TRIOCEAN INDUSTRIAL CORPORATION CO., LTD.

Stock Code：1472

Website for annual report：
https://mops.twse.com.tw

Company website：
https://triocean.com.tw/

2025
Annual Report

Printed on March 31, 2026

I. Spokesperson and acting spokesperson name, title, telephone number and email address:

The Company’s Spokesperson	Acting Spokesperson
Name: Hsu Cheng-Che	Name: Chen Shu-Ying
Title: General Manager	Title: Chief of Accounting Division
Tel.:(07)356-0666	Tel.:(07)356-0666#326
E-mail: hsuroger@triocean.com.tw	E-mail: yingsc@triocean.com.tw

II. Addresses and telephone numbers of headquarters, branches, plants

Headquarters: No. 360, Jiabao Road, Dashe District, Kaohsiung City Tel: (07) 356-0666

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

Name: KGI Securities, Shareholder Service Department

Website: http://www.kgieworld.com.tw

Address: 5F, No. 2, Section 1, Chongqing South Road, Taipei City Tel.: (02)2389-2999

IV. Name of the CPA certifying the financial statements in the most recent fiscal year and the name, address, website and telephone number of the accounting firm

Name of CPAs: Chen Chen-Li, Chen Hsiu-Wen

Name of CPA firm: Deloitte Taiwan

Address: 3F, No. 88, Chenggong 2nd Rd., Kaohsiung City

Website: www.deloitte.com.tw

Tel.: (07)530-1888

V. Name of any exchanges where the Company’s securities are traded offshore, and the method by which to access information on said offshore securities

None

VI. Company website

https://triocean.com.tw

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One. Report to Shareholders

Dear Shareholders,

Thank you for attending our 2026 Annual General Meeting, and we appreciate your continued support. In 2025, the rapid growth of AI investment drove increased demand for supporting infrastructure in factory and office construction, electromechanical engineering, and public works projects. While a labor shortage was pushing up personnel costs, overall cost increase remained moderate. The Company upholds the spirit of "Integrity, Quality, Innovation, Quality, Environmental Protection, and Progress" as the foundation of all business activities and is committed to providing quality construction services. By upholding the management philosophy of "safety first, schedule first, and cost control," our team continues to increase construction projects. There were no abnormal circumstances in the management of any of the projects. Consolidated operating revenue for 2025 reached NTD 3,643,138 thousand. As new projects begin, overall revenue is expected to grow steadily.

I. 2025 Business Report

(I) Business implementation results:

Unit: NTD thousand

Item \ Year	2025	2024	Amount of difference	Difference ratio (%)
Net operating revenue	3,643,138	2,335,467	1,307,671	56%
Gross operating profit	513,486	287,235	226,251	79%
Net operating profit (loss)	375,584	152,598	222,986	146%
Pre-tax profit (loss)	391,424	196,090	195,334	100%
Net loss for the year	335,975	154,623	181,352	117%

(II) Analysis of income, expenditure and profitability:

Unit: NTD thousand

Item	2025	2024
Net cash inflow (outflow) from operating activities	625,173	288,401
Net cash inflow (outflow) from investing activities	(342,690)	(476,725)
Net cash inflow (outflow) from financing activities	383,929	180,734
Effect of exchange rate changes on cash	1,656	5,149
Net revenue increase (decrease) in cash	668,068	(2,441)
Opening balance of cash and cash equivalents	790,965	793,406
Closing balance of cash and cash equivalents	1,459,033	790,965

(III) Profitability analysis

Item	2025	2024
Return on assets (%)	7.09	4.49
Return on equity (%)	15.53	8.96
Net profit margin (%)	9.22	6.62
Earnings per share (NTD)	6.40	3.31

II. 2026 Business Plan

The Company is committed to providing high-quality construction services and has been committed to providing quality construction services. For 2026, our goal remains obtaining tenders with high added value. Our momentum remains focused on public construction, social housing, and other project sources, guiding our excellent assisting contractors to pursue projects with strong competitive advantages that align with social development trends. Additionally, we implement the sharing of benefits and mutual growth to become a high-quality, long-term business partner.

III. Effects of the external competitive environment, regulatory environment and overall managerial environment

Looking ahead to 2026, the global economy will continue to face numerous challenges. Key among these are US trade policy, China's industrial restructuring, the future of artificial intelligence, geopolitical conflicts, and climate change. These factors will not only impact Taiwan's export performance but also affect domestic demand and consumption through financial markets and import prices. President Trump has announced several tariff policies, and Taiwan has benefited from strong sales of artificial intelligence products, leading to an increased trade surplus with the United States. As requests mount for Taiwanese companies to increase investment in the US, procure more US goods, or invest in US bonds, changes in trade policy will influence Taiwan's export performance and, consequently, related investment data.

As the nation continues to make steady progress on major public construction projects and vigorously expands infrastructure – including highways, railways, water resources, and industrial parks – overall demand for construction is expected to rise. To balance urban and rural development, facilitate the transformation and upgrading of traditional industries, strengthen regional water supply resilience, and establish Taiwan as an AI technology island, the government is actively promoting six major regional industrial development projects and ten new AI infrastructure initiatives. Several large-scale civil engineering projects are expected to be put out for tender, and with contractors continuing to work through existing orders, these factors are expected to boost industry growth.

IV. Future Development Strategies

In the face of variables such as inflation and international political and economic conditions, all employees of the Company will continue to work hard to address various challenges, adhere to the business philosophy of "integrity, pragmatism, fairness, innovation, quality, and environmental protection," operate in a pragmatic manner, and devote time and effort to the industry. We integrate and strengthen the processes of construction and management through technology to ensure the procurement of key materials, control contractor resources, and meet construction deadlines, providing higher-value services to property owners and technological upgrades to contractors.

Looking into the future, the Company will focus not only on public construction projects for the most advantageous contracts, but also on achieving the Group's sustainable strategic blueprint goals. As a company, we will strengthen corporate governance, integrate the Group's resources, and actively participate in social welfare projects. We are committed to fulfilling the corporate social responsibility to shareholders and society, and strive to enhance the overall value of the Company in order to create maximum benefits for shareholders.

I wish you

Good health and all the best

Chairman: Chiang Yu-Lien

General Manager: Hsu Cheng-Che

Two. Corporate Governance Report

I. Information regarding directors, supervisors, general manager, deputy general manager, assistant managers, and heads of various departments and branches

(I) Information of directors and supervisors

1. Main working (academic) experiences of directors and supervisors

March 28, 2026

Job title	Nationality or place of registration	Name	Gender Age	Date of election (appointment)	Term of office	Date of first election	Shares held at the time of election		Current shareholding		Shares held by spouse and underage children		Shares held under someone else's name		Main working (academic) experiences	Positions concurrently serving in the Company and other companies	Other supervisors, directors, or supervisors who are spouses or relatives within 2nd degree kinship			Remarks (Note 1)
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
Chairman	The R.O.C.	Zhou-Ting Co., Ltd.	Not applicable	June 19, 2023	3 years	June 19, 2023	1,000	0.004	16,238,000	30.94	Not applicable		Not applicable		-	-	None	None	None	None
	The R.O.C.	Representative: Chiang Yu-Lien	Female, Aged 51–60	June 19, 2023	3 years	June 19, 2023	-	-	2,000,000	3.81	2,567,468	4.89	-	-	Chairman and concurrently the General Manager of Zhou-Ting Co., Ltd.; Chairman of Lian-Chuang Enterprise Co., Ltd.; Chairman and concurrently the General Manager of Zhou-Ting Property Co., Ltd.; M.S. in Finance and Taxation, National Kaohsiung University of Science and Technology	Chairman and concurrently the General Manager of Zhou-Ting Co., Ltd.; Chairman and concurrently the General Manager of Zhou-Ting Property Co., Ltd.	None	None	None	None
Director	The R.O.C.	Dai Wan Shiung Ching Co., Ltd.	Not applicable	June 19, 2023	3 years	June 19, 2023	1,069,789	4.28	1,069,789	2.04	Not applicable		Not applicable		-	-	None	None	None	None
	The R.O.C.	Representative: Hung Kuo-Chin	Male Aged 51–60	June 19, 2023	3 years	June 19, 2023	-	-	-	-	-	-	-	-	Lawyer of Chien Yeh Law Offices; Lecturer at National Pingtung University of Education; Lecturer of EMLBA, National University of Kaohsiung; Master of Law, National Kaohsiung University	Attorney-at-law at Justice Track Law Office	None	None	None	None

Job title	Nationality or place of registration	Name	Gender Age	Date of election (appointment)	Term of office	Date of first election	Shares held at the time of election		Current shareholding		Shares held by spouse and underage children		Shares held under someone else's name		Main working (academic) experiences	Positions concurrently serving in the Company and other companies	Other supervisors, directors, or supervisors who are spouses or relatives within 2nd degree kinship			Remarks (Note 1)
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
	The R.O.C.	Representative: Su Cheng-Hui	Male Aged 41–50	June 19, 2023	3 years	June 19, 2023	-	-	-	-	-		-		Assistant Manager of Deloitte & Touche; Deputy General Manager of Finance, Accounting and Administration, Logah Technology Corporation; Deputy General Manager of Finance, Accounting and Administration, CD Star Co., Ltd.; Master of Accounting, National Chung Cheng University	Chief Accountant of Kaohsiung Branch of Legendary & Steadfast Accountancy	None	None	None	None
Independent Director	The R.O.C.	Huang Hao-Chen	Male Aged 41–50	June 19, 2023	3 years	June 19, 2023	-	-	-	-	-	-	-	-	Professor of Department of Wealth and Taxation Management, College of Management, National Kaohsiung University of Applied Sciences; professor and concurrently deputy dean and acting dean, Department of Public Finance and Taxation, Business Intelligence School, National Kaohsiung University of Science and Technology; Ph.D., Institute of Business Administration, National Taiwan University	Professor of Department of Public Finance and Taxation, Business Intelligence School, National Kaohsiung University of Science and Technology	None	None	None	None

Job title	Nationality or place of registration	Name	Gender Age	Date of election (appointment)	Term of office	Date of first election	Shares held at the time of election		Current shareholding		Shares held by spouse and underage children		Shares held under someone else's name		Main working (academic) experiences	Positions concurrently serving in the Company and other companies	Other supervisors, directors, or supervisors who are spouses or relatives within 2nd degree kinship			Remarks (Note 1)
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
Independent Director	The R.O.C.	Huang Lung-Sheng	Male Aged 51–-60	June 19, 2023	3 years	June 19, 2023	-	-	-	-	-	-	-	-	Assistant professor of Aletheia University; Associate Professor of Shu-Te University; Ph.D., Department of Civil Engineering, National Cheng Kung University	Graduate Student in Architecture and Interior Design, Professor of Interior Design and Head of Administration, Shu-Te University	None	None	None	None
Independent Director Director	The R.O.C.	Wang Chien-Chih	Male Aged 51–-60	June 19, 2023	3 years	June 19, 2023	-	-	-	-	-	-	-	-	Engineer of Public Housing Division, Taipei City Government; Researcher of Sinotech Engineering Consultants, Ltd.; assistant engineer of Department of Engineering, Mass Rapid Transit Bureau, Kaohsiung City Government; Professor at Cheng Shiu University; Ph.D., Department of Construction Engineering, National Taiwan University of Science and Technology	Chief Engineer, Cang Qiong of Technology Engineering Co., Ltd. Adjunct Professor of Cheng Shiu University	None	None	None	None

Note 1: If the Chairman of the Company and the General Manager or equivalent (top manager) of the Company are the same person, spouses or first-degree relatives of the other, it is necessary to explain the reason, reasonableness, necessity and relevant information of response measures.

2. Where a director or supervisor is a representative of a corporate shareholder, the name of the corporate shareholder and the names of the top ten shareholders of the corporate shareholder and their shareholding percentage:

Name of corporate shareholder	Main shareholders of corporate shareholders	
	Name	Shareholding ratio
Hong-Ting Co., Ltd.	Hung Hung-Chang	81.25%
	Chiang Yu-Lien	18.75%
Dai Wan Shiung Ching Co., Ltd.	Hung Chih-Yu	50%
	Hung Chi-Wei	50%

3. Disclosure of professional qualifications of directors and supervisors, and independence of independent directors:
   (1) Disclosure of information on directors' professional qualifications and independence of independent directors:

Condition / Name	Professional qualifications and experience (Note 1)	Status of independence (Note 2)	Number of independent directors in other public companies
Chairman, Chiang Yu-Lien	Experience: Chairman and concurrently the General Manager of Zhou-Ting Co., Ltd., Lian-Chuang Enterprise Co., Ltd., and Zhou-Ting Property Co., Ltd. Possessing the business and strategic management experience in the construction industry, which, therefore, possesses industry knowledge, marketing and leadership ability, decision-making ability and operation and management experience, meeting the requirement of having five years' or more work experience required by the Company's business. Not subject to any of the conditions specified in Article 30 of the Company Act.	1. A representative appointed by Zhou-Ting Co., Ltd. – a director of the corporate shareholder who holds more than 5% of the outstanding shares of the Company. 2. The other independent directors have been verified in accordance with the independence requirements listed in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission. The independent directors meet the relevant independence requirements.	None

Condition / Name	Professional qualifications and experience (Note 1)	Status of independence (Note 2)	Number of independent directors in other public companies
Director Hung Kuo-Chin	Experience: Lawyer of Chien Yeh Law Offices; Lecturer at National Pingtung University of Education; Lecturer of EMLBA, National University of Kaohsiung; Master of Law, National Kaohsiung University. Possessing competence in law or the legal field which can provide professional insights, share practical experiences, and offer valuable suggestions; meeting the requirement of having five years' or more work experience required by the Company's business. Not subject to any of the conditions specified in Article 30 of the Company Act.	1. The representative appointed by Dai Wan Shiung Ching Co., Ltd., a corporate director of the Company. 2. The other independent directors have been verified in accordance with the independence requirements listed in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission. The independent directors meet the relevant independence requirements.	1
Director Su Cheng-Hui	Experience: Assistant Manager of Deloitte & Touche; Deputy General Manager of Finance, Accounting and Administration, Logah Technology Corporation; Deputy General Manager of Finance, Accounting and Administration, CD Star Co., Ltd; Chief Accountant of Legendary & Steadfast Accountancy, Kaohsiung branch. Possessing professional competence in commerce, finance, and accounting which can provide the Company with professional insights, share practical experience, and many valuable suggestions; meeting the requirement of having five years' or more work experience required by the Company's business. Not subject to any of the conditions specified in Article 30 of the Company Act.	1. The representative appointed by Dai Wan Shiung Ching Co., Ltd., a corporate director of the Company. 2. The other independent directors have been verified in accordance with the independence requirements listed in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission. The independent directors meet the relevant independence requirements.	2

Condition / Name	Professional qualifications and experience (Note 1)	Status of independence (Note 2)	Number of independent directors in other public companies
Independent Director Huang Hao-Chen	Experience: Professor of Department of Wealth and Taxation Management, College of Management, National Kaohsiung University of Applied Sciences; professor and concurrently deputy dean and acting dean of Department of Public Finance and Taxation, Business Intelligence School, National Kaohsiung University of Science and Technology; professor of Department of Public Finance and Taxation, Business Intelligence School, National Kaohsiung University of Science and Technology Possessing the work experience and professional knowledge and skills required for commerce and the Company's business; meeting the requirement of having five years' or more work experience required by the Company's business. Not subject to any of the conditions specified in Article 30 of the Company Act.	An independent director, meeting the requirements of independence. None (Note 2) .	None
Independent Director Huang Lung-Sheng	Experience: Assistant Professor of Aletheia Shiu University; Associate Professor of Shu-Te University; professor and Director of General Affairs of Shu-Te University Possessing the work experience and professional knowledge and skills required for commerce and the Company's business; meeting the requirement of having five years' or more work experience required by the Company's business. Not subject to any of the conditions specified in Article 30 of the Company Act.	An independent director, meeting the requirements of independence. None (Note 2) .	None
Independent Director Wang Chien-Chih	Experience: Engineer of Public Housing Division, Taipei City Government; Researcher of Sinotech Engineering Consultants, Ltd.; Assistant Engineer of Department of Engineering, Mass Rapid Transit Bureau, Kaohsiung City Government; Professor of Cheng Shiu University; Chief Engineer of Cang Qiong Technology Engineering Co., Ltd. Adjunct Professor of Cheng Shiu University Possessing the work experience and professional knowledge and skills required for commerce and the Company's business; meeting the requirement of having five years' or more work experience required by the Company's business. Not subject to any of the conditions specified in Article 30 of the Company Act.	An independent director, meeting the requirements of independence. None (Note 2) .	None

Condition / Name	Professional qualifications and experience (Note 1)	Status of independence (Note 2)	Number of independent directors in other public companies
Independent Director Hung Yu-Ting (Note 3)	Experience: Special Assistant to chairman of Daily Polymer Corporation Possessing the work experience and professional knowledge and skills required for commerce and the Company's business; meeting the requirement of having five years' or more work experience required by the Company's business. Not subject to any of the conditions specified in Article 30 of the Company Act.	An independent director, meeting the requirements of independence. None (Note 2) .	2

Note 1: Professional qualifications and experience: The professional qualifications and experience of individual directors and supervisors shall be stated. If an individual is a member of the Audit Committee and has accounting or financial expertise, the accounting or financial background and work experience shall be stated, along with provisions in Article 30 of the Company Act.

Note 2: Independence of Independent directors shall be specified, including but not limited to whether themselves, their spouse, or relatives within 2nd degree of kinship serving as directors, supervisors, or employees of the Company or its affiliated companies; the number and percentage of shares held by themselves, their spouse, or relatives within 2nd degree of kinship (or in the name of another individual); whether or not he/she holds a position as a director, supervisor, or employee in a company that has a specific relationship with the Company (refer to Article 3, Paragraph 1, Subparagraphs 5–8 of the Regulations for Appointment of Independent Directors and Compliance Matters); the amount of remuneration to directors, supervisors, or employees; the amount of remuneration for providing commercial, legal, financial, accounting services to the Company or its affiliates in the last 2 years.

Note 3: Ms. Hung Yu-Ting, an independent director of the Company, resigned as an independent director and all functional committee member under the Board of Directors on July 17, 2023 due to personal reasons.

(2) Diversity and independence of the Board of Directors:

a. Diversity of the Board of Directors:

The election of directors has been stipulated in the Company's "Articles of Incorporation" and "Procedures for Election of Directors," and the overall composition of the Board of Directors shall also be considered. A policy for strengthening the Board's competency is included in our Corporate Governance Best-Practice Principles. The composition of the Board of Directors shall take diversity into consideration. In addition to the fact that it is advisable that no more than one-third of the Board are concurrently serving as managers, the Board shall also adopt an appropriate policy for diversity in terms of its own operation, business model, and development needs. It is advisable to include but not limited to the following standards for the two major aspects:

I. Basic conditions and values: Gender, age, nationality, culture, etc.

II. Professional knowledge and skills: Professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experiences.

Members of the Board shall generally possess the necessary knowledge, skills, and competence to perform their duties. In order to achieve the ideal goal of corporate governance, the Board of Directors as a whole shall possess the following capabilities:

I. The ability to make judgments regarding operations.
II. Accounting and financial analysis ability.
III. Business management ability.
IV. Crisis management ability.
V. Industry knowledge
VI. International market perspectives.
VII. Leadership ability
VIII. Decision-making ability

The Company's board members are professionals with different professional backgrounds or fields, which is in line with the diversity policy. In 2026, the average age of the current board members is 55 years. Of these, 67% are directors over 50 years old, and 33% are under 50 years old. All directors are non-employees, so the proportion of directors who are also employees is 0%. The total percentage of independent directors is 0%. There are three independent directors, accounting for 50% of all six directors. None of the three independent directors has served more than three consecutive terms. There is one female director on the Board, representing 17% of all directors. The Company prioritizes gender equality in its Board composition and intends to increase the number of female directors in the next term. Please refer to the following table of "The implementation of the diversity policy of the current Board of Directors in 2026."

The specific management objectives of the Company's board diversity policy and its progress are as follows:

Management objectives	Status of achievement
The number of independent directors exceeds one-third of the total number of directors.	Achieved
It is advisable that the number of directors who also serve as the Company's managers shall not exceed one-third of the total number of directors	Achieved
Directors of different genders	Achieved
Adequate and diversified professional knowledge and skills	Achieved

The implementation of the diversity policy of the current Board of Directors in 2026 is as follows:

Diversified core items / Name of director	Gender	Nationality	Age			Length of tenure of independent directors			Professional ability								
			41 to 50	51 to 60	61 to 70	Less than 3 years	3 to 9 years	Over 9 years	Business judgment	Financial analysis	Operation and management	Legal knowledge	Crisis management	Industry knowledge	International market perspectives	Leadership ability	Decision-making ability
Chairman, Chiang Yu-Lien	Female	Taiwan		v					v	v	v		v	v	v	v	v
Director, Hung Kuo-Chin	Male	Taiwan		v					v		v	v	v		v	v	v
Director, Su Cheng-Hui	Male	Taiwan	v						v	v	v		v		v	v	v
Independent Director, Huang Hao-Chen	Male	Taiwan	v			v			v	v	v		v		v	v	v
Independent Director, Huang Lung-Sheng	Male	Taiwan		v		v			v		v		v	v	v	v	v
Independent Director, Wang Chien-Chih	Male	Taiwan		v		v			v		v		v	v	v	v	v

b. Diversity policy:

1. Corporate Governance Best-Practice Principles:

Article 20 (Abilities which the Board of Directors shall possess as a whole)

The Board of Directors shall guide the Company’s strategies, supervise the management, and be accountable to the Company and its shareholders. The operations and arrangements of its corporate governance system shall ensure that the Board exercises its powers in accordance with laws and regulations, the Articles of Incorporation or the resolutions of shareholders’ meetings.

The structure of the Board of Directors should consider the need for practical operations, and determine an appropriate number of directors for five or more members based on the scale of the Company’s business development and the shareholdings of major shareholders.

The composition of the Board of Directors shall take diversity into consideration. In addition to the fact that it is advisable that no more than one-third of the Board are concurrently serving as managers, the Board shall adopt an appropriate policy for diversification in terms of its own operation, business model, and development needs. It is advisable to include but not limited to the following standards for the two major aspects:

I. Basic conditions and values: Gender, age, nationality, culture, etc.

II. Professional knowledge and skills: Professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experiences.

Members of the Board shall generally possess the necessary knowledge, skills, and competence to perform their duties. In order to achieve the ideal goal of corporate governance, the Board of Directors as a whole shall possess the following capabilities:

I. The ability to make judgments regarding operations.

II. Accounting and financial analysis ability.

III. Business management ability.

IV. Crisis management ability.

V. Industry knowledge

VI. International market perspectives.

VII. Leadership ability

VIII. Decision-making ability

2. Procedures for the Election of Directors

Article 1: Except as otherwise provided by laws and regulations or the Articles of Incorporation, the election of directors of the Company shall be conducted in accordance with these Procedures.

Article 2: The overall composition of the Board of Directors shall be considered in the election of the Company's directors. The composition of the Board of Directors shall take diversity into consideration. The Board shall adopt an appropriate policy for diversification in terms of its own operation, business model, and development needs. It is advisable to include but not limited to the following standards for the two major aspects:

I. Basic conditions and values: Gender, age, nationality, culture, etc.

II. Professional knowledge and skills: Professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experiences.

Members of the Board shall generally possess the necessary knowledge, skills, and competence to perform their duties. The collective abilities of the Board should include the following:

I. The ability to make judgments regarding operations.

II. Accounting and financial analysis ability.

III. Business management ability.

IV. Crisis management ability.

V. Industry knowledge

VI. International market perspectives.

VII. Leadership ability

VIII. Decision-making ability

More than half of the directors shall not be a spouse or a relative within the second degree of kinship.
The Board of Directors shall consider adjusting the composition of the Board based on the results of the performance evaluation.
The qualifications and election of independent directors are governed by the Company Act and the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies."

(3) Independence of the Board of Directors:

1. Board structure:

   The Company has established a director election system. The procedure for the election of all directors is open and fair, and complies with the Company's "Articles of Incorporation ," "Procedures for Election of Directors," "Corporate Governance Best-Practice Principles," and "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies," and Article 14-2 of the Securities and Exchange Act. The current composition of the Board of Directors is divided into three independent directors and three non-independent directors. The independent directors represent more than one-third of the board seats. All the directors are not a spouse or relative within 2nd degree of kinship, meeting the requirements set forth in Paragraph 3 and 4 of Article 26-3 of the Securities and Exchange Act.

2. The Board of Directors is independent:

   The Company's Board of Directors emphasizes independence and transparency. The independent directors also comply with relevant laws and regulations as the functions and powers of the Audit Committee are exercised independently to review the Company's management and control of existing or potential risks. Moreover, they supervise the effective implementation of the Company's internal control, the selection and independence of CPAs, and the preparation of financial reports. In addition, the director election system and the candidate nomination system are adopted for the election of directors (including independent directors) in accordance with the "Procedures for the Election of Directors" of the Company, to encourage shareholder participation in the election. Shareholders holding a certain number of shares or more may submit a list of candidates. All relevant operations are announced in accordance with the law to protect the rights and interests of shareholders and maintain independence.

(II) Information on directors, supervisors, general manager, deputy general manager, assistant managers, and heads of various departments and branches

March 28, 2026; Unit: Shares; %

Job title	Nationality	Name	Gender	Date of inauguration (election)	Number of shares held		Number of shares held by spouse and underage children		Shares held in someone else's name		Main working (academic) experience	Duties of the concurrent position in other companies	Managers who are a spouse or a relative within the second degree of kinship			Remarks (Note 1) End of report
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
General Manager	The R.O.C.	Hsu Cheng-Che	Male	June 28, 2023	70,648	0.13	-	-	-	-	Financial Assistant Manager, Taiwan Environment Scientific Co., Ltd.; CFO of STL Technology Co., Ltd.; Master of Business Management, National Sun Yat-sen University	Chairman and President, Tri Ocean Textile (Thailand) Co., Ltd.; Chairman and President, Shang-Ting Construction Co., Ltd.; Director, Kuo Toong International Co., Ltd.	None	None	None	None
Manager, Finance and Accounting Department	The R.O.C.	Chen Hsing-Chen	Female	November 9, 2023	20,000	0.04	-	-	-	-	Manager of Finance and Accounting Department, Yihwa Electronics Co., Ltd.; Institute of Finance, I-Shou University	Finance and Accounting Manager of Tri Ocean Textile (Thailand) Co., Ltd., and Finance and Accounting Manager of Shang-Ting Construction Co., Ltd.	None	None	None	None

Note 1: When the general manager or a person of equivalent position (the highest level manager) and the chairman are the same person, spouses, or relatives within the first degree of kinship, the Company shall disclose relevant information, such as the reason, reasonableness, necessity, and countermeasures (e.g. increasing the number of independent directors, and more than half of the directors do not serve as employees or managers concurrently).

II. Remuneration to directors, supervisors, general managers, and deputy general managers in the most recent year; remuneration to directors and independent directors:

December 31, 2025; Unit: NTD thousand

(I) Remuneration paid to directors, supervisors, general managers, and deputy general managers in the most recent year (2025) and remuneration paid to ordinary directors and independent directors:

1. Remuneration to directors (including independent directors)

Job title	Name	Remuneration to directors								The sum of A, B, C, and D as a percentage of net income after tax (%)		Remuneration to individuals concurrently serving as employees								The sum of A, B, C, D, E, F and G as a percentage of net income after tax (%)		Received remuneration from investees other than subsidiaries or the parent company or not
		Remuneration (A)		Retirement from service (B)		Remuneration to directors (C)		Business execution expenses (D)				Salaries, bonuses and allowances (E)		Severance pay and pension (F)		Remuneration to employee (G)						
																The Company		All companies included in the financial report				
		The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company (Note 3)	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	Cash amount	Stock amount	Cash amount	Stock amount	The Company	All companies included in the financial report	
Chairman	Zhou-Ting Co., Ltd.	7,200	7,200	-	-	12,042	12,042	-	-	19,242 5.73%	19,242 5.73%	-	-	-	-	-	-	-	-	19,242 5.73%	19,242 5.73%	-
	Representative: Chiang Yu-Lien	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Director	Dai Wan Shiung Ching Co., Ltd.	-	-	-	-	6,021	6,021	-	-	6,021 1.79%	6,021 1.79%	-	-	-	-	-	-	-	-	6,021 1.79%	6,021 1.79%	-
	Representative: Hung Kuo-Chin	-	-	-	-	-	-	50	50	50 0.01%	50 0.01%	-	-	-	-	-	-	-	-	50 0.01%	50 0.01%	-
	Representative: Su Cheng-Hui	-	-	-	-	-	-	50	50	50 0.01%	50 0.01%	-	-	-	-	-	-	-	-	50 0.01%	50 0.01%	-
Independent Director	Huang Hao-Chen	420	420	-	-	-	-	130	130	550 0.16%	550 0.16%	-	-	-	-	-	-	-	-	550 0.16%	550 0.16%	-
Independent Director	Huang Lung-Sheng	420	420					110	110	530 0.16%	530 0.16%	-	-	-	-	-	-	-	-	530 0.16%	530 0.16%	
Independent Director	Wang Chien-Chih	420	420					130	130	550 0.16%	550 0.16%	-	-	-	-	-	-	-	-	550 0.16%	550 0.16%	

Note 1: Please state the policy, system, standards, and structure of the remuneration for independent directors, as well as the correlation between the amount of remuneration and their responsibilities, risks, time invested, and other factors:
The Company's policy and standards for remuneration to directors are based on the Company's Articles of Incorporation. The travel expenses and remunerations of all directors are determined by the Board of Directors after the evaluation by the Remuneration Committee with reference to the standards in the industry.

The Company's independent directors receive a fixed retainer, do not participate in profit sharing, and are reimbursed for transportation expenses based on actual meeting attendance. The policy and standards for director remuneration are outlined in Article 24 of the Articles of Association: "If the Company generates a profit in a fiscal year, it shall allocate no less than 2% as employee remuneration, to be distributed by the Board of Directors in the form of stock or cash. Eligible employees include those of any subsidiaries meeting certain criteria established by the Board of Directors. The Company may, at the discretion of the Board of Directors, allocate up to 5% of said profit as director remuneration, payable solely in cash. The motion for distribution of remuneration to employees and directors shall be submitted to the shareholders' meeting for reporting. Where the Company has accumulated losses, an amount to offset the losses shall be retained in advance.." In addition, the Company also refers to the performance evaluation results of individual directors, as determined under the "Rules for Performance Evaluation of the Board of Directors" when setting remuneration.

Note 2: Other than the disclosure in the above table, remuneration to the Company's directors for providing services (such as serving as a consultant to the parent company/all companies included in the financial reports/investees who are not employees) in the most recent year: None

Note 3: On March 10, 2026, the Company's Board of Directors approved the distribution of the 2025 remuneration to directors of NTD 18,063 thousand. The above figures are provisional estimates to be distributed.

Note 4: The concept of remuneration disclosed in this table is different from that of income tax law. Therefore, this table is for information disclosure and not for taxation purpose.

2. Remuneration to general managers and deputy general managers

December 31, 2025; Unit: NTD thousand

Job title	Name	Salary (A)		Severance pay and pension (B)		Bonus and special allowance, etc. (C)		Amount of remuneration to employees (D)				The sum of A, B, C, and D as a percentage of net income after tax (%)		Received remuneration from investees other than subsidiaries or the parent
		The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company	All companies included in the financial report	The Company		All companies included in the financial report		The Company	All companies included in the financial report	
								Cash amount	Stock amount	Cash amount	Stock amount			
General Manager	Hsu Cheng-Che	1,620	1,620	98	98	970	970	Note 1	-	-	-	2,688 0.80%	2,688 0.80%	-

Note 1: On March 10, 2026, the Company's Board of Directors approved the distribution of the 2024 remuneration to employees of NTD 7,225 thousand. The above figures are provisional estimates to be distributed.

Note 2: The concept of remuneration disclosed in this table is different from that of income tax law. Therefore, this table is for information disclosure and not for taxation purpose.

3. Names of managers responsible of distributing employee remuneration and the distribution:

(1) Names of managers responsible for distributing employee remuneration and the distribution

2025; Unit: NTD/Share

	Job title	Name	Stock amount	Cash amount	Total	Total amount as a percentage of net income after tax (%)
Manager	General Manager	Hsu Cheng-Che	0	0	0	0%
	Manager, Finance and Accounting Department	Chen Hsing-Chen				

Note: Managers did not participate in the distribution of the 2024 employee remuneration.

(2) Names of managers who received employee remuneration in the most recent year (2025) and the distribution status: On March 10, 2026, the Company's Board of Directors passed a resolution approving employee remuneration amounting to NTD 7,225 thousand. This total accounted for 2.15% of net income after tax, but the distribution details have not yet been approved.

(II) Please compare and state the analysis of the total remuneration paid to the Company's directors, supervisors, general manager and deputy general manager in the most recent two years by the Company and all companies in the consolidated financial statements as a percentage of the after-tax net income of the parent company only or individual financial reports. Additionally, please state the remuneration policy, standards and combinations, the procedure for determining remuneration and their correlation with operating performance:

1. Analysis of remuneration to directors, supervisors, general managers, and deputy general managers in the last two years as a percentage of net income after tax:

Job title	Total amount of remuneration as a percentage of net income after tax (%)			
	2025		2024	
	The Company	All companies included in the financial report	The Company	All companies included in the financial report
Director	8.03%	8.03%	10.80%	10.80%
Supervisor	-	-	-	-
General Manager and Deputy General Manager	0.80%	0.80%	1.83%	1.83%

Since the Company's net profit after tax was NTD 335,975 thousand in 2025, an increase of 117.3% compared to 2024, the proportion of remuneration to net income after tax was reasonable.

2. The policies, standards and components of remuneration, the procedure for determining remuneration, and their correlation with operating performance and future risks:

(1) Remuneration to directors:

The Company has established the Remuneration Committee in accordance with the regulations of the competent authority, and the remuneration to directors is based on the "Remuneration Committee Charter" established by the Company. The Remuneration Committee takes into account the industry norm according to the regulations. After evaluating the level of participation in the Company's operations, contribution, the rationality of the association between the Company's operating performance and future risks, the Committee will submit suggestions to the Board of Directors for discussion and approval.

(2) Remuneration to General Manager and Deputy General Manager:
The Company has established the Remuneration Committee in accordance with the regulations of the competent authority. The remuneration to the General Manager and Deputy General Manager (including salaries and bonuses) must be submitted by the Remuneration Committee to the Board of Directors for discussion and approval. The remuneration is determined based on the Company's policy of the year, profits, and individual performance. The Company will review the remuneration system in a timely manner depending on the actual operating conditions and relevant laws and regulations, in order to achieve the goal of a balance between the Company's sustainable operation and risk control.

(3) Future risks:
The Company's policy of remuneration to directors, General Manager, and Deputy General Manager and the procedures for determining remuneration are positively related to its operating performance and future risks.

3. The link between the Company's director performance evaluation and remuneration:
In accordance with Article 17 and Article 24 of the Company's Articles of Incorporation, the Board of Directors is authorized to determine the remuneration to the directors in accordance with the extent of their participation in the Company's operations and their contribution, and with reference to domestic and foreign industry standard. If the Company makes a profit in the year, it may set aside no more than 1% of the above-mentioned profit for the remuneration to directors, as resolved by the Board of Directors. In 2025, the Company allocated 5% of the profit as remuneration to directors in accordance with the regulations, which was NTD 18,063 thousand. In addition, according to the Company's "Rules for Performance Evaluation of the Board of Directors", the results of the performance evaluation of the Board shall be used as a reference for the selection or nomination of directors. Moreover, the performance evaluation of individual directors (excluding independent directors) shall be used as the basis for determining their individual remuneration for reference.

III. Corporate governance operations

(I) Status of operation of the Board of Directors:

1. Information on the status of operation of the Board of Directors:

The Board of Directors is operated in accordance with the "Rules of Procedure for Board of Directors Meetings of Public Companies." The Board of Directors held five meetings (A) in the most recent year. The attendance of directors and supervisors is as follows:

Status of operation of the Board of Directors

Job title	Name	Actual attendance B	Attendance by proxy No. of times	Actual attendance rate (%)	Remarks
Chairman	Representative of Zhou Ting Co., Ltd.: Chiang Yu-Lien	5	0	100.00	
Director	Representative of Dai Wan Shiung Ching Co., Ltd.: Hung Kuo-Chin	5	0	100.00	
Director	Representative of Dai Wan Shiung Ching Co., Ltd.: Su, Cheng-Hui	5	0	100.00	
Independent Director (Note 1)	Hung Yu-Ting	-	-	-	2023/7/17 Resigned
Independent Director	Huang Hao-Chen	5	0	100.00	
Independent Director	Huang Lung-Sheng	4	1	80.00	
Independent Director	Wang Chien-Chih	5	0	100.00	
Note 1: Resigned on July 17, 2023.					

Other information to be disclosed:

I. If the operation of the Board is under any of the following circumstances, the date and session of the Board, the contents of the motions, the opinions of all independent directors, and the Company's handling of the opinions of the independent directors shall be stated:

(I) Matters listed in Article 14-3 of the Securities and Exchange Act: None.

(II) Except for the aforementioned matters, any other resolutions of the Board of Directors' meetings to which independent directors objected or have reservations that are recorded or stated in a written statement: None.

II. Implementation of recusal of motions involving conflicting interests of the Board of Directors:

Meeting date	Name of director	Motion Content	Reason for recusal and participation of voting
2025.08.13	Chiang Yu-Lien, Hung Kuo-Chin, Su Cheng-Hui	Motion for distribution of the 2024 remuneration to directors and the date of distribution.	According to Article 206 of the Company Act, those with a conflict of interest did not participate in discussion and voting

III. TWSE/TPEx listed companies should disclose the evaluation cycle and period, evaluation scope, method, and evaluation content of the board's self (or peer) evaluation:

The Company has established a performance evaluation system for the Board. The Board of Directors has approved the "Rules for Performance Evaluation of the Board of Directors" to implement corporate governance, improve the Board's functions, and establish performance targets to enhance the Board's efficiency. The results of the performance evaluation of the Board of Directors shall be completed before the end of the first quarter of the following year.

(1) Evaluation cycle, period, scope, method and content:

Evaluation cycle	Evaluation Period	Evaluation scope	Evaluation method	Evaluation content
Once a year	2025/01/01–2025/12/31	Board of Directors as a whole	Internal self-evaluation of the Board of Directors	The evaluation items shall include the following five major aspects, totaling 45 indicators I. Degree of participation in the Company's operations. II. Improvement of the quality of the Board's decision-making. III. Composition and structure of the Board of Directors. IV. Election and further education of directors. V. V. Internal control.
		Individual board members	Self-evaluation of Board members	The evaluation items shall include the following six major aspects, totaling 23 indicators I. Understanding of the Company's objectives and tasks. II. Awareness of the directors' duties. III. Degree of participation in the Company's operations. IV. Management of internal relationship and communication. V. Directors' professionals and further education. VI. Internal control.
		Functional committee (Audit Committee, Remuneration Committee)	Self-evaluation of functional committee members	The evaluation items shall include the following five major aspects, totaling 24 indicators I. Degree of participation in the Company's operations. II. Understanding of the functional committees' duties. III. Improvement of the decision-making quality of the functional committees. IV. Composition of the functional committees and election of the members. V. Internal control.
		Motion for establishment of the Sustainable Development and Nomination Committee	Self-evaluation of the Sustainable Development and Nomination Committee members	The evaluation items shall include the following five major aspects, totaling 19 indicators I. Degree of participation in the Company's operations. II. Understanding of the functional committees' duties. III. Improvement of the decision-making quality of the functional committees. IV. Composition of the functional committees and election of the members. V. Internal control.

Evaluation cycle	Evaluation Period	Evaluation scope	Evaluation method	Evaluation content
External professional and independent organizations conduct evaluations once every three years.	2025/01/01–2025/12/31	“Composition and structure of the Board of Directors,” “election and further education of directors,” “level of participation of the Board of Directors in the Company’s operations,” “internal controls,” “environment, society, and corporate governance,” and “value creation.”	Qin-En Management Consulting Co., Ltd. was commissioned to perform the assessment using methods including “data review,” “online self-assessment questionnaires,” and “on-site interviews,” and to prepare an external evaluation and analysis report.	I. The Company can strengthen the link between the remuneration to directors and senior managers and ESG-related performance evaluation, effectively incentivizing the team to achieve both short-term and long-term sustainability goals and laying a foundation for corporate sustainability. II. The Company may hold at least two investor conferences each year to enhance information disclosure and strengthen communication with investors. III. It is recommended for the Company to hold in-person shareholder meetings with video conferencing options to encourage broader shareholder participation and support shareholder activism.

(2) Resultsof the performance evaluation of the Board of Directors for 2025:

I. Basis: The Company’s “Rules for Performance Evaluation of the Board of Directors.”

II. Evaluation method : Internal self-evaluation of the Board of Directors and self-evaluation of directors.

III. Evaluation period: January 1 to December 31, 2025

IV. Evaluation scope: The Board of Directors as a whole, individual board members, and functional committees.

V. Evaluation content and results:

The evaluation results are divided and presented into five levels. The principles of the levels are described as follows:

Number 1: Very poor (Disagree); Number 2: Poor (Disagree); Number 3: Moderate (Average); Number 4: Good (Agree); Number 5: Excellent (Completely agree).

(I) Evaluation of the performance of the Board of Directors as a whole:

The Board’s performance evaluation indicator includes five major aspects and a total of 45 indicators. The total score is 4.96, which is considered “excellent,” indicating that the Board of Directors has fullfilled its responsibility to guide and supervise the Company’s strategy, major business and risk management. The quality of the Board’s decision-making is good, and the overall operation is complete, which is in line with the requirements of corporate governance.

Five aspects of self-evaluation	Evaluation item	Evaluation result
A. Participation in the Company’s operations	12 items	4.90
B. Improvement of the Board’s decision-making quality	12 items	4.94
C. Composition and structure of the Board	7 items	5.00
D. Election and further education of Directors	7 items	4.98

Five aspects of self-evaluation	Evaluation item	Evaluation result
E. Internal control	7 items	4.95
Total	45 items	4.96

(II) Self-evaluation of directors:

The performance evaluation indicators of board members include six major aspects and a total of 23 indicators. The overall score is 4.99, which is considered as “excellent”. It shows that the Company’s directors have positive comments regarding the efficiency and effects of the operation of each evaluation indicator.

Six aspects of self-evaluation	Evaluation item	Evaluation result
A. Understanding of the Company’s objectives and tasks	3 items	5.00
B. Awareness of the directors’ duties	3 items	5.00
C. Participation in the Company’s operations	8 items	4.92
D. Management of internal relationship and communication	3 items	5.00
E. Directors’ professionals and further education	3 items	5.00
F. Internal control	3 items	5.00
Total	23 items	4.99

(III) Evaluation of the overall performance of the functional committees:

The performance evaluation indicators of the functional committees include five major aspects and a total of 24 indicators. The overall score is 5.00, which is considered as “excellent”. It indicates that the functional committees have positive comments regarding the efficiency and effectiveness of each evaluation indicator.

Five aspects of self-evaluation	Evaluation item	Evaluation result
A. Participation in the Company’s operations	4 items	5.00
B. Understanding of the functional committees’ duties	7 items	5.00
C. Improvement of the decision-making quality by the functional committees	7 items	5.00
D. Composition of the functional committees and election of the members	3 items	5.00
E. Internal control	3 items	5.00
Total	24 items	5.00

(IV) Evaluation of the overall performance of the Sustainable Development and Nomination Committee as a whole:

The performance evaluation indicators of the Sustainable Development and Nomination Committee include five major aspects and a total of 19 indicators. The overall score is 5.00, which is considered “excellent.” It indicates that the functional committees have positive comments regarding the efficiency and effectiveness of each evaluation indicator.

Five aspects of self-evaluation	Evaluation item	Evaluation result
A. Participation in the Company's operations	3 items	5.00
B. Understanding of the Sustainable Development and Nomination Committee's duties	4 items	5.00
C. Improvement of the decision-making quality by the Sustainable Development and Nomination Committee	8 items	5.00
D. Composition of the Sustainable Development and Nomination Committee and election of the members	2 items	5.00
E. Internal control	2 items	5.00
Total	19 items	5.00

(V) Suggestions:

In order to enhance the functions of the Board of Directors, we will actively invite directors to attend the shareholders' meetings to improve attendance rates and establish a good communication channel with the management team and shareholders, thereby increasing the participation of the Board of Directors in the Company's operations. In addition, to strengthen the interaction between the Board of Directors and the CPAs, for the annual financial statements or major adjustments to the financial statements, CPAs are invited to attend the Board of Directors' meeting to explain the report, so that the directors can fully understand the financial status. We understand the needs of individual directors and continue to provide them with a variety of courses to maintain their professional advantages and capabilities. We also encourage directors to put forward more specific suggestions on motions at board meetings, and arrange for them to communicate with the management team, CPAs, and auditing supervisor on a regular basis. This will maintain a close relationship and enhance interaction between the directors and the management team.

(3) The Company's Board performance evaluation is conducted at least once a year by means of an online self-evaluation questionnaire. The results of the evaluation were reported to the Board of Directors on March 10, 2026, and improvements are being sought. For relevant content, please refer to the Company's website.

IV. Objectives to improve the functions of the Board in the current year and the most recent year (such as establishment of an audit committee, and improvement of information transparency) and evaluation of implementation:

Improvement of the functional objectives of the Board of Directors	Implementation evaluation
1. Establishing the Audit Committee	The Company elected three independent directors at the shareholders' meeting on June 2, 2020, and established the Audit Committee on the same day. In 2025, the Audit Committee held five meeting during the first year.
2. Enhancing information transparency	The Company has designated personnel responsible for the online reporting operation of the Market Observation Post System, and to handle the collection and disclosure of the Company's information, to ensure that the information that may affect the decision-making of shareholders and stakeholders is disclosed in a timely manner.
3. Establishing communication channels with stakeholders	The Company has a spokesperson and an acting spokesperson, and a section for inquiries has been established on the Company's website. Each year, shareholders with the right to propose motions to the Company may do so in accordance with the relevant laws and regulations.
4. Improving all aspects of the Board of Directors	The Board of Directors emphasizes diversity and the members have the knowledge, skills and competence required for carrying out their duties, including different professional backgrounds in law, accounting and industry. They listen to the briefing from the management team at regular meetings The team maintains good communication and works together to create maximum benefits for shareholders.
5. Encouraging Directors for further education each year	The directors of the Company participated in the further education courses in 2025, and all the directors met the required hours.
6. Purchase of liability insurance for directors	Directors' liability insurance has been purchased by the Company and reported to the Board.

(II) Status of operation of the Audit Committee:

1. The Audit Committee held five meetings (A) in the most recent year, and the attendance of independent directors is as follows:

Job title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) (B/A) (Note 1 and Note 2)	Remarks
Independent Director	Hung Yu-Ting	-	-	-	Resigned on July 17, 2023
Independent Director	Huang Hao-Chen	5	0	100.00	
Independent Director	Huang Lung-Sheng	4	1	80.00	
Independent Director	Wang Chien-Chih	5	0	100.00	

Other information to be disclosed:

I. The Audit Committee assists the Board of Directors in fulfilling its oversight of the quality and integrity of the Company's accounting, financial control, internal control processes, and financial reports, as well as compliance with relevant laws and regulations, audits, and potential risks.

II. If the operation of the Audit Committee is under any of the following circumstances, the date of the Audit Committee meeting, the session of the meeting, the contents of the motions, the independent directors' objections, reserved opinions, or major suggestions, the Audit Committee's resolutions, and the Company's management for opinions.

(I) Items listed in Article 14-5 of the Securities and Exchange Act: "(5) Status of operation during the year."

(II) Other than the aforesaid matters, any resolutions not approved by the Audit Committee but approved by more than two-thirds of all directors: None.

III. Regarding the implementation of independent directors' recusal to avoid conflict of interest, the name of the independent director, content of the motion, reasons for recusal, and participation of voting shall be stated: None

IV. Communication between independent directors and internal auditing supervisor and CPAs:

(I) Individual communication between independent directors and auditing supervisor in 2025 (including pre-meeting):

Date	**Communication method**	**Communication matter**	**Communication results**
2025.03.11	11th meeting of the 2nd Audit Committee	1. Audit implementation status for Q4 2024 2. The Company's 2024 "Internal Control System Statement."	1. Noted; no comments and a report was submitted to the Board of Directors. 2. Approved by all the committee members in attendance, and submitted the motion to the Board for resolution.
2025.11.13	15th meeting of the 2nd Audit Committee	1. Audit implementation status for Q3 2025	1. Noted; no comments and a report was submitted to the Board of Directors.

(II) The auditing supervisor shall deliver the report to the independent directors via e-mail within one month after the completion of the audit report.

(III) The Company has provided the independent directors and internal auditing supervisor with their phone numbers and e-mail addresses for direct contact and communication.

(IV) Individual communication between independent directors and CPAs in 2025:

Date	Communication method	Communication matter	Suggestions made by independent directors
2025.03.11	Symposium of independent directors and CPAs	1. The Company's 2024 consolidated financial report and parent company only financial report.	None
2025.11.13	Symposium of independent directors and CPAs	1. Explanation of the Company's consolidated financial report for Q3 2025. 2. Explanation of the Company's key audit matters.	None

Note 1: Before the end of the year, if an independent director resigns, the date of resignation shall be indicated in the notes column. The actual attendance rate (%) shall be calculated based on the number of Audit Committee meetings held and the actual attendance during his/her tenure.

Note 2: Before the end of the year, if an independent director is reelected, both the new and the previous independent director shall be listed. The notes column shall indicate whether the independent director is a former director, new director, or has been reelected as well as the date of the reelection. The actual attendance rate (%) is calculated based on the number of Audit Committee meetings held during his/her tenure and the actual attendance.

2. Key tasks of the year

(1) The Audit Committee consists of three independent directors. For professional qualifications and experience of the members, please refer to "I. Information on Directors – 3. Disclosure of Directors' Professional Knowledge and Independence Information" above. The purpose of the Audit Committee is to assist the Board of Directors in supervising the quality and integrity of the Company's accounting, auditing, financial reporting processes and financial control. Matters reviewed by the Audit Committee include:

- ✧ Legal compliance
- ✧ Financial reports
- ✧ Auditing and accounting policies and procedures
- ✧ Internal control system and related policies and procedures
- ✧ Major asset or derivative transactions
- ✧ Material loaning of funds and endorsements/guarantees
- ✧ Raising or issuing securities
- ✧ Derivatives and cash investment
- ✧ Are there any related party transactions and possible conflicts of interest between managers and directors
- ✧ Fraud prevention plan and fraud investigation report
- ✧ Grievance report
- ✧ Information security
- ✧ Corporate risk management
- ✧ Qualification, independence and performance evaluation of CPAs
- ✧ Appointment, dismissal or remuneration of CPAs
- ✧ Appointment and dismissal of financial, accounting or internal auditing supervisor
- ✧ Fulfillment of duties of the Audit Committee
- ✧ Questionnaire for performance self-evaluation of the Audit Committee

(2) Evaluating the effectiveness of the internal control system
Audit Committee evaluates the effectiveness of the policies and procedures of the Company’s internal control system (including control measures in finance, operation, risk management, information security, outsourcing, legal compliance, etc.). The Committee also reviews the Company’s audit department and CPAs, as well as reporting to management on a regular basis on risk management and compliance. Regarding the integration structure of overall internal control formulated based on relevant laws and regulations, the Audit Committee believes that the Company’s risk management and internal control systems are effective. The Company has adopted the necessary control mechanisms to supervise and correct violations.

(3) Review of financial reports
The Board of Directors has prepared the Company’s business report, financial report and earnings distribution motion for 2025. The financial reports have been audited by CPAs Chen Chen-Li and Chen Hsiu-Wen of Deloitte & Touche, who issued an independent audit report. The above-mentioned business report, financial report and earnings distribution motion were reviewed by the Audit Committee and no discrepancy was found.

(4) Appointment of CPAs
The Audit Committee is entrusted with the duty of supervising the independence of the CPA firm to ensure the fairness of the financial statements. In general, a CPA firm shall not provide other services to the Company apart from tax-related services or specially approved items. The services provided by the CPA firm must be approved by the Audit Committee. To ensure the independence of the CPA firm, the Audit Committee has compiled an independence evaluation table based on Article 47 of the Certified Public Accountant Act and Bulletin No. 10 of the Norm of Professional Ethics for Certified Public Accountant “Integrity, Objectivity, and Independence”. The Committee evaluates whether the firm is a stakeholder or shares business or financial interests with the Company according to the CPAs’ independence, professionalism and suitability. On March 11, 2025, the 11th meeting of the 2nd Audit Committee and the 12th meeting of the 22nd Board of Directors reviewed and approved the independence and competence of the CPAs Chen Chen-Li and Chen Hsiu-Wen of Deloitte & Touche to serve as the Company’s financial and tax CPAs.

(5) Status of operation during the year:

Summary of meeting motions of Audit Committee

Date	Name	Summary of motion	Matters listed in Article 14-5 of the Securities and Exchange Act	Independent directors’ objections, reserved opinions, or major recommendations	Resolution of the Audit Committee	The Company’s handling of the Audit Committee’s opinions	Resolutions not approved by the Audit Committee but approved by two-thirds of all directors
2025.03.11	11th meeting of the 2nd Audit Committee	1. Approved the motion for Company’s 2024 consolidated financial report and parent company	V	None	There were no objections from the attending members upon inquiry by the	Approved unanimously by directors present at the meeting	None

Date	Name	Summary of motion	Matters listed in Article 14-5 of the Securities and Exchange Act	Independent directors' objections, reserved opinions, or major recommendations	Resolution of the Audit Committee	The Company's handling of the Audit Committee's opinions	Resolutions not approved by the Audit Committee but approved by two-thirds of all directors
		only financial report. 2. Approved the motion for the Company's 2024 business report. 3. Approved the motion for the Company's 2024 earnings distribution. 4. Approved the motion for the Company's 2024 "Internal Control System Statement." 5. Motion for assessment of the independence and suitability of the appointed CPAs and the remuneration. 6. Approved the motion for the Company's issuance of the second domestic secured convertible bonds and the third domestic unsecured convertible bonds. 7. Approved the motion to increase the capital of the	 V V V V V V		chairman, and the competent authority submitted the matter to the Board of Directors for discussion.		

Date	Name	Summary of motion	Matters listed in Article 14-5 of the Securities and Exchange Act	Independent directors' objections, reserved opinions, or major recommendations	Resolution of the Audit Committee	The Company's handling of the Audit Committee's opinions	Resolutions not approved by the Audit Committee but approved by two-thirds of all directors
		subsidiary Shang-Ting Construction Co., Ltd. from cash.					
		8. Approved the motion for amendment to the "Articles of Incorporation."	V				
		9. Approved the motion for formulation of the "Ethical Corporate Management Procedures and Conduct Guidelines.	V				
		10. Approved the motion for amendment to the "Code of Ethical Conduct."	V				
		11. Approved the motion for amendment to the "Procedures for Board Meetings".	V				
		12. Approved the motion for amendment to the "Remuneration Committee Charter".	V				
		13. Approved the motion for amendment to the "Procedures for Transactions between Enterprise Groups, Specific Companies, and	V				

Date	Name	Summary of motion	Matters listed in Article 14-5 of the Securities and Exchange Act	Independent directors' objections, reserved opinions, or major recommendations	Resolution of the Audit Committee	The Company's handling of the Audit Committee's opinions	Resolutions not approved by the Audit Committee but approved by two-thirds of all directors
		Stakeholders". 14. Approved the motion for formation of the "Procedures for GHG Inventories".	V				
2025.05.08	12th meeting of the 2nd Audit Committee	1. Approved the Company's consolidated financial report for Q1 2025.	V	None	There were no objections from the attending members upon inquiry by the chairman, and the competent authority submitted the matter to the Board of Directors for discussion.	Approved unanimously by directors present at the meeting	None
2025.07.09	13th meeting of the 2nd Audit Committee	1. Approved the application for a private placement of common stock and subsequent public offering and listing. 2. Approved the motion for amendments to the "Procedures for the Second Issue and Conversion of Domestic Secured Convertible Bonds" and the "Procedures	V V	None	There were no objections from the attending members upon inquiry by the chairman, and the competent authority submitted the matter to the Board of Directors for discussion.	Approved unanimously by directors present at the meeting	None

Date	Name	Summary of motion	Matters listed in Article 14-5 of the Securities and Exchange Act	Independent directors' objections, reserved opinions, or major recommendations	Resolution of the Audit Committee	The Company's handling of the Audit Committee's opinions	Resolutions not approved by the Audit Committee but approved by two-thirds of all directors
		for the Third Issue and Conversion of Domestic Unsecured Convertible Bonds."					
2025.08.13	14th meeting of the 2nd Audit Committee	1. Approved the motion for the Company's consolidated financial report for Q2 2025. 2. Approved the motion for amendment to the Company's "Internal Control System" and related management procedures. 3. Approved the motion for amendments to the "Sustainable Development Charter" and the renaming of the "Sustainable Development Committee" to the "Sustainable Development and Nomination Committee." 4. Approved the motion for establishment of the Company's "Procedures for Risk Management Policy and Organization."	V V V V	None	There were no objections from the attending members upon inquiry by the chairman, and the competent authority submitted the matter to the Board of Directors for discussion.	Approved unanimously by directors present at the meeting	None

Date	Name	Summary of motion	Matters listed in Article 14-5 of the Securities and Exchange Act	Independent directors' objections, reserved opinions, or major recommendations	Resolution of the Audit Committee	The Company's handling of the Audit Committee's opinions	Resolutions not approved by the Audit Committee but approved by two-thirds of all directors
2025.11.13	15th meeting of the 2nd Audit Committee	1. Approved the motion for the Company's consolidated financial report for Q3 2025. 2. Approved the motion for formulation of the Company's 2026 annual audit plan. 3. Approved the motion to amend the Company's "Corporate Governance Best-Practice Principles." 4. Approved the motion to amend the Company's "Sustainable Development Best-Practice Principles." 5. Approved the motion for formulation of the "Ethical Corporate Management Procedures and Conduct Guidelines." 6. Approved the motion to amend the Company's "Cybersecurity Inspection Management Measure."	V V V V V V	None	There were no objections from the attending members upon inquiry by the chairman, and the competent authority submitted the matter to the Board of Directors for discussion.	Approved unanimously by directors present at the meeting	None

(III) Status of corporate governance operation and difference of Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and reasons:

Evaluation item	Status of operation (Note)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
I. Has the Company established and disclosed its corporate governance best-practice principles in accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	√		We have established the "Corporate Governance Best-Practice Principles," in accordance with the "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies," which have been disclosed on the Company's website and the Market Observation Post System (MOPS).	No difference
II. The Company's shareholding structure and shareholders' rights and interests				
(I) Has the Company established internal operating procedures to handle shareholders' suggestions, doubts, disputes and litigation matters, and implemented them in accordance with the procedures?	√		(I) The Company has formulated the "Internal Material Information Handling and Prevention of Insider Trading Management Procedures." Moreover, the Company has established a system for a spokesperson and acting spokesperson, and has disclosed the contact number of the spokesperson on the MOPS. The Company has also set up a website that includes sections for investors, corporate governance, and stakeholders as a reference for shareholders and stakeholders. Moreover, we have also set up a spokesperson email at spokesman@triocean.com.tw as a communication channel for shareholders, and dedicated personnel have been assigned to properly handle shareholders' suggestions and queries. A stock agency has also been appointed to deal with issues related to shareholders' rights and other stock affairs.	No difference
(II) Does the Company possess the list of major shareholders who actually control the Company and the ultimate controllers	√		(II) Pursuant to Article 25 of the Securities and Exchange Act, changes in shareholdings by insiders and shareholders holding more than 10% of the total shares must be reported	No difference

Evaluation item	Status of operation (Note)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
of such shareholders?			to the website designated by the Securities and Exchange Commission, the Market Observation Post System (MOPS), in a timely manner. We keep abreast of the list of major shareholders actually controlling the Company and the ultimate controllers of such shareholders based on the shareholder register provided by the stock agency.	
(III) Has the Company established and operated risk control and firewall mechanisms with its affiliates?	√		(III) We have established and implemented relevant rules such as the "Procedures for Transactions between Enterprise Groups, Specific Companies, and Stakeholders" and "Supervision and Management of Subsidiaries" as a risk control mechanism to eliminate irregular transactions.	No difference
(IV) Has the Company established internal rules to prohibit insiders from trading securities using undisclosed information in the market?	√		(IV) We have established the "Code of Ethical Conduct" and the "Internal Material Information Handling and Prevention of Insider Trading Management Procedures," clearly stipulating that directors, supervisors and managers abide by the fair trading principle and avoid opportunities for personal gain. The relevant rules have been announced on the official website.	No difference
III. Composition and duties of the board of directors (I) Has the Board of Directors formulated and implemented diversity policies and specific management goals?	√		(I) Article 20 of the "Corporate Governance Best-Practice Principles" of the Company specifies that the composition of the Board of Directors shall take diversity into consideration, and the Board shall adopt an appropriate policy for diversification in terms of its own operations, business model, and development needs.	No difference

Evaluation item	Status of operation (Note)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
(II) In addition to the Remuneration Committee and the Audit Committee, has the Company established other functional committees voluntarily?	√		The Company's current directors consist of six directors, including three directors and three independent directors. The members have extensive experience in the industry In addition, we place great emphasis on gender equality in the composition of the Board of Directors and aim to elect at least one female director at this stage. In the future, we will continue to increase the number of female directors to account for one-third of the total number of directors. The Board of Directors of the Company shall adjust its composition based on the results of the performance evaluation; please refer to Note 1 for details. (II) In addition to the Remuneration Committee and Audit Committee established in accordance with the law, the Company's Board of Directors approved the establishment of the "Sustainable Development Committee Charter" on August 9, 2024, and established the Sustainability Committee on September 19, 2024. The Committee comprises at least three members, with independent directors constituting a majority, and is chaired by an independent director. On August 13, 2025, the charter and committee were renamed from the "Sustainable Development and Nomination Committee Charter" to the "Sustainable Development and Nomination Committee." The committee consists of four members: Independent Directors Huang Lung-Sheng and Wang Chien-Chih, as well as Director	No difference

Evaluation item	Status of operation (Note)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			Chiang Yu-Lien, with Independent Director Huang Hao-Chen serving as the convener.	
(III) Has the Company established rules for performance evaluation of Board of Directors, conducted annual performance evaluations regularly, reported the results of the evaluations to the Board of Directors, and used them as a reference for individual directors' remuneration and nomination?	√		(III) The Company's Board of Directors passed the "Rules for Performance Evaluation of the Board of Directors" on November 10, 2016. The evaluation criteria are based on the operations and needs of the Company, with the evaluation indicators set or revised accordingly. The Procedures evaluate the overall operation of the Board of Directors, the performance of individual Board members, and the performance of functional committees at least once a year. The evaluation results are reported to the Board of Directors. The 2025 performance evaluation of the Board of Directors was completed on March 10, 2026. Please refer to "Information on the operation of the Board of Directors" on page 20 of the annual report. The Company appointed Qin-En Management Consulting Co., Ltd. to conduct an external performance evaluation in 2025, and an evaluation report was issued on February 25, 2026. Details regarding the results of the internal and external directors' performance evaluations have been posted on the Company's website..	No difference

Evaluation item	Status of operation (Note)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
(IV) Does the Company regularly evaluate the independence of the CPAs?	√		(IV) The Company’s Audit Committee evaluates the independence and suitability of its CPAs every year. The evaluation covers the following aspects: review of independence criteria; review of suitability, and compliance with the “Audit Quality Indicators (AQIs)” issued by the FSC. The evaluation centers on five major indicators: professionalism, quality control, independence, supervision, and innovation. For each evaluation item and results, please refer to Note 2. According to the summary of the evaluation results, the independence of the Company’s CPAs and their firm, as well as the suitability and audit quality indicators, all met the standards. The results were discussed and approved by the Audit Committee on March 10, 2026, and submitted to the Board of Directors also on March 10, 2026 for approval of the evaluation of the independence and suitability of the CPAs.	No difference
IV. Has the listed company appointed competent and an appropriate number of corporate governance personnel, and appointed a corporate governance officer responsible for related affairs (including but not limited to providing directors and supervisors with the information needed to perform their duties, assisting directors and supervisors in complying with laws, handling matters related to the Board of Directors and shareholders’ meetings in	√		(I) In order to promote corporate governance and effectively perform the functions of the Board of Directors, the Board of Directors of the Company approved the appointment of the General Manager as the corporate governance officer on March 22, 2023. The General Manager has more than three years of experience in the relevant financial affairs, stock affairs and director meetings of public companies, and other management matters In addition, the Company has allocated one full-time employee in charge of stock affairs and one to two part-time employees to assist in the relevant affairs. The Company’s corporate governance officer also	No difference

Evaluation item	Status of operation (Note)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
accordance with the regulations, and preparing minutes of the Board of Directors and shareholders' meetings)?			coordinates and executes corporate governance-related affairs.	
			(II) Corporate governance-related activities include: the handling of matters related to Board meetings and shareholders' meetings in accordance with the law, preparation of minutes of Board meetings and shareholders' meetings, assistance for directors in assuming office and further education. Apart from this, the related affairs cover the provision of information necessary for the execution of director duties, assistance for directors in complying with laws and regulations, protection of shareholders' rights and interests, as well as strengthening of the functions of the Board of Directors. and disclosing information on corporate governance, stakeholders, and corporate social responsibility on the company website.	No difference
			(III) For the annual implementation highlights of corporate governance-related matters and the status of further training of the corporate governance officer, please refer to Note 3. The information is also disclosed on the Company's website (https://triocean.com.tw/投資人專區/公司治理).	No difference

Evaluation item	Status of operation (Note)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
V. Has the Company established channels for communication with stakeholders (including but not limited to shareholders, employees, customers and suppliers), set up a stakeholder section on the Company's website, and appropriately responded to important corporate social responsibility issues concern of stakeholders?	√		At Triocean, we have established a spokesperson and an acting spokesperson system, and the contact numbers of the spokespersons have been disclosed on the MOPS. The Company has also set up a website (https://triocean.com.tw/), with an investor section, corporate governance section and stakeholders section in place as the reference for shareholders and stakeholders. A stakeholder contact platform has been set up as a communication channel for handling stakeholders' suggestions, concerns, and disputes to ensure their rights and interests. For stakeholder identity, issues of concern, communication channels and response methods, please refer to Note 4.	No difference
VI. Has the Company appointed a professional agent for stock affairs to handle shareholders' meeting matters?	√		The Company has appointed the Stock Affairs Department of KGI Securities Co. Ltd. to handle shareholders' meeting affairs, and has duly performed related matters in accordance with the laws and regulations.	No difference
VII. Information disclosure (I) Has the Company set up a website to disclose financial, business and corporate governance information?	√		(I) The Company's website (https://triocean.com.tw/) has an investor section to disclose financial information, corporate governance, and shareholder information, which is regularly updated and maintained to ensure the rights and interests of stakeholders.	No difference
(II) Has the Company adopted other means of information disclosure (e.g. setting up an English website, appointing personnel to collect and disclose information on the Company, implementing a spokesperson system, posting the process of investors	√		(II) Other means of information disclosure: 1. The investor section on the website is provided in both Chinese and English. 2. The Company has established the "Internal Material Information Handling and Prevention of Insider Trading Management Procedures," which are handled	No difference

Evaluation item	Status of operation (Note)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
conferences on the Company's website)?			by the Company's spokesperson or acting spokesperson. We have an "Investor Section" on the Company's website to provide contact information for spokespersons or acting spokespersons. 3. The Finance and Accounting Department of the Company is responsible for the collection and disclosure of information of the Company 4. The information on the investor conferences that the Company may be invited to or may be held by itself is available on the website, as well as the MOPS according to the requirements of the TWSE.	
(III) Has the Company announced and reported the annual financial reports within two months after the end of the fiscal year, as well as the financial statements for the first, second, and third quarters and the operating status of each month before the prescribed deadline?		√	(III) The Company currently publishes its first, second and third quarter financial reports and monthly operating revenues before the deadlines stipulated in the Regulations Governing Business Handling for Public Companies Issuing Securities; however, due to the Lunar New Year holiday, the annual financial report has not yet been announced and reported within two months of the end of the fiscal year.	No difference
VIII. Does the Company possess other important information that is helpful to understand the implementation of corporate governance (including but not limited to employees' rights and interests, employee care, investor relations, supplier relations, stakeholders' rights, directors' and supervisors' further education, risk management policies and	√		(I) Employee rights and care for employees: At Triocean, we have established an Employee Welfare Committee, which regularly holds labor–management meetings to ensure full communication and coordination between the Company and employees to maintain harmonious labor–management relations. In addition, the Company also provides clear communication channels with employees to care for their needs. Moreover, employees are	No difference

Evaluation item	Status of operation (Note)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
risk assessment standards, customer policies, and purchase of liability insurance for directors and supervisors)?			encouraged to self-learn and enhance work skills. We have always complied with government regulations to protect the rights and interests of employees and maintain harmonious labor–management relations.	
			(II) Investor relations: We announce our financial reports and various information related to finance and business on the Market Observation Post System (MOPS) and our website in accordance with the law. A spokesperson system has also been established to ensure that investors can instantly understand the Company's operations.	No difference
			(III) Supplier relations: We maintain a long-term and good friendship with suppliers and vendors. We share good business coordination and smooth communication channels, and attach great importance to the maintenance of good relations.	No difference
			(IV) Stakeholders' rights: A special section of stakeholders' communication channels has been set up on our website. We provide sufficient information in a timely manner to protect stakeholders.	No difference
			(V) Further education of directors and supervisors: We actively assist directors and supervisors in taking courses to enhance their professional knowledge and strengthen the functions of the Board. The further education of directors in 2025 has been reported and announced on the MOPS. For information regarding further education status, please see Note 5.	No difference

Evaluation item	Status of operation (Note)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			(VI) Implementation of risk management policies and risk assessment standards: The Company has established the “Risk Management Policy and Organizational Procedures“ in accordance with relevant regulations, serving as the foundation for risk management and evaluation processes at all levels within the Company. The operation and implementation of the risk management policy are reported to the Sustainable Development and Nomination Committee and the Board of Directors at least annually.	No difference
			(VII) Implementation of customer policies: The staff of each construction unit within the Company, as well as personnel working on individual projects, maintain stable and positive relationships with clients.	No difference
			(VIII) Liability insurance for directors and supervisors: The Company took out liability insurance for directors and managers on March 1, 2026. The important details of the amount of the insurance policy, the scope of coverage, and the premium rate of the insurance policy were reported at the Board meeting on March 10, 2026.	No difference
IX. Please describe the improvements made based on the corporate governance evaluation results published by the Corporate Governance of Taiwan Stock Exchange in the most recent year. Moreover, please propose the priorities and measures for matters that have not yet been improved.				

Evaluation item	Status of operation (Note)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	

(I) Status of improvement

Question No.	Evaluation Indicators	Is there any improvement?	Description
1.2	Has the Company established written rules governing financial and business dealings with related parties? Do these rules include management procedures for transactions such as purchases, sales, acquisitions, or disposals of assets, and require significant transactions to be approved by the Board of Directors and either consented to or reported to the shareholders' meeting?	Yes	The amendments to the "Management Procedures for Related Party Transactions," including provisions governing transactions with related parties such as purchases, sales, and acquisitions or disposals of assets, were approved by the Board of Directors on March 11, 2025.
2.17	Does the company's board of directors regularly (at least annually) refer to audit quality indicators (AQIs) to evaluate the independence and competence of the auditor, and disclose the evaluation procedures in detail in the annual report?	Yes	The evaluation of the uniqueness and suitability of the CPA appointed to audit the financial statements references the Audit Quality Indicators (AQIs) guidelines and the audit quality indicators report voluntarily published by Deloitte. The evaluation procedures were approved by the Board of Directors on March 11, 2025, and disclosed in the annual report.
4.5	Has the said reports been certified or guaranteed by a third-party verification unit?	Yes	The 2024 Sustainability Report received assurance from BDO on August 13, 2025.
4.18	Has the Company disclosed relevant information regarding its governance, strategy, risk management, indicators, and targets for climate-related risks and opportunities, in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)?	Yes	The corporate governance, strategy, risk management, indicators, and targets related to climate-related risks and opportunities are disclosed in the sustainability report and annual report.

Evaluation item	Status of operation (Note)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	

(II) Priority items for improvement and measures to address remaining deficiencies.

Question No.	Evaluation Indicators	Is there any improvement?	Description
1.1	Does the Company report directors' remuneration at the annual shareholders' meeting, including the remuneration policy, details of individual remuneration, and amounts?	Improvement for 2026	It is expected to report the details and amounts of remuneration for individual directors at the 2026 annual shareholders' meeting.
2.23	Has the Company's Board of Directors approved guidelines for evaluating its own performance, specifying at least a triennial external evaluation? Has such an evaluation been conducted within the current or past two years, and have the results and implementation details been disclosed on the Company's website or in its annual report?	Improvement for 2026	The external evaluation of directors was completed on February 25, 2026. The Board of Directors appointed DILIGENCE Management Consulting Co., Ltd. to conduct the evaluation, with the results disclosed at the Board meeting on March 10, 2026. Implementation details and evaluation results are available on the Company's website and in the annual report.
3.13	Does the Company's annual report voluntarily disclose the individual remuneration of directors?	Improvement for 2026	The Company expects to disclose each director's remuneration in the 2025 annual report.
3.20	Did the company receive an invitation to, or voluntarily host, at least two investor conferences and disclose complete audio/video recordings of at least two such conferences, with a minimum of three months between the first and last conferences of the assessment year? [An additional point will be awarded to companies that hold at least one investor conference call per quarter, or hold a conference call specifically to discuss quarterly operating results.]	Improvement for 2026	It is expected that at least two investor conferences will be held in 2026, and links to video and audio recordings of at least two complete meetings will be disclosed.

Note 1: The specific management objectives of the Company's board diversity policy and the progress are as follows:

Management objectives	Status of achievement
The number of independent directors exceeds one-third of the total number of directors.	Achieved
It is advisable that the number of directors who also serve as the Company's managers shall not exceed one-third of the total number of directors	Achieved
Directors of different genders	Achieved
Adequate and diversified professional knowledge and skills	Achieved

The implementation of the diversity policy of the current Board of Directors in 2025 is as follows:

Diversified core items / Name of director	Gender	Nationality	Age			Length of tenure of independent directors			Professional ability									
			41 to 50	51 to 60	61 to 70	Less than 3 years	3 to 9 years	Over 9 years	Business judgment	Financial analysis	Operation and management	Legal knowledge	Crisis management	Industry knowledge	International market perspectives	Leadership ability	Decision-making ability
Chairman, Chiang Yu-Lien	Female	Taiwan		v					v	v	v		v	v	v	v	v
Director, Hung Kuo-Chin	Male	Taiwan		v					v		v	v	v		v	v	v
Director, Su Cheng-Hui	Male	Taiwan	v						v	v	v		v		v	v	v
Independent Director, Huang Hao-Chen	Male	Taiwan	v			v			v	v	v		v		v	v	v
Independent Director, Huang Lung-Sheng	Male	Taiwan		v		v			v		v		v	v	v	v	v
Independent Director, Wang Chien-Chih	Male	Taiwan		v		v			v		v		v	v	v	v	v

Note 2: CPA independence and competency assessment criteria and results:

I. Assessment content:

Item		Yes	No
1.	Not an employee of the Company or any of its affiliates.	√	
2.	Not a director of the Company or any of its affiliates (this restriction does not apply to independent directors of the Company, its parent company, or a subsidiary in which the Company directly or indirectly holds more than 50% of the voting rights).	√	
3.	Not a natural person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings.	√	
4.	Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of an officers under the preceding three subparagraphs.	√	
5.	Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the Company, or that ranks among the top five in shareholdings.	√	
6.	Not a director, supervisor, manager, or shareholder holding more than 5% of the shares of a specific company or institution that has a financial or business relationship with the Company.	√	
7.	Not a director related to any other directors by marriage or blood within the second degree.	√	
8.	Not subject to any of the conditions specified in Article 30 of the Company Act.	√	
9.	Not elected as a government, legal person or its representative in accordance with Article 27 of the Company Act.	√	
10.	Not served as a director, manager, or held a position with a material impact on the Company's audit cases in the two years prior to the election date.	√	
11.	Not involved in management functions in the Company's decision-making processes.	√	

II. Work performance and results:

Item		Yes	No
1.	Complete the Company's financial certification for all periods as scheduled.	√	
2.	Complete the transferring the Company's financial audits for each period as scheduled.	√	
3.	Provide financial and tax consulting services for the Company on an unscheduled basis.	√	

III. Assessment results:

After assessment, the commissioned CPAs did not have any of the circumstances described in the above independence assessment items. The CPAs met the standard of appropriateness, which confirmed that the financial statements issued by the CPAs are reliable.

Item	Audit Quality Indicators (AQI) of the accounting firm	Assessment results
Aspect 1: Professionalism		
1-1	Whether the CPA's audit experience is sufficient?	Yes
1-2	Training hours	
1-2-1	Whether the CPA's hours of training is sufficient	Yes
1-2-2	Whether the hours of training of the CPA at manager-level is sufficient	Yes
1-3	Turnover rate	
1-3-1	Whether the turnover rate of the CPA at manager-level is reasonable	Yes
1-4	Professional support	
1-4-1	Whether the ratio of professionals supporting the Audit Department is sufficient	Yes
1-4-2	Whether the hours the CPA spent on TWSE and TPEx listed company cases are sufficient	Yes
Aspect 2: Quality control		
2-1	CPA load	
2-1-1	Whether the number of publicly traded companies the CPA serves as the principal signatories is reasonable	Yes
2-1-2	Whether the percentage of the work hours invested by the CPA is reasonable	Yes
2-2	Whether the CPA's involvement is reasonable	Yes
2-3	Case Quality Control Review (EQCR)	
2-3-1	Whether the percentage of hours of review by the CPAs of the Company's Board of Directors is reasonable	Yes
2-4	Quality support ability	
2-4-1	Whether the number of quality control personnel is reasonable compared to the total number of full-time personnel	Yes
2-4-2	Whether the ratio of quality control personnel supporting the Audit Department is reasonable.	Yes
Aspect 3: Independence		
3-1	Whether the ratio of non-audit service fees is reasonable	Yes
3-2	Customer familiarity	Yes
Aspect 4: Supervision		
4-1	Whether there are defects in the quality control inspected by FSC	Yes
4-2	Whether there are defects in the quality control inspected by PCAOB	Yes
4-3	Whether there are penalties imposed on the CPA	Yes
4-4	Whether there is a letter for improvement from the competent authority	Yes
Aspect 4: Innovation ability		
5-1	Initiatives or programs adopted or planned related to improving audit quality by the CPA firm in the past three years	Yes

Opinions of assessment and review
The review was passed. Recommendation: new appointment of CPAs/original CPAs maintained

Note 3: Establishment of corporate governance supervisor, duties, business promotion and further education

I. Establishment of the corporate governance supervisor and the scope of authority:
On March 23, 2023, the Company's Board of Directors appointed Hsu Cheng-Che, the General Manager, as the corporate governance supervisor. The corporate governance supervisor was established in accordance with the law and development needs. The corporate governance supervisor has more than three years of experience in finance, stock affairs and meeting procedures.

II. Business promotion by the corporate governance supervisor in 2025:

1. Providing information regarding further education courses for directors from time to time, reminding directors to complete the courses, and reporting the further education in accordance with the provisions of the "Directions for the Implementation of Further Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies."
2. Evaluating and purchasing the "Directors' Liability Insurance " for directors, and reporting the coverage to the Board.
3. Communication meetings are convened from time to time for CPAs, independent directors, auditing supervisor and financial and accounting supervisors to implement the internal audit and control system. Please refer to the Company's website for the meeting minutes.
4. Handling of matters related to the meetings of the Board of Directors and committees according to laws and regulations: All directors and committee members are notified to attend the meeting seven days prior to the meeting, and sufficient information is provided so that the directors are able to understand the relevant contents of the motions. If any director or a representative is an interested party with respect to meeting items, a reminder will be given in advance. The minutes of each Board meeting will be sent to each director within 20 days after the meeting.
5. Responsible for announcing material information or announcements of important resolutions on the day after the Board meetings and shareholders meetings, to ensure the legitimacy and accuracy of the information disclosed, and to ensure the reciprocity of information for investors.
6. The Company regularly evaluates the performance of the Board every year in accordance with the "Rules for Performance Evaluation of the Board of Directors".
7. Providing directors with information on new laws and regulations related to business execution, corporate governance or business operations from time to time.
8. Handling matters related to Annual General Meetings according to laws and regulations: Registering the date of the meetings according to the laws and regulations each year, and preparing and reporting the meeting notice, agenda handbook and meeting minutes before the deadline.
9. Reviewing the achievement of corporate governance evaluation indicators one by one on a yearly basis, and proposing improvement plans and countermeasures for indicators failed to score.
10. Providing operational information related to the Company's business or finance as required by the directors, and maintaining clear communication and exchanges between the directors and various supervisors.

III. Further education of the corporate governance officer in 2025:

Organizer	Course name	Date of further education	Number of hours of further education	Total number of hours of further education in the current year
Taiwan Investor Relations Institute	Corporate Governance Upgrade: Building a New Talent Competitiveness Landscape – International Industry Talent Trends and Strategies for Response	2025/04/18	3	12
Institute of Financial Law and Crime Prevention	2025 Corporate Governance Practice Workshop Session III – ESG and Sustainable Finance Trends and Practical Applications	2025/08/14	3	
Securities and Futures Institute	2025 Insider Trading Prevention Conference	2025/09/26	3	
Taipei Foundation of Finance	Outlook for 2026: Key Indicators and Trend Analysis of the International Political and Economic Landscape	2025/12/19	3	

Note 4: Stakeholder status, issues of concern, communication channels, and response measures in 2025

Stakeholder status	Issues of concern	Communication channel	Frequency	Response method
Shareholders and investors	Business performance	● Market Observation Post System ● Investor section on the Company's website ● Annual General Meeting ● Investors conference ● Inquiry for the spokesperson	Immediate/from time to time	● Annual shareholders' meeting ● Annual investors conference ● Announcement on Market Observation Post System and disclosure on the Company's website ● Contact person: Ms. Chen of Finance and Accounting Department (E-mail: spokesman@triocean.com.tw)
Customer	Customer service	Customer service specialist	Immediate/from time to time	● Immediate response to customers ● Contact person: Ms. Chen of Planning Department (E-mail: oliviachen@triocean.com.tw)
Supplier	Providing resources and services required for the Company's operations	Telephone/E-mail	Immediate/from time to time	● Reporting problems to suppliers immediately ● Contact person: Ms. Yen of the Procurement Department (E-mail: st54611450@triocean.com.tw)
Financial institution	● Business performance ● Risk management	Telephone/E-mail	Immediate/from time to time	● Immediate response to the bank ● Contact: Ms. Huang of Finance and Accounting Department (E-mail:arielhuang@triocean.com.tw)
Government agency	Compliance with government regulations	● Market Observation Post System ● Official document	Immediate/from time to time	● Announcement on MOPS ● Exchange of official documents ● Contact person: Ms. Chen of Finance and Accounting Department (E-mail: spokesman@triocean.com.tw)
Employees	● Employee benefits and salary ● Employee equity	● Employee Welfare Committee ● Online suggestion box/telephone/bulletin board	Annually/from time to time	● Heads of departments hold meetings with colleagues from time to time ● The Employee Welfare Committee implements a number of welfare measures each year ● Contact: Ms. Chen of the Administration Department (E-mail: hr@triocean.com.tw)

Note 5: Further education of the Company's directors and independent directors in 2025:

Job title	Name	Organizer	Course name	Date of further education	Number of hours of further education	Total number of hours of further education in the current year
Chairman	Chiang Yu-Lien	The Greater China Financial and Economic Development Association	Corporate Financial Decisions Directors and Supervisors Should Pay Attention To	2025/07/17	3	9
		Securities and Futures Institute	2025 Insider Trading Prevention Conference	2025/10/03	3	
		The Greater China Financial and Economic Development Association	How Boards Ensure Corporate Sustainability: A Discussion on Talent Identification and Development	2025/11/12	3	
Director	Su Cheng-Hui	Taiwan Corporate Governance Association	ESG Reporting Trends and the Business Implications of Disclosure	2025/03/28	3	12
		Taiwan Corporate Governance Association	Property Tax Consolidation 2.0	2025/03/28	3	
		Institute of Financial Law and Crime Prevention	2025 Corporate Governance Practice Workshop Session 2: Analysis of Shareholder Meeting Dispute Cases	2025/06/18	3	
		Institute of Financial Law and Crime Prevention	2025 Corporate Governance Practice Workshop Session III - ESG and Sustainable Finance Trends and Practical Applications	2025/08/14	3	
Director	Hung Kuo-Chin	Institute of Financial Law and Crime Prevention	2025 Corporate Governance Practice Workshop Session 2: Analysis of Shareholder Meeting Dispute Cases	2025/06/18	3	9
		Taiwan Stock Exchange	2025 Cathay Pacific Perpetual Banking and Climate Change Summit	2025/07/09	6	
Independent Director	Huang Hao-Chen	Securities and Futures Institute	Insider Trading Prevention Conference	2025/05/23	3	6
		Institute of Financial Law and Crime Prevention	2025 Corporate Governance Practice Workshop Session III - ESG and Sustainable Finance Trends and Practical Applications	2025/08/14	3	

Job title	Name	Organizer	Course name	Date of further education	Number of hours of further education	Total number of hours of further education in the current year
Independent Director	Huang Lung-Sheng	Institute of Financial Law and Crime Prevention	2025 Corporate Governance Practice Workshop Session 2: Analysis of Shareholder Meeting Dispute Cases	2025/06/18	3	6
		Securities and Futures Institute	2025 Insider Equity Trading Legal Compliance Briefing	2025/10/31	3	
Independent Director	Wang Chien-Chih	Institute of Financial Law and Crime Prevention	2025 Corporate Governance Practice Workshop Session III - ESG and Sustainable Finance Trends and Practical Applications	2025/08/14	3	6
		Securities and Futures Institute	2025 Insider Trading Prevention Conference	2025/10/03	3	

(IV) Composition, responsibilities and operation of other functional committees

1. Composition, responsibilities and operation of the Remuneration Committee:

As a means to strengthen the Company's governance and improve the remuneration system for directors and managers, the Company has established a Remuneration Committee and formulated the "Remuneration Committee charter" in accordance with the "Article 14-6 of the Securities and Exchange Act" and the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange".

The function of our Remuneration Committee is to evaluate the remuneration policies and systems of directors and managers in a professional and objective manner. The Committee shall convene at least twice a year, and may convene at any time if needed. The Committee proposes suggestions to the Board as reference in decision-making.

A. The responsibilities of the Remuneration Committee
   a. Regularly reviewing the Company's Remuneration Committee Charter and proposing amendments.
   b. Establishing and regularly reviewing the annual and long-term performance objectives and the policies, systems, standards and structures of the remuneration to directors and managers.
   c. Regularly evaluating directors and managers' achievement of performance objectives, and establishing the content and amount of their individual remunerations.

B. The Remuneration Committee shall perform its duties in accordance with the following standards
   a. Ensuring that the Company's salary and remuneration arrangements comply with relevant laws and regulations and are sufficient to attract outstanding talents.
   b. The performance evaluation and remuneration to directors and managers shall be based on the industry norm. Moreover, the time invested, responsibilities undertaken, achievement of personal goals, performance in other positions, and the remuneration given to equivalent positions offered by the Company in recent years should be considered. The Company also evaluates the reasonableness of the connection between individual performance and the operating performance, and future risks based on the achievement of the Company's short-term and long-term business goals and the Company's financial status.
   c. The Company shall not induce directors and managers to engage in behaviors that exceed the Company's risk appetite for the sake of compensation.
   d. The ratio of bonuses for short-term performance of directors and senior managers, and the timing of the payment of some of their variable remuneration shall be determined in consideration of industry characteristics and the nature of the Company's business.
   e. The Committee's members may not discuss or vote on their own remuneration.

(1) Information of Remuneration Committee members:

March 31, 2025

Condition / Position / Name		Professional qualifications and experiences	Status of independence	Number of other public companies serving as Remuneration Committee member concurrently
Independent Director (Convener)	Huang Hao-Chen	Note 1	Note 1	0
Independent Director	Huang Lung-Sheng	Note 1	Note 1	0
Independent Director	Wang Chien-Chih	Note 1	Note 1	0
Independent Director	Hung Yu-Ting	Note 1 and Note 2	Note 1	2

Note: Please refer to "(I) I. Information on Directors – 3. Disclosure of Directors' Professional Knowledge and Independence Information" above

Note 2: Independent Director, Ms. Yu-Ting Hong, resigned on July 17, 2023 due to personal reasons.

(1) Status of operation of the Remuneration Committee:

1. The Company's Remuneration Committee consists of three members.
2. The term of office of the current members: Our Board of Directors appointed the members of the sixth term on June 19, 2023, with a tenure from June 19, 2023, to June 18, 2026. In 2025 the Remuneration Committee convened three times (A). Qualifications and attendance of the members are as follows:

Job title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) (B /A)	Remarks
Convener of the 6th Board of Directors	Huang Hao-Chen	3	0	100%	Newly elected on June 19, 2023
Members of the 6th Board of Directors	Huang Lung-Sheng	3	0	100%	Newly elected on June 19, 2023
Members of the 6th Board of Directors	Wang Chien-Chih	3	0	100%	Newly elected on June 19, 2023
Members of the 6th Board of Directors	Hung Yu-Ting	-	-	-	Resigned on July 17, 2023

Note: The actual attendance rate (%) is calculated based on the number of Audit Committee meetings being held and the actual attendance during his/her tenure.

Other information to be disclosed:

I. If the Board of Directors does not adopt or amend the suggestions of the Remuneration Committee, the date and session of the Board meeting, the contents of the motions, the resolution results, and the Company's handling of the Remuneration Committee's opinions shall be disclosed (If the Board approves the suggestions regarding remuneration being higher than the Remuneration Committee, the reasons for the differences shall be stated): None.

II. If a member has an objection or reserved opinion on a resolution of the Remuneration Committee, and it is recorded or stated in a written statement, the date and session of the Remuneration Committee, contents of the motion, opinions of all members, and the handling of such opinions shall be stated: None.

(2) Information on Remuneration Committee meetings:

The information on the Remuneration Committee's meetings, reviews and evaluations of remuneration in the most recent year is as follows:

Date	Name of meeting	Motion Content	Resolution results of the Remuneration Committee	Handling of opinions
2025.03.11	8th meeting of the 6th Remuneration Committee	1. Approved the motion for 2024 distribution of remuneration to employees and directors. 2. Approved the motion for 2024 construction performance bonus for managers of the Company and subsidiaries. 3. Approved the motion for salary adjustment of the managers of the Company and its subsidiaries.	There were no objections from the attending members upon inquiry by the chairman, and the competent authority submitted the matter to the Board of Directors for discussion.	Not applicable
2025.08.13	9th meeting of the 6th Remuneration Committee	1. Approved the distribution of 2024 remuneration to directors and the details and dates of distribution. 2. Approved the motion for 2025 mid-year construction performance bonus for managers of the Company and subsidiaries. 3. Approved the motion for adjustment of remuneration to the Executive Director of Construction Division 3 of subsidiary Shang Ting Construction Co., Ltd. 4. Approved the motion for salary adjustment of the managers of the Company and its subsidiaries.	There were no objections from the attending members upon inquiry by the chairman, and the competent authority submitted the matter to the Board of Directors for discussion.	Not applicable
2025.11.13	10th meeting of the 6th Remuneration Committee	1. Approved the motion for distributing year-end bonuses to the Company's managers. 2. Approved the motion for distributing year-end bonuses to the Company's managers. 3. Approved the ratification of remuneration adjustment for the Deputy General Manager of Construction Division 6 of subsidiary Shang Ting Construction Co., Ltd.	There were no objections from the attending members upon inquiry by the chairman, and the competent authority submitted the matter to the Board of Directors for discussion.	Not applicable

2. Composition, responsibilities and operation of the Sustainable Development and Nomination Committee:

To fulfill corporate social responsibility, align with international trends, and actively respond to stakeholder risks across various environmental, social, and corporate governance aspects, risks are assessed and countermeasures are implemented. In addition, we formulated the “Sustainable Development Charter” on August 9, 2024, and the Board of Directors approved the establishment of the Sustainable Development Committee on September 19, 2024. On August 13, 2025, the charter and committee were renamed to the “Sustainable Development and Nomination Committee Charter” to the “Sustainable Development and Nomination Committee.”

A. The Committee shall exercise the due care of a manager to perform the following duties under the authorization of the Board of Directors, and report to the Board of Directors:
   (a) Formulate, promote and strengthen the Company’s sustainable development policy, annual plan and strategy, etc.
   (b) Review, track and revise the implementation of sustainable development and results.
   (c) Supervise the disclosure of sustainability information and review the sustainable report.
   (d) Oversee the Company’s business or other matters related to the implementation of the Board’s resolution of the Sustainable Development Best-Practice Principles.
   (e) The Sustainability Officer or a person with the equivalent position may establish a full-time (or part-time) unit to assist the committee in the implementation of various plans based on the needs of the sustainable development of each department.

B. A sustainable development promotion team and a risk management team have been set up under the Sustainable Development and Nomination Committee. The teams manage operational risk, financial risk, and environmental risk to ensure the promotion and implementation of work related to corporate sustainability.
   (a) Scope of operation: Including the impact of corporate governance, reputation, human resources, decision-making, information security, and legal risks on the Company’s sustainable operation.
   (b) Scope of finance: Including financing, investment, credit, financial statement quality expression, and financial decision-making risks.
   (c) Scope of operation: Including material quality management, construction site quality, construction environment, and occupational safety and health management risks.
   (d) Scope of environmental: Including climate change, environmental pollution liability, natural disasters, and major external hazard risks.

(1) Information of Sustainable Development and Nomination Committee members:

March 31, 2026

Name of committee member	Independent director (Y/N)	Main expertise (Note)
Huang Hao-Chen (Convener)	Y	Accounting, finance, management, marketing
Huang Lung-Sheng	Y	Industry, management, marketing
Wang Chien-Chih	Y	Industry, management, marketing
Chiang Yu-Lien	N	Industry, management, finance, marketing

Note: Please refer to “(I) I. Information on Directors – 3. Disclosure of Directors’ Professional Knowledge and Independence Information” above

(2) Status of operation of the Sustainable Development and Nomination Committee:

1. The Company's Sustainable Development and Nomination Committee consists of four members.
2. Term of the current committee: The Company appointed the members of the first-term committee on September 19, 2024, as resolved by the Board of Directors, with a term of office from September 19, 2024 to June 18, 2026. The Sustainable Development and Nomination Committee held three meetings (A) in 2024, and the attendance of members is as follows:

Job title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) (B /A)	Remarks
1st term convener	Huang Hao-Chen	3	0	100%	
1st term of member	Huang Lung-Sheng	3	0	100%	
1st term of member	Wang Chien-Chih	3	0	100%	
1st term of member	Chiang Yu-Lien	3	0	100%	

Note: The actual attendance rate (%) is calculated based on the number of Audit Committee meetings being held and the actual attendance during his/her tenure.

Other information to be disclosed:

I. If the Board of Directors does not adopt or amend the suggestions of the Sustainable Development and Nomination Committee, the date and session of the Board meeting, the contents of the motions, the resolution results, and the company's handling of the Sustainable Development Committee's opinions shall be disclosed: None.

II. If a member has an objection or reserved opinion on a resolution of the Sustainable Development and Nomination Committee, and it is recorded or stated in a written statement, the date and session of the Sustainable Development and Nomination Committee, the contents of the motion, the opinions of all members, and the handling of such opinions shall be stated: None.

(3) Information of Sustainable Development and Nomination Committee meetings:

The information on the Sustainable Development and Nomination Committee's meetings, reviews and evaluations of remuneration in the most recent year is as follows:

Date	Name of meeting	Motion Content	Resolution of the Sustainable Development and Nomination Committee	Handling of opinions
2025.03.11	3rd meeting of the 1st Sustainable Development and Nomination Committee	1. Approved the motion for formulation of the "Ethical Corporate Management Procedures and Conduct Guidelines. 2. Approved the motion for amendment to the "Code of Ethical Conduct". 3. Approved the motion for formation of the "Procedures for GHG Inventories".	There were no objections from the attending members upon inquiry by the chairman, and the competent authority submitted the matter to the Board of Directors for discussion.	Not applicable

Date	Name of meeting	Motion Content	Resolution of the Sustainable Development and Nomination Committee	Handling of opinions
2025.08.13	4th meeting of the 1st Sustainable Development and Nomination Committee	1. Approved the motion for results of the 2024 sustainability report preparation. 2. Approved the amendments to the “Sustainable Development Charter” and the renaming of the “Sustainable Development Committee” to the “Sustainable Development and Nomination Committee.” 3. Approved the motion for establishment of the Company’s “Procedures for Risk Management Policy and Organization”.	There were no objections from the attending members upon inquiry by the chairman, and the competent authority submitted the matter to the Board of Directors for discussion.	Not applicable
2025.11.13	5th meeting of the 1st Sustainable Development Committee	1. Approved the motion to amend the Company’s “Corporate Governance Best-Practice Principles.” 2. Approved the motion to amend the Company's “Sustainable Development Best-Practice Principles”. 3. Approved the motion for formulation of the “Ethical Corporate Management Procedures and Conduct Guidelines. 4. Approved the motion to amend the Company’s “Cybersecurity Inspection Management Measure”.	There were no objections from the attending members upon inquiry by the chairman, and the competent authority submitted the matter to the Board of Directors for discussion.	Not applicable

(V) The implementation of sustainable development and the deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor:

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
I. Has the Company established a governance structure to promote sustainable development, and set up a dedicated (or part-time) unit to promote sustainable development, with senior management authorized by the Board of Directors to handle, and with the supervision of the Board?	√		(I) In addition, we formulated the "Sustainable Development Charter" on August 9, 2024, and the Board of Directors approved the establishment of the Sustainable Development Committee on September 19, 2024. On August 13, 2025, the charter and committee were renamed to the "Sustainable Development and Nomination Committee Charter" and the "Sustainable Development and Nomination Committee." Independent Director Huang Hao-Chen serves as the convener, with Independent Directors Huang Lung-Sheng and Wang Chien-Chih, and Chairman Chiang Yu-Lien serving as the committee members. The Sustainable Development and Nomination Committee is responsible for promoting the implementation of the sustainable development framework, consolidating the corporate sustainability-related strategies, proposing and implementing systems or management policies, and reporting to the Board of Directors. (II) A sustainable development promotion team and a risk management team have been set up under the Sustainable Development Committee. The teams manage operational risk, financial risk, operational risk and environmental risk to ensure the promotion	No difference

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			and implementation of work related to corporate sustainability. (III) The Sustainable Development and Nomination Committee held three meetings in 2025 (March 11, 2025, August 13, 2025, November 13, 2025) and reported to the Board of Directors on the status of implementation on March 11, 2025, August 13, 2025, November 13, 2025, respectively. (IV) After the Board receives a report from the Sustainable Development and Nomination Committee on the status of implementation, the Board of Directors supervises each action plan, goal or policy. Moreover, the Board of Directors proposes amendments and improvement plans for issues requiring attention and requests that the management team report on the progress of implementation or adjustments.	
II. Does the Company conduct risk assessments on environmental, social and corporate governance issues related to operations in accordance with the principle of materiality, and establish relevant risk management policies or strategies? (Note 2)	√		A risk management team was established in 2024 and the Board of Directors approved the formation of the “Risk Management Policy and Organizational Process” on August 9, 2024. The risk team conducts risk factor identification with each business unit to identify the relevant risks affecting the Company’s sustainable development, and screens out the scope of risk management. Together, the risk team and the business unit formulate risk management strategies for each risk, covering management objectives, organizational structure, authority attribution and responsibility, as well as risk	No difference

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			management procedures. By doing this, we ensure the consistency of the operations strategy direction and the risk management policy, and that the risk management policy is being effectively implemented. The disclosed information covers the Company's sustainable development performance in major locations from January to December 2025. The scope of risk assessment included the Company and its Taiwanese subsidiary, Shang Ting Construction Co., Ltd. The Company assessed environmental, social, and corporate governance issues related to its operations, based on the principle of materiality and communicated with internal and external stakeholders. The management policy for relevant risk issues is outlined in the table below: (I) Environmental issues: 1. Extreme weather affecting construction progress: The Company is in the construction industry, and our risk policies related to production processes affected by extreme weather are as follows: ①Adjust the construction schedule flexibly based on the current situation, and factor in downtime due to heavy rain in the project plan. ②Reduce energy consumption by upgrading office lighting to eco-friendly options and incorporating large-scale natural lighting designs.	

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			③Continue to promote the development of green engineering technologies, such as rooftop solar systems, building rainwater recycling, car wash platforms, and rainwater storage and flood detention facilities, incorporating energy-saving designs such as wind deflectors and sunshades into smart green buildings. ④To enhance climate resilience, the plan is to adopt the TCFD framework to assess potential climate-related risks and opportunities. 2. Environmental impact: Training and education on environmental protection laws, regulations, and management measures are provided periodically. On-site inspections are also conducted to continuously monitor and improve environmental performance, effectively controlling environmental risks throughout all stages of construction and reducing environmental pollution. (II) Social issues: 1. Rising prices are leading to continuously increasing outsourcing costs: The Company identifies concentrated supply chain risks and enhances overall operational resilience by expanding its supplier base and	

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			optimizing procurement strategies, thereby reducing the risk of disruption caused by single supplier issues. At the same time, climate change-related risks and resilience are also incorporated into the supplier selection process as evaluation criteria. We prioritize suppliers with stable supply capabilities and the ability to adapt to climate change in order to strengthen the supply chain's resilience against energy supply and price volatility. 2. Information security risk: The Company implements various information security management mechanisms and conducts information security training and awareness campaigns on a regular basis. Key systems and databases are backed up regularly, and security incidents are simulated and tested to ensure the security of information systems and users. 3. Occupational safety risk: Having achieved ISO 45001 and TOSHMS certification, the Company's Occupational Safety and Health Office assists construction sites in risk and hazard identification and proposes improvement measures. This is further supported by enhanced personnel education and training, safety communication through meetings, and an incident reporting system, all aimed at reducing accident risks.	

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			Every year, regular fire drills and other training sessions are held to cultivate employees' ability to respond to emergencies and manage their own safety. 4. Construction quality risk: Through a comprehensive supplier evaluation and audit system, we ensure consistently high standards for both raw material supply and construction quality. We also establish detailed construction standards and provide professional technical training, alongside internal quality inspections by the QA department, quality control audits, and regular quality meetings to uphold excellent engineering quality. 5. Legal compliance risk: Annual legal awareness courses are organized to ensure the applicability and compliance of various laws and regulations. In addition, the annual internal audit plan is used to audit the Company's compliance with relevant laws and regulations and to verify that each operational process meets the requirements. (III) Corporate governance: 1. Ethical corporate management risk: The Company has established relevant procedures and a whistleblower system and continues to actively strengthen compliance	

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			management and foster a robust compliance culture. Through education and training, we ensure employees understand applicable laws and regulations. This commitment to ethical conduct promotes sound business practices and effective risk management. 2. Financing risk: The Company regularly assesses its financial condition and changes in bank interest rates, adjusts its financing arrangements as needed, and makes flexible loan (repayment) decisions, while conducting financial ratio analysis on a quarterly basis.	
III. Environmental issues (I) Has the Company established an appropriate environmental management system based on the industry characteristics ?	√		(I) The Company attained the ISO 45001 international occupational health and safety management system certification and the Taiwan Occupational Safety and Health Management System (TOSHMS) certification in 2023. In doing this, we maintain a safe and healthy working environment for all personnel, which has always been our objective. We also properly manage and control potential environmental risks at all stages while providing construction solutions that minimize pollution and environmental impact for project owners. At Triocean, we have established environmental protection plans and implemented self-inspections based on the characteristics of the local	No difference

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			environment. Moreover, we implement pollution prevention and control measures in accordance with government regulatory requirements, as well as the requirements set by the project owners. We require that all employees' behaviors at work comply with environmental policies, and encourage suppliers, outsourcing companies, and contractors to cooperate in the implementation of the Company's environmental policies. During the production process, special attention shall be paid to the selection of non-polluting technologies, the minimization of wastage, and the reuse and recycling of recyclable resources to reduce energy consumption. We encourage employees to participate in environmental protection activities, promote environmental protection awareness. We also participate in local community activities from time to time to make positive environmental contributions to local communities.	
(II) Is the Company committed to improving energy efficiency and using recycled materials with low impact on the environment?	√		(II) The Company values environmental protection and energy conservation, actively improves the efficiency of resource use, and promotes energy conservation and carbon reduction. In addition to using recycled materials, such as fly ash and concrete with slag, to partially replace cement – the largest structural material used – the Company also continuously reduces raw material consumption	No difference

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			through methods like precast construction and aluminum formwork instead of conventional wooden molds. We have set goals for local procurement and green procurement to effectively reduce carbon emissions from the manufacturing and transportation of materials. In daily affairs, the Company promotes energy conservation, fosters digitalization for official documents, while making full use of recycled paper, and replacing power-consuming light fixtures, to enhance the efficiency of energy resource use. We have installed environmental protection and energy-saving equipment such as a solar panel system to save energy.	
(III) Has the Company evaluated the potential risks and opportunities posed by climate change at present and in the future, and taken relevant countermeasures?	√		(III) The Company's risk management team manages operational risks, financial risks, and environmental risks, and assesses and handles the Company's overall risks and opportunities. In response to the impact of global climate change on operations, the Company's "Greenhouse Gas Management Measures" were established in 2024. The risk management team manages operational, financial, and environmental risks, and regularly assesses the potential risks and opportunities that climate change presents to the Company. The risk management team also regularly reports to the Sustainable Development and Nomination Committee to reduce the impact of climate change on the Company.	No difference

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
(IV) Has the Company kept statistics on the amount of greenhouse gas emission, water consumption and total weight of waste in the past two years, and formulated policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?	√		(IV) In 2023, the Company began to collect statistics of GHG emissions, water consumption and total weight of waste. In 2024 and 2025, the Company completed the GHG inventory of the headquarters and the construction sites nationwide in accordance with ISO 14064-1, and conducted third-party verification. In terms of water asset management, since the manufacturing process does not use water, the wastewater generated is domestic wastewater rather than industrial wastewater. Therefore, water resource management focuses on the concept of water conservation and the improvement of water-saving equipment to enhance the efficiency of water asset use. In terms of waste management, the Company actively implements resource recycling classification, which significantly reduces waste generation and increases resource recycling The Company's Scope 1 and Scope 2 GHG emissions, water consumption, and total waste volume for the past two years will be disclosed in its sustainability report and on its website (https://triocean.com.tw/) following third-party verification.	No difference
IV. Social issues (I) Has the Company established relevant management policies and procedures in	√		(I) The Company adheres to Taiwanese laws and regulations. In addition to complying with Taiwan's	No difference

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
accordance with relevant laws and International Bill of Human Rights?			"Labor Standards Act," we have also established a "Human Rights Policy." Moreover, we support and follow the "Universal Declaration of Human Rights," "Global Compact" and "Guiding Principles on Business and Human Rights" of the United Nations, and the "Declaration on Fundamental Principles and Rights at Work." The Company respects internationally recognized human rights standards, ensuring basic human rights are not infringed upon and that all colleagues, contract workers, temporary staff, and interns are treated with dignity and respect. The human rights policy has also been formulated and disclosed on the Company's website. The Company's personnel management regulations have been formulated in accordance with relevant labor laws and regulations, human rights conventions, and occupational safety and health regulations. The "Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace" has also been formulated to protect the rights and interests of employees and to protect their health and safety. The Company's human rights policy applies to the Company and its domestic and foreign subsidiaries, suppliers, partners, and other affiliated entities under its substantial control. The principles of implementation are as follows:	

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			1. Diversity, inclusion, and equal opportunity: (1) No discrimination in language, attitude, or behavior based on gender, race, socioeconomic status, age, marital status, family status, language, religion, political affiliation, nationality, appearance, facial features, or physical or mental disability. (2) We ensure non-discriminatory employment policies and practices, implement fair and equitable procedures for hiring, remuneration and benefits, training, performance appraisals, and promotion opportunities. We also provide effective and appropriate grievance mechanisms to protect employee rights and foster a friendly workplace free from discrimination and harassment. (3) To provide employees, contract workers, and job seekers with a work and service environment free from sexual harassment, and to implement appropriate preventive, corrective, disciplinary, and handling measures, the Company has established the “Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace” in accordance with Article 13, Paragraph 1 of the Act on Gender Equality in Employment and the	

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			relevant provisions of the “Regulations for Establishing Measures on Prevention of Sexual Harassment in the Workplace” promulgated by the Ministry of Labor, and has set up a complaint hotline and a dedicated mailbox. 2. Prohibition of forced labor: (1) The Company complies with local labor laws and regulations and has established the “Working Rules” that ensure labor rights and obligations are consistent with these laws, thereby protecting the legal rights of our employees and fostering harmonious labor–management relations. (2) We prohibit all forms of discrimination and forced labor and child labor, respect our employees’ freedom of association, and oppose human trafficking and slavery. (3) Clear channels have been established for employee feedback, with regular labor–management meetings held ensure workers’ rights are protected. 3. Provision of a safe and healthy work environmet: (1) We provide a safe and healthy work environment and the necessary health and first-aid measures, and are committed to conducting regular occupational safety and	

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			health education and training to mitigate the risk of workplace accidents. (2) We follow labor laws and establish clear measures regarding working hours and overtime. We take a proactive approach to care for and manage employees who are experiencing excessive workloads, and continuously promote company leave policies to encourage employees to achieve “work–life balance.” In 2025, the Company conducted a survey of all employees and Tier-1 suppliers. The survey focused on topics such as working conditions and hours, health and safety, and workplace discrimination.	
(II) Has the Company formulated and implemented reasonable employee welfare measures (including remuneration, leave and other benefits, etc.), and appropriately reflected the operating performance or results in the employee remuneration?	√		(II) 1. The Company’s current employee work rules were established in accordance with the Labor Standards Act. In terms of salary and remuneration, the Company has established relevant compensation guidelines, various bonuses, and a performance evaluation system that effectively links job performance to individual pay and reflects business results in employee compensation. The Company’s bonus system applies to all employees based on the projected annual operating results, considering both employee seniority and annual performance reviews, to incentivize staff to work toward the Company’s objectives. Furthermore, the Company’s	No difference

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			Articles of Incorporation require that, in profitable years, at least 2% of profits be distributed as employee remuneration based on annual performance evaluations. 2. In addition to labor insurance, national health insurance, and time off, the Company offers a variety of employee benefits managed by its Employee Welfare Committee. Detailed annual welfare plans and budgets are allocated for activities such as employee meals. Regular benefits include: employee trips, bonus gifts for major holidays, birthday gifts, bereavement support, and wedding and birth subsidies. The Company also provides group insurance for employees and offers occasional education and training to enhance workplace skills. Please refer to Note 3 below. 3. The Company continues to promote and implement gender equality and inclusive policies, foster workplace diversity, and ensure employees' career development opportunities are not affected by gender or other non-professional factors.	
(III) Does the Company provide employees with a safe and healthy work environment, and conduct safety and health education on a regular basis?	√		(III) The Company has created a win-win safe working environment for employees and employees. Please refer to Note 4 below for the protection measures for details regarding the working environment and personal safety of employees.	No difference

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			1. Maintenance of working environment: Regular inspection of fire safety facilities and improvement of safety and health equipment. 2. Employee health maintenance: In addition to regular health checkups in cooperation with the government, we have also deployed first-aid personnel, emergency medicine and AEDs, and applied for AED certification pursuant to the Occupational Safety and Health Act. 3. Training and drills: To ensure the safety of employees, the Company has formulated various “Emergency Response Plans” for fire, typhoon, earthquake, evacuation, etc. We also conduct regular drills and countermeasures for possible disasters, so that in the event of an accident we are able to manage with organized and rapid disposal to minimize injury and loss. 4. In addition, the training for new employees includes “safety and health education.” A total of 165 employees were trained in 2025, and the in-service employees are also arranged from time to time. 5. The Company has commissioned the Fu Jen Catholic University Hospital to conduct employee health checks in 2025. 6. The Company did not experience any fire incidents in 2025.	

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
(IV) Does the Company establish an effective career development training program for employees?	√		(IV) In addition to providing new employees with the necessary training based on their job responsibilities, we strongly encourage employees to pursue further education relevant to their roles. When suitable courses are available, the Company sends employees to participate in them to enhance work performance. The Company has established the “Procedures for Employee Education and Training Management,” and implement internal and external training according to the annual education and training plan. Employees are encouraged to pursue further education. We emphasize the development of their functions and potentials, create a good environment for career development, and establish an effective development training program to strengthen the overall competitiveness of the enterprise. Please refer to Note 5 below for details on employee education in 2025.	No difference
(V) Does the Company comply with relevant laws and regulations and international standards regarding customer health and safety, customer privacy, marketing and labeling of products and services, and establish relevant policies and complaint procedures to protect customers or clients’ rights and interests?	√		(V) 1. In 2025, the Company established the “Customer Rights Policy and Complaint Procedures,” outlining customer rights and interests policies, complaint channels, and handling procedures. 2. All projects undertaken by the Company are implemented in accordance with contractual provisions and relevant laws and regulations, with a focus on ensuring construction safety and project quality. We continuously improve our management	No difference

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			systems to guarantee the safety and usability of completed projects and maintain public trust. 3. The Company collects, processes, and uses the personal data of stakeholders in accordance with the “Personal Data Protection Act,” and only does so to the extent necessary. Appropriate security measures are taken to prevent unauthorized disclosure or misuse. 4. Complaint channels and procedures: The Company has established a dedicated customer email address to handle customer complaints, resolve disputes, and provide after-sales service. A stakeholder email address is also available on the Company’s website for consumer inquiries.	
(VI) Has the Company established a supplier management policy, requiring suppliers to comply with relevant regulations on environmental protection, occupational safety and health, or labor human rights? And the implementation status thereof?	√		(VI) 1. We have established the “Procedures for Supplier Management.” The “General Principles” in the contract with suppliers specify that the supplier shall comply with the Construction Safety and Health Standard issued by the government, as well as the Rules for Occupational Safety and Health Facilities, the Occupational Safety and Health Act, and its enforcement rules, the Water Pollution Control Act, Air Pollution Control Act, Noise Control Act, Waste Disposal Act, Management Guidelines for the Spoil Disposal Plan, etc. During the construction period, the supplier shall be responsible for the safety and health of the construction site and environmental protection at all times.	No difference

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			2. We sign relevant declarations with suppliers, requesting them to comply with the following construction policies: a. Construction waste must be removed from the site and handled legally in accordance with the Waste Disposal Act and related regulations on environmental protection. Moreover, the suppliers shall take on full responsibility for safety, health, environmental protection, and pollution prevention facilities, and shall take effective measures to prevent disasters, public hazards and other accidents. b. On construction sites, qualified supervisors shall be present to be responsible for inspection, supervision, control, and eliminating potential hazards. Necessary safety and health education and training shall be conducted for the workers on the site, and training records shall be kept for future reference. c. Dangerous machines or equipment used in construction shall have valid certificates that have passed the inspection by an acting agency before they are allowed to enter the site. The operator shall have training approved by the central competent authority or an approval certificate of skill examination. For any hanging operation, the operator performing the	

Items to be promoted	Status of implementation (Note 1)			Differences with Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			operation shall also receive professional training. d. The supplier shall not hire foreign workers without permit, or the permit has expired or workers recruited by others.	
V. Has the Company compiled reports disclosing non-financial information, such as the sustainability report, with reference to universal standards? Has the said reports been certified or guaranteed by a third-party verification unit?	√		The Company has voluntarily prepared a sustainability report with reference to the GRI Standards and SASB indicators, and publicly disclosed the implementation results, strategies and objectives of the Company's key issues in terms of environmental protection, social and corporate governance aspects in the environmental protection. For related reports, please see "Corporate Sustainability Section" on the Company's website	No difference
VI. If the company has formulated its own sustainable development best-practice principles in accordance with the "Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies," please describe the differences between its operation and the Principles: In order to fulfill corporate social responsibility, the Board of Directors has approved the establishment of "Sustainable Development Best-Practice Principles" to "implement corporate governance," "develop a sustainable environment," "maintain social welfare," and "enhance the disclosure of corporate social responsibility information" as the objective.				
VII. Other important information helpful to understand the status of sustainable development: At Triocean, we strongly believe in the concept of "taking from the community, giving back to society". In the future, we will commit to social work. Please refer to the "Sustainable Development" section on the Company's website. https://triocean.com.tw/				

Note 1: If "Yes" is checked for the implementation, please specify the important policies, strategies, measures adopted and the implementation. If "No" is checked for the implementation, please explain the differences and causes on the column of "Deviation from the Sustainable Development Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor". Also, please specify the plans for relevant policies, strategies, and measures which will be taken in the future.

Note 2: Materiality Principle refers to environmental, social and corporate governance issues that have a significant impact on the Company's investors and other stakeholders.

Note 3: Employee benefits, retirement system and implementation

(I) Employee welfare measures and implementation:

In addition to labor and health insurance, maternity, illness, and medical benefits and pay for all employees in accordance with the Labor Standards Act, we have also established an Employee Welfare Committee to provide employees with the basic benefits and guarantees under the Act. We also arrange travel and other activities to relax, improve the quality of life of the employees, and enhance employee friendship. Various cash gifts and subsidies for weddings, funerals, and celebrations are regularly distributed each year.

1. Welfare facilities

   We have established lactation rooms, AEDs, blood pressure machines and many contracted stores. The occupational health and safety management system is based on identifying hazards and evaluation and control of chances. The system operates in an organized manner to prevent accidents, reduce risks for employees, and improve safety.

2. Welfare subsidies

   All employees are covered by labor insurance, health insurance, group insurance, including accidental injury insurance and employee travel insurance. Employees are also entitled to marriage allowance, birth allowance, funeral allowance, birthday cash gift, bonus for dinner party, education and training, and health check.

3. Other subsidies

   The Company offers maternity leave, prenatal checkup leave, paternity leave, and parental leave in accordance with laws and regulations.

(II) Employees' further education and training

With an aim to cultivate employees and improve their manners, professional ability and work efficiency, in addition to arranging orientation courses and various educational training courses for new recruits, we also conduct professional skill training based on different occupational and business requirements. We expect our employees to improve their academic skills to accomplish tasks.

(III) Retirement system and implementation

For the retirement life of employees, we have formulated labor retirement guidelines in accordance with the government's new retirement system. According to the system, 6% of the total labor salaries are allocated to be deposited to employees' personal pension accounts. As for individuals voluntarily contribute to their pension, according to the contribution rate, the money will be deducted from the employees' monthly salaries and deposited into the individual pension accounts at the Bureau of Labor Insurance.

The Company's applicable regulations in accordance with the Labor Pension Act are as follows:

1. Voluntary retirement:

   Workers who meet any of the following circumstances may apply for voluntary retirement: (For employees who have opted for the Labor Pension Act, the same Act shall apply)

   (1) Employees aged 55 or above with at least 15 years of service.
   (2) Employees who have worked for more than 25 years.
   (3) Employees aged 60 with at least 10 years of service.

2. Compulsory retirement:
   The Company shall not force employees to retire unless they fall into any of the following circumstances:
   (1) Employees aged 65 or above.
   (2) Employees with mental or physical disability that is deemed unqualified for work.
   Regarding the age specified in Subparagraph 1 of the preceding paragraph, the Company may apply to the competent authority for changes concerning workers performing dangerous and demanding tasks. However, the age shall not be lower than 55 years old.
3. Standards for pension payment:
   (1) Applicable for employees who choose to continue to apply pension regulations of the "Labor Standards Act" according to the Labor Pension Act or retain their tenures before and after the promulgation of the Labor Pension Act. The pension payment standard shall be based on the Labor Pension Act calculated in accordance with Article 84-2 and 55 of the Labor Standard Act.
   (2) Employees with tenures in the preceding paragraph who are subject to mandatory retirement in accordance with Article 35, Paragraph 1, Subparagraph 2, and whose mental or physical disability is caused due to performing duties, shall be subject to Article 55 of the Labor Standards Act, and receive 20% of the amount specified in Subparagraph 2 of Paragraph 1.
   (3) For employees eligible for pension under the Labor Pension Act. We contribute 6% of the employees' monthly salary to their personal retirement accounts.
4. Retirement pension payment:
   The Company shall pay the pension to the employees within 30 days from the date of retirement.

(IV) Measures for the protection of employees' rights and interests:
In addition to formulating work rules according to laws and regulations to clearly regulate various working conditions and protect the rights and interests of employees, we have established an Employee Welfare Committee according to laws and regulations. By doing this, the rights of employees can be treated fairly and reasonably. To date, we have never committed any incident that compromised the rights and interests of our employees.

(V) Agreements between labor and management:
At Triocean, the labor–management relations have always been harmonious, with open communication channels, and we have complied with laws and regulations. There have been no labor disputes or matters that require negotiation.

(VI) In accordance with Article 24 of the Company's Articles of Incorporation, if the Company records a profit for the year, it shall set aside no less than 2% of such profit as employee remuneration. No less than 50% of the amount allocated under the preceding paragraph shall be distributed to entry-level employees. The remuneration shall be distributed in the form of shares or cash by resolution of the Board of Directors. The recipients may include employees who meet certain criteria, as determined by the Board of Directors. Employee remuneration shall be reported at the shareholders' meeting. Where the Company has accumulated losses, an amount sufficient to offset such losses shall first be retained, and employee remuneration shall then be appropriated in accordance with the aforementioned ratio.

Note 4: Employee working environment and personal safety protection measures:

1. ISO 45001 occupational health and safety management system

   The Company and its subsidiaries implement occupational safety management through reports and exchanges with various departments, as well as results and deficiencies reviews. In addition to continuous safety observation, we implement occupational safety and health management plans, and safety supervision, etc. The subsidiaries obtained ISO 45001 International Occupational Health and Safety Management System and Taiwan Occupational Safety and Health Management Systems in 2023.

   The occupational health and safety management system is based on identifying hazards and evaluation and control of chances. The system operates in an organized manner to prevent accidents, reduce risks for employees, and improve safety.

2. Protective measures for working environment and personal safety of employees

   2.1 To implement the work environment protection, prevent occupational safety incidents, and protect the safety of employees and contractors, the Company and its subsidiaries have established relevant construction procedures:

Phase	Item	Description
Construction work	Pre-operation risk assessment	Hazard risk assessment and identification are conducted, and construction stage risk assessment reports and occupational safety and health management plans are prepared.
	Construction drawings and confirmation	Convene meetings with relevant personnel and contractors for high-risk operations.
	Prior application of personnel and machine access to the site	Before the vendors enter the site, information on the personnel (such as labor insurance, education and training) or machines (such as one machine and three certificates) is provided. Employees are required to undergo training on hazard awareness and safety before they enter the site.
Construction in process	Safe construction environment	Safety protection measures (such as guard rails, covers, and nets) are set up and their effectiveness is ensured.
	Work in process – inspection	Regular and unscheduled audits and inspections.
After construction	Cleaning and repair after the end of construction	Before the start of each day, the safety measures are arranged for inspection and the personnel are counted.

In addition to the above-mentioned protection measures for the construction process, the Office and the site also have rules for strengthening these measures, such as regular inspections and maintenance of firefighting facilities, daily inspections of the work area for oxyacetylene and electrical equipment leaks, circuit breaker checks, and grounding. Inspections of the pressure of dry powder extinguishers are conducted each month, and protective equipment, such as safety nets and extinguishers, is optimized to increase the safety of on-site workers. The protective equipment is inspected daily to reduce the probability of accidents and maintain the safety of workers.

2.2 Occupational health services

In addition to regular employee health checkups, the Company and its subsidiaries have emergency personnel, emergency response drugs, and automated external defibrillators set up in accordance with the Occupational Safety and Health Act. The Company also assigns basic first-aid personnel to ensure that employees can operate the automated external defibrillators correctly.

In order to build a safe working environment, the Company and its subsidiaries actively participate in the “Occupational Safety and Health Week” series of events organized by the Ministry of Labor. In addition to the seminar activities, the Company specially hired Fooyin University’s occupational care staff to conduct occupational health promotion, announce various health information and health education, actively track the health check reports, and provide professional consultation to employees.

To ensure the safety of employees, the Group has formulated various “Emergency Response Plans” for fire, typhoon, earthquake, evacuation, etc. We also conduct regular drills and countermeasures for possible disasters, so that in the event of an accident we are able to manage with organized and rapid disposal to minimize injury and loss.

3. Results of occupational health and safety implementation

3.1 Labor working environment monitoring

We grasp the actual situation of the environment in the workplace, evaluate workers. We also assess the exposure status of the working environment of workers, with plans, samples, monitoring and analysis taken. To protect workers from hazardous substances in the workplace and to provide workers with a healthy and comfortable working environment, operating environment monitoring is conducted once a year to gradually understand the actual exposure status of workers.

3.2 Occupational safety and health education and training

A healthy and safe workplace is the result of the joint efforts of the Company and its employees. We ensure that managers of all levels and all employees receive the necessary occupational safety education and training to improve safety awareness. To strengthen employees’ maintenance of occupational safety and thoroughly implement occupational safety systems and regulations, we continue to organize various training courses.

Health and safety education and training and promotion

Year	Number of employees receiving education and training	Persons/hours of employee education and training
2025	376	2,109

Professional health and safety management personnel

Name of license	Quantity
Occupational safety and health management specialist	2
Occupational safety and health administrator	19
Class A Occupational Safety and Health Affairs Manager	9
Emergency personnel	4
Labor health service nurse (contracted)	2

The Company’s industrial safety performance in the past three years – Statistics on employees’ disabling injuries

Year	Death accidents and major disability accidents	Temporary total disability accident
2023	Male: 0, Female: 0	Male: 0, Female: 0
2024	Male: 0, Female: 0	Male: 0, Female: 0
2025	Male: 0, Female: 0	Male: 0, Female: 0

Note 5: Number of employee training hours in 2025:

Training program	Description
New employee education and training	Participants: A total of 165 hours of training courses for all new employee. Training objectives: To help new employees quickly understand the company culture, master job skills, adapt to the workplace, and build a foundation for continuous learning and development.
Professional further education and training	Participants: A total of 2,643 hours of professional education and training courses for all departments. Training objectives: To enhance employees’ skills in their respective professional areas, including occupational safety, engineering professional license renewal, financial accounting and auditing, financial risk analysis, information security, legal compliance, and human resources training.
General knowledge Education and training	Participants: A total of 402 hours of training courses on general knowledge for all employees. Training objectives: To foster employees’ diverse knowledge base, including courses related to information security awareness, ethical conduct, respect for human rights, and health, thereby enhancing overall workplace competency.

Training program	Description
ESG and sustainability Education and training	Participants: A total of 953 hours of training courses on ESG and sustainability for all employees. Training objectives: To boost employees' understanding of ESG-related concepts, including courses on GHG inventory methods and carbon emissions calculation.
Management education and training	Participants: A total of 690 hours of training courses for company directors, independent directors, governance officers, and department heads. Training objectives: To build up management capabilities, sustainable development, and international perspectives through relevant coursework, and foster management-level personnel who lead by example, guide their teams, and exert a positive influence.

(VI) Implementation of climate-related information

Item	Status of implementation
1. Describe the monitoring and governance of climate-related risks and opportunities by the Board of Directors and the management.	The Board of Directors approved the "Risk Management Policy and Organizational Procedure" on August 9, 2024, and established the risk management policy. In order to establish a comprehensive risk management system and steadily operate the business, the Company will move toward the goal of sustainable development. The Board of Directors is the highest decision-making body for risk management, while the Sustainable Development and Nomination Committee serves as the unit responsible for risk supervision and management. The Risk Management Group is responsible for managing operational, financial, and environmental risks. The climate change governance structure will also align with the organizational structure of risk management, with authority and responsibility assigned accordingly. Each unit serves as the primary unit for initial risk identification, assessment, and control, coordinated by the risk management team. The results of risk identification are incorporated into the risk management process to manage subsequent risk response programs, and the operation of risk management is reported regularly to the Board of Directors.
2. Describe how the identified climate risks and opportunities affect the Company's business, strategy and finance (short, medium, and long term).	The Company identified and evaluated climate change risks (regulatory, technological, market, goodwill, physical, and transformation risks) and opportunities, summarized the major risks and opportunities that may impact the short, medium, and long term, and conducted a prioritized discussion to compile three major risks and four potential opportunities.

Item	Status of implementation
	(see nested table below)

	Risks/Opportunities	Period	Aspect of impact	Level of probability of occurrence	Level of financial impact
Physical risks	Extreme weather events (typhoons, rainstorms, tropical cyclones)	Short-term	Direct operations	Certain	High
Transformation risks	Government's levied corporate carbon fee	Mid-term	Upstream suppliers	Certain	Medium
Transformation risks	Compulsory reporting and public construction specifications	Mid-term	Legal compliance	Very likely	Low
Opportunities	Resource efficiency, and construction of aluminum formwork for use	Short-term	Direct operations	Certain	High
Opportunities	Resource efficiency and the use of renewable materials	Long term	Direct operations	Certain	Low
Opportunities	Products and services, increased innovative R&D	Mid-term	Direct operations	Very likely	Low
Opportunities	Market, actively participate in public facilities	Short-term	Direct operations	Certain	High

Item	Status of implementation
3. Describe the financial impact posed by extreme climate events and transformation actions.	1. Extreme weather events (typhoons, rainstorms, tropical cyclones) According to the scientific focus of IPCC's sixth assessment report on climate change and Taiwan's climate change analysis update report, the 21st century's strong typhoon ratio under the best scenario (RCP8.5) will increase by about 100%. The Company expects that in the short term, there will be two to four severe typhoons per year that will cause work stoppages and property losses at construction sites. Typhoons will also cause direct and indirect management expenses for site shutdowns. The Company's countermeasures are to strengthen typhoon prevention measures prior to a disaster, properly inspect the site, immediately observe site conditions during a typhoon, cut employee attendance, and take out insurance against related hazards. The Company expects that the financial impacts of extreme weather will include losses due to work stoppages (or reduced hours) at construction sites caused by extremely high temperatures, costs arising from government-mandated cooling measures, risk costs associated with project delays, and

Item	Status of implementation
	losses mitigated by shifting to nighttime overtime work. The Company’s strategy is to adjust working hours to avoid periods of extreme heat. 2. Government-levied corporate carbon fee The government has adopted the “Climate Change Response Act” to establish a mechanism to levy a carbon fee on enterprises, which will increase the cost of our major raw materials (e.g. rebar, steel structures and cement) in the future. In the future, the Company will adopt low-carbon materials and raw material cost reduction strategies in response to the situation. 3. Compulsory reporting and public construction specifications The relevant domestic ministries and agencies have mandated that enterprises report their GHG emissions in compliance with climate change response laws. In addition, future public construction may also have requirements related to GHG emissions and carbon footprint, which will increase the cost of human resources for the Company to implement carbon management. The Company has completed its GHG inventories and related carbon management in response to the issues
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	Through cross-departmental discussion meetings, the Company identifies and categorizes climate-related risks and opportunities, assesses their financial impact, and reports the results of these discussions and financial assessments to the Sustainable Development and Nomination Committee and the Board of Directors. In addition, we periodically review the climate risk identification and assessment management at the assessment meeting.
5. If a scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and main financial impacts used shall be described.	The scenario of the transformation risk opportunity assessment strategy is mainly based on the 2050 net zero scenario. The physical risks are mainly based on the most optimal scenario of global warming (SSP5-8.5) in the IPCC’s 6th scientific assessment report. In the future, the Company will further adopt international standards and directly adopt IFRS Sustainability Disclosure Standards In the future, the low-carbon transformation process will be affected by a more rigorous regulatory policy and an increase in energy costs, which will increase the cost of production of the supply chain, pushing up the prices of raw materials and end-user consumers. The analysis method for risk assessment will be gradually optimized to plan and disclose the quantitative financial assessment.
6. If there is a transformation plan in place to manage climate-related risks, specify the contents of the plan, and the indicators and targets used to identify and manage physical risks and transformation risks.	The Company established a risk team in 2024. In the future, the risk team will formulate a low-carbon transformation plan to reduce direct emissions (Scope 1), indirect emissions (Scope 2), and indirect emissions (Scope 3) from operating activities.

Item	Status of implementation
7. If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.	The Company has not yet conducted internal carbon pricing
8. If climate-related goals are set, the activities covered, the scope of greenhouse gas emissions, the planning period, and the progress of each year should be specified. If carbon offsets or renewable energy certificates (RECs) are used to achieve related goals, the source and quantity of carbon reduction credits or quantity of RECs for which they are exchanged should be specified.	In response to international trends and the nation's 2050 net-zero goal, the Company has identified climate change risks and opportunities and is implementing a phased carbon management and reduction plan aligned with its existing sustainability objectives. The Company plans to use 2027 as the base year for emissions reduction, and will compare annual emissions to this baseline to track changes over time, providing a foundation for future review and improvement.
9. Greenhouse gas inventory and assurance status, as well as reduction goals, strategies, and concrete action plans (indicated in 1-1 and 1-2 separately).	The Company began conducting GHG inventories and assurance in 2024 and will continue to do so. After completing the GHG inventory and assurance in 2026, two years of data will be available for the Company to establish reduction targets, strategies, and specific action plans.

1-1 The Company's GHG Inventory and Assurance in the Recent Two Years

1-1-1 Greenhouse Gas Inventory Information

The organizational boundary for the greenhouse gas inventory is defined in accordance with ISO 14064-1:2018. The scope includes the Company and its subsidiary, Shang-Ting Construction Co., Ltd.

Year	Direct Scope 1 (tCO2e)	Indirect from energy Scope 2 (tCO2e)	Other indirect Scope 3 (tCO2e)	Scope 1 + Scope 2 Total emissions (tCO_2e)	Intensity (tCO2e /NT$ million)
2024	174.0408	499.7025	Complete the Scope 3 inventory by 2028 at the latest.	673.7433	0.2885
2025	161.4505	622.3296		783.7801	0.2151
Note: Greenhouse gas emissions intensity is calculated as the sum of Scope 1 and Scope 2 emissions divided by the revenue reported in the consolidated financial statements.					

1-1-2 Greenhouse Gas Assurance Information

Items/Year	2024	2025
The scope of assurance	Scope 1 & Scope 2	Scope 1 & Scope 2
GHG inventory standard	ISO14064-1:2018	ISO14064-1:2018
Assurance institutions	Legendary & Steadfast Accountancy	Legendary & Steadfast Accountancy
Assurance standards	ISAE 3410 – Assurance Engagements on Greenhouse Gas Statements	ISAE 3410 – Assurance Engagements on Greenhouse Gas Statements
Assurance opinion	Limited assurance	The physical inspection was completed in April 2026. The formal assurance report is pending. Full assurance details will be disclosed in the sustainability report

1-2 Greenhouse gas reduction goals, strategies and concrete action plans

Greenhouse Gas Reduction Targets

The Company began conducting greenhouse gas (GHG) inventory in 2024. In 2025, as project volume increased, the total carbon emissions identified in the inventory also increased accordingly. However, emission intensity has declined. The Company aims to achieve continued project growth while reducing the intensity of carbon emissions identified through its inventory.

Reduction Action Plans

Scope 1: Promote the replacement of fuel-powered equipment with electric equipment, and encourage suppliers to adopt environmentally friendly refrigerant systems.

Scope 2: Implement measures such as turning off lights during lunch breaks at construction sites, adopting energy-efficient lighting, and using air-conditioning equipment with top-tier energy efficiency ratings.

Scope 3: Reduce embodied carbon in construction materials, which account for the largest proportion of emissions, by adopting precast construction methods, replacing traditional timber formwork with aluminum formwork, and using low-carbon concrete.

(VII) Fulfillment of ethical corporate management and differences from the ethical corporate management best-practice principles for TWSE/TPEx listed companies:

Evaluation item	Status of Operation			Differences with Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
I. Establishment of the ethical corporate management policy and action plans (I) Has the company established an ethical corporate management policy approved by the board of directors? Does the policy clearly specify in its rules and external documents the ethical corporate management policies, and the commitment of the board of directors and the senior management to proactively implement the management policy?	√		(I)In order to implement the ethical corporate management policy and actively prevent unethical conduct, the Company has established the "Corporate Governance Best-Practice Principles," "Ethical Corporate Management Best-Practice Principles," "Procedures for Ethical Corporate Management and Conduct Guidelines," and the "Code of Ethical Conduct" to specifically regulate the matters that the Board of Directors, management and all employees should pay attention to when conducting business. They are both disclosed on the Company's website at https://triocean.com.tw/ for the implementation of relevant personnel.	No difference
(II) Has the company established a risk assessment mechanism against unethical acts, analyzed and assessed business activities within their business scope regularly that are at a higher risk of being involved in unethical acts, and established prevention programs covering at least the preventive measures specified in Paragraph 2, Article 7 "Ethical Corporate Management Best-Practice Principles for TWSE/TPEx	√		(II) The Company has formulated the "Ethical Corporate Management Best-Practice Principles," "Procedures for Ethical Corporate Management and Conduct Guidelines," and the "Code of Ethical Conduct" which cover the prevention measures for the following conduct: 1. Offering and acceptance of bribes. 2. Providing illegal political donations. 3. Improper charitable donations or sponsorships.	No difference

Evaluation item	Status of Operation			Differences with Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
Listed Companies"?			4. Offering or acceptance of unreasonable gifts , hospitality or other improper benefits. 5. Infringing business secrets, trademark rights, patent rights, copyrights, or other intellectual property rights. 6. Engaging in unfair competition practices. 7. Damage directly or indirectly caused to the rights, interests, health, or safety of consumers or other stakeholders in the course of research and development, procurement, manufacture, provision, or sale of products and services.	
(III) Has the company clearly provided the operating procedures, conduct guidelines, disciplines for violations and a grievance system in its program to prevent unethical acts and have these been implemented, and has the formally disclosed program been regularly reviewed and amended?	√		(III) The Company has established the "Ethical Corporate Management Best-Practice Principles," "Procedures for Ethical Corporate Management and Conduct Guidelines," and the "Code of Ethical Conduct" and has also established procedures to prevent dishonest conduct, including operating procedures, Conduct Guidelines, and the establishment of an education, reward, and grievance system, and disciplinary actions. These rules regulate the matters that employees should pay attention to when performing their duties, and prohibit the offering or acceptance of improper benefits. We also provide education and training for employees from time to time.	No difference

Evaluation item	Status of Operation			Differences with Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
II. Implementation of ethical corporate management (I) Has the company evaluated the integrity of all counterparties it has business relationships with? Are there any integrity clauses in the agreements entered into with business partners?	√		(I) The Company has regulations governing its current customers and suppliers, and is fully aware of the Company's principles of ethical corporate management. When the relevant responsible department enters into a contract with a customer, supplier, contractor, or other counterparty in business transactions, the terms shall clearly stipulate that the contract may be terminated or rescinded at any time in case of unethical conduct. The customer and supplier are required to establish a corporate culture of ethical management and comply with the Company's "Ethical Corporate Management Best-Practice Principles," and the "Procedures for Ethical Corporate Management and Conduct Guidelines," which also state that before establishing a business relationship with a counterparty, the Company shall conduct an ethical management assessment.	No difference
(II) Has the company set up a dedicated unit to promote ethical corporate management under the board of directors, and has such unit reported to the Board of Directors its execution in terms of ethical management policy and preventive programs against unethical conducts and the supervision status	√		(II) The Company has appointed the Sustainable Development and Nomination Committee as the designated body for administering ethical corporate management, and the heads of each unit are members of the ethical corporate management team. The members are responsible for assisting the Board of Directors and management in	No difference

Evaluation item	Status of Operation			Differences with Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
on a regular basis (at least once a year)?			establishing and supervising the implementation of ethical corporate management policies and preventive programs, ensuring the implementation of the Ethical Corporate Management Best-Practice Principles, and reporting the implementation status to the Board of Directors once a year (the most recent report date is 2025/11/12). Implementation in 2025: (1) Amendment to the motion for formulation of the "Procedures for Ethical Corporate Management and Conduct Guidelines" in 2025. (2) Establishment of a reporting mechanism: To implement the Ethical Corporate Management Best-Practice Principles, the Company has clearly defined the units that accept reports of illegal or unethical conduct, and established a channel for reporting and a system for handling reports, so that the Company's "integrity management" can be implemented, and ensure the legal rights and interests of the reporter and the counterparty. (3) In an effort to ensure that all colleagues and insiders (directors and managers) are fully aware of the regulations and comply with them, the Company organized a training	

Evaluation item	Status of Operation			Differences with Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			session on ethical management in 2025. The training covered 197 persons for a total of 125 hours. The Company also sent an email to insiders to promote the prevention of insider trading and address other matters prior to the Board meeting. (4) There were 0 cases of internal/external whistleblowing in 2024 and no occurrences of unethical conduct.	
(III) Has the company formulated a policy that prevents conflicts of interest and a channel that facilitates the reporting of conflicts of interests?	√		(III) The Company's has its "Procedures for Ethical Corporate Management and Conduct Guidelines" specifying that if there is a conflict of interest involved upon resolution, recusal must be performed. The Company has an employee suggestion box, and employees can voice any issues they have, either directly or indirectly through their immediate supervisor, whether through the employee complaints channel or the Company's corporate governance officer. The Company's corporate governance officer will investigate and report to the ethical corporate management team to discuss the implementation of the suggestions and regularly report to the Board of Directors.	No difference
(IV) Has the company established an effective accounting system and internal control system in order to implement ethical	√		(IV) The Company's Board of Directors will exercise the due care of a good administrator to prevent unethical conduct. We have established an	No difference

Evaluation item	Status of Operation			Differences with Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
management, and proposed relevant audit plans according to the assessment results of the risks of unethical conducts, and reviewed the compliance of the prevention of unethical conducts, or entrusted an accountant to carry out the review?			accounting systems that complies with laws and regulations as the standard for handling accounting affairs. There is an effective internal control system in place, and the design and implementation of the system are checked regularly to ensure that it continues to be effective. The accounting system and the compliance of the internal control system are also continuously reviewed. In accordance with relevant laws and regulations, the Audit Office formulates and executes an annual audit plan to ensure that the Company's ethical corporate management policy is properly implemented.	
(V) Does the company organize internal or external training on a regular basis to maintain ethical management?	√		(V) The Company conducts internal education and training on laws and regulations and ethical corporate management from time to time. The directors also participate in seminars or symposiums on ethical corporate management every year. We are in the process of planning to include ethical corporate management in training courses for new employees, which will achieve the purpose of promotion and education. In 2025, the Company organized a training session on ethical management, received by 197 persons, totaling 125 hours.	No difference

Evaluation item	Status of Operation			Differences with Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
III. State of operations of the company's reporting system (I) Has the company set up a specific reporting and incentive system, and established a channel to facilitate grievances and assigned dedicated personnel to receive grievances?	√		(I) The Company has established the "Procedures for Ethical Corporate Management and Conduct Guidelines," "Procedure for Managing Employee Suggestions," as well as various personnel management policies. We have also set up a grievance mailbox and a dedicated email address (hr@triocean.com.tw). The corporate governance officer is responsible for relevant matters, and handles complaints and disciplinary actions in accordance with the Company's procedures	No difference
(II) Has the company implemented any standard operating procedures and/or subsequent measures after carrying out an investigation or confidentiality measures for handling grievances filed?	√		(II) The Company has established the "Procedures for Ethical Corporate Management and Conduct Guidelines" and "Procedure for Managing Employee Suggestions." During the investigation period and after its conclusion, the Company strictly prohibits the disclosure of the case to irrelevant parties. The supervisors at all levels of approval are required to keep the case confidential, and the relevant information shall be handled and filed in a confidential manner to ensure that the whistleblower does not suffer improper treatment as a result of the whistleblowing. The Company keeps the identity of the person who has reported the incident and the content of	No difference

Evaluation item	Status of Operation			Differences with Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
			the report in strict confidence, and is committed to protecting the him/her from any improper treatment due to the report.	
(III) Has the company taken appropriate measures to protect the whistleblower from mistreatment as a result of whistleblowing?	√		(III) The Company keeps the identity of the person who has reported the incident and the content of the report in strict confidence, and is committed to protecting the him/her from any improper treatment due to the report.	No difference
IV. Information disclosure strengthening Has the company disclosed the content of its ethical corporate management Best-Practice principles and the results of implementation on its official website and the MOPS?	√		The Company has disclosed the "Ethical Corporate Management Best-Practice Principles" and other related regulations on its website to implement the transparency of corporate governance information, and regularly promotes and maintains the channels for reporting and keeping them smooth.	No difference
V. If the company has formulated its own Ethical Corporate Management Best-Practice Principles in accordance with the "Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies", please describe the differences between its operation and the Principles: The Company has established its "Ethical Corporate Management Best-Practice Principles" and the "Ethical Corporate Management Procedures and Conduct Guidelines" and operates in accordance with these Principles.				
VI. Any other important information that may help understanding the performance of ethical corporate management better (e.g. review of an amendment to its Ethical Corporate Management Best-Practice Principles): (I) The Company complies with the Company Act, the Securities and Exchange Act, the Business Entity Accounting Act, the regulations related to listing on the Taiwan Stock Exchange, and other laws and regulations related to business practices, and operates in a practical and honest manner. (II) The "Procedures for Board Meetings" sets forth the terms for the recusal of the directors whose interests are involved in a motion. In the event of any motion that is detrimental to the Company's interests, the director must state his/her opinions and answer questions. However, the director involved in a conflict of interest may not participate in discussions and voting, and may not exercise their right to vote on behalf of other directors.				

Evaluation item	Status of Operation			Differences with Ethical Corporate Management Best-Practice Principles for TWSE/TPEx Listed Companies and causes
	Yes	No	Summary	
(III) The Company has established the "Internal Material Information Handling and Prevention of Insider Trading Management Procedures," which stipulate that directors, supervisors, managers, and employees shall not disclose any material inside information to others, shall not inquire about or collect any undisclosed material inside information of the Company that is not related to their personal duties from those who possess such information, and shall not disclose to others any undisclosed material inside information of the Company that is not obtained through the execution of business.				

(VIII) If the company has adopted corporate governance best-practice principles or related by-laws, disclose how these are to be searched: Please refer to the corporate governance section of the Market Observation Post System or the corporate governance section of the Company's website at http://triocean.com.tw .

(IX) Other significant information that will provide a better understanding of the state of the company's implementation of corporate governance: None.

(X) Implementation of internal control system

1. Statement of Internal Control

Triocean Industrial Corporation Co., Ltd.

Internal Control System Statement

Date: March 10, 2026

The Company's internal control system for 2025, based on the results of self-assessment, is hereby declared as follows:

I. The Company acknowledges that the establishment, implementation and maintenance of the internal control system are the responsibilities of the Board of Directors and Managers of the Company. Therefore, the Company has established the aforementioned system. Its objectives are to provide reasonable assurance for the effectiveness and efficiency of its operations (including profitability, performance, and the guarantee of assets safety), reliable, timely and transparent reporting, and conformity to applicable rules, regulations, and laws.

II. The internal control system has inherent limitations. Regardless of how exhaustive the design is, an effective internal control system can only provide reasonable assurance for the achievement of the aforementioned three objectives. Further, due to changes in the environment or circumstances, the effectiveness of the internal control system may vary accordingly. Nevertheless, the Company's internal control systems include a self-supervisory mechanism. Upon identifying any deficiency, the Company will take corrective action.

III. In accordance with the determining criteria for the effectiveness of the internal control system prescribed in the "Regulations Governing the Establishment of Internal Control Systems by Public Companies" (hereafter the "Regulations"), the Company evaluated the effectiveness of the design and execution for its internal control system. The determining criteria of the internal control system prescribed in the "Regulations" are based on the process of management control, dividing the internal control system into five composite factors: 1. Control of the environment, 2. Risk evaluation, 3. Control of operations, 4. Information and communication, and 5. Supervision. Each component further includes several items.
The composition of each element also includes several items.

IV. The Company has adopted the aforementioned determining criteria of the internal control system to evaluate the effectiveness of design and execution for its own internal control system.

V. Based on the evaluation results of the preceding paragraph, the Company believes that the internal control systems (including the supervision and management of its subsidiaries) as of December 31, 2025 – covering the achievement of objectives related to the effectiveness and efficiency of its operations; the reliability, timeliness, and transparency of its reporting; and compliance with applicable laws and regulations – were effective in design and execution and can be reasonably assured to achieve the aforementioned objectives.

VI. This Statement will serve as the main content of the Company's annual report and prospectus and will be made available to the public. Any unlawful act of falsehood or non-disclosure in the above-mentioned disclosure may result in legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.

VII. The Statement has been passed by the Board of Directors Meeting of the Company held on March 10, 2026, where none of the six attending directors expressed dissenting opinions, and the remainder all affirmed the content of this Statement.

Triocean Industrial Corporation Co., Ltd.

Chairman: Chiang Yu-Lien Signature/Seal

General Manager: Hsu Cheng-Che Signature/Seal

(XI) In the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, important resolutions adopted at the shareholders' meeting or board of directors meeting:

1. Important resolutions adopted at the shareholders' meeting and their implementation :

Date	Name of meeting	Important resolution	Status of implementation
2025.05.28	2025 Annual General Meeting	1. Approved the Company's 2024 business report and financial statements.	Executed as resolved.
		2. Approved the Company's 2024 earnings distribution.	Executed as resolved. Cash dividends at NTD 3 per share, except for the distribution on July 30, 2025
		3. Approved the motion for amendment to the "Articles of Incorporation."	Executed as resolved.

2. Important resolutions adopted at the Board meeting and their implementation :

Date	Name of meeting	Important resolution
2025.05.08	22nd term 13th Board meeting	1. Approved the motion for the Company's consolidated financial report for Q1 2025.
2025.07.09	22nd term 14th Board meeting	1. Approved the motion for application for a private placement of common stock and subsequent public offering and listing. 2. Approved the motion for the Company's issuance of the second domestic secured convertible bonds and the third domestic unsecured convertible bonds.
2025.08.13	22nd term 15th Board meeting	1. Approved the motion for the Company's consolidated financial report for Q2 2025. 2. Approved the amendment to the Company's "Internal Control System" and related management procedures. 3. Approved the results of the 2024 sustainability report preparation. 4. Approved the amendments to the "Sustainable Development Charter" and the renaming of the "Sustainable Development Committee" to the "Sustainable Development and Nomination Committee." 5. Approved the motion for establishment of the Company's "Procedures for Risk Management Policy and Organization." 6. Approved the distribution of 2024 remuneration to the directors and the details and distribution date. 7. Approved the motion for 2025 mid-year construction performance bonus for managers of the Company and subsidiaries. 8. Approved the motion for adjustment of remuneration to the Executive Director of Construction Division 3 of subsidiary Shang Ting Construction Co., Ltd. 9. Approved the motion for salary adjustment of the managers of the Company and its subsidiaries. 10. Approved the motion to apply for credit line from financial institutions.

Date	Name of meeting	Important resolution
2025.11.13	22nd term 16th Board meeting	1. Approved the motion for the Company's consolidated financial report for Q3 2025. 2. Approved the motion for the Company's 2026 annual audit plan. 3. Approved the motion to amend the "Corporate Governance Best-Practice Principles." 4. Approved the proposal to amend the Company's "Sustainable Development Best-Practice Principles." 5. Approved the motion for formulation of the "Ethical Corporate Management Procedures and Conduct Guidelines. 6. Approved the motion to amend the "Regulations Governing Cybersecurity Inspection Management Act." 7. Approved the motion for distributing year-end bonuses to the Company's managers. 8. Approved the motion for distributing year-end bonuses to the managers of subsidiaries. 9. Approved the ratification of remuneration adjustment for the Deputy General Manager of Construction Division 6 of subsidiary Shang Ting Construction Co., Ltd. 10. Approved the motion to apply for credit line from financial institutions. 11. Approved the motion for the Company's 2026 business plan.
2026.02.06	22nd term 17th Board meeting	1. Approved the motion to establish a new company to bid on government industrial park development projects.
2026.03.10	22nd term 18th Board meeting	1. Approved the motion for 2025 distribution of remuneration to employees and directors. 2. Approved the motion for Company's 2025 consolidated financial report and parent company only financial report. 3. Approved the motion for the Company's 2025 business report. 4. Approved the motion for the Company's 2025 earnings distribution. 5. Approved the motion for the Company's 2025 "Internal Control System Statement." 6. Motion for assessment of the independence and suitability of the appointed CPAs and the remuneration. 7. Approved the amendment to the Company's internal control system for "Performance Evaluation Procedures" under the "Salary and Wage Cycles." 8. Approved the motion to amend the Company's "Rules for Performance Evaluation of Board of Directors." 9. Approved the motion for formulation of the Company's "Procedures for Ethical Corporate Management." 10. Approved the motion for formulation of the Company's Ethical Corporate Management Procedures and Conduct Guidelines. 11. Approved the motion for election of seven directors (including four independent directors) to the 23rd Board. 12. Approved the motion for review of the list of nominated director (including independent director) candidates. 13. Approved the motion for removal of the non-competition restriction on the Company's new directors (including legal persons and their representatives). 14. Approved the motion for 2025 construction performance bonus for managers of the Company and subsidiaries. 15. Approved the date, venue and reason for the Company's 2026 Annual General Meeting. 16. Approved the motion to apply for credit line from financial institutions.

(XII) Where, in the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, a director or supervisor has expressed a dissenting opinion with respect to a material resolution passed by the board of directors, and said dissenting opinion has been recorded or prepared as a written declaration and its main contents: None.

(XIII) A summary of resignations and departures during the most recent fiscal year, up to the date of publication of the annual report, of the company's chairman, general manager, accounting supervisor, financial supervisor, internal auditing supervisor, corporate governance supervisor, and R&D supervisor: None.

IV. Information on CPA fees

(I) Information on fees for CPAs:

Units: NTD thousand

Name of CPA Firm	Name of CPA	CPA audit period	Audit fee	Non-audit fees	Total	Remarks
Deloitte Taiwan	Chen Chen-Li	2025.01.01–2025.12.31	3,480	855	4,335	● Internal adjustment of the firm ● Non-audit fees include: 1. Transfer pricing 405 2. Issuance of corporate bonds – 200 3. Conversion of a private placement to a public offering – 250
	Chen Hsiu-Wen	2025.01.01-2025.12.31				

Note: Fees include the Company and its subsidiaries.

(II) Where the company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amount, percentage, and reason for the reduction should be disclosed: Not applicable.

(III) Where the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10 percent or more, the amount, percentage and reason for such reduction shall be disclosed: None.

V. Replacement of CPAs: None.

VI. Information on the chairman, general manager, and financial and accounting manager of the company who have worked with the company's external auditors or affiliates of such auditors in the most recent year: None.

VII. Transfer or pledge of equity interests by a director, supervisor, managerial officer, or shareholder with a stake of more than 10 percent during the most recent year and until the date of publication of the annual report

(I) Changes in equity of directors, supervisors, managers and major shareholders

Unit: Share

Job title	Name	2025		For the current year up to March 28, 2026	
		Number of shares held Increase (decrease)	Number of shares pledged Increase (decrease)	Number of shares held Increase (decrease)	Number of shares pledged Increase (decrease)
Juristic person director and also a major shareholder with a stake of 10%	Hong-Ting Co., Ltd.	-	-	-	-
Chairman	Hong-Ting Co., Ltd. Representative: Chiang Yu-Lien	-	-	-	-
Juristic person director and also a major shareholder with a stake of 10%	Hong-Ting Co., Ltd.	-	-	-	-
Juristic person director	Dai Wan Shiung Ching Co., Ltd.	-	-	-	-
Representative of juristic person director	Dai Wan Shiung Ching Co., Ltd. Representative: Hung Kuo-Chin	-	-	-	-
Representative of juristic person director	Dai Wan Shiung Ching Co., Ltd. Representative: Su Cheng-Hui	-	-	-	-
Independent Director (Note 1)	Hung Yu-Ting	-	-	-	-
Independent Director	Huang Hao-Chen	-	-	-	-
Independent Director	Huang Lung-Sheng	-	-	-	-
Independent Director	Wang Chien-Chih	-	-	-	-
General Manager	Hsu Cheng-Che	-	-	-	-
Finance and Accounting Officer	Chen Hsing-Chen	-	-	-	-
Major shareholder with a stake of 10%	Shun-Mei Enterprise Co., Ltd.	-	3,000,000	-	1,200,000

Note 1: Resigned on July 17, 2023.

(II) Transfer of directors , managerial officers and major shareholders to related parties: None.

(III) Equity pledged by directors, managerial officers and major shareholders to related parties: None.

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

March 28, 2026; Unit: Shares; %

Name	Number of shares held by oneself		Number of shares held by spouse and underage children		Number of shares held in the name of others		Designation, name and relationship, if among the top ten shareholders any one is a related party, or the spouse or a relative within the second degree of kinship of another		Remarks
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Name	Relationship	
Hong-Ting Co., Ltd.	16.238.000	30.94	-	-	-	-	None	None	None
Hong-Ting Co., Ltd. Representative: Chiang Yu-Lien	2,000,000	3.81	2,567,468	4.89	-	-	Hung Hsin-Wen Hung Hung-Chang	Brother-in-law Spouse	None
Shun-Mei Enterprise Co., Ltd.	11,324,859	21.58	-	-	-	-	None	None	None
Shun-Mei Enterprise Co., Ltd. Representative: Hung Hsin-Wen	-	-	-	-	-	-	Chiang Yu-Lien Hung Hung-Chang	Sister-in-law Brother	None
Hung Hung-Chang	2,567,468	4.89	2,000,000	3.81	-	-	Chiang Yu-Lien Hung Hsin-Wen	Spouse Brother	None
Chen Chung-Yuan	2,295,000	4.37	-	-	-	-	None	None	None
Dai Wan Shiung Ching Co., Ltd.	1,069,789	2.04	-	-	-	-	None	None	None
Dai Wan Shiung Ching Co., Ltd. Representative: Chiang Yu-Lien	2,000,000	3.81	2,567,468	4.89	-	-	Hung Hsin-Wen Hung Hung-Chang	Brother-in-law Spouse	None
Trust Account, Chang Hwa Commercial Bank	1,000,000	1.91	-	-	-	-	None	None	None
Chen Feng-Hui	935,000	1.78	-	-	-	-	None	None	None
Huang Chao-Chu	785,436	1.50	-	-	-	-	None	None	None
Chen,Chiang-Ai-Yu	761,770	1.45	-	-	-	-	None	None	None

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

December 31, 2025; Unit: Shares; %

Investee business (Note)	The Company's investment		Investment by directors, supervisors, managers and directly or indirectly companies		Consolidated investment	
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio
Tri Ocean Textile (Thailand) Co., LTD	Note2					
Shang-Ting Construction Co., Ltd.	200,000,000	100.00%	0	0	200,000,000	100.00%

Note1: Long-term investment of the Company

Note2: The subsidiary resolved to liquidate and dissolve in October 2025, and the liquidation process has been completed, pending approval by the local authorities.

Three. Fundraising

I. Capital and shares

（I） Source of capital stock

1. Share stock formation process

March 31, 2026; unit: shares, NTD

Year/month	Issue price	Authorized shares		Paid-in capital		Notes		
		Number of shares	Amount (NTD)	Number of shares	Amount (NTD)	Source of capital stock	Property other than cash as equity	Others
1968.10	10,000	360	3,600,000	360	3,600,000	Cash	None	None
1969.06	10,000	1,800	18,000,000	1,800	18,000,000	Cash	None	None
1974.06	10,000	2,400	24,000,000	2,400	24,000,000	Cash	None	None
1986.06	10,000	3,600	36,000,000	3,600	36,000,000	Cash	None	None
1991.10	10,000	10,800	108,000,000	10,800	108,000,000	Cash	None	None
1996.11	10	19,000,000	190,000,000	19,000,000	190,000,000	Cash NTD 44,200,000, Earnings NTD 37,800,000	None	Note 1, Note 2
1997.07	23, 10	30,000,000	300,000,000	30,000,000	300,000,000	Cash NTD 72,000,000 (NTD 23), Earnings NTD 19,000,000 (NTD 10) Surplus NTD 19,000,000 (NTD 10)	None	Note 3
1998.11	33, 10	55,000,000	550,000,000	50,000,000	500,000,000	Cash NTD 134,000,000 (33), Earnings NTD 66,000,000 (NTD 10)	None	Note 4
1999.07	10	90,000,000	900,000,000	60,000,000	600,000,000	Earnings NTD 100,000,000	None	Note 5
2000.07	10	99,000,000	990,000,000	69,000,000	690,000,000	Cash NTD 30,000,000, Earnings NTD 60,000,000	None	Note 6
2003.08	13.5	99,000,000	990,000,000	87,500,000	875,000,000	Cash NTD 185,000,000	None	Note 7
2011.09	10	99,000,000	990,000,000	59,500,000	595,000,000	Capital reduction NTD 280,000,000	None	Note 8
2012.07	8	99,000,000	990,000,000	64,500,000	645,000,000	Private placement of 5,000,000 shares on July 20	None	
2012.12	13.3	99,000,000	990,000,000	66,650,000	666,500,000	Private placement of 2,150,000 shares on December 5	None	
2013.09	15.1	99,000,000	990,000,000	71,650,000	716,500,000	Private placement of 5,000,000 shares on September 30	None	
2015.12	11.9	99,000,000	990,000,000	74,150,000	741,500,000	Private placement of 2,500,000 shares on December 28	None	
2017.03	9	99,000,000	990,000,000	76,373,000	763,730,000	Private placement of 2,223,000 shares on March 31	None	
2017.09	10	99,000,000	990,000,000	42,672,722	426,727,220	Capital reduction NTD 337,002,780	None	Note 9
2019.01	21.8	99,000,000	990,000,000	45,672,722	456,727,220	Cash NTD 30,000,000	None	Note 10

Year/month	Issue price	Authorized shares		Paid-in capital		Notes		
		Number of shares	Amount (NTD)	Number of shares	Amount (NTD)	Source of capital stock	Property other than cash as equity	Others
2019.11	10	99,000,000	990,000,000	46,049,427	460,494,270	Corporate bonds converted to common stock NTD 3,767,050	None	Note 11
2020.03	10	99,000,000	990,000,000	46,052,851	460,528,510	Corporate bonds converted to common stock NTD 34,240	None	Note 12
2020.12	5.66	99,000,000	990,000,000	86,052,851	860,528,510	Private placement of 40,000,000 shares on December 4	None	
2021.09	10	99,000,000	990,000,000	24,988,082	249,880,820	Capital reduction NTD 610,647,690	None	Note 13
2023.07	28.92	99,000,000	990,000,000	42,488,082	424,880,820	Private placement of 17,500,000 shares on July 12	None	
2024.07	51	99,000,000	990,000,000	52,488,082	524,880,820	Cash NTD 100,000,000	None	Note 14

Note:
1. The change in par value was approved by the Ministry of Economic Affairs by letter (85)-Shang-Zi No. 115702 dated October 8, 1996.
2. The capital increase change was approved by the Ministry of Economic Affairs by letter (85)-Shang-Zi No. 119160 dated November 20, 1996.
3. (86) Tai-Cai-Zheng (1) No. 24626 by Securities and Futures Institute dated March 18, 1997.
4. (87) Tai-Cai-Zheng (1) No. 89664 by Securities and Futures Institute dated October 30, 1998.
5. (88) Tai-Cai-Zheng (1) No. 58201 by Securities and Futures Institute dated June 25, 1999.
6. (89) Tai-Cai-Zheng (1) No. 58660 by Securities and Futures Institute dated July 7, 2000.
7. (92) Tai-Cai-Zheng (1) No. 0920123099 by Securities and Futures Institute dated June 2, 2003.
8. Jin-Guan-Zheng-Fa-Zi No. 1000038380
9. Jin-Guan-Zheng-Fa-Zi No. 1060030454
10. Jin-Guan-Zheng-Fa-Zi No. 1070347147
11. Taipei City Government Fu-Chan-Ye-Shang-Zi No. 10856303800
12. Taipei City Government Fu-Chan-Ye-Shang-Zi No. 10947616600
13. Capital reduction approved by Tai-Zheng-Shang-Zhi No. 1101804185
14. The capital increase change was approved by the Ministry of Economic Affairs by Jing-Shou-Shang-Zi No. 11330158680 dated September 16, 2024.

2. Type of share capital

Unit: Share

Type of shares	Authorized shares			Remarks
	Shares outstanding	Unissued shares	Total	
Common shares	34,988,082	46,511,918	99,000,000	TWSE-listed stocks
Common shares	17,500,000			Common stock in private placement

3. Information about shelf registration:

Types of marketable securities	Scheduled issued amount		Amount issued		The purpose and expected benefits of the issued portion	Scheduled issuance period of the unissued portion	Remarks
	Total number of shares	Approved amount	Number of shares	Price			
None							

(II) List of major shareholders

March 28, 2026; Unit: Shares; %

Name of major shareholder / Shares	Number of shares held	Shareholding ratio
Hong-Ting Co., Ltd.	16,238,000	30.94
Shun-Mei Enterprise Co., Ltd.	11,324,859	21.58
Hung Hung-Chang	2,567,468	4.89
Chen Chung-Yuan	2,295,000	4.37
Chiang Yu-Lien	2,000,000	3.81
Dai Wan Shiung Ching Co., Ltd.	1,069,789	2.04
Trust Account, Chang Hwa Commercial Bank	1,000,000	1.91
Chen Feng-Hui	935,000	1.78
Huang Chao-Chu	785,436	1.50
Chen,Chiang-Ai-Yu	761,770	1.45

(III) Company's dividend policy and implementation

1. Company's dividend policy:

   According to the Company's Articles of Incorporation, if the Company has earnings after annual settlement, they shall be distributed in the following order:

   (1) Pay taxes in accordance with the law;
   (2) Offset the accumulated deficits from previous years;
   (3) Allocate 10% as the legal reserve. However, if the legal reserve amounts to the paid-in capital of the Company, no further appropriation may be required;
   (4) For the rest, set aside or reverse special reserve according to laws and regulations;
   (5) If there is a remaining balance, together with the accumulated undistributed earnings, the Board of Directors shall prepare an earnings appropriation proposal in accordance with the Company's dividend policy and submit it to the shareholders' meeting for resolution.

   Earnings may be distributed in the form of cash dividends or stock dividends. Cash dividends are preferred for the distribution of earnings, but may be distributed in the form of stock dividends. However, the percentage of stock dividends may not be distributed at a rate of more than 50% of the total dividends as a principle. Where the Company has no earnings to distribute for the year, or the Company has earnings but the amount of earnings is far less than the actual earnings distributed by the Company in the previous year, or based on the Company's finance, business, and operating conditions, all or a portion of the Company's reserves may be distributed in accordance with the laws and regulations of the competent authorities.

2. Dividend distribution proposed at the shareholders' meeting :

   The Company's 2025 distributable earnings were NTD 799,494,831. The Board of Directors resolved on March 10, 2026 to pass the motion for the 2025 earnings distribution. The cash dividend is NTD 6 per share and will be resolved by the shareholders' meeting on May 26, 2026.

(IV) Effect of the proposed stock dividend on the Company's operating performance and earnings per share : Not applicable.

(V) Remuneration to employees, directors and supervisors

1. The percentage or range of remuneration to employees, directors, and supervisors stated in the Articles of Incorporation:

   In accordance with the Company's Articles of Incorporation, if the Company makes a profit in the year, it shall set aside no less than 2% of the profit as remuneration to employees and no less than 1% of the profit as remuneration to entry-level employees, which shall be distributed in shares or cash by resolution of the Board of Directors. The recipients shall include employees of subsidiaries who meet certain criteria, which shall be determined by the Board of Directors. The Company may set aside no more than 1% of the above-mentioned profit as remuneration to directors, as resolved by the Board of Directors. Remuneration to employees may only be paid in cash. The motion for distribution of remuneration to employees, directors and supervisors shall be submitted to the shareholders' meeting for reporting. Where the Company has accumulated losses, an amount to offset the losses shall be retained in advance

2. The basis for estimating the amount of employee, director, and supervisor remuneration, for calculating the number of shares to be distributed as employee remuneration, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:
   When there is a significant change in the amount resolved by the Board of Directors, the change shall be adjusted to the originally appropriated annual expense. If there is still a change in the amount after the annual financial report is approved and issued, it will be treated as a change in accounting estimates and adjusted and recorded in the following year.
3. Information on the proposed distribution of remuneration to employees approved by the Board of Directors:

	Resolutions of the Board of Directors on March 10, 2026
Remuneration to employees (Cash)	7,225,276
Remuneration to directors (Cash)	18,063,190
Total	25,288,466

4. Actual distribution of remuneration to employees, directors, and supervisors in the previous year:

	Report at the shareholders' meeting on May 28, 2025	Actual payment
Remuneration to employees (Cash)	3,815,414	3,815,414
Remuneration to directors (Cash)	7,630,828	7,630,828
Total	11,446,242	11,446,242

(VI) Shares repurchased by the Company：None.

II. Issuance of corporate bonds:

(I) Issuance of corporate bonds

Type of corporate bond (Note 2)		2nd secured convertible bonds	3rd secured convertible bonds
Date of issue		May 29, 2025	June 17, 2025
Face value		NTD 100,000	NTD 100,000
Place of issuance and trading (Note 3)		The R.O.C.	The R.O.C.
Issue price		Issued at 110.71% of face value	Issued at 100% of face value
Total amount		NTD 300 million	NTD 400 million
Interest rate		Coupon rate at 0%	Coupon rate at 0%
Term		3 years Maturity date: May 29, 2028	3 years Maturity date: June 17, 2028
Guaranteeing institution		Taichung Commercial Bank	Not applicable
Trustee		Bank SinoPac	Bank SinoPac
Underwriting Institution		Taishin Securities	Taishin Securities
Attorney-at-Law		Attorney Chiu Li-Fei (Chiu Li-Fei Attorney at Law)	Attorney Chiu Li-Fei (Chiu Li-Fei Attorney at Law)
Certified Public Accountant		CPA Chen Chen-Li, CPA Chen Hsiu-Wen (Deloitte Taiwan)	CPA Chen Chen-Li, CPA Chen Hsiu-Wen (Deloitte Taiwan)
Repayment method		Except as otherwise provided in Article 10 of the Procedures, or redeemed by the Company in accordance with Article 19 of the Procedures for exercising the put option, Article 18 for early redemption by the Company, or repurchase and cancellation by the Company through a securities dealer, the Company shall repay the face value of the convertible bonds in cash in a single payment within ten business days following the maturity date. If such date falls on a day when the Taipei Exchange is closed, the repayment date will be extended to the next business day.	Except as otherwise provided in Article 10 of the Procedures, or redeemed by the Company in accordance with Article 19 of the Procedures for exercising the put option, Article 18 for early redemption by the Company, or repurchase and cancellation by the Company through a securities dealer, the Company shall repay the face value of the convertible bonds in cash in a single payment within ten business days following the maturity date. If such date falls on a day when the Taipei Exchange is closed, the repayment date will be extended to the next business day.
Outstanding principal		NTD 300 million	NTD 400 million
Terms of redemption or early settlement		Please refer to Articles 18 and 19 of the Second Domestic Secured Convertible Bonds Issuance and Conversion Rules	Please refer to Articles 18 and 19 of the Third Domestic Secured Convertible Bonds Issuance and Conversion Rules
Restrictive clauses (Note 4)		None	None
Name of credit rating institution, the date of the rating, and the credit rating results		Not applicable	Not applicable
Additional rights	Number of common shares that have been converted (exchanged or subscribed) into common shares, global depository receipts or other marketable securities as of the	As of March 28, 2026, the cumulative amount converted was NT$0.	As of March 28, 2026, the cumulative amount converted was NT$ 0.

Type of corporate bond (Note 2)		2nd secured convertible bonds	3rd secured convertible bonds
	publication date of the annual report		
	Procedures for the Issue and Conversion (Exchange or Subscription) of Convertible Bonds	Processed in accordance with the Second Domestic Secured Convertible Bonds Issuance and Conversion Rules	Processed in accordance with the Procedures for the Third Domestic Secured Convertible Bonds Issuance and Conversion Rules
Issuance and conversion, exchange, or subscription rules, possibility of dilution of equity under the terms and conditions of issuance, and effect on shareholder equity		For the Company's second domestic secured convertible bonds, please refer to pages 67–69 of the prospectus.	For the Company's third domestic secured convertible bonds, please refer to pages 67–69 of the prospectus.
Name of custodian for exchange object		Not applicable	Not applicable

Note 1: The issue of corporate bonds includes public offering and private placement of corporate bonds. Publicly offered corporate bonds in progress refer to those that have been validated (approved) by the FSC; privately placed corporate bonds in progress refer to those that have been approved by the Board of Directors.

Note 2: The number of columns is adjusted according to the actual number of issue of corporate bonds.

Note 3: Fill in for overseas corporate bonds.

Note 4: Such as restrictions on cash dividends, external investments, or requirement to maintain a certain percentage of assets.

Note 5: Private placements should be prominently marked.

Note 6: For convertible bonds, exchangeable bonds, shelf registration to issue corporate bonds, or corporate bonds with stock options, the information shall be disclosed according to their nature and in a tabular format.

(II) Information on convertible corporate bonds

Type of corporate bond (Note 1)		2nd secured convertible bonds	
Item / Year		2025	Up to March 31, 2026 (Note 4)
Market price of convertible corporate bonds (Note 2)	Highest	110.30	108.85
	Minimum	104.00	108.05
	Average	108.72	105.07
Conversion price		98.60	98.60
Date of issuance (process) and conversion price at the time of issuance		Issue date: May 29, 2025 Conversion price at issuance: NTD 102	
Method of performing the conversion obligation (Note 3)		New shares issued as stipulated by the Issuance and Conversion Rules.	

Note 1: The number of columns is adjusted according to the actual number of issue of corporate bonds.
Note 2: If overseas corporate bonds are traded at multiple locations, they are listed separately for each trade location.
Note 3: Delivery of issued shares or issuance of new shares.
Note 4: Information for the year up to the publication date of the annual report should be provided.

Type of corporate bond (Note 1)		3rd secured convertible bonds	
Item / Year		2025	Up to March 31, 2026 (Note 4)
Market price of convertible corporate bonds (Note 2)	Highest	99.45	98.50
	Minimum	94.25	98.30
	Average	96.62	97.95
Conversion price		101.50	101.50
Date of issuance (process) and conversion price at the time of issuance		Issue date: June 17, 2025 Conversion price at issuance: NTD 105	
Method of performing the conversion obligation (Note 3)		New shares issued as stipulated by the Issuance and Conversion Rules.	

Note 1: The number of columns is adjusted according to the actual number of issue of corporate bonds.
Note 2: If overseas corporate bonds are traded at multiple locations, they are listed separately for each trade location.
Note 3: Delivery of issued shares or issuance of new shares.
Note 4 : Information for the year up to the publication date of the annual report should be provided.

Shelf registration to issue corporate bonds

Scheduled issued amount	NTD 700 million
Total amount raised (Including the dates and amounts of each issuance)	NTD 700 million
Balance of shelf registration	NTD 0
Scheduled issuance period of the unissued portion not determined	None

III. Preferred shares: None

IV. Global depository receipts : None.

V. Employee share subscription warrants: None.

VI. Restricted stock awards: None.

VII. Issuance of new shares in connection with mergers or acquisitions or with acquisitions of shares of other companies: None.

VIII. Fund Utilization Plan Implementation Status:

(I) Issuance of the 2nd domestic secured convertible bonds and the 3rd domestic unsecured convertible bonds in 2025

1. Total fund required for the plan: NTD 700,000 thousand.
2. Source of funding for the plan
   (1) Issuance of the 2nd domestic secured convertible bonds
   The Company is issuing its second domestic secured convertible corporate bonds. Each bond has a face value of NTD 100 thousand, and a total of 3,000 bonds will be issued. The coupon rate is 0%, and the bonds have a term of three years. Bids must be at or above face value, for a total face value of NTD 300,000 thousand. The public offering will be conducted via competitive auction, and the final amount raised will depend on the auction results.

   (2) Issuance of the 3rd domestic convertible bonds
   The Company is issuing its third domestic unsecured convertible corporate bond. Each bond has a face value of NTD 100,000, and a total of 4,000 bonds will be issued. The coupon is 0%, and the bonds have a term of three years, with a total face value of NT$400,000 thousand. The bonds are being publicly offered through a solicited underwriting process at 100% of the face value per bond.

3. Plan items and progress of projected use of funds

Unit: NTD thousand

Item/Plan	Date of completion	Funds required Total amount	Progress of projected use of funds	
			2025	
			Q3	Q4
Reinvestment in subsidiaries	Q3 2025	500,000	500,000	-
To enrich working capital	Q4 2025	200,000	100,000	100,000
Total		700,000	600,000	100,000

4. Projected benefits
   (1) Plan items and progress of use of funds
   As the 2nd issuance of secured convertible bonds was offered at a premium, the auction generated actual proceeds of NTD 323,139 thousand.

Unit: NTD thousand

Items	Date of completion	Funds required Total amount	Progress of projected use of funds	
			2025	
			Q3	Q4
Reinvestment in subsidiaries	Q3 2025	500,000	500,000	-
To enrich working capital	Q4 2025	232,139	100,000	132,139
Total		732,139	600,000	132,139

Due to the 2nd issuance of secured convertible bonds

(2) Status of implementation

Unit: NTD thousand; %

Items	Implementation		Q3 2025	As of Q3 2025	Reasons for being ahead of or behind schedule and improvement plans
Reinvestment in subsidiaries	Amount disbursed	Projected	500,000	500,000	Based on the review of the Company's bank transaction details and the examination of relevant supporting documents, such as accounting vouchers provided by the Company, as of the third quarter of 2025, the Company had fully implemented the capital utilization plan as scheduled, which is considered reasonable.
		Actual	500,000	500,000	
	Progress of implementation	Projected	100.00%	100.00%	
		Actual	100.00%	100.00%	
To enrich working capital	Amount disbursed	Projected	100,000	100,000	After reviewing the bank transaction details provided by the Company and examining its accounting vouchers, invoices, receipts, bank remittances, and other supporting documentation as of the third quarter of 2025, the Company's actual working capital replenishment amounted to NTD 232,139 thousand, with an actual implementation progress of 100.00%. This exceeded the expected amount and progress, primarily due to the fact that the Company proactively invested funds to cover operational expenses in response to its working capital needs. No significant irregularities were found.
		Actual	178,415	232,139	
	Progress of implementation	Projected	43.08%	43.08%	
		Actual	76.86%	100.00%	
Total	Amount disbursed	Projected	600,000	600,000	
		Actual	678,415	732,139	
	Progress of implementation	Projected	81.95%	81.95%	
		Actual	92.66%	100.00%	

The Company's second domestic secured convertible corporate bonds and third domestic unsecured convertible corporate bonds were fully subscribed in late May and mid-June of 2025, respectively. Funds are expected to be used to reinvest in subsidiaries and bolster working capital starting in the third quarter of 2025.

As of the third quarter of 2025, the Company's NT$500,000 thousand in funds allocated for reinvestment in subsidiaries has been fully invested as planned. Regarding the strengthening of working capital, the originally planned expenditure for the third quarter of 2025 was NT$100,000 thousand with an implementation rate of 43.08%. To address working capital needs, these funds were advanced to cover operating expenses, resulting incompletion of the expenditure – NT$232,139 thousand – ahead of schedule in the third quarter of 2025, achieving a 100% implementation rate. No significant irregularities were found.

Four. An Overview of Operations

I. Business

(I) Scope of business

1. The Company's main business activities

C301010 Spinning of Yarn
C302010 Weaving of Textiles
C307010 Clothing Accessories
C801120 Manufacture of Man-made Fiber
F104110 Wholesale of Cloths, Garments, Shoes, Hats, Umbrellas and Clothing Accessories
F111090 Wholesale of Building Materials
F204110 Retail Sale of Cloths, Garments, Shoes, Hats, Umbrellas and Clothing Accessories
F211010 Retail Sale of Building Materials
F401010 International Trading
H701010 Housing and Building Development and Rental
H701020 Industrial Factory Buildings Lease Construction and Development
F199990 Other Wholesale Trade
H703090 Real Estate Business
E601010 Electric Appliance Construction
E603090 Illumination Equipment Construction
E603050 Automatic Control Equipment Construction
E606010 Power Consuming Equipment Inspecting and Maintenance
E607010 Solar Thermal Energy Equipment Installation Engineering
E701030 Restrained Telecom Radio Frequency Equipment and Materials Construction
E603040 Firefighting Equipment Construction
CC01010 Manufacture of Power Generation, Transmission and Distribution Machinery
CC01090 Manufacture of Batteries and Accumulators
CB01010 Mechanical Equipment Manufacturing
D101050 Combined Heat and Power
D101060 Self-Usage Power Generation Equipment Utilizing Renewable Energy Industry
E501011 Tap Water Pipelines Contractors
E601020 Electric Appliance Installation
F213110 Retail Sale of Batteries
F113100 Wholesale of Pollution Controlling Equipment
F213100 Retail Sale of Pollution Controlling Equipment
H701040 Specific Area Development
H701050 Investment, Development and Construction in Public Construction
H701060 New County and Community Construction and Investment
H701070 Process Zone Expropriation and Urban Land Readjustment Agency
H701080 Urban Renewal Reconstruction
IG03010 Energy Technical Services
J101030 Waste Disposing
J101040 Waste Treatment
J101060 Wastewater (Sewage) Treatment
J101990 Other Environmental Sanitation and Pollution Prevention Service
I103060 Management Consulting

IZ12010 Manpower Dispatched
ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval
E101011 Comprehensive Construction Activities
H701090 Urban Renewal Reconstruction
H702010 Construction Management
H703100 Real Estate Lease
H703110 Elderly Housing
H703120 Self-storage Space

2. The sales weights of the Company's main products in 2025 are as follows

Unit: NTD thousand; %

Product item	Net turnover	Weight of business (%)
Construction project	3,643,138	100.00
Total	3,643,138	100.00

3. The Company's current products (services)
Primarily revenue from construction projects.

4. New products (services) planned to be developed
The company is actively expanding its business scope, successfully adding electrical and mechanical engineering, construction, and related services to its portfolio. The Company holds Class A qualifications as an electrical installation contractor and as a water supply pipe installation contractor. Combined with the Class A construction qualifications held by its subsidiary, Shang Ting Construction, the Group has established a comprehensive one-stop service system. This allows the Group to bid on a wider range of projects, expand operations through internal specialization, maximize profits, and focus on its core business.
In recent years, as the government has increasingly adopted the "most advantageous bid" and "large-scale turnkey contracting" approaches for major public infrastructure projects, the Group has leveraged its resource integration capabilities to effectively manage project interfaces and implement single-point-of-contact management. It has even expanded into BOT projects to extend the service value throughout the building lifecycle. In the future, the Company will continue to refine the Group's division of labor and expand its operations, actively bidding on large projects from both the public and private sectors, and dedicate itself to enhancing its core business to maximize Group profits and ensure sustainable growth.

(II) Industry overview:

1. Current status and development of the industry
Since the beginning of 2025, Taiwan's overall economy has experienced fluctuations due to the impact of policy reforms and uncertainty surrounding a potential second term for Donald Trump as US president. Benefiting from advanced orders placed in anticipation of tariff adjustments and the global surge in

semiconductor demand driven by the AI boom, a report by the Chung-Hua Institution for Economic Research indicates that Taiwan's economic growth reached 6.75% in the first half of 2025, with an annual growth rate of 5.45%. This growth is characterized by strong domestic and international performance. Domestic investment increased by 10.55% for the year, and robust international AI demand, coupled with significant investment from manufacturers, has prompted the government to accelerate public construction projects to attract continued expansion from high-tech companies. This includes the phased release of infrastructure projects around the MRT and highway industrial parks, as well as ongoing long-term plans for silt dredging, water supply main pipe upgrades, and urban pipeline construction.

The construction industry is mainly divided into three major categories: civil engineering, building construction, and specialized construction. While the revenue and number of firms in civil engineering are lower than those in specialized construction, civil engineering remains a significant sector compared to the sub-industries within specialized construction. The proportion of sales in the civil engineering industry has remained around 20% since 2022. From January to August 2025, this proportion was 23.22%, trending downward year over year. This is primarily attributable to the strong performance of the specialized construction sector, which is crowding out civil engineering sales. The significant growth in the specialized construction sector's sales proportion is largely driven by robust demand for AI applications, fueling continued growth in demand for high-end semiconductor chips and prompting high-tech companies to pursue expansion projects. However, despite weaker sales momentum in civil engineering compared to specialized construction and a decline in the sales proportion from January to August 2025 versus 2024, the continued progress of several large-scale highway construction projects and other public works initiatives initiated earlier supported sales growth in the industry. Consequently, overall annual sales growth still reached 7.42%, with the industry's performance remaining positive despite the gradual decline in its sales share.

Regarding the number of construction enterprises, the proportion of civil engineering firms has remained around 10% in recent years. From January to August 2025, this proportion was 10.23%, continuing a decline that began in 2022. This is primarily because, although the government has expanded public construction and released numerous project tenders, and a price adjustment mechanism has been implemented to address the significant rise in construction costs, public works offer lower profit margins than private residential and factory construction, making them less attractive to new companies. In addition, public construction projects are typically long term and capital-intensive. Contractors must effectively manage costs and allocate personnel to meet annual targets. Consequently, a proven track record and engineering qualifications are essential, which disadvantages new companies. Furthermore, specialized construction firms are offering higher salaries to attract workers and accelerate project timelines in the high-tech industry, exacerbating the existing labor shortage in civil engineering and driving up labor costs. This puts a strain on the working capital of smaller contractors with limited funds, discouraging them from entering the market.

Overview of sales amount and annual growth rate of construction industry by sub-sector

Unit: %

Sub-sector	2022		2023		2024		January to August 2025	
	Weight (%)	Annual growth rate	Weight (%)	Annual growth rate	Weight (%)	Annual growth rate	Weight (%)	Annual growth rate
Civil Engineering	24.26	13.71	24.02	6.57	23.41	9.56	23.22	7.42
Construction Engineering	14.47	16.45	15.38	14.47	16.57	21.07	15.19	4.75
Specialized construction	61.27	18.71	60.60	6.49	60.01	11.29	61.60	11.81

Overview of the number of companies and annual growth rate of construction industry by sub-sector

Unit: %

Sub-sector	2022		2023		2024		January to August 2025	
	Weight (%)	Annual growth rate	Weight (%)	Annual growth rate	Weight (%)	Annual growth rate	Weight (%)	Annual growth rate
Civil Engineering	11.44	1.35	10.95	1.36	10.51	1.56	10.23	1.37
Construction Engineering	5.48	6.62	5.58	7.93	5.65	7.20	5.70	6.64
Specialized construction	83.09	6.98	83.47	6.37	83.84	6.29	84.07	5.81

The detailed industries within the civil engineering sector include road engineering, utility facility engineering, and other civil engineering works. Data indicate that "other civil engineering works" represented the largest share of sales at 76.74% from January to August 2025, primarily consisting of uncategorized civil engineering projects. This high proportion is due to the phased bidding process for civil engineering projects, which is determined by the specific characteristics of each project. The sales of the utility facility engineering industry ranked second, accounting for 17.55% of the total. This included a relatively high proportion of revenue from urban sewer construction, power and telecommunications tower construction, sewage treatment plant construction, and municipal water pipeline construction, among other public utility projects. This indicates a significant presence of this type of work within the public utility engineering sector. The sales proportion for the road construction industry is 5.72%.

Further analysis of sales trends for specific engineering projects in this industry reveals significant increases in the proportion of revenue from areas such as sludge dredging, main water pipe and urban pipeline construction, waterways, harbors, rivers, and wharf construction. Sludge dredging projects, in particular, have benefited from the government's active promotion of the "Water Reservoir Capacity Effective Maintenance Plan" since 2016, which aims to maintain reservoir capacity through mud removal or the construction of new anti-silt tunnels. Ongoing projects such as the Wushe Reservoir silt removal project, the Shimen Reservoir Amuping anti-silt tunnel project, and the Zengwen Reservoir water discharge channel expansion and increased dredging project have contributed to a 0.80 percentage point increase in sales proportion compared to the full year of 2024. In addition, to prevent the risk of sudden ruptures in aging main pipes and potential regional water outages, Taiwan Water Corporation invested approximately NT$19.95 billion in the "Water Supply Backup Pipeline Project for Domestic Use" in 2022. The project aims to add 17 backup pipelines totaling 81 kilometers in length to enhance water supply reliability. Consequently, as these projects are completed and funds are disbursed, the proportion of revenue from the construction and sale of water mains and urban pipelines will also increase.

Since 2022, we have actively promoted the future development and construction plan for international commercial ports (2022–2026) by constructing settling basins, offshore breakwaters, and revetments to slow down siltation in the outer navigation channel and maintain channel depth. We are also renovating aging and unusable piers, and constructing new piers and seawalls for land reclamation in support of Taiwan's energy policy, providing land for offshore wind power, green (hydrogen) energy, and liquefied natural gas (LNG) companies. With ongoing construction and renovation of related piers since 2025, the proportion of sales from waterway, harbor, river, and pier engineering projects has increased compared to the full year of 2024.

In the construction of power and telecommunications transmission towers, the government has been gradually strengthening power grid resilience in response to rapidly increasing electricity demand driven by the expansion of high-tech factories and data centers, and to mitigate the impact of sudden power outages on public safety. This has involved prioritizing the replacement of corroded towers that fall within the scope of the "review of line design average wind speed and iron tower level upgrade" guidelines, as well as concurrently rebuilding existing substations indoors.

Most of the remaining detailed industries also showed a trend of increasing sales, but some – such as sewage treatment plant construction, urban drainage civil engineering, urban electricity and telecommunications line construction, and open-air sports field construction – experienced a decline. This was due to the completion of initial projects, new construction plans being in the planning stage, and a larger volume of projects being awarded in certain years. For example, the construction of sewage treatment plants saw a decline in its share of sales from January to August 2025, as a greater number of projects were initiated and revenue was recognized in 2024, raising the baseline for comparison. Finally, it is worth noting that unclassified other civil engineering, which represents the largest portion of this detailed industry, has seen large civil engineering projects become increasingly specialized in recent years, with work subcontracted at each stage and ultimately consolidated within this industry. However, strong year-over-year growth in sales of ditch, harbor, river, wharf, water supply, urban pipeline, and electricity and telecommunications transmission tower construction in 2025 led to a decrease in the overall share of sales for this detailed industry compared to the full year of 2024.

Overview of the proportion of sales by civil engineering projects

Subcontracted projects	2024 Sales percentage	January to August 2025 Sales percentage
Road engineering	5.69%	5.72%
Utility facility engineering	16.99%	17.55%
Channel building	0.06%	0.06%
Sewage treatment plant construction	2.54%	2.21%
Metropolitan sewer infrastructure project	6.38%	6.20%
Urban power and telecommunication line works.	1.32%	1.23%
Construction of main water pipes and city pipelines.	2.51%	3.12%
Construction of natural gas trunk lines and urban pipelines	0.28%	0.27%
Well drilling project	0.35%	0.39%
Construction of power transmission and telecommunication towers	2.06%	2.41%
Other utility facility projects	1.49%	1.66%
Other civil engineering	77.32%	76.74%
Silt dredging project	1.40%	2.20%
Waterway, seaport, river, wharf project	0.62%	1.09%
Construction of outdoor stadiums	2.91%	2.25%
Other uncategorized civil engineering projects	72.39%	71.20%

Source: Fiscal Statistical Database, TIER, November 2025

According to the report, the execution progress of major public construction projects in 2025 is largely ahead of schedule. Regarding water projects, increased attention to water resource issues due to climate change, coupled with the growing frequency of floods, landslides, and debris flows caused by extreme weather, as well as water shortages in some areas, has led the government to actively promote the Plan for Comprehensive Central Basin-Level Improvement and Adaptation, the Plan for National Water Environment Improvement, and the Hsinchu Seawater Desalination Plant Project. Progress on the Hsinchu Seawater Desalination Plant Project reached 35.00% in 2025, 2.70% ahead of schedule. Sub-projects, such as the desalination plant's civil engineering works, the combined intake and drainage structure's steel sheet piling, and the water transmission pipeline, are being constructed sequentially. Furthermore, the number of rainy days since the beginning of 2025 was lower than the same period in 2024. The clear weather has also been favorable for water infrastructure development, resulting in progress that exceeds expectations. In terms of highway construction, efforts are continuously underway to alleviate heavy traffic in the Tainan Yongkang Industrial Park and accommodate the increased transportation demand resulting from large-scale development projects around the Linkou area. These efforts include adding an outer ring interchange to National Highway No. 1 near Tainan and improving the Linkou interchange on National Highway No. 1. Moreover, with increased government investment in construction, project timelines have been accelerated. As for the MRT project, progress is also good. The airport MRT extension project is 84.71% complete. Work is underway in CM01 Zone 1 to remove supporting steel and process existing and new structures, while reinforcement and concrete pouring are being carried out on the concourse level at the A23 station site. The project is ahead of schedule overall and is expected to be completed on time.

According to data from the Directorate-General of Budget, Accounting and Statistics, Executive Yuan, Taiwan's construction material price index grew 0.85% year-on-year from January to August 2025, a slower pace than the increase seen in 2024. This is due to several factors – while the government continues to promote its 2050 net-zero emissions policy, many companies are transitioning to electric furnaces powered by electricity, natural gas, or green energy, replacing traditional kilns. This has reduced the supply of raw materials for ready-mixed concrete, such as clinker powder and fly ash. However, the government's extension of commodity tax reductions has helped contain cement price increases. As a result, concrete prices from January to August 2025 remained relatively stable compared to the same period in 2024. The prices of steel bars and structural steel, major materials used in construction, have fallen due to the downturn in the Chinese real estate market, high steel production in China, and the dumping of excess steel abroad. Consequently, the materials price index shifted from positive growth in 2024 to a year-on-year decline. Regarding labor costs, the aging industrial workforce has created a labor shortage. Recent years have also seen extended construction timelines due to material and labor shortages, and increasingly complex building designs, driving up scaffolding rental rates. Furthermore, high-tech companies have increased wages to attract construction workers and expedite plant construction, thereby further increasing costs. Fortunately, the government's relaxation of restrictions on hiring foreign migrant workers, combined with the impact of the Central Bank's seventh round of selective credit controls on housing projects, has led to a decrease in property developers' willingness to invest in residential construction. This has reduced labor demand to some extent and alleviated the labor shortage. As a result, the growth in labor costs has slowed, and the annual growth rate of the price index has converged to 2.58%. Looking at the cost environment for the construction industry in 2025, while the overall price index remains high and fluctuating, the annual growth rate of domestic labor costs has moderated, and the materials price index is trending downward. This indicates that construction material costs and labor wages in Taiwan will be stable in 2025.

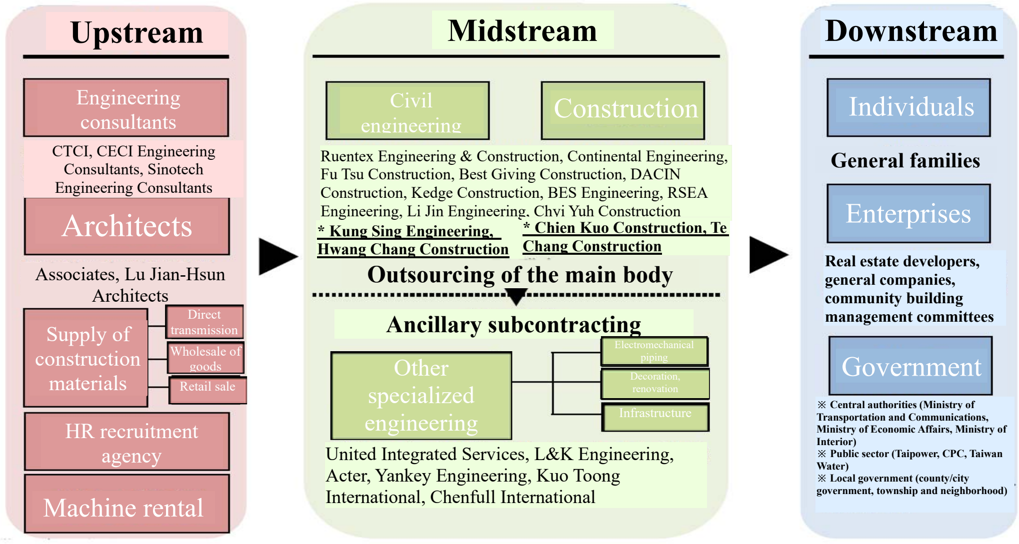
Construction project price index annual growth rate

Unit: %

Item	2021	2022	2023	2024	January to August 2025
Construction cost index	10.94	7.36	1.74	1.99	0.85
Material category	13.74	8.51	1.15	1.08	-0.06
Service category	6.36	5.36	2.84	3.77	2.58

Source: Directorate-General of Budget (Accounting and Statistics), TIER, October 2025

2. Correlation between upstream, midstream and downstream of the industry



3. Development trends of products

The building materials and construction industry refers to the upstream and downstream related industries engaged in the design and construction or turnkey projects of residential buildings, commercial offices, factories or public works, etc. The Company's current business scope includes repair/maintenance contracts, construction contracts such as land preparation, infrastructure, installation of construction equipment, and civil engineering construction, alteration, and repair; civil engineering projects include road works, utility works, and other civil works; specialized construction includes land preparation, foundation and structural engineering, garden landscaping engineering, installation of electrical and mechanical equipment, plumbing and other construction equipment, decoration works after building completion, and other specialized construction projects.

Public construction is the engine of national development, which stimulates the economy, increases employment and domestic demand in the short term, and accumulates capital stock, promote private investment and improve the quality of life of citizens in the long run. In order to accelerate the investment in public construction, the government has been improving the national infrastructure in Taiwan. As a means to mitigate the impact of COVID-19 on the economy, the government also spared no efforts to help accelerate the promotion of public construction and stimulate the economy.

(III) Technology and R&D Overview

The Company is committed to the professional field of public works. During the planning of construction projects, the Company considers the design of green buildings and also incorporates multiple artificial intelligence technology management systems during the construction process. The Company researches the mature technology applications on the market and also continues to invest resources to research and conceive how to implement new technologies into buildings to upgrade the intention of construction projects.

1. Combine multiple monitoring and management systems based on artificial intelligence technology to improve occupational safety monitoring skills, such as mobile CCTV real-time monitoring system, time-lapse camera, and emergency broadcast notification system. Each floor of the construction site is equipped with emergency communication system to ensure that in case of an emergency in the area, the on-site status can be grasped at any time to achieve real-time management regardless of the mobile phone network signal or the inability to contact the management personnel.
2. The latest face recognition system that can identify persons wearing mouth masks is implemented and, combined with forehead temperature detection, may automatically record personnel access statistics. When the face and body temperature is incorrect, the censorship system will not be activated, so as to achieve effective controls.
3. In order to proactively develop the application of BIM, the Company uses the BIM model to conduct pre-safety assessment on the construction site before construction, complete the main inspection, and simulate conflict points before construction to ensure the integration of construction, enable engineering personnel to understand and respond to the construction information correctly, help the project run successfully and ensure safety and quality.

   Apply the BIM model to invest in deepened development of technology and application research, and conduct joint research with customers, suppliers and supervision units in a timely manner. Pricing control can also be carried out based on the BIM model simulation results to achieve the cost control .

   Through the establishment of the BIM building information model, the position and swing angle of cranes are reviewed to reduce the possible incidents, such as falling, hitting, tipping, and crushing, that may occur in the swinging light rail machine room of the hanging operation. Then, the correct position of cranes may be verified, so that the Company may plan clearance of surrounding facilities to achieve construction safety and quality.
4. With the development of AI technology, construction projects have entered the era of smart construction. Overhead operations take the initiative to replace laborers with robotic arms to mitigate the risk over the overhead operations. The Company also engaged in the industry–academia cooperation with Feng Chia University to research spraying coating robots for overhead work, in order to mitigate the harm from high-risk operations and reduce the time that workers spend in overhead operations.
5. Pre-cast technology has become an important means for the construction industry to improve construction efficiency and quality. However, there are many innovative technologies that can be researched and developed to further improve sustainability, automation levels, and adaptability. We will strive to work with vendors to develop and introduce automated pouring, vibration forming, and smart curing technologies to improve the production efficiency and quality stability of pre-cast components.

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

1. Short-term business development plan

   (1) Focus on managing the progress of the project to ensure that the project is

completed within the contract period.

(2) Inspect construction quality in accordance with contracts and laws and regulations to ensure qualified acceptance.

(3) Strengthen the management of construction costs and increase the gross profit of construction projects.

(4) Comply with laws and regulations related to work, environmental, and labor safety to ensure site safety.

(5) Improve internal management procedures and work efficiency.

2. Long-term business development plan

(1) Actively participate in the bidding of various public construction projects to explore future revenue.

(2) Cooperate with the government's new energy policy and bid for solar energy, wind energy and other green power related projects to expand business scope and increase profits.

II. Analysis of the market as well as the production and marketing situation

(I) Market analysis:

1. Sales regions of the main products:

Unit: NTD thousand

Regions	2025	
	Amount	Percentage
Domestic sales	3,643,138	100.00
Total	3,643,138	100.00

2. Market share of major products:

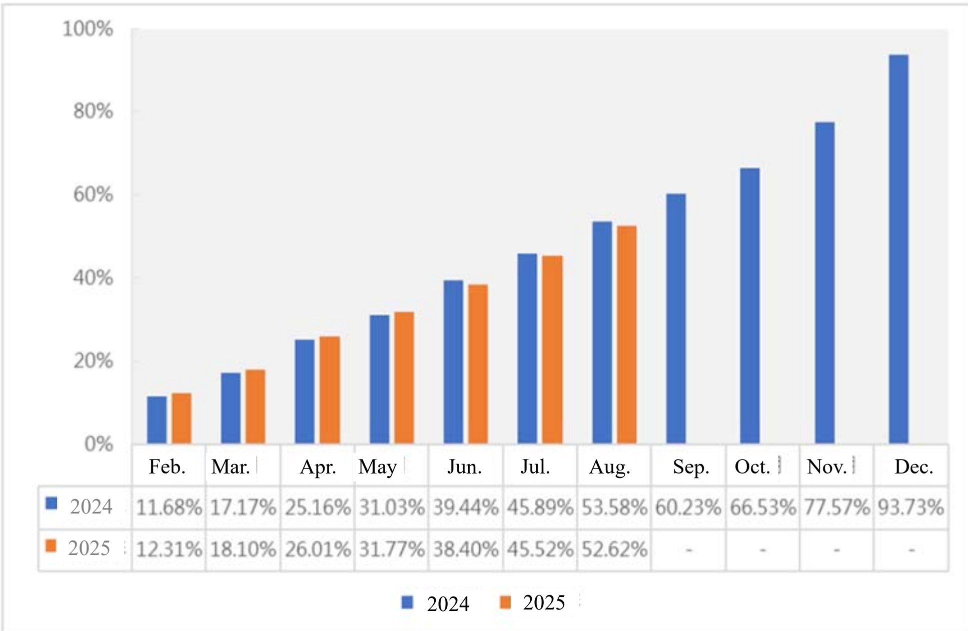
According to the "Monthly Fiscal Statistics – January 2025" of the Department of Statistics, Ministry of Finance, the total annual revenue of the construction industry in 2024 was NTD 4,697,860 thousand, and the revenue of the company was NTD 3,643 thousand, with a market share of about 0.08%.

3. Future supply, demand and growth of the market:

By 2025, despite reciprocal tariffs imposed by the Trump administration, the direct impact on our domestically focused industry was limited. Furthermore, the government has been accelerating public construction projects to encourage high-tech companies to continue expanding in Taiwan, with a steady rollout of infrastructure projects around MRT and highway industrial parks. In addition, long-term plans are in place for projects such as silt dredging and the construction of water mains and urban pipelines, indicating a stable growth trend.

Since 2025, Taiwan's public construction has demonstrated strong implementation momentum. Although, as of August 2025, the budget execution rate for general public construction projects overseen by Taiwan's Public Construction Commission fell by 0.96 percentage points to 52.62% compared to the same period in 2024, due to a change in statistical methodology, a closer examination of major project progress reveals that most are ahead of schedule. This includes water infrastructure projects such as the "Plan for Comprehensive Central Basin-Level Improvement and Adaptation" and the "National Water Environment Improvement Project," as well as expansion projects like the "National Highway No. 1 Tainan Section North Outer Ring Interchange" and the "National Highway No. 1 Linkou Interchange Improvement Project," which are underway to alleviate regional traffic congestion. These projects are progressing faster than anticipated, thanks to increased government investment. Only railway and power projects are lagging behind schedule due to issues such as unsuccessful tenders, unfavorable geological conditions at project sites, and damage to construction vessels. Furthermore, the total budget for public construction projects under the jurisdiction of the Engineering Council in 2025 exceeded NT$620 billion, indicating that domestic firms still have approximately NT$400 billion in government project contracts to be recognized as revenue by year-end. In addition, given the limited implementation period for the fifth phase of the Forward-looking Infrastructure Plan, the relevant authorities will prioritize accelerating construction progress to improve budget execution. Revenues related to these projects are expected to be recognized heavily in the fourth quarter, the traditional peak season for the civil engineering industry. Overall, the outlook for the civil engineering industry in 2025 was relatively optimistic.

Percentage of budget execution for general public construction projects under the supervision of the Taiwan's Public Construction Commission



	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
2024	11.68%	17.17%	25.16%	31.03%	39.44%	45.89%	53.58%	60.23%	66.53%	77.57%	93.73%
2025	12.31%	18.10%	26.01%	31.77%	38.40%	45.52%	52.62%	-	-	-	-

資料來源:行政院公共工程委員會，台經院產經資料庫整理(2025.10)

Source: The Public Construction Committee, Executive Yuan, TIER, October 2025

According to a report by the Taiwan Institute of Economic Research, domestic construction companies have a generally pessimistic outlook for 2026, in contrast to their relatively optimistic view for 2025. The percentage of companies anticipating growth or stability in the future is notably lower than their expectations for the 2025 economy. Furthermore, the proportion of companies expecting a downturn in the industry has risen significantly to 47.37%, indicating that nearly half of the respondents believe the construction industry will worsen in 2026. This is attributed to the gradual impact of a series of real estate controls implemented by Taiwan's central bank starting in July 2024, which have weakened demand for both completed and pre-sale homes and substantially reduced investor interest, leading to a sharp decline in housing transactions. Additionally, the central bank's restrictions on real estate lending by banks are making it more difficult for construction companies to secure financing, and smaller contractors face the risk of supply chain disruptions. The implementation of equivalent tariffs by the US could also prompt some industries to relocate overseas, potentially displacing domestic construction plans. These factors contribute to the construction industry's negative outlook for future performance. However, 53.33% and 50.00% of respondents anticipate growth in the volume of new public and private projects contracted in 2026. Furthermore, with the government's expansion of domestic public construction projects in 2025 and the subsequent release of a large number of projects, manufacturers are expected to have a substantial workload in 2026. Coupled with anticipated partial bid price increases due to rising material costs, 26.32% of respondents remain optimistic about the construction industry's outlook for 2026.

However, looking ahead to 2026, major construction companies still have a high volume of unrealized contracts. Coupled with a series of large-scale infrastructure projects in transportation, water resources, and power plant upgrades previously initiated by the government – providing a steady stream of work – and the fact that plant engineering projects in the electromechanical, piping, and other construction equipment installation sectors, which constitute a significant portion of construction sales, are relatively unaffected by the trend of industry relocation overseas, we believe the construction industry is unlikely to enter a recession immediately in 2026. We forecast continued growth, albeit at a significantly slower pace.

To expand the promotion of basic infrastructure – including highways, railways, water conservancy projects, and industrial parks – Taiwan's public construction budget will reach NT$670.4 billion in 2026, according to plans from the Executive Yuan. This represents a significant increase of 16.1% compared to the 2025 budget. This is expected to lead to tenders for numerous large-scale civil engineering projects, and public construction projects that were previously stalled due to budgetary constraints will be re-tendered following the budget increase, both of which will benefit the construction industry's growth in the public sector.

Taiwan will officially begin levying a carbon tax on major carbon emitters with annual emissions exceeding 25,000 metric tons in May 2026. The first phase of taxation will target the steel and cement industries, which are key raw material suppliers for the construction sector. While the Climate Change Administration of the Ministry of Environment estimates that the carbon tax will have a direct impact of only 0.9% on total construction costs, it is crucial to consider that steelmakers facing pressure to reduce carbon emissions will likely accelerate process upgrades, shifting toward electric furnaces and away from traditional kilns. This could further reduce the supply of slag powder and fly ash – both essential ingredients in readymix concrete – and lead to indirect cost increases due to price rises. Furthermore, commercial and industrial property owners frequently require construction companies to incorporate more expensive green building designs and construction methods to lower their own carbon footprint and qualify for green building certifications when commissioning projects. All of these factors are expected to significantly increase business costs.

Looking ahead to 2026, Taiwan's construction industry is expected to see the following trends. First, despite the government's active promotion of six major regional industrial development projects and ten new AI infrastructure initiatives – aimed at balancing urban-rural development, assisting traditional industries in their transformation and upgrading, strengthening regional water supply resilience, and building Taiwan into an AI technology island – the Executive Yuan's planned public construction budget for 2026 will reach a new record high. This is expected to lead to tenders for a number of major civil engineering projects, coupled with contractors continuing to work through existing projects, all of which should boost industry growth. However, the United States – concerned that the concentration of advanced chip production in Taiwan impacts its national security – is pressuring Taiwanese semiconductor companies to build factories in the US through tariff threats and increased investment tax credits. This could potentially displace some companies' future expansion plans in Taiwan, thereby affecting new orders for plant construction. Furthermore, the housing market is likely to remain sluggish due to the central bank's continued tight housing policies, impacting real estate developers' willingness to invest in residential construction. Overall, the construction industry is expected to be slow in private residential construction, moderate in plant construction, and robust in public construction. Consequently, Taiwan's annual growth rate of fixed capital formation in 2026 is projected to be only 1.68%.

In terms of costs, since 2025, falling steel prices and the dumping of low-priced cement from Vietnam have significantly curbed the rise in building material prices. However, as Taiwan will begin levying a carbon tax in May 2026, the indirect impact on construction costs will remain high, leading to a heavier cost burden for construction companies that year. Additionally, regarding labor wages, the significant aging of the domestic population and the imbalance in the industrial structure have resulted in a continued shortage of skilled and formwork workers. Moreover, the 15,000 foreign worker quota previously opened by the Ministry of the Interior has been fully subscribed, and it remains uncertain whether a new quota will be opened. Therefore, it is anticipated that if the intake of foreign workers is not increased and construction sites remain labor-constrained, rising labor wages will further drive up overall construction costs.

In summary, the growth momentum of Taiwan's construction industry is expected to cool in 2026, and cost trends face policy uncertainties. While the economy is forecast to continue growing, the pace of growth will slow considerably.

4. Competitive niche and favorable and unfavorable factors for development prospects, and countermeasures:

A. Favorable factors

Infrastructure construction, such as roads, bridges, airports, ports, and power facilities, drives commercial activities and industrial development. The impact of infrastructure construction on society is far-reaching, as it can promote economic development and improve people's livelihoods. At the same time, infrastructure construction creates numerous job opportunities and drives the development of related industries, such as building materials, equipment, and transportation. The government and enterprises need to take into account economic benefits, social needs and environmental sustainability in planning in order to achieve the goal of long-term development.

a. Assisting construction industry to solve the problem of labor shortage

In order to coordinate and improve the labor shortage in the domestic construction industry, the Public Construction Committee, Executive Yuan has coordinated with the Ministry of Labor to reasonably amend the regulations on foreign construction workers in public construction. The Committee has been working with the Ministry of the Interior, the Ministry of Labor, and the Ministry of Economic Affairs to promote holistic improvement measures.

b. Develop new construction methods to reduce costs

In view of the pressure from the construction industry to increase the operating and construction costs, the industry players are actively developing new construction methods, such as the use of modular technologies such as the pre-casting method and the aluminum formwork method, to save manpower and work hours.

On the other hand, we have introduced smart systems and automated machines to assist construction operations. As well as these, we also added a linked automatic sprinkler dust suppression system and alarm device to fully grasp the various noise conditions of air pollution, and to implement response measures in a timely manner.

c. Golden Award for Public Works

Study the appropriateness of including the golden award of public works in the "maintenance and management category." Strengthen ecological sustainability measures, including ecological inspection as the recommendation benchmark. Include ecological experts and scholars in on-site reviews or re-evaluation meetings. This aims to make the target and scope of the Gold Award wider, and the depth of the evaluation criteria more complete.

d. Improve electronic procurement operations and build a friendly and convenient procurement environment

Continue to promote the mechanism of electronic bidding and public access to electronic quotation, and improve the functions of the system.

B. Unfavorable factors

a. The financial system has a conservative attitude toward the financing of the construction industry, and the capital turnover is relatively inflexible.

b. International large-scale construction companies enter the country to compete in the construction market.

C. Countermeasures

a. We will strengthen organizational efficiency and cost control to reduce costs and maintain profitability. Meanwhile, by selecting excellent competitors and working with professional contractors in the same industry or different industries, we can reduce cost risks and large expenditures in a short period of time. Through cooperation, we will be able to improve the overall quality, and thereby enhance the trust and credit conditions of the bank.

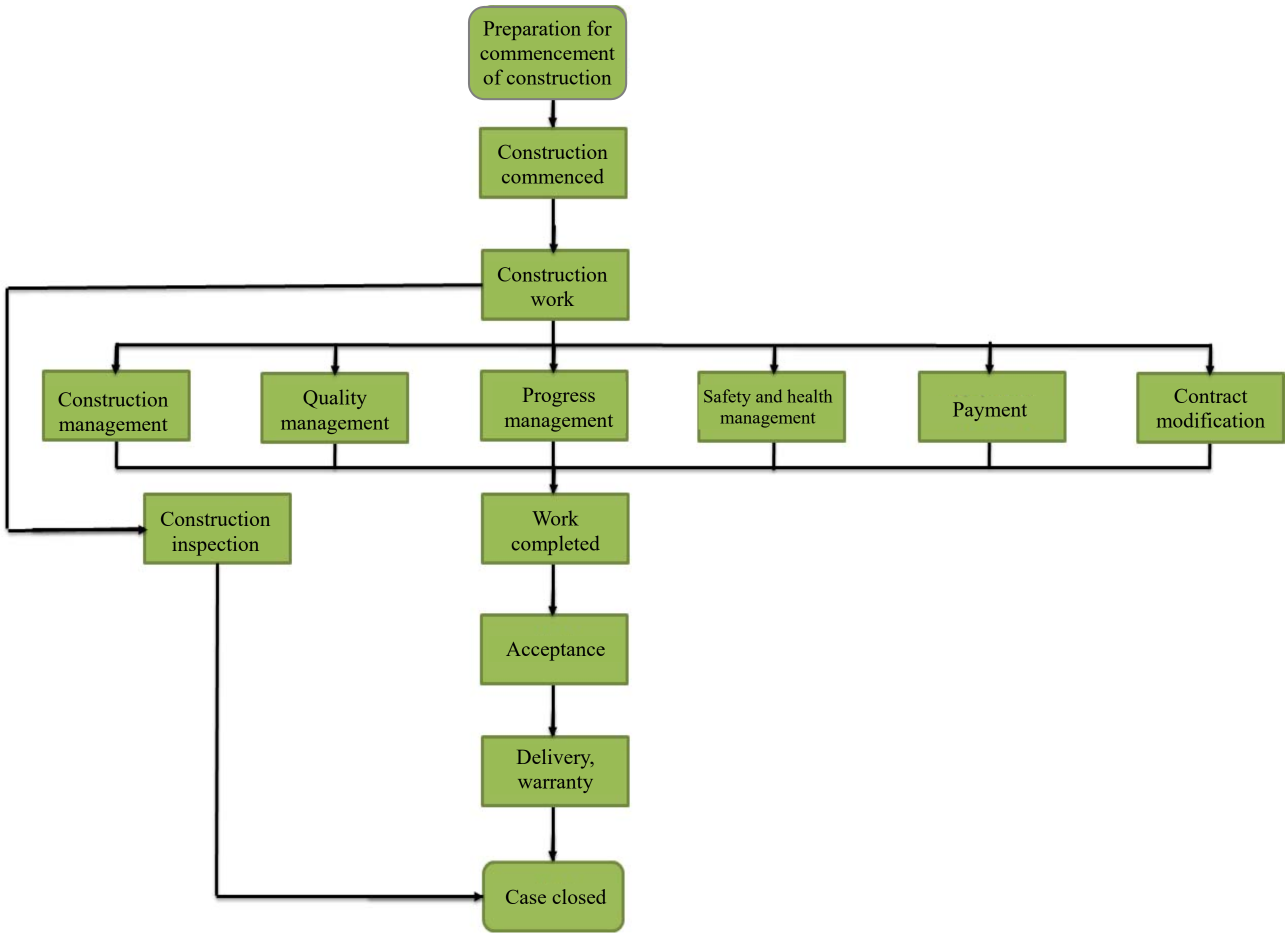
b. We are committed to pragmatically preparing and investing in various projects, while improving the overall image of the Company and establishing good construction quality through efforts to obtain the public construction gold award. By effectively utilizing the background as a list-company, we will make good use of financial advantages to establish the reputation of the Company among customers.

(II) Important uses of the main products and production processes:

1. Important uses of the main products

Name of main product	Important purpose
1. Residential construction 2. Commercial and office buildings 3. Public works 4. Plant and other construction	1. Government housing and dormitory projects. 2. Office buildings, hospitals, schools and other projects. 3. MRT projects, highways, civil engineering and bridge projects, etc. 4. Plant engineering and other special engineering projects.

2. Productin process of main products



(III) Supply of main raw materials:

Category	Main raw materials	Status of supply
Civil engineering	Ready-mixed concrete, steel bars	Domestic supply, normal
Steel structure	Steel, iron products	Domestic supply, normal
Pipelines	Plastic pipes, steel pipes, valves	Domestic supply, normal
Instruments and electronics	Switchboard, cables, detection equipment	Domestic supply, normal
Equipment	Firefighting equipment, chiller, etc.	Domestic supply, normal

The Company takes on projects commissioned by proprietors using a turnkey approach. The contractors who have worked with the Company for a long time supply all the required materials, labor, and equipment. Measures have been taken to address the problem of labor shortage and to improve the stable supply and demand of sand and gravel. There is no shortage of supply that may affect the construction schedule.

(IV) List of major suppliers and customers for the most recent two years:

1. Suppliers with 10% or more purchase in the most recent two years:

Unit: NTD thousand

	2024				2025			
Item	Name	Amount	Proportion to net purchase of the year (%)	Relationship with the issuer	Name	Amount	Proportion to net purchase of the year (%)	Relationship with the issuer
1	—	—	—	—	—	—	—	—
2	Others	1,946,185	100.00	—	Others	2,712,391	100.00	—
	Net purchase	1,946,185	100.00	—	Net purchase	2,712,391	100.00	—

Note: The Company has transformed itself into a construction industry, with the subsidiary Shang Ting undertaking turnkey public construction projects. Due to the large number of construction projects, the suppliers are relatively dispersed. Therefore, there were no suppliers with more than 10% of purchases in both years. Overall, there were no significant irregularities.

2. Customers with 10% or more sales in the most recent two years:

Unit: NTD thousand

	2024				2025			
Item	Name	Amount	Proportion to net sales of the year (%)	Relationship with the issuer	Name	Amount	Proportion to net sales of the year (%)	Relationship with the issuer
1	Customer A	475,711	20.37	None	Customer A	697,180	19.14	None
2	Customer B	432,875	18.53	None	Customer B	377,737	10.37	None
3	Customer C	334,289	14.31	None	Customer C	588,690	16.16	None
4	Customer D	300,159	12.85	None	Customer D	585,879	16.08	None
	Others	792,433	33.94	—	Others	1,393,652	38.25	—
	Net sales	2,335,467	100.00	—	Net sales	3,643,138	100.00	—

Note: The Company has transformed itself into a construction industry, with the subsidiary Shang Ting contracting turnkey public works. Revenue is recognized according to the progress of the projects. This is the Company’s operating characteristics. Overall, there were no significant irregularities.

III. Information on employees in the last two years and up to the date of publication of the annual report

Year		2024	2025	2026 up to March 31
Number of employees	Direct labor	50	62	56
	Indirect labor	189	229	229
	Total	239	291	285
Average age		40.11	39.29	39.60
Average service seniority		1.59	1.76	1.88
Education distribution ratio	Doctoral Degree	0.00%	0.00%	0.00%
	Master's Degree	7.56%	8.25%	7.72%
	Junior College	60.51%	57.73%	59.30%
	Senior High School	22.27%	18.90%	18.95%
	Below high school	9.66%	15.12%	14.04%

IV. Information on environmental protection expenditures

Total amount of losses and penalties due to environmental pollution in the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, and describe future countermeasures (including improvement measures) and possible expenditures: None.

V. Labor–Management relations

(I) The Company's various employee welfare measures, further education, training, and retirement systems and their implementation, as well as labor–management agreements and various measures to protect the rights and interests of employees:

1. Employee welfare measures, further education and training:
   The Company has an Employee Welfare Committee to handle employee welfare activities. Detailed welfare plans and budgets are created each year, including New Year's Day gifts, employee group activities, employee wedding and funeral subsidies, and employee birthday gift vouchers. We also take out group insurance and organize education and training from time to time to improve workplace skills.

2. Retirement system and its implementation:
   After the "Labor Pension Act" came into effect on July 1, 2005, employees of the Company may opt for the retirement requirements stipulated in the "Labor Standards Act" or the retirement system stipulated in the Labor Pension Act and retain the number of years of service prior to the promulgation of the Act. For employees subject to the Act, the Company's monthly retirement contribution rate shall not be less than 6% of the employee's monthly salary.

3. Employees' further education and training
   To encourage employees to pursue further education in their spare time, the

Company has established guidelines for on-the-job training. The training plan is prepared by each department at the end of each year based on their annual education and training needs. The Company's further education and training are divided into three categories: newcomer training, on-the-job training, and internal training. By doing so, we hope that our employees will continue to pursue further education and learning in their respective positions and to lay the foundation for the Company's future growth.

4. Agreements between labor and management:
   The Company has always valued the opinions of our colleagues. In addition to holding regular labor meetings, we also encourage employees to provide suggestions through the Company's formal or informal communication channels at any time to understand colleagues' opinions on the Company's management and welfare system, as a reference for improvement. Through the two-way communication opportunities between the Company and employees, both parties can better understand each other and draw consensus, and the opinions of the labor force can be valued and resolved quickly by the employer.

5. Measures for the protection of employees' rights and interests:
   The Company currently does not have a labor union. However, under the principle of emphasizing labor–management harmony and valuing employee opinions, we have not only formulated work rules according to government regulations, but also established reasonable and reasonable standards for wages, working hours, leave, retirement, and bereavement in addition to safety and health, education and training, and other welfare measures. At the same time, the emphasis on communication, coordination and resolution has won the trust and support of employees. To date, there have been no major labor disputes resulting in losses. Therefore, the relationship between the Company and employees is harmonious.

(II) Losses incurred due to labor disputes during the most recent year and as of the date of publication of the annual report (including any violation of the Labor Standards Act found during a labor inspection, indicating the date of penalty, the number of the document imposing the penalty, the legal provisions violated, the content of the legal provisions violated, and the content of the penalty), as well as disclosure of the estimated amounts of such losses and responses to losses that may currently or in the future occur. If it is not possible to reasonably estimate such amount, the reason is as follows: To date, the Company has not experienced any material labor disputes or collective bargaining agreements during the most recent year and as of the date of publication of the annual report.

VI. Cybersecurity management

(I) Describe the cybersecurity risk management framework, cybersecurity policies, specific management plans, and resources invested in the cybersecurity management.

1. Cybersecurity risk management framework:

   In order to strengthen information security management and ensure the security of data, systems, and networks, the Company has established a dedicated information security unit in accordance with the Company's internal "Cybersecurity Inspection Management Measures." The unit consists of a dedicated information security supervisor and information security staff responsible for the planning and implementation of information security affairs. In the event of information security incidents, the unit will conduct reporting and organize a response team according to the information security incident notification process. The team will also report major cybersecurity issues and related plans and implementation status to the Board of Directors at least once a year.

2. Cyber security policy:

   (1) The term "information security" as used in this policy refers to ensuring the accuracy of the Company's information processing and the reliability of the computer software, hardware, peripheral devices, and network systems used by operating personnel, and ensuring that said resources are free from interruption, damage, or intrusion or attempt thereof.

   (2) In order to prevent the attacks of computer viruses, the Company has purchased legal anti-virus software, and regularly updated the relevant virus codes and anti-virus engines. To effectively promote information security efforts. The Company provides a safe information environment to ensure the sustainable operation of its business.

   (3) In the event of a cybersecurity incident, each unit shall immediately report to the IT unit, and the IT unit shall manage the emergency incident crisis. The Company has joined the TWCERT/CC (Taiwan Computer Emergency Response Team/Coordination Center). Therefore, it may make emergency reports and obtain assistance from relevant resources, as well as information security messages and resources.

   (4) This policy shall be in line with the latest development in relevant laws, technologies and businesses to ensure the effectiveness of information security practices.

3. Concrete management plans:

   The implementation principles is divided into "Internet Security," "System Security," "Physical Security" and "Personnel Training."

   (1) Internet security: The connection between the Company and the outside world needs to be controlled by the firewall to ensure security. If the Company's system is developed or maintained by an outsourced vendor, the relevant vendors must sign a safety and confidentiality agreement.

(2) System security: The Company regularly inspects, updates, maintains and performs backups in order to prevent various external information security threats. If the Company is attacked by hackers or infected with viruses, the information security incident notification process should be conducted, and the information security personnel should be notified.
(3) Physical security: Fire extinguishers and UPS are installed in the computer room to ensure normal operation. Weakness scanning and penetration tests are conducted every year to ensure the information security of servers.
(4) Employee training: The Information Department shall promote information security and important information security messages every year to strengthen the information security awareness of employees. Information security personnel shall participate in information security education and training every year to enhance information security awareness.

4. Quantitative data on the investment in information security management:

In order to deal with the rapidly changing network security threats, the Company is committed to avoiding being affected by the new risks and attacks, while strengthening the real-time protection against any major network attacks or incidents to prevent the Company's finance and business from any material adverse effects.

The Company's information security budget for 2025 accounted for 26% of the annual information budget. The budget was allocated for the development of hardware and software related to cybersecurity, as well as for strengthening information security services. Additionally, the Company held one cybersecurity meeting in 2025 to review the year's cybersecurity and establish an improvement plan.

(1) Formulate advanced continuing defense measures for location scanning, to detect and prevent encryption and extortion threats, and discover " unknown" malware.
(2) As security awareness enhancement among employees requires long-term continuous training and counseling in order to avoid hacking, the Company conducts social engineering drills.
(3) Strengthen the recovery and contingency operation mechanism, identify the probability and degree of impact of events that might cause business interruption, and clearly define the recovery time objective (RTO) and data recovery time objective (RTO) of the core business, and install an appropriate backup mechanism and a backup plan.
(4) Renewal and updating of information security and anti-virus software, along with improved cloud backup, to prevent hacking intrusions.

(II) In the most recent fiscal year and by the date of publication of the annual report, there were no major network attacks or incidents that adversely affected the Company's financial operations.

VII. Important contracts

The Company's supply and sale contract, technical cooperation contract, engineering contract, long-term loan contract and other contracts that are valid as of the publication date of the annual report and expired in the most recent year and other contracts that are significant enough to affect shareholders' equity:

Nature of contract	Party concerned	Start/end date of contract	Main Content	Restrictive clauses
Construction contract	Pingtung County Government	From contract signing on June 27, 2022 until completion	New construction of residential long-term care facility in Ligang Township, Pingtung County	None
Construction contract	New Construction Office, Public Works Bureau, Kaohsiung City Government	From contract signing on July 05, 2022 until completion	The National Sports Stadium in Nanzi District, Kaohsiung City	None
Construction contract	Water Resources Bureau, Kaohsiung City Government	Completion within 1400 days from contract signing on August 29, 2022	Turnkey project for new construction of social housing in Daliao	None
Construction contract	Public Works Bureau, Tainan City Government	Completion within 450 days from contract signing on January 9, 2023	New construction of Yujing Agricultural Products Processing and Cold Chain Logistics Center	None
Construction contract	Water Resources Bureau, Kaohsiung City Government	From contract signing on January 4, 2023 until completion	Qiaotou Sewage District, Gangshan District (Gangshan District) Phase 2, tender 1 (II)	None
Construction contract	New Construction Office, Public Works Bureau, Kaohsiung City Government	From contract signing on January 17, 2023 until completion	New construction of Guangfu Barracks and Dashu North Barracks for Plant 205, Armaments Bureau of the Ministry of National Defense	None
Construction contract	National Housing and Urban Renewal Center	Completion within 1600 days from contract signing on February 1, 2023	The primary contract project of "Shanming Anju" and "Shui Xiu Anju" social housing in Xiaogang District, Kaohsiung City	None
Construction contract	Air Force Training and Command Department	From contract signing on February 20, 2023 until completion	New construction of duty dormitory in Ci-En Village 25	None
Construction contract	Port of Kaohsiung, Taiwan International Ports Corporation	From signing on June 14, 2023 to completion on May 31, 2025	Construction of the solar photovoltaic invoice system of the 7th container center of Kaohsiung Port	None
Construction contract	Civil Aeronautics Administration, Ministry of Transportation and Communications	From signing on December 18, 2023 to completion on December 31, 2026	Kaohsiung International Airport New Terminal Project – Phase 1 Construction Drawing – Turnkey Project for East Side Three-dimensional Parking Lot	None
Construction contract	Port of Kaohsiung, Taiwan International Ports Corporation	From contract signing on April 26, 2023 until completion	"Turnkey project for the renovation of buildings and public infrastructure in the Golden Dragon Bay Area of Penghu Port"	None
Lease contract	Port of Kaohsiung, Taiwan International Ports Corporation	20 years from the date of delivery of the first phase of the lease	Lease of the Golden Dragon Bay Area Commercial Space and Nearby Space	None

Nature of contract	Party concerned	Start/end date of contract	Main Content	Restrictive clauses
Construction contract	National Housing and Urban Renewal Center	From signing on December 18, 2023 to completion on May 5, 2028	New Construction of turnkey project of “Yuzhong Anju” Social Housing	None
Construction contract	New Construction Office, Public Works Bureau, Kaohsiung City Government	From signing on February 15, 2024 to completion on August 30, 2025	The National Sports Stadium in Xiaogang District, Kaohsiung City (2nd Project)	None
Construction contract	Civil Aeronautics Administration, Ministry of Transportation and Communications at Kaohsiung International Airport	From signing on April 8, 2023 to completion on December 31, 2026	New fence, drainage and surrounding facilities on the north side of Kaohsiung Airport	None
Construction contract	Port of Hualien, Taiwan International Ports Corporation	From signing on August 20, 2024 to completion on June 30, 2025	Port of Hualien #17–#25 earthquake recovery project	None
Construction contract	Port of Kaohsiung, Taiwan International Ports Corporation	From signing on August 5, 2024 to completion on April 26, 2026	Port of Kaohsiung Container No. 5 electrical substation project	None
Construction contract	National Housing and Urban Renewal Center	From signing on August 30, 2024 to completion on May 31, 2028	Turnkey projects of “Yongcheng” and “Hesheng” social housing in Pingtung City, Pingtung County.	None
Construction contract	National Housing and Urban Renewal Center	From contract signing on December 25, 2024 until completion	Turnkey projects of “Xiaoxing Anju A” social housing in Qiaotou District, Kaohsiung City	None
Construction contract	Pingtung County Ocean and Fisheries Affairs Administration Office	From signing on January 3, 2025 to completion on December 25, 2026	Seawater Supply System at Siaputou, Dazhuang and Donghai aquaculture production area (water supply station and water transmission and distribution pipeline Area A project), Pingtung County	None
Construction contract	New Construction Office, Public Works Bureau, Kaohsiung City Government	From signing on January 14, 2025 to completion on April 7, 2028	New construction project of the National Experimental High School At Kaohsiung Science Park	None
Construction contract	National Land Management Agency, MOI, (Southern Branch Urban Infrastructure Construction)	From signing on January 16, 2025 to completion on May 6, 2027	Overall development of the national sports park and the talent cultivation project (phase 3) & new swimming pool and tennis court in military camp area	None
Construction contract	National Housing and Urban Renewal Center	From contract signing on February 26, 2025 until completion	Turnkey projects of “Xiaoxing Anju C” social housing in Qiaotou District, Kaohsiung City	None

Five. Review and Analysis of Financial Position and Financial Performance and Risks

I. Financial Position

(I) Comparative analysis of financial position – Consolidated

Unit: NTD thousand

Year / Item	2025	2024	Difference	
			Amount	%
Current assets	4,437,949	3,587,763	850,186	24
Property, plant and equipment	25,719	18,743	6,976	37
Right-of-use assets	144,843	153,271	(8,428)	-5
Investment property	286,481	284,478	2,003	1
Other financial assets – non-current	47,605	30,935	16,670	54
Total assets	5,421,704	4,541,161	880,543	19
Current liabilities	2,196,862	2,221,123	(24,261)	-1
Non-current liabilities	926,792	290,319	636,473	219
Total liabilities	3,123,654	2,511,442	612,212	24
Share capital	524,881	524,881	-	-
Capital reserve	837,670	763,780	73,890	10
Retained earnings	915,265	736,754	178,511	24
Total equity attributable to owners of the parent company	2,298,050	2,029,719	268,331	13
Total equity	2,298,050	2,029,719	268,331	13

1. The analysis of items with increase or decrease ratio of more than 20% and the change amount of NTD 10 million is as follows:
   (1) The increase in current assets and non-current liabilities was mainly due to the Company's issuance of convertible bonds in 2025.
   (2) The increase in property, plant, and equipment was mainly due to the construction of the Golden Dragon Bay area commercial space and nearby space.
   (3) The increase in other non-current financial assets and retained earnings was mainly due to the growth in manual case volume at the Company in 2025.
   (4) The increase in undistributed earnings was mainly due to the growth of the construction projects in 2025 .
2. Explain future plans for addressing significant impacts: None.

II. Financial performance

(I) Comparative analysis of financial results – Consolidated

Unit: NTD thousand

Year / Item	2025	2024	Increase (decrease) amount	Change ratio (%)
Net operating revenue	3,643,138	2,335,467	1,307,671	56
Operating cost	3,129,652	2,048,232	1,081,420	53
Gross operating profit	513,486	287,235	226,251	79
Operating expenses	137,902	134,637	3,265	2
Net operating profit (loss)	375,584	152,598	222,986	146
Non-operating income and expenses	15,840	43,492	(27,652)	-64
Net loss before tax	391,424	196,090	195,334	100
Income tax expense (profit)	55,449	41,467	13,982	34
Net income (loss) for the period	335,975	154,623	181,352	117

The analysis of items with increase or decrease ratio of more than 20% and the change amount of NTD 10 million is as follows:

1. The changes in the proportion of net operating revenues, operating costs, and income tax expense were mainly due to the increase in work-in-progress in 2025.
2. The decrease in non-operating income and expenses was primarily attributable to the recognition of gains from the disposal of land, buildings, and equipment by the subsidiary, Tri Ocean Textile (Thailand) Co., Ltd. in 2024.

(II) Sales volume forecast and the basis therefor, and describe the effect upon the company's financial operations as well as measures to be taken in response:

The Company did not issue a financial forecast, so the expected sales volume and basis are not applicable; the Company's overall operation has no major abnormality, so there should be no need to formulate a response plan.

III. Cash flow

(I) Analysis of changes in cash flows in the most recent year

Unit: NTD thousand

Item \ Year	2025	2024	Increase (decrease) change
Net cash inflow from operating activities	625,173	288,401	336,772
Net cash inflows (outflows) from investing activities	(342,690)	(476,725)	134,035
Net cash inflow from financing activities	383,929	180,734	203,195

1. Analysis of changes:
   (1) Increase in net cash inflow from operating activities: This was mainly due to the increase in the number of construction projects in 2025 and the commencement of construction, resulting in cash inflow from revenues.
   (2) Decrease in net cash outflow from investing activities: This was mainly due to the acquisition of investment property in 2024.
   (3) Increase in net cash inflow from financing activities: This was mainly due to funds raised from the issuance of convertible corporate bonds in 2025.
2. Remedial measures and liquidity analysis for expected cash deficits: Not applicable.

(II) Improvement plan for insufficient liquidity: The Company has sufficient funds and has not encountered any liquidity problems.

(III) Cash flow analysis for the coming year:

Unit: NTD thousand

Beginning balance of cash (1)	Projected net cash flow from operating activities for the entire year (2)	Projected net cash flow from operating activities for the entire year (3)	Projected cash surplus amount (deficit) (1)+(2)-(3)	Remedies for projected cash shortfalls to maintain a comparable cash balance
				Financing plan
1,459,033	(164,315)	(499,236)	795,482	Not applicable

1. Analysis of changes in cash flows in the coming year:
   (1) Operating activities: Cash outflow for the current period was NTD 164,315 thousand, mainly due to increased accounts receivable resulting from growth in construction projects compared to the prior year.
   (2) Cash outflow for the year: Mainly due to the distribution of cash dividends and the impact of loans (repayments).
2. Remedial measures and liquidity analysis for expected cash deficits: Not applicable.

IV. Effect upon financial operations of any major capital expenditures during the most recent fiscal year: None.

V. Reinvestment policy in the most recent year, the main reasons for the profit or loss, and the improvement plan and investment plan for the coming year

For the Company's reinvestment in the most recent year, its reinvestment policy, the main reason for its profit or loss, and its improvement plan and investment plan for the next year are as follows:

1. Reinvestment, reinvestment policy, the main reason for its profit or loss, and its improvement plan:

Name of investee	Shareholding ratio (%)	Investee profit (loss) for the current period	Main reason for profit or loss	Improvement plan	Investment plan for the coming year
Tri Ocean Textile (Thailand) Co., Ltd.	100	3,030	Sale of Property, plant and equipment	None	None
Shang-Ting Construction Co., Ltd.	100	220,881	Operating gains recognized	Continue to bid for projects	Active bidding

2. Investment plan for the coming year

   The Company's reinvestment is primarily a strategic move to address business requirements. To support the industrial park development project, we have formed a joint venture with Best Giving Construction Co., Ltd., establishing Li-Ting Enterprise Co., Ltd. as a 50%-owned subsidiary. We anticipate reinvesting in the subsidiaries Li-Ting and Shang Ting in 2026, with the investment amount to be determined based on evolving needs. This is to support part of the company's working capital needed for the government's public construction projects. As these construction projects continue to be completed, overall operations and profit growth will be driven, and the Company will also increase earnings per share and shareholders' equity.

VI. Analysis and assessment of risk matters in the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report

(I) Impacts of changes in interest rates, exchange rates and inflation on the Company's profit and loss, response measures to be taken in the future:

1. Impact of interest rate changes on the Company's profit and loss and the final response measures

   The Company's interest expenses for 2025 and 2024 were NTD 21,780 thousand and NTD 9,171 thousand, respectively, accounting for 0.60% and 0.39% of net operating revenues for 2023 and 2022, respectively, and the impact on the Company's profit or loss was insignificant.

   Affected by the interest rate hike by banks, the market interest rate increased. However, the Company actively seeks loans from the landlord according to the progress of the project to shorten the financing period, so the interest rate fluctuation should have no significant impact on the Company's income.

2. Impact of exchange rate changes on the Company's profit and loss and the final response measures

   The Company's main business is the contracting of public construction projects in Taiwan, so exchange rate fluctuations do not have significant impact.

3. Impact of inflation on the Company's profit and loss and future countermeasures

   The construction period of the Company's projects are mostly more than one year. The Company closely observes the fluctuation of market prices and promptly reflects the production cost to the customers. As the Company can apply for price index subsidy for its public construction projects undertaken, the Company can effectively control the impact of inflation on its profitability.

(II) High-risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives transactions; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future:

1. The Company has always adhered to the principle of focusing on its own business and pragmatism. The Company has a prudent and conservative financial policy, and has not engaged in risky or high-leverage investments .
2. As of the publication date of this annual report, the Company had provided endorsements/guarantees and loans of funds only to companies within the group for the years 2025 and 2024, and both were within the permissible limits. The endorsement/guarantee expired in December 2024, and the loan of funds was repaid on January 30, 2024. As of the publication date of this annual report, there were no endorsements/guarantees or loans of funds to third parties. In the future, the making of endorsements/guarantees for others or loaning of funds to others will be carried out in accordance with the "Procedures for Making Endorsements/Guarantees" and the "Procedures for Loaning of Funds to Others" formulated by the Company.
3. The Company did not engage in derivative transactions in 2025 and 2024 as of the publication date of the annual report. In the future, engagement in derivative transactions will be carried out in accordance with the "Procedures for Acquisition or Disposal of Assets" formulated by the Company.

(III) Future R&D plans and expected R&D expenses:

For architectural design and construction, due to the significant changes brought about by the development of AI technology, Chao Chien-Ming Architects & Planners collaborated with Triocean Industrial Group to establish a construction automation team in 2023. They then partnered with the ROSOCOOP Laboratory of the School of Architecture at Feng Chia University to introduce a robotic arm for spraying paint on the ceiling of the Xionggong 3D Parking Lot in Kaohsiung City. The robotic arm for outer wall painting technology is being introduced in the construction project.

(IV) Impact of important domestic and foreign policies and legal changes on the Company's financial operations, and measures to be taken in response:

in the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, there was no occurrence of important policies and legal changes at home and abroad that posed an impact on the Company's financial business.

(V) Effect on the company's financial operations of developments in science and technology (including cybersecurity risks) as well as industrial change, and measures to be taken in response:

1. The Company has formulated the specific management plans to strengthen information security as follows:
   (1) Implement the backup software, Veeam and Synology C2 Storage, to ensure the integrity of the information and shorten the recovery time in case of an information attack. Also complete the backup of the 321 mechanism.
   (2) Plan to introduce file protection software to protect the Company's internal important information outflow and risk management.
2. The Company's information quantitative targets are as follows:
   (1) 99.99% of the reporting of, response to and restoration of the Company's key information software after an information security incident were completed within the required time.
   (2) The availability of the Company's cyber system was over 99.99%. (Number of interruption hours/total operating hours ≤ 0.01%).
   (3) Training on information security and social engineering (once a year).
   (4) Incidents of unauthorized account access management (≦1 case/year).

   In order to mitigate the risk over information system shutdown and ensure the continuing operation of the Company's business, the Company has established the access control over the control room and actively notified them through the monitoring equipment to prevent equipment from theft or malicious damage. We also continue to monitor the trend of changes in the information environment, regularly review the information security protection mechanism and solutions, and establish multiple information security protection systems, such as firewalls and email protection, and regularly promote information security related knowledge to enhance the information security awareness of all colleagues.

(VI) Impact of changes in corporate image on corporate crisis management and measures to be taken in response:

The Company complies with relevant laws and regulations, actively strengthens internal management, and improves the quality and performance of management. At the same time, the Company maintains harmonious labor relations and continues to maintain an excellent corporate image . in the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, there was no incident that affected the Company's image.

(VII) Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures to be taken in response: The Company did not have mergers and acquisitions in the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report.

(VIII) The expected benefits and potential risks of any plant expansion, and measures to be taken in response: The Company did not expand any plant in the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report.

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

1. Procurement

   In terms of outsourcing construction projects, the Company outsources contracts to the most suitable contractors depending on the nature of the projects. The contracts are mainly awarded to the subcontractors due to construction requirements. The purchase targets are dispersed and there is no risk of concentration of procurement .

2. Sales

   The Company mainly undertakes public construction projects, and most of the project owners are government agencies, so there is no risk of concentration of sales.

(X) Impacts and risks associated with major transfer or exchange of shares by directors, supervisors, or major shareholders with more than 10% ownership interest, and countermeasures: None.

(XI) Effect upon and risk to the company associated with any change in governance personnel or top management, and measures to be taken in response:
In the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, there were no events or risks associated with any change in governance personnel or top management.

(XII) Litigation or non-litigation matters
List major litigious, non-litigious or administrative disputes that involve any company director, the general manager, any person with actual responsibility, any major shareholder holding a stake of more than 10%, or any subordinate companies and have been concluded by means of a final and unappealable judgment, or are still under litigation; where such a dispute could materially affect shareholders' equity or the prices of the company's securities, disclose the facts of the dispute, amount of money at stake in the dispute, the date of litigation commencement, the main parties to the dispute, and the status of the dispute as of the date of publication of the annual report: None.

(XIII) Other important risks and countermeasures: None .

VII. Other important matters : None.

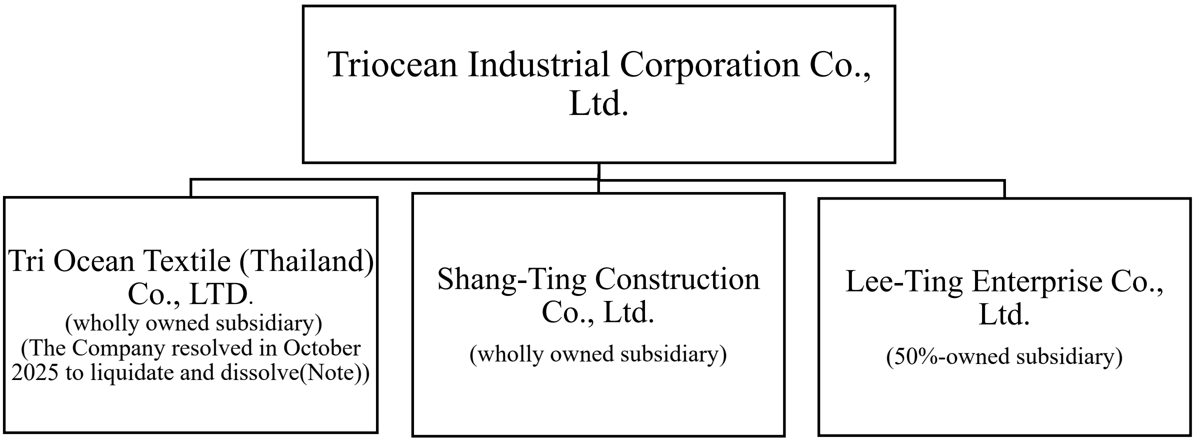
Six. Special Items to Be Included

I. Information on affiliates

(I) Consolidated business report of the affiliate:

1. Organizational chart of affiliates

Base date: March 31, 2026



Note： The subsidiary resolved to liquidate and dissolve in October 2025, and the liquidation process has been completed, pending approval by the local authorities.

2. Basic information of affiliates

March 31, 2026

Company name	Date of establishment	Address	Paid-in capital (NTD thousand)	Main business or production scope
Triocean Industrial Corporation Co., Ltd. (formerly known as Tri Ocean Textile Co. Ltd.)	October 17, 1968	No. 360, Jiabao Road, Dashe District, Kaohsiung City	524,881	Comprehensive construction and trading of building materials
Tri Ocean Textile (Thailand) Co., Ltd.	July 4, 2016	Thailand	Note	Manufacturing, processing and trading of fiber fabrics
Shang-Ting Construction Co., Ltd.	December 11, 2013	No. 360, Jiabao Road, Dashe District, Kaohsiung City	2,000,000	Comprehensive Construction
Lee-Ting Enterprise Co., Ltd.	February 11, 2026	No. 360, Jiabao Road, Dashe District, Kaohsiung City	150,000	Specific Area Development

Note： The subsidiary resolved to liquidate and dissolve in October 2025, and the liquidation process has been completed, pending approval by the local authorities.

3. Information on the same shareholders presumed to have controlling and affiliation relations: Not applicable

4. The industries covered by, and the division of labor of, the overall business of affiliated companies: The Company is mainly engaged in construction and building materials trading. Tri Ocean Textile (Thailand) Co., Ltd. is involved in the weaving and processing of fiber fabrics, and the manufacturing and trading of synthetic fibers

and their raw materials. Shang-Ting Construction Co., Ltd. is primarily involved in government construction projects and other construction projects.

5. Information on directors, supervisors, and presidents of affiliated companies

March 28, 2026; Unit: Share; %

Company name	Job title	Name or Representative	Number of shares held	
			Number of shares	Shareholding ratio
Controlling company: Triocean Industrial Corporation Co., Ltd.	Chairman Director Director Independent Director Independent Director Independent Director	Hong-Ting Co., Ltd. Representative: Chiang Yu-Lien Dai Wan Shiung Ching Co., Ltd. Representative: Hung Kuo-Chin Dai Wan Shiung Ching Co., Ltd. Representative: Su Cheng-Hui Huang Hao-Chen Huang Lung-Sheng Wang Chien-Chih	16,238,000 1,069,789 1,069,789 - - -	30.94% 2.04% 2.04% - - -
Shang-Ting Construction Co., Ltd.	Chairman	Triocean Industrial Corporation Co., Ltd. Representative: Hsu Cheng-Che	200,000,000	100.00%
Tri Ocean Textile (Thailand) Co., LTD	Chairman	Triocean Industrial Corporation Co., Ltd. Representative: Hsu Cheng-Che	Note	100.00%
Specific Area Development	Chairman	Triocean Industrial Corporation Co., Ltd. Representative: Hsu Cheng-Che	7,500,000	50.00%

Note：Tri Ocean Textile (Thailand) Co., LTD resolved to liquidate and dissolve in October 2025, and the liquidation process has been completed, pending approval by the local authorities.

6. Operational overview of each affiliated company

December 31, 2025

Company name	Capital	Total assets	Total liabilities	Net worth	Operating revenue	Operating income	Current profit and loss (after tax)	Earnings per share (NTD)
Triocean Industrial Corporation Co., Ltd.	524,881	3,650,581	1,352,531	2,298,050	416,721	31,226	335,975	6.40
Shang-Ting Construction Co., Ltd.	2,000,000 (Note1)	4,233,806	1,993,147	2,240,659	3,263,750	257,254	220,881	1.27
Tri Ocean Textile (Thailand) Co., LTD	Note2						3,030	Note2

Note 1：SHANGTING Construction Co., Ltd. increased its capital by 50,000,000 shares in July 2025, respectively.

Note 2：Tri Ocean Textile (Thailand) Co., Ltd. resolved to liquidate and dissolve in October 2025, and the liquidation process has been completed, pending approval by the local authorities.

(II) Rrepresentation Letter

Declaration of Consolidated Financial Statements of Affiliates

Considering that the companies to be included in the consolidated financial statements of affiliated enterprises under the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports, and Consolidated Financial Statements of Affiliated Enterprises” were the same as those to be included in the consolidated financial statements of the parent and subsidiaries under IFRS 10 in 2025 (from January 1 to December 31, 2025), and the related information to be disclosed in the consolidated financial statements of affiliated enterprises was already disclosed in the said consolidated financial statements of the parent and subsidiaries, no consolidated financial statements of affiliated enterprises were prepared separately.

The Declaration is hereby presented.

Company name: Triocean Industrial Corporation Co., Ltd.

Person in charge: Chiang Yu-Lien

March 10, 2026

(III) Affiliation Report: Not applicable.

II. Private placement of securities in the most recent year and until the date of publication of the annual report : None.

III. Other supplementary notes : None.

Seven. Any of the situations listed in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the Company's securities, has been reported during the most recent year and until the date of publication of the annual report: None.

TRIOCEAN INDUSTRIAL CORPORATION Co., Ltd.

Chairman：Chiang Yu-Lien

TRIOCEAN

TRIOCEAN INDUSTRIAL CORPORATION CO., LTD.

傑登廣告 設計 編印
02-29257555