Resolution to approve the 2024 year-end bonus and 2025 fixed salary remuneration for directors concurrently serving as managerial officers, as well as related compensation arrangements for directors. Implementation: Completed in accordance with the resolution of the board of directors.
2025.02.26	Board of Directors	1. Approved the annual business report of the Company for the year 2024. 2. Approved the financial statements and consolidated financial statements of the Company for the year 2024. 3. Approved the distribution of director and employee remuneration for the year 2024 for the Company. 4. Approved the profit distribution for the year 2024 for the Company. 5. Approved the distribution of surplus reserves. 6. Approved the evaluation of financing transfers for amounts exceeding normal credit/trading periods by more than three months as of December 31, 2024. 7. Approval of the company’s periodic assessment of the independence and competence of the appointed certified public accountant. 8. Approval of the subsidiary’s proposal to apply to financial institutions for a credit facility. 9. Approval of the full re-election of the company’s board of directors. 10. Approval to submit to the shareholders’ meeting a proposal to lift the non-compete restrictions for the newly elected directors of the next term. 11. Approved the termination of private placement approved at the Company's 2025 Annual General Meeting. 12. Approved the convening of the Company's 2025 Annual General Meeting Implementation: Completed in accordance with the resolution of the board of directors.

Date	Meeting	Important Resolutions
2025.03. 26	Board of Directors	1. Approved the statement of internal control systems of the Company for the year 2024. 2. Approved the insurance of directors' and executives' liability insurance for the Company. 3. Approved the proposal for subsidiary GFUN to apply for a credit limit from financial institutions. 4. Approved the proposal for the Company to apply for a credit limit from financial institutions. 5. Approval to cancel the funding loan facility of the subsidiary to its Vietnamese sub-subsidiary. 6. Approval of the funding loan facility of the subsidiary to its Vietnamese sub-subsidiary. 7. Approval to sell the shares of the Vietnamese company held by the overseas subsidiary. 8. Approval to sell the shares of the Vietnamese company held by the overseas subsidiary. Implementation: Completed in accordance with the resolution of the board of directors.
2025.05.13	Board of Directors	1. Approved the proposal for the Company’s 2025 Q1 Consolidated Financial Statements 2. Approved the proposal for Assessment of Conversion of Funds into Loans for Entities Exceeding Normal Credit/Transaction Periods by More than Three Months and with Significant Amounts as of March 31, 2025 3. Approval for the Company’s proposed application for a credit facility from financial institutions. 4. Approval for the Company’s funding loan to the sub-subsidiary with an additional one-year term. 5. Approval for the subsidiary’s proposed application for a credit facility from financial institutions. 6. Approval for the Company’s endorsement and guarantee of the subsidiary’s existing bank credit facilities and any additional facilities. 7. Approval for the subsidiary’s funding loan to the sub-subsidiary Implementation: Completed in accordance with the resolution of the board of directors.
2025.06.13	Board of Directors	1. Approval for the Company’s proposed appointment of a member to the 6th Compensation Committee. Implementation: Completed in accordance with the resolution of the board of directors.
2025.06.30	Board of Directors	1. Approval for the Company’s proposed appointment of the Chairman and Vice Chairman. Implementation: Completed in accordance with the resolution of the board of directors.
2025.07.08	Board of Directors	1. Approval of the record date for the distribution of cash dividends from the Company’s retained earnings and capital surplus. 2. Approval of the Company’s proposal to apply for a credit facility from financial institutions. 3. Approval of the Company’s endorsement and guarantee for the extension of its subsidiary’s existing bank credit facility. 4. Approval of the financing limit granted by the subsidiary to its sub-subsidiary 5. Approval of the addition of the “Sustainable Development Committee Rules” of the Company. 6. Approval of the appointment of members to the Company’s first Sustainable Development Committee. 7. Approval of the revision of the Company’s “Approval Authority Table.” 8. Approval of the review of fixed monthly salaries for newly appointed and promoted managers of the Company in June 2025. 9. Approval of the review of salary adjustments for the Company’s managers in July 2025. Implementation: Completed in accordance with the resolution of the board of directors.
2025.08.12	Board of Directors	1. Approved the proposal the company's 2025 Q2 consolidated financial statements 2. Approved the proposal assessment of conversion of funds into loans for entities exceeding normal credit/transaction periods by more than three months and with significant amounts as of June 30, 2025

Date	Meeting	Important Resolutions
		3. Approval of the Company's proposal to extend the financing limit granted to its subsidiary for one additional year. 4. Approval of the Company's 2024 Sustainability Report. 5. Approval of the Company's proposal to retroactively appoint a member to the Compensation Committee. Implementation: Completed in accordance with the resolution of the board of directors.
2025.11.13	Board of Directors	1. Approved the proposal the company's 2025 Q3 consolidated financial statements 2. Approved the proposal assessment of conversion of funds into loans for entities exceeding normal credit/transaction periods by more than three months and with significant amounts as of September 30, 2025 3. Approval of the subsidiary's proposal to apply for credit facility from financial institutions. 4. Approval of the Company's endorsement and guarantee for its subsidiary's bank credit facility. 5. Approval of the Company's financing to its sub-subsidiary. 6. Approval of the Company's financing to its subsidiary. 7. Approval of the appointment of an additional member to the Sustainable Development Committee and the supplementary appointment of a committee member. 8. Approval of the amendment to the Company's "Sustainable Development Committee Rules." 9. Approval of the addition of the Company's "Intellectual Property Management Measures." 10. Approval of the revision of the Company's internal control system. 11. Approval of the Company's 2026 audit plan. Implementation: Completed in accordance with the resolution of the board of directors.
2026.01.22	Board of Directors	1. Approval of the Company's 2026 business plan and financial budget. 2. Approval of the subsidiary's provision of financing to its grandchild company. 3. Approval of the cancellation of the subsidiary's financing to its Vietnam-based grandchild company. 4 Approval of the subsidiary's application for credit facilities from financial institutions. 5.Approval of the Company's investment in its subsidiary. 6. Approval of the definition of "junior employees" within the Company. 7. Approval of the revision to the Company's "Authority and Approval Table." Implementation Status: Completed in accordance with the Board of Directors' resolution.
2026.02.03	Board of Directors	1. Approval of the Company's executives' 2025 year-end and Resolution on fixed salary remuneration for fiscal year 2026 2. Approval of the Company's executives' 2025 year-end bonus and 2026 fixed salary Implementation: Completed in accordance with the resolution of the board of directors.
2026.03.11	Board of Directors	1. Approval of the Company's 2026 annual business report 2. Approval of the Company's 2026 financial statement and consolidated financial statements. 3. Approval of the allocation of directors' remuneration and employees' compensation for 2025. 4. Approval of the 2025 profit distribution plan. 5. Approval to evaluation whether any funds extended that exceeded the normal credit/transaction period by more than three months and were of significant amount as of December 31, 2025 should be reclassified as loans. 6. Approval of the regular evaluation of the independence and suitability of the company's certified public accountants. 7. Approval of the Company's endorsement and guarantee for subsidiary bank credit facilities. 8. Approval of the subsidiary's application for credit facilities from financial institutions. 9. Approval of the Company's application for credit facilities from financial institutions.

Date	Meeting	Important Resolutions
		10. Approval of the subsidiary's application for credit facilities from financial institutions. 11. Approval of the Company's provision of financing to the subsidiary company. 12. Approval of the 2025 Internal Control Statement of the Company. 13. Approval of the by-election of one independent director. 14. Approval of the nomination and review of the its of independent director candidates. 15. Approval to propose to the Shareholders' Meeting the removal of the non-compete restriction for newly appointed directors 16. Approval of the convening of the Company's 2026 Shareholders' Meeting. Implementation: Completed in accordance with the resolution of the board of directors.

x. For the most recent year and as of the printing date of the annual report, if the directors or supervisors have different opinions on important resolutions passed by the board of directors and there are records or written statements of such opinions, the main content of such opinions: None.

IV. Accountants' Public Expense Information

1. The amount of audit and non-audit fees and non-audit services paid to the certified public accountants, their respective firms and affiliates should be disclosed.

Unit: NT$ thousand

Name of accounting firm	Accountant's Name	Audit Fees	Non-audit fee					Total	Accountants' review period	Note
			System Design	Business Design	Human Resources	Other	Subtotal			
PwC Taiwan.	YEH, TSUI -MIAO HUANG, SHIH-CHUN	5,325	-	-	-	500	500	5,825	2025	Non-audit fee is for tax visa fee in 2025

2. If there is a change in the accounting firm and the audit fee paid in the year of the change is less than the audit fee paid in the year before the change, the amount of the audit fee before and after the change and the reasons for the change should be disclosed: None.
3. If the audit fee has decreased by 10% or more from the previous year, the amount, percentage and reason for the decrease shall be disclosed: None.

V. Change of accountant information:

The Company cooperates with the internal rotation mechanism of the R.O.C. & Associates, and the latest annual rotation is as follows:

1. We will change the accountants for the financial statements starting from the first quarter of 2023. The former CPAs are YEH, TSUI -MIAO and WU, YU- LUNG, and the new CPAs are YEH, TSUI -MIAO and HUANG, SHIH-CHUN.
2. We will change the accountants for the financial statements starting from the first quarter of 2022. The former accountants are WU, YU- LUNG and WANG, FANG-YU, and the new accountants are YEH, TSUI -MIAO and WU, YU- LUNG.

VI. If the chairman, general manager, or manager in charge of financial or accounting matters of the Company has worked in the firm of the certified public accountant or its affiliates within the last year, the name, title, and period of employment in the firm of the certified public accountant or its affiliates should be disclosed: None

VII. Changes in the shareholding of directors, supervisors, managers, and shareholders holding more than 10% of the shares and pledges of shares for the most recent year and up to the date of publication of the annual report

1. Share Transfer
Please refer to the Market Observation Post System (MOPS): https://mops.twse.com.tw/mops/#/web/query6_1
You may search for Company Code: 4433 to access relevant information.
The search path is as follows:
MOPS > Single Company > Shareholding Changes / Securities Issuance > Share Transfer Information Inquiry > Post-event Filing of Insider Shareholding Changes.

2. Changes in Share Pledge Status: None.

ii. Information on Related Parties for Share Transfers: None.
iii. Information on Related Parties for Share Pledges: None.

VIII. Information on the top ten shareholders who are related to each other or are spouses or relatives within the second degree of consanguinity:

Unit: Share;

Name	Own shareholding		Shares held by spouse, minor children		Aggregate shareholding in the name of others		The names and relationships of the top ten shareholders who are related to each other or who are related to each other as spouses or relatives within two degrees		Notes
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Name	Relationships	
CHEN, KUO-CHIN	13,245,214	21.91%	9,949,707	16.46%	-	-	CHEN, KUO-CHIN	Spouse	-
							CHEN, WEI-YI	First-degree relatives	
							CHEN, WEI-TING	First-degree relatives	
LAI, MEI-HUI	9,949,707	16.46%	13,245,214	21.61%	-	-	LAI, MEI-HUI	Spouse	-
							CHEN, WEI-YI	First-degree relatives	
							CHEN, WEI-TING	First-degree relatives	
TASA MENG INVESTMENT CO., LTD.	3,195,898	5.29%	-	-	-	-	CHEN, WEI-YI	Chairman of TASA MENG INVESTMENT CO., LTD.	-
TASA MENG INVESTMENT CO., LTD. Representative: CHEN, WEI-YI	1,953,834	3.23%	-	-	-	-	CHEN, KUO-CHIN	Spouse	
							LAI, MEI-HUI	First-degree relatives	
							CHEN, WEI-TING	First-degree relatives	
							TASA MENG INVESTMENT CO., LTD.	Chairman of TASA MENG INVESTMENT CO., LTD.	
CHEN, WEI-YI	1,953,834	3.23%	-	-	-	-	CHEN, KUO-CHIN	First-degree relatives	-
							LAI, MEI-HUI	First-degree relatives	
							CHEN, WEI-TING	First-degree relatives	
							TASA MENG INVESTMENT CO., LTD.	Chairman of TASA MENG INVESTMENT CO., LTD.	
HOLD PLENTIFUL INVESTMENT CO., LTD.	1,842,696	3.05%	-	-	-	-	CHEN, WEI-TING	Chairman of HOLD PLENTIFUL INVESTMENT CO., LTD.	

HOLD PLENTIFUL INVESTMENT CO., LTD. Representative: CHEN, WEI-TING	1,841,278	3.05%	-	-	-	-	CHEN, KUO-CHIN	First-degree relatives	
							LAI, MEI-HUI	First-degree relatives	
							CHEN, WEI-YI	First-degree relatives	
							HOLD PLENTIFUL INVESTMENT CO., LTD.	Chairman of HOLD PLENTIFUL INVESTMENT CO., LTD.	
CHEN, WEI-TING	1,841,278	3.05%	-	-	-	-	CHEN, KUO-CHIN	First-degree relatives	
							LAI, MEI-HUI	First-degree relatives	
							CHEN, WEI-YI	First-degree relatives	
							HOLD PLENTIFUL INVESTMENT CO., LTD.	Chairman of HOLD PLENTIFUL INVESTMENT CO., LTD.	
PENG, HONG-YONG	710,000	1.17%	-	-	-	-	None	None	
CHEN, A-MING	500,000	0.83%	-	-	-	-	None	None	
SNOWBEE INTERNATIONAL HOLDING CORP.	480,000	0.79%	-	-	-	-	None	None	
HUANG, YAO-TANG	401,535	0.66%	-	-	-	-	None	None	

IX. The number of shares held by the Company, its directors, supervisors, managers, and businesses directly or indirectly controlled by the Company in the same reinvestment business, and the consolidated percentage of shareholding is calculated:

Unit: Share; %

Investment Business	Company Investment		Directors, supervisors, managers and investments directly or indirectly controlling the business		Consolidated Investment	
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio
G-FUN INDUSTRIAL CO., LTD.	38,152,689	100.00	-	-	38,152,689	100.00
YIELD CROWN LTD.	7,007,000	100.00	-	-	7,007,000	100.00
Magictex Apparel Corporation	10,000,000	100.00	-	-	10,000,000	100.00
ADVANCE WISDOM LTD	Note 1	50.00	-	-	Note 1	50.00
ALPHA BRAVE INC.	Note 1	50.00	-	-	Note 1	50.00
CHAMPION LEGEND CORP.	Note 1	50.88	-	-	Note 1	50.88
TIME GLORY CORP	Note 1	58.91	-	-	Note 1	58.91
SOUTH TO SUCCESS LTD.	11,000	100.00	-	-	11,000	100.00
DIAMOND FORTUNE CORDP	-	-	333,985	100.00	333,985	100.00
MAGICTEX CO., LTD	-	-	Note 1	100.00	Note 1	100.00
ADVANCE WISDOM COMPANY LIMITED.	-	-	Note 1	100.00	Note 1	50.00
ALPHA BRAVE COMPANY LIMITED.	-	-	Note 1	100.00	Note 1	50.00
SINGTEC COMPANY LIMITED.	-	-	Note 1	100.00	Note 1	56.40
SINGTEX TRADING (SHANGHAI) CO., LTD.	-	-	Note 1	100.00	Note 1	100.00

Note 1: A limited company with no shares issued.

III. Fundraising

i. Capital and Shares

1. Source of equity

Year and month	Issue Price ($)	Authorized share capital		Paid-in capital		Notes		
		Number of shares	Amount	Number of shares	Amount	Source of Share Capital	Use of property other than cash to offset stock dividends	Others
2013.01	10	100,00	1,000,000	19,525	195,254	Capital increase from stock options NT$1,190 thousand	-	Note 2
2013.01	10	100,00	1,000,000	23,525	235,254	Cash capital increase NT$40,000 thousand	-	Note 2
2013.05	10	100,00	1,000,000	23,750	237,504	Employee stock options to increase capital $2,250 thousand	-	Note 3
2013.08	10	100,00	1,000,000	25,650	256,504	Transfer of capital from surplus NT$19,000 thousand	-	Note 4
2014.01	10	100,00	1,000,000	25,672	256,724	Employee stock options to increase capital NT$220 thousand	-	Note 5
2014.10	10	100,00	1,000,000	30,072	300,724	Cash capital increase NT$44,000 thousand	-	Note 6
2016.02	10	100,00	1,000,000	30,861	308,614	Restricted employees' rights to new shares NT$7,890 thousand	-	Note7
2016.08	10	100,00	1,000,000	30,849	308,494	Cancellation of restricted employee rights shares NT$120 thousand	-	Note 8
2016.09	10	100,00	1,000,000	31,560	315,604	Restricted employees' rights to new shares NT$7,110 thousand	-	Note 9
2017.05	10	100,00	1,000,000	31,533	315,334	Cancellation of Restricted Employee Rights New Shares NT$270 thousand	-	Note 10
2017.08	10	100,00	1,000,000	31,515	315,154	Cancellation of Restricted Employee Rights New Shares NT$180 thousand	-	Note 11
2018.04	10	100,00	1,000,000	31,500	314,998	Cancellation of Restricted Employee Rights New Shares NT$156 thousand	-	Note 12
2018.08	10	100,00	1,000,000	31,492	314,923	Cancellation of Restricted Employee Rights New Shares NT$75 thousand	-	Note 13
2019.03	10	100,00	1,000,000	31,482	314,818	Cancellation of Restricted Employee Rights New Shares NT$105 thousand	-	Note 14
2019.08	10	100,00	1,000,000	40,780	407,801	Capital increase from earnings NT$30,791 thousand Capital surplus to capital increase $30,791 thousand Domestic bond conversion $31,400 thousand	-	Note 15
2019.11	10	100,00	1,000,000	46,180	461,801	Conversion of domestic corporate bonds $54,036 thousand Cancellation of restricted employee rights shares $36 thousand	-	Note 16
2020.06	10	100,00	1,000,000	46,401	464,010	Conversion of domestic corporate bonds $2,209 thousand	-	Note 17
2020.08	10	100,00	1,000,000	46,529	465,295	Conversion of domestic corporate bonds $1,285 thousand	-	Note 18
2020.11	10	100,00	1,000,000	46,805	468,052	Conversion of domestic corporate bonds $2,757 thousand	-	Note 19
2022.07	10	100,00	1,000,000	61,152	611,520	Merger Share Conversion $143,468 thousand	-	Note 20
2023.06	10	100,00	1,000,000	61,299	612,997	Conversion of domestic corporate bonds $1,477 thousand	-	Note 21

Note 1: Changes in equity for the last seven years.
Note 2: The capital increase and cash capital increase of the stock options were approved in accordance with the letter No. 1025006211 dated January 25, 2013.
Note 3: The capital increase of the stock options was approved in accordance with the letter No. 1025028906 dated May 16, 2013.
Note 4: The transfer of earnings was approved in accordance with the letter No. 1025055636 dated September 3, 2013.
Note 5: The capital increase of the stock options was approved in accordance with the letter No. 1035122386 dated January 15, 2014 from the Northern Government.
Note 6: The cash capital increase was approved in accordance with the letter No. 1035196448 dated November 19, 2014 from the Northern Government.
Note 7: The new shares with restricted employees' rights were approved in accordance with the letter No. 1055130637 dated February 18, 2016 from the New Taipei Government.
Note 8: The cancellation of restricted employee rights shares was approved in accordance with the letter No. 1055306828 dated August 30, 2016 from the New Taipei Government.
Note 9: The new shares with restricted employees' rights were approved in accordance with the letter No. 1055311603 dated September 22, 2016 from the New Taipei Government.
Note 10: The new shares with restricted employees' rights were approved in accordance with the letter No. 1068032282 dated May 25, 2017 from the New Taipei Government.

Note 11: The new shares with restricted employees' rights were approved in accordance with the letter No. 1068056094 dated August 29, 2017 from the New Taipei Government.
Note 12: The new shares with restricted employees' rights were approved in accordance with the letter No. 1078021661 dated April 12, 2018 from the New Taipei Government.
Note 13: The new shares with restricted employees' rights were approved in accordance with the letter No. 1078055680 dated August 27, 2018 from the New Taipei Government.
Note 14: The new shares with restricted employees' rights were approved in accordance with the letter of April 16, 2019 from the New Taipei Government, No. 1088024160.
Note 15: The capital increase was approved in accordance with the letter No. 1088058243 dated August 27, 2019 from the New Taipei Government.
Note 16: The capital increase was approved in accordance with the letter No. 1088079485 dated November 26, 2019 from the New Taipei Government.
Note 17: The capital increase was approved in accordance with the letter No. 1098034611 dated June 01, 2020 from the New Taipei Government.
Note 18: The capital increase was approved in accordance with the letter No. 1098059412 dated August 27, 2020 from the New Taipei Government.
Note 19: The capital increase was approved in accordance with the letter No. 1098085232 dated November 27, 2020 from the New Taipei Government.
Note 20: The capital increase was approved by the Ministry of Economic Affairs in accordance with the letter No. 11101112750 dated July 20, 2022.
Note 21: The capital increase was approved by the Ministry of Economic Affairs in accordance with the letter No. 11230090840 dated June 2, 2023.

Units: Shares

Type of shares	Authorized share capital			Notes
	Shares outstanding (Note)	Unissued shares	Total	
Registered Common Stock	61,299,774	38,700,226	100,000,000	Over-the-counter stocks

Note: The outstanding shares include 860,000 shares of the Company's repurchased shares that have not been transferred or cancelled as of the date of the shareholders' meeting.

2. List of major shareholders

Units: Shares

Shares / Name of Major Shareholders	Number of shares held	Shareholding Ratio (%)
CHEN, KUO-CHIN	13,245,214	21.91%
LAI, MEI-HUI	9,949,707	16.46%
TASA MENG INVESTMENT CO., LTD.	3,195,898	5.29%
CHEN, WEI-YI	1,953,834	3.23%
HOLD PLENTIFUL INVESTMENT LIMITED	1,824,696	3.05%
CHEN, WEI-TING	1,841,278	3.05%
PENG, HONG-YONG	710,000	1.17%
CHEN, A-MING	500,000	0.83%
SNOWBEE INTERNATIONAL HOLDING CORP.	480,000	0.79%
HUANG, YAO-TANG	401,535	0.66%

3. Company Dividend Policy and Implementation Status

(1) Dividend Policy under the Articles of Incorporation

If the Company earns a profit in a year, the Company shall allocate 1% to 10% as employee compensation upon resolution of the Board of Directors. Of the total employee compensation, no less than 1% shall be allocated to grassroots employees, and such compensation may be distributed in the form of shares or cash. To be paid to employees of the Company's subsidiaries who meet certain criteria; the Company may allocate up to 3% of the remuneration to directors and supervisors by resolution of the Board of Directors after deducting the amount to cover accumulated losses from the above-mentioned profit.

The aforementioned remuneration to employees and remuneration to directors and supervisors shall be made by a resolution of the board of directors with at least two-thirds of the directors present and a majority of the directors present, and shall be reported to the shareholders.

The Company shall pay tax and make up losses in accordance with the law, and set aside 10% of the Company's annual total net income as legal reserve, except when the legal reserve has reached the total paid-in capital. The Board of Directors shall prepare and submit to the shareholders a proposal for distribution of the remaining undistributed earnings from previous years.

In order to meet the Company's long-term business development, future capital requirements and long-term financial planning, as well as to take into account the interests of shareholders, the distribution of earnings is based on cash dividends, and the distribution of stock dividends is based on the principle that the percentage of stock dividends should not exceed 50% of shareholders' dividends. However, if the Company is unable to obtain sufficient capital from outside sources to finance significant capital expenditures, it will pay stock dividends at a rate of at least 50% of the dividends to shareholders.

In accordance with Article 240(5) of the Company Act, the Board of Directors is authorized to distribute all or part of the dividends and bonuses or legal reserve required by Article 241(1) of the Company Act in cash by a resolution of at least two-thirds of the directors present and a majority of the directors present, and to report such distribution to the shareholders' meeting.

(2) Circumstances of the proposed dividend distribution at this shareholders' meeting

A. The Company’s earnings distribution for fiscal year 2025 includes a cash dividend to shareholders totaling NT$60,439,774. This distribution was approved by the Board of Directors on March 10, 2026. Based on the shareholders' register as of the dividend record date, a cash dividend of NT$1 per share will be distributed, with an aggregate cash dividend payout amounting to NT$60,439,774.

B. If the cash dividend is subsequently amended by the competent authorities, or if the number of outstanding shares is affected by factors such as the repurchase of the Company's shares, the transfer or cancellation of treasury shares, or the conversion of new shares or convertible bonds with restricted employee rights, and the allotment ratio changes as a result, it is proposed that the shareholders' meeting authorize the board of directors to exercise its full authority.

4. The effect of the proposed gratis allotment of shares at the shareholders' meeting on the Company's operating results and earnings per share:

Unit: NT$ thousands (Except for earnings and cash dividends per share, which are in New Taiwan dollars)

<table>
<tr><th colspan="3">Annual
Project</th><th>2025
(Estimated)</th></tr>
<tr><td colspan="3">Opening paid-in capital (in thousands)</td><td>612,998</td></tr>
<tr><td rowspan="2">Dividend allotment for the year</td><td colspan="2">Cash dividends per share (Note 1)</td><td>1</td></tr>
<tr><td colspan="2">Capital surplus to capital allotment per share</td><td>-</td></tr>
<tr><td rowspan="7">Changes in operating results</td><td colspan="2">Business Benefits</td><td rowspan="7">Note 2</td></tr>
<tr><td colspan="2">Operating income increased (decreased) over the same period last year</td></tr>
<tr><td colspan="2">Net income after tax</td></tr>
<tr><td colspan="2">Year-over-year increase (decrease) in net income after tax</td></tr>
<tr><td colspan="2">Earnings per share</td></tr>
<tr><td colspan="2">Increase (decrease) in earnings per share compared to the same period last year</td></tr>
<tr><td colspan="2">Average annual return on investment (inverse of the average annual cost-benefit ratio)</td></tr>
<tr><td rowspan="6">Proposed mandatory earnings per share and capital gain ratio</td><td rowspan="2">If all of the earnings are transferred to capital, cash dividends will be distributed instead.</td><td>Proposed earnings per share</td><td rowspan="6">Note 2</td></tr>
<tr><td>Proposed average annual return on investment</td></tr>
<tr><td rowspan="2">If the capital reserve has not been transferred to capital increase</td><td>Proposed earnings per share</td></tr>
<tr><td>Proposed average annual return on investment</td></tr>
<tr><td rowspan="2">If the capital surplus is not recorded and the capital surplus is transferred to cash dividends</td><td>Proposed earnings per share</td></tr>
<tr><td>Proposed average annual return on investment</td></tr>
</table>

Note 1: The Company's allotment of shares in 2025 is subject to the resolution of the shareholders' meeting in 2026.
Note 2: The Company's financial forecast for 2025 is not publicly available; therefore, the Company is not required to disclose the estimated information for 2025.

5. Remuneration for employees, directors and supervisors

(1) The percentage or range of remuneration for employees and directors as set forth in the Articles of Incorporation:

A. Directors' remuneration not more than 3 percent

B. Employees are paid 1 to 10 percent.

Of the employee remuneration mentioned in the preceding paragraph, no less than 1% shall be allocated to grassroots employees, and such allocation may be made in the form of cash or shares. In the event that employee compensation is allotted in the form of stock, the allotment may also be made to subordinate employees who meet certain criteria and, in a manner, to be determined by the Board of Directors.

(2) The basis for estimating the amount of compensation to employees, directors and supervisors, the basis for calculating the number of shares for employee compensation distributed by stock, and the accounting treatment if the actual amount of distribution differs from the estimated amount:
   A. The amount of compensation to employees and directors is estimated based on the range of percentages in the articles of incorporation.
   B. The basis for calculating the number of shares for employee compensation by stock distribution: The Company has not allotted stock compensation in2025.
   C. The actual amount of distribution resolved by the Board of Directors is not different from the estimated amount.

(3) The Board of Directors approves the distribution of remuneration:
   A. The Company made a cash contribution of $4,132,222 for employees' compensation and $0 for directors' compensation. There is no difference from the amount of $4,132,222 for employees' remuneration and $0 for directors' remuneration recognized in the financial statements of 2025.
   B. Amount of employee compensation distributed in stock and its proportion to the aggregate of net income after tax and total employee compensation in the individual or individual financial statements for the period: Not applicable

(4) The actual distribution of compensation to employees, directors and supervisors in the previous year (including the number of shares distributed, the amount and the price of the shares), and the difference between the distribution and the recognition of compensation to employees, directors and supervisors, should be described, together with the amount of the difference, the reasons for the difference and the treatment of the difference:

   In fiscal 2024, $1030 thousand in cash was allotted to employees and $0 thousand to directors and supervisors, and there was no difference between the actual allotment and the amount of employees' and directors' and supervisors' remuneration recognized in the accounts.

6. Repurchase of the Company's shares by the Company (if still in progress):

March 28, 2026

Number of buybacks	Second time
Purpose of buying back	Transfer of shares to employees
Buyback Period	August 19, 2022 to October 7, 2022
Buyback interval price	$25 to $40
Type and number of shares bought back	860,000 shares of common stock
Number of shares bought back	NT$25,937,344 dollars
Number of repurchases as a percentage of scheduled repurchases (%)	43%
Number of shares cancelled and transferred	0
Cumulative number of shares held by the Company	860,000 stocks
Ratio of the cumulative number of shares held by the Company to the total number of shares issued (%)	1.41%

2. Corporate Debt Situation:

(1) Outstanding and in process corporate bonds: None

(2) Corporate bonds due within one year: None

(3) Convertible bonds issued with conversion into common stock, foreign depositary receipts or other marketable securities

Corporate Debt Category		First domestic unsecured convertible bond				
Project / Annual		2022	2023	2024	2025	As of March 31, 2026
Market Value of Convertible Bonds	Highest	-	-	-	-	-
	Lowest	-	-	-	-	-
	Average	-	-	-	-	-
Conversion Price		Effective May 31, 2022, the conversion price was adjusted from $23.1 to $20.80 Effective July 18, 2022, the conversion price was adjusted from $20.80 to $20.30	Effective July 2, 2023, the conversion price was adjusted from $20.30 to $19.40.	Due to the maturity on January 17, 2024 and the termination of over-the-counter trading and related matters on January 18, 2024.	-	-
Issue (processing) date and conversion price at issuance		Issued on January 17, 2019, with a conversion price of $30 at issuance				
Fulfillment of conversion obligations		Issue of new shares				

(4) Exchangeable bonds issued: None.

(5) The Company raises and issues common bonds by way of omnibus filing: None.

(6) Issued corporate bonds with stock options: None.

(7) Private placement of corporate bonds for the last three years and as of the printing date of the annual report: None.

3. Status of the Preferred stock: None

4. Overseas Depository Receipts: None.

5. Employee stock option certificate application situation: None.

6. Restrictions on the application of new shares for employee rights: None.

7. Name of manager and top ten employees who acquired employee stock option certificate: None.

8. Mergers and Acquisitions:

(1) Mergers or acquisitions in progress: None

(2) In progress: None.

9. Issuance of new shares by transfer of shares of other companies is still in progress: None.

10. Capital utilization plan and execution status: None.

IV. Business Overview

(I). Business Content

1. Main business of the company.
   - A. F401010 International Trade.
   - B. F105050 Wholesale of Furniture, Bedding Kitchen Utensils and Fixtures.
   - C. F205040 Retail Sale of Furniture, Bedding Kitchen Utensils and Fixtures
   - D. CN01010 Furniture and Fixtures Manufacturing.
   - E. C301010 Spinning of Yarn.
   - F. C302010 Weaving of Textiles.
   - G. C303010 Manufacture of Non-woven Fabrics.
   - H. C305010 Printing, Dyeing, and Finishing.
   - I. C306010 Wearing Apparel.
   - J. C307010 Clothing Accessories.
   - K. CZ99020 Zipper and Button Manufacturing.
   - L. F104110 Wholesale of Cloths, Garments, Shoes, Hats, Umbrellas and Clothing Accessories.
   - M. F204110 Retail Sale of Cloths, Garments, Shoes, Hats, Umbrellas and Clothing Accessories.
   - N. F108031 Wholesale of Drugs, Medical Goods.
   - O. F208031 Retail sale of Medical Equipment.
   - P. ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval.
2. Revenue Breakdown

Unit: NT$ Thousand; %

	2025		2024	
	Net operating revenue	Operating revenue ratio	Sales revenue	Operating revenue ratio
Textile	1, 976,099	54.74%	1, 936,068	60.12%
Garments	1, 633,988	45.26%	1, 284,525	39.88%
Total	3, 610,087	100.00%	3,220,593	100.00%

3. Current Product (Service) Offerings of the Company
   - (1) Windproof, Waterproof, Highly Breathable & moisture permeable Series
   - (2) High Density Water-Resistant Series
   - (3) Quick-Dry and Moisture-Wicking Series
   - (4) 2-Layer Laminated Functional Fabric Series
   - (5) 3/4/5-Layer Functional Fabric Series
   - (6) 3D Functional Fabric
   - (7) PUSH&PULL Series
   - (8) Windproof Insulated Waterproof Series
   - (9) Special Function Fabric Series
   - (10) Functional Clothing
   - (11) Medical Isolation Protective Clothing
   - (12) Professional Adhesive Coating Lamination OEM
   - (13) Functional Clothing Series

(14) Waterproof Breathable Outerwear Series
(15) Military Uniform Series
(16) Combat Individual Equipment Series
(17) TRANZEND Original Brand Series

4. Planned new product development: environmentally friendly bio-based and low carbon textile products.

(II) Industry Overview

1. Current Status and Development of the Industry

The textile industry is defined by its manufacturing process, including fiber production, spinning, weaving, dyeing and finishing, and the production of finished products. Since the liberalization of textile trade in 2005, the production location has shifted to emerging low-cost countries such as Mainland China, India, Pakistan, Bangladesh, and Vietnam. Textile and clothing trade has grown more rapidly than before when quota restrictions were in place. From the early days of commission processing (Original Equipment Manufacturing, OEM) to the current stage of design and processing (Original Design Manufacturer, ODM) and own brand manufacturing (Own Branding & Manufacturing, OBM), Taiwan's textile and clothing industry has been developing for over half a century, accumulating world-class technological capabilities in processes such as fabric production, dyeing and finishing, processing, and filling. Considering factors such as labor costs and tax incentives, domestic textile and clothing manufacturers have entered China, Vietnam, Cambodia, Bangladesh, and other regions in recent years to improve their global competitiveness, and their business models have gradually transformed from small and medium-sized enterprises to multinational international corporations.

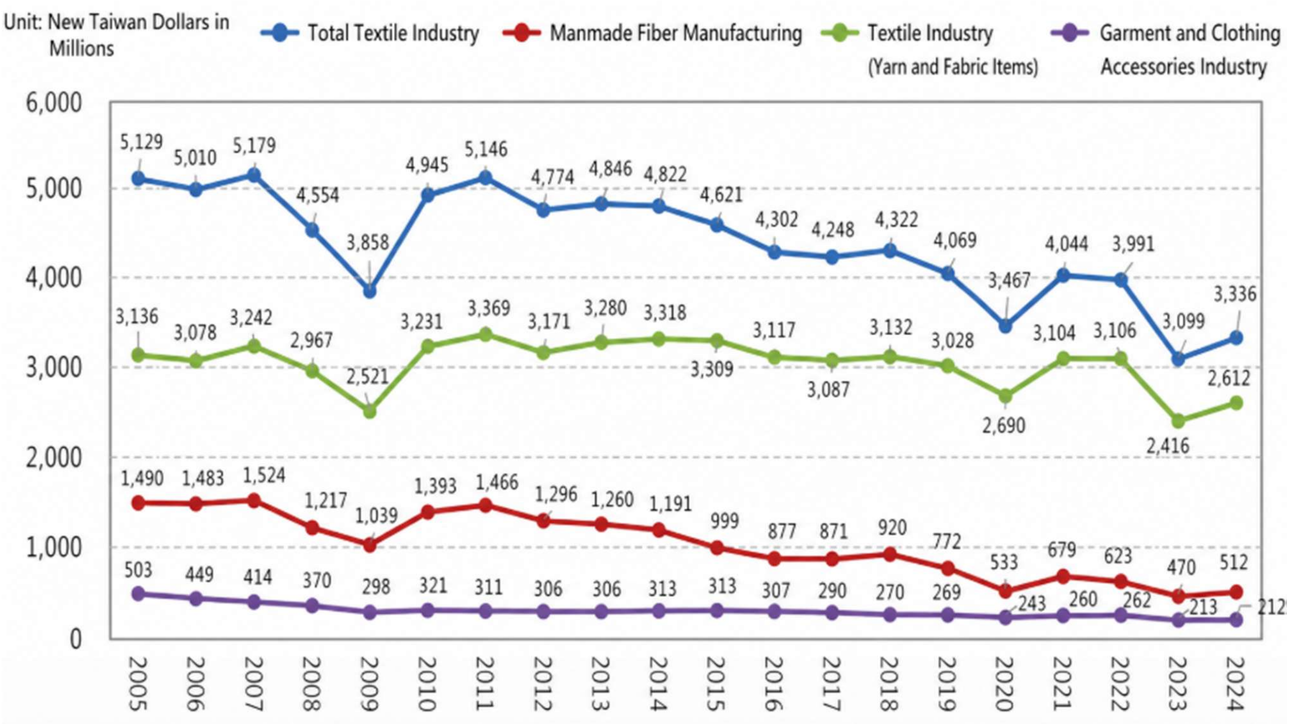
Since 1945. In its early stages, primarily focused on cotton spinning and weaving. Later, with the development of overall economic construction plans, the industry aligned with import substitution policies, encouraging the import of machinery, equipment, and raw materials to increase production. This was aimed at satisfying the domestic demand for cotton textiles in Taiwan while further expanding exports.

During the export expansion period (1961–1970), Taiwan began producing synthetic fibers domestically to meet the growing raw material needs of the textile industry. Textile products also expanded from cotton-based products to those made from synthetic fibers. The 1960s saw rapid development, laying a solid foundation for Taiwan’s synthetic fiber industry.

In recent years, the overall development of Taiwan’s textile industry has still focused mainly on apparel textiles. However, it faces serious threats from the low-cost advantages of Southeast Asian countries and mainland China, causing labor-intensive sectors such as general textiles and clothing to gradually decline. With the ongoing tariff reduction processes under trade agreements such as the CPTPP and EVFTA, the price competitiveness of Taiwanese textiles is expected to weaken. In particular, after the RCEP officially took effect in 2022, some Japanese products imported into China will gradually benefit from tariff reductions, strengthening economic and trade ties between the two countries. As a result, some Taiwanese products with high homogeneity may gradually be replaced in the future.

In 2024, global inflation eased, and consumer demand in European and American markets gradually recovered, leading to a noticeable increase in export orders for textile products. The overall industrial output value of the textile and apparel sectors grew by 7.6% compared with 2023, reaching NT$333.6 billion. However, the apparel sector slightly decreased by 0.5% to NT$21.2 billion while the textile manufacturing and synthetic fiber manufacturing industries grew by 8.1% (to NT$261.2 billion) and 8.9% (to NT$51.2 billion), respectively. Nevertheless, over the period from 2005 to 2024, the total value of the textile industry still declined by 35%.

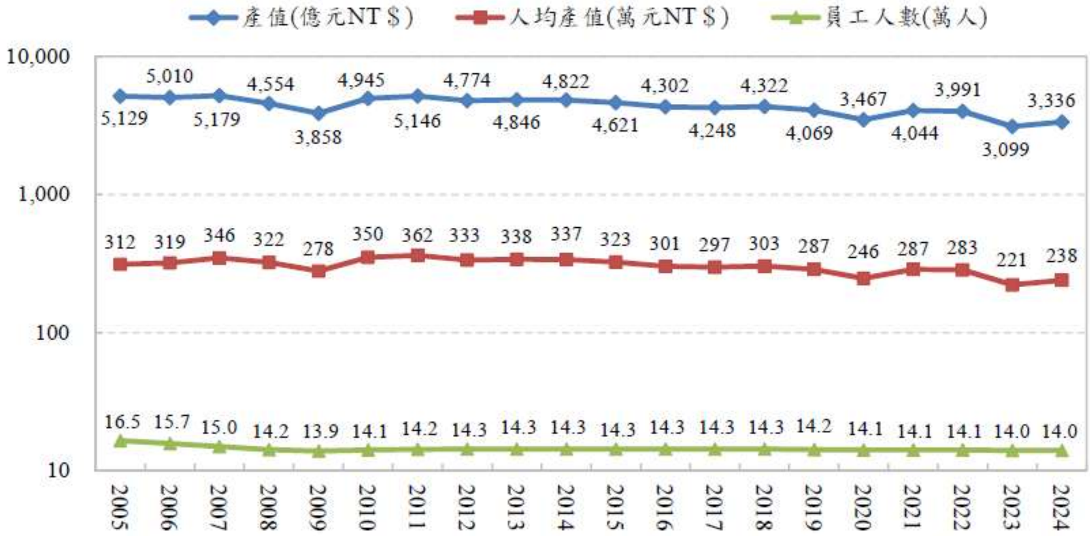
2005~2024 Taiwan Textile Industry Production Value Statistics



Source of data: Directorate-General of Budget, Accounting and Statistics, Ministry of Economic Affairs. The production value of the textile and garment industry includes: the manmade fiber manufacturing, the manufacture of textiles, and the manufacture of garments and clothing accessories. Starting from 2013, the production value of glass fiber fabrics has been included in the textile industry, but the production value of glass fiber yarns is not included. This information has been compiled by the Textile Federation and is retroactive to 2005. (As of May 2025)

Based on the per capita industrial output value of the textile and apparel industry, the output per employee decreased from NT$3. 12 million in 2005 to NT$2.38 million in 2024, a decline of 23.7%; however, it increased by 7.7% compared with 2023. Since 2019, the US–China trade war and the COVID-19 pandemic disrupted global supply chains and contracted consumer markets, leading to a decline in per capita output in 2019 and 2021. From 2022 to 2023, the RussiaUkraine war and US interest rate hikes further suppressed output, with 2023 marking a near 19-year low. In 2024, easing global inflation and central bank rate cuts in various countries stabilized the overall economy and restored consumer confidence, driving demand and resulting in a significant increase in per capita output compared with 2023.

Per Capita Industrial Output of Employed Persons in the Textile and Apparel Industry, 2005-2024

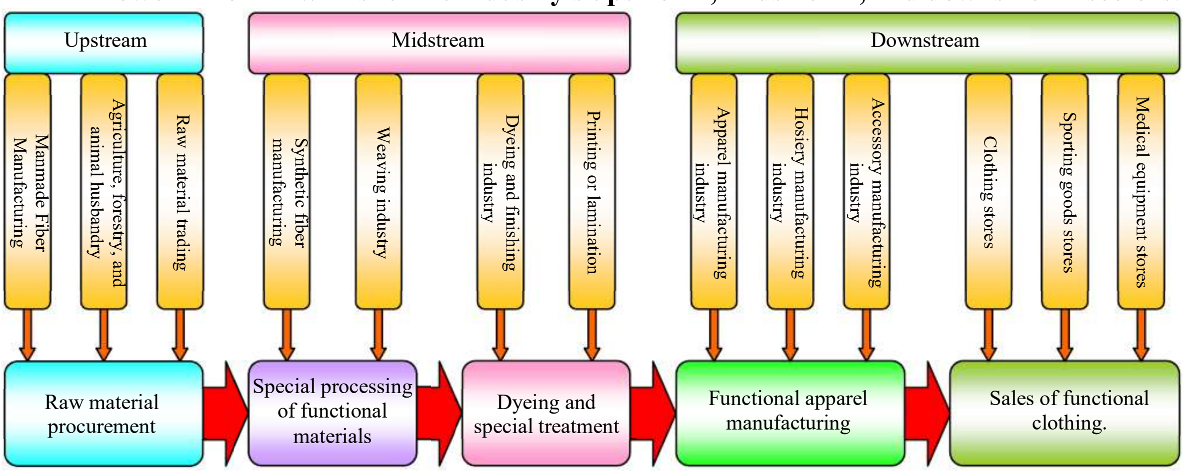


Source of data: Directorate-General of Budget, Accounting and Statistics, Ministry of Economic Affairs. (As of May. 2025)

2. Industry's Upstream, Midstream, and Downstream Relationships Currently, the textile-related industries in Taiwan can be divided into upstream, midstream, and downstream, with synthetic fiber, natural fiber, and regenerated fiber being distinguished by raw materials. The production process of synthetic fibers belongs to the upstream industry, which is a product derived from the petrochemical industry, such as caprolactam (CPL) as a raw material for nylon 6. Ethylene glycol (EG) and PnenylTeredimethane acid (PTA) are raw materials for polyester. The midstream industry includes the process, spinning, weaving, and dyeing and finishing of natural and synthetic fibers, while the downstream industry includes textile product manufacturing such as clothing, apparel, and curtains.

   The textile industry's upstream, midstream, and downstream industries have a close relationship with raw material supply and product flow. The industry's high degree of linkage and strong lock-in effect is mostly related to the development of the economy. Therefore, only by integrating the production and marketing system, strengthening professional division of labor, improving the management structure to improve product quality and competitiveness, can the economic benefits of the production and marketing system integration be shared.

Flowchart of Taiwan's textile industry's upstream, midstream, and downstream sectors:



Main products of the company are functional fabrics and clothing, which belong to the mid-to-downstream sector of the textile industry.

3. Development trends of the products:
   In recent years, the global textile industry has been shifting from a linear economy to a sustainable circular model. As a trend leader, SINGTEX actively implements strategies that incorporate “resource recovery” from the product design stage, aiming to achieve sustainable industry development
   First, R&D focuses on sustainable materials and low-carbon processes SINGTEX has developed its S.Café® eco-tech coffee yarn series and uses recycled PET bottles for textiles. It also repurposes factory offcuts and single-material old garments through the REFIT™ program as recycled raw materials. Moreover, the company developed the groundbreaking RePUra™ technology under the Circu-Texfilm program. This is the world’s first chemical recycling solution for complex composite textiles. Using patented chemical depolymerization and repolymerization techniques, RePUra™ converts previously non-recyclable polyester (PET) and polyurethane (PU) composite waste—which would otherwise be incinerated—into high-quality recycled polyols (r-Polyol), which are then remade into high-performance RePUra™ recycled PU films. This innovation not only addresses the global challenge where only 1% of textile waste is recycled, but also won the prestigious 2025 R&D 100 Global Top 100 Technology Award. At the same time, the company continues to develop products that protect marine water resources, such as STORMFLEECE® and STORMEGA™.
   Second, in smart manufacturing and energy transition, Singtex continues to optimize production efficiency to reduce carbon footprints. The company invested approximately NT$2.3 billion to build a 12,000-ping (≈39,600 m²) high-end precision dyeing and finishing facility in Guanyin, Taoyuan. The plant integrates Industry 4.0 architecture, AI modeling systems, and MES (Manufacturing Execution Systems) to ensure stable quality through precise formula predictions. In process improvement, the RePUra™ technology achieves a low-carbon path without decolorization or labor-intensive separation, significantly reducing chemical and energy consumption, while providing professional-grade water-repellent and breathable performance (20K/20K standard). SINGTEX also promotes clean energy, replacing coal with natural gas and actively deploying solar and other renewable energy sources.
   SINGYEX deepens the circular economy concept through environmental initiatives. Since 2022, the SINGTEX® REFIT™ Textile Sustainability and Recycling Program has promoted a “Textile to Textile” closed-loop system. By 2025, over 2,600 participants have joined, recycling more than 2,500 old garments, giving discarded resources a new life.
4. Product Competition Situation
   SINGTEX adheres to the management philosophy of “Sustainable Innovation,” building an integrated supply chain aligned with international environmental certifications. The company provides comprehensive services spanning eco-friendly yarns, fabric R&D, waterproof and breathable fabric processing, and garment design and manufacturing.

In patent technology and functional textiles leadership:

1. **STORMFLEECE® Storm Fleece:** This is SINGTEX core patented technology. Through unique plain-weave and brushing techniques, it creates a single-layer fabric that is windproof and water-resistant on the exterior, while remaining soft and warm on the interior. The technology, titled “Knitted fabric having a pile structure and method of making the same”, was officially granted a U.S. patent in 2025 (Patent No.: US12492493B2) and completes the company’s patent coverage in Taiwan, the EU, and the U.S.
2. **RePUra™ Recycled Waterproof & Breathable Film:** With excellent international competitiveness, its water resistance and breathability reach professional-grade 20K/20K standards, matching the performance of virgin materials. This technology strengthens SINGTEX’s global leadership in handling multi-material recycling and brings functional waterproof-breathable fabrics into a new era of sustainability.

In bio-based material R&D and brand influence:

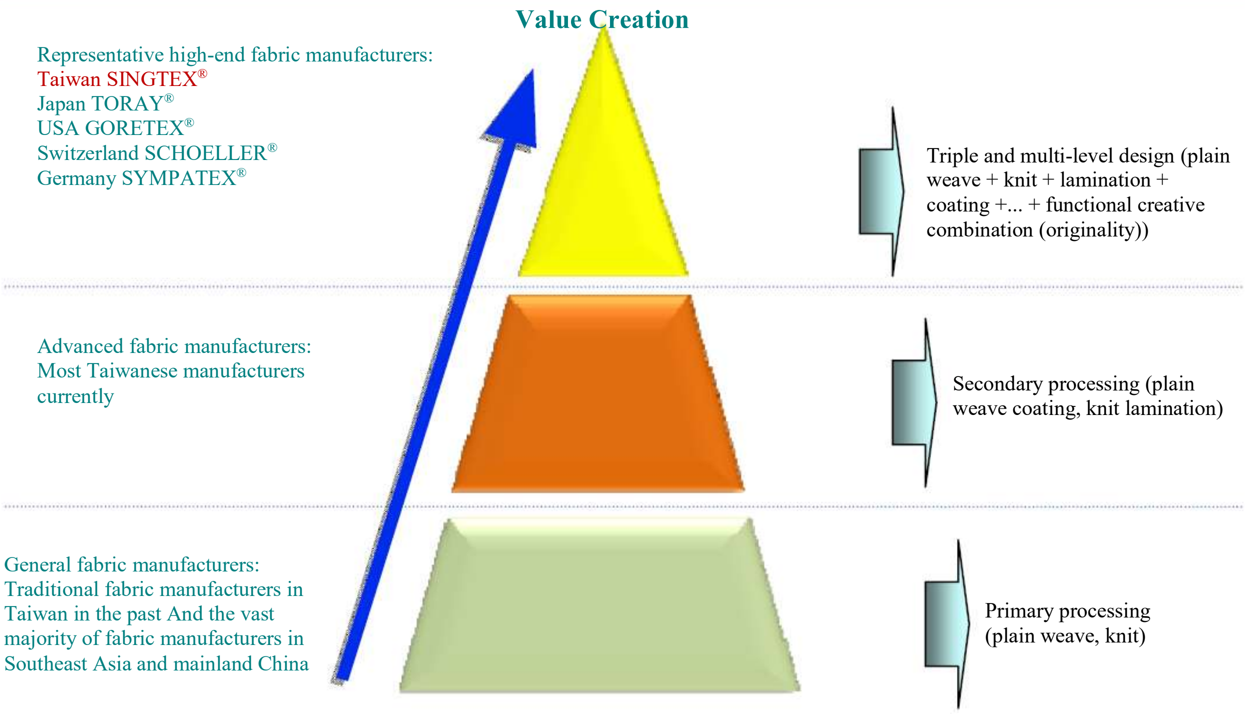
1. **AIRMEM ® Coffee Bio-Film:** SINGTEX developed AIRMEM® using waste recycled coffee grounds. Through eco-friendly extraction, coffee oil is turned into waterproof and breathable bio-film. Unlike traditional bio-based materials sourced from food crops such as corn or soy, using recycled coffee grounds is more environmentally conscious. The AIRMEM® Colorshell product received the Gold Award at the 29th Taiwan Excellence Awards in 2020 selected from 1,167 entries, marking the first textile to win this top recognition and demonstrating the company's R&D achievements in environmental innovation.
2. **S.Café® Eco-Tech Coffee Yarn:** With 17 years of technology iteration, this series has reached its 14th generation (including ocean-recycled coffee yarn). Through co-marketing with international brands, the company has successfully positioned its brand on the global stage.

In market positioning and smart transformation: SINGTEX is positioned as a mid-to-high-end textile supplier. Leveraging the mass production capabilities of its Guanyin precision dyeing and finishing plant and processes certified by bluesign® and GRS, the company provides diverse and flexible product solutions. RePUra™ has already attracted multiple European and U.S. outdoor brands for collaboration and will expand further into home, construction, and medical sectors, continuously enhancing SINGTEX's international competitiveness in the circular economy.

(III) Overview of Technology and Research and Development

1. Technological Level and Research and Development of Business Operations

Since 1994, we have been investing in the development of waterproof and breathable functional fabrics, and continuously improving the comfort of wearing. Our product positioning is: general materials-functional materials-environmental protection functional materials-value-added by innovative technologies.



Our company originally engaged in the development, design, manufacturing, and sales of functional textile products. In the past five years, we have been actively involved in the development, production, and research of environmentally friendly textile products, in line with our "Love Earth" philosophy. Our most successful and well-known products developed in this area are the S.Café® series of environmentally friendly yarns, fabrics, and clothing. We have also established a high-precision environmental dyeing and finishing R&D center in Taiwan certified by the Swiss environmental certification buesign®, actively promoting international marketing of our own brands. Currently, our most internationally recognized brand, S.Café®, is popular in Europe, America, mainland China, and Asian regions, with over 77 international brands using S.Café® environmentally friendly coffee yarn. Moreover, S.Café® environmentally friendly coffee yarn is entirely manufactured in Taiwan, promoting not only the S.Café® brand but also the reputation of Made in Taiwan (MIT) globally. We will continue to invest in environmental energy-saving and bio-based material development in the future.

In the early stages of the COVID-19 pandemic, Singtex subsidiary MAGICTEX swiftly navigated through the green channel of the Ministry of Health and Welfare to become a member of the national textile epidemic prevention team. Within a short period, it obtained manufacturing pharmaceutical licenses, pharmaceutical sales licenses, a first-class medical device license from the Ministry of Health and Welfare, as well as Good Manufacturing Practice (GMP) certification, and MAGICTEXP3 series protective clothing medical device licenses. MAGICTEX was also commissioned by the Ministry of Health to produce Taiwan's highest-grade P3 protective clothing for use by medical professionals, epidemic prevention personnel, aviation crew, and high-risk workers. MAGICTEX Fashion (Stock) focuses on communication, design, production, and other design production processes, integrating innovative environmentally friendly functional materials developed by the group. It integrates customer needs with production supply chains, providing timely services and products at reasonable prices to create a beautiful brand image and value for customers, while offering comfortable and safe products to consumers.

In recent years, Singtex has been actively expanding its business, particularly achieving significant breakthroughs in the field of military equipment production. With the support of technical guidance from government agencies such as the Textile Research Institute, Industrial Technology Research Institute, and Footwear Technology Center, combined with Taiwan's excellent supply chain, Singtex collaborates to provide higher quality protective equipment for the military. Through successful cooperation with its subsidiary MAGICTEX Fashion Business, Singtex won the bid for the Ministry of National Defense's Military Production Center Plant 302 in 2023, with a 5-year operating license. Plant 302 serves 14 units including the Army, Air Force, Navy, Marine Corps, Military Police, and Reserve Command, covering a total of 900 items including military uniforms, individual combat gear, and military supplies. This expansion has increased Singtex's market share in the military sector, leveraging its 34 years of expertise in material research and development to continuously provide high-quality, high-function equipment, enhancing the wearing experience for the military, meeting their needs, and contributing to the research and reform of military clothing.

2. R&D expenses incurred in the current and previous fiscal years up to the date of printing of the annual report:

Unit: NT$ thousands

Year / Project	2025	Until February 28, 2026.
R&D Expenses	53,061	6,942

3. Developed successful technologies or products.

Year	Technologies or Products
2020	1. Development of coffee silver fiber, combined with self-formulated bio-auxiliaries, applied in the field of environmentally-friendly and bio-based waterproof and breathable materials. 2. Development of eco-recycled polyurethane film, utilizing waste materials from other industries for recycling and reuse, the world's first process certified by GRS, achieving the goal of reducing waste and the use of petrochemical materials. 3. In response to the pandemic, joined the national team to develop medical isolation and protective clothing, obtaining national project manufacturing quality certification. 4. Upgraded the protective clothing technology and developed high-end waterproof and breathable isolation and protective clothing that can be washed and reused, obtaining test reports that comply with Taiwan and US medical isolation and protective clothing regulations. 5. Developed cooling and temperature-lowering fabrics and applied them to home decor for summer epidemic prevention, allowing consumers to have eco-friendly and epidemic-prevention at home.
2021	1. Continuously developing environmentally-friendly recycled polyurethane film, utilizing waste polyurethane film from other industries or in-house production, pioneering a global manufacturing process and obtaining GRS certification, achieving the reduction of waste and the use of petrochemical materials. 2. Low-carbon emission product design, reducing process energy consumption, such as the development of low-carbon emission raw materials, low-energy dyeing (or dye-free) processes, etc. 3. Design and development of products to reduce marine microplastic pollution. 4. Upgraded version of coffee yarn development - combining marine waste and coffee grounds to create an innovative form of waste recycling and reuse.
2022	1. Continuously developing environmentally-friendly recycling polyurethane film, utilizing waste polyurethane film from other industries or within the factory for recycling and reuse, the world's first process to obtain GRS certification, achieving the goal of reducing waste and the use of petrochemical materials. 2. Low-carbon emission product design, reducing process energy consumption, such as the development of low-carbon emission raw materials, low-energy consumption dyeing and finishing (or non-dyeing and finishing) processes, etc. 3. Reduce the development of products that contribute to microplastic pollution in the ocean: Stormega awarded ISPO23/24 Best Product. 4. Upgraded version of coffee yarn development - combining marine waste and coffee grounds to create innovative waste recycling and reuse. 5. Upgraded medical protective clothing technology and expanded product to the US for FDA application. 6. Upgraded storm brush production process, changing the previous dyeing process after the product is produced to the pre-dyeing process to reduce water usage, energy consumption, and carbon footprint. 7. Combining yarn manufacturing technology, introducing fine denier fiber processing, presenting the product with high elasticity and single-material characteristics, making the final product 100% physically recyclable, achieving a closed-loop Textile-to-textile recycling system.
2023	1. Continuously developing yarn manufacturing technology, incorporating fine denier fiber processing to provide elasticity and elastic recovery rate for single-material fabrics, enabling 100% physical recycling of end products and achieving closed-loop Textile to textile recycling. 2. Utilizing recycled garments to produce fine denier solution-dyed yarns to achieve lightweight, reduce the use of dyeing wastewater and dyeing assistants, and reduce carbon emissions by more than 85%. 3. Collaborating with Modern Meadow, a US-based biotechnology innovation company, to develop bio-alloy waterproof and breathable fabrics that are non-toxic to the environment and possess both waterproof and breathable functional properties.
2024	1. Developed 100% single-material one shell waterproof breathable products, including 100% polyester 2, 3 Layer, and 100% PP 2, 3 Layer garments. Currently collaborating with well-known garment accessory factories to develop all components using a single material, facilitating direct recycling and reuse of end products.

	2. In response to climate change, implemented high-speed heat dissipation technology and launched the Cool Feel series of products made from coffee yarn. These products achieve faster cooling effects during the summer months, reducing energy consumption and usage frequency of air conditioning. Additionally, using 100% polyester materials enables the production of functional products that are recyclable and reusable. 3. Development of a Monomaterial, Lightweight, and Breathable Fabric – Aeroweave Through garment design innovation, the Aeroweave concept has been developed into: The "Air-Stretch Suit" – constructed entirely from 100% polyester. The use of a single material enhances the recyclability of the textile, making closed-loop recycling more feasible. The Aeroweave Air-Stretch Suit Jacket utilizes a specially engineered fabric made from bi-component fibers that form a coiled (spring-like) structure after processing. This structure provides excellent stretch and recovery, reducing the need for spandex. Compared to conventional materials containing 10% spandex (elastane), this mono-material alternative reduces carbon emissions by over 60% per unit weight. Additionally, it offers significantly better colorfastness and skin-friendliness than spandex-based fabrics.
2025	1. Low-Carbon, Eco-Friendly, Non-Toxic Waterproof and Breathable Membrane: Developed using waterborne polyurethane dispersion (WPU) technology, this membrane is produced entirely without the use of organic solvents (solvent-free), eliminating the emission of volatile organic compounds (VOCs) typically associated with conventional solvent-based PU processes. This significantly reduces environmental pollution and carbon emissions. The formulation is halogen-free and PFCs-free, meeting environmental compliance standards and brand sustainability requirements. 2. Designed for extreme weather conditions and outdoor performance needs, the membrane incorporates advanced lamination technology and ultralight base fabric development to achieve both high functionality and reduced weight. By utilizing ultra-fine denier, high-tenacity nylon or polyester fabrics (7D–15D), the construction minimizes weight while enhancing abrasion resistance, making it suitable for extreme environments. Through microstructure optimization of the membrane, the breathability is significantly improved (MVTR $\geq$ 15,000 g/m²/24hr), ensuring long-lasting comfort and dryness during extended wear. 3. After three years of dedicated R&D, SINGTEX developed the RePUra™ chemical recycling technology, featuring the world's first patented "multi-layer Textile-to-Textile" approach. This breakthrough addresses the long-standing challenge of recycling multi-layer composite structures commonly found in outdoor performance apparel and military protective clothing—such as PU, polyester, and elastic fiber blends. The technology was recognized with the 2025 R&D 100 Awards for its innovation. Its technical complexity lies in precisely controlling chemical depolymerization and repolymerization reactions on tightly bonded, multi-component textile waste without the need for manual disassembly or decolorization. This prevents side reactions and maintains consistent quality, while preserving critical properties such as waterproofing and breathability in the final film. RePUra™ converts mixed textile waste directly into PU films that are waterproof, breathable, low-carbon, and fluorine-free, simplifying traditional recycling steps and improving resource reutilization. By leveraging SINGTEX's vertically integrated capabilities—from film materials, composite processing, and dyeing/finishing to garment manufacturing—RePUra™ establishes a peer-level circular pathway, offering a sustainable solution that prevents composite fabrics from being incinerated or landfilled.
2026 (Until end of February)	1. Continuation of the RePUra™ T2T Recycled PU Waterproof & Breathable Film Product Line: Building on the 2025 production of RePUra™ T2T recycled PU films, these are combined with various knit and woven fabrics to maintain a high-performance, eco-friendly waterproof and breathable product series. 2. Ultra-Lightweight Abrasion-Resistant Products: These fabrics are woven from high-strength fibers combined with fine-denier nylon and polyester, creating lightweight yet durable materials. Beyond single-layer protective jackets, they are also integrated with waterproof and breathable products, resulting in long-lasting functional textiles suitable for diverse climatic conditions.

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

1. Short-term development plan:

A. Technological Leadership and Green Premium: SINGTEX is committed to transforming from a "manufacturer" to a "value creator." Through vertically integrated R&D capabilities, the company builds irreplaceable trust with partners and customers.

Deepening the Three-Layer Wear System: Expanding the SKIN / EMBRACE / SHELTER Product Matrix

SKIN (Base Layer): Promote the award-winning **S.Café® ICE-CAFÉ™ and ONELASTEX®** single-material textiles, recognized as 2025 ISPO Best Product, enhancing comfort while achieving 100% recyclability.

EMBRACE (Mid Layer): Centered on **STORMEGA®** 3D microclimate regulation technology and **STORMFLEECE®**, providing solutions with minimal microfiber loss and gaining recognition from top outdoor brands.

SHELTER (Outer Layer): Integrate the RePUra™ recyclable PU functional film, awarded the **2025 R&D 100 Global Top 100 Technology Award**, overcoming recycling bottlenecks for multi-material textiles.

Customized Development Plans: Propose 5- to 10-year material foundation development for key brands, further strengthening the "SINGTEX® inside" concept.

B. Marketing Strategy: Digital Transparency and Technological Authority

Digital Product Passport (DPP) Leadership: Pioneering the adoption of DPP within the industry, SINGTEX digitalizes raw materials, energy consumption, and carbon footprint data, using it as a core competitive tool to secure international contracts.

Global Authority and Certification: Actively participates in international exhibitions such as ISPO Textrends, Performance Days, and TITAS. By leveraging award-winning achievements (e.g., RePUra™, STORMEGA®), the company establishes strong technological barriers and industry leadership.

Sustainability Culture Engagement: Through the "International Sustainability Partnership Initiative," SINGTEX collaborates with brands on tree-planting activities, while further advancing the REFIT™ garment recycling program. In 2025, the program achieved a recycling accuracy rate of over 85% (18-20).

C. Production Planning Strategy: Resilience, Intelligence, and Low Carbon

Smart Manufacturing (Smart 4.0): Fully implement AI and data-driven processes to ensure consistent global product quality and production transparency.

Resilient Supply Chain Deployment: Promote the "Bangladesh Offshore Supply Chain Development Project" by collaborating with partners such as Ha-Meem Group to advance green manufacturing and diversify geopolitical risks.

Green Production Practices: Utilize natural gas, heat recovery systems (recovering over 40% of energy), and wastewater filtration with auxiliary recycling to comply with bluesign® environmental standards.

Organizational Empowerment: Activate the JA1989 multifunctional space at headquarters and promote Pilates programs to enhance team efficiency and cohesion through health management.

D. Defense Business Development: National Defense A-Team

Military R&D and Innovation Center Achievements: Officially established a "Military R&D and Innovation Center," successfully integrating eco-friendly functional textiles into military uniform design, providing protective gear that is structured, comfortable, and durable.

Independent Protective Supply Chain: Led the formation of a "Military Textile A-Team," transforming advanced functional technologies into high-quality personal protective equipment for military, police, and firefighting applications, while enhancing profit margins.

3. Long-term Business Development Plan

A. Product Planning and Brand Management: Building a Circular Materials Ecosystem

SINGTEX® BIOTEC Matrix: Continue developing bio-based materials, with a target for eco-friendly bio-based products to account for over 30% of revenue by 2025, driving overall revenue growth of 25%.

"From Old Garments to New Garments" Closed Loop: Scale up RePUra™ and Circu-Texfilm chemical depolymerization technologies to establish a mass-producible circular economy model.

Cross-industry Applications: Expand circular materials and functional technologies into home furnishings, construction materials, and industrial textiles.

B. Global Strategic Positioning

Building Competitive Barriers: Adopt a technology-driven strategy, with a 2026 outlook focused on strengthening four key pillars: material innovation, smart manufacturing, green compliance, and DPP digitalization.

Becoming a Global Strategic Hub: Provide vertically integrated capabilities from materials to manufacturing processes, enabling brand partners to proactively position themselves for future markets and build long-term, cross-season trust.

C. Social Value and Corporate Legacy

Deepening Social Impact: Institutionalize efforts in educational equity and cultural development through the "SINGTEX Education Foundation," contributing to shared social value.

Defining the Future of the Industry: Guided by the vision of a "business that warms hearts," continue shaping global green standards and elevating the value chain of the textile industry.

II. Market and Production Overview

(1) Market Analysis

1. Main product sales regions

Unit: NT$ thousand; %

Region		2025		2024	
		Sales Amount	Percentage (%)	Sales Amount	Percentage (%)
Domestic		2,015,501	55.83	1, 660,328	51.56
Export	China	72,668	2.01	300,426	9.32
	South Korea	39,352	1.09	46,549	1.44
	USA	644,633	17.86	6,794	0.21
	Other	837,933	23.21	1, 206,496	37.47
	Total	1,594,586	44.17	1, 560,265	48.44
Total		3, 610,087	100	3,220,593	100.00

2. Market share

The textile industry in Taiwan has relatively matured, with complete statistical output, number of manufacturers, and related workforce in the upstream fiber industry, midstream textile industry, and downstream weaving industry. However, our company and its subsidiaries mainly produce functional fabrics and clothing through the commission processing method, with only processing and dyeing output that can be statistically counted. Therefore, if the market share is estimated based on the dyeing output, there will be a situation of underestimation. The external sales revenue of our company and its subsidiaries in 2025 was NT$1, 594,586 thousand, accounting for 0.82% of the total export value of textile products of US$62.22 billion in the 2025 Ministry of Finance's import and export trade statistics.

3. Market Supply and Demand and Growth Potential in the Future

Regarding the future supply and demand situation in the weaving and dyeing industry, the rise of natural fiber-producing countries such as mainland China, Pakistan, and Indonesia, as well as improper expansion by domestic manufacturers, has led to excess production capacity and price competition, causing domestic natural fiber spinning and weaving manufacturers to become unprofitable and move overseas. In contrast, the demand for long-fiber woven fabrics is continuously growing due to the increasing demand for functional textiles, most of which are achieved through the modification and processing of synthetic fibers. In terms of knitted fabrics, in recent years, due to their short product life cycle, low barriers to entry, and the trend of international product low-cost, traders and agents have sought sources of goods in mainland China and Southeast Asia and provided technical guidance. After several years, manufacturers in mainland China and Southeast Asia have been able to produce products that are equivalent to those of Taiwanese manufacturers, although their quality is less stable, their price is far more attractive than Taiwanese products, and Taiwan's export of knitted fabrics has declined year by year as a result. In addition, the clothing industry is characterized by labor-intensive, low-cost, and relatively low-tech industries. In recent years, domestic wages have been continuously rising, and labor shortages have become apparent, making the production and operation environment of the garment industry increasingly difficult. Coupled with the advantage of low-cost labor in mainland China and emerging countries, the industry has been accelerating its relocation. However, since clothing is an essential necessity in life and belongs to the so-called normal goods in economics, with the increase of income, individual consumption expenditure on clothing has also increased. In the long run, the consumption expenditure on clothing will maintain a certain proportion of national income, which can be inferred that the future market demand for textiles and clothing industries will be in a stable growth state.

At present, "tariffs" and "branding" are still the two major obstacles for Taiwan's textile industry to enter the international market, and facing fierce competition from textile products of countries such as South Korea, mainland China, and India. Taiwanese manufacturers rely on their technological advantages in diversified functional fibers to move towards the specialized and customized fields with regulatory functions, such as professional sportswear and environmentally adaptable clothing and home textile products. Among them, functional and high-quality fabrics are the characteristics of Taiwanese textiles, and about 70% of internationally renowned brands with functional fabrics are from Taiwan. Currently, globally renowned outdoor or sportswear brands have been the long-term target customers of Taiwan's textile industry, including well-known sportswear brands such as Nike, Under Armour, Adidas, etc., which are all manufactured by Taiwanese manufacturers. According to market research company NPD Group's clothing market insight, sportswear is one of the best-performing categories during the pandemic. Furthermore, according to the report by market research company Allied Market Research, it is estimated that the global sportswear market will be valued at nearly $547 billion by 2024. The growth is due to an increasing number of people viewing a healthy lifestyle as a way to prevent diseases, thereby promoting the demand for fitness and outdoor sportswear products. Even after the pandemic, the modern lifestyle of people still makes us optimistic about the sportswear market, as more and more urban youths freely switch between different scenes, going directly from fitness to company meetings, or going to a workout before a date, all of which are becoming the driving force of market growth.

4. Competitive Advantages
   (1) Technological Aspect Our company holds multiple domestic and international patents, presenting a complete patent layout from upstream raw materials such as yarn and film to downstream finished textiles and even functional testing methods. As a result, our company not only has the technology to produce upstream raw materials at a cost more than half cheaper, but also creates a globally pioneering fabric made from coffee grounds. Its innovative and excellent durability and functional characteristics make our products highly competitive in the market.
   (2) Product Aspect The diversity and innovation speed of our company's products have gained international recognition, attracting loyal customers such as The North Face, Patagonia, Schoffel, Vaude, Helly Hansen, Puma, NEW BALANCE and RAB to visit and inquire about new products at our booth in multiple European and American exhibitions every year. Our company also applies for trademark registration in multiple countries, such as eco-friendly coffee functional jackets, premium natural elasticity jackets, and other products, winning the Taiwan Excellence Award and motivating continued development of new products.
   (3) Process aspect The Company integrates the upstream, midstream, and downstream fabric R&D centers, clothing design center, and profit center in the R&D building in Wugu, achieving overall business growth. Additionally, it centralizes operations including the Guanyin dyeing and finishing center, GFUN's expertise in adhesive coating and lamination, and outsourced quality control functions to enhance the management of high-complexity product quality. The Guanyin Precision Dyeing and Finishing R&D Center, which was launched in the second half of 2008, has obtained the most rigorous bluesign® and OEKO-TEX® standard certifications in Switzerland and the European Union, respectively. It also received the 10th Taoyuan Excellent Enterprise Environmental and Circular Excellence Award issued by the Taoyuan City Government, ensuring absolute product guarantee in environmental, health, and safety aspects with its TAF national certification laboratory and quality control system.
   (4) Strategic aspect The Company's strategy innovation is to create a world-renowned brand of high-end functional fabrics with comprehensive environmental protection, energy conservation, safety, and comfort. Currently, the Company and its subsidiaries are suppliers of the world's top 50 sportswear brands. However, the status of orders may be subject to sudden customer replacements due to competitive pricing. Therefore, in addition to continuous innovation and quality improvement, positioning its products and establishing a product image in the minds of end consumers is the ultimate goal of Singtex. Comfort, safety, environmental protection, and energy conservation are synonymous with the Company's functional fabrics.
5. Factors affecting the favorable and unfavorable development prospects and response strategies
   (1) Favorable Factors
      a. Correct market positioning the company has been focusing on the development and innovation of functional fabrics for over 37 years, and has developed over 100 types of functional fabrics every year. Currently, the company and its subsidiaries are suppliers to the top 50 sportswear brands worldwide. In response to global ecological changes, greenhouse effects, rising environmental awareness, energy conservation and carbon reduction, the company has "quickly" created value by

identifying market demand and providing solutions, and by entering the market through differentiation from competitors and obtaining licenses through testing and verification, to establish product niches for the company and its subsidiaries.

b. Flexible marketing strategy the company markets globally with its own brand strategy to ensure a competitive advantage. It actively maintains good relationships with customers worldwide and strengthens customer service to promote its product brands as a leader in the industry. In terms of developing new product markets, the company initially familiarized itself with marketing channels through international strategic alliances such as OEM and ODM, and then gradually adopted its own brand marketing strategy and supplemented it with brand promotion and after-sales service to expand marketing profit sources.

c. Strong R&D capability and technical level
Our company and subsidiaries have long been devoted to research and development and technological innovation. We actively recruit talented people and invest in research and development projects, and can fully grasp the core technology of products, occupying a place in the international market.

d. Excellent quality level
Our company and subsidiaries have devoted many years to establishing a quality system, implementing comprehensive quality management requirements, and carrying out strict quality control measures to improve product quality.

e. Vertical integration service capability
Our company and subsidiaries provide one-stop service to clothing brands from polymer aggregation, false twisting, weaving, dyeing and finishing, post-processing, waterproof and breathable coating and lamination, to clothing manufacturing, reducing customer communication costs and shortening development time.
Actively participating in government procurement projects, continuously expanding market share, and leveraging integrated capabilities to provide the military with superior protective equipment exemplifies the company's differentiation strategy and competitive advantage. Additionally, offering tailored services to the military underscores our commitment to meeting specific needs and preferences, further strengthening our position in the market.

(2) Unfavorable factors:
In addition, the rise of Vietnam's textile and garment industry, coupled with local procurement at low costs and tariff incentives. The shift of China's textile industry to focus on quality improvement presents a severe challenge to our country's textile exports to China and Vietnam. The frequent regional trade integration of countries and the continued implementation of free trade agreements can reduce tariffs on products within the agreements, which is not beneficial to our country's exports.
Corresponding strategies:
Diversify production bases, develop high value-added products, and strengthen highly differentiated niche products.

(II) Significant Applications and Manufacturing Process of Main Products

1. Significant Applications of Products

Our company provides a comprehensive range of services, from eco-innovative yarns to fabric research and development, processing of breathable and waterproof fabrics, to garment design and manufacturing.

(1) Patented Yarn Technology

Singtex leads the global industry with its S.Café® coffee ground yarn technology, which transforms recycled materials into functional yarns, breathing new life into textiles. By leveraging the unique properties of various materials, we enhance fabrics with added functionality while contributing to energy savings and environmental conservation through resource recycling.

S.Café® eco-friendly coffee yarn technology utilizes residual coffee grounds as the primary raw material, creating S.Café® micro-coffee grounds through a low-temperature, high-pressure environmentally friendly patented process. Yarns enhanced with S.Café® micro-coffee grounds increase surface area, showcasing excellent moisture diffusion capabilities based on their physical properties. The micro-pores on S.Café® micro-coffee grounds continuously absorb odor molecules and refract ultraviolet rays.

S.Café® ICE-CAFE™ eco-friendly iced coffee yarn combines yarn properties with coffee to provide a refreshing and cooling sensation to the skin.

(2) Functional and Patented Textile Products

2. SINGTEX targets fabrics for clothing, woven from artificial fibers, natural fibers, and blended fibers, which are widely used in trendy casual wear and sportswear emphasizing current fashion trends. In addition, by integrating with GFUN's subsidiary, a professional laminating coating factory specializing in environmentally-friendly high-end composite functional waterproof and breathable fabrics, we manufacture various types of functional membrane fabric products. All product line includes innerwear, mid-layer wear, and outerwear, which are categorized into SKIN/EMBRACE/SHELTER, as detailed below:

Classification	Product Name	Description of Functionality and Performance
First-level product - SKIN	S. Caf6® Eco-friendly Technology Coffee Yarn Fabric	1. The recycled coffee grounds are processed through a patented manufacturing process to produce S.Cafe eco-friendly technology coffee yarn, which possesses functions such as quick-drying, odor control, and UV protection. 2. It is applied to sportswear, outdoor casual wear, home wear, general clothing, bedding, and accessories.
	SCafe®ICE-CAFE Eco-friendly Technology, Ice Coffee Yarn Fabric	1. By combining the characteristics of yarn with S.Café® eco-friendly coffee yarn, it delivers a cool and refreshing sensation to the skin. 2. Applied to sports clothing, outdoor leisure clothing, home clothing, and sleepwear.
	SINGTEX® Moisture Management Series for Sweat Wicking	1. Utilizing irregular cross-sections or special fibers, and employing specialized weaving designs, these functional fabrics allow the body to remain dry and comfortable even during intense physical activity and sweating. 2. Applied to sports clothing, outdoor leisure clothing, home clothing, general clothing, bedding, and clothing accessories.
	SINGTEX® Series for General Cooling	1. SINGTEX CoolTouch fabric harnesses the characteristics of yarn to enable rapid dispersion of body heat, accelerating sweat evaporation and lowering body temperature. It ensures long-lasting coolness and comfort in the fabric. 2. Applied to sports clothing, outdoor leisure clothing, home clothing, and sleepwear.
	SINGTEX® S. LEISURE - Earth-friendly Comfort Stretch Fabric	1. S.LEISURE™ represents a high standard in comfort fabric, providing wearers with stretchability and flexibility while minimizing environmental impact. It enhances energy efficiency by at least 20% compared to conventional elastic fibers. The product line includes mechanically stretched, thermoplastic polymers, and parallel bicomponent fibers. 2. Applied to sports clothing, outdoor leisure clothing, and home clothing.
	SINGTEX® ONELASTEX – Mono-Material Stretch Textile for Sustainability	1. Engineered with non-torque HCR yarns and advanced knitting technology, this mono-material fabric delivers stable mechanical stretch. It enhances garment comfort and durability, making it ideal for extended wear and high-mobility activities. 2. Applied to sports clothing, outdoor leisure clothing, and home clothing.
	SINGTEX® STRETCH SERIES Elastic Fabric Collection	1. The SINGTEX® STRETCH SERIES features highly elastic fabrics, allowing you to move freely without restrictions during physical activities while maintaining comfort, providing you with enhanced flexibility. 2. Suitable for applications in activewear, outdoor apparel, performance wear, loungewear, everyday clothing, and fashion accessories, ONELASTEX offers comfortable elasticity and unrestricted freedom of movement.
	SINGTEX® AEROWEAVE Lightweight Breathable Series	1. The SINGTEX® AEROWEAVE series utilizes an alkaline dissolution technique to selectively remove yarn components, creating uniform microporous ventilation within the fabric structure. This process results in an ultra-lightweight and breathable textile, enhancing air permeability and providing exceptional cooling and wearing comfort. By leveraging a specialized knitting/weaving construction, this technique maintains fabric integrity while significantly improving moisture vapor transmission and heat dissipation, delivering a superior wearing experience.

Classification	Product Name	Description of Functionality and Performance
		2. Ideal for applications in sportswear, outdoor and active lifestyle apparel, functional performance garments, loungewear, casual wear, and apparel accessories, this fabric offers an all-day breathable and cooling solution for diverse environments and activities.
Second-level product - EMBRACE	STORMFLEECE® Patented Storm Brushed Series	1.Through its patented weaving and brushing process, Singtex creates outer fabrics that are windproof, waterproof, and internally soft and warm. The single-layer fabric embodies both toughness and softness, replacing traditional double-layer soft-shell knits. This reduces material consumption during production. Due to its tightly woven structure compared to knits, it minimizes shedding and peeling, reducing environmental pollution. Additionally, it offers better wind resistance and durability. 2.Applied across various weather conditions, activities, and terrains requiring different levels of protection. Whether in urban areas, forests, at sea, or in the mountains, as well as varying intensities of outdoor activities, suitable fabrics can be chosen accordingly.
	STORMEGA™ Next-Generation Thermal Functional Textile	1. By utilizing fabric structures to create air layers and combining with softshell technology, STORMEGA™ pioneers a unique 3D microclimate temperature regulation single-layer woven fabric. Without the need for brushing, its 3D air layers capture and maintain body temperature while reducing the shedding of microfibers into the ocean during washing. 2. Applied to hiking, outdoor leisure wear, Fashion, and light mountain climbing clothing and accessories.
	S.Café® AIRNEST Environmentally-Friendly Coffee Foam Technology	1. S.Café® AIRNEST™ incorporates S.Café®'s patented invention technology, incorporating over 25% coffee bio-based materials to create a structurally spacious barrier material. This ensures warmth and comfort, providing manufacturers with an alternative foam material to petroleum-based ones. 2. The material finds versatile applications across various products such as braces and supports, household textiles, clothing, footwear, and more.
	SINGTEX® THERMAL Singtex Thermal Series	1. Primarily utilizing knit fleece brushing and shearing techniques, the focus of the SINGTEX® THERMAL series lies in providing lightweight warmth. Through special brushing processes, it achieves both warmth and breathability, ensuring the fabric has excellent insulation and comfort, with a superb touch. It helps maintain the body's optimal temperature in cold climates. 2. Applied to hiking, outdoor leisure wear, home wear, and light mountain climbing clothing and accessories.
	S.Café® eco2sy® Eco-friendly Technology Coffee Insulation Cotton	1. The eco2sy® eco-friendly coffee insulation cotton is derived from a comprehensive eco-friendly concept of heat retention, utilizing ultra-fine recycled fibers from PET bottles, combined with the internationally acclaimed SCafé® technology in eco-friendly coffee fiber. This ensures that eco2sy® is not only environmentally friendly but also provides strong and continuous insulation and odor control through fiber craftsmanship and structural design. 2. Applied to hiking, outdoor leisure wear, and mountain climbing clothing and accessories.
Third-level product- SHELTER	SINGTEX® Protector SERIES Singtex Climate Protection Series	1. Utilizing PU film lamination and coating technology to achieve waterproof and breathable effects. The SINGTEX® Protector SERIES is applied to 2-layer or 3-layer fabrics, with the outer layer optionally featuring Singtex's patented AIRMEM® eco-friendly coffee biofilm fabric. The inner layer can utilize another patented technology, P4DRY™ eco-friendly coffee ground comfort printing, to achieve odor control and a dry-touch effect. 2. Applied to outdoor activity clothing and accessories such as jogging, cycling, and outdoor leisure.
	S.Café® P4DRY Innovative Coffee Textile Printing Technology	1. Using S.Café® technology to incorporate recycled coffee grounds into our exclusive fabric printing technology. Combining the properties of coffee with embossed functional printing, P4DRY™ printed fabric is faster drying, provides better odor control, and offers comfortable skin feel, making it the optimal moisture-wicking fabric.

Classification	Product Name	Description of Functionality and Performance
		2. Applied to outdoor activity clothing and accessories such as jogging, cycling, and outdoor leisure.
	S.Café® AIRMEM® Coffee Biofilm	1. AIRMEM™ is a globally pioneering patented technology that replaces 26% of petroleum usage with coffee oil. By using coffee biofilm combined with elastic or waterproof breathable fabrics, exceptional breathability and waterproofness are achieved. It is the world's first non-food source biofilm material and can be applied to a wide range of applications, offering manufacturers an alternative to petroleum-derived film materials. 2. Applied to outdoor activity clothing and accessories such as outdoor leisure, cycling, hiking and mountain climbing.
	AIRMEM® COLORSHELL Micro-Porous Coffee Biofilm/Color Film	1. The AIRMEM™ COLORSHELL micro-porous color film series utilizes millions of micropores in the material, allowing moisture to pass directly through the pores, achieving direct breathability. This unique structure allows for active air exchange to dissipate moisture while maintaining complete waterproofness, keeping the wearer dry and warm. 2. Applied to outdoor activity clothing and accessories such as outdoor leisure, cycling, hiking, mountain climbing and skiing.
	AIRMEM-X™ Coffee Biofilm Regenerated Film	1. AIRMEM-X™ is composed of 20% industrial waste + 26% coffee bio-based PU, enhancing the characteristics of recycled materials to produce a windproof, waterproof, and breathable film. The manufacturing process reduces raw material usage by 46% while obtaining USDA coffee bio-based product (26%), GRS, and bluesign certifications. 2. Applied to outdoor activity clothing and accessories such as outdoor leisure, cycling, hiking, mountain climbing and skiing.
	RePUra™ A low-carbon, circular waterproof and moisture-permeable membrane made from recycled garments.	RePUra™ is a low-carbon, circular waterproof and moisture-permeable membrane made from recycled textiles, addressing long-standing challenges in textile recycling. Complex multi-material textiles can be regenerated without disassembly or decolorization and transformed into high-performance membranes with waterproof and breathable properties, making them suitable for a wide range of functional apparel that requires water resistance, wind protection, and breathability. This innovation received the 2025 R&D 100 Award. It is the world's first solution specifically designed for complex composite textiles, enabling a "textile-to-textile" recycling process. In addition to reducing waste generation and processing costs, it also creates new business opportunities for recycled materials.

(3) Personal Protective Equipment (PPE) Fabric Series

For 37 years, the Singtex Group has been dedicated to the research and development of high-end outdoor functional fabrics, integrating GFUN's professional waterproof and breathable technology. This enables rapid transformation and development of protective products. Due to the COVID-19 pandemic in 2020, Singtex Group's high-end functional fabrics were repurposed for personal protective equipment (PPE). The SINGTEX PROTECTOR series insists on environmental protection. Its fabrics can maintain protective performance even after repeated washing up to 30 times, reducing the pollution caused by the massive disposal of traditional non-woven disposable isolation gowns. Through the use of heat-sealing tape technology, it prevents blood and viruses from penetrating through seams and needle holes, achieving higher levels of protection and manufacturing speed. Additionally, it provides isolation gowns in different colors to facilitate management planning for healthcare units. It embodies both "medical protection" and "sustainability".

Product Name	Description of Functionality and Performance
PROTECTOR PPE Fabric with medical-grade protection	The SINGTEX® PROTECTOR™ PPE Isolation Gown FS series fabric, coupled with waterproof tape, can pass AAMI PB70 LEVEL 1 and LEVEL 2 static pressure and impact penetration tests. The BS series, through special processing, can pass LEVEL 4 blocking virus and blood penetration. Compared to traditional non-woven isolation gowns, it offers better durability, tear resistance, and superior liquid barrier properties.

Product Name	Description of Functionality and Performance
SINGTEX® WORKWEAR Fabric specially tailored for workers' needs	The SINGTEX® Workwear series utilizes nylon and CORDURA® yarns, offering toughness, tear resistance, abrasion resistance, and lightweight properties. Some products use air-textured yarn (ATY) to enhance fabric softness, coupled with elastic fibers for added comfort and ease of movement.

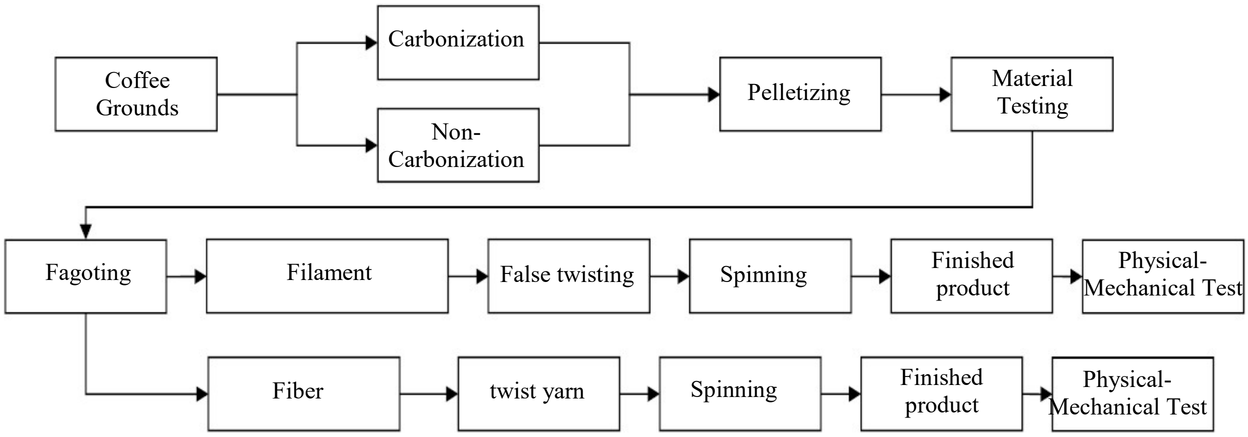
(4) Sustainable Materials Series

This series offers brand customers the most environmentally friendly options, all using sustainable materials with the concept of waste reduction and reuse. It includes a range of textiles composed of biodegradable materials, recycled materials, and fully recyclable materials.

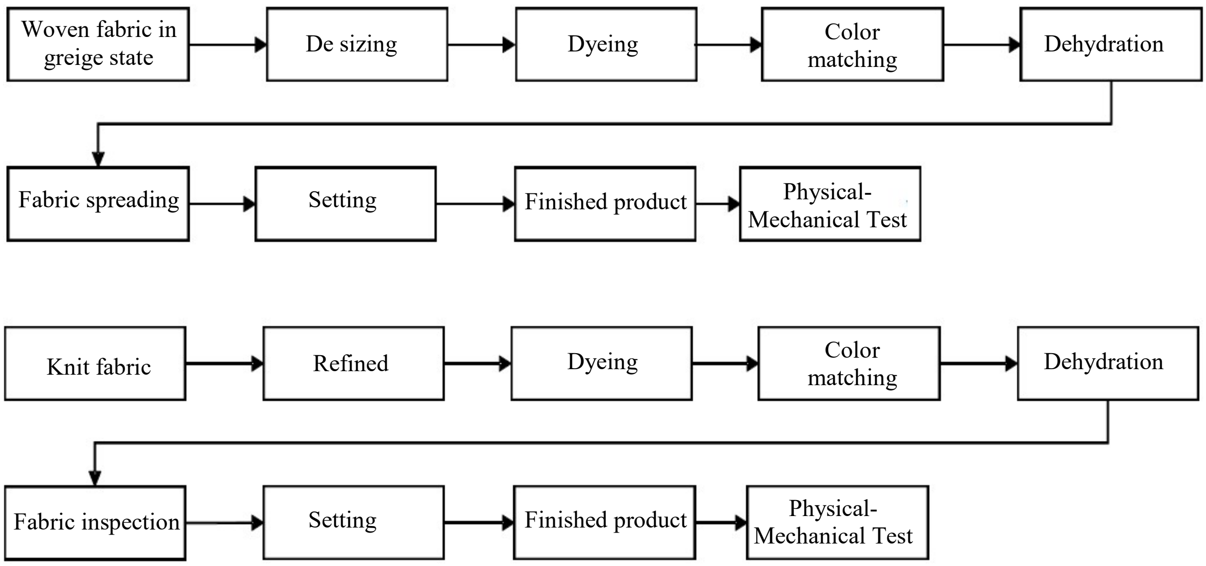
Product Name	Description of Functionality and Performance
SINGCARE Environmental Series Products	1.Manufacturing regenerated fibers using eco-friendly, low-carbon materials and discarded polyester textiles as raw materials, these green products are a new material for ecological conservation of the Earth. 2. Applied in sportswear, outdoor leisurewear, home apparel and corporate uniforms, etc.
Biodegradable Series	1.This series offers biodegradable fabrics that can be metabolized and decomposed by microorganisms in natural burial or composting environments with sufficient moisture, oxygen, and appropriate microorganisms, reducing environmental burden. 2. Outdoor functional apparel (e.g., camping and hiking wear), sportswear (e.g., running and cycling apparel), and travel wear (e.g., quick-dry and packable garments).
Recycled Materials Series	1.This series utilizes materials recycled from waste, such as coffee grounds, PET bottles, fishing nets, discarded polyester textiles, and single-material discarded clothing, giving waste a new life while reducing waste accumulation. 2. End-use Applications in Apparel: Outdoor performance wear (UV-resistant, quick-drying functions), functional windbreakers (water-repellent, abrasion-resistant), casual wear (eco-friendly T-shirts, hoodies), yoga apparel, and compression garments (moisture-wicking, high elasticity).
Fully Recyclable Materials Series	1.This series of fabrics are designed with product recyclability in mind from the research and development stage, all using single materials, allowing products to be 100% recyclable and infinitely cyclical, gaining eternal life. 2. Applications include activewear (such as running apparel, compression tights, and fitness clothing), corporate uniforms (for environmental organizations and public service sectors), sustainable fashion apparel (for eco-conscious fashion brands), windbreakers and jackets (made with recyclable windproof and waterproof materials), as well as uniforms for the hospitality and aviation industries—aligning with corporate ESG (Environmental, Social, and Governance) objectives.

2. Production Process of the Product

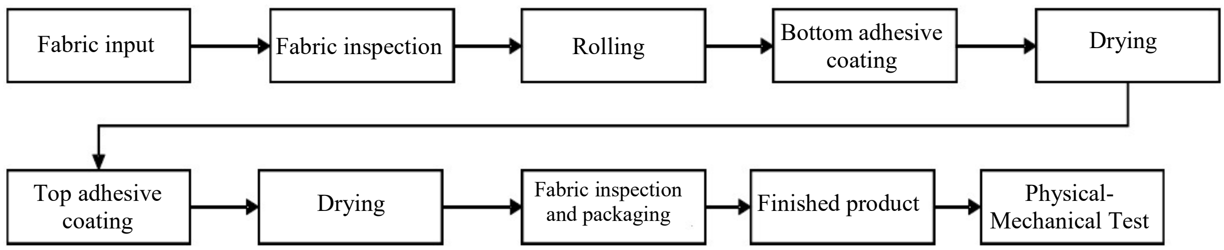
(1) Manufacturing Process of Coffee Yarn.



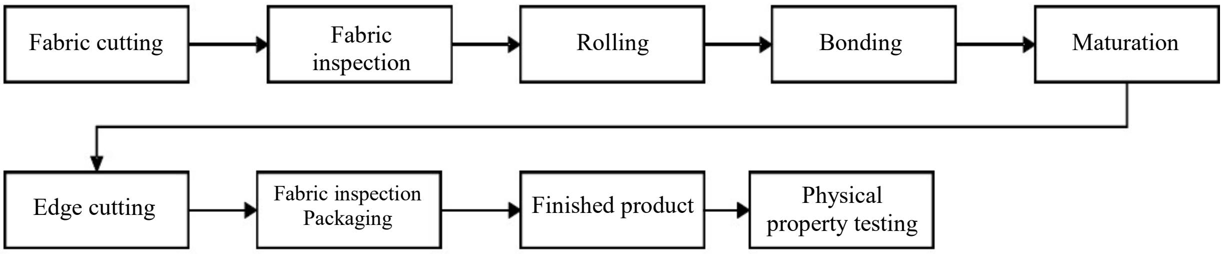
(2) Production process of dyeing and finishing



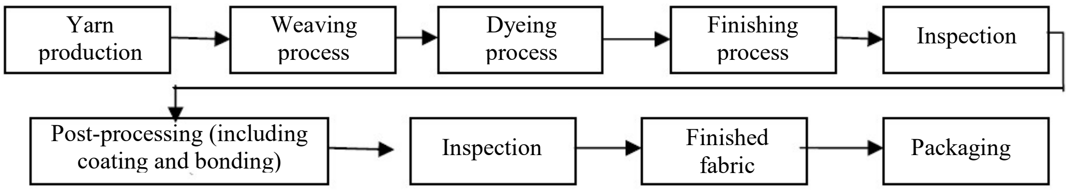
(3) Production process of coating



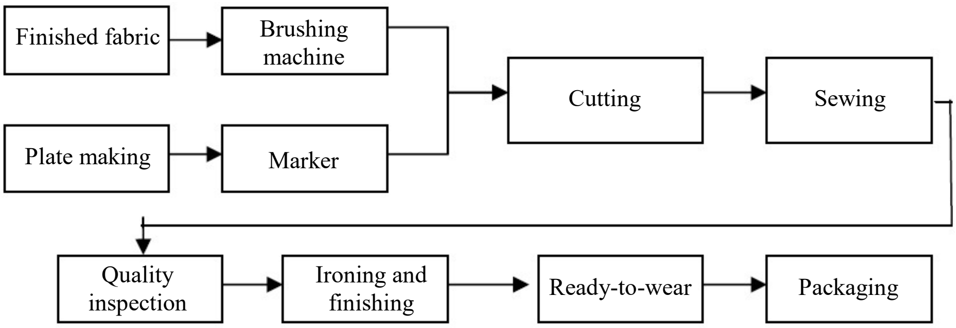
(4) Bonding production process:



(5) Functional fabric manufacturing process:



(6) Functional garment manufacturing process:



(III) Status of Supply of Main Raw Materials

The Company continues to focus on the research and development and sales of functional and environmentally friendly raw materials and fabrics. Only some key technologies such as dyeing and finishing are produced in-house, while the majority are outsourced for processing and production. The Company has established long-term stable cooperative relationships with suppliers, and the supply of raw materials is stable without any supply interruptions.

(IV) Customers Who Accounted for 10% or More of Total Sales in Any of the Past Two Years, and their Sales Amounts and Ratios, and the Reasons for Changes

1. Customers who accounted for 10% or more of the total purchase amount in any of the past two years, their purchase amounts and ratios.

	2025				2024			
Item	Name	Amount	Percentage of Annual Net Purchases (%)	Relationship with the Issuer	Name	Amount	Percentage of Annual Net Purchases (%)	Relationship with the Issuer
1	Company A	253,105	12.11%	-	Company A	215,953	10.9%	-
2	Others	1, 837,350	87.89%	-	Others	1, 764,410	87.1%	-
	Net purchases	2,090,455	100.0%		Net purchases	1, 980,363	100.0%	

Explanation: The increase in procurement expenditure in 2025 compared to 2024 is primarily attributed to the Company's continued efforts in the development of high-tech, high-quality, and eco-friendly functional textiles, as well as investments in defense-related products. These initiatives have contributed to stable business growth and an increase in operating revenue, thereby resulting in a corresponding rise in procurement expenditures.

2. Customers who accounted for 10% or more of the total sales amount in any of the past two years, their sales amounts and ratios.

	2025				2024			
Item	Name	Amount	Percentage of Annual Net Purchases (%)	Relationship with the Issuer	Name	Amount	Percentage of Annual Net Purchases (%)	Relationship with the Issuer
1	Company B	536,614	14.86%	-	--	-	0%	-
2	Others	3,073,473	85.14%	-	Others	3,220,593	100.0%	-
	Net purchases	3,610,087	100.0%		Net purchases	3,220,593	100.0%	

Explanation: The increase in procurement expenditure in 2025 compared to 2024 is primarily attributed to the Company's continued efforts in the development of high-tech, high-quality, and eco-friendly functional textiles, as well as investments in defense-related products. These initiatives have contributed to stable business growth and an increase in operating revenue.

III. Number of workers, the average length of service, average age, and education distribution of employees for the last two years and as of the printing date of the annual report

Unit: People; Years; Years; %

Year		2024	2025	As of March 28, 2026.
Number of Employees	Employees	297	306	311
	Indirect Personnel	183	256	216
	Direct Personnel	572	437	396
	Total	1052	999	923
Average Age		38.73	38.89	39.28
Average Years of Service		4.65	5.24	5.44
Educational Background Distribution Ratio (%)	Doctorate/Master's Degree	3.99	3.8	4.12
	University (including Junior College)	31.94	36.44	38.89
	High School or Below	64.07	59.76	56.99

IV Environmental Expenditure Information:

In the past two fiscal years and as of the printing date of this annual report, the company has suffered losses due to environmental pollution (including compensation and violations of environmental protection laws and regulations that have resulted in penalties, which should state the date of punishment, the number of the penalty, the violated laws and regulations, and the content of the punishment), and disclosed the estimated amount of current and future losses and corresponding measures. If it cannot be reasonably estimated, it should explain the fact that it cannot be reasonably estimated:

(1) In the past two fiscal years and as of the printing date of this annual report, the losses and penalties suffered by the Company and its subsidiaries due to environmental pollution are as follows:

Company name:	Decision and Penalty Notice Number	Date of Penalty Decision	Violated Statute or Regulation	Nature of the Violation	Details of the Penalty
G-FUN INDUSTRIAL CORPORATION	20-113-060003	2024.06.13	Air Pollution Control Act, Article 24, Paragraph 2.	The factory holds an operation permit for a stationary pollution source issued by the competent authority, specifically for the "Polyurethane (PU) Synthetic Leather Manufacturing Process – PU Leather Production Process (M02), Operation Permit No. H6515-03." On March 8, 2024, the Environmental Protection Bureau dispatched personnel to the facility located at No. 3, Gongye 6th Road, Shulin Village, Guanyin District, Taoyuan City, to conduct testing of non-methane total hydrocarbons (NMTHC) at the emission point (P205). During the inspection, the surface coating areas (E210, E216), coating machines (E212, E214), and the associated air pollution control equipment, specifically the scrubber tower (A209), were observed to be in operation. Test results indicated that the scrubber tower (A209) achieved a treatment (reduction) efficiency of 9.7%, which falls short of the required volatile organic compounds (VOC) reduction efficiency stipulated in the operation permit, which mandates a minimum efficiency of 30%. The facility was therefore found to be operating non-compliantly with the conditions outlined in its permit.	NT$100,000
	20-113-080004	2024.08.14	Air Pollution Control Act, Article 24, Paragraph 2.	The Company is engaged in dyeing and finishing operations and holds a stationary pollution source operation permit issued by the Environmental Protection Bureau for the "Dyeing and Finishing Process (M01)" (Permit No. H7305-00). On May 30, 2024, the Environmental Protection Bureau conducted an on-site inspection at the Company's facility. During the inspection of the M01 process operations, it was found that the operations were not conducted in accordance with the approved permit conditions, with the following violations identified: (1) The air pollution control equipment – Scrubber (A101) recorded a pressure drop of approximately 7.5 mmH_2O, which did not meet the approved operating range of 15–45 mmH_2O. (2) The air pollution control equipment – Scrubber (A102) recorded a pressure drop of approximately 46 mmH_2O, exceeding the approved operating range of 5–30 mmH_2O. (3) The air pollution control equipment – Electrostatic Precipitator (A106) recorded a pressure drop of approximately 9.5 mmH_2O, which did not meet the approved operating range of 15–45 mmH_2O. (4) The air pollution control equipment – Electrostatic Precipitator (A107) recorded a pressure drop of approximately 2 mmH_2O, which did not meet the approved operating range of 5–30 mmH_2O.	NT$100,000

	20-113-120027	2025.01.09	Air Pollution Control Act, Article 24, Paragraph 2.	The Company is engaged in dyeing and finishing operations and holds an Air Pollution Control Operating Permit for the "Dyeing and Finishing Process (MO1)" (Permit No. H7305-00) issued by the local Environmental Protection Bureau. On November 24, 2024, the Bureau conducted an on-site inspection at our facility. During the inspection, it was found that the MO1 process was in operation, and the differential pressure reading of the air pollution control equipment—specifically, the scrubber (A102)—was recorded at 39 mmH_2O, which exceeds the permitted range of 5–30 mmH_2O. This indicates that the operation was not in compliance with the conditions specified in the approved permit.	NT$160,000

(2) Future Strategies and Potential Expenses

In the past two years and up to the date of this annual report, the Company and its subsidiaries have been fined a total of NT$ 360,000 for violating environmental protection laws and regulations such as the Air Pollution Control Act, Water Pollution Control Act, and Waste Disposal Act. The fines have been paid in full by the Company and its subsidiaries. In the future, the Company will focus on maintaining and regularly inspecting related equipment for daily prevention of environmental damage, as well as implementing measures to prevent and improve environmental pollution in accordance with the Air Pollution Control Act, Water Pollution Control Act, and Waste Disposal Act. The potential expenditures associated with the aforementioned mitigation measures primarily relate to routine equipment inspection and maintenance costs.

V. Labor Relations

I. List the various employee benefits, training, education, retirement systems, their implementation status, as well as the agreements and measures to safeguard employees' rights and interests between labor and management.

1. Employee Benefits

A. The compensation and benefits provided by the Company and its subsidiaries comply with all relevant laws and regulations, and are not lower than the legal minimum wage. The Company adopts a policy of equal pay for equal work and considers the concept of total compensation for its reward system, including salary, benefits, bonuses, dividends, etc. All employees are required to undergo two performance evaluations each year, and the results are used as the basis for rewards.

B. The promotion channel for outstanding talents is smooth, and the human resources department regularly recommends and reports promotions and salary adjustments based on changes in the external environment, the company's operating conditions, and individual performance to ensure that salaries are in line with market standards and fairness.

C. The Company and its subsidiaries also care about the rights of pregnant colleagues, providing maternity leave without pay for employees who need to care for infants and young children, assisting in the application for labor insurance maternity benefits, and proactively inquiring about their willingness to return to work before the end of their leave without pay to help them return to their job positions.

D. The Employee Welfare Committee has been established, and welfare funds are allocated monthly in accordance with regulations to handle related welfare matters. The Committee plans annual domestic tours or travel subsidies, family day activities, wedding/funeral gifts, holiday bonuses or gift certificates, birthday gift certificates and cakes for colleagues, employee children's education subsidies, and emergency relief.

E. In addition to the mandatory monthly welfare benefits, the Company provides accident insurance/medical insurance, superior to the requirements of labor laws, annual year-end banquets and lottery prizes, and occasional discounts on company products. To promote employee health, the Company also offers occasional assistance with registering for road races and subsidies. Both labor and management at the Company and its subsidiaries are committed to mutual support and growth, with employees working diligently to achieve performance, and management rewarding them accordingly based on their hard work and contributions.

2. Training and Development System and Implementation Status the Company and its subsidiaries firmly believe that "talents are the most important asset of a company." In order to cultivate functional talents in the textile industry and enhance the quality of personnel, the Company has planned a training system based on various core functions, which includes four categories: "New Employee Training," "Professional Skills Training," "Internal Trainer Training," and "Core and Management Skills Training." The Company also includes the cultivation of elite talents as part of its operational performance assessment criteria, with a particular focus on cultivating leadership talent in business and manufacturing management, with quantitative indicators to ensure the effectiveness of future talent development.

A. New Employee Training Mainly for new employees, this training helps them understand the Company and establish a sense of identification with it. It aims to familiarize them with the company's environment and rules and regulations, establish a correct work attitude, and understand the Company's corporate culture, environmental protection, and safety and health concepts.

B. Professional Skills Training This training aims to assist employees in achieving their work goals effectively. It provides training on job-related professional skills according to the needs of different departments. The goal is to enhance the professional knowledge and skills of various job categories, including textile fabric marketing, production, research and development, clothing manufacturing, international trade, materials, brand marketing, and finance.

C. Core and Management Skills Training The core skills training aims to enable employees to share similar values and a common vision and have the basic abilities necessary to complete their work tasks, while the management skills training focuses on developing the relative management skills of managerial positions.

D. Internal Trainer Training This training is provided for "supervisors or employees selected by supervisors with professional experience" to facilitate the internal transfer of experience within the enterprise.

3 Retirement system and its implementation

The Company and its subsidiaries have established a retirement pension management policy in accordance with applicable laws and regulations to promote employee retention through professional service and to ensure financial security after retirement. A Supervisory Committee for Labor Pension Reserve Funds has been established to oversee pension matters. In compliance with the Labor Standards Act (LSA), the Company contributes monthly an amount equivalent to 2.75% of the total monthly salaries of employees covered under the LSA to a designated trust account to safeguard employees' pension rights.

The Company’s retirement policy, in accordance with the Labor Pension Act (LPA), is as follows:

(1) Voluntary Retirement:

An employee may apply for voluntary retirement under any of the following conditions (for those who have opted to remain under the LSA, retirement shall be processed in accordance with its provisions):

(a) The employee has at least 15 years of service and is at least 55 years of age.
(b) The employee has at least 25 years of service.
(c) The employee has at least 10 years of service and is at least 60 years of age.

(2) Mandatory Retirement:

The Company may not enforce mandatory retirement unless the employee meets one of the following conditions:

(a) The employee has reached the age of 65.
(b) The employee is mentally or physically incapacitated and deemed unfit to continue working.

For employees engaged in hazardous or physically demanding roles, the Company may apply to the central competent authority for approval to lower the retirement age, but in no case shall it be less than 55 years of age.

(3) Pension Calculation Standards:

(a) For employees whose service years include periods both before and after the implementation of the LPA and who have opted to remain under the LSA, pension benefits shall be calculated based on Article 55 and Article 84-2 of the Labor Standards Act.

(b) For employees with service years under the preceding provision and who are mandatorily retired under Article 35, Paragraph 1, Subparagraph 2 of the LPA due to job-related mental or physical disability, an additional 20% of the pension benefit shall be granted in accordance with Article 55, Paragraph 1, Subparagraph 2 of the LSA.

(c) For employees subject to the pension system under the LPA, the Company shall contribute 6% of the employee's monthly wage to the employee's individual pension account under the Labor Pension Personal Account System.

(4) Pension Disbursement:

The Company shall disburse retirement pension payments within 30 days from the employee's effective retirement date.

Beginning July 1, 2005, the Company adopted the new government pension scheme concurrently, contributing 6% of the employee's total monthly wages to the employee's individual pension account. Employees who voluntarily contribute additional pension funds may authorize the Company to withhold such voluntary contributions from their monthly salary and remit them to their individual pension account managed by the Bureau of Labor Insurance.

4 Agreements between labor and management and measures to safeguard employee rights

Our company and its subsidiaries have established measures and regulations for labor-management relations based on relevant laws and regulations. We uphold the principles of autonomous management and full employee participation, respect employee rights, and believe that smooth internal communication channels and a sound communication mechanism are key elements for the company's continuous growth. In order to enhance communication between labor and management, our human resources department regularly holds labor-management communication meetings, where senior executives and employee representatives discuss issues such as the company's operating conditions and employee opinions through two-way communication. All employee representatives can openly communicate with management about working conditions without fear of retaliation, threats, or harassment. Thus far, there have been no labor disputes or losses caused by labor disputes between any department heads and subordinates, as effective communication is maintained through regular business meetings and education and training. Therefore, the labor-management relationship is good, and the possibility of future losses from labor disputes is extremely low.

5 Work Environment and Employee Personal Safety Protection Measures

Our company's headquarters building is located in the New Taipei Industrial Park and is primarily used for business development, quality management research and development, and administrative work. The office environment is pleasant and there are no operations that pose a special risk to health. The various production factories also do not have any operations that pose a special risk to health, and the raw materials used in the factories and the waste generated from processing (such as exhaust gas, wastewater, solid waste, etc.) are all disposed of and reported in compliance with regulations of the competent authorities. In order to protect the safety and health of employees and comply with environmental protection, occupational safety and health, and fire safety regulations, our company and its subsidiaries have implemented the following work environment and employee personal safety protection measures:

A. Each unit has established and implemented an "environmental assessment form" to prevent and improve abnormal environmental systems and ensure the normal operation of the workplace.

B. We have announced and strengthened education and training on "environmental safety-related regulations" to ensure compliance with all applicable laws and regulations on environmental matters.

C. We have implemented "chemical control" management and labeling to prevent occupational safety accidents.

D. We have installed air pollution prevention and control equipment and set up suction hoods for air pollution sources. The exhaust gas is treated before being discharged to ensure the safety and health of employees.

E. We implemented the "handling and transport of industrial waste" by commissioning approved contractors authorized by the Environmental Protection Agency to handle and transport solid waste generated by the company.

F. We established a firefighting disaster prevention and rescue system, set up an "emergency response organization" and conducted "regular drills" to enhance our disaster prevention and rescue capabilities, ensuring the safety and health of our employees and the normal operation of production in response to major disasters.

G. We conducted regular inspections of buildings and fire safety equipment to minimize losses in the event of a disaster and ensure the safety of our employees.

H. We established a "safety and health unit and management personnel" responsible for planning and promoting the company's safety and health policies and management systems, as well as auditing the related execution effectiveness.

I. We conducted "annual employee health check-ups" every year to maintain the safety and health of our employees and achieve our sustainable business goals.

J. We implemented "occupational safety and health education and training" for new and existing employees. All employees were required to receive various safety and health education and training to prevent occupational accidents and maintain their safety and health.

II In the current and preceding fiscal years up to the date of publication of this annual report, we suffered losses due to labor disputes (including violations of labor laws as indicated in labor inspection results, with details including the date and number of penalties, the violated regulations, the contents of the violations, and the penalty contents), and disclosed the estimated amounts and corresponding measures for the current and future possible losses. If we are unable to make a reasonable estimate, we will explain the reasons why.

Company Name	Adjudication Document Number	Penalty Date	Violation of laws and regulations	Violation of the provisions	Sanction content
G-FUN INDUSTRIAL CORPORATION	Number 1140121329, issued by the Labor Inspection Office in 2025.	2025.05.13	Article 14, Paragraph 2 of the Occupational Safety and Health Act.	Sodium hydroxide (45% concentration) is used and stored within the plant. It is designated by the Ministry of Labor as a priority controlled chemical. The total annual handling volume has exceeded 1 metric ton for at least one type of operation. However, the required information—such as operator basic data and records of handling priority-controlled chemicals—has not been reported and registered on the information platform designated by the central competent authority for recordation.	NT$ 30,000
G-FUN INDUSTRIAL CORPORATION	Number 1140299568, issued by the Labor Inspection Office in 2025.	2025.10.22	Article 6, Paragraph 1 of the Occupational Safety and Health Act.	Natural gas is used as fuel for indoor boilers at the plant. In the event of a gas leak and accumulation, there is a risk of fire or explosion. However, prior to operations, the natural gas concentration in the indoor boiler room has not been measured. The boiler room has not been classified into hazardous zones, and the electrical equipment installed does not have explosion-proof design. In addition, the natural gas pipelines within the indoor boiler room pose a risk of fire or explosion due to static electricity. The flange connections of the pipelines have not been equipped with static elimination (grounding) devices.	NT$ 150,000
G-FUN INDUSTRIAL CORPORATION	Number 11402995681, issued by the Labor Inspection Office in 2025.	2025.10.22	Article 24 of the Occupational Safety and Health Act.	The plant has installed 76 dyeing machines classified as hazardous equipment, and these machines operate 24 hours a day. However, only one worker has completed the certified training for Class I pressure vessel operators and is assigned to operate them during the daytime shift. During all other periods, the machines are operated by workers who have not received the required certified training.	NT$ 100,000
SINGTEX INDUSTRIAL CORPORATION	Number 11401213291, issued by the Labor Inspection Office in 2025.	2025.05.13	Article 14, Paragraph 2 of the Occupational Safety and Health Act.	Sodium hydroxide (45% concentration) is used and stored within the plant. It is designated by the Ministry of Labor as a priority controlled chemical. The total annual handling volume has exceeded 1 metric ton for at least one type of operation. However, the required information—such as operator basic data and records of handling priority-controlled chemicals—has not been reported and registered on the information platform designated by the central competent authority for recordation.	NT$ 60,000

The company and its subsidiaries, in the most recent fiscal year and up to the date of this annual report's publication, have been subject to penalties for violations of the occupational safety and Health Act, as shown in the table above. All identified deficiencies have been corrected in accordance with the requirements of the competent authorities, and the fines have been fully paid. In response to these issues, the company has conducted a comprehensive review of its management systems and operational procedures and has implemented the following corrective and preventive measures:

1. Strengthening Occupational Safety and Health Management Systems

The company has re-evaluated in-plant boiler equipment, hazardous equipment, and chemical management mechanisms. Hazard identification and risk assessments have been implemented in compliance with relevant regulations, and standard operating procedures (SOPs) have been established to ensure that all operations meet safety and health standards.

2. Improvement of Equipment Safety and Explosion Prevention Measures

For boiler rooms using natural gas, the hazardous area classifications have been reviewed, and electrical equipment has been progressively upgraded with explosion-proof features. Static discharge prevention measures have been installed on gas pipelines. Pre-operation safety checks and gas concentration monitoring mechanisms have been established to reduce fire and explosion risks. The planned investment is NT$1,486,000 to install explosion-proof equipment and detectors for safety improvement.

3. Enhanced Training for Operators of Hazardous Equipment

For dyeing machines and pressure vessel equipment, additional training programs and certification plans have been established. The estimated cost is NT$13,500. Operator scheduling and qualification management have been implemented to ensure all equipment operators hold valid and certified training.

4. Improved Chemical Declaration and Management Mechanisms

The reporting and registration of priority-controlled chemicals have been completed. A system for regular review and reporting has been established to ensure that all chemical handling data is accurately recorded and submitted in accordance with regulations.

The company and its subsidiaries have addressed violations of the occupational safety and health act and the labor standards act, as shown in the table, and corrective actions have been completed. Adhering to a philosophy of harmonious and honest management, the company has no potential for significant labor disputes and the likelihood of future labor-related losses is considered extremely low.

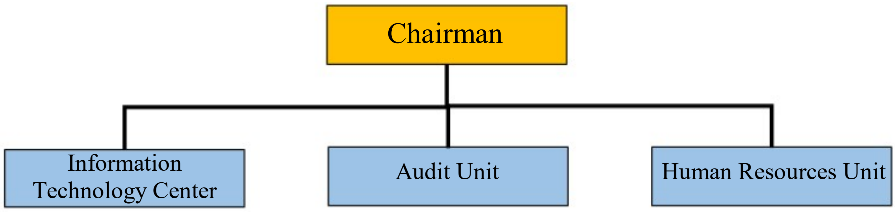
VI. Ares security management:

(1) Describe the framework for managing information security risks, the information security policies, specific management plans, and the resources invested in Ares's security management.

1. Organization

1.1 Information Security Organization

- The Company has established an "Information Security Organization" to coordinate information security and related policy development, as well as to carry out risk management and audits.



- Chairman: Information Security dedicated supervisor take charge of approves the company's information security policy, provides resources, and reviews critical information security measures. In addition to regularly reporting on the implementation status of information security to management to ensure the appropriateness and effectiveness of operations, major information security issues and management effectiveness are reported to the board of directors at least once a year.
- Information Office: At least one dedicated information security personnel shall be appointed.
  - Develop information security policies and plans to ensure the company's information security complies with relevant laws and standards, and oversee the operation of the entire information security organization.
  - Monitor the company's information systems and networks, detect, and respond to security incidents, and maintain the security of systems and networks.
  - Evaluate the company's information security risks, develop corresponding risk management strategies and procedures, and reduce the risks faced by the company.
- Audit Unit: Includes external and internal audits, regularly or irregularly testing the company's information systems and applications, detecting security vulnerabilities and weaknesses, and providing corresponding solutions. The results are reported to the Audit Committee and then to the Board of Directors. Regularly tracking improvement situations.
- Human Resources Unit: Responsible for providing information security training and education, raising employee awareness and skills to reduce internal security risks faced by the company.

2. Information Security Risk Management Mechanism

2.1 Risk Identification:

- Through regular risk identification activities, identify factors that may pose threats to information security, including internal and external factors such as natural disasters, cyberattacks, etc.

2.2 Risk Analysis:

- Conduct in-depth analysis of identified risks, including assessments of likelihood, impact severity, risk priority, etc., to determine their potential impact on the organization.

2.3 Risk Control:

- Based on the results of risk analysis, develop corresponding risk control measures, including technical controls, policy measures, etc., to mitigate risks.

2.4 Risk Monitoring:
- Establish a risk monitoring mechanism to continuously track the effectiveness of implemented risk control measures and promptly adjust and optimize them.

2.5 Risk Review:
- Regularly review the risk management process, review and update risk assessments to ensure the applicability and effectiveness of risk management measures.

3. Information Security Policy
   - See Details of "SINGTEX Information Security Policy"
4. Information Security specific management plan

4.1 Data Classification and Handling:
- Develop clear data classification standards and determine corresponding handling procedures, including encryption and storage of sensitive data.

4.2 System Access Control:

Ensure that only relevant personnel are granted necessary system access permissions and establish corresponding access audit mechanisms to track and review system access logs.

4.3 Event Monitoring and Response:
- Establish an event monitoring system and develop incident response plans to address security incidents and incidents, ensuring that relevant personnel have the training and resources necessary for response.

5. Investment in Ares security management Resources

5.1 Human Resources：
- Ensure sufficient cybersecurity professionals participate in cybersecurity management activities and provide ongoing professional training.
- The company is currently planning to hire cybersecurity consultants to guide the improvement of information security policies and develop improvement plans, with the goal of obtaining information security certification.

5.2 Technical Resources：
- Provide necessary cybersecurity tools, technical support, and related security equipment and software, ensuring their continuous updating and upgrading.

5.3 Financial Resources：
- Allocate sufficient budget to support cybersecurity management activities, including training, technological updates, etc., and ensure reasonable resource allocation.

6. Information security risk assessment

6.1 Regular Assessment：
- Conduct comprehensive regular cybersecurity risk assessments, including assessments of internal and external threats, to ensure the accuracy and comprehensiveness of risk assessments.

6.2 Risk Assessment Reports：
- Prepare risk assessment reports, clearly assess the results, and provide improvement suggestions, ensuring that the reports are approved by relevant personnel.

(2) During the past fiscal year and up to the date of this annual report, there were no significant information security incidents that resulted in losses and had a significant impact on our company and its subsidiaries' operations.

VII. Important Contracts

Company Name	Nature of contract	Parties involved	Contract start and end dates	Main content	Limitation clauses
Singtex Industrial Co., Ltd.	Agreement for engagement of foreign patent cases	Saint Island Intellectual Property Group	From March 4, 2024 until patent grant	Manufacturing method for fully recyclable polyester-coated textile articles	N/A
Singtex Industrial Co., Ltd.	Assignment of right to patent application	Taiwan Design Research Institute	From January 2, 2024 until patent grant	Assignment of Patent for coffee grounds drying apparatus to Singtex	N/A
Singtex Industrial Co., Ltd.	Assignment of right to patent application	Taiwan Design Research Institute	From January 2, 2024 until patent grant	Assignment of patent for used clothing recycling device to Singtex	N/A
Singtex Industrial Co., Ltd.	Memorandum of Understanding	DHS Innovation Technology Co., Ltd.	From February 5, 2024, until completion of development	Joint development of ballistic-resistant fiber fabrics and production of ballistic protection products	N/A
Singtex Industrial Co., Ltd.	Loan agreement	The Shanghai Commercial & Savings Bank, Ltd.	From November 22, 2022, counting five years from the disbursement date.	Mid-term secured loans and mid-term loans	N/A
Singtex Industrial Co., Ltd.	Loan agreement	Hua Nan Commercial Bank, Ltd.	From May 24, 2024, counting two years from the disbursement date.	Mid-term secured loans and mid-term loans	N/A
MAGICTEX APPAREL CORPORATION (Singtex Industrial Co., Ltd. 100% owned subsidiary)	Ministry of National Defense Procurement Contract (Third O Second Factory Entrusted Civilian Operation Project)	Ministry of Nation Defense	2022/12/15 ~ 2027/12/14	1.884 Services Incidental to Manufacturing (excluding manufacturing of metal products, machinery, and equipment) 2. Budget Amount: NT$3,610,863,254	In accordance with the specifications outlined in the tender announcement.
MAGICTEX APPAREL CORPORATION	Procurement of uniforms for internal and field personnel	Taiwan Water Corporation	From March 11,2024 until final acceptance	Procurement disclosure for field staff uniforms under operating activities for fiscal year 2024	In accordance with the specifications outlined in the tender announcement.
MAGICTEX APPAREL CORPORATION	Procurement of windproof and breathable jackets for civil defense and volunteer police personnel	Hsinchu City Police Bureau	From March 11,2024 until final acceptance	Windproof and breathable jackets for civil defense and volunteer police personnel in 2024	In accordance with the specifications outlined in the tender announcement.
MAGICTEX APPAREL CORPORATION	Supplier in the procurement agreement	Taipei City Government Public Works Bureau	From March 28, 2025 until final acceptance	Staff uniforms and environmental sanitation inspector uniforms	In accordance with the specifications outlined in the tender

					announcement.
MAGICTEX APPAREL CORPORATION	Purchaser in the procurement agreement	GOOD-ALL INDUSTRIES COMPANY	From May 21, 2025 until final acceptance	Procurement of Automated Helmet Spraying Equipment	N/A
MAGICTEX APPAREL CORPORATION	Loan agreement	The Shanghai Commercial & Savings Bank, Ltd.	From May 23, 2022, counting five years from the disbursement date.	Medium-term (guaranteed) loans (credit guarantee fund)	N/A
MAGICTEX APPAREL CORPORATION	Loan agreement	The Shanghai Commercial & Savings Bank, Ltd.	From September 15, 2023, counting five years from the disbursement date.	Medium-term (guaranteed) loans (credit guarantee fund) – post-pandemic recovery program	N/A
G-FUN INDUSTRIAL CORPORATION	ISO 45001 External Audit and Certification Agreement	BestCERT Quality Registrars Ltd.	From 2024.11.07 until certification is granted	Certification Counseling: ISO 45001	N/A
G-FUN INDUSTRIAL CORPORATION	Digital camouflage sleeping bag for the army	Army Command Headquarters, MND	From February 29, 2024 until acceptance	Procurement of digital camouflage sleeping bags	In accordance with the specifications outlined in the tender announcement.
G-FUN INDUSTRIAL CORPORATION	Design commission	LEE & ASSOCIATES / ARCHITECTS.	2021/09/23~ Completion date	Factory expansion project design	N/A
G-FUN INDUSTRIAL CORPORATION	Engineering agreement	Chen Cheng Construction Co., Ltd.	2022/03/28~ Completion date	Polyester spinning Guanyin plant expansion project	N/A
G-FUN INDUSTRIAL	Contract for Work- Client	InSynerger Technology Co., Ltd.	From April 2, 2025~ Completion date	2025 Ministry of Economic Affairs Subsidy Program for Low-Carbon and Smart Upgrade Transformation of Small and Medium Manufacturing Enterprises	N/A
G-FUN INDUSTRIAL	Contract for Work- Client	Textile Industry Research Institute	February 1, 2025~ November 30, 2025	Textile Industry Low-Carbon Transformation Promotion and Guidance Program	N/A
G-FUN INDUSTRIAL	Contract for Work- Client	Saint Island Co. Ltd.	From April 9, 2025~ Completion date	Patent Applications in Vietnam and South Korea for Film-Forming Compositions and Coated Fabrics	N/A
G-FUN INDUSTRIAL	Contract for Work- Client	Saint Island Co. Ltd.	From May 5, 2025~ Completion date	Patent Applications in China and Japan for Film-Forming Compositions and Coated Fabrics	N/A
G-FUN INDUSTRIAL CORPORATION	Loan agreement	The Shanghai Commercial & Savings Bank, Ltd.	2024/4/23 ~ 2031/4/23	Mid-term unsecured loans	N/A

G-FUN INDUSTRIAL CORPORATION	Loan agreement	Hua Nan Commercial Bank, Ltd.	2022/05/18 ~ 2032/08/12	Accelerate Investment of Taiwanese Enterprises (Newly expanded factory)	Merge the project loan to share a credit line of 1.84 billion.
G-FUN INDUSTRIAL CORPORATION	Loan agreement	Hua Nan Commercial Bank, Ltd.	2022/05/18 ~ 2029/08/12	Accelerate Investment of Taiwanese Enterprises (Purchase machinery and equipment)	Merge the project loan to share a credit line of 1.84 billion.
G-FUN INDUSTRIAL CORPORATION	Loan agreement	Hua Nan Commercial Bank, Ltd.	2022/05/18 ~ 2029/08/12	Accelerate Investment of Taiwanese Enterprises (operating turnover)	Merge the project loan to share a credit line of 1.84 billion.

V. Review and analysis of financial position and financial performance and risk issues

1. Financial Condition: (Consolidated balance sheet prepared in accordance with International Financial Reporting Standards) Unit: Thousands of New Taiwan Dollars (NT$)

Project	2025	2024	Increase amount	
			Amount	Rate of change (%)
Current assets	2,649,789	2, 253,560	396,229	17.58
Non-current assets	4,567,983	4, 510,007	57,976	1.29
Total assets	7,217,772	6, 763,567	454,205	6.72
Current liabilities	3,130,480	2, 168,740	961,740	44.35
Non-current liabilities	2,005,751	2,487,733	(481,982)	(19.37)
Total liabilities	5,136,231	4, 656,473	479,758	10.30
Share capital	612,998	612,998	-	-
Additional paid-in capital	931,617	961,837	(30,220)	(3. 14)
Retained earnings	440,932	411,681	29,251	7.11
Other equity interest	(19,078)	(11,485)	(7,593)	66.11
Treasury stock	(25,914)	(25,914)	-	-
Equity attributable to owners of the parent company	1, 940,555	1, 949,117	(8,562)	(0. 44)
Total equity	2,081,541	2, 107,094	25,553	(1.21)

Explanation of Significant Changes (changes in percentage over 20%):
1. Current liabilities: The primary reason was the adjustment of the capital structure whereby short-term borrowings were reclassified as medium- to long-term borrowings.
2. Other equity interest: The increase in exchange differences is mainly due to the translation of financial statements of overseas operating entities for the year 2025.

2. Financial Performance:

(1) Analysis of Operating Results Comparison

Unit: New Taiwan Dollar (NT$ thousands)

Year / Project	2025	2024	Increase amount	Rate of change (%)
Operating revenue	3, 610,087	3,220,593	389,494	12.09
Operating costs	2, 845,600	2, 549,377	296,223	11.62
Gross profit	764,487	671,216	93,271	13.90
Operating expenses	600,336	637,401	(37,065)	(5.82)
Operating income	164,151	33,815	130,336	385.44
Non-operating income and expenses	(79,354)	28,303	(107,657)	(380.37)
Pre-tax income	84,797	62,118	22,679	36.51
Income tax	26,578	23,910	2668	11.16
Net Income	58,219	38,208	20,011	52.37

Explanation: (Items with a variation of 20% or more)
(1) Increase in Operating Profit: Primarily attributable to the rise in gross profit and the reduction in operating expenses.
(2) Non-operating income and expenses: Mainly due to the decrease in exchange gains in 2025.

(2). Expected sales quantity and its basis, possible impact on the company's future financial operations, and corresponding plans based on the historical data of operating revenue from previous years and reference to various professional forecasting agencies' predictions for the industry, the company expects a cautious optimism in sales volume and revenue for the next fiscal year.

3. Cash Flow

(1) Analysis and explanation of the changes in cash flow in the most recent fiscal year.

Unit: NT$ thousand dollars

Project \ Year	2025	2024	Rate of change	
			Amount	(%)
Net cash inflow from operating activities	(17,316)	(114,569)	97,253	(84.89)
Net cash outflow from investing activities	(207,946)	(250,517)	42,571	(16.99)
Net cash inflow from financing activities	322,802	392,184	(69,382)	(17.69)
Explanation: (Analysis of items with changes of over 20%) Operating activities: Mainly due to a decrease in accounts receivable in 2025				

(2) Improvement Plan for Insufficient Liquidity

The cash flow from operating activities of the Company in 2025 was a net inflow, and there are currently no liquidity issues.

(3) Analysis of Future One-Year Cash Flow Liquidity

Unit: NT$ thousand dollars

Beginning cash balance (1)	Expected net cash inflow from operating activities for the entire year (2)	Expected cash outflow for the entire year (3)	Expected cash surplus (deficit) (1) +(2) +(3)	Remedial measures for expected cash deficit
1,041,874	497,982	(594,349)	945,507	N/A
1. Analysis of Cash Flow Changes for the Next Fiscal Year: (1) The net cash inflow from operating activities is mainly expected to be generated by the Company and its subsidiaries' operations. (2) The cash outflow mainly arises from the new purchase and replacement of machinery and equipment for the construction of subsidiary's dyeing and finishing plant, and the payment of cash dividends. 2. Remedies for expected cash shortfall and liquidity analysis: The expected cash outflow for the next fiscal year is mainly due to the Company's future operating plans and investment needs. In addition to using cash inflow from operating activities, the Company will seek bank loans or other financing methods to meet its funding needs in case of cash shortage.				

4. Effect of significant capital expenditures on financial operations in the most recent year: None.

5. The most recent annual transfer policy, the main reasons for profit or loss, improvement plans and investment plans for the coming year:

1. The Company's investment policy is based on the future direction of operations and is being gradually executed. At this stage, the focus is on the expansion and extension of related businesses. The Company places great importance on the profitability and prospects of invested companies and strictly adheres to principles such as legality, profitability, and liquidity. The investment strategy considers risk, return, and asset growth, and aims to achieve the goals of return and asset growth while controlling risk.

2. Investment in subsidiaries:

Unit: NT$ thousand dollars

Investee companies	2025 Profit/Loss amount	Main reasons for profit or loss:	Improvement Plan
G-FUN INDUSTRIAL CORPORATION	(203,432)	Due to the dyeing and finishing plant not reaching the projected target, resulting in underutilization and increased costs.	Increase utilization rate and reduce production costs.
MAGICTEX APPAREL CORPORATION	42,995	For this period, the company undertook the National Armed Forces Project 302, resulting in increased revenue and profitability.	N/A
YIELD CROWN LTD.	(9,825)	The investment loss recognized in MAGICTEX CO., LTD., a subsidiary in Vietnam.	Strengthen production management, expand to achieve economies of scale, to improve production efficiency and reduce production costs.
ADVANCE WISDOM LTD.	(3, 464)	The investment loss recognized in ADVANCE WISDOM COMPANY LIMITED, a subsidiary in Vietnam.	As of now, only land has been acquired. On March 26, 2024, the Board of Directors resolved to approve the disposal of the Vietnamese sub-subsidiary's equity by the subsidiary.
ALPHA BRAVE INC.	(2,820)	The investment loss recognized in ALPHA BRAVE COMPANY LIMITED, a subsidiary in Vietnam.	As of now, only land has been acquired. On March 26, 2024, the Board of Directors resolved to approve the disposal of the Vietnamese sub-subsidiary's equity by the subsidiary.
CHAMPION LEGEND CORP.	(1, 826)	The investment loss recognized in SINGTEC COMPANY LIMITED, a subsidiary in Vietnam.	Under construction and not yet in operation.
TIME GLORY CORP.	(4, 202)	The investment loss recognized in SINGTEC COMPANY LIMITED, a subsidiary in Vietnam.	Under construction and not yet in operation.
SOUTH TO SUCCESS LTD.	-	The suspension of investment plans in Cambodia.	The investment project in Cambodia was terminated following the board of directors' resolution on January 23, 2017.
DIAMOND FORTUNE CORP	(276)	The investment loss recognized in Singtex Trading (Shanghai) Co., Ltd.	N/A
MAGICTEX CO., LTD	(10,676)	The operating scale has not yet been achieved.	Improve production efficiency and reduce production costs.
ADVANCE WISDOM COMPANY LIMITED	(2,967)	Due to not yet being operational, it includes expenses such as industrial park management fees and land use rights amortization.	As of now, only land has been acquired. On March 26, 2024, the Board of Directors resolved to approve the disposal of the Vietnamese sub-subsidiary's equity by the subsidiary.
ALPHA BRAVE COMPANY LIMITED	(2, 883)	Due to not yet in operation, it incurs management expenses such as industrial park management fees and amortization of land use rights.	As of now, only land has been acquired. On March 26, 2024, the Board of Directors resolved to approve the disposal of the Vietnamese sub-subsidiary's equity by the subsidiary.
SINGTEX COMPANY LIMITED	(6, 349)	As the plant is still under construction and not yet in operation, it incurs miscellaneous expenses, industrial park management fees, and amortization of land use rights during the construction period.	Under construction and not yet in operation.
SINGTEX Trading (Shanghai) Co., Ltd.	(301)	The decrease in revenue and the impact of existing fixed costs and operating expenses resulted in the current period's loss.	N/A

3. Future Investment Plan:

The Company and its subsidiaries follow the relevant provisions of the "Asset Acquisition or Disposal Procedures." The Company's current investment policy is based on its future business direction and is gradually implemented. At this stage, the focus is on the expansion and extension of related businesses, and each investment case is carefully evaluated. The Company has fully understood the investment benefits and possible risks that may arise.

VI Analysis and assessment of risk events for the most recent year and up to the date of printing of the annual report:

(1) Impact of interest rate, exchange rate fluctuations, and inflation on the Company's income and future response measures

1. Impact of interest rate fluctuations:

The interest expense of the Company and its subsidiaries for 2025 is NT$68,723 thousand, accounting for 1. 9% of Operating Revenue and 118.04% of post-tax (loss) income. The Company and its subsidiaries use their funds conservatively and prudently, keeping an eye on various deposit and loan interest rates of banks and maintaining a good relationship with them to obtain favorable rates. When necessary, the Company will adopt hedging tools to avoid the risk of rising interest rates. Therefore, it is expected that changes in interest rates will not have a significant impact on the overall operations of the Company and its subsidiaries in the future.

2. Impact of Foreign Exchange Rate Fluctuations The foreign exchange gain or loss from 2025 of the Company and its subsidiaries was NT$32,828 thousand, accounting for 0.91% of the Operating revenue and 56.39% gain or loss of the profit after tax. As the Company and its subsidiaries primarily receive payments in US dollars and make payments for raw materials and expenses in New Taiwan dollars, fluctuations in foreign exchange rates will continue to affect the foreign exchange gain or loss from the Company's foreign currency transactions. The Company's foreign exchange policy is based on future funding needs in line with global economic trends and overseas market expansion, and whether to use forward exchange contracts to mitigate foreign exchange risks. The measures taken in response are as follows:

A. Maintain close contact with the foreign exchange department of the Company's financial institutions, continuously collect relevant information affecting the foreign exchange market, and fully grasp the exchange rate trend to respond to the impact of exchange rate fluctuations in a timely manner.

B. In addition to using natural hedging methods, which is to use revenue in the same currency to support procurement expenses to avoid exchange rate risks, the finance and accounting department will closely monitor the dynamics of the foreign exchange market, adjust the foreign currency position based on global economic conditions, exchange rate price levels, and future funding needs, to avoid adverse effects of exchange rate fluctuations on the Company's revenue and profitability.

C. The Company has established a "Procedure for Acquisition or Disposal of Assets," and related foreign exchange transactions will be conducted in accordance with this procedure.

3. Inflation Impact

The Company and its subsidiaries maintain good relationships with suppliers and customers, and are attentive to market price fluctuations. There has been no significant impact on the Company and its subsidiaries due to inflation, and therefore inflation has no significant impact on the Company and its subsidiaries.

(2) Policies, Main reasons for profit or loss, and Future Measures for High-Risk, High-Leverage Investments, Loans to Others, Endorsement Guarantees, and Derivative Transactions

The Company and its subsidiaries did not engage in high-risk and high-leverage investment behaviors or derivative transactions in 2025 and up to the date of the annual report printing. The Company and its subsidiaries provided loans and endorsement guarantees to subsidiaries primarily to improve their operational flexibility in the use of working capital. Currently, interest payments and repayments from each Investee company are normal, and there is no significant risk to the Company and its subsidiaries. In providing loans, endorsement guarantees, and derivative transactions, the Company strictly abides by the relevant laws and regulations issued by the competent authority and generally accepted accounting principles, as well as the "Procedure for Loans to Others," "Procedure for Endorsement Guarantees," and "Procedure for Acquisition or Disposal of Assets" established by the Company.

(3) Future R&D plans and projected R&D expenses to be incurred.

R&D Plan:	Current Progress:	Additional R&D expenses required:	Completion and production time:	The main factors that can lead to successful future research and development are
Development of water-based waterproof and moisture-permeable polyurethane	Aiming to replace conventional solvent-based waterproof and moisture-permeable polyurethane, the development focuses on a solvent-free manufacturing process to achieve an environmentally friendly and low-carbon production workflow.	NT$ 1.9 million	2025-03-31	In-depth research is being conducted on the manufacturing technology and formulation of water-based polyurethane waterproof and moisture-permeable membranes, with the goal of maintaining high levels of waterproofing and moisture permeability performance.
Design of products to reduce microplastics in the ocean	In response to the global issue of microplastics in the ocean, we are improving and developing products that are less likely to produce microfibers.	NT$ 3 million	2025-06-30	Reducing textile fiber shedding and microfiber loss during the washing process to reduce their impact on marine life and human health.
Development Project for Bio-Based Waterborne Waterproof and Breathable Fabrics	This project focuses on the development of bio-alloy waterproof and breathable textiles, aiming to create functional materials that are both environmentally non-toxic and provide high-performance waterproof and moisture vapor permeability.	NT$ 5.2 million	2025-06-30	The project introduces the world's first high bio-based content waterborne waterproof and breathable membrane, delivering physical properties comparable to current solvent-based membranes, while offering enhanced environmental sustainability and reduced reliance on petrochemical raw materials.
Development of 100% environmentally friendly, waterproof, and breathable products for recycling	We are continuously developing environmentally-friendly recycled film, using waste from other industries or within the factory for recycling and reuse. This is the world's first process to obtain GRS certification, achieving a reduction in waste and the use of petrochemical raw materials.	NT$ 6.5 million	2025-12-31	The development of 100% environmentally friendly polyurethane films with combined surface and bottom fabric designs, achieving products with 100% recyclable material and ultra-low carbon and waste product design and development.
Development of ultra-lightweight waterproof and breathable products	Leveraging ultra-fine fiber structures, the product development focuses on ultra-lightweight designs across both woven and knitted fabrics. The development integrates a highly functional, lightweight membrane that differentiates itself from conventional commercial waterproof and breathable films.	NT$ 4.2 million	2026-06-30	1.Production of specialized yarns and stabilization of quality consistency 2.Dyeing and post-finishing textile processing technologies 3.Development of proprietary lightweight, eco-friendly, high-performance membranes as the core technology
Development plan for textile-to-textile	We are using a special yarn processing method to provide polyester, nylon, and	NT$ 7.5 million.	2026-12-31	The promotion of a new product series that uses low-carbon production processes comparable to those using

R&D Plan:	Current Progress:	Additional R&D expenses required:	Completion and production time:	The main factors that can lead to successful future research and development are
materials with flexibility.	polypropylene fibers with good elasticity and recovery rate, ensuring consumer comfort when wearing our products.			Spandex, with additional advantages of elasticity, comfort, environmental-friendliness, recyclability, and durability.
Development plan for a low carbon emission product line	We are using carbon footprint calculations to extract low-carbon materials and combining them with environmentally-friendly recycled waterproof and breathable films for product development.	NT$ 15 million.	2027-12-31	The product design and development is expected to reduce carbon emissions by more than 50% to achieve low-carbon and low-energy consumption product design.
Development Project for Waterproof and Breathable Membranes from Recycled Composite Textiles	Technical development for the recycling of composite textiles into waterproof and breathable products	NT$ 67.84 million.	2027-12-31	This pioneering global initiative aims to establish a closed-loop recycling system for composite textiles by developing technologies to regenerate waterproof and breathable products, thereby enabling Textile-to-Textile circularity.

(4) The impact of significant policy and legal changes at home and abroad on the company's financial operations and response measures

The Company and its subsidiaries conduct daily operations in compliance with relevant domestic and foreign laws and regulations and keep a close eye on the development of domestic and foreign policies and regulatory changes to fully grasp and respond to market environment changes. They evaluate their impact on the company and take corresponding measures beforehand to avoid adverse effects that may result from policy and legal changes. In the past fiscal year and up to the date of printing this annual report, there have been no significant incidents affecting the company's financial operations due to significant policy and legal changes at home and abroad.

(5) The impact of technological changes (including information security risks) and industry changes on the company's financial operations and response measures

In addition to closely interacting with the Institute for Information Industry to obtain information on industry changes, technology development, and industry news, the Company also collaborates with the Institute for Information Industry in scientific and technological research and development projects to ensure that its products meet market demand. In the past fiscal year and up to the date of printing this annual report, there have been no significant incidents affecting the financial operations of the Company and its subsidiaries due to technological or industry changes. The following measures have been taken:

(1) Extensively using periodicals and network information to pay attention to business, technology, and industry literature reports, regularly sending personnel to participate in research projects, technology seminars, discussions, trade conferences, exhibitions, and training overseas.

(2) Communicating information through periodic meetings to ensure that management and appropriate personnel are aware of current technological developments.

(3) Implementing information security education and training, establishing employee awareness of information security protection, and establishing four major goals: ensuring that employees understand the importance of information security, enhancing awareness of existing information security threats, focusing on key strategies (phishing and social engineering attacks), and information security concepts of privileged accounts (supervisors and even suppliers, etc.).

(6) The impact of changes in corporate image on crisis management and response measures:

Since its establishment, the Company and its subsidiaries have maintained a good corporate image, complied with relevant laws and regulations, actively promoted various quality certifications, and maintained harmonious labor-management and local relationships to continue to maintain a good corporate image. There have been no incidents affecting the company's corporate image in recent years.

(7) Expected benefits, possible risks, and response measures for mergers and acquisitions: None

(8) Expected benefits, potential risks, and response measures of expanding the factory: None

(9) Risks arising from concentration in purchases or sales and corresponding countermeasures:

Although the Company and its subsidiaries had one supplier accounting for more than 10% of total purchases in 2025 (Year 114), the Company's key raw material procurement policy is to maintain at least two suppliers and diversify sources of supply. The Company also maintains long-term and close cooperative relationships with its suppliers to ensure the stability of material supply.

In addition, although the Company and its subsidiaries had one customer whose sales amount accounted for more than 10% of total sales in 2025 (Year 114), the Company adheres to the principle of having multiple domestic and overseas customers and diversifying its customer base. The Company also continues to actively develop high-technology, high-quality, eco-friendly, and functional textile products to ensure stable and sustainable business growth.

(10) Impact, risks, and response measures of significant transfers or changes in ownership of directors, supervisors, or major shareholders holding more than 10% of the company's equity: None.

(11) Impact, risks, and response measures of changes in management rights: None.

(12) Lawsuits and non-litigation events that have been finalized or are pending, involving the company, directors, supervisors, general manager, substantial responsible person, major shareholders holding more than 10% of the equity, and subsidiary companies. Results of these events may have a significant impact on shareholder equity or securities prices, and should disclose the disputed facts, target amounts, start date of litigation, main parties involved, and processing status as of the publication date of the annual report: No litigation or non-litigation cases have been adjudicated or are currently ongoing.

(13) Other significant risks and countermeasures: To enhance information security risk management, the company has established the "Information Security Regulations", which include the following provisions:

1. Respect for intellectual property rights
   - 1.1 Prohibition of using unauthorized computer software and hardware.
   - 1.2 Prohibition of illegal downloading or copying of works protected by copyright law.
   - 1.3 Without the consent of the copyright owner, the protected works cannot be uploaded to public websites.
   - 1.4 Prohibition of setting up websites for the public to illegally download protected works and engage in other activities that may infringe on intellectual property rights.
2. Making good use of network resources
   - 2.1 Prohibition of stealing unauthorized files on the company's internal network.
   - 2.2 Prohibition of using the company's network to browse or disseminate illegal websites or data such as violence and pornography.
   - 2.3 Prohibition of using the company's network for non-business-related massive web browsing or data downloading.

2.4 Prohibition of intentionally interfering with or disrupting the normal operation of the network system by any means.
2.5 Prohibition of using email, instant messaging, BBS or similar features to disseminate fraudulent, defamatory, insulting, obscene, harassing, illegal software transactions, or other illegal messages.
2.6 Prohibition of spying on other people's email or files.
2.7 Prohibition of intercepting network transmission messages without permission.
2.8 Prohibition of using the company's network resources to engage in other illegal or improper activities.

3. Computer system account password usage regulations
3.1 To apply for a computer system account, the applicant must complete the Computer Service Application Form, and it can only be set up after approval by the relevant supervisor.
3.2 Unless there are special requirements, the relevant account and permissions must be canceled immediately after personnel leave the company.
3.3 Passwords must meet the strength principle, and the network system administrator should be responsible for setting related password strength principles.
3.4 Passwords must be changed regularly, and the network system administrator should be responsible for setting all accounts to be forced to change passwords regularly.
3.5 Unless there are special requirements, individuals are not allowed to share their account passwords with others, nor are they allowed to peek, disclose, or steal anyone's account passwords.
3.6 Proactively report any improper use of account passwords or security concerns.
3.7 Do not use the "remember password" function on web pages or software systems.
3.8 Computers must have screen protection enabled that automatically activates password protection when the computer is unused and unattended.

4 Personal Data Protection
4.1 Each unit must comply with the Personal Data Protection Act and other relevant laws and regulations, handle and protect personal information with caution.
The Company and its subsidiaries place a strong emphasis on personal data protection, strictly adhering to the key principles of the Personal Data Protection Act and implementing robust privacy and data security management measures. Access control mechanisms and data ownership review processes are enforced to ensure that data access and sharing are properly managed and protected, while maintaining data availability, integrity, and confidentiality. These measures are applicable across all subsidiaries, customers, and suppliers.
To mitigate the risk of information security incidents, in addition to managing critical infrastructure such as data centers and network systems, the Company conducts regular information security awareness training to instill cybersecurity best practices among users. These efforts aim to build a secure information environment and prevent personal data breaches.

Furthermore, comprehensive endpoint protection software has been deployed on both company servers and employee workstations to block zero-day attacks and unknown malware. The Company continues to upgrade its cybersecurity infrastructure and software to ensure effective protection of corporate data assets.

Key performance indicators and quantitative results for personal data protection in 2025 are as follows:

1.100% of new employees signed both the “Notification and Consent for Collection and Use of Personal Data” and the “Information Security Commitment Form” upon onboarding.

2.Incident response and risk data management:

In 2025, the Company reported 0% occurrence of cybersecurity incidents and received no customer complaints related to data breaches.

4.2 The administrator of the company's network usage management should respect network privacy and not arbitrarily view personal information of network users or engage in other acts that infringe on privacy rights, except in the following circumstances:

4.2.1 To maintain or inspect system security.

4.2.2 To obtain evidence or investigate improper behavior based on reasonable suspicion of violating this code of conduct.

4.2.3 To cooperate with investigations by judicial authorities.

4.2.4 Other acts in accordance with laws and regulations.

5 Users who violate this code of conduct shall be subject to the following penalties:

5.1 Immediately cease the network user's use of network resources to avoid affecting normal network operation.

5.2 If a violation is confirmed, the offender shall be punished according to the severity of the offense.

6 For a person who receives punishment in accordance with the preceding article and who also commits acts that violate the law, the offender shall be held legally responsible in accordance with the Civil Law, Criminal Law, Copyright Law, or other relevant laws and regulations.

7 After approval by the General Manager, this code of conduct shall be implemented by sending official correspondence.

VII. Other important matters: None.

VI. Special Notes

1. Related company information

(1) Report on the merger of related parties

Please refer to the Market Observation Post System (MOPS): https://mopsov.twse.com.tw/mops/web/t57sb01_q10
You may search for Company Code: 4433 to access relevant information.
The search path is as follows:
MOPS > Single Company > Electronic Document Download > Related Party Enterprises (Three Statements) Section.

2. The most recent private placement of marketable securities for the year and up to the date of publication of the annual report.

On February 24, 2023 the Board of Directors of the Company resolved to propose the phased or simultaneous issuance of cash increased private placement common shares or domestic convertible corporate bonds (including secured or unsecured convertible corporate bonds), within the limit of no more than 10,000 thousand shares of common stock. The proposal is pending approval at the 2023 Annual General Meeting of Shareholders.
The aforementioned private placement case was terminated pursuant to the resolution of the board of directors on February 23, 2024.

Please refer to the Market Observation Post System (MOPS): https://mops.twse.com.tw/mops/#/web/t116sb01
Use the following path and search for Company Code: 4433 to view the relevant information.
Search path:
MOPS > Thematic Areas > Investment Zone > Private Placement Zone > Private Placement Zone.

3. Other necessary additional information: None

4. For the most recent year and up to the date of publication of the annual report, events that have a significant impact on shareholders' equity or the price of securities as defined in Article 36-3-2 of the Securities and Exchange Act have occurred.: None

Singtex Industrial Co., Ltd.

President: CHEN, KUO-CHIN