FAR EASTERN GROUP

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2024 ANNUAL REPORT

Sustainability &
Innovation Solutions
Partner

www.everest.com.tw

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VI.Overseas Securities Exchange Where Securities are Listed and Method of Inquiry

None.

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Chapter 1Letter to Shareholders

I.Preface

In 2024, as the Israeli-Palestinian conflict and Russia-Ukraine war continue to escalate, and uncertainty in the US-China trade war increases, global industrial supply chains are facing restructuring. Geopolitical risks are driving companies to accelerate the diversification of production bases and strengthen supply chain resilience to reduce operational risks. While the global economy maintains moderate growth, regional divergence is evident. The US economy remains relatively strong, European growth is weak, and Asian emerging markets are performing impressively. Among them, Southeast Asia has become an important destination for global manufacturing due to cost advantages, Free Trade Agreements (FTAs), and policy support, attracting international companies to accelerate their deployments. Brand customers are rapidly converging toward Southeast Asia, creating a strong clustering effect in the textile industry, further intensifying the competitive landscape of the global textile industry, signaling the full launch of a new round of industrial competition.

Everest is deeply rooted in Taiwan, possessing a vertically integrated production system from processed yarn, weaving, dyeing and finishing, post-processing to garment manufacturing, dedicated to providing high-quality textile solutions. Everest takes research and development innovation as its core, from material selection, process optimization to product design, precisely responding to customer needs, creating high value-added fabrics and ecologically innovative fabric types, becoming the preferred partner for internationally renowned sports and outdoor leisure brands.

Adhering to its commitment to the environment, Everest actively responds to international sustainable development and environmental protection policies, promoting low-carbon manufacturing and smart production. In 2024, Everest received several important awards in Taiwan, such as: TSAA Taiwan Sustainability Action Award "SDG12 Green Circular Economy Silver Award," Environmental Protection Agency's "6th National Enterprise Environmental Protection Award Bronze Award," 17th TCSA Taiwan Corporate Sustainability Award "Sustainability Single Performance Award Water Resource Leadership Award," "Taiwan Corporate Sustainability Report Award Traditional Manufacturing Industry - Category 1 Gold Level" and "Taiwan Sustainable Enterprise Excellence Award," all demonstrating Everest's determination as a green enterprise through concrete actions, constructing a sustainable strategy blueprint.

II. The Company's operation performance in 2024

Consolidated revenue was NT$ 8,263,751 thousand for 2024, a 5% increase from 2023, and net loss after tax was NT$ 278,265 thousand, which resulted in an EPS of -NT$ .41 after tax. On the financial front, inventory levels dropped significantly by NT$600 million, and interest-bearing bank debt also decreased by NT$200 million. The overall debt ratio remained at the 50% level, indicating a healthier financial structure for the company. In 2024, the global textile industry is affected by multiple factors, resulting in slowed growth. Inflation and weak consumer demand have led to market contraction, while the US tariffs on China have accelerated supply chain adjustments, forcing businesses to seek alternative sources. Southeast Asia is attracting orders through its low-cost advantages, while the European market is influenced by environmental regulations, resulting in increased demand for environmentally sustainable products.

Everest will continue to develop environmentally friendly and low-carbon process products to strengthen its collaboration with brand customers. By integrating group resources and leveraging its global footprint's short-chain supply advantages, Everest believes it will soon be able to turn losses into profits and provide returns to shareholders.

III. Business Plan, Future Company Development Strategies, Impacts from External Competition, Legal Environment, and Overall Business Environment, and Important Production and Sales Policy

With the rise of green awareness, Everest will continue to strengthen ESG sustainable development, and through establishing appealing customer outcomes, building the right capabilities, creating the right operational models, continuously updating good insights, and measuring returns to reallocate investments, focusing on four areas: vertical integration and R&D, supply chain layout, green transformation, and AI navigation, in response to rapid external changes and turbulent situations, as explained below.

【Vertical Integration · R&D Focus】50% recycled materials and 50% biomass materials, with a carbon reduction target of 50%

Facing increasingly severe natural disasters, Everest deeply recognizes the urgency of mitigating the greenhouse effect and has established a 2030 long-term goal to comprehensively promote innovative environmental sustainability plans. To achieve garment recycling closed-loop cycling, Everest has developed TPEE thermoplastic polyester elastomeric fibers, collaborating with local Taiwanese manufacturers to jointly develop Elastomultiester polyester composite elastic fibers, achieving a Spandex-free mono-material solution, and has also partnered with Far Eastern to develop recycled PA6,6 polyamide from airbags, realizing cross-industry cooperation and circular economy goals. Additionally, to enhance the energy efficiency of dyeing and finishing processes, Everest has collaborated with Far Eastern New Century to jointly develop 98°C low-temperature dyeable modified polyester fibers, giving materials more energy-saving innovative properties. Everest is also actively adopting various biomass materials, including livestock waste (animal manure), waste cooking oil, sugarcane bagasse, milkfish scales, oyster shells, corn oil, water caltrop shell carbon, and Leucaena carbon, to reduce dependence on petrochemical products and promote the circular use of renewable resources. The production and marketing strategy for 2025 will be built upon the operational foundation of 2024, with continued optimization of product supply and sales strategies.

Sustainable, Resilience, Product upgrading, Strengthening Low-Carbon Competitiveness

Promoting net-zero transformation is a common challenge currently facing Taiwan's textile industry. Everest is actively responding to carbon reduction needs, focusing on low-carbon material applications and solvent-free technology, developing innovative products such as carbon capture membranes, non-food source eco-friendly biomass membranes, and water-based PU products. At the same time, Everest is committed to sustainable material cycling, applying the mono-material concept to waterproof and breathable functional apparel, and developing rTPEE lamination and bio-nylon membrane laminated fabrics, continuously working toward Textile to Textile (T2T) circular economy and carbon neutrality, actively promoting material reuse, not only giving back to society but also dedicated to developing local green supply chains to reduce product carbon footprint, achieve a low-carbon economy, and contribute to sustainable development.

【Service Upgrade・Short Chain Strategy】New online and offline experiences, integrated channel reorganization

Everest, with its keen insight into the apparel market, integrates online and offline shopping experiences, flexibly responds to market changes, and continuously enhances consumer shopping convenience and brand influence. Through one-stop services for fabric development and garment design, Everest strengthens supply chain layout and integration, ensuring efficient coordination between production and sales channels, enhancing operational stability and market competitiveness. Additionally, Everest is actively expanding cross-industry collaborations and marketing exposure, utilizing smart technology and data analysis to precisely control inventory, reduce resource waste, and optimize cost structures to meet rapidly changing market demands. In response to global sustainability trends, Everest also vigorously promotes green production, adopting environmentally friendly materials and implementing energy-saving and carbon-reduction measures. With comprehensive supply chain integration capabilities and innovation-driven approach, Everest continues to expand in global markets, comprehensively enhancing its brand competitiveness.

【AI Navigation・Enterprise Transformation】Implementing technological innovation applications, enhancing operational efficiency

Everest combines digital technologies such as IOT/CIM/MES/ERP/BI/VI to accelerate the implementation of supply chain management, promote smart manufacturing, Internet of Things, and big data applications, significantly improving production efficiency and market responsiveness. In conjunction with the 5G dedicated frequency network innovation application diffusion plan of the Digital Industry Agency under the Ministry of Digital Affairs, Everest has collaborated with the Far Eastern Group to implement an intelligent logistics AGV system in the factory area. In addition, this year, the company has also introduced an ARWeb machine maintenance management platform for the factory area, employing cross-platform design and multi-device integration techniques. Complemented by big data analysis from digital dashboards, this system not only provides real-time updates on repair progress and significantly reduces repair times, but also quickly analyzes and identifies the most common causes of machine failures, enhancing the responsiveness of machine maintenance personnel and reducing downtime pressure and production capacity issues caused by repairs.

IV.Conclusion

Looking ahead to 2025, as the global order is reshaped, the economy slowly recovers, and inflation gradually returns to normalized levels. Central banks worldwide are implementing substantive monetary policies, cautiously adjusting interest rates and liquidity to maintain market stability. The trend of global supply chain restructuring continues to influence trade arrangements, requiring all countries to flexibly respond to changes to ensure stable economic development. The textile industry is currently facing challenges such as green transformation, digital technology application, and global market competition. In addition to continuously promoting transformation and reform to accumulate growth momentum, Everest has established clear goals for the next three to five years. The company is building a comprehensive talent management model to cultivate future capital and create new driving forces, while also actively enhancing supply chain resilience and innovation capabilities. With a global vision and multiple core technologies, Everest is actively responding to market changes and promoting industry upgrading. Based on the core values of honesty, diligence, simplicity, prudence, and innovation, combined with its own operational advantages, Everest is strengthening its predictive ability, adaptability, and resilience. By utilizing digital technology and emerging material technologies, and integrating cross-disciplinary innovation, the company is developing high-performance, low environmental impact composite textiles that demonstrate excellent technical prowess. This embodies Everest's carbon reduction transformation goals and conforms to international sustainability standards, creating a win-win situation for all stakeholders.

Chairman: Johnny Hih

Manager: Xian Zhong Li

Accounting Executive: Mei Hsiu Huang

Chapter 2. Corporate Governance Report

I. Information About Director, President, Vice President, Assistant Vice Presidents, and Head of Department and Branch:

(1) Information of Directors：

1.Information of Directors

March 31 2025

Title	Nationality or Place of Registration	Name	Gender age	Date Elected	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Shareholding by Spouse and Minor Children		Shares Held by Nominees		Experience (Education)	Positions held concurrently in the Company and other Companies	Other Executives or Directors Who Are Spouses or within the Second Degree of Kinship with Another			Remark
							Shares	Shareholding % Ratio	Shares	Shareholding % Ratio	Shares	Shareholding % Ratio	Shares	Shareholding % Ratio			Title	Name	Relationship	
Chairman	R.O.C	Representative of Yuan Ding Investment Co., Ltd.: Representative: Johnny Hih	Male 78	2024.06.14	3 years	1988.02.08	164,613,745 *1,439,576	23.70% 0.21%	164,613,745 *1,439,576	23.70% 0.21%	- 152,440	- 0.02%	- -	- -	Master of Computer Science from Columbia University, USA	Vice Chairman, Far Eastern New Century Corp and Oriental Union Chemical Corporation	Director	Donglas Tong Hsu	Relative within two degree of kinship	None.
Director	R.O.C	Representative of Yuan Ding Investment Co., Ltd.: Representative: Douglas Tong Hsu	Male 84	2024.06.14	3 years	2000.06.12	164,613,745 *-	23.70% -	164,613,745 *-	23.70% -	- -	- -	- -	- -	Honorary Doctorate in Management, National Chiao Tung University Saint David's University in the United States,	Chairman, Far Eastern New Century,Asia Cement Corporation,	Chairman	Johnny Hih	Relative within two degree of kinship	None.
	R.O.C	Representative of Yuan Ding Investment Co., Ltd.: Representative: Lin, Haw-Sheng	Male 90	2024.06.14	3 years	1988.02.08	164,613,745 *2,076,169	23,70% 0.29%	164,613,745 *2,026,169	23.70% 0.29%	248,627	0.18%	- -	- -	Graduate School of Attorney-at-law Master of Laws, Soochow University	U-Ming Marine, Attorney-at-law	-	-	-	None.
	R.O.C	Ta Chu Chemical Fiber Co., Ltd. Representative:Wu, Kao-Shan	Male 75	2024.06.14	3 years	1988.02.08	1,431,523 *242,951	0.21% 0.03%	1,431,523 *242,951	0.21% 0.03%	- -	- -	- -	- -	Chemistry Department, Chinese Culture University	General Manager, Far Eastern New Century Corporation Director, Oriental Union Chemical	-	-	-	None.
	R.O.C	Yu Ding Industrial (Stock) Company Representative: Hsiang, Wen-Kuei	Male 73	2024.06.14	3 years	2022.07.01	3,553,661 *203,511	0.51% 0.03%	3,553,661 *203,511	0.51% 0.03%	- 1,055	- 0.00%	- -	- -	Vice President, Everest Textile Co., Ltd., Accounting Department, National Taipei College of Business	Director, Everest International Develop Investment Co., Ltd.	-	-	-	None.
	R.O.C	Yu Ding Industrial (Stock) Company Representative: Li, Yuan-Chen	Female 68	2024.06.14	3 years	2023.09.01	3,553,661 *	0.51% -	3,553,661 *	0.51% -	- -	- -	- -	- -	Acting General Manager and Chief Operating Officer, Far Eastern New Century Corporation Textile Headquarters	Far Eastern New Century Limited (37.13%), Acting General Manager and Chief Operating Officer,	-	-	-	None.
	R.O.C	Yu Yuan Investment Co., Ltd. Representative: Yeh, Shou-Chun	Male 84	2024.06.14	3 years	1988.02.08	16,366,066 *2,132,613	2.36% 0.31%	16,366,066 *2,132,613	2.36% 0.31%	- 86,537	- 0.01%	- -	- -	Bachelor's degree in Bachelor of Laws, National Chengchi University	Chairman, Zig Sheng Industrial Co., Ltd., Director, Evertex Director, Eclat Textile Co., Ltd.	-	-	-	None.
	R.O.C	Yu Yuan Investment Co., Ltd. Representative: Chien, Cheng-Tian	Male 81	2024.06.14	3 years	2015.06.12	16,366,066 *-	2.36% *-	16,366,066 *-	2.36% *-	- -	- -	- -	- -	Chairman, Yi Jinn Industrial Co., Ltd. Chia-Yang Vocational High School	Chairman, Yi Jinn Industrial Co., Ltd., Kwang Ming Silk Mill Co., Ltd.,	-	-	-	None.

Title	Nationality or Place of Registration	Name	Gender age	Date Elected	Term	Date First Elected	Shareholding When Elected		Current Shareholding		Shareholding by Spouse and Minor Children		Shares Held by Nominees		Experience (Education)	Positions held concurrently in the Company and other Companies	Other Executives or Directors Who Are Spouses or within the Second Degree of Kinship with Another			Remark
							Shares	Shareholding % Ratio	Shares	Shareholding % Ratio	Shares	Shareholding % Ratio	Shares	Shareholding % Ratio			Title	Name	Relationship	
Independent Director	R.O.C	Wu, Ru-Yu	Male 71	2024.06.14	3 years	2024.06.14	20,000	-	20,000	-	-	-	-	-	Ph.D. in Materials Engineering, Monash University, Australia	Director, Oriental Union Chemical Corporation Director, Oriental Resources Development	-	-	-	None.
	R.O.C	Yung-Fa Shih	Male 74	2024.06.14	3 years	2024.06.14	-	-	-	-	-	-	-	-	Master's Degree in Public Administration from National Chengchi University	Chairman, Yu Chang Technical & Commercial Vocational Senior High School Consultant to the Chairman's Office, Far Eastern New Century Corporation	-	-	-	None.
	R.O.C	Chuang, Ying-Chih	Male 76	2024.06.14	3 years	2018.06.12	805,881	0.12%	805,881	0.12%	-	-	-	-	Business Administration Department, Hsing Wu Business College	Chairman, Cheng Lung Investment Director, Tainan Spinning Co., Ltd. Director, Nantex Industry Co., Ltd. Director, Prince Housing & Development Corp.	-	-	-	None.

*Shareholding of the representative.

Remark: The Company’s Chairman, President, or person of an equivalent post (chief manager) are not the same person, spouses, or relatives within the first degree of kinship

2. .Major shareholders of corporate shareholders

(1).Major shareholders of corporate shareholders and their shareholding percentage

March 31, 2025

Name of Corporate Shareholder	Major Shareholders of the Corporate Shareholder (Shareholding Percentage)
Yuan Ding Investment Co., Ltd.	Far Eastern New Century Corp. (100%)
Yu Yuan Investment (Stock) Company:	Asia Cement Corp. (29.92%), Yuan Ding Co., Ltd. (25.02%),Yuan Ding Investment Co., Ltd. (18.96%), U-Ming Marine Transport Corp. (17.66%), Ding Shen Investment Co., Ltd. (6.50%), Yue Tung Investment Co., Ltd. (1.84%), Yue Ding Industry Co., Ltd. (0.10%)
Yue Ding Industry Co., Ltd.	Fu Da Transport Co., Ltd. (26.95%), Fu Da Transport Co., Ltd. (26.95%), An Ho Garment Co., Ltd. (15.66%), Ding Yuan International Investment Co., Ltd. (13.20%), Ton Fu Investment Corp. (4.61%), Ya Li Precast Pre-stressed Concrete Industries Corp. (3.89%), Da Ju Fiber Co., Ltd. (3.89%), Yuan Ding Investment Co., Ltd. (2.59%), Bai-Ding lnvestment Co. (2.31%), U-Ming Marine Transport Corp. (1.53%)
Da Ju Fiber Co., Ltd.	Yuan Ding Investment Co., Ltd. (41.86%), Yue Ding Industry Co., Ltd. (38.76%), Yu Li Investment Corp.(19.38%)

Note: As it is a non-public company, the top ten shareholders cannot be obtained

(2) Major shareholders of major corporate shareholders

March 31, 2025

Name of Juristic Person	Major Shareholders of the Corporate Shareholder (Shareholding Percentage)
Far Eastern New Century Corporation (FENC)	Asia Cement Corporation (23.77%), Far Eastern Institute of Technology Foundation (4.81%), Far Eastern Y Z Hsu Medical Foundation (3.61%), Far Eastern Y Z Hsu Science and Technology Memorial Foundation (3.42%), Cathay Taiwan High Dividend Umbrella Securities Investment Trust Fund-Taiwan ESG Sustainability High Dividend ETF Securities Investment Trust Fund Account (3.12%), Yuan Ze University Foundation (2.74%), Yuanta/P-shares Taiwan Dividend Plus ETF (2.41%), Douglas Tong Hsu (1.71%), Chunghwa Post Co., Ltd. (1.61%), Der Ching Investment Corporation (1.55%)
Asia Cement Corp,	Far Eastern New Century Corporation (21.16%), Far Eastern Y Z Hsu Medical Foundation (5.12%), Yuanta/P-shares Taiwan Dividend Plus ETF (3.07%), China Life Insurance Co., Ltd. (2.43%), Far Eastern New Century Corporation Employees' Retirement Fund Management Committee (1.63%), Yuan Ding Investment Corp. (1.53%), Far Eastern Department Store Co., Ltd. (1.41%), Yuan Ze University Foundation (1.34%), Far Eastern Y Z Hsu Science and Technology Memorial Foundation (1.24%), Yu Yuan Investment Co., Ltd. (1.22%)
U-Ming Marine Transport Corp.;	Asia Cement Corporation (39.25%), Polaras Taiwan High Dividend Fund Account (4.68%), Fubon Selected Taiwan High Dividend 30ETF Account (1.13%), Yuan Ding Investment Corp. (1.05%), Yu Yuan Investment Co., Ltd. (0.94%), Asia Investment Corporation (0.92%), Ya Li Transportation Corporation (0.75%), JPMorgan Chase Bank, Taipei Branch, Van Gogard Group (0.72%), JPMorgan Chase Bank, Taipei Branch, Escrow of Japan Securities Finance Investment Account (0.71%), JPMorgan Chase Bank Taipei Branch Trustee custody Advanced Starlight Fund Advanced International Equity Index (0.66%)
Yuan Ding Investment Co., Ltd.	Far Eastern New Century Corporation (37.13%), Asia Cement Corporation(35.50), Der Ching Investment Corporation (14.5%), Yuan Ding Investment Co., Ltd. (12.86%)
Fu-Da Transport Corporation	Fu Ming Transportation Co., Ltd. (99.94%), Asia Investment Corporation (0.03%)
Yue Tung Investment Co., Ltd.	U-Ming Marine Transport Corporation (73.54),U-Ming Marine Transport (Singapore) Private Ltd. (26.46)
An Ho Garment Co., Ltd.	Far Eastern New Century Corp. (100%)
Din Yuang Investment Co., Ltd.	Far Eastern New Century Corp. (100%)
Dong Fu Investment Co., Ltd.	Oriental Union Chemical Corporation (100%)
Ya Li Precast Pre-stressed Concrete Industries Corp.	Asia Cement Corporation (83.89%); Far-Eastern Construction Engineering Co., Ltd. (16.03%)
Bai Ding Investment Co., Ltd.	Far Eastern Department Store Co., Ltd. (66.66%); Bai Yang Investment Co., Ltd. (33.34%)
Ding Shen Investment Co., Ltd.	Yuan Tone Investment Co., Ltd. (18.00), Asia Investment Corporation (18.00), Bai-Ding lnvestment Co. (18.00), Tong Fu Investment Co., Ltd. (18.00), Yue Tung Investment Co., Ltd. (18.00), Yue Ding Industry Co., Ltd. (5.00), Ta Chu Chemical Fiber Co., Ltd. (5.00)
Yu Li Investment Corp.	Ming Marine Transport Corp. (68.18%); U-Ming Marine Transport (Singapore) Private Ltd. (31.81%)

3. Professionalism and independence of Directors and Supervisors

(1)Disclosure of professional qualifications of directors and their independence:

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Qualification / Name	Professional qualifications and experience	Independence of Independent Directors	Number of other public companies where the individual serves as an independent director concurrently
Chairman: Johnny Hih	Please refer to "Director Information" (page 4 and page 18) of this annual report for directors' professional qualifications and experience. None of the directors have any of the conditions specified in Article 30 of the Company Act.	N/A.	0
Director, Donglas Tong Hsu			0
Director, Wu, Kao-Shan			0
Director, Hsiang, Wen-Kuei			0
Director, Li, Yuan-Chen			0
Director, Yeh, Shou-Chun			0
Director, Lin, Haw-Sheng			0
Director, Chien, Cheng-Tian			0
Independent Director, Shih, Yung-Fa		All independent directors meet the following conditions: 1. Comply with Article 14-2 of the Securities and Exchange Act promulgated by the Financial Supervisory Commission and relevant provisions of Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. 2. The individual, their spouse, and relatives within the second degree of kinship have not served as directors, supervisors, or employees of the company or its affiliated enterprises. 3. No remuneration received for providing business, legal, financial, accounting and other services to the Company or its affiliates in the last two fiscal years.	0
Independent Director, Wu, Ru-Yu			0
Independent Director, Chuang, Ying-Chih			0

(2). Diversity and Independence of the Board of Directors:

①.Diversity of the Board of Directors:

The current Board of Directors of the Company is composed of 11 directors, including 3 independent directors. Among the board members, 9 have experience in the textile industry, and 2 have experience in other industries. They possess extensive experience and professional backgrounds in areas such as textile industry management, law, accounting, finance, economics, and marketing, achieving the diversification goals set by the Corporate Governance Best Practice Principles.

Specific Management Objectives and Implementation Status:

Specific Management Objectives: Each board member understands and agrees with the Company's business philosophy and is familiar with the industry status. At the same time, they have rich experience in international political and economic situations, legal compliance, international business management, and manufacturing management. In order to cope with the ever-changing international competitive environment and constantly updated regulations (such as corporate governance), the Company's goals include the adoption of a candidate nomination system for the nomination and selection of board members, evaluating members' academic and professional experience, and complying with the "Rules for Election of Directors" and the "Corporate Governance Best Practice Principles" to ensure diversity, independence, and the consideration of stakeholders' opinions. In addition, exclusive training courses are planned for board members to equip them with up-to-date management capabilities.

Implementation Status:

(1)Each member should possess multiple areas of professional expertise, and each area should be represented by at least two members: All 11 current directors possess multiple specialties and are highly respected, achieving the stated objectives.

(2) There must be at least one board member under the age of 60: The objective has been achieved.

(3) There must be at least two female directors or independent directors: There is currently only one female director, so the objective was not met.

Reason: The current board members' expertise and contributions meet the Company's operational needs and therefore they were reappointed.

②.Improvement Measures: The Company will actively promote gender equality among board members, and during the next board election, priority will be given to female candidates.Independence of the Board of Directors:

The Company's current Board of Directors consists of 11 directors, including 3 independent directors, accounting for more than one quarter of the total number of directors.

(2) President, Assistant Vice Presidents, and Directors of All the Company's Divisions and Branch Units

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Title	Nationality	Name	Gender	Date Elected	Share Holdings		Shareholding of Spouse or Minor Children		Shares Held by Nominees		Experience (Education)	Remarks (A):	Manager with a spouse or relatives within the second degree of kinship			Remarks (B)
					Shares	Shareholding % Ratio	Shares	Shareholding % Ratio	Shares	Shareholding % Ratio			Title	Name	Relationship	
Acting General Manager (Note)	R.O.C	Wen-Kuei Hsiang	Male	2023.08.11	203,511	0.03%	1,055	0.00%	0	0%	National Taipei University of Business Far Eastern New Century Corporation (FENC)	None.	None.	None.	None.	None.
Chief Operating Officer	R.O.C	Chen, I-Peng	Male	2023.10.30	0	0.00%	0	0.00%	0	0%	University of Massachusetts Executive Assistant Vice Presidents, Management Department at Pou Chen Corporation	None.	None.	None.	None.	None.
Chief Administrative Officer	R.O.C	Xian Zhong Li	Male	2023.11.01	0	0.00%	10,000	0.00%	0	0%	National Chung Hsing University Vice President, Far Eastern New Century (Vietnam)	None.	None.	None.	None.	None.
Executive deputy general manager (Note)	R.O.C	Hsien Shen Hung	Male	2022.08.09	206,451	0.02%	23,835	0.00%	0	0%	Kun Shan University Executive deputy general manager of the Company	None.	None.	None.	None.	None.
Executive deputy general manager	R.O.C	Hsiao, Ming-Yi	Male	2012.01.01	656,864	0.10%	0	0.00%	0	0%	National Taiwan University of Science and Technology Deputy general manager of the Company	None.	None.	None.	None.	None.
Deputy general manager, Weaving Department	R.O.C	Chin Liang Chen	Male	2019.03.19	286,564	0.04%	29,327	0.00%	0	0%	Far East University Deputy general manager of the Company	None.	None.	None.	None.	None.
Assistant Vice Presidents of general Managers Office	R.O.C	Shih Jung Lin	Male	2018.12.05	82,000	0.01%	0	0.00%	0	0%	Kun Shan University The deputy general manager of the Company	None.	None.	None.	None.	None.
Deputy general manager, Sales Department	R.O.C	Liu, Mei-Na	Female	2019.02.14	82,000	0.01%	0	0.00%	0	0%	National Taipei University of Business Deputy general manager of the Company	None.	None.	None.	None.	None.
Vice President, R&D Digita Division	R.O.C	Huang Shan Lin	Male	2023.11.01	82,000	0.01%	0	0.00%	0	0%	Feng Chia University Deputy general manager of the Company	None.	None.	None.	None.	None.
Deputy general manager, Sales Department	R.O.C	Su, Kai-Yu	Male	2023.10.01	0	0.00%	0	0.00%	0	0%	Fu Jen Catholic University Senior Manager, Far Eastern New Century Textile Dyeing Business Group	None.	None.	None.	None.	None.
Deputy general manager, Dyeing Devision	R.O.C	Yeh, Wen-Chin	Male	2018.04.01	323,530	0.05%	0	0.00%	0	0%	Kun Shan University Senior Assistant Vice Presidents of the Company	None.	None.	None.	None.	None.
Deputy general manager, Sales Department	R.O.C	Hui Min Cheng	Female	2018.11.10	101,447	0.02%	0	0.00%	0	0%	Tamkang University Senior Assistant Vice Presidents of the Company	None.	None.	None.	None.	None.
Senior Assistant Vice Presidents of General Affairs and Human Resources Department	R.O.C	Hung, Tung-Sheng	Male	2023.08.01	167,522	0.02%	0	0.00%	0	0%	Far East University Senior Assistant Vice Presidents of the Company	None.	None.	None.	None.	None.
Assistant Vice Presidents of Dyeing and Finishing Department	R.O.C	Kao, Chien-Hua	Male	2023.08.01	82,000	0.01%	0	0.00%	0	0%	Qiang Shu High School Assistant Vice Presidents of the Company	None.	None.	None.	None.	None.
Assistant Vice Presidents of Digital Service Center	R.O.C	Tseng, Yi-Cheng	Male	2018.09.14	85,944	0.01%	0	0.00%	0	0%	Asia Eastern University of Science and Technology Assistant Vice Presidents of the Company	None.	None.	None.	None.	None.
Assistant Vice Presidents of Finance Office	R.O.C	Ting Hua Hung	Male	2019.10.01	82,000	0.01%	0	0.00%	0	0%	Tamkang University, Finance manager, Far Eastern New Century	None.	None.	None.	None.	None.
Assistant Vice Presidents of Accounting Office	R.O.C	Huang, Mei-Hsiu	Female	2021.05.15	97,914	0.01%	0	0.00%	0	0%	Tainan University of Technology Assistant Vice Presidents of the Company	None.	None.	None.	None.	None.
Assistant Vice Presidents of Sales & Marketing Department	R.O.C	Tai, Kan-Hui	Male	2022.07.05	2,000	0.00%	0	0.00%	0	0%	Soochow University Assistant Vice Presidents of the Company	None.	None.	None.	None.	None.
Assistant Vice Presidents of Sales & Marketing Department	R.O.C	Pan, Kuo-Yuan	Male	2023.10.01	0	0.00%	0	0.00%	0	0%	Chinese Culture University Manager of Fiber Business Division, Far Eastern New Century Synthetic	None.	None.	None.	None.	None.
Assistant Vice Presidents of Dyeing and Finishing Department	R.O.C	Tien, Po-Wen	Male	2023.11.20	0	0.00%	10,000	0.00%	0	0%	The Affiliated Tainan Industrial Senior High School Senior Manager of the Company	None.	None.	None.	None.	None.
Assistant Vice Presidents of Dyeing and Finishing Department	R.O.C	Jiang , Lon-Gan	Male	2024. 06.03	1,369	0.00%	0	0.00%	0	0.00%	Department of Textile, Kun Shan University	None.	None.	None.	None.	None.
Executive Assistant Vice Presidents of the Management Department Presidents	R.O.C	Ting, Ju-Wen	Female	2025.01.01	50,000	0.01%	0	0.00%	0	0.00%	MBA, University of Central Missouri	None.	None.	None.	None.	None.

Note(A): Positions concurrently held in any other companies
Note(B): Our company does not have a situation where the Chairman and the President or equivalent position (highest-ranking manager) are the same person, spouses, or first-degree relatives of each other.
Note(C): Acting President Hsiang, Wen-Kuei resigned at June 30, 2024
Note(D): Vice President Hung, Hsien-Shen will retire on June 28, 2024
Note(E): Vice President Chen, Chin-Liang will retire on June 28, 2024

(3).Remuneration Paid to Directors, President, and Vice Presidents during the Most Recent Year

1. Remuneration for Directors (including Independent Directors)

Unit: NT$ thousand

Title	Name	Directors' remuneration: Base Compensation (A): The Company	Base Compensation (A): Consolidated Entities	Severance Pay and Pension (B): The Company	Severance Pay and Pension (B): Consolidated Entities	Directors' Remuneration (C): The Company	Directors' Remuneration (C): Consolidated Entities	Allowances (D): The Company	Allowances (D): Consolidated Entities	Ratio of Total Remuneration (A+B+C+D) to Net Loss (%): The Company	Ratio of Total Remuneration (A+B+C+D) to Net Loss (%): Consolidated Entities	Concurrent employee receiving relevant remuneration: Salary, Bonus and Allowances (E): The Company	Salary, Bonus and Allowances (E): Consolidated Entities	Severance Pay and Pensions (F): The Company	Severance Pay and Pensions (F): Consolidated Entities	Employee Compensation (G): The Company: Cash	Employee Compensation (G): The Company: Stock	Employee Compensation (G): Consolidated Entities: Cash	Employee Compensation (G): Consolidated Entities: Stock	Ratio of Total Remuneration (A, B, C, D, E, F, and G) to Net Loss (%): The Company	Ratio of Total Remuneration (A, B, C, D, E, F, and G) to Net Loss (%): Consolidated Entities	Compensation Paid to Directors from Non－consolidated Affiliates or Parent Company (J)
Chairman	Yuan Ding Investment Co., Ltd.:Representative: Johnny Hih	0	0	0	0	0	0	170	170	170 0.06%	170 0.06%	3,379	3,379	0	0	0	0	0	0	3,549 1.28%	3,549 1.28%	0
Director	Yuan Ding Investment Co., Ltd. Donglas Tong Hsu	0	0	0	0	0	0	140	140	140 0.05%	140 0.05%	0	0	0	0	0	0	0	0	140 0.05%	140 0.05%	0
	Yuan Ding Investment Co., Ltd.. Lin, Haw-Sheng	0	0	0	0	0	0	170	170	170 0.06%	170 0.06%	0	0	0	0	0	0	0	0	170 0.06%	170 0.06%	0
	Ta Chu Chemical Fiber Co., Ltd. Representative:Wu, Kao-Shan	0	0	0	0	0	0	170	170	170 0.06%	170 0.06%	0	0	0	0	0	0	0	0	170 0.06%	170 0.14%	0
	Yue Ding Industry Co., Ltd. Li, Yuan-Chen	0	0	0	0	0	0	170	170	170 0.06%	170 0.06%	0	0	0	0	0	0	0	0	170 0.06%	170 0.06%	0
	Yue Ding Industry Co., Ltd. Hsiang, Wen-Kuei	0	0	0	0	0	0	170	170	170 0.06%	170 0.06%	2,828	2,828	90	90	0	0	0	0	3,088 1.11%	3,088 1.11%	170
	Yu Yuan Investment (Stock) Company:,Yeh, Shou-Chun	0	0	0	0	0	0	90	90	90 0.03%	90 0.03%	0	0	0	0	0	0	0	0	90 0.03%	90 0.03%	0
	Yu Yuan Investment (Stock) Company: Charles Wang (Predecessor)	0	0	0	0	0	0	80	80	80 0.03%	80 0.03%	0	0	0	0	0	0	0	0	80 0.03%	80 0.03%	0
	Yu Yuan Investment (Stock) Company: Chien, Cheng-Tian (Successor)	0	0	0	0	0	0	70	70	70 0.03%	70 0.03%	0	0	0	0	0	0	0	0	70 0.03%	70 0.03%	0
Independent Director	Chen, Shiou-Chung(Predecessor)	0	0	0	0	0	0	380	380	380 0.14%	380 0.14%	0	0	0	0	0	0	0	0	380 0.14%	380 0.14%	0
	Chen, Jen-Fa (Predecessor)	0	0	0	0	0	0	380	380	380 0.14%	380 0.14%	0	0	0	0	0	0	0	0	380 0.14%	380 0.14%	0
	Wu, Ru-Yu (Successor)	0	0	0	0	0	0	390	390	390 0.14%	390 0.14%	0	0	0	0	0	0	0	0	390 0.14%	390 0.14%	0
	Shi Yong-Fa(Sucessor)	0	0	0	0	0	0	390	390	390 0.14%	390 0.14%	0	0	0	0	0	0	0	0	390 0.14%	390 0.14%	0
	Chuang, Ying-Chih	0	0	0	0	0	0	870	870	870 0.31%	870 0.31%	0	0	0	0	0	0	0	0	870 0.31%	870 0.31%	0

(1) Independent directors' remuneration payment policy, system, standards and structure, and the relationship between the amount of remuneration paid according to the responsibilities, risks, investment time, etc.: By the Board of Directors according to the Articles of Association, participate in the industry's regular payment level to agree on a fixed remuneration, without participating in the company's profit Distribution of remuneration. In consideration of the Company's industry characteristics and scale of operations/assets, the remuneration of Independent Directors reasonably reflects their responsibility and balance

(2) In addition to the information disclosed above, has any of the Company's Directors received compensations for providing services (e.g. serving as a non-employee consultant) to any of the companies listed in this financial report in the most recent year: None

Note 1: The business execution fees referred to in this table are based on the actual distribution in 2024.

Note 2, Neither the Company nor any of the companies included in the consolidated financial statements had issued employee stock warrants, new restricted employee shares or stock dividends for capital increase by transferring employee bonus.

Note 3: Representatives of Yuan Ding Investment Corporation: Douglas Tong Hsu, Johnny Hih, Lin, Haw-Sheng; Representatives of Yue Ding Industry Co., Ltd.: Li, Yuan-Chen, Hsiang, Wen-Kuei; Representative of Da Ju Chemical Co., Ltd.: Wu, Kao-Shan; Representatives of Yu Yuan Investment Co., Ltd.: Yeh, Shou-Chun, Chien, Cheng-Tian

Remuneration Range for all Directors of the Company	Name of Directors			
	Total of the first four items of remuneration (A+B+C+D)		Total of the first seven items of remuneration (A+B+C+D+E+F+G)	
	The Company	Consolidated Entities	The Company	Consolidated Entities
Less than NT$1,000,000	Ta Chu Chemical Fiber Co., Ltd. Representative:Wu, Kao-Shan Yuan Ding Investment Co., Ltd.:Representative: Johnny Hih, Douglas Tong Hsu, Lin, Haw-Sheng Yue Ding Industry Co., Ltd.: Representative Li Yuan-Chen, Hsiang, Wen-Kuei Yu Yuan Investment Co., Ltd. Representative: Yeh, Shou-Chun, Charles Wang, Chien, Cheng-Tian Independent Directors: Chen, Shiou-Chung, Chen, Jen-Fa, Wu, Ru-Yu , Shi Yong-Fa, Chuang, Ying-Chih	Ta Chu Chemical Fiber Co., Ltd. Representative:Wu, Kao-Shan Yuan Ding Investment Co., Ltd.:Representative: Johnny Hih, Douglas Tong Hsu, Lin, Haw-Sheng Yue Ding Industry Co., Ltd.: Representative Li Yuan-Chen, Hsiang, Wen-Kuei Yu Yuan Investment Co., Ltd. Representative: Yeh, Shou-Chun, Charles Wang, Chien, Cheng-Tian Independent Directors: Chen, Shiou-Chung, Chen, Jen-Fa, Wu, Ru-Yu , Shi Yong-Fa, Chuang, Ying-Chih	Ta Chu Chemical Fiber Co., Ltd. Representative:Wu, Kao-Shan Yuan Ding Investment Co., Ltd.: Representative: Douglas Tong Hsu, Lin, Haw-Sheng Yue Ding Industry Co., Ltd. Representative：Li, Yuan-Chen Yu Yuan Investment Co., Ltd. Representative: Yeh, Shou-Chun, Charles Wang, Chien, Cheng-Tian Independent Directors: Chen, Shiou-Chung, Chen, Jen-Fa, Wu, Ru-Yu , Shi Yong-Fa, Chuang, Ying-Chih	Ta Chu Chemical Fiber Co., Ltd. Representative:Wu, Kao-Shan Yuan Ding Investment Co., Ltd.: Representative: Douglas Tong Hsu, Lin, Haw-Sheng Yue Ding Industry Co., Ltd. Representative：Li, Yuan-Chen Yu Yuan Investment Co., Ltd. Representative: Yeh, Shou-Chun, Charles Wang, Chien, Cheng-Tian Independent Directors: Chen, Shiou-Chung, Chen, Jen-Fa, Wu, Ru-Yu , Shi Yong-Fa, Chuang, Ying-Chih
NT$1,000,000 (inclusive) - NT$2,000,000 (exclusive)	0	0	0	0
NT$2,000,000 (inclusive) - NT$3,500,000 (exclusive)	0	0	Yuan Ding Investment Co., Ltd. Representative： Johnny Hih Ding Industry Co., Ltd.： Representative Hsiang, Wen-Kuei	Yuan Ding Investment Co., Ltd. Representative： Johnny Hih Ding Industry Co., Ltd.： Representative Hsiang, Wen-Kuei
NT$3,500,000 (inclusive) - NT$5,000,000 (exclusive)	0	0	0	0
NT$5,000,000 (inclusive) - NT$10,000,000 (exclusive)	0	0	0	0
NT$10,000,000 (inclusive) - NT$15,000,000 (exclusive)	0	0	0	0
NT$15,000,000 (inclusive) - NT$30,000,000 (exclusive)	0	0	0	0
NT$30,000,000 (inclusive) - NT$50,000,000 (exclusive)	0	0	0	0
NT$50,000,000 (inclusive) - NT$100,000,000 (exclusive)	0	0	0	0
100,000,000 years and above	0	0	0	0
Total	14	14	14	14

2. Remuneration of President and Vice Presidents (and individual remuneration to the five highest paid individuals)

Unit: NT$ thousand

Title	Name	Salary (A)		Severance Pay and Pension (B)		Bonus and Allowance (C)		Employee Compensation (D)				Ratio of Total Remuneration (A+B+C+D) to Net Loss (%)		Compensation Paid to Directors from Non－ consolidated Affiliates or Parent Company
		The Company	Consolidated Entities	The Company	Consolidated Entities	The Company	Consolidated Entities	The Company		Consolidated Entities		The Company	Consolidated Entities	
								Cash	Stock	Cash	Stock			
Acting General Manager	Hsiang, Wen-Kuei(Note 1)	2,510	2,510	90	90	317	317	-	-	-	-	1.05%	1.05%	170
Chief Operating Officer	Chen, I-Peng	2,494	2,494	108	108	1,483	1,483	-	-	-	-	1.47%	1.47%	-
Chief Administrative Officer	Xian Zhong Li	2,974	2,974	108	108	365	365	-	-	-	-	1.24%	1.24%	-
Deputy general manager	Ming Yi Hsiao	550	2,791	108	108	916	916	-	-	-	-	0.57%	1.37%	90
	Hung, Hsien-Shen(Note 2)	399	1,388	670	670	-	-	-	-	-	-	0.38%	0.74%	90
	Chen, Chin-Liang(Note 3)	377	1,153	30	30	-	-	-	-	-	-	0.15%	0.43%	-
	Liu, Mei-Na	1,122	2,188	108	108	462	462	-	-	-	-	0.61%	0.99%	-
	Lin, Shih-Jung	1,101	2,255	108	108	653	653	-	-	-	-	0.67%	1.08%	-
	Lin, Huang-Shan	1,774	1,774	107	107	490	490	-	-	-	-	0.85%	0.85%	90
	Su, Kai-Yu	2,139	2,139	108	108	975	975	-	-	-	-	1.16%	1.16%	-
	Yeh, Wen-Chin	1,055	1,055	86	86	701	701	-	-	-	-	0.66%	0.66%	
	Cheng, Hui-Min	314	1,041	37	37	557	557	-	-	-	-	0.33%	0.59%	

Note 1: Acting President Hsiang, Wen-Kuei resigned at June, 2024

Note 2: Vice President Hung, Hsien-Shen retired in June 2024.

Note 3: Vice President Chen, Chin-Liang retired in June 2024

Remuneration Range for Each President and Vice President of the Company	Name of President and Vice Presidents	
	The Company	Consolidated Entities
Less than NT$1,000,000	Chin Liang Chen / Cheng, Hui-Min	
NT$1,000,000 (inclusive) - NT$2,000,000 (exclusive)	Hsien Hsin Hung / Hsiao, Ming-Yi/ Liu Mei-na/Lin, Shih-Jung/ Yeh, Wen-Chin	Chen, Chin-Liang/Cheng, Hui-Min/Yeh, Wen-Chin
NT$2,000,000 (inclusive) - NT$3,500,000 (exclusive)	Hsiang, Wen-Kuei/Li, Hsien-Chung/Su, Kai-Yu/Lin, Huang-Shan	Hung, Hsien-Shen/Hsiao, Ming-Yi/Liu, Mei-Na/Lin, Shih-Jung/Hsiang, Wen-Kuei/Li, Hsien-Chung/Su, Kai-Yu/Lin, Huang-Shan
NT$3,500,000 (inclusive) - NT$5,000,000 (exclusive)	Chen, I-Peng	Chen, I-Peng
NT$5,000,000 (inclusive) - NT$10,000,000 (exclusive)		
NT$10,000,000 (inclusive) - NT$15,000,000 (exclusive)		
NT$15,000,000 (inclusive) - NT$30,000,000 (exclusive)		
NT$5,000,000 (inclusive) - NT$10,000,000 (exclusive)		
NT$10,000,000 (inclusive) - NT$15,000,000 (exclusive)		
100,000,000 years and above		
Total	12	12

3. The name(s) of manager(s) responsible for distributing employee compensation and the distribution details:

March 31, 2025 Unit: NT$ thousand

Title		Name	Stock	Cash Amount	Total Amount	Ratio of Total Amount to Net Income (%)
Manager:	Acting General Manager	Hsiang, Wen-Kuei	0	0	0	0.00%
	Chief Operating Officer	Chen, I-Peng				
	Chief Administrative Officer	Xian Zhong Li				
	Deputy general manager	Ming Yi Hsiao				
	Deputy general manager	Hsien Shen Hung				
	Deputy general manager	Chin Liang Chen				
	Deputy general manager	Mei Na Liu				
	Deputy general manager	Shih Jung Lin				
	Deputy general manager	Huang Shan Lin				
	Deputy general manager	Su, Kai-Yu				
	Senior Assistant Vice Presidents	Yeh, Wen-Chin				
	Senior Assistant Vice Presidents	Tung Sheng Hung				
	Senior Assistant Vice Presidents	Ping Liang Chen				
	Assistant Vice Presidents	Yi Cheng Tseng				
	Assistant Vice Presidents	Ting Hua Hung				
	Assistant Vice Presidents	Mei Hsiu Huang				
	Assistant Vice Presidents	Kan Hui Tai				
	Assistant Vice Presidents	Pan, Kuo-Yuan				
	Assistant Vice Presidents	Jiang , Lon-Gan				
	Assistant Vice Presidents	Ju Wen Ting				

Note: The Company did not issue shares for capital increase by employee compensation.

(4) Remuneration to Directors, the President, and Vice Presidents

The ratio of total remuneration paid by the Company and by all companies included in the consolidated financial statements for the two most recent fiscal years to directors and managers of the Company, to the net income

Item	The Company				All Companies in the Consolidated Statements			
	2023		2023		2023		2024	
Title	Total Amount	Ratio of total remuneration (after tax)	Total Amount	Ratio of total remuneration (after tax)	Total Amount	Ratio of total remuneration (after tax)	Total Amount	Ratio of total remuneration (after tax)
Directors' remuneration	9,910	0.82%	7,527	2.70%	9,910	0.82%	7,527	2.70%
Independent Directors' remuneration	2,360	0.19%	2,410	0.87%	2,360	0.19%	2,410	0.87%
President, the Vice Presidents' remuneration	17,427	1.44%	22,014	7.91%	23,551	1.94%	28,969	10.41%
Net income after tax	(1,211,973)	2.45%	(278,265)	11.48%	(1,211,973)	2.96%	(278,265)	13.98%

2. Remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure:

(1) Directors who execute business operations in accordance with Article 26 of the Company’s Articles of Incorporation may receive salaries comparable to employees, which shall be determined by the Board of Directors considering industry characteristics and the standards of relevant peers Each year, they will be evaluated for annual performance in line with senior managers, based on individual performance and the company's operating results.

(2) Independent directors serving as members of the Remuneration Committee will receive attendance fees in accordance with the standards of affiliated companies, as they are responsible for convening meetings.

(3) Independent directors are ex-officio members of the Audit Committee, and due to their heavy workload, they will receive compensation in accordance with the standards of affiliated companies.

(4) Article 26 of the Company's Articles of Incorporation stipulates that if there are profits in a given year, no more than 2.5% shall be allocated as remuneration for directors. The Board of Directors, considering the company’s operating performance, will approve the allocation ratio and amount for directors’remuneration, which will not be evenly distributed to all directors but generally allocated based on the following principles:

(a) Allocated to representative directors according to predetermined allocation ratios.

(b)For directors serving in their individual capacities, such as independent directors, their remuneration will be based on their contributions to the Board of Directors, Remuneration Committee, and Audit Committee.Their professional status and position will also be considered.

(5) The relevant performance evaluations and the reasonableness of remuneration are reviewed by the Remuneration Committee and the Board of Directors and will be adjusted as necessary based on actual operating conditions, future operational risks in the industry, development trends, and relevant laws and regulations.\

(6)The Company's salary and compensation policy for directors, managers and employees:

(a) The remuneration of the directors of this Company is determined based on their degree of participation in the Company's operations and their value of contribution. Independent directors are paid a fixed remuneration.

(b)The remuneration of the Company's managers and employees is determined based on their educational background and work experience, as well as an evaluation of their parent company only performance and the Company's operating results.

II. Implementation of Corporate Governance

(1) Operation of the Board of Directors and participation in operations of the Board of Directors

1. A total of 5 meetings have been held by the Board of Directors in 2024, with the Directors' attendance shown as follows:

Title	Name		Attendance in person	Attendance by proxy	Attendance rate in person (%)	Remark	
Chairman	Yuan Ding Investment Co., Ltd.	Johnny Hih	5	0	100%	The Company re-elected directors on June 14,2024	Re-elected
Director	Yuan Ding Investment Co., Ltd.	Donglas Tong Hsu	2	3	40%		Re-elected
		Lin, Haw-Sheng	5	0	100%		Re-elected
	Ta Chu Chemical Fiber Co., Ltd.	Wu, Kao-Shan	5	0	100%		Re-elected
	Yue Ding Industry Co., Ltd.	Hsiang, Wen-Kuei	5	0	100%		Re-elected
		Li, Yuan-Chen	5	0	100%		Re-elected
	Yu Yuan Investment (Stock) Company:	Charles Wang	2	0	100%		Former
		Yeh, Shou-Chun	5	0	100%		Re-elected
		Chien, Cheng-Tian	1	2	33%		Newly appointed
Independent Director		Chen, Shiou-Chung	2	0	100%		Former
		Chen, Jen-Fa	2	0	100%		Former
		Chuang, Ying-Chih	5	0	100%		Re-elected
		Wu, Ru-Yu	3	0	100%		Newly appointed
		Shih, Yung-Fa	3	0	100%		Newly appointed

Additional information:

I.If the operation of the Board of Directors has any of the following situations, the date and session of the Board meeting, content of the proposal, opinions of all independent directors, and the company's handling of the independent directors' opinions should be specified:

(I)The items listed in Article 14 of 3 of the Securities Exchange Act: Please refer to the important resolution of the Board of Directors on pages 35 to 32.

(II)In addition to the aforementioned matters, other Board resolutions that were objected to or had reservations expressed by independent directors, with records or written statements:

All independent directors of the Company expressed agreement with the major proposals of the Board of Directors, without any objection or reservation.

II.Regarding recusals of Directors from voting due to conflicts of interests, the name of the directors, content of motions, reasons for recusal, and results of voting shall be specified: N/A

III.Listed and OTC companies should disclose information such as the evaluation cycle and period, scope, method, and content of the Board of Directors' self (or peer) evaluation.

Implementation of Board of Directors Evaluation

Cycle (Note 1)	Evaluation Period (Note 2)	Evaluation Scope (Note 3)	Evaluation Method (Note 4)	Evaluation Detail (Note 5)
Executive once a year	2024.01.01-2024.12.31	Board of Directors, individual Board Members, Audit Committee, and Remuneration Committee	Internal self-evaluation, self-evaluation of board members, appointment of external professional institutions	(1)Performance evaluation of the Board of Directors: Including participation in the operation of the Company, the quality of the Board of Directors' decision making, composition and structure of the Board of Directors, election, continuing education of the Directors, and internal control. l. (2)Performance evaluation of individual Board members: Including alignment of the goals and missions of the Company, awareness of the duties of a director, participation in the operation of the Company, management of internal relationship and communication, the director's professionalism and continuing education, and internal control. (3)Performance evaluation of individual Board members: Including participation in the operation of the Company, awareness of the duties of the functional committee, the quality of decisions made by the functional committee, composition of the functional committee, election of its members, and internal control.

Note 1: Fill in the implementation cycle of the Board of Directors evaluation.

Note 2: Fill in the period covered by the Board of Directors evaluation.
Note 3: The scope of evaluation includes the performance evaluation of the Board of Directors, individual board members, and functional committees.
Note 4: The evaluation methods include internal self-evaluation of the Board of Directors, self-evaluation of board members, peer evaluation, appointment of external professional institutions, experts, or other appropriate methods to conduct performance evaluation.
Note 5: Based on the evaluation scope, the content of evaluation should include at least the following items:
(1)Performance evaluation of the Board of Directors: Including participation in the operation of the Company, the quality of the Board of Directors' decision making, composition and structure of the Board of Directors, election and continuing education of the directors, and internal control.
(2)Performance evaluation of individual Board members: Including alignment of the goals and missions of the Company, awareness of the duties of a director, participation in the operation of the Company, management of internal relationship and communication, the director's professionalism and continuing education, and internal control
(3)Performance evaluation of individual Board members: Including participation in the operation of the Company, awareness of the duties of the functional committee, the quality of decisions made by the functional committee, composition of the functional committee and election of its members, and internal control.

IV. Evaluation of targets(such as establishing an Audit Committee and enhancing information transparency) for strengthening of the functions of the Board of Directors during the current and immediately preceding fiscal years, and measures taken toward achievement thereof:

To strengthen board functions and enable the board to make objective and independent judgments on the company's financial and business matters, the Company established an Audit Committee upon completion of the election of the 11th Board of Directors at the Annual Shareholders' Meeting on June 12, 2018. The Company completed the establishment of the "Performance Evaluation of the Board of Directors" at the 6th meeting of the 11th Board of Directors on August 8, 2019, and disclosed it on the Company's website. The executing unit regularly conducts performance evaluations including the Board of Directors, individual board members, and functional committees every year, and reports the evaluation results to the Board of Directors and discloses them on the Company's website.

Since the 9th Board of Directors in 2012 until now, the Company has announced important resolutions and minutes of each board meeting in the corporate governance section of the Company's website to enhance corporate information transparency and protect shareholders' rights. In order to strengthen corporate governance, the Company has purchased Directors, Supervisors and officers liability insurance from March 16, 2018, and completed the renewal on March 16, 2025.

2. Attendance of Independent Directors presenting at the Board meetings

A total of 4 meetings have been held by the Board of Directors in 2024, with the attendance of directors shown as follows:

Attendance of Independent Directors on the Board meetings in 2024 : ◎: attend in person; ☆: commissioned to attend; ＊: not attending

Time of the meeting: Independent Director	The 12th Session of the 12nd Term 2024.03. 06	The 124th Session of the 12nd Term 2024.05. 02	The 13th Session of the 1st Term 2024.08. 06	The 13th Session of the 2nd Term 2024.11. 06
Chen, Shiou-Chung	◎	☆	2024.06.14 resigned	
Chen, Jen-Fa	◎	◎	2024.06.14 resigned	
Chuang, Ying-Chih	◎	◎	◎	◎
Wu, Ru-Yu	2024.06.14 Newly appointed		◎	◎
Shih, Yung-Fa	2024.06.14 Newly appointed		◎	◎

Additional information: The meeting of the Board of Directors in 2024 has no objection or reservation on the relevant motion.

(2)Operation of the Audit Committee:

A total of 4 meetings have been held by the Audit Committee in the 2024, with the attendance of independent directors shown as follows:

Title	Name	Attendance in person	Attendance by proxy	Attendance rate in person (%)	Remark
Convener	Chuang, Ying-Chih	4	0	100%	Re-elected
Committee member	Chen, Shiou-Chung	2	0	100%	Former
Committee member	Chen, Jen-Fa	2	0	100%	Former
Committee member	Wu, Ru-Yu	2	0	100%	Newly appointed
Committee member	Shih, Yung-Fa	2	0	100%	Newly appointed

The Company's Audit Committee consists of all independent directors and convenes at least one regular meeting every quarter. The main items for review include:

1.Formulation of or amendments to the internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
2.Assessment of the effectiveness of the internal control system.
3.The adoption or amendment, pursuant to Article 36-1 of the Securities and Exchange Act, of the procedures for handling material financial or business activities, such as acquisition and disposal of assets, derivatives transactions, loaning of funds to others, and making endorsements or guarantees for others.
4.Matters bearing on the personal interest of a director.
5.Material transactions in assets or derivatives.
6.Material loaning of funds or provision of endorsements/guarantees.
7.Offering, issuance or private placement of any equity based securities.
8.Appointment, discharge or compensation of a certified public accountant (CPA).
9.Appointment or discharge of a finance manager, accounting manager or chief internal auditor.
10.Annual and semi-annual financial reports.
11.Other significant matters set forth by the Company or the competent authority.

◎Review on Financial Statements

The Board of Directors has prepared the Company’s 2024 Business Report, Financial Statements and Proposal for Earnings Appropriation, among which the Financial Statements have been audited by Liao, Hung-Ju and Guo, Li-Yuan of Deloitte Taiwan, by whom an audit report has been issued accordingly. The above-mentioned business report, financial reports, and proposal for earnings appropriation have been reviewed and approved to be correct by the Audit Committee.

◎Appointment of External Auditor

The independence and competence of the certified public accountants were evaluated by the Audit Committee on March 6, 2025 and the Board of Directors on March 6, 2025. There is no conflict of interest or familial relationship between the certified public accountants and the company, and they maintained an impartial and objective attitude in providing professional services. Furthermore, the certified public accountants' firm issued an "independent spirit and objective" statement, complying with the regulations on independence and competence.

Additional information:

1.Items listed in Article 14-5 of the Securities and Exchange Act:

Date of Meeting	Proposal item	Items listed in Article 14-5 of the Securities and Exchange Act:	Audit Committee's Resolution Results and the Company's Response to the Audit Committee's Opinions
March 6, 2024 (The 2nd Session of the 12th Term)	1. Report of Subsidiary Everest Apparel(Haiti) S,A.	V	Approved by all members present, submitted to the Board and unanimously approved by all directors present at the meeting.
	2. Credit line contracts between the Company and financial institutions	V	
	3. The Company proposed to provide endorsement /guarantee for the financing amount of its subsidiaries with financial institutions	V	
	4. Report on foreign exchange hedging financial product transactions	V	
	5. 2023 Business Report	V	
	6. 2023 parent company only and consolidated financial statements	V	
	7. 2023 Deficit Compensation Proposal	V	
	8. Evaluation of the company's inventory provision	V	
	9. Amendment to some articles of the "Organizational Rules of the Audit Committee" of our company	V	
	10. Audit reports from November 2023 to February 2024	V	
	The Company's 2023 Statement of Internal Control	V	
May 02, 2024(The 2nd Session of the 2nd Term)	1. Credit line contracts between the Company and financial institutions	V	Approved by all members present, submitted to the Board and
	2. The Company proposed to provide endorsement /guarantee for the financing amount of its subsidiaries with financial institutions	V	
	3. Report on foreign exchange hedging financial product transactions	V	

	4. Audit reports from March 2024 to April 2024	V	unanimously approved by all directors present at the meeting.
	5. Consolidated financial statements for Q1 2024	V	
	6. Case of the Company's Fund Lending to Subsidiary Everest Apparel (Haiti) S.A.	V	
	7. To reduce the interest burden of the subsidiary Everest Textile USA, LLC., it is proposed to provide working capital requirements	V	
Date of Meeting	Proposal item	Items listed in Article 14-5 of the Securities and Exchange Act:	Audit Committee's Resolution Results and the Company's Response to the Audit Committee's Opinions
August 6, 2024 (The 3rd Session of the 1st Term)	1.Credit line contracts between the Company and financial institutions	V	Approved by all members present, submitted to the Board and unanimously approved by all directors present at the meeting.
	2.The Company proposed to provide endorsement /guarantee for the financing amount of its subsidiaries with financial institutions	V	
	3.Report on foreign exchange hedging financial product transactions	V	
	4.Approved the consolidated financial statements for Q2 2024	V	
	5.Audit reports from May 2024 to July 2024	V	
November 6, 2024 (The 3rd Session of the 2nd Term)	1.Credit line contracts between the Company and financial institutions	V	Approved by all members present, submitted to the Board and unanimously approved by all directors present at the meeting.
	2.The Company proposed to provide endorsement /guarantee for the financing amount of its subsidiaries with financial institutions	V	
	3.Report on foreign exchange hedging financial product transactions	V	
	4.Audit reports from August 2024 to October 2024	V	
	5.Approved the consolidated financial statements for Q3 2024	V	
	6.Liquidation of the subsidiary Everest Apparel (Haiti) Co.	V	
	7.Amendment to the company's "Operating Guidelines for Financial Business Between Related Parties.	V	
	8.Proposed amendments to certain provisions of the "Sustainability Report Preparation and Assurance Procedures	V	
	9.Preparation of 2025 Audit plan	V	
March 4, 2025 (the 3rd Session of the 3rd Term)	1.Credit line contracts between the Company and financial institutions		Approved by all members present, submitted to the Board and unanimously approved by all directors present at the meeting.
	2.The Company proposed to provide endorsement /guarantee for the financing amount of its subsidiaries with financial institutions		
	3.Report on foreign exchange hedging financial product transactions		
	4.Acquisition of Disposal Assets Case		
	5.2024 Business Report		
	6.2024 parent company only and consolidated financial statements		
	7.2024 Deficit Compensation Proposal		
	8.Designated a new signing certified public accountant by Deloitte & Touche		
	9.Case of the Company’s Fund Lending to Subsidiary Everest International (HK)		
	10.Internal audit reports from November 2024 to February 2025		
	11.The Company's 2024 Statement of Internal Control		

(2) Any resolution disapproved by the Audit Committee but approved by more than two-thirds of all directors: None

2. Regarding recusals of independent directors from voting due to conflicts of interests, the names of the independent directors, contents of motions, reasons for recusal, and results of voting shall be specified: None.

3. Communication between Independent Directors, the Internal Audit Supervisor, and the Accountant (including matters, methods, and results of communication regarding the Company's financial and business conditions):

(1)The Independent Directors convene an Audit Committee meeting quarterly, and minutes of the Audit Committee meeting are prepared afterward, with important discussions and resolutions being communicated to the President and senior executives. The Internal Audit Supervisor attends the meetings to report on the implementation of audit operations and major internal control and audit matters, and completes the execution, reporting, and follow-up of items instructed by each Independent Director. The Independent Directors have no special recommendations.

(2)The Company's appointed certified accountants communicate with each Independent Director at the quarterly Audit Committee meetings regarding matters related to the audit (review) certification of financial reports and other matters required by relevant laws and regulations. The Independent Directors have no special recommendations.

(3)Summary of Communication:

Audit Committee Meeting	Communication with Chief Internal Auditor	Communication with the Certified Public Accountants
The 2nd Session of the 13th Term 2024.05. 02	Internal audit reports from March to April 2024	2024 Q1 financial statements audit status
The 3rd Term 1st Meeting 2024.08.06	Internal audit reports from May to July 2024	2024 Q2 financial statements audit status
The 3rd Term 2nd Meeting 2024.11.06	Internal audit reports from August to October 2024 2025 internal audit plan	2024 Q3 financial statements audit status

		Communication and explanation of audit matters on 2024 financial statements.
The 3rd Term 3rd Meeting 2025.03.04	Internal audit reports from November 2024 to February 2024	2024 financial statements audit status 2024 internal control audit result The company regularly evaluates the independence and competence of the appointed accountants.

(3)Corporate Governance Implementation Status and Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and Reasons Thereof

Assessment Item	Implementation			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Description	
1. Has the Company established and disclosed its Corporate Governance Best-Practice Principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	V		The Company has established the Corporate Governance Best Practice Principles and disclosed them on the official website and MOPS in accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.	No deviation
2. Shareholding structure & shareholders' rights (1)Does the Company have Internal Operation Procedures for handling shareholders' suggestions, concerns, disputes and litigation matters? If yes, have these procedures been implemented accordingly? (2)Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders? (3)Has the Company built and implemented a risk management system and a firewall between the Company and its affiliates? (4)Has the Company established internal rules prohibiting insider trading of securities based on undisclosed information?	V		(1)The Company has an electronic mailbox for the Audit Committee and internal audit office as a communication channel with shareholders and stakeholders. Related matters such as shareholders' suggestions, doubts, queries, and litigations are handled according to related regulations. (2)The Company keeps abreast of the identity of its major shareholders and the parties with ultimate control of the major shareholders, and reports any changes in accordance with the information reporting procedures of listed companies. (3)In addition to the full-time personnel who takes charge of accounts receivable risk management, the Company and affiliates have also established "Operating procedure for acquisition or disposal of assets", "Procedures for granting loan to others" and "Procedures for endorsement/guarantee". The risk control mechanism and firewall have been properly established. (4)The Company has established "Internal Material Information Processing Operating Procedures", "Code of Ethical Conduct" and "Ethical Corporate Management Best Practice Principles", all of which prohibit insiders from trading securities using undisclosed market information. The following promotion efforts have been made: 1.Upon the signing of declaration letter by newly joined managers, a copy of "Operating procedure for material inside information declaration" is provided. 2.Irregularly communicate with managers regarding the "Procedures for material inside information declaration" and other insider trading related regulations. Strictly prohibit insiders of the Company from using undisclosed information in the market to trade securities. 3.Confidentiality agreements are signed by managers and employees of the Company upon coming on board. The Company also makes announcements of the "Operating procedure for material inside information declaration" to the employees.	No deviation
3.Composition and responsibilities of the Board of Directors (1)Have a diversity policy and specific management objectives for the composition of board member been adopted for the board and have they been fully implemented?	V		(1)The nomination and selection of the board members shall be conducted by adopting the candidate nomination system, in compliance with the Election Procedures of Directors and the Corporate Governance Practice Principles. In addition, the Company regularly conducts performance evaluations every year to confirm the competence, diversity and independence of each member, taking into consideration the opinions of stakeholders. The twelfth and thirteenth board members of the Company are rich in management, leadership decision making and related industry knowledge, including legal, financial, economic and	No deviation

Assessment Item	Implementation			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Description	
			sales, etc., the company will continue to evaluate the diversity and complementary situation of our directors and implement diversified policies: 1. Incorporate a director succession plan. 2. Increase the proportion of female directors (currently 1, assessing increasing female seats) or independent directors (currently 3, assessing increased independent directors). 3. Reduce the directors' long term and other policies, will be carefully evaluated when the directors are changed, the current implementation situation please (Note 1), please refer to the details of the transfer plan (Note 2).	
(2)Has the Company voluntarily established other functional committees in addition to the Remuneration Committee and the Audit Committee?			(2)The Company has 1.Occupational Disaster Investigation Committee: Investigate the cause of the accident and eliminate the recurrence of disasters. 2.Zero disaster promotion organization: disaster accident prevention. 3.Safety and Health Committee: Implement occupational safety and health management. 4.The Company has set up a Remuneration Committee and Audit Committee in accordance with the law.	
(3)Has the Company established rules and methodology for evaluating the performance of its Board of Directors, implemented the performance evaluations on an annual basis, and submitted the results of performance evaluations to the Board of Directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms?			(3)The Company has formulated the “Everest Textile Co., Ltd. Board of Directors Performance Evaluation Method” in accordance with “Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies”, which was approved by the Board of Directors on August 8, 2019. Each year, the Board of Directors and the board secretary perform an annual performance appraisal through internal self -assessment in five aspects (including: The level of participation in company operations, improving the quality of board decision-making, board composition and structure, selection and continuous training of directors, and internal control, etc.) The Company's Board of Directors performance evaluation result for 2022 was "Exceeding Standards," which sufficiently demonstrates the Company's achievements in strengthening Board effectiveness. The evaluation results were reported to the Remuneration Committee. In addition, the Company's Rules of the Performance Evaluation of the Board of Directors were approved by the board of directors in November 2020, and an external professional independent institution or an external team of experts and scholars shall be appointed to perform the evaluation at least once every three years, which was completed in December 2023 by Ernst & Young Enterprise Management Consulting Services Co., Ltd.	
(4)Does the Corporation regularly evaluate the independence of the CPA?			(4)In accordance with the Corporate Governance Best-Practice Principles Article 21, The Company periodically evaluates the independence and competency of CPAs based on audit quality indicators at least once a year and reports to the Board of Directors. The independence of the CPAs for the year 2022 has been assessed by the Board of Directors on March 6, 2024, and found to be in compliance with the independence requirements. (Note 3)	
4.Does the TWSE/TPEx listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility corporate governance practices (including but not limited to providing information necessary for directors to perform their duties, aiding directors in	V		On April 28, 2021, the Company’s board of directors approved to engage a corporate governance officer to be held by Acting General Manager Wen Kuei Hsiang, and assign several corporate governance personnel to assist in the corporate governance-related affairs. The scope of the corporate governance officer’s responsibilities includes Handle matters related to board of directors and shareholders’ meetings, prepare minutes of board of directors and shareholders’ meetings, assist directors in onboarding and continuing education, provide directors with necessary	No deviation

Assessment Item	Implementation			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Description	
complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?			information for business operations, assist directors in complying with laws and regulations, and implement corporate governance initiatives. Corporate governance related matters executed in 2024 include the followings: 1. Handled matters relating to the board meetings and audit committee meetings and prepared meeting minutes: 5 board meetings, 4 audit committee meetings, totaling 9 meetings 2. Handled shareholders' meeting related matters and prepare meeting minutes:　1 time. 3. Assisted directors in continuing education: 11 people, total of 87 hours. 4. Assisted directors in providing information required to carry out their business, including providing meeting materials before the board meetings and audit committee meetings. 5. Assist directors in complying with the laws and regulations in the execution of their business or in making a formal resolution of the board of directors. The Corporate Governance Officer's continuing education has complied with regulations, requiring at least 18 hours of training within one year of appointment and at least 12 hours every year thereafter. Please refer to page 29.	
5. Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a stakeholders section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate social responsibility issues?	V		The Company has established a "Stakeholders Section" on its corporate website, creating a communication channel between shareholders, stakeholders, and relevant company departments. Stakeholders can contact the relevant departments and units of the company at any time if needed. Communication channels remain open, and the status of communications with various stakeholders is regularly reported to the Board of Directors and in periodic meetings.	No deviation
6.Has the Company appointed a professional shareholder services agent to handle matters related to its shareholder meetings?	V		The Company has appointed Oriental Securities Corporation as a professional stock affairs agency to assist in handling shareholders' meeting-related matters.	No deviation
7.Information disclosure (1)Has the Company established a corporate website to disclose information regarding its financials, business, and corporate governance status? (2)Has the Company adopted other measures to disclose information? The Company has established an English website, designated specific personnel responsible for collecting and disclosing company information, implemented a spokesperson system, and placed legal entity briefing materials on the company website. (3) Does the company publicly announce and file the annual financial reports within two months after the close of the given fiscal year and publicly announce and file the first, second, and third quarterly financial reports and the operation of each month ahead of the required deadline?	V		(1)Our company has a website in English and Chinese: http://www.everest.com.twTimely disclosure of financial, operational, and corporate governance-related information on the corporate website. (2)In addition to having a spokesperson and deputy spokesperson as required by regulations and implementing this system effectively, the Company still holds investor conferences periodically and has designated specific personnel responsible for collecting company information and regularly or irregularly disclosing relevant information on the Market Observation Post System and the Company's website. (3)According to Article 36 of the Securities Exchange Act, the Company's financial report and the operation of each month are reported at the public information observerhttps://mops.twse.com.tw/mops/web/index	No deviation

Assessment Item	Implementation			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Description	
8.Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' continuing education, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing liability insurance for directors)?	V		1.Employee rights and benefits, employee care: The Company complies with the relevant labor laws and International Bill of Human Rights, which are the basis for setting up and adjusting internal management system. The Company adheres to equal employment policy, irrespective of gender, race, age, marriage status, and family conditions, and delivers equal opportunity in respect of compensation, employment conditions, training, and promotion opportunities to protect the legal rights of employees. An Employee Welfare Committee has been established to allocate welfare funds according to law and implement various welfare measures. Additionally, to promote interaction among employees and enhance their physical and mental health, the Company regularly organizes annual family barbecues, domestic and international trips, and provides subsidies for club activities, thereby fostering harmony between the Company and employees' families. 2.Everest is committed to improving the working and living environment by treating colleagues of different nationalities equally. Since 2018, the Company has been working with brand clients (Lululemon, Nike... Etc.) to plan for the zero-fee matters for foreign employees, and officially implement it in January 2020, so that foreign colleagues can work in Taiwan without any cost, nor do they have to bear the domestic agency service fees during their work in Taiwan, creating a stable employment environment to achieve a happy enterprise of win-win employee-employer. 3.Everest has formulated "Supplier Social Responsibility and Environmental Assessment Form" to evaluate suppliers' environmental safety and health/green supply chain and employees, including whether they have obtained specific ISO certification, whether they have perfect environmental safety management procedures, whether they have relevant documents specifying that they should avoid child labor, whether their payment for employee's salary meets the minimum legal wage, etc., totaling 27 evaluation items. The Company also requires suppliers to sign a declaration of "Free of Hazardous Substances" for the "Prohibited Substance Investigation", and when necessary, requires a third-party test report to confirm that their products meet the environmental protection regulations. 4.Please refer to (8) for other material information that can enhance the understanding of the state of corporate governance at the Company.	No deviation
9. Please state the improvement, and prioritize enhancements and measures for those who have not yet improved on the latest corporate governance evaluation results published by the Corporate Governance Center of Taiwan Stock Exchange Corporation. (Companies not included in the evaluation list do not need to fill in this section)	V		The Company's results of "Corporate Governance Evaluation of 2024 are among the top 20% of listed companies. The improvement situation and priority enhancement items are described as follows: 1. Established a corporate sustainability committee. 2. Uploaded both the annual financial statements and the annual report in English 16 days before the regular shareholders' meeting. 3. Issued sustainable development bonds and social responsibility bonds. 4. Independent directors do not constitute more than half of the board and their tenure does not exceed 3 terms.	

Note 1.Competencies of directors:

Name of Directors	Age	Gender	Nationality	Term Seniority of Independent Director		Professional knowledge and skills			Diversity core items								
				3 years	3 to 6 years	Professional Background	Professional qualifications	Textile Industry Experience	Operational Judgments	Operation and Management	Finance and Accounting	Business and Economy	Crisis Management	Knowledge of the Industry	International Market Perspective	Leadership Decision
Johnny Hih	70–79 years old	Male	Republic of China			Operating performance		v	v	v	v	v	v	v	v	v
Donglas Tong Hsu	Over 80 years old	Male	Republic of China			Operating performance		v	v	v	v	v	v	v	v	v
Wu, Kao-Shan	70–79 years old	Male	Republic of China			Operating performance		v	v	v	v	v	v	v	v	v
Hsiang, Wen-Kuei	70–79 years old	Male	Republic of China			Operating performance		v	v	v	v	v	v	v	v	v
Li, Yuan-Chen	60–69 years old	Male	Republic of China			Operating performance		v	v	v	v	v	v	v	v	v
Yeh, Shou-Chun	Over 80 years old	Male	Republic of China			Textile Segment		v	v	v	v	v	v	v	v	v
Lin, Haw-Sheng	Over 90 years old	Male	Republic of China			Law	Attorney-at-law		v	v		v	v	v	v	v
Chien, Cheng-Tian	Over 80 years old	Male	Republic of China			Operating performance		v	v	v	v	v	v	v	v	v
Chuang, Ying-Chih	70–79 years old	Male	Republic of China	v		Operating performance		v	v	v	v	v	v	v	v	v
Wu, Ru-Yu	70–79 years old	Male	Republic of China		v	Textile Segment		v	v	v		v	v	v	v	v
Shih, Yung-Fa	70–79 years old	Male	Republic of China	v		Textile Segment		v	v	v		v	v	v	v	v

Note 2: The successor planning and management objectives of board members and key management

In planning the company's succession plan, in addition to having excellent work capabilities, the successors must have management philosophies that match the company's. The important management philosophies of the company are to win through learning and succeed through change, constantly transforming and upgrading to be the industry leader. Social indicators have also been added to the performance evaluation items for self-evaluation of directors, strengthening the board members' demonstration of integrity and ethical values through their directives, actions, and behaviors, to show support for the importance of internal control system operations (for example, the board of directors takes specific measures to set the tone for ethical, social, environmental or other forms of responsible behavior, including important items such as greenhouse gas emission reporting, sustainable production processes, or community relief efforts after natural disasters). In the 2021 Shareholders' meeting, 8 Directors and 3 Independent Directors were elected. Each board member understands and agrees with the Company's business philosophy and completely understands the Company's industrial situation At the same time, we have considerable experience in international political and economic situations, regulatory compliance, internationalized management and manufacturing management, and in order to respond to the ever-changing international competition management environment and the continuous updates of laws and regulations (such as corporate governance), the Company also plans exclusive courses for Board members to ensure that senior executives have the management ability to keep up with the times.For important management level personnel, the Company has a series of complete executive promotion and training programs, cooperates with the Company's operations and the pace of globalization, promotes personal development plans, and has defined "innovation" as a necessary competence at all levels. Personal learning map is tailor-made and combined with the need from individual development plan (IDP). Annual curriculum planning and design are based on the compiled needs and annual performance is evaluated. Appropriate guidance and assistance are given according to current personal ability in order to improve performance. "Supervisor training courses" are conducted for senior executives to take over the leadership.

Through experience inheritance and case studies, employees with potential and excellent performance will grow quickly and thrive, and then become excellent leaders in various business groups to ensure sustainable operation and build the enterprise to last.

Note 3. Evaluation of the　independence and competence of CPAs:

Description	Results	Meet Independence Criteria
1. The CPAs shall recuse themselves from the commission and do not undertake the commission if they have a direct or significant indirect interest in the commission that would affect their impartiality and independence?	No conflict of interest	Yes
2. The purpose of the audit or review of the financial statements is to provide a medium to high probability but not absolute verification for the potential users of the statements. In addition to maintaining independence in substance, the CPA's independence in form is even more significant. Therefore, members of the audit service team, other CPAs, the firm and the affiliate enterprises of the firm are required to remain independent from the Company.	Yes	Yes
3. The CPAs appointed by the Company maintains the following conditions:	Yes	Yes
(1) Honesty: A professional accountant shall be straightforward and honest in providing professional services.		

Description	Results	Meet Independence Criteria
(2) Fairness: The CPA maintains a fair and objective attitude when providing professional services and prevents conflict of interest from affecting his/her independence.		
(3) Independence: The CPA remains independent in form and in substance when auditing or reviewing financial statements and expresses his/her opinions in a fair manner	Yes	Yes
4.The CPA's independence, honesty, fairness, and objectivity are closely related. The CPA does not lack or lose his/her independence that may affect his/her integrity, fairness, and objectivity when he/she was appointed.	Yes	Yes
5. The CPA's independence has not been influenced by self-interest, self-evaluation, defense in court, familiarity, or coercion.	Yes	Yes
6. Independence is affected by self-interest means a financial interest acquired through the Company or a conflict of interest with the Company due to other interests. Have the following conditions not occurred:		
(1)Has no direct or indirect significant financial interests with the Company.	N/A.	Yes
(2)Has financing or endorsement activities with the Company or its Directors.		
(3)The possibility of losing the Company as a client.		
(4)Intensive business relations with the Company.		
(5)Potential employment relationship with the Company.	N/A.	Yes
(6)Has contingent fee agreement on cases related to the Company's audit engagement.		
7. The influence of self-evaluation on the independence of the CPA refers to reports or judgments submitted by the CPA for non-auditing services which constitute important basis in the audit or review process of financial information; Have the following conditions not occurred:		
(1)The members of the audit service team currently serve or have served in the past two years as the Company's directors, managers or other positions that have a significant impact on audit engagement.	N/A.	Yes
(2)Non-audit services provided by the CPA will directly impact audit engagement.		
8. The influence of defense in court on the independence of the CPA refers to the defense provided by a member of the audit service team to the Company's position or opinion that causes its objectivity to be questioned. Have the following conditions not occurred:		
(1)Publicizes or acts as agent of stocks or other securities issued by the Company.	N/A.	Yes
(2)Serves as the Company's defense counsel or represents the Company in mediating conflicts with third parties.		
9. The influence of familiarity on the independence of the CPA refers to the close relations with the Company's Directors or managers that cause the CPA or members of the audit service team to pay over attention to or sympathize with the Company's interests. Have the following conditions not occurred:		
(1)Has kinship with the Company's directors, managers, or personnel who have a significant influence on the audit engagement.	N/A.	Yes
(2)The former partner within one year of disassociating from the joint accounting firm to which the CPA is affiliated joined the Company as a director, officer or is in a key position to exert material impact over the subject matter of the engagement.		
(3)Accepted valuable gifts or presents from the Company, its Directors or managers.		
10.The influence of coercion on the independence of the CPA refers to the threat from the Company suffered or felt by a member of the audit service team that causes the member to be unable to maintain objectivity and clarify professional doubts. Have the following conditions not occurred:	N/A.	Yes
(1)The Company requested the CPA to accept inappropriate selection of accounting policy requested by the management or provide inappropriate disclosure in financial statements.		
(2)A firm being pressured to inappropriately reduce mandatory auditing tasks to reduce audit fee.		
11.The firm and the members of the audit team shall be responsible for maintaining their independence, at the same time, considering whether the executed works will impact their independence. If so, measures shall be taken to remove such impact or eliminate it to an acceptable level.	Yes	Yes
12.When the impact on independence is confirmed to be material, whether the Company, the firm and the audit team have adopted proper measures to eliminate such impact or reduce it to an acceptable level. The result shall be recorded.	Not applicable (No such case).	
13.If the Company, the firm and the audit team do not adopt proper measures to eliminate such impact or reduce it to an acceptable level, consideration shall be taken in regards to replacing the external auditor to maintain the independence.	Not applicable (No such case).	

Evaluation For Certifying Accountant's competence

Item	Description	Meets competence Requirements		Remark
		Yes	No	
1	Whether the individual possesses accountant qualifications and is able to perform accounting-related professional services.	V		
2	Whether there are no disciplinary actions from regulatory authorities and the CPA association, or sanctions imposed in accordance with Paragraph 3, Article 37 of the Securities and Exchange Act.	V		
3	Whether the individual has knowledge relevant to our company's industry.	V		
4	Whether the individual performs financial statement audits in accordance with generally accepted auditing standards and the Regulations Governing Auditing and Attestation of Financial Statements by Certified Public Accountants, and issues financial reports according to the audit planning schedule.	V		
5	Whether the individual does not use their accountant status and position to engage in unfair competition in business and industry.	V		
6	Whether the individual proactively provides management with the latest published changes in accounting, auditing and other relevant laws and regulations, and adequately discusses and communicates significant differences.	V		

(4)Composition, responsibilities, and operations of the Remuneration Committee

Everest established the "Remuneration Committee" to assist the Board of Directors in formulating policies, systems, standards, and structures for performance evaluation and compensation of directors, supervisors, and managers. Related matters such as performance evaluations, salaries, bonuses, employee profit-sharing systems, and methods for distributing compensation to directors and supervisors are regularly evaluated and reviewed by the Remuneration Committee, and recommendations are submitted to the Board of Directors for discussion.

Compensation for Everest's directors and supervisors, as well as employee bonuses, are based on the operating performance of the respective year and allocated according to the percentage specified in the Articles of Incorporation, distributed according to the allocation method established by the Board of Directors and approved by the Remuneration Committee. The remaining compensation is determined based on the overall operational performance of the company and each business division, with the Board of Directors authorized to establish standards with reference to the levels of relevant listed companies in the same industry.

The proportion of annual compensation paid to directors, supervisors, president, and vice presidents of all companies included in Everest's consolidated financial statements, relative to the net profit after tax for the profit distribution year.

1. Member of Remuneration Committee Date: March 31, 2025

Title	Qualification / Name	Professional qualifications and experience	Independence	Number of other public companies where the individual serves as a member of the remuneration committee concurrently
Independent Director	Chuang, Ying-Chih	Please refer to the related content in Table 1 Directors' Information (1) on page 4 and page 18	Meets the qualifications for independence, please refer to page 6	0
Independent Director	Shih, Yung-Fa			0
Other	Lin, Jun-You	Chief of human resource Dep. at President's Office, Far Eastern New Century Corporation		0

2. Operations of the Remuneration Committee

(1)The Company's Remuneration Committee consists of 3 members.

(2) Term of the 6th Remuneration Committee: From August 6, 2024 to June 13, 2027, the Compensation Committee held 3 meetings in the most recent year. The qualifications and attendance of the committee members are as follows:

Title	Name	Attendance Rate(%)(B)	Attendance by proxy	Attendance Rate(%)(B/A)	Remark
Convener	Shih, Yung-Fa	3	0	100%	Independent Director
Committee member	Chuang, Ying-Chih	3	0	100%	Independent Director
Committee member	Lin, Jun-You	3	0	100%	

(3)If the Board of Directors refuses to adopt or amend a recommendation of the remuneration committee, the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the remuneration committee's opinion: None.

(4)If there were resolutions of the remuneration committee to which members objected or expressed reservations, and for which there is a record or declaration in writing, the date of the meeting, session, Proposal item, all members' opinions and the response to members' opinion shall be specified: None.

3. During 2024, the Proposal item and resolutions of the Company's Remuneration Committee were as follows:

<table>
<tr><th>Meeting Time</th><th>Content of Motions and Subsequent Treatment</th><th>Resolutions of the Remuneration Committee and the Company’s Handling of Its Opinions</th></tr>
<tr><td rowspan="3">The 6th Term 1st Meeting 2024.08.29</td><td>1. Statistics and Trend of Five Factories</td><td rowspan="2">Approved by all members present</td></tr>
<tr><td>2. Retroactive approval of salary adjustments for employees in the Dyeing Division</td></tr>
<tr><td>3. Inclusion of afternoon/night shift allowances in overtime pay calculation</td><td rowspan="5">Approved by all members present</td></tr>
<tr><td rowspan="4">The 6th Term 2nd Meeting 2024.12.20</td><td>1. Statistics and Trend of Five Factories</td></tr>
<tr><td>2. Proposal for the number of days for 2024 year-end bonuses and employee profit sharing</td></tr>
<tr><td>3. Proposal for 2025 salary adjustments</td></tr>
<tr><td>4. Proposal for merging and adjusting job grades 9-11</td></tr>
<tr><td rowspan="2">The 6th Term 3rd Meeting 2025.03.03</td><td>1. Statistics and Trend of Five Factories</td><td rowspan="2">Approved by all members present, submitted to the Board and unanimously approved by all directors present at the meeting.</td></tr>
<tr><td>2. Annual remuneration for directors and employees for 2024</td></tr>
</table>

(4)Promotion of Sustainable Development – Implementation Status and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons Thereof

Assessment Item	Implementation			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Description	
1.Has the Company established a governance structure and set up an exclusively (or concurrently) dedicated unit to promote sustainable development, which is delegated by the Board of Directors to authorize senior management to handle related matters, and supervised by the Board of Directors?	V		Everest Textile upholds the Far Eastern Group's core values of "Sincerity, Diligence, Thrift, Prudence and Innovation," and is committed to becoming a model of sustainable development. The company has established an "ESG Global Promotion Organization" with a structure divided into four teams: Climate & Environmental Protection (E), Social Responsibility (S), Corporate Governance (G), and Overseas Plants Team. The "ESG Global Implementation Organization" is chaired by Chief Operating Officer Chen, I-Peng, with Chief Administrative Officer Li, Hsien-Chung serving as vice-chairman, and Vice President Lin, Huang-Shan as the sustainability officer. They are responsible for supervising and implementing ESG-related matters, integrating the Advanced Technology Research Institute with R&D Division and on-site units, and fully cooperating with environmental safety, marketing, utilities, management departments, and external consultants. They continuously deepen the formulation and promotion of overall sustainable business strategies, report relevant progress to the board of directors quarterly, and regularly report ESG implementation results to senior management annually, gradually making ESG promotion a core value of the enterprise.	None.
2.Does the Company conduct risk assessments of environmental, social and corporate governance (ESG) issues related to the Company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies?	V		Everest Textile, based on the GRI Standards 2021 materiality identification process, conducts internal and external questionnaire surveys, communicates with internal and external stakeholders, consults external experts on the process and results of material topic identification, and with confirmation from senior management, assesses risks related to Environmental, Social, and Governance (ESG) issues associated with operations. Identifies issues that have significant impacts on the company's operations and sustainable development. For various major risks that may cause instability to business operations, the company has formulated corresponding risk management policies and strategies, including six major risks: "financial risk," "credit risk," "supply chain risk," "information security risk," "environmental and occupational safety and health risk," and "climate change risk," all with defined control measures to address them. Everest Textile will prudently and conservatively invest in expanding lean production and improving productivity to reduce various operating costs. It will also leverage the advantages of its Everest Textile overseas factories to adjust orders and quickly respond to this situation, turning crisis into opportunity. In addition to sound risk management and attention to ESG issues to prevent supply chain disruptions, Everest Textile will build corporate resilience for the Everest Textile Group and strive to become a permanently excellent company.	None.
3. Environmental issues (1)Has the Company set an environmental management system designed to industry characteristics? (2)Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?	V		(1) The Company has established ISO14001 environmental management system, set up environmental safety office and designated personnel for environmental management, formulated environmental health and safety policies, promoted and implemented environmental management related matters, and submitted to third-party certification bodies for verification annually. (2) Actively improve the utilization efficiency of renewable energy (such as solar energy, low-carbon fuels), prioritize the use of renewable materials with low environmental impact, use environmentally friendly raw materials and dyeing auxiliaries, and strive to develop textile products that are harmless to humans and ecosystems to reduce environmental impact. Also obtained the "Clean Production Assessment System Certificate" and "Green Factory Certification Label" to reduce	None.

Assessment Item	Implementation			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Description	
			resource consumption and carbon emissions, implementing the concept of circular economy.	
(3)Has the company assessed the potential risks and opportunities of climate change to the enterprise now and in the future, and taken relevant response measures?			(3) In response to the potential impacts of climate change, adopting the Task Force on Climate-related Financial Disclosures (TCFD) framework published by the Financial Stability Board (FSB), the company identifies significant risks and opportunities that climate change brings to the production business, assesses the degree of impact, conducts financial impact analysis, establishes management response measures, and promotes low-carbon net-zero transition strategies, low-carbon products and circular economy management, water resource management, and value chain management. Note: Climate-related response measures are detailed in Section 7, Climate-Related Information.	
(4)Has the company compiled statistics on greenhouse gas emissions, water consumption, and total waste weight for the past two years, and formulated policies for greenhouse gas reduction, water reduction, or other waste management?			(4). 1. Greenhouse gas emissions: The results of the greenhouse gas inventory for CO2 in 2024 was 104,691.672 tons CO2e/year, and the inventory result for 2023 was 95,937.23 tons CO2e/year. 2. Water consumption: Using 2020 as the base year, specific targets were set to reduce water withdrawal per unit of production. In 2024, water consumption was 1,786,500 metric tons, with a total water recycling rate of 38%. 3. Total waste weight: The total waste in 2023 was 9,381.8965 metric tons, and the total waste in 2024 was 10,223.1410 metric tons. 4. Policy: The company adheres to the concepts of "cradle to cradle" and "waste = food" in waste management, and with the 7R principle of circular resource regeneration, we will continue to promote the concept of converting waste into valuable resources. From the source, we implement waste classification, reduction, recycling and reuse. After wastewater treatment, recycled water is used for secondary purposes, including using it in pollution control equipment and firefighting water. On-site, we have introduced newer dye-assisting machinery to improve energy savings, and are gradually replacing old dyeing machines. In addition to matching with newly purchased automatic dosing equipment to reduce unnecessary waste of resources, we are also actively seeking to replace materials with low-polluting ones in order to be environmentally friendly. To enable resources to be recycled and reused Everest works together with suppliers to recycle packaging materials, including PE packaging films, strapping bands, and scrap iron. In 2023, the total amount of recycled materials was 2,917,266.1 kg, and in 2024, the total amount of recycled materials was 1,934,945 kg, with an average recycling rate of up to 99%. We hope to continue reducing our impact on the environment.	
4. Social issues (1)Has the Company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?	V		(1)Everest complies with local regulations and international human rights conventions, and has established internal management systems (Social Responsibility Manual) that cover issues such as anti-discrimination, anti-harassment, prohibition of forced labor, etc. This ensures that employment policies do not discriminate based on gender, race, age, marital and family status, and implements equality in compensation, employment conditions, training, and promotion opportunities. The company also continuously monitors regulatory developments to protect employee rights.	None.
(2)Has the Company established and implemented reasonable			(2)The company has established and implemented reasonable employee welfare measures, appropriately reflecting business performance or results in employee compensation.	

Assessment Item	Implementation			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Description	
employee welfare measures (include salary/compensation, leave, and other benefits) and are business performance or results appropriately reflected in employee salary/compensation?			1. Leave System: An excellent leave system in compliance with labor laws and regulations is implemented and included in the "Work Rules" announced to all employees. 2. Employee Benefits: Employee benefits are designed in accordance with legal regulations and taking into account the needs of employees, including staff dormitories, parking lots, breastfeeding rooms, affordable dining options, employee health examinations, etc., ensuring that employees enjoy a comprehensive benefit system (e.g., percentage of female employees and senior female managers, marriage allowance, child education allowance, retirement bonuses, funeral allowances, maternity benefits, parental leave, paternity leave, etc.). 3. Employee Compensation Policy: Decided based on individual competency, level of contribution, market value of the position served, and in consideration of the Company's future operational risks. Such compensation has positive correlations to operational performance of the Company. Total remuneration package comprises three components: basic fixed salary, bonus, and benefits. The basic fixed salary is based on the market conditions of the positions held by the employees, and the bonus is based on the achievement of employee and departmental goals as well as the Company's operating performance 4. Retirement system: The Company fully complies with the provisions of the Labor Standards Law and the Labor Pension Regulations, and formulates relevant system measures for the retirement of employees, including those who have worked for more than 15 years and have reached the age of 55, those who have worked for more than 25 years, or those who have worked for more than 10 years and have reached the age of 60 can ask for retirement. The Company appropriates to pension fund of not less than 6% of the monthly salary according to the employee's insurance level, and has set up a Labor Retirement Reserve Supervision Committee to supervise the implementation and payment of pensions	
(3)Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?			(3) 1. The Company has introduced the ISO 45001 Occupational Health and Safety Management System to create a safe workplace and a healthy working environment through management policies and systems. The Company adheres to the spirit of continuous improvement in accordance with laws and regulations to maintain a safe working environment, carries out health consultation, health examination, health classification and management in the employee health management process to strengthen the health management awareness of employees to reduce the risk of occupational diseases, and organizes health promotion activities to keep abreast of the health status of employees 2. The Company has obtained the "ISO 45001:2018" certification, which is valid from February 24, 2022 to February 24, 2025. And the Health Workplace Certification Health Promotion Label, which is valid from January 1, 2023 to December 31, 2024. 3.3. In 2024, there were a total of 16 occupational accidents, with 8 accidents occurring within the factory, resulting in 488 hours of lost work time (a total of 8 employees were involved in occupational accidents, accounting for 0.56% of the total employee population). The accidents included falls, contact with hazardous substances, and falling objects. All relevant improvement measures and educational training have been completed. Off-site traffic-related occupational accidents totaled 8 incidents, resulting in 4,928 hours of lost work time	

Assessment Item	Implementation			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Description	
			(a total of 8 employees were involved in occupational accidents, accounting for 0.56% of the total employee population). The company has strengthened promotion of traffic safety awareness and defensive driving concepts to prevent traffic accidents. 4. In 2024, safety, health, and health promotion-related educational training courses were conducted to enhance employees' awareness and ability to recognize occupational safety and health hazards, with the aim of achieving employees' physical and mental well-being. The company organized 2 hearing hazard prevention courses, 1 mental health course, 1 AED & CPR operation course, and gender equality courses. The number of participants was: 159 people for hearing hazard courses, 868 people for mental health courses, 47 people for AED & CPR operation courses, and 187 people for gender equality courses, with a total of 1,261 participants. The number of fires in 2024, the number of casualties, the percentage of casualties as a proportion of the total number of employees, and related improvement measures in response to fires: The company did not experience any fire incidents in 2024. The company has purchased property insurance and liability insurance. In the future, we will continue to replace old equipment, strengthen station inspections, introduce systematic management, and ensure the safety of the work environment	
(4)Has the Company established effective career development training programs for employees?			(4) The company values employee education, training, and career development. In addition to providing employees with training in corporate management, factory management, and other related management skills, we plan systematic and continuous course training to strengthen talent cultivation and supervisory development. This helps improve employees' abilities and qualities, enhancing both individual and corporate competitiveness.	
(5)Does the Company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?			(5) The company complies with government regulations and industry-related standards to provide customers with products and services, and has established "Customer Complaint Handling Methods" to address customer complaint cases. At the same time, to understand customer opinions and improve service quality, customer satisfaction surveys are conducted every year. The company website also has a news center and a contact email address for feedback, providing consumers or customers with a clear channel for opinion feedback. Business or products Email：sales@everest.com.tw.	
(6)Has the Company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?			(6)Before joining, the new supplier is assessed according to the “Supplier Evaluation Form”. In the evaluation mechanism, the supplier’s work environment, human rights and social responsibility assessment items are added to enhance the supplier’s CSR awareness. The Company issued the “Everest Social Responsibility Standard Statement”, proclaiming to suppliers and requiring suppliers to jointly abide by social responsibility norms, and disclose the implementation of supplier management and management results in the annual sustainability report and the Company’s website.	
5.Did the Company, following internationally	V		Everest Textile has voluntarily disclosed sustainability performance since 2011, publishing an ESG sustainability report annually,	None.

Assessment Item	Implementation			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Description	
recognized guidelines, prepare and publish reports such as its Sustainability Report to disclose non-financial information of the Company? Has the Company received assurance or certification of the aforesaid reports from a third-party accreditation institution?			continuously communicating with stakeholders. In preparing the 2024 Everest Textile ESG report and disclosing non-financial information, the Sustainability Development Section's ESG editorial team is responsible for overall planning, communication integration, and data compilation, while referencing internationally common report preparation guidelines or directives from the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-related Financial Disclosures (TCFD) to ensure information transparency, consistency, and comparability. The content and data are then reviewed and revised by each editorial member before being submitted to the Board of Directors for review and publication. This report has been externally assured by SGS Taiwan Limited (SGS) in accordance with the requirements of the GRI Standards Core option.	
6. If the Company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, please describe any deviation from the principles in the Company's operations: The Company refers to the "Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies" to formulate its corporate social responsibility policies, implement information disclosure regarding corporate governance, sustainable environment development, public interest maintenance, and strengthening of corporate social responsibility. The Company has spared no efforts in participating community development, activities held by charitable organizations and local government agencies. There is no deviation as of today.	V		If the Company has adopted its own sustainable development best practice principles based on theSustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, please describe any deviation from the principles in the Company's operations: The Company refers to the "Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies" to formulate its corporate social responsibility policies, implement information disclosure regarding corporate governance, sustainable environment development, public interest maintenance, and strengthening of corporate social responsibility. The Company has spared no efforts in participating community development, activities held by charitable organizations and local government agencies. There is no deviation as of today.	None.
7.Other important information to facilitate better understanding of	V		Environmental protection: Pursue environmental sustainability with ecological restoration and respect for biodiversity, build Everest Ecological Industrial Park, hoping to become a	

Assessment Item	Implementation			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Yes	No	Description	
promotion of sustainable development:			sustainable agricultural education park and contribute to reducing global warming. ■Please refer to the "Everest Textile" website information at: http://www.everest.com.tw ■Please refer to "Happy Taiwan EverSmile" website at: https://www.eversmile.com.tw/	

(6)Ethical Corporate Management – Implementation Status and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons Thereof

Assessment Item	Implementation			Difference from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and Reasons
	Ye	No	Description	
1. Establishment of ethical corporate management policies and programs (1)Does the Company have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team? (2)Does the Company establish a risk assessment mechanism against unethical conduct, analyze and assess on a regular basis business activities within its business scope which are at a higher risk of being involved in unethical conduct, and establish prevention programs accordingly, which shall at least include preventive measures against the behaviors as stipulated in paragraph 2, Article 7 of Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies? (3)Does the Company clearly set out the operating procedures, behavior guidelines, and punishment and appeal system for violations in the unethical conduct prevention program, implement it, and regularly review and revise the plan?	V		(1)The Company has formulated the "Code of Ethical Conduct" and the "Ethical Corporate Management Best Practice Principles" approved by the Board of Directors. In order to ensure the implementation, the Company has promoted the "Code of Ethical Conduct" and "Ethical Corporate Management Best Practice Principles" to employees on its internal website, internal publications, factory signs, meetings and other channels, and implemented the concept of ethical corporate management in the daily business of all employees. (2)The Company and its subsidiaries in the prevention of dishonest behavior programs, cover the following: 1. Standards for determining whether improper benefits have been offered or accepted. 2. Procedures for offering legitimate political donations. 3. Procedures and standard amount of providing proper charitable donations or sponsorship. 4. Rules for avoiding work-related conflicts of interests and how they should be reported and handled. 5. Rules for keeping confidential trade secrets and sensitive business information obtained in the ordinary course of business. 6. Regulations and procedures for dealing with suppliers, clients and business transaction counterparties suspected of unethical conduct. 7. Handling procedures for violations of these Principles. 8. Disciplinary measures on offenders. (3)The Company's "Code of Integrity" clearly stipulates that the Company's personnel shall not directly or indirectly offer, promise, request or receive any improper benefits, or engage in any other acts of dishonesty, illegality or breach of trust in the course of conducting business activities. The Code also defines the operational procedures, code of conduct, disciplinary actions and grievance procedures.	No deviation
2. Implementation of Ethical Corporate	V		(1)The Company's "Ethical Corporate Management Best	No

Management (1)Does the Company assess the ethics records of those it has business relationships with and include ethical conduct related clauses in the business contracts? (2)Has the Company set up a dedicated unit to promote ethical corporate management under the Board of Directors, and does it regularly (at least once a year) report to the Board of Directors on its ethical corporate management policy and program to prevent unethical conduct and monitor their implementation? (3)Has the Company established policies to prevent conflict of interests, provided appropriate communication and complaint channels, and properly implemented such policies? (4)Has the Company established an effective accounting system, internal control system to put ethical corporate management into practice? The internal audit unit shall draw up the relevant audit plan to audit the compliance of the prevention programs for unethical conduct according to the risk valuation results of the unethical conduct, or audited by CPAs? (5)Does the Company provide internal and external ethical corporate management training programs on a regular basis?			Practice Principles" regulates that prior to any commercial transactions, the Company shall consider whether the legality of its agents, suppliers, clients, or other trading counterparts and their potential unethical conduct, and shall avoid dealing with persons having records of such unethical behaviors. (2)In accordance with Article 17 of the Company's Code of Ethical Conduct, the corporate governance officer under the Board of Directors and the Human Resources Department jointly promote and operate corporate ethical conduct. They are responsible for formulating and supervising the implementation of ethical conduct policies and prevention programs, under the supervision of the Board of Directors. The main responsibilities are to ensure relevant preventive measures for ethical conduct in accordance with the "Code of Ethical Conduct" approved by the Board of Directors, formulate plans to prevent unethical conduct, plan the internal organization, staffing, and responsibilities, reduce the risk of unethical business conduct, promote ethical policy advocacy and training, plan and implement a whistleblowing system, and assist the Board of Directors and management in evaluating the implementation status, and report to the Board of Directors once a year. (3) 1.The Company adheres to the principle of zero malpractice. If any person takes advantage of his position, intends to seek his or others' improper benefits and causing the Company to suffer losses, he shall unconditionally compensate any loss suffered by the Company and be dismissed from his post. 2. If the Company's personnel violates the integrity management regulations, the Company will punish the person according to the severity of the circumstances and in accordance with the Company's rule for reward and punishment. 3. The Company has set up an appeal system to provide remedies for those who violate this Code to appeal in accordance with relevant regulations. (4)The Company has set up a rigorous accounting system and responsible accounting department. To ensure the accuracy and transparency of financial information, financial statements are all reviewed or audited by CPAs in accordance with regulations and are announced and published accordingly. In order to implement the "Regulations Governing Establishment of Internal Control Systems by Public Companies" and "Ethical Corporate Management Best Practice Principles", the Company has set up the internal audit department and related internal control system, which regularly inspects and modifies its effectiveness, reviews compliance of the system, prepares audit reports and submits the reports to the Board of Directors. (5)To establish a corporate culture of integrity and prevent unethical conduct (including insider trading), the Company conducts education and promotion for employees from time to time, and reminds the Company's stakeholders to comply with and respect the Company's ethical and integrity standards. Relevant operating procedures, guidelines, and regulations are publicly disclosed on the company's website.	deviation
3. Operation of the Whistle-blowing System (1)Has the Company established specific whistle-blowing and reward procedures, set up conveniently accessible whistle-blowing channels, and appointed appropriate personnel specifically responsible for handling complaints received from whistle-blowers?	V		(1) The Company's "Code of Integrity Operation" clearly states that if employees of the Company discover any violation of the integrity operation regulations, they should actively report it to the Audit Committee, managers, internal audit supervisors, Human Resources Department or other appropriate supervisors. In addition, the "Whistleblowing and Disciplinary Measures for Violations of Ethics and Integrity Operation" have been	No deviation

(2)Has the Company established standard operation procedures for investigating the complaints received, follow-up measures taken after investigation, and mechanisms ensuring such complaints are handled in a confidential manner? (3)Has the Company adopted proper measures to protect whistle-blowers from retaliation for filing complaints?			established, and multiple communication channels have been set up (2) If employees of the Company discover any violation of the integrity operation regulations, they should actively report it to the Audit Committee, managers, internal audit supervisors, Human Resources Department or other appropriate supervisors. The Company will keep the identity of the whistleblower and the content of the report strictly confidential. (3)The Company will keep the identity of the whistleblower and the content of the report strictly confidential to protect the whistleblower from improper treatment due to whistleblowing.	
4. Strengthening information disclosure Strengthening information disclosure Has the Company disclosed the Ethical Management Principles and effect of implementation thereof on its website and Market Observation Post System?	V		The Company has established its English and Chinese corporate website to disclose the Ethical Corporate Management Best Practice Principles of the Company and relevant information.	No deviation
5. If the Company has established its own ethical corporate management principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, please describe the implementation and any deviation from the Principles: No deviation				
6. Other important information that helps to understand the Company's ethical management operations: The Company complies with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, relevant regulations for listed companies, and other laws related to business conduct as the foundation for implementing ethical corporate management. The Company's procurement system includes important information related to integrity regulations to ensure supplier compliance, and provides clear complaint channels for vendors who have any concerns about procurement procedures that may damage their rights or interests The Company upholds the highest standards of ethical norms for both internal employees and external partners. Illegal acts such as bribery by suppliers and solicitation of bribes by employees will be subject to legal prosecution.				

(7)Implementation of Climate-related Information

Assessment Item	Implementation
1.Statement on the Supervision and Governance of the Board of Directors and Management on Climate-related Risks and Opportunities	■The Board of Directors: The Board of Directors has appointed the "ESG Global Implementation Organization" as Everest's highest supervision and guidance unit for promoting ESG at the management level. The Board of Directors meets 4 times a year and is responsible for supervising and reviewing climate risk policies and management systems, including climate governance-related and low-carbon issues. To strengthen the Board of Directors' understanding of climate change-related knowledge, Everest Textile periodically plans specialized courses on climate change and sustainability. ■Management Level The "ESG Global Implementation Organization" is chaired by Chief Operating Officer Chen, I-Peng, with Chief Administrative Officer Li, Hsien-Chung serving as vice-chairman, and Vice President Lin, Huang-Shan as the sustainability officer. the Chief Sustainability Officer, who leads the ESG Sustainability Team, establishing the "Climate & Environmental Protection Team", "Social Responsibility Team", "Corporate Governance Team", and "Overseas Plant Manager Team". These teams are responsible for formulating and implementing climate change strategies, corporate carbon reduction targets, and various sustainability project management initiatives. Each unit team consolidates various sustainability performance reports to the Board of Directors. Climate risks and opportunities identification and assessment, organizing identification meetings at least once a year, with representatives from each department participating, following the TCFD framework for identification and assessment.
2.Statement on how the identified climate risks and opportunities affect the company's business, strategy and finances (short-term, medium-term, long-term)	According to the TCFD framework, climate risk identification was conducted, and based on the risk identification results, the company identified seven climate change risk and opportunity issues related to the company's production business in 2024. The expected time frames for various risk events primarily fall in the short and medium term.

Risk Type	Risk and Opportunity Issues	Potential Financial Impact	Possible Occurrence/Maximum Impact Time

Assessment Item	Implementation			
	Physical Risks	Extreme temperature changes	(1)Operational disruptions may result in financial losses due to reduced revenue and increased operating costs. and flooding can hinder shipment activities and delay order fulfillment (2)If climate factors lead to a shift from sea transportation to air transportation, operating costs will increase. (3)Risk of delayed shipment losses due to inability to deliver oligopolistic market materials caused by extreme climate conditions.	Long-term
	Transition Risks	Transition to low-carbon technologies, high-efficiency technology improvements and innovations	Low-carbon products: (1)Rising research and development (R&D) expenditures have contributed to an increase in operating costs. (2)The price of low-carbon materials is expensive, causing increased production costs and resulting in higher operating costs. (3)Risks arising from technology development lead to decreasing orders, customer loss, and declining operating income.	Medium-term
			High-efficiency Equipment Renewal and Process Low-carbon Research and Development Technology Improvement: (1)The cost of investing in equipment installation and related engineering such as site preparation and piping increases. (2)High-efficiency equipment has high production costs. (3)Affected by policies, green electricity is difficult to purchase in the short term, facing rising green electricity prices.	Short-Term

Assessment Item	Implementation			
		Changes in customer behavior Low-carbon Product and Service Transformation Demand	(1)Consumers have sustainability awareness, affecting customer demand for sustainable products. (2)Failure to meet environmentally friendly product trends may affect revenue and brand image impact. (3)Brand companies and customers shift towards adopting environmentally friendly/recycled products, leading to a decline in revenue. (4)If customers require the implementation of green electricity, the company's operating costs will increase; if not implemented as per customer requirements, there is a risk of order transfers, resulting in decreased operating income.	Short-Term
		Greenhouse gas emission controls and carbon fees	The Environmental Department announced the "Carbon Fee Collection Measures" and "Voluntary Reduction Plan Management Measures" on August 29, 2024. Entities with annual emissions greater than 25,000 tons will be subject to carbon fees, with a trial calculation of financial impact at NT$300 per ton.	Medium-term
	Opportunities:	Low-carbon or high-efficiency products and services	(1)Rising research and development (R&D) expenditures have contributed to an increase in operating costs. (2)The price of low-carbon materials is expensive, causing increased production costs and resulting in higher operating costs. (3)Risks arising from technology development lead to decreasing orders, customer loss, and declining operating income.	Short-Term
		Use of low-carbon energy sources	(1)The cost of investing in equipment installation and related engineering such as site preparation and piping increases. (2)High-efficiency equipment has high production costs. (3)Affected by policies, green electricity is difficult to purchase in the short term, facing rising green electricity prices. (4)Carbon fees will be collected, and those who submit voluntary reduction plans may apply for approved preferential rates.	Medium-term

<table>
<tr><th>Assessment Item</th><th>Implementation</th></tr>
<tr><td></td><td><table><tr><td></td><td>Increase recycling and reuse rates</td><td>The reuse of recycled water can reduce dependency on natural water sources, especially in drought or water-scarce areas, helping to alleviate water resource shortages.</td><td>Medium-term</td></tr></table>Note: Short-term refers to 2025, medium-term refers to 2026~2030, long-term refers to ~2050</td></tr>
<tr><td>3.Statement on the financial impact of extreme climate events and transition actions.</td><td>To effectively identify Everest Textile's resilience to climate-related physical risks, our company and key suppliers (21 companies) have simulated the impact levels of risks such as sea level rise, water stress, and flooding disasters under different scenarios. In addition, for Taiwan operation sites and key suppliers, flood hazard potential has been additionally implemented to understand the level of threat from natural disasters to our company. Everest Textile did not experience any production interruptions due to extreme climate events in 2024, and our company has also planned adaptation measures to address physical risks.
Note: The financial impact of transformation actions is detailed in the explanation of item 2 above.</td></tr>
<tr><td>4.Statement on how the identification, assessment, and management process of climate risks is integrated into the overall risk management system.</td><td>To fully understand the impact of climate change-related risks on Everest, Everest Textile has revised its "Risk Management Policy" to include risks caused by climate change in risk identification, incorporating them into risk management considerations. The management system establishes a bottom-up risk reporting system and implements a top-down supervision mechanism to ensure management effectiveness. The climate risk management procedure of our company is as follows:
(1)Climate risk awareness establishment: First establish climate scenarios, then collect highly relevant risk-related events, and make dynamic adjustments in response to climate and environmental changes.
(2)Climate risk impact assessment, response, and issue target setting: Evaluate the degree of impact and probability of occurrence of climate risks on company operations and business, formulate risk response plans and action initiatives, and set strategic targets for these issue
(3)Monitoring and information disclosure: Regularly monitor, track, and evaluate the implementation of climate risk responses in internal management meetings, and disclose relevant information to external parties.</td></tr>
<tr><td>5.If scenario analysis is used to assess resilience in the face of climate change risks, the scenarios, parameters, assumptions, analysis factors and main financial impacts used should be stated.</td><td>Everest refers to scientific reports published by the International Energy Agency (IEA) and the Intergovernmental Panel on Climate Change (IPCC) to comprehensively understand the potential climate risks and opportunities that may result from future climate change. According to transition risks and physical risks, the relevant scenario descriptions are as follows: Regarding transition risks, our company refers to the World Energy Outlook (WEO) report published by IEA in 2021, which presents three scenarios, including STEPS (Stated Policies Scenario), APS (Announced Pledges Scenario), and NZE (Net Zero Emissions Pathway). Among these, since the STEPS scenario examines already established climate change measures and their potential challenges; the NZE scenario aligns with our government's 2050 net-zero emissions pathway, our company uses the above two scenarios for simulation and discussion in the transition risk scenario analysis.
For physical risks, our company refers to the Sixth Assessment Report (AR6) released by the IPCC, which, in addition to the previously considered "Representative Concentration Pathways (RCPs)" for greenhouse gas changes in climate change scenarios, also incorporates "Shared Socio-economic Pathways (SSPs)." This combines different socio-economic assumptions such as economic growth, degree of globalization, land use changes, technological development, and educational opportunities, including both adaptation and mitigation challenges in the assessment. This generates five scenarios including SSP1-1.9, SSP1-2.6, SSP2-4.5, SSP2-7.0, and SSP5-8.5. Among these, the SSP1-1.9 scenario represents extremely low carbon emissions, with net-zero emissions expected to be achieved around 2050; while the SSP5-8.5 scenario represents extremely high carbon emissions, indicating an emission scenario with almost no climate policies. Our company analyzes physical risk scenarios using these two scenarios.
Everest Textile Climate Risk Scenario Settings<table><tr><th>Risk Category</th><th>Scenario Reference</th><th>Selected Scenario</th><th>Scenario Description</th></tr><tr><td rowspan="2">Transition Risks</td><td rowspan="2">IEA</td><td>NZE</td><td>Globally achieving the 1.5°C temperature rise target, with widespread use of renewable energy by 2030 and reaching net-zero emissions by 2050.</td></tr><tr><td>STEPS</td><td>Examining the development and potential challenges under established climate change response measures and already formulated specific policies.</td></tr><tr><td rowspan="2">Physical Risks</td><td rowspan="2">IPCCAR6</td><td>SSP1-1.9</td><td>Extremely low emission mitigation scenario, with effective global reduction of CO2 emissions, achieving net-zero emissions around 2050.</td></tr><tr><td>SSP5-8.5</td><td>Extremely high emission scenario, with almost no climate management policies, where CO2 emissions will double around 2050.</td></tr></table></td></tr>
</table>

Assessment Item	Implementation
	■Note: Financial impacts are detailed in the explanation of item 2 above.
6.If there is a transition plan for managing climate-related risks, please state the contents of the plan and the indicators and targets used to identify and manage physical risks and transition risks.	In response to important climate initiatives such as TCFD, SBT science-based reduction targets, expectations from external evaluation organizations, and Taiwan government's net-zero emission pathway policies and regulations, Everest references scientific reports from the International Energy Agency (IEA) and the United Nations Intergovernmental Panel on Climate Change (IPCC) to comprehensively understand the potential climate risks and opportunities that may result from future climate change.

Project Item	Risk Category	Social issues
(1)	Physical Risks	Extreme temperature changes
(1)	Transition Risks	Transition to low-carbon technologies, high-efficiency technology improvements and innovations
(1)	Transition Risks	Greenhouse gas emission controls and carbon fees
(1)	Opportunities:	Use of low-carbon energy sources
(2)	Transition Risks	Changes in customer behavior - Demand for transition to low-carbon products and services
(3)	Opportunities:	Low-carbon or high-efficiency products and services
(4)	Opportunities:	Increase recycling and reuse rates

Project Content:

(1) Low-Carbon Net-Zero Transition Strategy	Metrics and Targets: Net zero emissions by 2050 (with 2050 as the long-term goal). A.Equipment renewal, green energy deployment: Replace old machinery and equipment to save electricity consumption. B.Equipment replacement, energy efficiency improvement: Plans for 2025 include replacing boiler fuel, using natural gas (LNG) as the main fuel; Everest Taiwan plant plans to implement a self-generation solar power system to reduce purchased electricity, and to construct phase three and four solar power systems. C.Process management, smart factory: In 2024, implement a dedicated 5G network to enable intelligent logistics with Automated
(2) Low-carbon products and circular economy management	Low-carbon product metrics and targets: Increase procurement of recycled materials.
	Circular economy metrics and targets: Continue to implement the circular textile T2T (textile to textile) concept.
(3) Water Resource Management	Metrics and targets: Using 2020 as the base year, short-term water recycling rate target: 32%~45% (2024), medium-term water recycling rate: 45%~60% (2030).
(4) Value Chain Management	Metrics and targets: Green value chain, local supply (1)Stable purchasing of green and environmentally friendly raw materials, selecting products that meet the concepts of "recyclable," "renewable," and "biodegradable," continuously collaborating with brand clients on materials, and procuring certified environmentally friendly products. (2)The recovery rate of the 2024 Social Responsibility Criteria Statement is 100%. (3)The proportion of recycled materials or bio-based raw materials will reach 40% to 90% or more between 2024 and 2050.

Assessment Item	Implementation
7.If an internal carbon price is used as a planning tool, the basis for setting the price should be stated.	The company did not use an internal carbon price as a planning tool in 2023.
8.If climate-related targets have been set, information such as the activities covered, greenhouse gas emission scopes, planning period, and annual progress should be stated; if carbon offsets or renewable energy certificates (RECs) are used to achieve relevant targets, the source and amount of the offset carbon emissions or the	■Carbon reduction targets Everest Textile aims to achieve net-zero carbon emissions by 2050, using 2020 as the base year, with reduction targets of 20% by 2024, 25% by 2025, and 50% by 2030. To achieve its reduction targets on schedule, Everest mapped out carbon reduction pathways for each plant in 2022 and planned three major strategies to implement net-zero carbon emissions, ultimately purchasing green certificates or carbon credits to meet net-zero standards. Each plant analyzes monthly carbon emissions from electricity and non-electricity energy sources, formulates relevant carbon reduction plans for electricity and coal, and develops carbon pricing measures to ensure the implementation of carbon reduction plans. Reasons for not achieving carbon reduction targets: Increased production emissions due to more orders, addition of RO water recovery system (higher electricity consumption), planning of LNG natural gas boilers (reduced biomass fuel usage), and revision of greenhouse gas emission factors in the Environmental Department's carbon inventory, resulting in failure to meet carbon reduction targets. 2024 Taiwan Plant Greenhouse Gas Reduction Targets and Achievement Status:

Assessment Item	Implementation
number of renewable energy certificates (RECs) should be stated.	(see tables and text below)

2020 Base Year	2023 Achievement Progress	2024 Achievement Progress	2024 Target	2025 Target	2030 Target	2050 Target
125,306.4480 Unit::tCO_2e	↓ 23% Achieved	↓ 22.58% Non-completed	↓ 20%	↓ 25%	↓ 50%	Net Zero

■Energy Usage Reduction Targets and Achievement Status

To enhance energy usage efficiency, Everest passed the ISO50001 energy management system on December 5, 2014, improving the energy usage situation of the entire plant through the PDCA management cycle. From 2023 to 2024, high-efficiency equipment was replaced and process improvements were made, and the energy heat value conversion coefficient was changed to adopt the calorific value from the greenhouse gas verification report. The Taiwan plant's energy intensity is 82.7552 GJ, a reduction of 22.5% compared to the base year 2020 (108.07 GJ), which has achieved the target.

Taiwan Plant Production Energy Consumption Reduction Targets and Achievement Status:

2020 Base Year	2023 Achievement Progress	2024 Achievement Progress	2024 Target	2025 Target	2030 Target	2050 Target
108.07 Unit::GJ/T	↓ 15.6% Achieved	↓ 22.5% Achieved	↓ 6%	↓ 7%	↓ 12%	Net Zero

■Our company did not use carbon offsets or Renewable Energy Certificates (RECs) to achieve relevant goals in 2024 planning.

Assessment Item	Implementation
9.Greenhouse gas inventory and assurance status, reduction targets, strategies, and specific action plans (to be filled out in 1-1 and 1-2 separately).	Please refer to 1-1 The company's greenhouse gas inventory and assurance for the last two years and 1-2 Greenhouse gas reduction targets, strategies, and specific action plans.

1-1 Greenhouse gas inventory and assurance status for the past two years

1-1-1Greenhouse Gas Inventory Information: The scope of greenhouse gas emission data (metric tons CO2e) for the last two years.

State the greenhouse gas emissions (tons CO2e), intensity (tons CO2e/million NT$), and data coverage scope for the past two years.

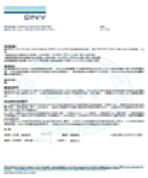
Reduction targets: Short-term: 25% greenhouse gas reduction by 2025 ~ Medium-term: 50% reduction by 2030 ~ Long-term: Net zero emissions by 2050.

Year	Unit:	2023	2024
Direct emissions (Scope 1)	metric tons CO_2e	52,461.5271	57,581.2283
Energy indirect emissions (Scope 2)	metric tons CO_2e	43,475.7015	39,430.0110
Total emissions	metric tons CO_2e	95,937.2286	97,011.239

1-1-2 Greenhouse Gas Assurance Information

Our company has commissioned a third-party verification company to verify and has completed the greenhouse gas emissions verification for year 2024

Emissions in



1-2 Greenhouse gas reduction targets, strategies, specific action plans, and achievement of reduction targets: The achievement of reduction targets is as explained in item eight above.

Name	Strategy	Specific action plans
(1) Low-Carbon Net-Zero Transition	(1)Equipment upgrades, green energy deployment: renewable energy	(1)Equipment upgrades, green energy deployment: replacing old machinery and equipment to save electricity consumption.

Assessment Item	Implementation	
Strategy	generation devices, replacing solid coal with low-carbon fuels. (2)Equipment replacement, energy efficiency improvement: replacement of high energy-consuming equipment, obtaining green factory certification. (3)Process management, smart factory: IOT devices for smart automation, ERP and MES production manufacturing, automated process management.	(2)Equipment replacement, energy efficiency improvement: In 2025, we plan to replace boiler fuel, using natural gas (LNG) as the main fuel. Estimated benefits: Initial investment cost of 9.8 million NTD for natural gas pipeline installation, 6.29 million NTD for replacing oil boiler combustion chambers. Based on 2021 boiler fuel consumption, completely switching to LNG can reduce 38,988 tons of CO2e/year; Everest Taiwan plant plans to implement a self-consumption solar power generation system to reduce external electricity purchases, constructing phase three and four solar power systems with a total investment of 155.78 million NTD, to be completed by July 2024. Among these, phases one and two are leased to operators. The estimated power generation for phase three is 1,228,470 kWh/year (capacity of 1008kW), and phase four's estimated power generation is 3,751,871 kWh/year (capacity of 4088kW), with an estimated reduction of 2,460 tons of CO2 emissions per year. (3)Process management, smart factory: Two smart technologies will be introduced in 2024. (1) 5G dedicated frequency private network enables intelligent logistics automated guided vehicles (AGV) system in the factory area, reducing costs by approximately 2.9 million NTD annually. And optimize vehicle dispatch scheduling, shortening logistics transportation distance by about 30%, improving the overall production efficiency of the textile factory, which can reduce carbon emissions by approximately 35 tons annually, achieving the goal of carbon reduction. (2) Factory AR Web machine maintenance management platform, accelerates on-site equipment repair reporting speed, improving repair request visibility and efficiency.
(2) Low-Carbon Product and Circular Economy Management	Low-Carbon Product Strategy: Three Key Growth Drivers (1)Sustainable Resilience, Strengthening Low-Carbon Competitiveness (2)Building a Circular Economy and Industrial Symbiosis Vision (3)Providing Customers with the Best Solutions for Beauty, Fashion, and Healthy Living Circular economy strategy: 4 major circulation item (1)Eco-design circulation. (2)Resource circulation. (3)Business waste circulation. (4)Carbon circulation.	Low-carbon products: (1)The proportion of product items containing recycled materials or bio-based raw materials will reach 40%~90% or more between 2024 and 2050. (2)Increase the number of low-carbon, green product developments each year. Circular economy: (1)Use dry sludge after incineration mixed with coal for combustion, reducing coal fuel costs. And obtained dual certifications of the Ministry of Interior's Green Building Materials Label and Low-Carbon Building Materials Label. (2)Continue to implement the circular textile T2T (textile to textile) concept.
(3) Water Resource Management	(1)Plan water-saving dyeing machines. (2)Process wastewater recycling filtration and reuse system. (3)RO water recovery system. (4)Weaving water recovery system. (5)Plan diverse water sources.	Using 2020 as the base year, set specific targets for water consumption per unit of production, with a goal of 1,786,500 metric tons of water consumption and a total water recycling rate of 38% by 2024. Short-term water recycling rate target has been achieved: 32%~45% (with 2030 as the medium-term goal: water recycling rate of 45%~60%).
(4) Value Chain Management	(1)Green procurement value chain - Finding and purchasing environmentally friendly products such as: raw materials, production packaging, and recycling, etc. (2)Supply chain sustainability risk control, helping suppliers complete social	(1)Stable purchasing of green and environmentally friendly raw materials, selecting products that meet the concepts of "recyclable," "renewable," and "biodegradable," continuously collaborating with brand clients on materials, and procuring certified environmentally friendly products. 2024 Green Raw Material Procurement Volume ■GRS recycled raw materials: 4,102,126 kilograms, accounting for 37% of the original yarn purchase volume. ■OCS organic raw materials: 314,963 kilograms.

Assessment Item	Implementation		
		responsibility and environmental assessment forms, and urging them to sign social responsibility guidelines declaration and environmental safety and health policy notification, establishing sustainable growth partnerships, with a 100% recovery rate of social responsibility guidelines declarations. (3)Diversified supply of raw materials to avoid production interruptions caused by climate disasters in supply regions.	■BCI Better Cotton: 354,321 kilograms. 2023 Green Raw Material Procurement Volume ■GRS recycled raw materials: 3,308,894 kilograms, accounting for 27% of the original yarn purchase volume. ■OCS organic raw materials: 378,126 kilograms. ■BCI Better Cotton: 763,525 kilograms. (2)The recovery rate of the 2024 Corporate Social Responsibility Statement was 100%, with 17 suppliers being evaluated, all of which passed the assessment and were listed as Class A qualified suppliers. (3)The proportion of recycled materials or bio-based raw materials will reach 40% to 90% or more between 2024 and 2050.

(8) The Company has provided channels for inquiries of the Corporate Governance Best Practice Principles and related regulations: the Company's website: www.everest.com.tw and Public Information Observatory: mops.twse.com.tw

(9) Other information enabling better understanding of the Company's corporate governance:

1. Company employee behavior or code of ethics: Integrity, teamwork, perseverance, and innovation are the operating philosophies of our company, as well as the behavioral guidelines that every Everest employee follows.
2. The Company's directors uphold high self-discipline, and they recuse themselves from discussion and voting on proposals in board meetings where they or the legal entities they represent have conflicts of interest. The Company's internal auditors also regularly check compliance with the accounting system and internal control system, and prepare audit reports for submission to the Board of Directors. The Company's business philosophy is to win through learning and succeed through change, which also serves as the guiding principle for every Everest employee.
3. Employee rights and benefits, employee care: (Please refer to page 46)
4. Investor Relations, Supplier Relations and Stakeholder Rights: (Please refer to page 16)
5. Risk Management Policy and Implementation of Risk Measures: (Please refer to page 53)

(1)Organizational structure of risk management:

A.The risk warning system examines the risk items covered in the business by each administrative unit, filtered out the most important risk items, and then set specific and traceable leading indicators and countermeasures according to the risk items. The staff is responsible for the management department monthly risk management meeting, cross-departmental review of performance, continuous dynamic improvement and optimization. The Company established a risk management policy through the Board of Directors in 2023.

B.Set up “Letting Committee”: audit the credit status of internal and exportcustomers, and according to the credit limit, implement the control of credit and receivables of customers to achieve the annual “zero back-down” management goal.

C.Establishment of the Information Security Steering Committee: responsible for the practical promotion and coordination of various information security issues

(2)The Company approved the “Procedures for Reporting Major Information Inside” in the 8th session of the 3rd term on 29 December 2009 .

And carry out the following advocacy

A.Upon the signing of declaration letter by newly joined managers, a copy of "Operating procedure for material inside information declaration" is provided.

B.Announcing “internal major information reporting operating procedures” and insider trading laws and regulations to managers when reporting equity transactions.

C.Confidentiality agreements are signed by managers and employees of the Company upon coming on board. The Company also makes announcements of the "Operating procedure for material inside information declaration" to the employees.

6. Enforcement of Customer Policies: (Please refer to page 24)

7. When the Company Purchases Liability Insurance for Directors and Supervisors:
The company insures all directors to reduce the legal risk and financial liability of the company directors, to protect the possible damage due to executive duties (Report to the Board of Directors 2025.03.04

8. Related certifications obtained from the relevant competent authorities by personnel of the Company involved with the transparency of financial information.

Certifications	Number of employees
Land Administration Agent	1
Senior Securities Specialist	1
Securities Specialist	1
Trust Officer	2
Property Insurance Agent	2
Internal Control Specialist	1

9. Manager's Continuing Education Status:

Trainee		Course	Host Institution	Hours
Chief Administrative Officer (Corporate Governance Officer)	Xian Zhong Li	2024 Cathay Sustainable Finance and Climate Change Summit Forum	Taiwan Stock Exchange Corporation	6
		2024 Insider Trading Prevention Promotional Conference	Securities and Futures Market Development Foundation	3
		Sustainability Development Committee and Sustainability Officer Symposium	Securities and Futures Market Development Foundation	3
		2024 annual insider equity trading legal compliance promotion meeting	Securities and Futures Institute (SFI Taiwan)	3
		Current Global Economic and Financial Situation	Taiwan Corporate Governance Association	3
Auditing Manager	Chiang, Yi-Chen	Eight Aspects of Labor Law Compliance	The Institute of Internal Auditors-Chinese Taiwan	12
		Practices and Audit Highlights of Production Cycle		
Accounting Supervisor:	Mei Hsiu Huang	Continuing Education and Training for Accounting Manager	National Cheng Kung University	12

10. Status of continuing education for the Company's directors and supervisors:

Name	Date of training		Training Institution	Name	Hours
	Start Date	End Date			
Donglas Tong Hsu	2024/11/27	2024/11/27	Taiwan Academy of Banking and Finance	From Digital Transformation to AI Empowerment	3hrs
	2024/07/03	2024/07/03	Taiwan Academy of Banking and Finance	The Era of Carbon Pricing and Corporate ESG Actions	3hrs
Johnny Hih	2024/08/02	2024/08/02	Taiwan Institute of Directors	Examining the Applications and Challenges of Generative AI through ChatGPT	3hrs
	2024/07/03	2024/07/03	Taiwan Academy of Banking and Finance	The Era of Carbon Pricing and Corporate ESG Actions	3hrs
Li, Yuan-Chen	2024/11/27	2024/11/27	Taiwan Academy of Banking and Finance	From Digital Transformation to AI Empowerment	3hrs
	2024/07/03	2024/07/03	Taiwan Academy of Banking and Finance	The Era of Carbon Pricing and Corporate ESG Actions	3hrs
Lin, Haw-Sheng	2024/11/29	2024/11/29	Securities and Futures Institute (SFI Taiwan)	2024 annual insider equity trading legal compliance promotion meeting	3hrs
	2024/07/03	2024/07/03	Taiwan Academy of Banking and Finance	The Era of Carbon Pricing and Corporate ESG Actions	3hrs
Yeh, Shou-Chun	2024/11/27	2024/11/27	Taiwan Academy of Banking and Finance	Corporate Governance Forum - From Digital Transformation to AI Empowerment	3hrs
	2024/09/06	2024/09/06	Securities and Futures Institute (SFI Taiwan)	2024 Insider Trading Prevention Promotional Conference	3hrs
	2024/07/03	2024/07/03	Taiwan Academy of Banking and Finance	The Era of Carbon Pricing and Corporate ESG Actions	3hrs
Chien, Cheng-Tian	2024/08/20	2024/08/20	Taiwan Corporate Management and Sustainable Development Association	Identifying Corporate Fraud or Operational Crises from Financial Statements	3hrs
	2024/08/01	2024/08/01	Taiwan Corporate Management and Sustainable Development Association	Analysis of Board of Directors Related Regulations and Practical Disputes	3hrs
Hsiang, Wen-Kuei	2024/11/22	2024/11/22	Securities and Futures Institute (SFI Taiwan)	2024 annual insider equity trading legal compliance promotion meeting	3hrs
	2024/07/03	2024/07/03	Taiwan Academy of Banking and Finance	The Era of Carbon Pricing and Corporate ESG Actions	3hrs
Wu, Kao-Shan	2024/11/27	2024/11/27	Taiwan Academy of Banking and Finance	From Digital Transformation to AI Empowerment	3hrs
	2024/07/03	2024/07/03	Taiwan Academy of Banking and Finance	The Era of Carbon Pricing and Corporate ESG Actions	3hrs
Chuang,	2024/08/07	2024/08/07	Taiwan Institute of Directors	Global Economic Outlook	3hrs

Name	Date of training		Training Institution	Name	Hours
	Start Date	End Date			
Ying-Chih	2024/08/05	2024/08/05	Taiwan Corporate Governance Association	Sustainability Reporting Development Trends	3hrs
	2024/07/03	2024/07/03	Taiwan Academy of Banking and Finance	The Era of Carbon Pricing and Corporate ESG Actions	3hrs
	2024/05/08	2024/05/08	Taiwan Corporate Governance Association	ESG-related Legal Issues to be Considered by the Board of Directors	3hrs
	2024/05/07	2024/05/07	Taiwan Institute of Directors	Distribution Industry Management and Outlook	3hrs
Wu, Ru-Yu	2024/11/27	2024/11/27	Taiwan Academy of Banking and Finance	Corporate Governance Forum - From Digital Transformation to AI Empowerment	3hrs
	2024/07/03	2024/07/03	Taiwan Academy of Banking and Finance	The Era of Carbon Pricing and Corporate ESG Actions	3hrs
Shih, Yung-Fa	2024/12/25	2024/12/25	Securities and Futures Institute (SFI Taiwan)	Listed Companies - Seminar on Expanding the Asian Asset Management Landscape through the Use of Derivatives	3hrs
	2024/11/27	2024/11/27	Taiwan Academy of Banking and Finance	Corporate Governance Forum - From Digital Transformation to AI Empowerment	3hrs
	2024/09/20	2024/09/20	Securities and Futures Institute (SFI Taiwan)	2024 Insider Trading Prevention Promotional Conference	3hrs
	2024/07/03	2024/07/03	Taiwan Academy of Banking and Finance	The Era of Carbon Pricing and Corporate ESG Actions	3hrs

(10)The following matters shall be disclosed for the implementation status of the internal control system:

1. Internal Control Statement:

Please refer to the Market Observation Post System. The search path is as follows:

Market Observation Post System > Single Company > Corporate Governance > Company Regulations/Internal Control > Internal Control Statement Announcement

Please refer to the following path on https://mops.twse.com.tw/mops/#/web/home to search for company code: 1460 and view relevant information.

(11) Penalties Imposed Upon the Company and its Employees in Accordance With the law, Penalties Imposed by the Company Upon its Employees for the Violation of the Internal Control System, Principal Deficiencies, and Improvement Status During the Most Recent Fiscal Year and up to the Date of Publication of the Annual Report: None.

(12)Major resolutions of shareholders' meeting and board meetings during the most recent fiscal year up to the date of publication of the annual report

1. Summary of Shareholders' meeting agenda

Date of Shareholders' Meeting	Material Resolutions	Implementation
June 14, 2024	Management Presentation 1. 2023 Business Report 2. 2023 Financial Statements. 3. 2023 Review of the Final Statements from the Audit Committee	N/A.
	Ratifications 1. Approval of 2023 final accounts 2. Approved the 2023 Deficit Compensation Proposal	Resolved not to pay a dividend

2.Summary of proposals in the Board of Directors meetings

Term of the Meeting	Time of the meeting:	Material Resolutions
The 12th Session of the 14th Term	May 02, 2024	1.Approved the credit line contracts between the Company and financial institutions 2.Approved the Company's proposal to provide endorsement /guarantee for the financing amount of its subsidiaries with financial institutions 3.Approved the consolidated financial statements for Q1 2024 4.Approved the change of the Company's spokesperson
The 3th Session of the 1st Term	June 14, 2024	1.Approved the appointment of the Company's Chairman 2.Approved the establishment of the Guidance Committee of the Company 3. Approval of the Waiver of Non-Compete Restrictions for the Appointment and Dismissal of Executives at Manager Level and Above
The 3th Session of the 2nd Term	August 6, 2024	Approved the credit line contracts between the Company and financial institutions Approved the Company's proposal to provide endorsement /guarantee for the financing amount of its subsidiaries with financial institutions Approved the report on foreign exchange hedging financial product transactions Approved the acquisition of disposal assets case 5.Approved the consolidated financial statements for Q2 2024 6.Approved the Company's deputy spokesperson 7.Approved the new appointment of members of the Company's Remuneration Committee 8.Approved the 2023 Business Report
The 3th Session of the 3rd Term	November 6, 2024	Approved the credit line contracts between the Company and financial institutions Approved the Company's proposal to provide endorsement /guarantee for the financing amount of its subsidiaries with financial institutions 3. Approved the consolidated financial statements for Q3 2024 Report of Subsidiary Everest Apparel(Haiti) S,A. 5. Approved the Amendment to the company's "Operating Guidelines for Financial Business Between Related Parties. 6. Approved the amendment to some certain provisions of the Company's "Sustainable Report Preparation and Assurance Operating Procedures

Term of the Meeting	Time of the meeting:	Material Resolutions
		7. Approved the appointment and dismissal of managers and above 8. Approved the 2025 Audit Plan
The 3th Session of the 4th Term	March 04, 2025	1. Approved the credit line contracts between the Company and financial institutions 2. Approved the Company's proposal to provide endorsement /guarantee for the financing amount of its subsidiaries with financial institutions 3. Approved the report on foreign exchange hedging financial product transactions 4. Approved the transfer of equity and debt waiver for the subsidiary Everest Garment Ethiopia 4. Approved the 2024 Business Report 5. Approved the 2024 parent company only and consolidated financial statements 6.Approved the 2024 Deficit Compensation Proposal Approved the amendments to the Articles of Association 8.Designated a new signing certified public accountant by Deloitte & Touche 9. Approved matters in relation to 2024 Shareholders' meeting such as date, acceptance of shareholder motions, and related procedures 10. Approved the evaluation of the company's inventory provision 11. Approved the Company's 2024 operating budget and capital expenditure budget. 12. Approved the appointment and dismissal of managers and above 13. Approved the 2024 Statement of Internal Control

(13)Recorded or Written Statements Made by any Director or Supervisor Which Specified. Dissent to Important Resolutions Passed by the Board of Directors During the Most Recent Year and up to the Date of Publication of This Annual Report: None.

III. Information About CPA Professional Fee

(1) Information on CPA Professional Fees

Name of CPA Firm	Name of CPA		Audit period	Remark
Deloitte & Touche	Liao, Hung-Ju	Guo, Li-Yuan	2024.1.01-2024.01.31	-

Amount Unit: NT$ thousand

Range of Fees \ Category of Fees		Audit fees	Non-audit fees	Total
1	Less than NT$2,000 thousand	-	840	840
2	NT$2,000 thousand (inclusive) - NT$4,000 thousand	-	-	-
3	NT$4,000 thousand (inclusive) - NT$6,000 thousand	-	-	-
4	NT$6,000 thousand (inclusive) - NT$8,000 thousand	6,500	-	6,500
5	NT$8,000 thousand (inclusive) - NT$10,000 thousand	-	-	-
6	Above NT$10,000 thousand (inclusive)	-	-	-

Amount Unit: NT$ thousand

Name of CPA Firm	Name of CPA		Audit Period	Audit fees	Non-audit fees				
					Design of System	Business Registration	Human Resources	Others (Note)	Subtotal
Deloitte & Touche	Liao, Hung-Ju	Guo, Li-Yuan	2024.1.01-2024.01.31	6,500	-	-	-	840	840

Note: Transfer pricing expenses, Group Master File compliance service fees for 2024, and assurance service fees for the internet shopping packaging material reduction project

(2) Change of CPA firm and the audit fees at the year of the change is less than the prior year: None

(3) Change of CPA Firm: None.

(4)Audit Fees Were 10% Less Than That of the Previous Year: None

IV. Information on Replacement of CPAs: None

V. Information About Chairman, President, and Financial or Accounting Manager of the Company Who Has Worked with the CPA Firm Which Conducts the Audit of the Company or Affiliate to Said Firm in the Most Recent Year: None

VI. Any Transfer of Equity Interests and/or Pledge of or Change in Equity Interests by a Director, Manager, or Shareholder with a Stake of more than 10 Percent:

1. For information on changes in shareholding, please refer to the Market Observation Post System (MOPS), https://mops.twse.com.tw/mops/#/web/home)，To view related information, please search for the company code '1460' by following the path below

Homepage > Summarized Reports > Shareholding Changes / Securities Issuance > Shareholding / Pledge / Transfer of Directors, Supervisors, and Major Shareholders > Shareholding Balance of Directors, Supervisors, Managers, and Major Shareholders > Summary Report of Shareholding Balances of Directors, Supervisors, Managers, and Major Shareholders

2. Information on Share Transfers Where the Counterparty is a Related Party: None

3. Information on Pledged Shares Where the Counterparty is a Related Party: None

VII. Relationship among the Top Ten Shareholders:

March 31,　2025

Name	Shareholding of individual		Shareholding of Spouse or Minor Children		Shares held through nominees		Relationship between any of the company's top 10 shareholders who are related parties, spouses, or relatives within the second degree of kinship, including their names and relationships		Remark
	Shares	Shareholding % Ratio	Shares	Shareholding % Ratio	Shares	Shareholding % Ratio	Name	Relationship	
Yuan Ding Investment Co., Ltd.	164,613,745	23.70 %	0	0	0	0	Oriental Union Chemical Corporation Yu Yuan Investment (Stock) Company:	The Chairman of the Company is the same person as Far Eastern New Century Corp., which holds the invested companies.	Please refer to page 5
Grandtex International Investment Co., Ltd. Chairman: Charles Wang	20,177,533	2.90%	0	0	0	0	None.	None.	N/A.
Fu-Ming Transport Corporation Chairman: Johnny Hih	19,482,020	2.80%	0	0	0	0	None.	None.	N/A.
Yuan Tong Investment Co., Ltd. (18%); Chairman: Wang, Chien-Cheng	19,185,415	2.76%	0	0	0	0	None.	None.	N/A.
Yu Yuan Investment (Stock) Company: Chairman: Chen, Chun-Ming	16,366,066	2.36%	0	0	0	0	Yuan Ding Investment Co., Ltd.	As invested companies. which holding 100% share by Far Eastern New Century Corp.	Please refer to page 5
Oriental Union Chemical Corporation (100%) Chairman: Douglas Tong Hsu	16,040,145	2.31%	0	0	0	0	Yuan Ding Investment Co., Ltd. Dong Fu Investment Co., Ltd.	The chairman of the company is the same person holding 100% shares in Ton Fu Investment	N/A.
Director at Grandtex International Investment Co., Ltd. Chairman: Tsai, Min-Hsiung	15,675,901	2.26%	0	0	0	0	Yuan Ding Investment Co., Ltd.	As invested companies. which holding 100% share by Far Eastern New Century Corp.	Please refer to page 5
Dong Fu Investment Co., Ltd. (18%); Chairman: Cheng, Cheng-Yu	14,580,194	2.10%	0	0	0	0	Oriental Union Chemical Corporation	100% shares held by Oriental Union Chemical Corporation	Please refer to page 5
Kai Yuang Investment Corp. Chairman: Cheng, Cheng-Yu	13,533,000	1.95%	0	0	0	0	Yuan Ding Investment Co., Ltd.	As invested companies. which holding 100% share by Far Eastern New Century Corp.	Please refer to page 5
Director at Grandtex International Investment Co., Ltd.	13,253,698	1.91%	0	0	0	0	None.	None.	N/A.

VIII. Total Number of Shares and Total Equity Stake Held in any Single Enterprise by the Company, Its Directors and Managers, and any Companies Controlled Either Directly or Indirectly by the Company

March 31, 2025

Investee	Investment by the Company		Investment by Directors, Managerial Officers, and Entities either Directly or Indirectly Controlled by the Company		Total Investment	
	Shares	Shareholding %	Shares	Shareholding %	Shares	Shareholding %
Everest Investment (Holding) Ltd.	1,300	100.00	0	0.00	1,300	100.00
Everest International Develop Investment Co., Ltd.	220,700,000	100.00	0	0.00	220,700,000	100.00
Jin Lead Industrial Co., Ltd.	526,800	19.00	180,600	6.52	707,400	25.52
Everest Textile (HK) Ltd.	695,000	99.30	5,000	0.70	700,000	100.00
Dah Chung Bills Finance Corp.	1,264	0.00	0	0.00	1,264	0.00

Chapter 3. Capital Overview

I.Capital and Shares

(1) Source of capital

Source of Capital

Unit: thousand shares

Time	Issuance Price (NTD)($)	Authorized capital		Paid-in capital		Remark				
						Source of capital			Capital Increase by Assets other than Cash	Other
		Shares	Amount	Shares	Amount	Cash	Earnings	Capital Surplus		
September 2020	10	560,000	5,600,000	509,834	5,098,341	-	-	-	None.	None.
September 2021	10	800,000	8,000,000	694,643	6,946,434	-	-	-	None.	None.
September, 2022	10	800,000	8,000,000	694,643	6,946,434	-	-	-	None.	None.
September, 2023	10	800,000	8,000,000	694,643	6,946,434	-	-	-	None.	None.
September, 2024	10	800,000	8,000,000	694,643	6,946,434	-	-	-	None.	None.

Note: Equity change in recent five years.

Unit: thousand shares

Type of Shares	Authorized capital			Remark
	Outstanding Shares (Listed)	Unissued Shares	Total	
Ordinary Shares	694,643	105,357	800,000	None.

(2) Information About Shelf Registration System:None

(3) Preferred Shares: None.

(4) Major Shareholder:

March 31, 2025

Shares / Name of Major Shareholder	Shares Held	Shareholding Ratio
Yuan Ding Investment Corp.	164,613,745	23.70%
Everest International Develop Investment Co., Ltd.	20,177,533	2.90%
Fu Ming Transportation Co.;	19,482,020	2.80%
Yuan Tone Investment Co., Ltd.	19,185,415	2.76%
Yu Yuan Investment Co., Ltd.	16,366,066	2.36%
Oriental Union Chemical Corporation	16,040,145	2.31%
Din Yuang Investment Co., Ltd.	15,675,901	2.26%
Tong Fu Investment Co., Ltd.	14,580,194	2.10%
Kai Yuang Investment Corp.	13,533,000	1.95%
Jui Hsing International Investment Co., Ltd.	13,253,698	1.91%

(5) Company's Dividend Policy and Implementation Thereof

1. If there is a surplus in the company's annual settlement, after paying the profit-seeking enterprise income tax in accordance with the law, it shall first make up for the deficits of previous years. If there is still a surplus, 10% shall be allocated as a legal surplus reserve, and a special surplus reserve shall be allocated in accordance with the laws and regulations. Together with the accumulated undistributed surplus from the previous year, it shall be considered as the distributable surplus. However, a portion may be retained in consideration of business conditions, and dividends shall be distributed to all shareholders on an equal basis. However, in the event of a capital increase, the dividends to be distributed on the newly issued shares in the current year shall be handled in accordance with the resolution of the shareholders' meeting. The allocation of dividends shall take into consideration the changes in the outlook for the Company's businesses, the lifespan of the various products or services that have an impact on future capital needs and taxation. Dividends shall be distributed at the ratio as set forth in these Articles of Incorporation aimed at maintaining the stability of dividend distributions, improving the financial structure, reinvestments, production expansion or other capital expenditures in which capital is required. The dividends distributed shall be no less than 50% of the balance of net profit after tax and deduction of deficits offset, legal reserve and special reserve, and the cash dividends shall be not less than 10% of the aggregate sum of dividends and bonus distributed in the same year.

2 Distribution of dividends proposed at the most recent Shareholders' Meeting: No dividend will be distributed for 2024.

(6) Effect upon business performance and earnings per share of any stock dividend distribution proposed or adopted at the most recent Shareholders' meeting: N/A.

(7) Compensation to Directors and Profit Sharing Bonus to Employees

1. Proportion or scope of employee profit sharing bonus and compensation to Directors: If there is a profit of the Company for the year, 2% ~3.5% should be allocated for employee remuneration, and not more than 2.5% for the remuneration of directors.

However, if the Company has accumulated losses, the profit shall be prioritized for deficit offset.

2.The basis for estimating the amount of employee profit sharing bonus and compensation to Directors, for calculating the number of shares to be distributed, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period: N/A.

3. Distribution of remuneration for the year approved by the Board of Directors:

Relevant information on remuneration to employees, directors and supervisors adopted by the resolution of the Board of Directors on March 4, 2025 is as follows:

(1)Distribution of cash compensation for employees and remuneration to directors and supervisors: The remuneration of employees was NT$0 thousand (paid in cash), and the remuneration of directors will not be distributed.

(2)For the amount of any employee compensation distributed in cash or stocks and remuneration to directors, if there is any discrepancy between such amount and the estimated figure for the fiscal year when expenses are recognized, the deviation, its cause, and the status of treatment shall be disclosed: No deviation

(3) The amount of employee remuneration in stock and the amount as a percentage of the sum of net income after tax as in the standalone financial statement for this period and the total employee dividends for this period: N/A.

4.The actual distribution of employee profit sharing bonus and compensation to Directors in the previous year (2024) are as follows:N/A

(8) Share Repurchases:None

II.Bonds (including colonial bond):None

III.Issuance of Preferred Shares:None

IV. Issuance of Global Depository Receipts:None

V. Employee Share Subscription Warrants:None

VI. New Restricted Employee Shares:None

VII. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies: None

VIII. Implementation of the Company's Capital Utilization Plan: None

Chapter 4. Operation Overview

I.Business Activities

(I)Business Scope

1.Principal business activities and revenue distribution

Main product	Proportion of Business in 2024
Finished Fabric	7,560,378
Draw Textured Yarn	443,622
Other	259,751
Total	8,263,751

2.Current products and new products planned for development:

(1) Product items: Special polyester processed yarn, LYCRA wrapped yarn, artificial mineral far-infrared fibers (slag regenerated far-infrared fibers), Recycle Dope Dyed mechanical elastic fibers, environmentally-friendly Dope Dyed non-toxic printed mechanical elastic fibers, recycled regenerated polyester fibers from gray fabric, oyster shell powder fibers, Dope Dyed PET mechanical elastic yarn, low-temperature dyeable polyester fibers, Nylon 6 mechanical elastic filaments, ultra-fine fibers and ultra-lightweight fabrics, functional high-density fabrics, long and short fiber blended fabrics, intelligent memory fabrics, long fiber pre-dyed fabrics, recycled NYLON elastic fabrics, T400 composite elastic fabrics, E-2000 EcoMade recycled polyester + bio-based polyester high-strength elastic products, Cordura re/cor® recycled abrasion-resistant and high-strength products, forged oyster shell Nylon 6,6 far-infrared and odor-resistant products, short fiber pre-dyed fabrics, Pinacell short fiber products, Hemp series, zero-carbon Tencel, Abacell short fiber products, T/C biodegradable products, recycled cotton products, organic cotton products, Recycle PET short fiber products, short fiber elastic products, Nylon shape memory Y/D, bamboo fiber Y/D, oyster shell yarn Y/D products, gray fabric recycled yarn knitted fabrics, Yarn dyed knitted fabrics, computer jacquard knitted fabrics, highly elastic knitted fabrics, environmentally-friendly functional knitted fabrics, functional knitted laminated fabrics, graphene knitted fabrics, AquaBreath® knitted fabrics, wool-blended non-woven fabrics, lightweight knitted laminated fabrics, highly waterproof and breathable laminated fabrics, ultra-thin laminated fabrics, AIR FLOW laminated fabrics, durable water-repellent and waterproof fabrics, graphene membrane laminated products, Recycle waterproof and breathable membranes, bio-based Randa oil waterproof and breathable membranes, water-repellent water-based PU thin coating, water-based Polar Bear products, low-impedance conductive membranes, biodegradable Soft Shell, bio-based Soft Shell, 25K/35K high-functional Soft Shell, flame-retardant membranes, dye sublimation printed series products, digital flock printed series products, multi-color tie-dye printed crystal flower series, hot-stamped aurora membrane series, digital printed development module series, composite flash membrane printed series, high-frequency embossed series, watermark printed series, crease and fold landscape series, liquid mirror membrane, composite embossing and punching, flame-retardant industrial fabric products, non-fluorine 100 times super water-repellent functional products, antibacterial series products, antiviral products, odor-resistant products, differential shrinkage high-strength mechanical elastic high-visibility workwear.

(2) Planned new product development: Environmentally-friendly carbon capture polyester products, fine denier bio-based Nylon products, antimicrobial polyester products, bio-based spandex fabrics, slag regenerated far-infrared fibers, silver wisteria bio-carbon fibers, flame-retardant PVDF fibers, abrasion-resistant polyester, aerogel polyester fibers, biodegradable polyester fibers, flame-retardant PVDF fibers, chemically recycled regenerated polyester fibers, garment recycled regenerated polyester fibers, airbag recycled fibers, high-visibility flame-retardant fibers, elastic flame-retardant fibers, high-visibility flame-retardant fibers, Cordura abrasion-resistant elastic fabrics, wool-like laminated fabrics, polyester-based Elastomultiester composite fibers, cationized and modified polyester fibers for denim-like fabrics, special jacquard brushed fabrics, blended long and short fiber knitted fabrics, short fiber composite mechanical stretch knitted products, Eco-made mechanical stretch knitted fabrics, silver fiber knitted products, short fiber sandwich fabrics, health composite product development, environmentally-friendly carbon capture waterproof and breathable products, water-based waterproof and breathable products, single-material laminated products, bio-based water stop, dry waterproof and highly breathable waterproof and breathable membranes (A1), Regeneration Cotton sustainable cotton products, low-temperature dyeable cotton-like short fiber fabrics, odor-resistant and deodorizing shirt fabrics, anti-perspirant stain fiber fabrics, garment recycled material fabrics, Cotton rich ultra-durable 80/20 cotton fabrics, non-fluorine water and oil repellent products, natural antibacterial agent products, non-metallic antibacterial products, water-based heat transfer printing, environmentally-friendly water-based dye digital printing, special screen printing effect products, special reflective effect products, special hot stamping effect, special flock printing, composite watermark printed series, composite high-frequency series, composite digital printing, composite flock series.

(II) Industry Overview

1. Current Situation and Development of the Industry

In 2024, factors such as high interest rates, high inflation, and China's post-pandemic economic performance not meeting expectations led to weak global demand for end products, slowing down manufacturing activities in various countries. Additionally, the ongoing Russia-Ukraine war and tensions in the Strait of Taiwan have caused global geopolitics to shift towards group confrontation, affecting global economic development and social stability. Recently, driven by demand from the United States and the completion of inventory clearance by brands, global end-user demand is expected to gradually recover. As a result, major international institutions forecast a rebound in global trade volume growth in 2025. In terms of domestic demand, given the stable development of the job market and the strong performance of various private consumption indicators, private consumption is expected to remain robust, and the overall textile industry is likely to recover in the future.

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

The textile industry is an essential industry for daily necessities. The upstream of the industry chain is the chemical fiber manufacturing industry, which uses raw materials from the petrochemical industry and processes them into fibers. The midstream involves the spinning and false-twist processing of natural and chemical fibers, weaving, and dyeing and finishing. The downstream includes the manufacturing of textile products such as garments, apparel, curtains, and others. Please refer to pages 41-43 for the relationship between upstream, midstream and downstream of the industry

3. Development Trends and Competition of Products

As climate change becomes increasingly severe, businesses face environmental challenges. Striking a balance between sustainability, environmental protection, and economic growth has become a global focus. Taiwanese textile companies have also invested considerable resources and efforts in moving towards sustainability and carbon reduction. Carbon neutrality and energy conservation have become major criteria for apparel factories in selecting suppliers. The development focus of the fiber and textile industry is on sustainability, functional applications, and smart manufacturing. Among them, "Sustainable Environmental Protection + Functionality" is the pulse of the global textile market and a new consumption trend. The issue of low carbon emissions is highly regarded in the textile industry. Brand companies are actively establishing green supply chains that integrate sustainability, environmental protection, and functionality. To meet customer demands and secure orders, textile companies have been using innovative technologies in recent years to develop related textile materials while balancing product functionality and sustainable development. Facing the development and competition in the global textile industry's sustainable economy market, Taiwan's textile industry should think more systematically about the diverse feasibility of developing circular sustainability in the textile industry, creating a broader future.

(III) Technology and R&D Overview

Successfully developed technologies or new products are as follows

Ever E2000 Eco Made、Ever Recycle Finishing Net、Ever Tide-Ocean Recycle、Ever Recycle Solar Free、Ever Sunex-Heat Emitting、Ever Heiq Smart Temp、Ever Bio-based Rain Wear、 Ever ScrapFil、Ever Fusion Flannel、Ever Re-preconsumer、Ever Work Wear、Ever Knit Soft Shell、Ever Umorfil Knit、Ever Seawool Knit、Ever Water caltrop shell Knit、Ever Acteev Knit、Ever CCU PET Knit、Ever 5 Layer Knit、Ever i-Fiber Leather、Ever Cool Promoting、Ever Ge Warm、Ever Lace-like Perspective Print、Ever Smart Heating Clothing、Ever Airflow Wear、Eco Friendly Wear、Ever Biodegradable、Ever FR WorkWear、Ever Med、Ever Frozen Dye、Ever flame-retarding film、Ever Anti-bacterial、Ever NF3R、Ever Stone Shone、Ever Light Coating Plus(WPI2)、Water Dye Sublimation Printing、Ever Green-Regeneration Wear、Ever Multi-colored Ocean、Eco-friendly printing、Ever Composite Reflective Print、Light Sculpture、Light and Shadow Sculpture、Reflective And Luminous Printing、Ever Nylon Shape Memory、Ever Recycle Cotton、Ever Ceravida Recovery、Bio-based nylon air-textured yarn (ATY) woven elastic fabric, carbon capture absorbent, polyester composite elastic fiber Elastomultiester air-textured yarn (A.T.Y.) high-strength mechanical elastic woven fabric.

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

Short-Term: In recent years, brands have increased the use of eco-friendly materials, and the entire textile industry has begun to move towards sustainable materials and recycling, such as using natural raw materials and bio-based materials, as well as materials that can be biodegraded. They are also using recycled resources for remanufacturing and producing products that can be reused repeatedly, allowing products to be used over and over again. The market trends for products: recycling, bio-based, and carbon capture product technologies. Everest is developing new products around these main axes, such as recycling single-material garments, carbon capture materials, bio-based chemicals, high-performance low-carbon PU, and related products. In line with the circular upgrading and reducing product carbon footprints, Everest is seeking various recycled waste materials to create new raw materials, developing sustainable functional fabrics, such as agricultural waste Biomass balance nylon, textile waste physically/chemically recycled PET, sugarcane bagasse bio-based Bio2PET PET, carbon capture Bio3PET PET, tire recycled nylon, environmentally-friendly bio-based waterproof and breathable membranes, and single-material bonded products. Everest also places great emphasis on the sustainable circular economy of materials, developing moisture-wicking fabrics from recycled semiconductor waste and far-infrared fabrics from artificial minerals. Everest continues to work towards recycling, bio-based & carbon capture, carbon neutrality, and material circular economy, and continues to make efforts and contribute to society.

Long-Term : Recent trends in textile products are: Sustainable textiles and green supply chains. In addition to achieving circularity from material to material, every stage of the manufacturing process needs to undergo green transformation, from upstream raw materials, midstream spinning and weaving, to downstream dyeing and finishing and product manufacturing. Dyeing and finishing is the most energy and water-intensive stage in the textile industry, and improving the dyeing and finishing process towards zero pollution and low energy consumption is an important issue the textile industry needs to address. Now Everest has integrated the concepts of green manufacturing and circular economy from the product itself to the production process in the factory, which not only reduces the burden on the environment, but also meets the increasingly stringent procurement specifications of brand enterprises. And process waste is also an invisible killer of energy consumption. Therefore, in addition to developing more environment-friendly green textiles from the product side, Everest also starts to optimize the production line in its carbon reduction action, hoping to achieve stable quality through smart and practical manufacturing, so as to minimize the unnecessary waste in the process. Circular economy has already become a core concept in the development of the textile industry, and finding ways to transform previously discarded resources into high value-added materials is the direction for future development thinking. Additionally, Everest uses digital platforms to assist in business and R&D product marketing promotion, effectively reducing transportation energy waste. Through raw material design, process design, transportation design, etc. to calculate product carbon footprint, combining blockchain technology to provide supply chain transparency and traceability, realizing zero waste in the industrial supply chain and cross-industry cooperation, implementing the cradle-to-cradle development design concept.

Everest adheres to the concept of environmental friendliness and complies with the sustainable environmental protection policies of international brands. By combining high-tech innovative functional textiles, it targets the apparel markets and industrial workwear for outdoor, sports, leisure, and fashion, continuously creating unique and high-value-added textiles. Eco-friendly materials and low carbon emissions have become market trends. With an innovative and entrepreneurial spirit, cross-industry collaboration, and resource utilization, Everest adopts a "Sustainability x Function" R&D strategy. By combining fashion trends and pairing with global deployment of a one-stop value-added innovation service, it continuously provides multifunctional, sustainable, and eco-friendly fabrics, apparel, and related innovative products and integrated services. This injects new growth momentum into Everest and recreates sustainable carbon competitiveness.

II. Market and Sales Overview

(I) Market Analysis

1.Sales Regions of Major Products

The main focus of the products is on exports, primarily selling to designated garment factories in Vietnam, Thailand, and Sri Lanka, and a few garment factories in Europe and the United States.

2.Market share:

Vision goal is to become a major strategic partner supplier to international brands, collaborating with brands' growth strategies to achieve sustainable cooperative relationships

3.The Market's Future Supply and Demand & Future Growth

A.With a 4+1 layout (4 fabric mills + 1 garment factory), we provide brand customers with East/West hemisphere supply chains, extending the advantages of in-house vertical integration of yarn, weaving, dyeing, finishing, and special post-processing for global sales.

B.Supply and demand of filament and staple fabrics and garments:

a.For long-fiber fabrics, the main focus is on high-functional Sports and Outdoor fabrics, complemented by the rapidly growing yoga and Retailer markets, with product development primarily using eco-friendly materials to secure the latest seasonal product projects from customers.

b.For short-fiber fabrics, we utilize blended long and short fiber materials along with elastic yarns for product development, establishing technical barriers and meeting the main product lines of customers.

c.For Garments:

- Combining knitted fabrics and woven fabrics for processing, while simultaneously selling knitted and woven fabrics and supplying them to our own garment factories for production.
- Garment orders drive the growth operation model for fabric orders, effectively developing entire batches of raw materials for production at Everest.

4.Advantages and Disadvantages of Competitive Niche and Development Prospects &Countermeasures

A.Opportunities:

a. Diverse markets and short-chain supply, integrating resources from various factories for flexible deployment.

b. 125 core competencies and alliances with both similar and different industries to expand the market.

c. Smart, lean, innovative, and sustainable, demonstrating resilient adaptability.

d. Vertical integration from yarn, fabric to garments, leveraging the advantages of an integrated production chain.

e. Circular economy and zero-carbon opportunities, innovation and markets for green business opportunities.

f. Leveraging the advantages of group synergy to create a customer magnetic effect.

B. Challenges:

a. Geopolitical conflicts, rising tariff barriers, increasing market uncertainty.

b. Extreme climate impacts intensify, carbon taxes increase operational costs.

c. Heightened standards for ESG social responsibility requirements from various national regulations and customers.

d. Zero-carbon initiatives require investment in equipment and process updates, increasing costs.

e. Talent loss in traditional manufacturing industries, lack of key π-type personnel.

f. High complexity of order structure, increasingly shortened delivery times, gradually increasing production challenges.

C. Responding Measures

Diversify markets to mitigate risks, focus on promoting core products, deepen engagement with existing customers and acquire new customers to drive revenue and gross profit growth

Prioritize meeting customers' environmental and human rights regulations, fulfilling basic requirements for quality and delivery

Customize products to meet customer needs through project-based execution, validate reproducibility, and then scale to mainstream markets

Continuously expand core technologies, integrate from raw materials to finished products, and become a reliable strategic supplier for customers

Expand the use of innovative technologies and green materials to develop circular and regenerative products

Automate operational decision processes, increase digitalization tools to improve development efficiency and expand product exposure

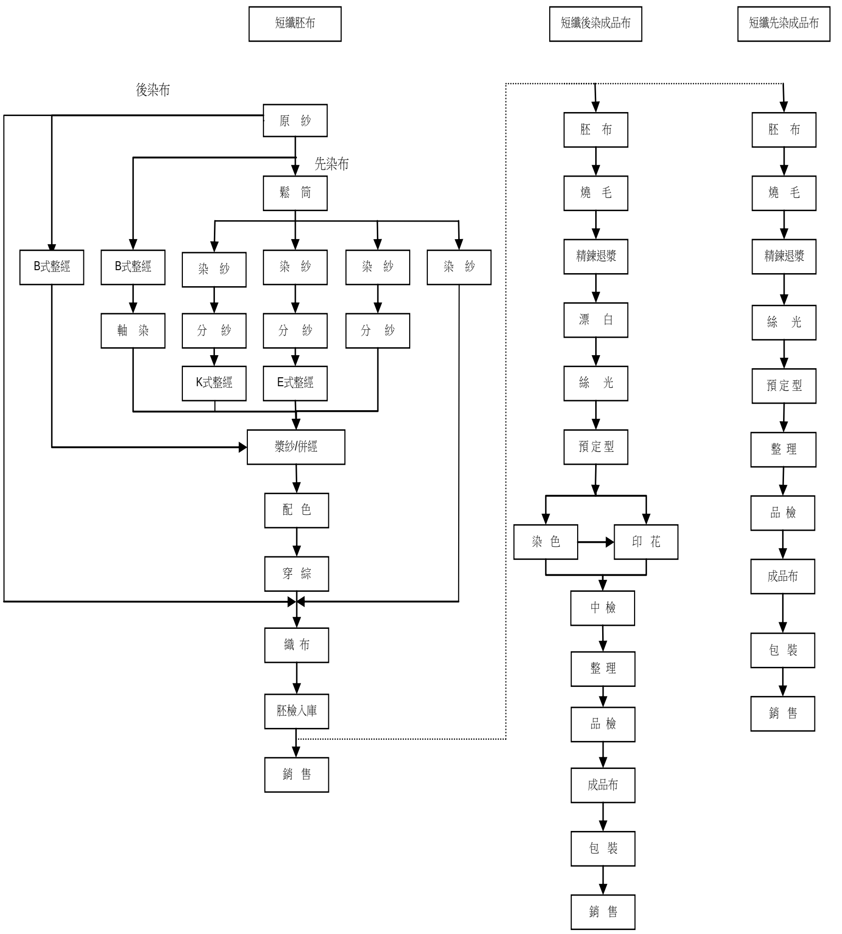
A net-zero strategy combined with smart production reduces the impact of the industry chain on climate change.

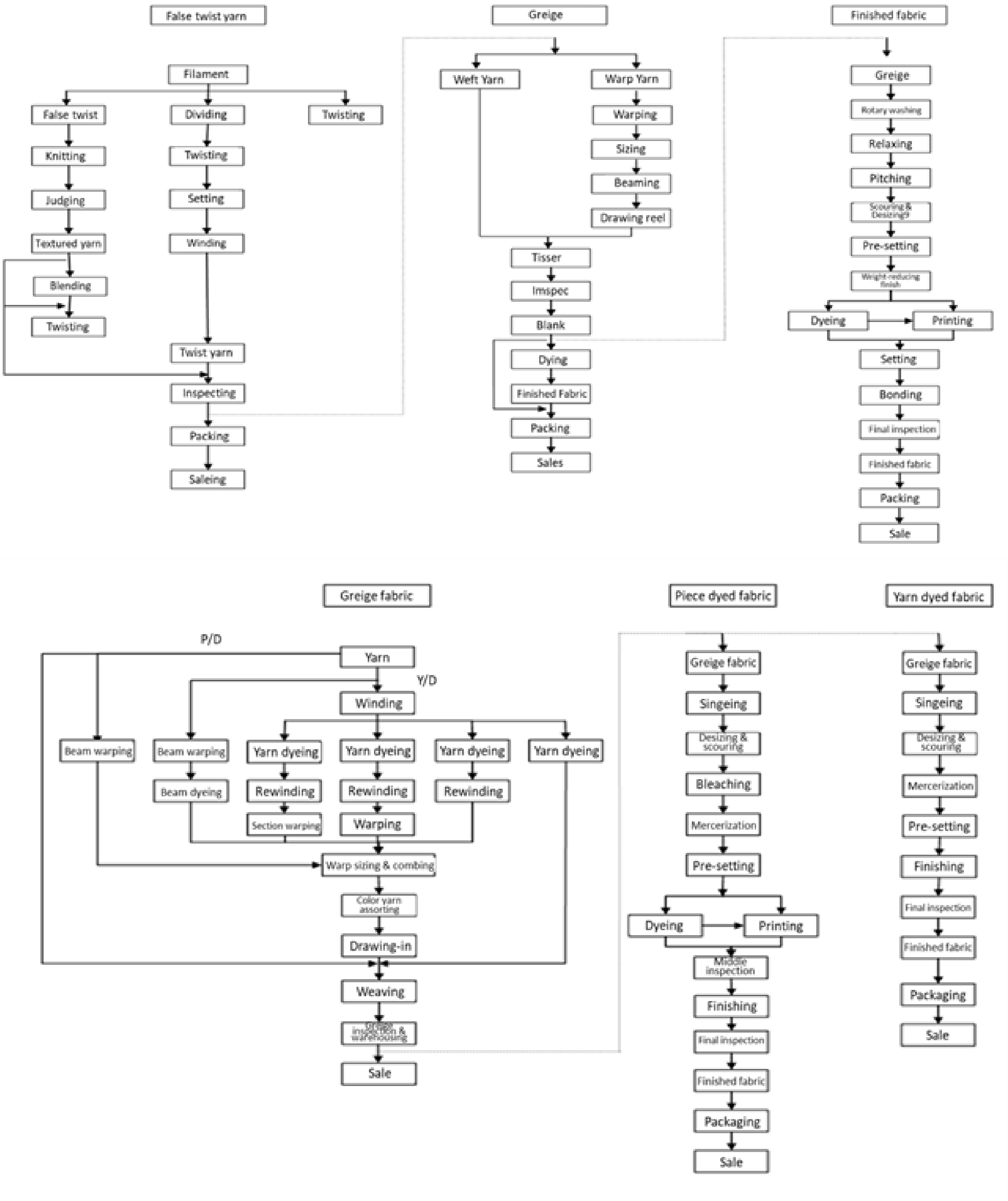
(II)Usage and Manufacturing Processes for Main Products:

1. Important Applications of Products

Contents	Product Category	Product	Major Applications
1. Draw textured yarn	TASLAN draw textured yarn	Air Textured Yarn	Suits, dresses, sportswear, and home furnishings
		Different Shrinkage Yarn	Dresses, shirts, pants, and jackets
		New Synthetic Fiber	Dresses, shirts, pants, and jackets
	Draw Textured Yarn	Micro Fiber	1.Sports、Outdoor
		Stretch Yarn	2.Sports、Outdoor
		Recycled Stretched Yarn	3.Sports、Outdoor
	False Twist Textured Yarn	Polyester Textured Yarn	Deluxe Man & Women's Suits
		Micro Fiber	Sportswear, casual wear, windbreakers, jackets, and home furnishings
		Cationic Dyeable Texture Yarn	Man & Women's Suits
		Thick & Thin Yarn	Men's suit pants, sports, and outdoor wear
		Interlace Textured Yarn	High-end men's and women's suits, pants, sports, and outdoor wear
		Lycra Covery Yarn	High-end men's and women's suits, pants, sports, and outdoor wear
		Functional Textured Yarn	Home furnishings and industrial use
2. Long-staple Fabrics	New synthetic thick strong twining fiber	Rayon like finish	Dresses, women's shirts, and suits
		Silk-like finish	Dresses, shirts, men's pants, and jackets
		Worsted like finish	Dresses, men's pants, and suits
		Suiting finish	Dresses, shirts, and suits
	Stretch woven	Nylon Elastic Fabric (Stretch Warp/Weft,4 way Stretch)	1.Outdoor、Casual
		Poly Elastic Fabric (Stretch Warp/Weft,4 way Stretch)	2.Sports、Outdoor、Casual
	Double face woven (Double Layer Woven)	Absorptive finishing	Casual top and shorts, Sports
		Water repellent	Pants, Coat
		Brushing finishing	Pants, Coat
	Ultra light weight	Water repellent	Casual wear, sports, and jackets
		Breathable and waterproof	2.Outdoorwear.9
	Non-elastic types (High fine count waterproof woven fabric)	(Ultra-fine High-density Waterproof Fabrics)	Jackets and down jackets
		Absorptive finishing	Shorts and shirts
	Recycled Eco-friendly Products	PET Bottle Collection	sportswear
		Nylon Bottom Material Recycling Series	Outdoor sportswear
		Spandex Bottom Material Recycling Series	Sportswear, Casual Wear
		Recycled Nylon from Tires	
3. Staple Piece Dyes fabric	Staple & filament interweaving	1.TR	Outdoor & casual Shirt & pants
		2.T/C	Outdoor & casual Shirt & pants

Contents	Product Category	Product	Major Applications
		3.N/C	Outdoor & casual Shirt & pants
		4.100%CM	Outdoor & casual Shirt & pants
		Recycled Organic Cotton	
4. Yarn dyed fabric	Synthetic yarn dyed Spun yarn dyed Yarn dyed stretch fabric Staple & filament interweaving YD Yarn dyed fabric with special finish	Poplin Jacquard Fabric Oxford Seer-sucker Brushed fabric	Men's and women's shirts, pajamas, suits, dresses, skirts, casual pants, shorts, jackets, windbreakers, and sportswear
	New synthetic fabric	Same as II-F	Same as the left
	LYCRA elastic fabric	Same as II-F	Same as the left
			ıe left
			ıe left
			ıe left
			ıe left
			ıal wear and sports jacket n's and Women's Jackets
			jacket, sports jacket, eaker
			windbreaker, snow coat, acket
			ineering clothing ear, thermal jackets
			l women's shirts, pajamas, sses, skirts, casual pants, ıckets, windbreakers, and
			protective safety clothing filter material ess clothing and accessories for high-tech industry ıbrics and clothing tection products




False twist yarn
Filament
False twist
Dividing
Twisting
Knitting
Twisting
Judging
Setting
Textured yarn
Winding
Blending
Twisting
Twist yarn
Inspecting
Packing
Saleing
Greige
Weft Yarn
Warp Yarn
Warping
Sizing
Beaming
Drawing reel
Tisser
Imspec
Blank
Dying
Finished Fabric
Packing
Sales
Finished fabric
Greige
Rotary washing
Relaxing
Pitching
Pre-setting
Dyeing
Printing
Setting
Bonding
Final inspection
Finished fabric
Packing
Sale
Greige fabric
P/D
Yarn
Y/D
Winding
Beam warping
Beam warping
Yarn dyeing
Yarn dyeing
Yarn dyeing
Yarn dyeing
Beam dyeing
Rewinding
Rewinding
Rewinding
Section warping
Warping
Warp sizing & combing
Color yarn assorting
Drawing-in
Weaving
Sale
Piece dyed fabric
Greige fabric
Singeing
Desizing & scouring
Bleaching
Mercerization
Pre-setting
Dyeing
Printing
Middle inspection
Finishing
Final inspection
Finished fabric
Packaging
Sale
Yarn dyed fabric
Greige fabric
Singeing
Desizing & scouring
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Final inspection
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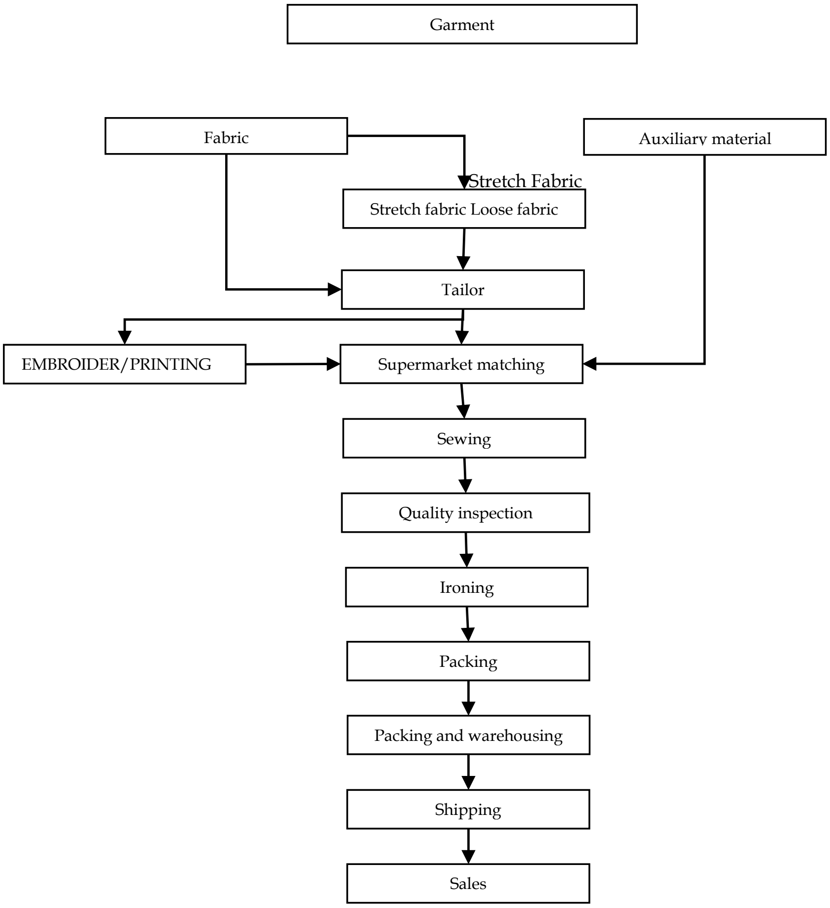

(III)Supply Status of Main Materials

The main raw materials required by the Company for the production of various products are listed as follows according to the use and supply status of the source manufacturers:

Main industry sectors	Main product	Main raw materials	Source of Supply
Texturing mill	Interlace Textured Yarn Shrinkage Yarn High Elastane Fiber Ultra microfiber	Oriented yarn, POY HOY, POY Specialty POY, Stretch Yarn Ultra microfiber	Far Eastern New Century, Tainan Spinning, Chung Shing, Nanya, Shinkong Nanya, Shin Kong, Far Eastern New Century Chung Shing, Formosa Asahi, Hyosung, The Lycra Company Tainan Spinning, Nanya
Weaving mill	Environment-friendly polyester fabric Environment-friendly nylon fabric Mechanical elastic fabric High elastic fabric Shape memory fabric Ultra light fabric Outdoor fabric	GPSW、GPSWO、GPSWEE ERFN66WO、CRFN6WO HCR、DHCR ODW、UHCRP、T400、PTT LYCRA+Special Yarn Fine denier yarn Nylon yarn	Self yarn - Chung Shing, Tainan Spinning, Far Eastern New Century, Yishin textile Self yarn - Far Eastern, Zig Sheng, Chainlon, Taihua Self yarn - Chung Shing, Tainan Spinning, Far Eastern New Century Self yarn - The Lycra Company, Nanya, Chung Shing Self yarn-The Lycra Company

			Self yarn Nanya, Shin Kong, Self yarn Far Eastern, Fibertech, Chainlon, Zig Sheng, Taihua
Dyeing and finishing mill	Fluorine-free water repellent Silk-like finish Emboss and Peach Soft finish Anti-bacteria, Anti-odor, Anti-mosquito finish Bonding Water-repellent coating New Nylon finish Water repellent, Oil repellent and stain-resistant treatment YNY finish Printing Light coating	Polyester greige fabric Nylon greige fabric	Self-developed technology
Staple fiber mill	Yarn dyed fabric Stretch Fabric Staple & filament interweaving Long staple fiber blend fabric Solid dyed	COTTON 、 TENCEL 、 ORGANICCOTTON SPANDEXCOREYARN MICROFIBER、HEMP MODALRAYON、CVC、T/C、T/L RECYCLEPETSPUN	Far Eastern New Century, Youhao, Donghe, Fu-Mao Far Eastern New Century, Mitsukoshi Far Eastern New Century, Youhao, Donghe, Fu-Mao Far Eastern New Century, Kun Yang, Taihua, Donghe Far Eastern New Century, Taihua Nanqing
Knitting mill	A) Computerized jacquard B) Fine denier elastic fabric C) Elastic/Double Knit Fabric D) Seamless Garment	(Eco-Friendly) Nylon Yarn (Eco Friendly) Polyester Yarn YARNDYE/DOPEDYE colored yarn SPANDEX Staple Fiber (Composite) Yarn Stretch Yarn	Self yarn - Far Eastern, Fibertech, Chainlon, Zig Sheng, Taihua Self yarn Chung Shing, Shin Kong, Far Eastern New Century, Tainan Spinning Self yarn Shin Kong, Far Eastern New Century, Tainan Spinning Formosa Asahi, Hyosung, Donghe, Fu-Mao, Far Eastern New Century Self-produced
Garments	T-shirts, polo shirts, jackets, sweatpants, casual pants, shorts, shirts, vests, long sleeve tops, underwear	Knit Fabric Poplin	Fellotex, Wing Cheungm, GRANDTEK ASIA CORP., HONG YI CLOTH INDUSTRY CO., LTD., JU COLOR Limited Company , CHANG-HSING TEXTILE CO., LTD. Everest Textile

(IV)Customers with sales accounted for more than 10% of total sales during any of the most recent two years:

Suppliers accounting for more than ten percent of total purchases:

	2023				2024			
Item	Name	Amount (NT$ in thousands)	Percentage to Amount Net Purchase (%)	Relationship with the issuer	Name	Amount (NT$ in thousands)	Percentage to Amount Net Purchase (%)	Relationship with the issuer
1	Far Eastern New Century Corporation (FENC)	232,157	9.26%	Its subsidiary is a major shareholder of our company	MOREYOUNGTEXTILE(SHANGHAI)CO.,LTD.	355,667	11.92%	None.
2	Chainlon	172,814	6.89%	None.	Shing Mao Textile	306,411	10.27%	None.
3	Chung Shing Textile Marketing Co., Ltd.	167,814	6.69%	None.	Far Eastern New Century Corporation (FENC)	245,811	8.24%	Its subsidiary is a major shareholder of our company
4	Far Eastern Fibertech Co., Ltd.	164,514	6.56%	Its parent company is a major shareholder of our company	Far Eastern Fibertech Co., Ltd.	172,308	5.77%	Its subsidiary is a major shareholder of our company
5	Other	1,769,870	70.59%		Other	1,904,369	63.81%	
	Net Purchases	2,507,169	100%		Net Purchases	3,023,055	100%	

Note: Changes in the top four suppliers are mainly due to shifts in the company's product structure.

2. Customers accounting for more than 10 percent of the total sales: None

III.Employee Information in the Past Two Years

Employee information of the past two years and as of April 30, 2025

Year		2023	2024	As of March 31, 2025
Number of employees	Personnel	319	326	320
	Staff /Technician	4,541	3575	3442
	Total	4,860	3901	3762
Average age		37.76	38	38
Average years of service		7.42	7.33	7.32
Education distribution ratio (note)	Doctoral Degree	0.21%	0.19%	0.19%
	Master’s Degree	1.94%	1.95%	1.72%
	College/University	34.07%	34.4%	35.06%
	Senior high school	26.93%	28.51%	29.31%
	Below senior high school	36.22%	34.95%	33.59%

Note: Foreign workers are not included in education distribution ratio calculation.

IV. Environmental Protection Expenditure

(I)1. The total amount of losses (including compensation) and penalties due to violations of environmental laws during the last fiscal year and up to the printing date of the annual report: None

(II) Corresponding countermeasures (including improvement measures) and possible expenditures: None

V.Labor Relations

(I) Employee benefits and implementation status:

1. Implementation of employee welfare measures

Group insurance, year-end bonuses, welfare subsidies (for marriage, childbirth, death, serious illness and major accidents, etc.), provided by the Employee Welfare Committee: Employee travel, club activities, birthday gift vouchers, group employee shopping discount programs, children’s scholarships, and subsidies for weddings, funerals, and celebrations

2. Continuing education, training and implementation status

(1). Our company has human resources management methods to enhance the skills and professional knowledge of new and working employees through education and training to improve productivity and work quality.

(2). According to the job needs and individual's potential in development, Everest selects employees to participate in various trainings held by professional training institutes.

(3). Everest has set up a complete regulation and SOP database on the NOTES system to allow all employees to browse and search so that employees can absorb new knowledge and improve the effectiveness of trainings.

(4) In 2024, our company's employees participated in various professional skill and educational training courses, including 16 external training courses; 302 internal corporate training courses, with a total of 793 hours of internal and external training.

3. Retirement system and its implementation

The employee retirement pension plan established by the company covers all formally employed personnel (including the President). Monthly provisions are made for employee retirement pension reserves, and employee retirement pension payments are handled in accordance with regulations. With effect from July 1, 2005, the Company makes monthly contributions to the labor pension account in accordance with the "Labor Pension Act" for those under the New Retirement Scheme.

4. Labor-management agreements and measures for preserving employees' rights and interests

Employees are able to reflect their problems at any time through formal and informal communication channels of the Company, so they can better understand and relate to each other, form consensus and improve performance.

5.Protection measures for work environment and employees' personal safety

(1)In order to improve the safety of emergency evacuation operations, a hybrid training course on earthquake, fire and poison was held in 2024 with 244 participants, to safeguard personnel safety.

(2)Established a Safety and Health Management Office to plan occupational safety and health management programs, assist various on-site units in improving safety and health hazards, and develop emergency response mechanisms and notification systems to implement safety and health management and protect employee safety and health.

(3)The 2024 annual regular inspection of the Company's 246 statutory hazardous machinery and equipment, including the first type pressure vessel, boiler, and LPG storage tank, all passed the inspection to ensure the safety of the plant's hazardous machinery and equipment comply with regulations and operational safety.

(4)In 2024, in order to promote safe workplace and culture, the head of each department formed a patrol factory group for various safety and health audits of the plant, including clips, falls, fire, inductance, object flying, contact with harmful substances, etc., a total of 1234 to provide factory colleagues safe workplace environment.

(5)When suppliers and contractors undertake engineering projects for our company, we communicate and coordinate relevant safety and health matters during pre-project coordination meetings to ensure compliance with occupational safety and health regulations and the company's contractor management policies, implement proper safety protection measures and control procedures during work to prevent occupational accidents.

(6)Our company has obtained ISO45001 Occupational Health and Safety Management System certification and ISO14001 Environmental Management System certification, with annual continued certification approval from the certification company DNV. Actively promote safety and health management, cleaner production, pollution prevention, energy and resource conservation, and waste reduction, through a continuous improvement management system to reduce potential environmental and safety hazards and enhance environmental safety and health management performance.

(7)In compliance with the "Regulations on Labor Health Protection" regulations for the 2024 , monthly on-site physician health services were provided, including: 1. Health education and training, 2. Medical services, 3. Case care, 4. Health assessment and management for new employees, 5. Blood pressure measurements, 6. Medical consultation and health education services, 7. Health education guidance by medical personnel, 8. Establishment of health record cards, 9. Employee selection and placement, 10. Number of on-site physician visits, 11. Health promotion programs, 12. Blood donation events, 13. Occupational disease prevention, with a total of 5,556 participants, promoting a healthy workforce.

(8)In 2024, two courses on hearing loss prevention and one health promotion course on the prevention of workplace violence against foreign workers were held, with a total of 273 participants. In 2023, 781 employees underwent health examinations, including 472 employees in special operations, 309 group examinations, and 9 food service workers. Among the special operations employees, 306 were classified as Level 1 management, 222 as Level 2 management, completion of re-examination for Level 3 management, and 14 as Level 4 management.

(9) Collective Bargaining Agreement:

Our company upholds the fundamental rights of employees at all production sites to freely exercise their rights to freedom of association, union formation, and collective bargaining. Annually, we engage in discussions regarding the content of the collective bargaining agreement, ensuring thorough communication and implementation based on the resolutions reached. At Hong Yuan Industrial, approximately 70% of unionized employees participate in the collective bargaining process, with the agreement covering 100% of unionized regular employees.In addition, employees have access to various internal channels to express their opinions to management, including suggestion boxes, supervisor meetings, and grievance mechanisms. We are committed to fostering positive labor-management relations and regularly conduct human rights due diligence for stakeholders to prevent labor disputes.

(III) 1. Losses incurred due to labor disputes in the most recent fiscal year and up to the annual report publication date: A fine of NT$100,000 was imposed for violation of Article 24 of the Labor Standards Act — failure to provide overtime pay in accordance with regulations for extended working hours

2. Current and future potential estimated amount and response measures:

Current and future potential estimated amount: None

Response measures: Comply with Labor Standards Act regulations, including aspects of working hours, wages, leave, and occupational safety and health.

VI. Information Security Management

(1)Information Security Risk Management Framework, Information Security Policy, Specific Management Programs, and Resources Invested

To achieve the goal of "Zero Information Security Risks", the Company had developed a robust network and computer security protection system. Important network segments are protected and monitored, information security architecture is adopted, and information security education and training are implemented to ensure the effective control of information security and network risks and has dedicated personnel responsible for the company's information security management. In particular, for network security, comprehensive antivirus and anti-hacker intrusion systems, firewalls, data backup, off-site backup, etc. are all implemented in accordance with operational procedures. Our company will appoint information security executives and personnel as required by regulations before the end of 2024, who will be responsible for establishing an enterprise information security management framework. In 2024, a Chief Information Security Officer and two dedicated information security personnel were newly appointed to promote various information security management tasks, demonstrating Hung Yuan's strong commitment to implementing cybersecurity protection. The Company allocated a total of NT$6 million to the information and communication security budget in 2024 and holds regular quarterly meetings to review related cybersecurity protection issues.

Information confidentiality and integrity control measures are as follows:

1. Rights management and access control	Personnel account management and review, document access control management, and restrictions on remote access behavior of personnel. Regularly change ERP system account passwords to reduce the risk of system data leakage.
2. Files archival	In addition to designating personnel to regularly backup server systems, and application software and databases, automated remote backups and storage (including Google Cloud) are also carried out to improve the security of files archival.
3.Data security protection	Through various tools and technologies, achieve timely and effective identification, protection, detection, response, and recovery. Internal protection- virus protection mechanism installed on personal computers, vulnerabilities in the system software are regularly updated to reinforce defense of the computers. External protection - installed firewalls/intrusion detection mechanisms and various information security gateways, tight monitoring for abnormal network behavior, to eradicate risks of hacker intrusion and leakage of personal data.
4. Fast recovery of systems	Established a workflow for the response and recovery of abnormal incidents in information security with a view to quickly isolate and eliminate threats from information security incidents and reduce the scope and extent of impact. The host uses the HA mechanism and drills are regularly carried out for the recovery of different machines and systems to ensure its effectiveness
5. Virtualization of	Virtualized all servers for centralized management. Established a

servers	redundancy mechanism for data storage devices to ensure data security and rapid recovery.
6. Executed personnel safety management and training	Continuously monitor new cybersecurity information and technologies, keeping defense and management methods up to date, effectively blocking emerging security threats and reducing operational risks. Everest also irregularly strengthens promotion to employees through various methods, enhances information security awareness to integrate into daily work, requires system developers and managers to have sufficient cybersecurity concepts and skills, reducing the risk of human error and misuse of information assets.
7. Implementing advanced AI and multi-factor protection	Learn and implement AI protection software that intelligently learns hacker attacks to automatically block attacks and restore hacked files, and enhance account login complexity with multi-factor authentication to prevent hackers from gaining accounts.

(2)List any significant losses, potential impacts, and response measures due to major information security incidents in the most recent year and up to the date of printing the annual report. If it is not reasonable to estimate, state the fact that it is not reasonable to estimate:None

VII.Important Contracts

Nature of contracts	Parties involved	Term	Main contents	Restrictive covenants
Long-Term Loan Contract	Mega Bank	2024.07-2026.07	Interim and long term Credit Extension Contract	None.
Long-Term Loan Contract	The Shanghai Commercial & Savings Bank, Ltd.	2022.12-2025.12	Interim and long term Credit Extension Contract	None.
Long-Term Loan Contract	The Shanghai Commercial & Savings Bank, Ltd.	2024.12-2027.12	Interim and long term Credit Extension Contract	None.
Long-Term Loan Contract	KGI Bank	2023.10-2025.07	Interim and long term Credit Extension Contract	None.
Long-Term Loan Contract	EnTie Commercial Bank	2023.10-2025.07	Interim and long term Credit Extension Contract	None.
Long-Term Loan Contract	Bangkok Bank	2022.06-2025.06	Interim and long term Credit Extension Contract	None.
Long-Term Loan Contract	Far Eastern Bank	2023.10~2026.03	Interim and long term Credit Extension Contract	None.

Chapter 5.Review and Analysis of Financial Status and Financial Performance and Risk Items

I.Financial Status

Unit: NT$ thousand

Year / Item	2024	2023	Increase (Decrease) Amount	Increase (Decrease) Percentage
Current Assets	6,467,779	6,639,949	-172,170	-2.59%
Property, Plant and Equipment	5,022,438	5,050,756	-28,318	-0.56%
Other Assets	785,202	656,018	129,184	19.69%
Total assets	12,275,419	12,346,273	-70,854	-0.57%
Current liabilities	5,742,260	5,514,243	228,017	4.14%
Non-Current Liabilities	686,926	964,221	-277,295	-28.76%
Total liabilities	6,429,186	6,478,464	-49,278	-0.76%
Share Capital (Treasury Stock Deducted)	6,613,598	6,613,598	0	0.00%
Capital Surplus	115,943	115,943	0	0.00%
Retained Earnings	(907,228)	(669,515)	-237,713	-3.55%
Other Adjustments to Shareholders' Equity	23,914	(192,222)	216,136	-112.44%
Non-controlling interests	6	5	1	20%
Total Shareholders' Equity	5,846,233	5,867,809	-21,576	-0.37%

Note: Analysis on items with movement of more than 20% and above NT$10 million.
Decrease in Current Assets: Mainly due to the decrease in inventory amount in 2024
Decrease in Non-current Liabilities Mainly: due to the decrease in long-term borrowings
Decrease in Retained Earnings Mainly: due to the decrease in operating income in 2024

II.Financial Performance

Unit: NT$ thousand

Contents \ Year	2024	2023	Increase (Decrease	
			Amount	Percentage
Net Sales	8,263,751	7,838,642	425,109	5.42%
Operating Costs	7,312,222	7,532,944	-220,722	-2.93%
Gross Profit	951,529	305,698	645,831	211.26%
Operating Expenses	1,139,168	1,343,147	-203,979	-15.19%
Operating income	(201,095)	(1,032,177)	831,082	-80.52%
Non-Operating Income and Expenses:	45,103	(129,175)	174,278	-134.92%
Other income	135,689	86,719	48,970	56.47%
Gain on Disposal of Investments		-		
Foreign Exchange Gain (Loss), net	61,069	(22,510)	83,579	-371.30%
Other		(2,841)	2,841	-100.00%
Interest Expenses	119,266	190,543	-71,277	-37.41%
Net Income (Loss) Before Tax	(155,992)	(1,161,352)	1,005,360	-86.57%
Income tax Expense(gain)	122,273	50,620	71,653	141.55%
Net Income (Loss)	(278,265)	(1,211,972)	933,707	-77.04%
Other Comprehensive Profit or loss (after Tax)	256,689	25,067	231,622	924.01%
Total Comprehensive Income for the Period	(21,576)	(1,186,905)	1,165,329	-98.18%
Net Income Attributable to Shareholders of the Parent	(278,266)	(1,211,970)	933,704	-77.04%
Net income attributable to non-controlling interests	1	(2)	3	-150.00%
Total Comprehensive Income Attributable to Owners of the Parent	(21,577)	(1,186,903)	1,165,326	-98.18%
Total Comprehensive Income Attributable to Non-controlling Interests	1	(2)	3	-150.00%
Earnings per Share	(0.41)	(1.80)	1.39	77.22%

Analysis of changes in financial ratios:

1. Increase in Operating income: Mainly due to increased revenue and gross profit.
2. Decrease in Interest Expenses: Mainly due to the decrease in borrowings.
3. Increase in Net income Before Tax: Mainly due to increased revenue and operating gross profit.

4. Increase in Net income for the Period: Mainly due to increased revenue and operating gross profit.
5. Increase in Net income Attributable to Owners of the Parent Company: Mainly due to increased revenue and operating gross profit.
6. Decrease in earnings per share: Decrease in pretax net income.

(4) Looking ahead to 2025, as the global order is reshaped, the economy slowly recovers, and inflation gradually returns to normalized levels. Implementation by Central Banks of Various Countries Substantive monetary policy, with prudent adjustment of interest rates and liquidity, to maintain market stability. The trend of global supply chain restructuring continues to influence trade arrangements, requiring all countries to flexibly respond to changes to ensure stable economic development. The textile industry is currently facing challenges such as green transformation, digital technology application, and global market competition. In addition to continuously promoting transformation and reform to accumulate growth momentum, Everest has established clear goals for the next three to five years. The company is building a comprehensive talent management model to cultivate future capital and create new driving forces, while also actively enhancing supply chain resilience and innovation capabilities. With a global vision and multiple core technologies, Everest is actively responding to market changes and promoting industry upgrading. Based on the core values of honesty, diligence, simplicity, prudence, and innovation, combined with its own operational advantages, Everest is strengthening its predictive ability, adaptability, and resilience. By utilizing digital technology and emerging material technologies, and integrating cross-disciplinary innovation, the company is developing high-performance, low environmental impact composite textiles that demonstrate excellent technical prowess. This embodies Everest's carbon reduction transformation goals and conforms to international sustainability standards, creating a win-win situation for all stakeholders.

III. Review and Analysis of Cash Flow

Liquidity analysis for the most recent two years

Item \ Year	2024	2023	Increase (Decrease
Cash Flow Ratio	17.04	31.97	-14.93
Cash Flow Adequacy Ratio	72.22	30.66	41.56
Cash Reinvestment Ratio	7.65	14.33	-6.68

Analysis of changes in financial ratios:

Decrease Cash Flow Ratio and Cash Reinvestment Ratio mainly due to decrease in net cash flows from operating activities in 2024.

Increase in Cash Flow Adequacy Ratio: Mainly due to decreased inventory amount in 2024.

Liquidity Analysis for the Coming Year

Unit: NT$ thousand

Opening balance of cash	Net cash flow from operating activities	Cash outflow for the year	Residual (insufficient) cash	Remediation action for insufficient cash	
				Investment Plan	Financial Plan
816,036	12,000,000	11,030,000	970,000	N/A.	N/A.

1. Analysis of cash flow in 2025:
   (1)Operating activities: Revenue is expected to grow by 8.3% this year compared to last year 2024.
   (2)Investing activities: capital expenditure is expected to be approximately NT$514,632, mainly for equipment renewal and maintenance, and the construction of solar energy equipment.
   (3)Financing Activities: To fulfill the need of cash for each factory, the Company will proactively maintain sufficient financing facilities, build a healthy financial structure, search for relatively inexpensive capital and appropriate currency allocation.
2. Remedial Measures and Analysis of Liquidity Shortfalls: N/A.

IV. Effect Upon Finance and Operation by Any Major Capital Expenditures During the Most Recent Fiscal Year

Use of major capital expenditures and source of funds

Unit: NT$ thousand

Project	Actual Expected Source of Funds	Completed on Date	Total Amount	2023	2023	2023	2023	2024	2025
Purchase Equipment	Working Capital	2020	255,086	255,086					
Purchase Equipment	Working Capital	2021	327,117		327,117				

Purchase Equipment	Working Capital	2022	358,247			358,247				
Purchase Equipment	Working Capital	2023	361,560				361,560			
Purchase Equipment	Working Capital	2024	471,176					471,176		
Purchase Equipment	Working Capital	2025	514,632						514,632	

Expected Benefits

1. New intelligent equipment related to false twisting, weaving, dyeing and finishing is purchased this year to increase productivity and reduce maintenance costs.

2. In the face of the impacts of climate change and the trend towards net-zero carbon emissions, the installation of solar power equipment, continued investment in energy-saving and environmentally-friendly equipment fulfill corporate social responsibility, and can also reduce production costs and increase competitiveness.

V. Investment Policy for the Most Recent Year

VI. Analyze and Assess the Following Circumstances for the Most Recent Year and Until the Date of Publication of the Annual Report:

(1)The Effect Upon the Company's Profits (Losses) of Interest and Exchange Rate Fluctuations and Changes in the Inflation Rate, and Response Measures to be Taken in the Future:

2. Interest rate change analysis:

In 2024, global interest rate policies are showing divergent trends, primarily influenced by inflationary pressures, slowing economic growth, and geopolitical uncertainties. The Federal Reserve (Fed) maintained high interest rates at the beginning of the year to suppress persistent core inflation, but as economic data shows slowing growth, markets expect rate cuts to begin after mid-year. The European Central Bank (ECB) is also facing a similar situation, seeking balance between high interest rates and economic weakness. In Asia, the Bank of Japan has adjusted its policy for the first time after years of ultra-low interest rates, gradually moving toward monetary normalization; while China, due to weak domestic demand and pressure in the real estate market, continues its accommodative stance, maintaining low interest rates to support economic recovery. Overall, the interest rate changes in 2024 reflect the difficult trade-offs central banks face between fighting inflation and maintaining growth, also indicating that the global economy is at a crucial turning point in policy. Our company will continue to focus on controlling short-term and medium-to-long-term financing costs, regularly evaluating changes in bank loan interest rates and financial market rates while strengthening our sound financial structure. We will appropriately increase the proportion of medium-to-long-term financing, balancing liquidity and security to optimize the use of funds.

3. Foreign exchange fluctuation analysis:

In 2024, the US dollar exchange rate shows volatile trends, influenced by multiple factors including

US monetary policy, market risk appetite, inflation data, and global economic conditions. At the beginning of the year, as the Federal Reserve maintained high interest rates, the US Dollar Index (DXY) remained relatively strong during the first quarter, attracting capital inflows into US asset markets. However, as US economic growth slowed and expectations for interest rate cuts increased after the second quarter, the dollar trend weakened, showing a decline against the euro, yen, and emerging market currencies. Particularly against the backdrop of China's steady economic recovery and the stabilization of European energy markets, the dollar's appeal as a safe-haven currency has declined. The company's revenue is predominantly denominated in US dollars. An appreciation of the US dollar is expected to generate foreign exchange gains, while a depreciation would carry the risk of foreign exchange losses. The company primarily adopts a natural hedging approach, achieving an offsetting effect between foreign currency assets and liabilities through using the same currency for both purchases and sales. We constantly collect information on exchange rate fluctuations to forecast future currency trends and maintain appropriate foreign currency positions to meet future foreign currency payment needs. Operationally, we also opportunistically sell foreign currency positions when exchange rates are high to reduce the impact of exchange rate fluctuations on our company. Additionally, we also engage in USD borrowing from banks to offset some of the exchange rate risks generated by USD accounts receivable on the balance sheet. We continuously monitor international exchange rate trends and changes as a reference for adjusting our foreign currency positions, and adopt appropriate response measures to minimize exchange rate fluctuation risks as much as possible, thereby reducing adverse effects on our actual operations.

4. Inflation:

Looking ahead, Taiwan's inflation trend will continue to be influenced by various interacting domestic and international factors. Although overall inflation pressure has eased in 2024, mainly due to the decline in raw material prices and gradual recovery of supply chains, structural problems such as rising labor costs, increased energy transition expenditures, and persistently high housing prices may still keep core inflation at relatively high levels. In addition, if global commodity prices rise again or geopolitical risks intensify, it could also lead to a rebound in imported inflation. The central bank will continue to closely monitor inflation expectations and actual economic performance to adjust interest rate policies. Based on a comprehensive assessment, although Taiwan's inflation may return to moderate levels in the future, we still need to guard against price fluctuation risks arising from the intertwining of structural and external shocks. Our company will continue to implement cost-saving policies across all departments, closely monitor market price fluctuations, and respond promptly with adjustments based on changing conditions to reduce overall operating costs.

(2) The Company's Policy Regarding 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 engages in derivative financial instrument transactions in accordance with the "Procedure for Acquisition or Disposal of Assets". Moreover, hedging strategies are based on the principles of stability and conservatism.

2. The Company follows "Operating Procedures for Loaning of Funds to Others" and "Operating Procedures for Endorsement/Guarantee". The current counterparties are all 100%-owned subsidiaries. In the future, we will continue to perform robust risk assessment and manage the Company's credit risk to avoid adverse impact on the Company.

(3) Research and Development Work to be Carried Out in the Future, and Further Expenditures Expected for Research and Development Work:

1. Continue to improve processing technology after dyeing and finishing and the development of environmentally friendly and non-toxic products.

2. Develop biomass materials and combine with intelligent production management in order to reduce the use of chemicals.

3. Continue the above-mentioned technological development, expand the research field, reinforce technology expertise and implement industry science and technology.

4. In 2025, 3% to 4% of revenue will be devoted to R&D expenses.

(4) Effect on the Company's Financial Operations of Important Policies Adopted and Changes in the Legal Environment at Home and Abroad, and Measures to be Taken in Response

(5) To achieve the goal of "Zero Information Security Risks", the Company had developed a robust network and computer security protection system. Important network segments are protected and monitored, information security architecture is adopted, and information security education and training are implemented to ensure the effective control of information security and network risks and has dedicated personnel responsible for the company's information security management. In particular, for network security, comprehensive antivirus and anti-hacker intrusion systems, firewalls, data backup, off-site backup, etc. are all implemented in accordance with operational procedures.

Information confidentiality and integrity control measures are as follows:

1. Rights management and access control	Personnel account management and review, document access control management, and restrictions on remote access behavior of personnel. Regularly change ERP system account passwords to reduce the risk of system data leakage.
2. Files archival	In addition to designating personnel to regularly backup server systems, and application software and databases, automated remote backups and storage (including Google Cloud) are also carried out to improve the security of files archival.
3. Data security protection	Through various tools and technologies, achieve timely and effective identification, protection, detection, response, and recovery. Internal protection- virus protection mechanism installed on personal computers, vulnerabilities in the system software are regularly updated to reinforce defense of the computers. External protection - installed firewalls/intrusion detection mechanisms and various information security gateways, tight monitoring for abnormal network behavior, to eradicate risks of hacker intrusion and leakage of personal data.
4. Fast recovery of systems	Establish response and recovery processes for cybersecurity incidents, aiming to quickly isolate and eliminate threats when information security incidents occur, thereby reducing the scope and degree of impact. Host machines utilize HA (High Availability) mechanisms, and regular cross-machine and cross-site system recovery drills are

	conducted to ensure their effectiveness. Additionally, an efficient hard disk array snapshot recovery mechanism is implemented to accelerate the recovery process.
5. Virtualization of servers	Virtualize all servers for centralized management. Establish a fault tolerance mechanism for data storage devices to ensure data security and rapid recovery.
6. Executed personnel safety management and training	Continuously monitor new cybersecurity information and technologies, keeping defense and management methods up to date, effectively blocking emerging security threats and reducing operational risks. Everest also irregularly strengthens promotion to employees through various methods, enhances information security awareness to integrate into daily work, requires system developers and managers to have sufficient cybersecurity concepts and skills, reducing the risk of human error and misuse of information assets.
7. Implementing advanced AI and multi-factor protection	Learn and implement AI-powered protection software that intelligently learns hacker attack patterns to automatically block attacks and restore compromised files, while also strengthening account login security through multi-factor authentication to prevent hackers from obtaining accounts for attacks.

(6) Effect on the Company's Crisis Management of Changes in the Company's Corporate Image, and Measures to Be Taken in Response: None

(7) Expected Benefits and Possible Risks Associated with Any Merger and Acquisitions, and Mitigation Measures Being or to Be Taken: None

(8)Expected Benefits and Possible Risks Associated with Any Plant Expansion, and Mitigation Measures Being or To Be Taken: None

(9) Risks Associated with Any Consolidation of Sales or Purchasing Operations, and Mitigation Measures Being or To Be Taken: None

(10) Effect Upon and Risk to the Company in the Event a Major Quantity of Shares Belonging to a Director or Shareholder Holding Greater Than A 10% Stake in the Company Has Been Transferred or Has Otherwise Changed Hands, And Mitigation Measures Being or to Be Taken:None

(11) Effect Upon and Risk to Company Associated with Any Change in Governance Personnel or Top Management, And Mitigation Measures Being or to Be Taken

(12) Litigious And Non-Litigious Matters, companies should clearly disclose any major litigation, non-litigation, or administrative disputes that have been finalized or are still pending involving the company, its directors, general manager, de facto responsible person, shareholders holding more than 10% of the shares, and its subsidiaries, if the outcome may have a material impact on shareholder equity or securities prices. The disclosure should include the disputed facts, subject amount, start date of the litigation, main parties involved, and the status of the case as of the date of printing the annual report:

(13)Other Important Risks, And Mitigation Measures Being or to Be Taken

VII. Other Important Matters: None

Chapter 6 Special Remarks

I. Consolidated business report of affiliates

Please refer to the Market Observation Post System (MOPS), https://mops.twse.com.tw/mops/#/web/home)，To view related information, please search for the company code '1460' by following the path below

Home > Individual Company > Electronic Document Download > Related Party Disclosure Statements Section

II. Status of Privately Placement of Securities: None

III. Other Supplementary Information: None

IV. Events during the Most Recent Year and up to the Date of Annual Report Publication that had Significant Impact on the Shareholders' Equity or Security Prices as Stated in the Article 36.3.2 of the Securities and Exchange Act:

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