Stock Code:6219

FULL WANG INTERNATIONAL DEVELOPMENT COMPANY LIMITED

2025 Sustainability Report

Notice to readers

This English-version Sustainability Report is a summary translation of the Chinese version and is not an official document of the Board's meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

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Message from the Chairman

In 2025, despite global macroeconomic headwinds and domestic credit controls, Full Wang International demonstrated operational resilience. We remain committed to embedding sustainability into our core business, ensuring every development contributes to urban progress, environmental protection, and societal well-being.

Upholding our brand vision of "Building Classics, Driving a Green Future," we focus on land development, residential construction, commercial real estate, and asset management. By integrating smart technology and green building standards, we deliver safe, comfortable, and sustainable living spaces.

Facing evolving industry dynamics, we strengthened our risk controls across land evaluation, project quality, and financial management. We continue to embed business integrity, regulatory compliance, and information security into daily operations to ensure transparent disclosure for all stakeholders.

In support of the Net-Zero 2050 target, we incorporate energy-efficient designs, green materials, rainwater harvesting, and low-carbon construction practices into new projects. We also systematically enhance our greenhouse gas (GHG) inventories to minimize environmental impact across the entire building lifecycle.

Employees are our most valuable asset. We foster a diverse, fair, and supportive workplace with comprehensive training and competitive benefits. In 2025, our efforts were recognized with the "Happy Enterprise" award by 1111 Job Bank, reflecting our ongoing commitment to shared employee growth.

Looking ahead to 2026, we will capitalize on green finance, AI adoption, and smart city trends. Key strategic milestones—including the development of our landmark commercial complex "F PLAZA" near the Taichung High-Speed Rail Station—will diversify revenue streams and reinforce long-term competitiveness.

Sustainability is a long-term journey of continuous improvement. Grounded in stable operations and guided by our core values of Integrity, Quality, Innovation, and Responsibility, Full Wang International advances ESG initiatives alongside employees, partners, and stakeholders. We believe every development should foster safety, liveability, low-carbon living, and resilience. Dedicated to generational well-being and community prosperity, we strive to create enduring value for Taiwan’s urban development as a trusted sustainable real estate brand.

Chairman: Lin, Tsung-Yi

About this Report

Organizational Boundaries and Scope of the Report

The report covers the period from January 1, 2025 to December 31, 2025, including information on management policies, major themes, implementation plans, and performance. The disclosure scope is based on the head office, encompassing economic, environmental, and social aspects. Financial data is sourced from Full Wang International's consolidated financial statements for fiscal year 2025 (reporting period: January 1, 2025 to December 31, 2025, including the head office and subsidiaries; see the "Subsidiaries Included in Consolidated Financial Statements" section of the "Annual Report of Full Wang International Development Company, Limited, 2025"). Full Wang International is the scope of disclosure. For environmental and social information, the scope is based on the company's operations in Taiwan. Due to limitations in data completeness, the disclosure scope of some data will be indicated in the report. For more detailed information on related companies, please refer to the "Annual Report for 2025". There were no significant changes in organizational size, structure, ownership, or supply chain during this reporting period.

Report Framework and Writing Principles

This report was prepared in accordance with the Global Reporting Initiative (GRI) guidelines and references the TCFD framework to disclose climate-related information and SASB indicators to enhance the comparability and decision-making value of the information. The report writing process adhered to the principles of materiality, completeness, balance, and verifiability. Key issues were identified through stakeholder consultation, and cross-departmental collaboration ensured data collection and review, guaranteeing consistency and transparency, and faithfully reflecting the company's sustainable performance and management practices.

Operating Procedures for Sustainability Report Preparation and Assurance

Full Wang International has implemented the latest regulatory requirements of the Taipei Exchange (TPEx) by establishing standard operating procedures (SOP) for sustainability report preparation and data assurance, which have been formally incorporated into the Company’s internal control system. The internal audit unit regularly includes the sustainability disclosure process within its audit scope, with the chief internal auditor attending Audit Committee and Board of Directors meetings to report findings, thereby ensuring the authenticity, accuracy, and completeness of sustainability report data.

Reporting Period

The information disclosure period in this report is from January 1, 2025 to December 31, 2025, the same as the reporting period of the financial reports. The report will be issued in August 2026.

Reporting Cycle

This is the Company's second perpetual report. Fuwang International expects to issue a perpetual report before August 31st each year.

Information Restatement

For details of the restated information in the annual report, please refer to the appendix: Percentage of New Employees in 2023.

Report Management and Issuance Process

Stage	Procedures
Initial Data Collection & Internal Verification	Each responsible unit provides data, performance indicators, etc., and the sustainability promotion team conducts data verification.
Report Compilation	The Sustainable Development Implementation Promotion Team compiled, proofread, and revised the materials.
Internal Review	After the completed report has been reviewed by each unit to confirm its completeness and accuracy, it shall be approved by the highest-ranking official of the relevant unit.
External Assurance	The financial data has been certified by PricewaterhouseCoopers and is expressed in New Taiwan Dollars. This report has not been verified by a third party.
Report Issuance	The report is primarily distributed electronically and is also simultaneously published on the company's official website for stakeholders to access and download.

Contact Information：

Thank you for reading this report. If you have any questions or suggestions regarding this report or Fuwang International, please feel free to contact us through the following methods. To fulfill our corporate social responsibility regarding information disclosure, we have also published this report on our official website for easy access.

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Stakeholders and Material Topics

Stakeholder Identification

Full Wang International has established a systematic stakeholder identification mechanism in accordance with the AA1000 Stakeholder Engagement Standard (AA1000SES) and GRI Standards. Stakeholders are evaluated and prioritized based on operational impact, level of influence, dependency, and regulatory compliance. Through this process, we have identified six key stakeholder groups: Shareholders & Investors, Customers, Employees, Suppliers, Media, and Non-Governmental Organizations (NGOs). We continuously collect stakeholder feedback to refine our corporate governance, drive sustainable practices, and maximize shared economic, environmental, and social value.

Stakeholder Engagement

We prioritize two-way communication as a foundation for sustainable operations, maintaining transparent and accessible channels for regular interaction:Shareholders & Investors: We provide timely operational and financial disclosures through Annual General Meetings (AGMs), investor conferences, annual reports, corporate websites, and material regulatory filings on MOPS.Customers: We ensure prompt responsiveness through dedicated sales support, after-sales care, customer service hotlines, and periodic satisfaction surveys.Employees: We foster open communication via employee training programs, labor-management meetings, performance reviews, and internal feedback platforms.Suppliers & Partners: We drive supply chain sustainability through procurement exchanges, supplier performance evaluations, and collaborative review sessions.

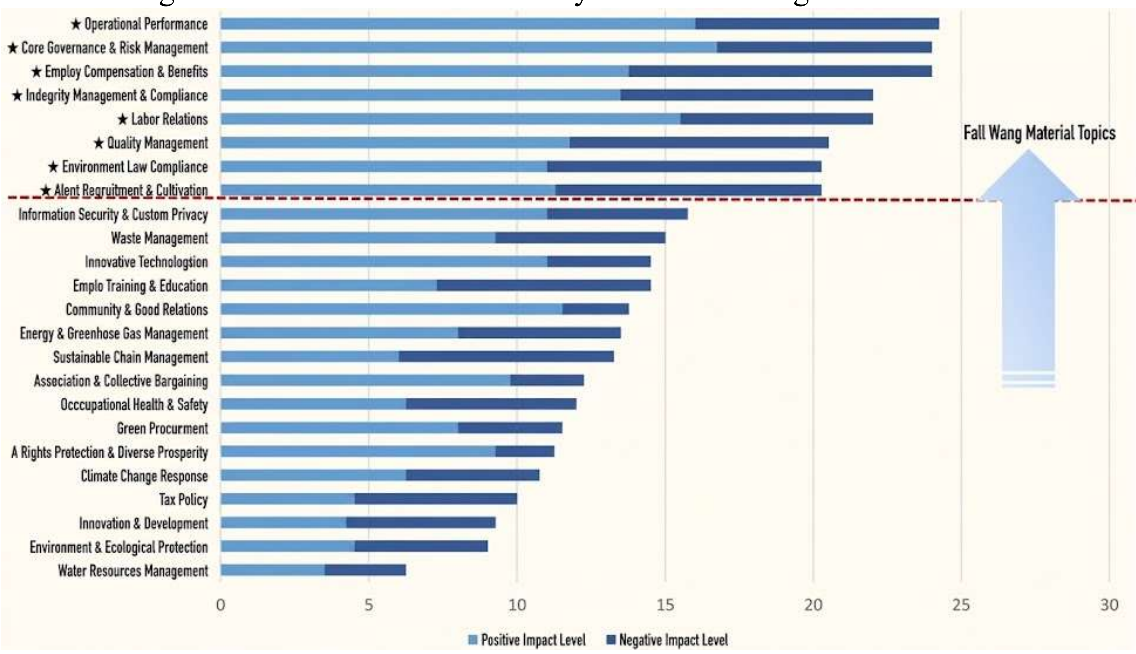
Feedback gathered across these channels is systematically consolidated and integrated into our materiality assessments, risk management framework, and annual ESG goal-setting. Looking ahead, Full Wang remains committed to transparency, integrity, and mutual trust, partnering with all stakeholders to create enduring long-term value.

Stakeholder Group	Importance of Engagement	Key Topics of Concern	Communication Channels & Frequency	2025 Engagement Highlights
Shareholders & Investors	To secure support for company operations.	• Economic Performance • Customer Service • Regulatory Compliance.	• Annual General Meeting (AGM) (Annual) • Investor Conferences (Annual) • Official Website & Spokesperson • MOPS (Real-time)• Telephone/Email (Real-time) • Press Releases (Ad-hoc).	• 1 AGM . • 1 Investor Conferences . • 41 Material Information Disclosures . • 22 Public Announcements.
Customers	To satisfy needs and provide professional services to drive growth and revenue.	• Occupational Health & Safety • Customer Service • Regulatory Compliance.	• Annual Customer Satisfaction Survey (Annual) • Official Website, Customer Hotline/Email, 24-hour Online Repair System, Dedicated Customer Service Personnel (Real-time).	• 78.33% Average Customer Service Completion Rate . • 24-hour Online Repair System for convenient resident reporting.
Employees	To attract and cultivate top talent to enhance corporate competitiveness.	• Occupational Health & Safety • Economic Performance • Labor Relations • Customer Service • Regulatory Compliance.	• Labor-Management, Welfare, and OHS Meetings (Quarterly) • Performance Reviews (Annual) • Internal/External Training, Intranet, and Employee Satisfaction Surveys (Ad-hoc).	• 136 Internal Announcements . • 8 Managerial Monthly Meetings . • 4 All-Staff Quarterly Meetings . • 14 Email Policy Promotions.
Suppliers	Important partners to provide superior service and co-create growth.	• Occupational Health & Safety • Labor Relations • Customer Service • Regulatory Compliance.	• Supplier Management & Audits, Dedicated Service Representatives, Site Visits, Telephone, Meetings, and Email (Ad-hoc).	• Regular Supplier Audits and Evaluations . • Zero engineering delays attributed to suppliers/contractors in 2025.
Media	Acting as a bridge to provide fair and accurate corporate information.	• Economic Performance • Labor Relations • Regulatory Compliance.	• Official Website, Press Releases, Press Conferences, and Interviews .	• 12 Monthly Revenue Press Releases . • Periodic Operational Press Releases . • Acceptance of Media Interviews and Inquiries.
NGOs	To pursuit profit while contributing to social well-being and win-win outcomes.	• Occupational Health & Safety • Economic Performance • Labor Relations • Customer Service • Regulatory Compliance.	• Official Website, Telephone, and Email (Ad-hoc).	• Regular Official Website Updates . • Various ad-hoc Philanthropic Activities.

Material Topic Identification

Based on our operational characteristics and industry profile, Full Wang International engages with six key stakeholder groups: shareholders and investors, customers, employees, suppliers, non-governmental organizations (NGOs), and the media. We maintain diverse communication channels—including Annual General Meetings, the Market Observation Post System (MOPS), official corporate websites, dedicated investor and customer service contacts, after-sales services, employee training, labor-management meetings, supplier exchanges, surveys, and project meetings. Relevant business units systematically aggregate, analyze, and track feedback across these channels to ensure every stakeholder concern is addressed effectively.

In 2025, the Company continued to align with GRI Standards and the AA1000SES stakeholder engagement principles to review stakeholder priorities. Taking into account corporate strategy, industry dynamics, regulatory requirements, and shifts in the operating environment, an internal comprehensive evaluation determined that the material topics identified in 2024 remain fully representative and relevant. Retaining the 2024 materiality assessment maintains consistency and comparability across reporting periods, faithfully reflecting the critical economic, environmental, and social impacts of our business operations while serving as the core foundation for this year's ESG management and disclosure.



(★): Topics identified as having the most significant impact on the environment, economy, and people. The threshold for materiality is set at a combined average of positive and negative impacts greater than 20 points.

List of Material Topics

Material Topic	Description of Positive/Negative Impacts
1. Operating Performance	Operational performance benefits from successful construction projects and asset revitalization, driving revenue growth. However, the company faces challenges such as market fluctuations, rising raw material costs, and policy changes, requiring continuous strengthening of sustainable governance and risk control.
2. Corporate Governance & Risk Management	Implementing regulations like the "Corporate Governance Best Practice Principles" alongside operational practices helps establish robust governance and stable operations. Failure to implement governance or prioritize ethical management increases the risk of violating business ethics; acts of corruption or bribery would severely damage the corporate image.
3. Employee Compensation & Benefits	Competitive salaries and comprehensive benefits attract talent and improve retention, strengthening stability and morale. Unattractive pay structures or inadequate welfare lead to high turnover and low morale, ultimately affecting work efficiency and corporate image.

Material Topic	Description of Positive/Negative Impacts
4. Ethical Management & Regulatory Compliance	Implementing legal compliance and ethical management strengthens corporate reputation, attracts investment, and stabilizes partnerships. Conversely, loose internal controls or employee violations could trigger regulatory risks and a crisis of trust, damaging the enterprise's sustainable value.
5. Labor Relations	Sound labor relations foster a harmonious workplace and organizational cohesion, reinforcing the foundation for stable operations. Lack of transparent communication or ignoring employee rights may trigger disputes and high turnover, impacting both corporate image and operational results.
6. Quality Management	Rigorous quality management enhances customer satisfaction and brand trust, strengthening market competitiveness. Quality control oversights or errors by contractors could lead to customer complaints, rework, and reputational loss, impacting operational performance.
7. Environmental Regulatory Compliance	Adhering to environmental laws reduces environmental risks and disputes, improving corporate image and green competitiveness. Violations lead to fines, project delays, and loss of social trust, affecting sustainable development.
8. Talent Recruitment & Cultivation	Effective recruitment and training strengthen organizational resilience and innovative momentum, driving overall operational and sustainability performance. Poor recruitment or insufficient training causes the loss of key personnel and internal gaps, affecting long-term competitiveness.

Overview of Material Topics and Impact Boundaries

Category	Material Topic	Importance & Management Rationale	Corresponding GRI Standards	Upstream (Suppliers)	Midstream (Full Wang)	Downstream (Customers/ Users)	Corresponding Chapter
Economy	Operating Performance	Strong operational performance enhances organizational resilience against external risks and builds trust among stakeholders.	GRI 3-3, GRI 201-1, GRI 201-2, GRI 201-3	○	●	○	About Full Wang
Economy	Corporate Governance & Risk Management	Upholding the spirit of governance through transparency, effective oversight, and strict risk controls to ensure long-term sustainable development.	GRI 3-3, GRI 205-2, GRI 205-3	○	●	○	Corporate Governance
Economy	Ethical Management & Regulatory Compliance	Building trust with customers, investors, and society through transparent, fair, and legally compliant principles.	GRI 3-3, GRI 205-2, GRI 205-3	○	●	○	Corporate Governance
Economy	Quality Management	Maintaining high product quality is essential to meeting customer expectations and expanding market share.	GRI 3-3	▲	●	●	Sustainable Supply Chain
Environment	Environmental Regulatory Compliance	Compliance demonstrates respect for society and the ecosystem, establishing a foundation for stable, long-term development.	GRI 3-3, GRI 306-1, GRI 306-2, GRI 306-3	○	●	○	Corporate Governance, Sustainable Environment
Social	Talent Recruitment & Cultivation	Quality talent is our most vital asset; we strive to create a welfare system that fosters a sense of pride and professional growth.	GRI 3-3, GRI 404-1, GRI 404-3		●	○	Friendly Workplace
Social	Employee Compensation & Benefits	Providing competitive pay and benefits ensures the well-being of employees' families, increasing loyalty and retention rates.	GRI 3-3, GRI 401-1, GRI 401-2, GRI 401-3		●	○	Friendly Workplace
Social	Labor Relations	Open, mutual trust-based communication prevents disputes and demonstrates our	GRI 3-3, GRI 401-1, GRI 401-2,		●	○	Friendly Workplace

Category	Material Topic	Importance & Management Rationale	Corresponding GRI Standards	Upstream (Suppliers)	Midstream (Full Wang)	Downstream (Customers/ Users)	Corresponding Chapter
		commitment to labor human rights.	GRI 401-3				

Legend: ● Direct Impact: The impact is caused directly by the organization's activities. ○ Indirect Impact: The organization contributes to the impact or is linked to it through its operations. ▲ Business Relationship Impact: The impact is directly linked to the organization's products or services through its business relationships.

Strategic Management of Material Topics

Full Wang International Development has aligned each material topic with the United Nations Sustainable Development Goals (SDGs) and the GRI Standards to ensure our targets meet international benchmarks for corporate resilience and growth.

Material Topic	**Economic Performance**
Linked SDGs	**SDG 8: Decent Work and Economic Growth**
GRI Standards	GRI 3-3, GRI 201-1, GRI 201-2, GRI 201-3
Policy & Commitment	Committed to steady operations and sustainable growth, balancing revenue expansion with risk control to enhance shareholder returns and customer value while securing long-term market competitiveness.
Targets & Timeline	• **Short-Term Target (2026):** Steadily advance development and sales schedules for existing construction projects. • **Medium-to-Long-Term Target (2027–2030):** Elevate enterprise market value and brand influence to become a leading real estate developer; optimize risk management and financial resilience against market volatility.
2025 Performance	• Operating costs decreased by **33%** compared to 2024. • Operating expenses decreased by **16%** compared to 2024. • Impacted by external factors and project handover timelines, operating revenue decreased by **42%** compared to 2024.
Action Plans	• Strengthen real estate market analysis to flexibly adapt product strategies and pricing models. • Optimize asset allocation and cost control mechanisms to maximize development efficiency and return on investment (ROI). • Enhance information transparency across annual reports, corporate website, and sustainability reports.

Material Topic	**Corporate Governance & Risk Management**
Linked SDGs	**SDG 16: Peace, Justice and Strong Institutions**
GRI Standards	GRI 3-3, GRI 205-2, GRI 205-3, GRI 403-2
Policy & Commitment	Strengthen corporate governance and risk management, reinforce board oversight and internal audit functions, and uphold business integrity to ensure prudent, transparent operations.
Targets & Timeline	• **Short-Term Target (2026):** Enhance internal control systems and improve board operational efficiency. • **Medium-to-Long-Term Target (2027–2030):** Align with regulatory updates to continuously refine corporate policies and strengthen governance and risk oversight.
2025 Performance	• All directors completed required sustainability-related continuing education. • Completed performance evaluations for the Board of Directors and functional committees. • **Zero** major regulatory penalties or legal infractions occurred.

Material Topic	**Corporate Governance & Risk Management**
Action Plans	• Regularly assess board and functional committee effectiveness while promoting board diversity and independence. • Improve disclosure quality across annual reports, corporate website, and sustainability reports. • Conduct integrity training for all employees to raise risk identification and whistleblowing awareness. • Perform scenario analysis and stress testing for high-risk areas to bolster organizational resilience.

Material Topic	**Employee Compensation and Benefits)**
Linked SDGs	**SDG 8: Decent Work and Economic Growth**
GRI Standards	GRI 3-3, GRI 401-1, GRI 401-2, GRI 401-3, GRI 405-1, GRI 405-2
Policy & Commitment	Establish competitive compensation structures to secure employees' livelihoods and dignity, and regularly audit remuneration policies to ensure gender equality and fair treatment.
Targets & Timeline	• **Short-Term Target (2026):** Refine compensation structures and reward systems to maintain market competitiveness; enhance basic welfare provisions, health checkups, and environmental support; regularly review base salaries and overtime pay to ensure compliance with the Labor Standards Act and fairness principles. • **Medium-to-Long-Term Target (2027–2030):** Expand diverse welfare initiatives, such as remote work options, childcare support, and flexible working hour systems.
2025 Performance	• Scored an average of **over 80 points** in the "Compensation and Benefits" category of the annual employee satisfaction survey. • Base salaries across the Company met or exceeded statutory standards.
Action Plans	• Conduct structured exit interviews with resigning employees to develop targeted improvement plans. • Perform regular market salary surveys and adjust compensation structures to maintain market competitiveness. • Implement performance-linked incentive mechanisms to distribute bonuses based on departmental and individual achievements.

Material Topic	**Integrity Management & Regulatory Compliance**
Linked SDGs	**SDG 16: Peace, Justice and Strong Institutions**
GRI Standards	GRI 2-27, GRI 3-3, GRI 205-2, GRI 205-3
Policy & Commitment	Strictly uphold business integrity principles, enforce anti-corruption policies and whistleblowing mechanisms, and build an open, fair, and compliant corporate culture to be a trusted enterprise.
Targets & Timeline	• **Short-Term Target (2026):** Zero incidents of corruption or bribery; zero regulatory sanctions or fines imposed by government authorities. • **Medium-to-Long-Term Target (2027–2030):** Conduct 1–2 integrity and anti-corruption training sessions annually; maintain zero major regulatory penalties.
2025 Performance	• **Zero** major regulatory penalties or legal sanctions occurred. • **Zero** major incidents of bribery or corruption.
Action Plans	• Formulate and enforce the *Ethical Corporate Management Best Practice Principles*, *Code of Conduct*, and relevant internal controls. • Incorporate integrity clauses into supplier contracts to reinforce ethical standards across the supply chain. • Strengthen stakeholder communication by disclosing integrity management practices and results on the corporate website and sustainability reports.

Material Topic	**Integrity Management & Regulatory Compliance**
	• Regularly conduct integrity and anti-corruption training for all employees and executives.

Material Topic	**Labor Relations**
Linked SDGs	**SDG 8: Decent Work and Economic Growth**
GRI Standards	GRI 3-3, GRI 401-1, GRI 401-2, GRI 401-3, GRI 405-1, GRI 405-2
Policy & Commitment	Committed to strict compliance with the *Labor Standards Act* and relevant labor regulations to safeguard fundamental employee rights. We are dedicated to fostering a safe, respectful, and inclusive work environment while proactively minimizing labor disputes.
Targets & Timeline	• **Short-Term Target (2026):** - Achieve a 100% execution rate for annual labor-management meetings. - Maintain an employee turnover rate below 10%. - Keep compensation and benefits competitive at industry standards. • **Medium-to-Long-Term Target (2027–2030):** - Maintain a 100% execution rate for annual labor-management meetings. - Stabilize the employee turnover rate between 5% and 10%.
2025 Performance	• **Zero** occupational health and safety violations. • **Zero** incidents of unlawful workplace conduct (e.g., workplace violence or harassment).
Action Plans	• Convene quarterly labor-management meetings to promote open dialogue and build consensus. • Regularly review working hours, overtime policies, and shift schedules to ensure regulatory compliance and safeguard employee well-being. • Deepen employee care initiatives and foster a friendly workplace to boost job satisfaction and organizational cohesion.

Material Topic	**Quality Management**
Linked SDGs	**SDG 9: Industry, Innovation and Infrastructure**
GRI Standards	GRI 3-3
Policy & Commitment	Uphold the core philosophy of "Quality First, Customer Foremost" to ensure products and services meet high standards; leverage scientific data and customer feedback to guide quality decisions and process optimization.
Targets & Timeline	• **Short-Term Target (2026):** Optimize customer satisfaction feedback loops and establish KPI monitoring metrics. • **Medium-to-Long-Term Target (2027–2030):** Establish cross-departmental quality improvement task forces to cultivate a continuous improvement culture; build construction quality aligned with international standards.
2025 Performance	• **Zero** major structural defects identified in random construction quality inspections for new building projects. • Achieved an average customer service resolution rate of **78.33%** in 2025. • Provided a **24/7 online repair reporting system** enabling residents to submit maintenance requests anytime.
Action Plans	• Periodically review and update the *Quality Management Manual* and Standard Operating Procedures (SOPs). • Streamline customer feedback and complaint resolution workflows to enhance service quality and satisfaction. • Implement phased self-inspections of construction quality for all new building projects.

Material Topic	**Environmental Regulatory Compliance**
Linked SDGs	**SDG 13: Climate Action**
GRI Standards	GRI 3-3, GRI 306-1, GRI 306-2, GRI 306-3
Policy & Commitment	Environmental protection and pollution prevention are fundamental corporate responsibilities. We strictly comply with environmental regulations targeting zero violations; any deficiencies identified must be tracked until fully rectified to avoid public misunderstanding.
Targets & Timeline	• **Short-Term Target (2026):** Zero environmental penalties imposed by authorities; enhance pollution prevention and waste declaration during construction. • **Medium-to-Long-Term Target (2027–2030):** Digitize environmental performance data to improve declaration efficiency and accuracy; actively participate in sustainability initiatives and collaborate with authorities to elevate industry environmental standards.
2025 Performance	• **Zero** major environmental regulatory violations, achieving a **100% compliance rate**. • Steadily improved waste sorting and recycling rates at construction sites. • Established internal inspection checklists at construction sites for thorough environmental self-inspections.
Action Plans	• Regularly review applicable environmental regulations (e.g., waste management) to ensure full legal compliance. • Trigger immediate reporting and rectification mechanisms upon any non-compliance to prevent recurrence. • Conduct environmental impact assessments and monitoring during project development to implement comprehensive construction pollution controls.

Material Topic	**Talent Recruitment and Development**
Linked SDGs	**SDG 4: Quality Education**
GRI Standards	GRI 3-3, GRI 201-3, GRI 401-1, GRI 401-2, GRI 404-1, GRI 404-3
Policy & Commitment	Guided by the talent philosophy of "placing right talent in right roles for shared growth," we maintain fair, transparent recruitment and promotion systems to support career progression and encourage cross-functional learning.
Targets & Timeline	• **Short-Term Target (2026):** Expand recruitment channels, enhance hiring efficiency for key roles, increase average training hours per employee, and improve overall training coverage. • **Medium-to-Long-Term Target (2027–2030):** Implement a digital learning platform to improve training accessibility and tracking; promote cross-departmental talent development and build high-potential succession pipelines.
2025 Performance	• Conducted annual reviews of average employee training hours and budget investments. • Periodically reviewed employee performance and career development pathways.
Action Plans	• Expand digital platform outreach and industry-academia collaborations to attract top talent. • Strengthen performance management and training outcome assessments to boost effectiveness and talent retention. • Plan annual training curriculums covering professional expertise, ESG knowledge, and leadership skills.

1. About Full Wang

1.1 Company Overview

With Central Taiwan as its primary operational hub, Full Wang International is steadily expanding its footprint nationwide. By closely integrating market demand, regional development trends, and urban renewal opportunities, we create residential and commercial spaces that blend high quality of life, aesthetic design, and environmental sustainability, providing consumers with safe, comfortable living and working environments built for the future.

In response to the building sector's shift toward smart technology, decarbonization, and high quality, Full Wang continually refines its architectural planning while integrating resources across land development, product positioning, engineering management, after-sales service, and customer relationship management into a cohesive operational ecosystem. We place strong emphasis on whole-lifecycle building management—exercising stringent quality controls from site assessment and architectural design to construction and warranty handover. Through disciplined project governance and collaborative teamwork, we steadily enhance build quality and customer satisfaction to secure enduring competitive advantages.

Sound corporate governance serves as the bedrock of our sustainable development. We continuously reinforce risk management, information transparency, regulatory compliance, and business integrity through robust internal control mechanisms, thereby enhancing operational efficiency and decision-making quality. Concurrently, we prioritize talent development and cross-departmental collaboration, fostering an inclusive, high-cohesion workplace that encourages continuous learning and professional growth, enabling our people and organization to advance together in support of stable business expansion and innovative transformation.

Furthermore, the Company actively embeds sustainability into its core business strategy. Throughout project planning and development, we prioritize energy-efficient design, the application of green building materials, construction safety, and environmental protection. We remain dedicated to developing smart, net-zero-aligned properties that minimize environmental impact throughout the development lifecycle while maximizing the overall efficiency and long-term value of our buildings.

Company Name	Full Wang International Development Company Limited
Industry Sector	Building Materials and Construction
Stock Code	6219.TW
Date of Incorporation	23-Apr-97
Headquarters	Taichung City, Taiwan
Paid-in Capital	NT$1,249,670,900
2025 Annual Revenue	NT$2,768,531,000
Number of Employees	117
Main Operating Base	Taichung City
Core Business	Real Estate Development, Leasing, and Trading

Products and Services:

Guided by a "People-Centric, Quality-First" philosophy, Full Wang International integrates site assessment, product positioning, architectural design, and construction management to elevate living standards and create enduring urban value with market-responsive developments.

In the residential segment, we develop diverse portfolios tailored to regional demographics and distinct customer needs—ranging from starter and upgrade homes to premium scenic residences and mixed-use complexes. Every project seamlessly integrates architectural aesthetics, functional spatial layouts, natural lighting and ventilation, and everyday living convenience. We enforce stringent construction management, strict material quality controls, and multi-stage inspection mechanisms to ensure structural durability and safety, backed by comprehensive handover inspections and warranty services that build enduring customer trust.

Beyond residential development, the Company actively pursues commercial real estate, retail storefronts, industrial land, and urban renewal projects that deliver robust investment yields and long-term regional growth potential. In recent years, we have continued to advance large-scale mixed-use developments that blend commercial, leisure, residential, and public amenities, significantly maximizing land-use efficiency and regional value. Leveraging specialized in-house teams in land consolidation, urban renewal, and rezoning, Full Wang unlocks the intrinsic value of strategic sites, creating mutual economic and social benefits for both corporate performance and urban development.

We are dedicated to delivering a seamless, full-cycle customer experience across every touchpoint—from property consultations, project introductions, and contracting to construction progress tracking, property handover, and post-sale maintenance. Through dedicated customer service representatives, transparent construction progress updates, 24/7 online repair reporting systems, and active post-sale care, we promptly address client needs and systematically integrate homeowner feedback into future project planning, solidifying strong customer relationships and long-term brand equity.

Industry Value Chain Relevance

Upstream operations encompass land development, urban renewal integration, architectural planning and design, raw material procurement, and the supply of building materials and equipment. Full Wang International rigorously evaluates land feasibility based on market demand, regional growth potential, and regulatory requirements. Through transparent procurement protocols, we establish long-term partnerships with qualified suppliers committed to high quality standards. We emphasize supply chain governance by encouraging business partners to uphold regulatory compliance, construction safety, occupational health and safety, environmental protection, and business integrity, collectively enhancing the competitiveness and sustainability of our supply chain ecosystem.

Midstream activities represent the Company's core operational phase, covering architectural design, project subcontracting, construction management, quality inspection, and project governance. We integrate multidisciplinary expertise across architecture, structural engineering, MEP (mechanical, electrical, and plumbing) systems, and landscape design. Supported by robust project management protocols and rigorous on-site quality controls, we ensure project milestones, site safety, and build quality fully adhere to statutory and design standards. Simultaneously, we integrate energy-efficient design, green building standards, and smart technology solutions to optimize structural safety, energy efficiency, comfort, and eco-friendliness, thereby maximizing whole-lifecycle property value while minimizing environmental impact.

Downstream operations cover project sales, customer service, property handover inspections, post-sale warranty, and community operations. Prioritizing end-to-end customer experience, Full Wang has instituted a comprehensive service workflow with dedicated contact windows providing real-time assistance—from pre-purchase consultations and contracting to construction progress updates, handover inspections, and maintenance requests. We systematically collect homeowner feedback to drive continuous product and service enhancements. Furthermore, through active community engagement and resident care initiatives, we nurture enduring client relationships, strengthening our brand equity and market competitiveness.

1.2 Operational Performance

Impacted by cyclical macroeconomic shifts in the real estate market and project completion timing, Full Wang's operational performance in 2025 fell short of expectations. The downturn was primarily driven by contracted housing transaction volumes, persistently elevated raw material and labor costs, delayed revenue recognition for certain developments, and tightening market liquidity, which collectively placed downward pressure on profitability. However, the loss incurred represents a transitional phase during an operational adjustment period and does not alter the Company's confidence in its core businesses and long-term trajectory.

To enhance overall operating performance, Full Wang International continues to implement strategic operational improvements. These include strengthening land acquisition evaluation frameworks, optimizing product positioning, tightening project cost controls, and shortening project development cycles. We are actively adopting digital management tools to improve milestone tracking, procurement efficiency, and project governance quality—thereby reducing operating overhead and maximizing capital allocation efficiency. Furthermore, we continue to reinforce cross-departmental coordination and risk management mechanisms, regularly reviewing project execution to sharpen decision-making speed and adaptability amid dynamic market conditions.

In product development, the Company remains dedicated to high-quality construction principles, integrating functional living designs, structural safety, smart technologies, and energy-efficient solutions into architectural planning. We continue to introduce residential and mixed-use developments tailored to local demand across different regions. In parallel, Full Wang is upgrading its full-cycle customer service architecture—spanning pre-sale consultations, transparent construction updates, and handover inspections to after-sales warranties. By systematically incorporating homeowner feedback into ongoing quality refinements, we reinforce customer satisfaction and brand equity, establishing a solid foundation for sustainable corporate growth.

2025 Financial Overview

Financial Metric (Consolidated)	2025 Performance (NT$ Thousands)
Operating Revenue	2,769,531
Gross Profit	413,980
Operating Income	-81,527
Net Profit (After Tax)	-95,195

Profitability Ratios	2025 Percentage / Value
Gross Margin (%)	14.95%
Net Margin (%)	-2.94%
Return on Assets (ROA) (%)	-0.24%
Return on Equity (ROE) (%)	-4.65%
Earnings Per Share (EPS) (NT$)	-0.76

Direct Economic Value Generated and Distributed (Unit: NT$ Thousands)

Item	FY 2023	FY 2024	FY 2025
Direct Economic Value Generated (A) [Note 1]	2,646,907	4,855,825	2,854,590
Direct Economic Value Distributed (B)	2,222,287	3,840,882	2,686,952
• Operating Costs	2,046,918	3,541,556	2,355,551
• Employee Wages and Benefits	117,391	153,199	165,111
• Payments to Providers of Capital [Note 2, 4]	12,979	55,453	74,445
• Payments to Government [Note 3]	45,000	90,674	91,845
Economic Value Retained (A - B)	424,619	1,014,943	167,638

Note 1: Includes consolidated operating revenue, interest income, dividend income, rental income, other income, other gains, and investment income for each respective year.

Note 2: Includes cash dividends, interest expenses, and capital reduction tax-back payments for each respective year.
Note 3: Includes business tax, corporate income tax, land value tax, house tax, fuel tax, vehicle license tax, stamp duty, and securities transaction tax.
Note 4: For detailed information on dividend distribution over the past three fiscal years, please refer to the Minutes of the Shareholders' Meetings.

Tax Policy

Full Wang International's tax policy is anchored in legal compliance, integrity, transparency, and risk control. All tax operations are conducted strictly in accordance with applicable tax laws and regulations. We do not engage in aggressive tax avoidance or transactions devoid of commercial substance, nor do we shift profits through tax havens or opaque corporate structures to evade tax obligations. For all major transactions and investment decisions, the Company evaluates operational efficiency while rigorously assessing tax implications to ensure commercial activities have legitimate economic purposes and complete transaction substance, balancing business performance with full statutory compliance.

Regarding tax governance, our Finance and Accounting Department oversees daily tax management and statutory filings, executing workflows strictly within internal authorization frameworks. When necessary, we collaborate with external certified public accountants and professional tax advisors to obtain expert guidance on statutory amendments, complex transactions, and evolving tax issues. To address tax policy updates and regulatory changes affecting business operations, we continuously monitor regulatory developments and periodically review internal control workflows to elevate tax governance quality and compliance capabilities.

The Company places strong emphasis on tax risk management by instituting multi-tiered review and approval procedures prior to tax filings. We periodically review transaction documentation, accounting records, and supporting vouchers to mitigate risks arising from reporting errors or differences in regulatory interpretation. Tax compliance is fully integrated into our internal control and enterprise risk management (ERM) frameworks. Through ongoing employee training, regulatory briefings, and cross-departmental alignment, we reinforce staff awareness of tax regulations and ethical management, ensuring sustained, robust tax governance across the organization.

Country-by-Country Reporting (CbCR)

Full Wang International’s primary operational base is located in Taiwan, with core business operations covering land development, architectural planning, and residential and commercial real estate development. Our business scope is primarily focused on the domestic market, and all operational activities are conducted in strict compliance with the laws and regulations of the Republic of China (Taiwan) and competent regulatory authorities. Upholding the principles of business integrity, lawful tax compliance, and information transparency, the Company continuously reinforces its corporate governance and financial management systems to ensure all financial data and tax filings meet regulatory standards.

Based on an assessment of our organizational structure, operating model, and consolidated revenue scale for the fiscal year 2025, the Company does not meet the statutory threshold for Country-by-Country Reporting (CbCR), nor does it qualify as an Ultimate Parent Entity (UPE) or a designated reporting entity of a multinational enterprise (MNE) group required to file a CbCR. Therefore, the Company is not required to prepare and submit a Country-by-Country Report for 2025. Nonetheless, Full Wang closely monitors domestic and international tax regulations and global tax governance trends, aligning with updated regulatory guidance to periodically review internal controls and disclosure mechanisms to ensure ongoing compliance.

Should future business expansion, investment positioning, or structural changes bring the

Company within the scope of CbCR regulations, Full Wang will promptly comply with all statutory filing requirements to maintain high standards of transparency.

1.3 External Initiatives: Aligning with Global Standards

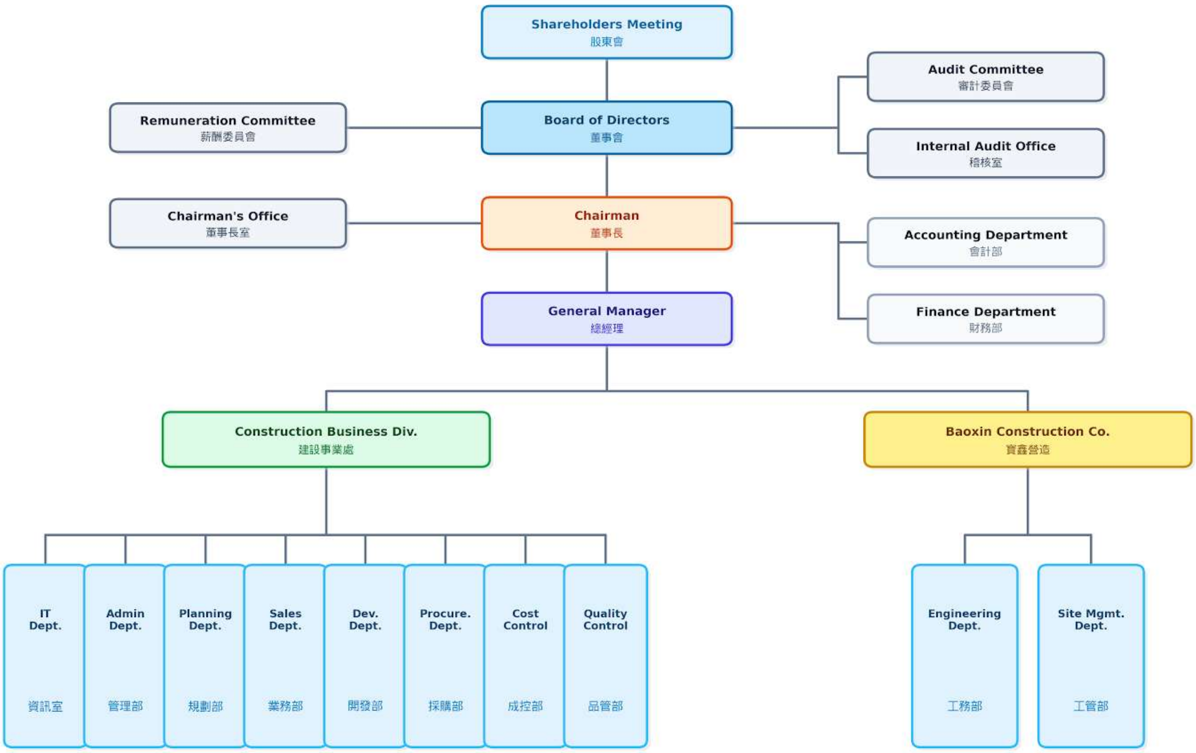
Pillar	Initiative	Description and Strategic Integration
Sustainable Development Goals (SDGs)	UN Sustainable Development Goals (SDGs)	The United Nations' 17 Sustainable Development Goals (SDGs) advocate for the integration of social, economic, and environmental sustainability indicators, driving global collaborative efforts toward sustainable development.
Environmental (E)	Task Force on Climate-related Financial Disclosures (TCFD)	Task Force on Climate-related Financial Disclosures (TCFD) helps investors and decision-makers understand organizational climate-related risks, opportunities, and financial impacts, enabling institutions to navigate transition challenges effectively.
Social (S)	Social Accountability 8000 (SA8000)	Social Accountability 8000 (SA8000) ensures that human rights, environmental standards, and ethical practices across supply chain partners comply with international codes of conduct.
	Responsible Business Alliance (RBA)	The Responsible Business Alliance (RBA) framework ensures that supply chain partners provide safe working environments and treat all workers with dignity and respect.
Governance (G)	UN Convention against Corruption (UNCAC)	United Nations Convention against Corruption (UNCAC) establishes a robust, zero-tolerance governance framework dedicated to corruption prevention and integrity management.

Public Association Participation: Industry Leadership

Organization	Current Role
Real Estate Federation of Republic of China (Taiwan)	Member
Taichung Real Estate Development Association	Member
National Federation of Real Estate Brokers and Agents Association (Taiwan)	Member
Taiwan General Contractors Association	Member
Taichung Construction Quality Control Association	Member
Changhua Real Estate Development Association	Member
Yunlin Real Estate Development Association	Member
Greater Kaohsiung Real Estate Development Association	Member
Kaohsiung Real Estate Development Association	Member
Hsinchu Real Estate Development Association	Member
Taichung Rental Housing Service Association	Member
Miaoli Real Estate Development Association	Member

2. Sustainable Governance

2.1 Corporate Governance Framework



▲The Company's organizational structure. For more detailed information regarding our corporate governance framework, please refer to the Company's Annual Report.

Policy and Commitment

The Board of Directors of Full Wang International is responsible for guiding overall operational direction and sustainable development strategies. Supported by functional committees, including the Audit Committee and the Remuneration Committee, the Board continuously reinforces its oversight mechanisms to ensure all major decisions balance business performance, regulatory compliance, risk management, and long-term sustainability goals.

The Company is committed to adhering to applicable laws, regulations, and corporate governance best practices for listed companies. We continually refine our governance framework by implementing robust measures across ethical management, internal controls, information disclosure, and legal compliance. By establishing fair, equitable, and transparent decision-making processes, we safeguard shareholder rights and protect the legitimate interests of all stakeholders. Concurrently, the Company prioritizes transparent and efficient communication, disclosing material information, financial results, and corporate governance matters in a timely and comprehensive manner to enhance corporate transparency and market trust.

Full Wang requires all directors, managers, and employees to strictly adhere to ethical business principles, fostering an organizational culture of integrity. Through the enforcement of the Ethical Corporate Management Best Practice Principles, Procedures for Handling Material Inside Information, insider trading prevention measures, and whistleblowing systems, we proactively prevent illegal or improper conduct. In engaging with suppliers and partners, we champion fair trade, ethical cooperation, and sustainable supply chain governance to elevate corporate operational quality and social responsibility performance. Furthermore, the Company continually strengthens information security, enterprise risk management, and internal audit mechanisms, regularly reviewing operational risks and control effectiveness to enhance organizational resilience and adaptability, mitigate business disruptions, and secure steady, sustainable development.

Board Composition and Election

The Board of Directors serves as the highest governance body of Full Wang International, chaired by the Company's Chairman. In compliance with the *Company Act*, the *Securities and Exchange Act*, and relevant corporate governance regulations, the Company conducts director elections and has established the *Procedures for Election of Directors* alongside the *Board Diversity Policy*. These frameworks are designed to build a professional, independent, and multifaceted board, thereby elevating decision-making quality and governance efficiency.

In addition to meeting statutory requirements, the composition of the Board emphasizes diverse professional expertise across industry experience, business management, finance and accounting, legal affairs, risk management, and sustainable development. Leveraging these complementary skills and multidisciplinary backgrounds reinforces the Board's collective decision-making capabilities. Director selection takes into account multiple dimensions—including gender, age, professional knowledge, global vision, and industry seniority—to incorporate diverse viewpoints and strengthen oversight and strategic planning. The Board's overall composition is continually optimized in alignment with industry developments and sustainable business needs. Furthermore, the Company periodically reviews the board structure and diversity progress to inform future nominations and structural refinements.

Directors are elected through a candidate nomination system, whereby shareholders elect board members from a slate of nominated candidates using cumulative voting to safeguard shareholder rights and ensure electoral fairness. Beyond statutory qualifications, candidates are rigorously evaluated on their integrity, professional competencies, management track record, industry insights, leadership, and decision-making judgment, as well as their capacity for independent thought and fiduciary duty. For Independent Directors, qualifications and independence criteria strictly adhere to regulatory mandates to ensure objective oversight, safeguarding the collective interests of all shareholders and stakeholders.

2025 Governance Achievement Summary

Management Objective	2025 Status
Independence Ratio (Independent Directors > 1/3)	Achieved
Gender Diversity (At least one director of a different gender)	Achieved(Note)
Transparency (Comprehensive disclosure of Board diversity information)	Achieved
Risk Mitigation (D&O Liability Insurance for Directors and Officers)	Achieved
Professional Development (Continuous education hours meeting legal requirements)	Achieved
Independence Vitality (Independent Directors' tenure: at least 50% not exceeding three terms)	Achieved

Note: During the re-election on May 29, 2025, all board members were temporarily male, which did not meet the competent authority's requirement that the board of directors of a TPEx-listed company must include at least one director of a different gender. On December 11, 2025, the Company received a compliance notice (Tai-Zheng-Gui-Jian-Zi No. 1140203084) from the Taipei Exchange. The Company immediately initiated an improvement plan, and on June 1, 2026, the corporate shareholder re-designated its representative, successfully appointing a female director (Director Chen Ting-Yi) to fulfill the proactive governance goals of gender diversity and legal compliance.

Board Diversity

Full Wang attaches great importance to the diversified development of its Board members, viewing board diversity as a vital cornerstone for elevating governance effectiveness and enhancing decision-making quality. During the director nomination and selection process, beyond evaluating candidates' integrity, professional expertise, and industry experience, the Company takes into account multidimensional aspects including gender, age, educational and professional backgrounds, specialized disciplines, and executive management experience. By fostering the exchange of diverse perspectives and insights, Full Wang aims to expand both the breadth and depth of the Board's collective strategic decision-making.

Board of Directors: Diversity and Expertise Matrix

Name	Nationality	Gender	Age	Core Professional Expertise & Background	GICS Sector Focus (Level 1)
Lin, Cheng-Hsiung (Chairman)	ROC	M	61-70	Management, Leadership, Industry Knowledge, Global Vision, Finance/Accounting. (MBA, Tunghai Univ.; Chairman of Full Wang Group)	Industrials, Consumer Discretionary
Chang, Yu-Tuan	ROC	M	51-60	Management, Industry Knowledge. (Ph.D. in Geography, NCUE; Asst. Professor, Feng Chia Univ.)	Industrials, Consumer Discretionary
Lin, Tsung-Yi	ROC	M	31-40	Management, Leadership, Industry Knowledge. (Dept. of Finance, Shih Chien Univ.; President of Full Wang)	Industrials, Consumer Discretionary
Lin, Yu-Jen	ROC	M	31-40	Management, Leadership, Industry Knowledge. (Dept. of Finance, Shih Chien Univ.; VP of Construction Division)	Industrials, Consumer Discretionary
Lin, Yu-Chen	ROC	F	51-60	Management, Industry Knowledge, Global Vision, Finance/Accounting. (Master of Finance, NCHU; Finance Associate Director)	Consumer Discretionary, Financials
Wang, Jih-Chun*	ROC	M	71+	Management, Industry Knowledge. (Dept. of Economics, Tunghai Univ.; Senior Consultant, Crowe Taiwan)	Industrials, Financials
Chang, Kuo-Hsiung*	ROC	M	61-70	Management, Industry Knowledge, Global Vision, Finance/Accounting. (Ph.D. in Business, NTU; Professor, Tunghai Univ.)	Industrials, Financials
Li, Yuan-Shu*	ROC	M	51-60	Management, Industry Knowledge, Global Vision, Finance/Accounting. (Ph.D. in Marketing, Portland State Univ.; Professor, Feng Chia Univ.)	Industrials, Financials
Yang Fu Chuan*	ROC	M	61-70	Management, Industry Knowledge, Finance/Accounting. (Department of Textile Engineering, Feng Chia University)	Industrials, Financials

Note 1: * indicates that the director is an independent director.

Note 2: The Company values gender equality in the composition of its Board of Directors and aimed to maintain at least one female director. This was corrected on June 1, 2026, restoring the presence of one female director.

Note 3: For details regarding directors' concurrent positions in other companies, please refer to the Company's 2025 Annual Report.

Avoidance of Conflicts of Interest

To prevent directors, managers, and relevant personnel from compromising decision-making fairness due to personal interests in the execution of their duties, Full Wang has established conflict of interest management mechanisms in accordance with relevant laws, regulations, and corporate governance standards. The principle of recusal for conflicts of interest is embedded across the *Rules of Procedure for Board of Directors Meetings*, ethical corporate management policies, and internal control systems. All decision-making processes are strictly required to adhere to principles of objectivity, fairness, and integrity, ensuring that corporate interests take precedence over individual interests.

When a proposal under review at a board meeting or other relevant meeting involves a conflict of interest concerning a director, manager, or other decision-maker—including personal interests, spouses, relatives within the second degree of kinship, or represented legal entities—the individual is required to proactively and truthfully disclose the nature of the conflict and must not conceal or evade disclosure obligations. For any motion involving a conflict of interest, the relevant personnel must recuse themselves from discussion, voting, and decision-making, and cannot act as proxies for other directors to exercise voting rights, thereby preventing personal interests from affecting the Company's overall interests and the objectivity of decisions. All disclosures of interest and recusals are duly documented in meeting minutes as critical records of corporate governance transparency and are subject to oversight by competent authorities and stakeholders.

Beyond board operations, the Company extends conflict of interest management to daily operational workflows—including key operations such as procurement, construction subcontracting, land development, partner selection, major investments, and various business transactions. Full Wang has established clear division of duties, tiered delegation of authority, and internal review systems to prevent improper transfer of benefits or unfair transactions arising from official authority or operational convenience.

Overseeing Impact Management

The Board of Directors of Full Wang regularly receives briefings from the management team on operational performance, key risks, regulatory compliance, engineering quality, safety management, information security, integrity management, and sustainable development. In response to external economic conditions, market trends, regulatory shifts, and industry developments, the Board provides timely improvement recommendations and governance mandates. For material issues that could potentially affect financial standing, brand reputation, customer rights, construction safety, supply chain governance, and environmental protection, the Board directs executive management to establish rigorous mechanisms for evaluation, monitoring, remediation, and tracking. Through periodic reviews and rolling management practices, the Company mitigates operational risks and adverse impacts while enhancing organizational responsiveness and business resilience.

Full Wang has established cross-departmental coordination and enterprise risk management mechanisms, authorizing responsible functional units to identify both positive and negative impacts across operational phases—including land development, planning and design, project construction, quality management, supplier partnerships, customer service, and post-sale maintenance. To address critical topics such as construction quality, job-site safety, environmental stewardship, legal compliance, and customer satisfaction, standard operating procedures and risk controls have been formulated. Major risks are systematically evaluated based on severity and likelihood of occurrence, and escalated to executive management and the Board when necessary to ensure early intervention and minimize adverse effects on corporate operations and stakeholders.

Furthermore, the Company places great value on stakeholder engagement and responsiveness. Through diverse communication channels—including shareholders' meetings, institutional investor conferences, the official website, customer service desks, supplier interactions, and employee communication platforms—Full Wang continuously monitors key stakeholder issues and systematically incorporates vital recommendations into strategic decision-making and continuous improvement initiatives.

Board Continuing Education

To adapt to rapid shifts in the industry environment, evolving regulatory frameworks, and sustainable development trends, Full Wang encourages all directors to continuously participate in professional development programs. Through diversified learning approaches, board members keep abreast of the latest governance insights, industry dynamics, and international sustainability trends, thereby elevating overall decision-making quality and oversight effectiveness. All continuing education activities are organized in strict accordance with relevant regulatory guidelines to uphold the spirit of sound corporate governance.

The curriculum for board development encompasses a wide range of multidisciplinary topics, including corporate governance, ethical corporate management, risk management, internal controls, financial accounting, securities regulations, sustainable development, ESG, climate change, information security, digital transformation, and industry trends. Training sessions and seminars are tailored to each director's professional background and the Company's operational needs. By continuously assimilating updated regulatory and management knowledge, directors enhance their understanding of business landscape transformations and sharpen their judgment regarding major proposals—such as critical investments, financial management, real estate development, land acquisition, project engineering management, and sustainable business operations—further reinforcing the Board's strategic planning and risk oversight capabilities.

To enhance training quality, the Company encourages directors to attend courses, seminars, and forums hosted by competent authorities, securities institutions, professional organizations, and academic entities, while providing timely briefings on statutory amendments, policy directions, and market intelligence to help them stay aligned with emerging market shifts and governance trends. This proactive approach ensures directors meet the latest regulatory expectations and fulfill statutory continuing education obligations. In 2025, our directors completed a cumulative total of 74 training hours across 21 participant attendances, fully complying with the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEx Listed Companies.

Board Performance Evaluation

In compliance with the *Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies* and relevant statutory regulations, the Company has established a board performance evaluation system. Through periodic and systematic assessment processes, we examine the overall operations of the Board of Directors and the performance of individual directors in executing their fiduciary duties, serving as an important basis for continually refining governance practices and enhancing decision-making quality.

Board performance evaluations are conducted at least once a year, covering overall board operations, individual director performance, and the operational effectiveness of functional committees. The evaluation criteria encompass key aspects such as board organizational structure and membership composition, meeting proceedings, degree of strategic participation, review quality of major proposals, risk management oversight, internal control systems, ethical corporate management, regulatory compliance, information disclosure, promotion of sustainable development, and stakeholder engagement. In tandem, attendance rates, professional participation, contributions to decision-making, and continuing education status are reviewed to comprehensively evaluate corporate governance efficiency.

The evaluation process involves self-assessments conducted by directors across designated evaluation metrics. The designated responsible unit aggregates the findings and submits them to the Board of Directors for discussion. Actionable improvement measures are formulated based on the evaluation findings and tracked continuously, establishing a "Plan-Do-Check-Act" (PDCA) management cycle to steadily improve board operational efficiency and decision-making quality. The annual performance evaluation score achieved **4.6 out of 5 points**. As of 2025, board performance evaluations at Full Wang International have been conducted via internal self-assessments, and no external independent professional institutions or academic experts have been commissioned to perform external evaluations to date.

Functional Committees

Functional committees established under Full Wang's Board of Directors currently comprise the Audit Committee and the Remuneration Committee, with no other functional committees established at this stage. Taking into account organizational scale, operational requirements, and the corporate governance framework, the division of labor and collaboration among the Board of Directors, the Audit Committee, and the Remuneration Committee effectively executes core functions including financial oversight, risk management, remuneration review, and governance supervision. The Company continuously monitors committee performance and regulatory compliance to ensure the ongoing effectiveness of all governance mechanisms.

The Audit Committee is composed entirely of Independent Directors. Its primary responsibilities include reviewing financial statements, overseeing the effectiveness of internal control systems, reviewing internal audit execution, assessing material financial and operational risks, and deliberating on major asset transactions, related-party transactions, and legal compliance matters. The Committee maintains effective communication with certifying independent auditors to ensure the accuracy and transparency of financial disclosures. Additionally, the Audit Committee regularly receives briefings from the internal audit unit, evaluates internal control deficiencies and remediation plans, and guides executive management in continually refining management systems to mitigate operational risks and reinforce the corporate governance foundation.

The Audit Committee comprises 4 members, possessing professional competencies across industry knowledge, accounting, and financial analysis. Through regular communications with the internal audit unit and certifying independent auditors, the Committee continuously tracks material risks and improvement actions. This oversight assists the Board of Directors in establishing a robust and effective governance framework, mitigating operational and financial risks, and enhancing information disclosure quality and market credibility. In 2025, the Audit Committee convened a total of 4 meetings, achieving an actual attendance rate of 93.75%.

The Remuneration Committee periodically reviews compensation policies, incentive structures, and performance appraisal systems for directors and executive officers in accordance with corporate strategy, operational results, and prevailing market compensation benchmarks, providing professional recommendations to the Board of Directors. When deliberating on compensation proposals, the Committee factors in overall corporate performance, individual achievement, and executive responsibilities, while balancing long-term enterprise growth, talent retention, and shareholder interests. This ensures the establishment of a fair, reasonable, and motivating compensation system that avoids operational risks associated with short-term performance orientations.

The Remuneration Committee comprises 4 members, possessing professional competencies across industry knowledge, accounting and financial analysis, and legal affairs. Upholding the fiduciary duty of care of a good administrator, the Committee faithfully executes its responsibilities and submits compensation-related proposals and recommendations for directors and executive managers to the Board of Directors for deliberation. In 2025, the Remuneration Committee convened a total of 2 meetings, achieving an actual attendance rate of 100%.

Compensation Policy for Directors and Executive Officers

Full Wang's compensation system is administered in compliance with the *Company Act*, the *Securities and Exchange Act*, and relevant statutory regulations. The Remuneration Committee is responsible for reviewing the salaries, bonuses, and other compensation packages for directors and executive officers prior to submitting proposals to the Board of Directors for discussion and resolution, ensuring that the compensation system maintains fairness, transparency, and reasonableness.

The determination of directors' compensation comprehensively evaluates factors including the Company's overall operational performance, financial results, industry developments, prevailing market salary benchmarks, directors' professional competence, scope of responsibilities, meeting attendance, and contributions to corporate governance, while balancing long-term enterprise growth and shareholder interests. For Independent Directors, the Company provides reasonable compensation to reflect the significance of their independent oversight functions while preventing the compensation framework from compromising their independence, thereby ensuring they fulfill their fiduciary duties objectively and impartially to enhance overall board governance effectiveness.

The compensation policy for executive officers follows a performance-oriented principle. In addition to base salaries, variable compensation and bonus approvals are tied to key performance indicators, including corporate annual operating performance, departmental milestones, individual performance evaluations, leadership capabilities, professional contributions, and annual target achievement. Through a structured performance-linked mechanism, the Company aligns management incentives with both short-term operational results and long-term sustainable growth, mitigating excessive short-term risk-taking. Furthermore, Full Wang benchmarks peer industry compensation levels and monitors market talent dynamics, periodically reviewing compensation competitiveness and suitability to attract and retain high-caliber management talent.

When reviewing compensation for directors and executive officers, the Remuneration Committee adheres to principles of independence and objectivity, thoroughly evaluating corporate operating performance, financial health, risk tolerance, and future strategic growth to ensure that the compensation structure remains aligned with the Company's long-term interests.

2.2 Integrity Management

To implement ethical corporate management, Full Wang's Board of Directors oversees the promotion of integrity policies, while executive management executes operational systems in accordance with delegated responsibilities. Through integrated internal control, internal audit, and risk management mechanisms, the Company regularly assesses policy execution and remediation effectiveness to mitigate fraud and compliance risks. Directors, executive officers, and all employees are strictly required to adhere to ethical management standards, upholding honesty, fair dealing, and the fiduciary duty of care of a good administrator during business execution. Personnel are expressly prohibited from exploiting official authority for personal gain and from engaging in any form of bribery, kickbacks, improper transfer of benefits, insider trading, or other misconduct violating ethical principles, ensuring all business operations embody the spirit of ethical governance.

In project development, procurement management, and commercial dealings, Full Wang requires all business partners to adhere to principles of legality, fairness, and good faith. Across supplier selection, project subcontracting, procurement procedures, and commercial contracts, we actively champion anti-corruption principles and fair competition, preventing improper dealings that could compromise transactional fairness. The Company also prioritizes the management of related-party transactions and conflicts of interest by establishing rigorous review and recusal mechanisms. All material transactions undergo formal review and disclosure in accordance with internal governance procedures and statutory regulations, ensuring every transaction adheres to arm's-length commercial terms and the Company's best interests while protecting shareholder rights.

The Company places equal emphasis on fostering an organizational culture of integrity by conducting continuous educational training and compliance briefings. These initiatives ensure that new hires and existing staff thoroughly understand corporate ethical policies, business conduct codes, and compliance standards, thereby reinforcing corporate-wide awareness of ethical operations and legal compliance. In 2025, Full Wang made no political donations to political parties or political organizations, and recorded zero incidents of bribery or corruption.

Grievance and Assistance Channels

Tailored to the diverse needs of stakeholders, Full Wang has established multifaceted communication and feedback touchpoints—including the official corporate website, dedicated email addresses, customer service hotlines, investor relations contacts, and formal whistleblowing mailboxes—enabling employees, clients, suppliers, contractors, and external stakeholders to submit feedback or file grievances. For cases involving business integrity, fraud, conflicts of interest, regulatory violations, construction quality, safety management, workplace misconduct, sexual harassment, or other material compliance infractions, the Company accepts and processes each case under established governance procedures. Responsible functional units conduct thorough investigations and implement corrective actions, escalating issues to executive management or the Board of Directors for deliberation when necessary to ensure all matters are handled properly and fairly.

To safeguard the rights and interests of complainants and whistleblowers, the Company enforces robust confidentiality and whistleblower protection mechanisms. All case details, whistleblower identities, and related materials are maintained under strict confidentiality and will not be disclosed without authorization, except as required by statutory mandates or formal investigative procedures. Furthermore, Full Wang strictly prohibits any form of retaliation or discriminatory treatment, ensuring individuals can voice concerns with peace of mind without jeopardizing their employment rights or business partnerships. If an investigation substantiates a violation, the Company enforces appropriate corrective actions or disciplinary measures commensurate with the severity of the infraction, followed by continuous monitoring to prevent recurrence.

Beyond whistleblowing and grievance mechanisms, Full Wang International places great importance on everyday communication and supportive services. Through department supervisors, cross-departmental coordination meetings, educational training, customer service desks, and supplier interactions, we continuously gather stakeholder perspectives to address operational challenges promptly. In 2025, the Company received zero grievances or whistleblowing reports concerning unethical conduct or corruption.

Regulatory Compliance

Recognizing that real estate development encompasses multifaceted operations—including land acquisition, architectural planning, construction, sales management, and post-sale services—Full Wang maintains cross-departmental collaboration mechanisms. Responsible functional units continuously track statutory amendments, administrative rulings, and industry policy shifts, updating internal management policies and standard operating procedures in a timely manner to ensure all operational activities comply with the latest regulatory mandates. For critical matters such as major investments, land transactions, building permit applications, construction engineering management, and sales operations, the Company executes formal review protocols, engaging internal legal affairs and external specialized consultants when necessary to provide expert guidance, reduce compliance risks, and enhance decision-making quality.

To deepen our compliance culture, Full Wang International regularly conducts legal education and training sessions. The curriculum covers corporate governance, ethical corporate management, insider trading prevention, personal data protection, occupational health and safety, labor regulations, real estate transaction governance, and relevant building codes, thereby elevating regulatory awareness and risk management capabilities across directors, executive managers, and all employees. Concurrently, the Company leverages its internal control systems, internal audit mechanisms, and whistleblowing grievance channels to continuously monitor the execution of management measures. Whenever deficiencies or potential risks are identified, relevant departments are immediately required to formulate corrective action plans and track implementation outcomes, steadily refining our regulatory compliance architecture.

In 2025, while the Company incurred a small number of penalties, reviews confirmed they were primarily minor traffic violations arising from corporate vehicle operations during routine business activities, posing no material impact on overall corporate operations, financial condition, or stakeholder rights. Additionally, the Company was subject to a penalty related to the *Equalization of Land Rights Act*. Following the incident, Full Wang promptly completed corrective actions in accordance with regulatory directives, re-examined relevant sales processes, internal management policies, and legal compliance workflows, and reinforced staff training and case review mechanisms to prevent recurrence. The Company views case reviews and continuous improvements as opportunities to enhance compliance maturity and risk prevention capabilities. In 2025, Full Wang was subject to no administrative sanctions by competent authorities for violations of economic, social, or environmental regulations, nor did it experience any material non-compliance incidents involving corporate governance, information security, environmental management, labor laws, or business ethics.

Category of Violation	Cases	Type of Penalty(Fines)	Corrective Actions
Equalization of Land Rights Act	2	NT$1,800,000	Improve as required by the competent authority.
People with Disabilities Rights Protection Act	1	NT$28,590	Improve as required by the competent authority.
Road Traffic Management and Penalty Act	34	NT$38,400	Improve as required by the competent authority.

Note: Material legal non-compliance events are defined as single incidents resulting in a penalty exceeding NT$1 million.

2.3 Risk Management

Risk Management Measures

Full Wang regards risk management as a foundational cornerstone of sustainable business operations, embedding risk management mechanisms within its corporate governance framework. The Board of Directors oversees overall risk management policies and material risk issues, while executive management implements risk control measures in accordance with delegated responsibilities, regularly reviewing operating environments and emerging risks to ensure steady operations and sustainable growth amid market dynamics and external shocks. Tailored to operational characteristics, the Company continuously identifies primary risks across land development, construction engineering, financial liquidity, macroeconomic cycles, regulatory compliance, occupational safety, information security, and supply chain governance. Leveraging internal control systems, cross-departmental coordination mechanisms, and internal audit operations, we establish end-to-end workflows for risk identification, assessment, control, monitoring, and remediation. Responsible functional units periodically review risk mitigation performance, formulate preventive measures and contingency plans for high-risk items, and continuously track remediation progress to minimize potential adverse impacts on corporate operations and stakeholders.

Risk Dimension	Risk Description	Management Measures
Economic	Real estate market cycles, interest rate fluctuations, and macroeconomic conditions may impact project launch timing, sales velocity, and revenue performance.	Continuously monitor market supply and demand as well as policy changes, prudently evaluate project launch schedules, and adopt phased development and diversified product strategies to mitigate the impact of market volatility.

Economic	Engineering quality, construction progress, or improper contractor management may affect building quality and property handover schedules.	Establish an engineering quality management system, enforce construction inspections, quality acceptance, and job-site inspections, and convene regular project coordination meetings.
Economic	Raw material price volatility, abnormal supplier deliveries, or poor construction quality may impact project schedules and costs.	Establish supplier evaluation and selection, contract performance management, and regular appraisal systems, and maintain diversified supply sources to enhance supply chain resilience.
Economic	System malfunctions or service disruptions may impact customer transactions and business operations, thereby reducing customer trust and willingness to cooperate.	Establish customer service centers, anomaly notification protocols, and system monitoring mechanisms to provide real-time technical support, and periodically review customer feedback to improve service workflows.
Governance	Failure to respond in a timely manner to amendments in laws and regulations related to construction, land, sales, and corporate governance may lead to non-compliance or administrative penalties.	Continuously track regulatory updates, conduct compliance training, and have the legal department and responsible functional units periodically review operational procedures.
Governance	Cyberattacks, data leaks, or system anomalies targeting information systems may compromise normal business operations and client interests.	Establish information security management measures, and enforce access authority controls, data backups, antivirus mechanisms, and information security training.
Social	Intense competition for software R&D and information security professionals, where the loss of key talent may impact product development and knowledge transfer.	Establish comprehensive compensation and benefits, education and training, career development pathways, and performance management systems to enhance employee retention rates and talent cultivation outcomes.
Social	Industrial safety accidents may occur during construction, impacting personnel safety and corporate operations.	Require contractors to implement occupational health and safety management, and conduct regular job-site inspections, safety training, and hazard identification operations.

2.4 Information Security Management

Information Security Policy

Full Wang incorporates information security into its corporate governance and risk management frameworks, continuously strengthening protection mechanisms for IT systems, network infrastructure, and critical operational data. In compliance with applicable laws and regulations, the Company has established a comprehensive information security management system to ensure the confidentiality, integrity, and availability (CIA triad) of information assets, thereby mitigating risks associated with data leaks, service disruptions, and cyberattacks.

Tailored to business requirements, the Company has instituted stringent information security management measures covering key domains such as user account authority management, password policies, network access control, antivirus and anti-hacking protections, data backups, hardware device management, and regular system maintenance. System access privileges are strictly granted based on role responsibilities to prevent unauthorized data access or abnormal operations. Additionally, regular backups of critical IT systems and operational data are performed, alongside continuous monitoring of hardware equipment health, to enhance system stability and business continuity capabilities.

Full Wang places great emphasis on fostering an organization-wide cybersecurity culture by continuously conducting cybersecurity education, training, and internal awareness campaigns. The curriculum covers essential topics including password management, email security, social engineering defense, personal data protection, IT equipment usage policies, and security incident reporting procedures. These initiatives elevate employees' risk identification capabilities and response readiness, seamlessly embedding cybersecurity management into daily operations and cultivating a collective culture of shared security responsibility.

Information Security Objectives

To implement our information security policy, Full Wang has established defined cybersecurity management objectives. First, we continuously enhance the security defenses of our IT systems and network environments through account privilege controls, password management policies, network access controls, antivirus and anti-hacking protections, regular system updates, and equipment maintenance. These measures reduce the risks of hacker intrusions, malware infections, and unauthorized access, ensuring all IT systems operate stably and securely. Second, we have established backup and disaster recovery mechanisms for critical operational data, periodically conducting data backups, hardware inspections, and recovery drills. This bolsters the Company's emergency responsiveness and business continuity capabilities, guaranteeing that critical business information remains intact and can be rapidly restored when necessary.

The Company proactively promotes cybersecurity awareness among all employees by regularly organizing information security training and awareness campaigns. The curriculum covers key topics such as IT equipment usage guidelines, email security, personal data protection, social engineering defense, password management, and security incident reporting procedures. By cultivating correct cybersecurity habits and minimizing human error-related vulnerabilities, we build an organizational culture of shared cybersecurity responsibility.

In alignment with regulatory requirements and business needs, Full Wang periodically reviews information security management systems and standard operational procedures to reinforce IT equipment management, data access controls, system authorization reviews, and cybersecurity audit mechanisms. By integrating information security into our enterprise risk management (ERM) framework and leveraging cross-departmental collaboration, we continuously identify and evaluate various cybersecurity risks, formulate appropriate preventive measures and improvement plans, and elevate the maturity and operational effectiveness of corporate IT governance.

Furthermore, the Company requires all departments to implement information security management measures in accordance with their assigned responsibilities, encouraging employees to proactively report any IT anomalies or potential risks to strengthen our overall cybersecurity defense capabilities.

Information Security Organizational Structure

The Information Technology (IT) Department serves as the primary executing unit for the Company's information security management. It is responsible for IT infrastructure setup and maintenance, server and network administration, account and access privilege controls, IT system operations, data backup and disaster recovery, information security incident reporting and handling, and IT asset lifecycle management. The IT Department regularly monitors IT system operations, implementing software updates, vulnerability patching, antivirus and anti-hacking management, and hardware health checks to mitigate operational risks arising from equipment failures, malware, or cyberattacks, thereby ensuring the stable operation of corporate IT services.

Given the lean staffing of the IT Department, Full Wang International adopts a hybrid management model combining internal oversight with external specialized support. For areas such as firewall appliances, IT system maintenance, security device management, cloud services, and major system anomalies, the Company engages professional IT service providers to deliver technical support and maintenance services based on operational needs. The IT Department oversees these operations, monitors outsourced service quality and delivery outcomes, and mandates strict compliance with information security and confidentiality obligations from vendors to ensure outsourced management aligns with corporate security policies and statutory requirements, thereby minimizing supply chain IT risks.

Concurrently, department heads collaborate on information security management within their respective functional scopes, assisting in enforcing IT equipment usage guidelines, data access controls, personal data protection, and security incident reporting protocols. The IT Department regularly briefs executive management on system operational status, cybersecurity risks, and improvement initiatives, enabling leadership to maintain real-time awareness of security conditions, propose strategic directions, and optimize resource allocation to continually elevate overall information security governance effectiveness.

Information Security Incident Reporting Process

Considering Full Wang's lean IT organizational scale at this stage, the IT Department centrally oversees the intake, assessment, handling, and tracking of information security incidents. Depending on the severity of an incident's impact, timely notifications and briefings are provided to executive management. Through this streamlined and efficient response process, the Company minimizes the impact of security incidents on business operations, customer data, and IT systems, ensuring the continuous delivery of all information services.

When employees identify computer hardware abnormalities, system malfunctions, suspected virus infections, unauthorized account logins, suspected email phishing attacks, or any other incidents potentially compromising information security during daily operations, they must immediately cease relevant operations and proactively report to the IT Department in accordance with established company procedures. Employees are strictly prohibited from altering system configurations or deleting relevant logs independently, thereby preserving essential data required for incident investigation.

Upon receiving a report, the IT Department immediately verifies incident details, gathers relevant information, assesses the scope of impact, and classifies the incident severity level and root cause. Depending on the circumstances, necessary emergency containment measures are executed—such as isolating affected devices, disabling compromised accounts, blocking abnormal network connections, restoring data, or repairing systems—to mitigate the risk of incident escalation. For major cybersecurity incidents involving broader impacts, sensitive data, personal data compromises, or operational disruptions, the IT Department promptly escalates the report to executive management and convenes relevant departments as needed to formulate joint response strategies.

Information Security Education and Training

Given that information security management is currently overseen centrally by the Information Technology (IT) Department, the department is responsible not only for IT equipment maintenance and system administration but also for conducting information security education and awareness campaigns. In alignment with business operational needs and information security risk profiles, the IT Department regularly communicates the latest cybersecurity concepts and relevant governance guidelines to employees.

The training curriculum encompasses IT equipment usage policies, password security management, email safety, social engineering defense, malware identification, personal data protection, mobile device security, network access management, and information security incident reporting procedures. These programs ensure that employees operate IT equipment properly during daily routines, thereby mitigating the risk of data leaks and cybersecurity incidents.

Considering the lean staffing of the IT Department, Full Wang International also arranges for IT personnel to attend external professional training courses, information security seminars, and workshops hosted by competent authorities based on practical needs. This enables IT staff to continuously assimilate updated cybersecurity management practices, threat trends, and defense technologies, which are subsequently shared across the organization to elevate overall information security management capabilities.

Information Security Management Measures

Specific Measures	Implementation Details
Information Security Policy Management	Formulate information security policies and relevant management guidelines to serve as compliance standards for all employees in executing information security management, and periodically review policy suitability and effectiveness.
Information Security Organization Operations	The IT management unit is responsible for promoting information security frameworks, risk assessments, and daily management tasks, while regularly reporting cybersecurity execution status to executive management.
Account and Access Privilege Management	Configure system access permissions based on job role requirements, apply the principle of least privilege to manage account access rights, and periodically conduct access privilege reviews and change management.
Network Security Defense	Deploy firewalls, antivirus software, and web/network filtering mechanisms, and continuously monitor abnormal connections and network traffic to strengthen defenses against external attacks.
Malware Protection	Install antivirus and malware detection software on endpoint devices, regularly update virus definitions, and execute security scanning operations.
System Updates and Vulnerability Management	Periodically perform operating system and application updates to patch known security vulnerabilities, reducing the likelihood of system attacks.
IT Asset Management	Establish an IT asset inventory system and periodically inspect the usage and management status of critical systems, hardware equipment, and data assets.
Personal Data Protection	Enforce management mechanisms for personal data collection, processing, and utilization to prevent unauthorized access or improper use of personal data.
Trade Secret Protection	Protect corporate R&D achievements, technical documentation, and commercial confidential information through access privilege controls, document management, and non-disclosure agreements.
Data Backup Mechanism	Periodically execute backup operations for critical data and verify the availability and integrity of backup data to ensure rapid recovery of key information following abnormal incidents.
Disaster Recovery Management	Establish IT system redundancy and disaster recovery mechanisms to enhance responsiveness to system failures, equipment damage, or unexpected emergency incidents.

Achievement of Information Security Objectives

Information Security Incident Type	Number / Amount
Information security or cybersecurity violation incidents (cases)	0
Data breach incidents (cases)	0
Information security violation incidents involving customer personal data (cases)	0
Number of customers and employees affected by data breaches (persons)	0
Amount of fines resulting from information security-related incidents (NTD)	NT$0

Information Security Achievements

Item	Item Description	Frequency / Count	Completion Rate
Drills	Disaster recovery drill	1	100%
Education, Training & Awareness	Company-wide email notifications to raise awareness on cybersecurity threats or precautions	3	30%
	Number of updates to cybersecurity awareness slogans/materials	15	80%
	System administrators (IT) completed cybersecurity system management training courses	3	30%
Vulnerability Scanning	Commissioned external professional vendors to perform vulnerability scanning / diagnostics on core services	1	100%

3. Sustainable Supply Chain

3.1 Supply Chain Management

Value Chain Overview

Full Wang focuses on real estate development, residential construction, commercial spaces, and land development as its core business operations. Its supply chain encompasses land acquisition, planning and design, building material supply, project construction, equipment installation, specialized technical services, handover acceptance, and post-sale maintenance, forming a comprehensive construction value chain. The Company firmly believes that construction quality and sustainable value are not created by the enterprise alone, but require collaborative partnerships to jointly deliver building products that integrate quality, safety, environmental protection, and social responsibility.

Given the project-based and multi-trade collaboration nature of the construction industry, the Company integrates diverse partners according to project requirements. Procurement categories include steel rebar, cement, concrete, formwork, aluminum doors and windows, waterproofing materials, electromechanical equipment, fire safety equipment, elevators, landscaping engineering, interior decoration, and other specialized engineering services. All procurements are systematically planned in alignment with project schedules, quality standards, and statutory regulations to ensure stable material supply, consistent construction quality, and on-time project completion, thereby reducing construction risks and enhancing overall project quality and customer satisfaction.

During supplier selection and partnership engagement, the Company evaluates not only price, quality, lead time, and contract performance capabilities, but also progressively incorporates corporate integrity, legal compliance, occupational health and safety, labor human rights, environmental management, and sustainable development into collaboration criteria. This encourages suppliers to co-implement ESG principles, mitigating environmental and social risks across operational workflows. For long-term partners, the Company fosters relationships of mutual trust through contract performance management, engineering quality audits, construction coordination, and regular communication, continuously improving overall supply chain governance efficiency and promoting shared growth. Under the premise of meeting quality, technical, and cost-efficiency standards, priority is given to competent local suppliers to drive local industrial development, shorten transportation distances, boost supply efficiency, and reduce transit-related carbon emissions and environmental burdens.

Product Development and Supply Chain Management Process

Full Wang International integrates sustainability principles into product development and supply chain management, establishing an end-to-end management workflow across project planning, architectural design, procurement, and construction through to property handover and after-sales service. The Company selects business partners based on criteria including quality standards, contract performance capabilities, and regulatory compliance. Through quality audits, construction engineering management, and customer feedback mechanisms, Full Wang continuously optimizes product quality and supply chain performance, joining hands with supply chain partners to co-create sustainable value. The processes across each stage are outlined below:

Process Name	Process Description
Market Analysis and Product Planning	Gather market demand, regulatory trends, and site conditions to plan development directions aligned with market positioning, construction quality, and sustainable development principles.

Process Name	Process Description
Architectural Design and Technical Integration	Integrate professional design resources across architecture, structure, electromechanical systems, and landscaping, balancing safety, constructability, energy-saving efficiency, and subsequent maintenance needs.
Supplier Selection and Procurement Management	Select partner vendors prudently based on indicators such as quality, price, lead time, contract performance capabilities, and sustainability management performance, establishing a fair and transparent procurement system.
Material Procurement and Project Construction	Conduct building material procurement and construction management according to project schedules, enforcing material acceptance inspections, construction quality, safety management, and schedule control to ensure project quality meets standards.
Quality Audits and Risk Management	Regularly execute site inspections, quality audits, and tracking of deficiency improvements to reduce construction risks and enhance building quality and supply chain management efficiency.
Completion Acceptance and Handover Services	Conduct inspection acceptance, property handover, and warranty operations in accordance with regulations upon project completion, providing comprehensive after-sales services to safeguard customer rights and product quality.
Continuous Improvement and Supply Chain Refinement	Aggregate customer feedback, engineering experience, and supplier collaboration outcomes as a key basis for optimizing subsequent product development, supply chain management, and sustainability strategies.

Quality Management

Full Wang firmly believes that superior construction quality cannot be achieved by a single department alone, but requires collaborative gatekeeping across all stages—including planning and design, building material procurement, construction engineering, quality audits, handover acceptance, and after-sales service. By establishing stable partnerships with suppliers, general contractors, and specialized subcontractors, the Company continuously elevates architectural quality and residential safety to create residential products that combine durability, comfort, and sustainable value.

During the initial product development phase, the Company integrates professional teams across development, design, engineering, and procurement to conduct comprehensive evaluations of site conditions, regulatory requirements, construction methods, and material characteristics, selecting building materials and equipment that comply with national standards and relevant codes according to project specifications. In supplier selection, beyond evaluating quality, lead time, price, and contract performance capabilities, great importance is attached to technical expertise, construction experience, and regulatory compliance. Through sound procurement management systems and collaborative mechanisms, supply risks are mitigated, ensuring that the quality of all building materials and equipment meets design requirements and enhancing overall engineering stability.

During the construction phase, the Company enforces a phased quality management system. The construction engineering management unit carries out on-site material acceptance inspections, construction quality patrols, self-inspections across work sequences, and spot checks on critical engineering processes in accordance with construction plans. Regular project coordination meetings are convened to review construction progress, quality conditions, and corrective actions. For any deficiencies identified during audit processes, responsible units are immediately required to formulate corrective action plans and track improvement outcomes, thereby mitigating construction risks and preventing the recurrence of quality defects.

Upon project completion, the Company conducts inspection and acceptance procedures in accordance with relevant regulations and quality standards, proceeding with property handovers only after confirming that building structures, common facilities, electromechanical equipment, and interior spaces fully comply with design specifications. Concurrently, through comprehensive after-sales service mechanisms, maintenance request platforms, and customer service desks, resident needs are promptly addressed, and customer feedback is systematically gathered as a vital foundation for continuous quality improvement.

Procurement Policy

In accordance with individual project scale, engineering characteristics, and construction requirements, Full Wang utilizes sound procurement procedures and objective evaluation mechanisms to select partners with proven professional capabilities, performance track records, and solid market reputations, thereby ensuring engineering quality, construction efficiency, and supply stability.

During the supplier selection process, in addition to evaluating product quality, price reasonableness, delivery capabilities, technical services, and contract performance track records, the Company also progressively integrates sustainability dimensions—such as ethical management, environmental protection, occupational health and safety, labor rights, and legal compliance—into collaboration criteria. By aligning with shared sustainability principles, Full Wang aims to reduce supply chain operational risks and enhance overall supply chain management efficiency. For long-term partner suppliers, the Company establishes stable, high-trust collaborative relationships through engineering coordination, contract performance management, quality tracking, and regular communication, working together to advance engineering quality and construction management capabilities.

The Company recognizes that local supply chains serve as a critical foundation for promoting corporate sustainable development. Therefore, under the premise of meeting quality, cost-efficiency, and project engineering requirements, Full Wang prioritizes local procurement and actively builds partnerships with domestic building material suppliers, equipment manufacturers, specialized engineering contractors, and related service providers. Over the years, the proportion of local procurement expenditure has consistently reached 100%. Local procurement not only shortens delivery schedules, enhances supply efficiency, and strengthens real-time service capabilities, but also helps reduce transportation distances and logistics carbon emissions, minimizing environmental impacts during construction while driving local industrial development and creating a virtuous cycle of shared prosperity between the enterprise and the local economy.

Furthermore, the Company values the professional expertise and innovation demonstrated by small and medium-sized enterprises (SMEs) across the construction industry chain. Upholding principles of fair participation and shared growth, Full Wang provides equal opportunities for SMEs to participate in procurement and partnerships under qualifying conditions of quality, safety, professional competence, and contract performance, thereby fostering industry diversification and technological exchange.

Local Procurement Performance (Unit: NT$ 1,000)

Year	2023	2024	2025
Local Procurement Amount	4,320,774	6,632,883	5,039,429
Non-local Procurement Amount	0	0	0
Total Procurement Amount	4,320,774	6,632,883	5,039,429
Local Procurement Percentage	100%	100%	100%

Definition of local procurement: Counterparties/vendors holding a valid Taiwan Business Administration Number (Unified Business Number / UBN).

3.2 Supply Chain Risk Assessment

Supplier Selection

In supplier evaluation and selection operations, the Company establishes tailored evaluation criteria based on different project types and procurement needs. Beyond fundamental requirements—including product quality, material specifications, price reasonableness, delivery capability, construction techniques, professional qualifications, contract performance capabilities, and after-sales service—the Company places high value on partners' past project track records, quality stability, and issue-resolution capabilities. This minimizes operational risks such as supply disruptions, construction delays, and quality abnormalities, ensuring all building materials, equipment, and engineering services fully meet design requirements and statutory regulations.

With the growing importance of sustainable development issues, the Company is progressively integrating ESG governance principles into its supplier selection mechanism. In addition to mandating compliance with relevant statutory regulations, the Company encourages suppliers to implement management measures covering ethical corporate management, environmental protection, occupational health and safety, labor rights protection, and personal data security. For suppliers demonstrating comprehensive management systems, solid quality track records, and sustainable management capabilities, the Company prioritizes inclusion in its preferred partnership list, working to enhance overall supply chain competitiveness and operational resilience through long-term partnerships.

Following supplier selection, the Company leverages management mechanisms—such as contract administration, performance tracking, and quality audits—to continuously oversee supply quality, construction progress, and contract fulfillment status, while periodically reviewing collaboration performance. If quality anomalies, delivery delays, safety deficiencies, or failures to meet contractual terms occur, suppliers are required to propose corrective action plans and improvements are systematically tracked. When necessary, partnership qualifications are re-evaluated to safeguard project quality and customer rights.

Supplier ESG Management

At the initial stage of supplier collaboration, in addition to evaluating product quality, contract fulfillment capability, delivery efficiency, professional technology, and project track records, the Company gradually incorporates ESG-related management dimensions into partnership considerations. These encompass issues such as regulatory compliance, ethical corporate management, environmental protection, occupational health and safety, labor rights, business ethics, and information security, encouraging partners to establish sound management systems and abide by relevant laws and contract terms. The Company aims to adhere to sustainability principles jointly with partners to mitigate potential environmental, safety, and operational risks during the construction process, thereby enhancing overall supply chain management quality.

In terms of the environment, the Company encourages suppliers to cooperate with government environmental policies, emphasize job-site environmental management, and implement measures such as energy conservation, carbon reduction, and efficient resource utilization. Priority is given to building materials that meet quality standards and possess eco-friendly attributes, reducing the impact of engineering construction on the surrounding environment and jointly advancing the environmental performance of construction projects.

In terms of society, the Company places great emphasis on suppliers' management of labor rights and occupational health and safety. Partner vendors are encouraged to comply with relevant labor regulations, provide a safe and healthy working environment, and enforce hazard prevention, safety training, and job-site safety management. Furthermore, suppliers must respect fundamental human rights of employees, preventing any form of discrimination, forced labor, child labor, or improper treatment.

In terms of corporate governance, the Company requires partner vendors to uphold the principles of ethical management, abide by business ethics and relevant laws, and refrain from bribery, unfair competition, or any other acts violating integrity. Vendors must also properly safeguard transaction information, customer data, and trade secrets to build a transparent and trustworthy cooperative partnership.

Supplier Evaluation and Appraisal

In accordance with different procurement categories and engineering requirements, Full Wang establishes diversified evaluation indicators for partners such as building material suppliers, equipment vendors, general contractors, and specialized subcontractors. In addition to traditional management criteria—including product quality, construction quality, on-time delivery rate, contract fulfillment capability, project coordination and cooperation, after-sales service, problem-resolution efficiency, and professional technical capability—the evaluation framework progressively incorporates sustainability issues to encourage suppliers to simultaneously elevate their ESG management capabilities and reinforce the long-term competitiveness of the supply chain.

During project execution, the Company continuously monitors suppliers' actual performance through site inspections, material acceptance checks, quality audits, construction coordination meetings, and daily communications. This approach ensures that performance appraisal is not confined to annual reviews, but is seamlessly integrated into overall project management processes, creating a real-time management and continuous improvement mechanism. Through diversified evaluation and two-way communication, the Company can identify potential issues early and collaborate with suppliers to formulate corrective action plans, thereby enhancing partnership efficiency and engineering quality.

Number of Suppliers in Periodic Appraisal

Number of Suppliers in Periodic Appraisal	2023	2024	2025 (Note)
Grade A	74	11	0
Grade B	134	42	0
Grade C	91	83	0
Grade D	4	9	0

Note: In 2025, no construction projects completed case closure operations; therefore, supplier appraisal results could not be generated for that year.

The Company's supplier appraisal grading criteria are established as follows:
Grade A (scores of 90–100) qualifies suppliers for priority procurement volume increases;
Grade B (scores of 80–89) allows for procurement volume increases;
Grade C (scores of 70–79) maintains standard procurement volumes;
Grade D (scores of 60–69 and below) results in a reduction of procurement allocations.

Supplier Auditing

The Company periodically reviews and continuously monitors partners' contract performance to ensure that all supplied products, technologies, and services align with quality standards and customer expectations. The scope of supplier audits encompasses multiple dimensions, including quality management, delivery performance, technical capabilities, after-sales service, information security, regulatory compliance, and business ethics. For partners providing software licensing, cloud platforms, cybersecurity services, systems integration, and other critical IT services, the Company tracks operational quality while placing particular emphasis on cybersecurity governance capabilities, personal data protection measures, and business continuity readiness, thereby mitigating operational impacts from potential security incidents, system disruptions, or service downtime.

Throughout daily collaboration, project execution logs, customer service feedback, issue resolution efficiency, delivery timetables, technical support quality, and customer satisfaction metrics serve as vital inputs for supplier performance evaluation. If quality defects, delivery delays, non-conforming service standards, or other material deficiencies emerge during the collaboration period, the Company communicates immediately with the supplier to diagnose root causes, propose remediation recommendations and deadlines, and continuously track improvement outcomes. When necessary, partnership qualifications are re-evaluated or procurement allocations adjusted to protect corporate and customer interests.

Valuing mutual trust and mutual benefit, the Company does not use supplier appraisals merely as an elimination mechanism, but rather as an essential governance tool for continuous improvement. Through regular communication, project debriefs, and technical exchanges, the Company supports partners in advancing product quality, service efficiency, and managerial capability, cementing a stable and enduring foundation for long-term collaboration.

Supplier Audit Statistics

Audit Category	Metric / Item	2023	2024	2025
On-Site Audit	Planned number of suppliers for on-site audit	303	363	305
	Actual number of suppliers completed	303	363	305
	Achievement Rate	100%	100%	100%
Document Audit	Planned number of suppliers for document audit	303	363	305
	Actual number of suppliers completed	303	363	305
	Achievement Rate	100%	100%	100%

3.3 Customer Relationship

Customer Relationship Management

Upholding a "customer-centric" service philosophy, Full Wang believes that the value of architectural products stems not only from planning, design, and construction quality, but also from continuous and comprehensive service excellence following property handover. Throughout property sales and handover processes, the Company adheres to principles of honest disclosure and information transparency, providing complete and accurate project information—including product planning, building materials and equipment, common facilities, construction progress, and relevant regulatory provisions—to assist customers in fully understanding product specifications and homebuying rights. Full Wang values two-way communication with customers, utilizing sales personnel, customer service touchpoints, and project managers to promptly address customer inquiries and provide specialized consultation and assistance, ensuring a seamless and consistent service experience across all homebuying stages.

To elevate handover quality, the Company executes inspection and acceptance procedures in accordance with relevant statutory regulations and internal standard operating procedures upon project completion. Item-by-item inspections are conducted across building structures, common facilities, interior spaces, electromechanical equipment, and building material quality, and customers are invited to participate jointly in the handover walkthrough to confirm that all facilities conform to contractual agreements and quality standards. If customers propose improvement suggestions or identify deficiencies during the acceptance process, the Company immediately coordinates relevant units to perform repairs and rectification, ensuring handover quality meets customer expectations and safeguarding homebuyer rights.

In terms of after-sales service, the Company has established dedicated customer service and warranty management mechanisms to provide residents with repair requests, warranty maintenance, and advisory services. Resident needs received via telephone, email, social media platforms, or other communication channels are assigned and tracked according to the nature of the case, aiming for prompt responsiveness and effective problem resolution. Concurrently, the Company systematically compiles customer feedback and after-sales service records to analyze recurring issues and focal areas for improvement, serving as a critical basis for subsequent project planning, product design, construction management, and supply chain quality enhancement, thereby forming a closed-loop management cycle of continuous improvement.

All personal data provided by customers during the homebuying, contracting, property handover, and after-sales service stages are safeguarded and processed in strict compliance with relevant statutory regulations and internal management standards. The Company implements appropriate information security management measures to prevent unauthorized use, leakage, or improper access, thereby preserving customer privacy and data security while building a trustworthy customer service environment.

Customer Satisfaction Survey

Period	2023	2024	2025
Number of Responses (copies)	56	74	199
Response Rate	100%	100%	100%
Average Customer Satisfaction Score	4.5	4.4	4.5

4. Environmental Sustainablity

4.1 Climate Change Strategies

Climate Change Response

Climate change has become a critical imperative that the construction industry cannot overlook. Its impacts encompass not only construction risks posed by extreme weather events, but also the stability of raw material supplies, energy costs, regulatory mandates, and market expectations for low-carbon buildings. Accordingly, Full Wang incorporates climate risks into its supply chain governance philosophy, progressively integrating these considerations into supplier management systems, procurement operations, and engineering management workflows. By collaborating closely with partners, the Company enhances resilience against climate change and advances toward a supply chain ecosystem that harmonizes quality, safety, environmental protection, and sustainable value.

Upholding the brand philosophy of "Setting Classics, Moving Greener into the Future," Full Wang continuously promotes energy conservation, greening, and sustainable operations throughout architectural development and construction management processes, partnering with the supply chain to fulfill environmental responsibilities. The Board of Directors oversees the implementation of sustainable development and climate-related initiatives. Concurrently, climate change risks are integrated into corporate governance, progressively establishing a climate management framework aligned with sustainable development principles through risk identification, operational adaptation, and energy-saving management measures.

In addressing supply chain risks arising from climate change, the Company continuously monitors potential impacts—such as construction delays, material supply disruptions, and logistical bottlenecks caused by extreme precipitation, high temperatures, typhoons, and natural disasters. Supply chain adaptability is enhanced through rigorous construction scheduling, proactive procurement timetable planning, and diversification of supply sources. For critical building materials and essential equipment, the Company adjusts procurement schedules and tracks delivery milestones based on project characteristics, minimizing the impact of external environmental volatility on project quality and lead times to ensure projects proceed as scheduled and safeguard customer interests. Furthermore, the Company prioritizes the evaluation of building materials and equipment featuring energy efficiency, durability, and eco-friendliness, while closely tracking domestic and international trends in green building, low-carbon architecture, and circular economy practices. Through exchanges with suppliers on cutting-edge technologies, materials, and construction methodologies, Full Wang continuously elevates environmental performance across the entire building lifecycle.

Task Force on Climate-Related Financial Disclosures (TCFD)

Full Wang International recognizes the financial risks and operational opportunities that climate change may bring to the real estate development industry. Accordingly, the Company continuously aligns with the principles of the Task Force on Climate-Related Financial Disclosures (TCFD), progressively integrating climate issues into supply chain governance and operational decision-making. The Company conducts assessments on potential risks—such as raw material price volatility, construction delays induced by extreme weather events, supply disruptions, and energy cost fluctuations—and mitigates the impact of climate-related factors on project costs and delivery schedules through tiered supplier management, diversified procurement strategies, and rigorous construction progress control.

Climate Governance Framework

In the face of challenges brought by global climate change, Full Wang deeply recognizes that the real estate development industry must not only adapt to regulatory requirements and market trends, but also actively build a resilient supply chain management mechanism to mitigate the operational impacts of climate risks. The Company progressively integrates climate governance concepts into its sustainable supply chain management framework. The Board of Directors serves as the highest supervisory body for corporate sustainability governance and risk management. Through board oversight, management-level promotion, and joint execution across relevant functional departments, the Company continuously enhances the supply chain's ability to identify, manage, and respond to climate change risks, while partnering with suppliers to drive low-carbon transformation and establish partnerships that combine competitiveness with sustainable value.

The Board of Directors is responsible for overseeing the Company's sustainable development policies and material climate issues, regularly monitoring the potential impacts of climate change on corporate operations and the supply chain, and providing strategic direction and management guidelines. In accordance with board resolutions, executive management coordinates relevant departments—including Procurement, Engineering, Construction, Occupational Safety, Quality Control, and Administration—to jointly advance climate governance initiatives. This entails reviewing supplier management systems, procurement policies, and construction management workflows, progressively integrating climate risks, energy efficiency, and environmental performance into daily operational mechanisms to ensure climate governance is effectively executed throughout every stage of project development.

The Company also closely monitors potential risks such as construction delays, raw material shortages, logistics bottlenecks, and building material price volatility caused by extreme weather events. Through supplier qualification reviews, contract performance evaluations, and procurement risk management, Full Wang mitigates operational impacts. For critical contractors, building material suppliers, and equipment vendors, the Company requires strict adherence to environmental regulations and the establishment of pollution prevention and waste management systems, collaboratively reducing environmental impacts across the entire building lifecycle.

Climate Management Strategy

The Company continuously monitors events such as extreme precipitation, high temperatures, typhoons, and natural disasters potentially triggered by climate change, assessing their impacts on building material supplies, logistical transportation, construction safety, and project costs. Tailored to the distinct characteristics of each construction project, appropriate procurement schedules, inventory management, and alternative supply source plans are established to mitigate supply chain disruption risks and maintain consistent engineering quality and construction progress.

To enhance the environmental performance of the supply chain, the Company actively promotes green procurement concepts, prioritizing the evaluation of building materials and equipment that comply with national regulations, quality standards, and eco-friendly attributes. Suppliers are encouraged to progressively implement management measures such as energy conservation, carbon reduction, pollution prevention, resource recycling, and waste reduction. For key partner vendors, the Company leverages regular communication, contract performance management, and sustainability awareness campaigns to encourage the elevation of their environmental management capabilities, jointly establishing a collaborative model that balances quality, safety, and environmental protection.

In response to global net-zero emissions and low-carbon architecture trends, the Company also maintains continuous oversight of emerging developments in green building design, low-carbon building materials, smart jobsites, and energy-efficient construction technologies. The Company evaluates the feasibility of adopting these solutions in a timely manner and collaborates with suppliers to explore construction methodologies and management models with greater environmental benefits. The Company believes that integrating innovative technologies with sustainability principles not only helps reduce environmental impacts throughout the building lifecycle, but also enhances the overall quality and market value of construction projects.

Managing and Identifying Climate Risks

Full Wang incorporates climate change risks into its supply chain management mechanism, continuously identifying climate-related risks that may impact operations—including extreme precipitation, typhoons, high temperatures, raw material price volatility, rising energy costs, and supply disruptions. Through cross-departmental collaboration among Procurement, Engineering, Construction, and Management units, the Company jointly reviews potential climate risks that construction projects may encounter across the planning, procurement, construction, and delivery stages, implementing appropriate management measures aligned with risk levels to mitigate potential impacts.

Type	Risk Description	Potential Financial Impact	Response Actions
Physical Risk - Extreme Weather	Extreme weather such as typhoons, torrential rains, and high temperatures may cause construction disruptions, project schedule delays, and supply chain logistics bottlenecks.	Project delays, additional construction costs, breach of contract risks, and postponed handover schedules.	Establish construction contingency plans, adjust project scheduling, stockpile materials in advance, and strengthen suppliers' disaster response capabilities.
Physical Risk - Supply Disruption	Natural disasters or transportation disruptions leading to the inability to deliver building materials, equipment, and critical supplies on schedule.	Raw material shortages, increased procurement costs, and affected project construction progress.	Establish diversified supply sources, maintain safety stock levels, and regularly track suppliers' delivery capabilities.
Transition Risk - Legal & Policy	Net-zero emissions, carbon management, and increasingly stringent environmental regulations raise requirements for supply chain governance.	Increased regulatory compliance costs, higher procurement expenses, and increased investment of management resources.	Continuously monitor regulatory trends, promote green procurement, and require suppliers to comply with relevant statutory laws.
Transition Risk - Low-Carbon Market Demand	Customer and market demands for green buildings, low-carbon building materials, and sustainable construction practices are progressively increasing.	Inability to meet market demand may adversely affect project competitiveness and corporate brand image.	Prioritize the evaluation of eco-friendly building materials, promote low-carbon construction methodologies, and enhance supply chain sustainability capabilities.
Market Risk - Raw Material & Energy Prices	Climate change and international dynamics may induce volatility in building material, energy, and transportation costs.	Increased project development costs, declining gross margins, and elevated budget control pressure.	Periodically review procurement strategies, adjust procurement schedules in a timely manner, and reinforce cost management mechanisms.

Type	Risk Description	Potential Financial Impact	Response Actions
Reputational Risk - Inadequate Supplier Sustainability Management	If partner suppliers experience major environmental incidents or violate sustainability requirements, it may impact corporate brand reputation.	Decline in customer trust, reduction in business collaboration opportunities, and damage to brand image.	Promote supplier sustainability evaluations, execute document and on-site audits, and strengthen sustainability communication and corrective action tracking.

Managing and Identifying Climate Opportunities

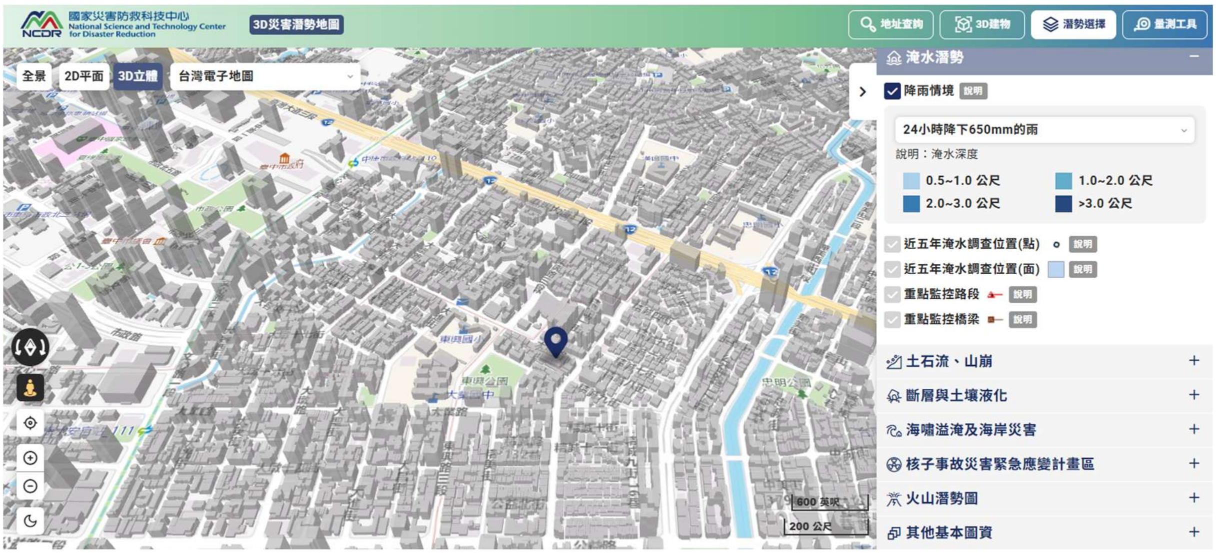
Full Wang views climate change not only as a critical subject for risk management, but also as an important catalyst for driving corporate transformation and upgrading the supply chain. The Company continuously monitors market development trends such as low-carbon buildings, green building materials, energy-saving technologies, and circular economy practices, progressively incorporating relevant climate opportunities into supply chain management and procurement strategies. Throughout partner collaborations, the Company encourages suppliers to implement environmental management systems, enhance energy efficiency, and adopt low-carbon construction methods to jointly reduce the environmental impact across the entire building lifecycle.

Type	Opportunity Description	Potential Financial Impact	Response Actions
Application of Low-Carbon Building Materials	Continuous rise in market demand for green buildings and low-carbon materials can elevate the sustainable value and market competitiveness of construction projects.	Enhance product added value, increase project sales advantages, and boost brand recognition.	Prioritize the evaluation of materials with eco-certifications, energy-saving efficiency, and legal sourcing, progressively raising the proportion of green procurement.
Green Supply Chain Collaboration	Establish long-term partnerships with suppliers possessing environmental management capabilities and sustainability concepts.	Mitigate supply disruption risks, improve procurement efficiency, and enhance cost control capabilities.	Establish supplier sustainability assessment mechanisms, continuously conducting document reviews, on-site audits, and performance tracking.
Construction Technology Innovation	Introducing energy-saving construction, smart jobsites, and circular resource methods can improve engineering efficiency and reduce environmental impact.	Reduce construction waste, lower engineering costs, and elevate overall project quality.	Continuously assess the feasibility of new methodologies and energy-saving technologies, encouraging suppliers to jointly invest in technical improvements.
Energy Efficiency Improvement	Suppliers improving energy efficiency and equipment performance helps reduce operating costs.	Reduce procurement cost volatility and lower the overall energy expenditure across the supply chain.	Encourage suppliers to implement energy-saving measures, prioritizing partners with proven energy management capabilities.
Policy & Green Finance Opportunities	Government promotion of net-zero transition, green buildings, and sustainable finance policies facilitates enterprise access to broader resources.	Elevate investor confidence, increase financing opportunities, and enhance corporate enterprise value.	Continuously monitor relevant policies and market trends, progressively refining sustainable supply chain governance and information disclosure.
Brand & Market Competitiveness	Implementing sustainable supply chain management enhances corporate ESG image and customer trust.	Increase market competitive advantages, elevating brand equity and long-term operational performance.	Continuously deepen supply chain sustainability collaboration, reinforcing climate governance, environmental management, and sustainability performance communication.

Climate Risk Scenario Assessment

Climate Scenario Assessment

Referencing relevant information such as the official TCFD risk list, the Company assesses various climate-related risk and opportunity topics. Based on the RCP8.5 climate scenario, potential climate disaster impacts are evaluated using publicly available climate models and mapping platforms, including the "Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP)" and the "3D Disaster Potential Map," to analyze prospective physical climate hazards and evaluate potential impacts under extreme climate conditions. Regarding precipitation, projections under the RCP8.5 scenario indicate that maximum daily rainfall in Taiwan will range from approximately 209.6 mm to 283.4 mm by 2050. Furthermore, according to the rainfall classification standards implemented by the Central Weather Administration, a cumulative 24-hour rainfall exceeding 200 mm is classified as torrential rain, which carries the potential to induce local flooding or inundation. Taking the corporate headquarters' location as an example, rigorous analysis indicates that even under an extreme scenario of 650 mm of precipitation within 24 hours, neither the headquarters nor its immediate surrounding areas face flood risks. Although employees may suspend work during designated disaster leave periods, the overall operational impact remains minimal.

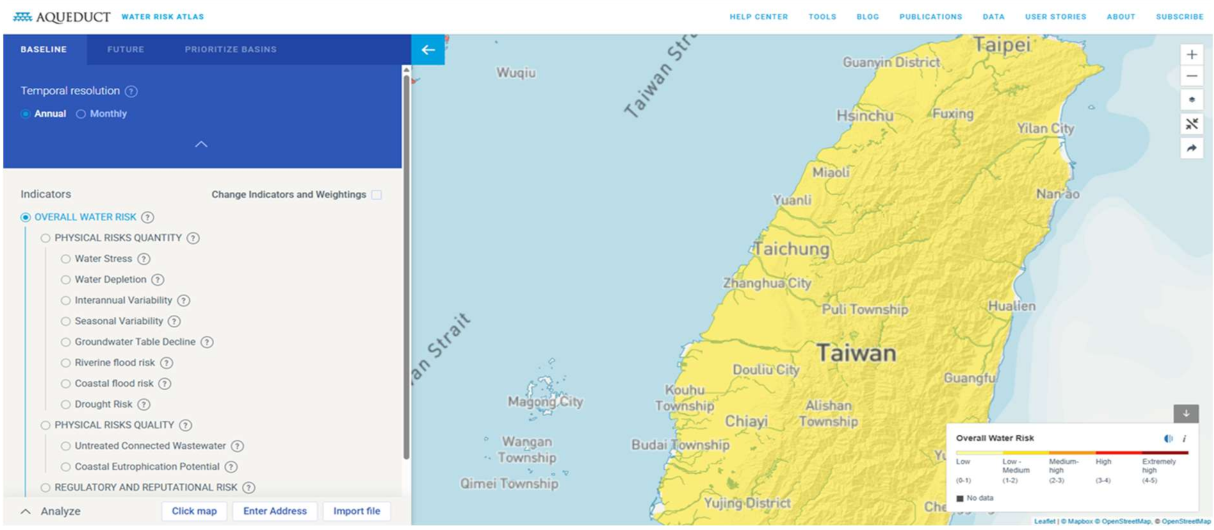


Note: The reference data source for this climate projection scenario is the "3D Disaster Potential Map."

Water Risk Assessment

To further evaluate potential water resource risks facing operational sites, Full Wang references the Aqueduct Water Risk Atlas assessment tool developed by the World Resources Institute (WRI). The Company analyzes indicators such as Baseline Water Stress, drought risk, flood risk, and water supply stability across areas where primary operational sites are located to understand the potential impacts of external water environments on corporate operations.

Assessment results indicate that the Company's operational sites are located in urban Taichung City, which features a comprehensive municipal water supply system and sound water infrastructure. Furthermore, the Company's business model centers primarily on office administration and real estate development, involving no high-water-consumption processes or extensive water extraction operations; thus, the overall dependency on water resources remains relatively low. Synthesizing Aqueduct metrics with the Company's water usage characteristics, current water resource risks across Taiwan are categorized as low to medium, with no significant impact on core operations observed due to water shortages in the near term.



Environmental Management Metrics and Targets

Upholding the principles of environmental protection and sustainable development, Full

Wang continuously integrates environmental management into corporate operations and real estate development processes, establishing environmental management metrics and staged targets as vital foundations for advancing environmental sustainability. In compliance with relevant environmental protection regulations and sustainability trends, the Company maintains sustained focus on key environmental issues—including energy use, greenhouse gas emissions, water resource management, waste reduction, air pollution prevention, and green building promotion. Through periodic performance reviews and rolling improvement mechanisms, the Company continuously enhances overall environmental management efficacy.

Item	Management Metrics and Targets
Regulatory Compliance	Continuously comply with relevant environmental protection laws and regulations, regularly review regulatory compliance, and target maintaining zero major environmental violation incidents.
Energy Management	Implement water conservation and construction water management, improve water resource efficiency, and eliminate unnecessary waste.
Greenhouse Gas Management	Strengthen construction waste sorting, resource recycling, and legal clearance/disposal, continuously increasing the resource reuse rate.
Water Resource Management	Implement control measures such as water sprinkling for dust suppression, vehicle wheel washing, and material covering during construction to mitigate fugitive dust and air pollution impacts.
Waste Management	Comply with construction noise regulations and properly schedule construction working hours to minimize disturbances to neighboring residents.
Air Pollution Prevention & Control	Prioritize the evaluation of building materials and equipment that satisfy environmental protection, safety, and quality standards, progressively increasing the proportion of green procurement.
Noise Management	Incorporate energy-saving, water-saving, green landscaping, and eco-friendly design concepts aligned with project characteristics to enhance built environmental quality.

4.2 Greenhouse Gas Management

Direct Emissions and Energy Indirect Emissions (Scope 1 and Scope 2)

Based on its current operational model, Full Wang International focuses on real estate development and construction. Daily operations primarily consist of office administrative management, project planning, and project management, with no substantial manufacturing equipment installed; consequently, overall direct emissions remain relatively limited. Scope 1 primarily encompasses direct emission sources such as fuel consumption by company-owned vehicles, emergency power generator testing, and minor refrigerant fugitive emissions, which account for a relatively low proportion of total emissions. The Company continuously implements measures including regular vehicle maintenance, equipment servicing, and refrigerant management to mitigate environmental impacts resulting from direct emissions.

Following an inventory of current operational activities, Scope 2 constitutes the Company's primary source of greenhouse gas emissions, originating mainly from purchased electricity across various office locations and operational sites. This includes power consumption for air-conditioning equipment, lighting systems, IT equipment, computers, and other administrative facilities. As electricity consumption accounts for the largest share of overall emissions, the Company has prioritized improving energy efficiency as a key focus of carbon reduction management. Ongoing initiatives include promoting energy-efficient lighting, setting air-conditioning temperature controls, enabling power-saving configurations on office equipment, and encouraging staff to switch off power when leaving, thereby cultivating energy conservation awareness to reduce both energy consumption and indirect emissions.

At this stage, the Company has not yet incorporated Scope 3 (other indirect emissions) into its formal inventory boundary, primarily considering that supply chain data collection, building material lifecycle data, and upstream/downstream activity datasets are still being established. Moving forward, the Company will progressively evaluate the implementation of Scope 3 inventories based on regulatory mandates, client requirements, and management maturity. Initial efforts will prioritize data collection and analysis targeting major emission sources, critical suppliers, and key building materials to progressively complete the enterprise greenhouse gas management boundary. In the future, the Company will steadily enhance inventory quality and data transparency, introducing third-party verification mechanisms in accordance with competent authority roadmaps to reinforce the credibility of inventory results.

Emission Category	2024 (tCO2e)	2025 (tCO2e)
Scope 1	292.91	283.88
Scope 2	489.26	938.82
Total	782.17	1,222.70
Greenhouse Gas Emission Intensity (tCO_2e / Million Revenue)	0.1639	0.4414

4.3 Energy Management

In accordance with its operational characteristics, Full Wang focuses primarily on real estate development, project planning, and operational management, with no installation of extensive manufacturing equipment. Consequently, energy use is predominantly concentrated in daily electricity consumption across office premises and operational locations. Statistics show that electricity accounts for approximately 64.75% of the Company's total energy consumption, representing its primary source of energy expenditure, with the remainder comprising corporate vehicle fuel, emergency equipment fuel, and minor auxiliary energy uses. Given the high proportion of electricity consumption, the Company has prioritized enhancing electrical efficiency as a core focus of energy management, continuously advancing energy-saving measures to mitigate energy consumption and indirect greenhouse gas emissions.

To elevate energy efficiency, the Company actively promotes office energy conservation management. Key measures include deploying high-efficiency LED lighting fixtures, conducting regular performance inspections of HVAC systems, enforcing indoor air-conditioning temperature controls, and encouraging employees to switch off lighting and IT equipment during non-use periods. Through energy-saving advocacy campaigns, the Company fosters solid energy conservation habits among all personnel. In addition, IT equipment is progressively configured with power-saving modes, while administrative and meeting processes continue to transition toward paperless digitalization, reducing both energy waste and paper consumption to enhance overall operational efficiency.

Statistics on Energy Consumption by Type over the Past Three Years

Energy Type	Unit	2023	2024	2025
Non-renewable Energy - Fuel Oil	GJ	3,347.85	4,197.53	3,933.50
Non-renewable Energy - Electricity	Gasoline Energy Consumption *(Note: Unit in source)*	2,986.52	3,715.89	7,234.07
Renewable Energy - Fuel Oil	GJ	0	0	0
Renewable Energy - Electricity	GJ	0	0	0
Total	GJ	6,334.37	7,913.42	11,167.57
Energy Intensity	GJ / Million Revenue	2.44	1.66	4.04

Note 1: Electricity heating value conversion is $1\text{ kWh} = 0.0036\text{ GJ}$.
Note 2: Electricity heating value conversion is $1\text{ kWh} = 0.0036\text{ GJ}$. Conversion coefficients are sourced from the Ministry of Environment's Greenhouse Gas Emission Factor Management Table Version 6.0.4 to calculate fuel heating values: Gasoline $7,800\text{ kcal/L}$; Diesel $8,400\text{ kcal/L}$; Natural Gas $8,000\text{ kcal/m}^3$; Liquefied Petroleum Gas (LPG) $6,635\text{ kcal/L}$; $1\text{ kcal} = 4.1868\text{ kJ}$.
Note 3: Energy Intensity = Total Energy Consumption / Consolidated Revenue of the Company.

4.4 Water Resource Management

Full Wang is primarily engaged in land development, residential architectural planning, and real estate operational management, operating no high-water-consumption manufacturing production lines. Consequently, daily water consumption is predominantly derived from domestic water use across various office premises and operational locations, including employee domestic use, office cleaning, sanitary facilities, and public area maintenance, resulting in relatively stable overall water consumption. Water required during construction phases is managed according to the specific needs of each project, with construction units required to comply with relevant environmental protection and construction management regulations to eliminate unnecessary water waste.

To enhance water use efficiency, the Company actively promotes diverse water conservation management measures. These include conducting regular inspections of water supply facilities and piping conditions to prevent water loss caused by aging equipment or leakage; progressively adopting water-saving sanitary fixtures and sensor faucets to reduce daily water consumption; and encouraging employees to cultivate positive habits such as turning off taps after use, utilizing water resources prudently, and putting water conservation awareness into practice. Through facility upgrades and active employee engagement, the Company continuously elevates overall water management efficacy.

The Company also maintains close oversight of risks potentially brought by climate change, such as droughts, water supply shortages, and extreme precipitation. Water usage conditions across operational locations and project sites are regularly reviewed to align with government water-saving measures and local authority regulations in a timely manner, thereby bolstering operational resilience and water management capabilities. For upcoming new construction projects, the Company will continuously evaluate the feasibility of introducing rainwater harvesting, landscape irrigation efficiency enhancements, and other water-saving technologies, progressively improving the overall water resource utilization efficiency of buildings.

Total Water Withdrawal over the Past Three Years (Million Liters) ▼

Water Withdrawal Source	2023	2024	2025
Third-Party Water (Tap Water)	23.17	20.83	19.34
Surface Water	-	-	-
Groundwater	-	-	-
Seawater	-	-	-
Total Water Withdrawal	23.17	20.83	19.34

Year	Unit	2023	2024	2025
Water Consumption	Metric Tons (m^3)	23,174	20,826	19,338
Per Capita Water Consumption	Metric Tons / Total Headcount	246.53	166.61	179.05
Total Water Withdrawal	Million Liters	23.17	20.83	19.34
Total Water Consumption (Depletion)	Million Liters	0	0	0
Total Water Discharge	Million Liters	23.17	20.83	19.34
Water Intensity	Metric Tons / NTD Million Revenue	8.91	4.37	6.99

Note 1: Water Intensity: Total Water Consumption / Consolidated Revenue of the Company.
Note 2: Inventory Boundary: All operational sites of the Company.
Note 3: Per Capita Water Consumption: Total Water Consumption / Total Headcount of the Company.

4.5 Waste Management

Full Wang continuously conducts various management operations in accordance with the *Waste Disposal Act* and related environmental protection laws and regulations. Through measures such as source reduction, waste sorting and recycling, legal clearance and disposal, and resource reuse, the Company mitigates the environmental impacts generated by operational activities and progressively establishes a waste management framework aligned with the spirit of sustainable development.

In line with the Company's operational characteristics, no manufacturing production lines are operated; therefore, waste generated from daily operations consists primarily of general industrial waste. This includes office waste paper, cardboard boxes, plastics, metals, glass, domestic refuse, and IT equipment consumables. During project construction periods, construction contractors are required to handle construction waste sorting, temporary storage, clearance, and ultimate disposal in compliance with contract terms and relevant statutory regulations. Furthermore, through engineering management and on-site inspections, the Company supervises partner contractors to ensure rigorous implementation of waste management requirements.

To reduce waste generation, the Company actively promotes source reduction measures by continually expanding electronic document management, online approval workflows, electronic invoicing, and digital meetings to minimize paper consumption and administrative supply depletion. Office premises are equipped with waste sorting and recycling facilities to encourage employees to conscientiously sort waste and recycle materials, thereby enhancing the reuse rate of recyclable resources.

Regarding construction site management, the Company requires partner contractors to enforce waste sorting management in accordance with construction plans. Separate collection is conducted for concrete rubble, rebar, formwork, timber, packaging materials, and other construction debris. Clearance and transportation operations are entrusted to legally certified waste clearance and treatment service providers, preventing unauthorized dumping or improper disposal that could lead to environmental pollution.

Statistics on Waste over the Past Three Years (Unit: Metric Tons)

Item	2023	2024	2025
General Industrial Waste	51,218	101,423	50,608
Hazardous Waste (Total)	0	0	0
Total	51,218	101,423	50,608
Per Capita Waste Generation			
Waste Intensity	19.7	21.26	18.27

Note 1: Waste Intensity = Total Waste Generation / Consolidated Revenue of the Company

Statistics on Waste over the Past Three Years (Unit: Metric Tons)

Item	2023	2024	2025
Construction Waste	10,463	6,239	8,492
Earth and Stone Clearance	40,755	95,184	42,116

4.6 Environmental Impact Management

Noise Control

Full Wang attaches great importance to the impact of architectural development processes on surrounding environments and community living quality, integrating noise control as a key task of environmental management. In accordance with the *Noise Control Act* and relevant environmental protection laws and regulations, the Company requires that all construction projects strictly implement noise prevention and mitigation practices during construction, minimizing disturbances to neighboring residents, public spaces, and natural environments while balancing engineering quality, construction efficiency, and environmental protection.

As the Company's primary business model centers on land development and residential construction, noise sources are predominantly concentrated during the construction phase, including earthwork excavation, foundation engineering, concrete pouring, steel structure hoisting, and the operation of various construction machinery and equipment. To reduce construction noise impacts, the Company requires construction teams to manage working hours in accordance with competent authority regulations, avoiding high-noise operations during night hours, public holidays, or other restricted timeframes. If working hours must be adjusted due to special engineering requirements, relevant procedures are processed according to law, and thorough advance communication is conducted with neighboring residents to minimize disturbances to community life.

In terms of construction management, the Company guides partner contractors to prioritize low-noise construction equipment that complies with environmental protection standards and regularly maintains machinery operational status to prevent noise increases caused by equipment aging or inadequate maintenance. Additionally, construction sites set up temporary fencing, soundproofing facilities, or acoustic barriers based on actual site conditions to appropriately mitigate the outward transmission of construction noise. By optimizing construction traffic routes and centralizing machinery management, concurrent operation of high-noise equipment is minimized to further reduce environmental impacts. Upon receiving any noise-related feedback or complaints, engineering management units promptly conduct joint on-site investigations with contractors, formulate improvement measures, and continuously track processing status to ensure issues are properly resolved.

Water Pollution Control

Full Wang does not operate manufacturing production processes, and its daily operations primarily involve domestic water use in office premises; therefore, no industrial process wastewater is generated. Water pollution risks mainly stem from site runoff, concrete operations, machinery cleaning, and rainwater wash-off during building construction periods. To effectively mitigate environmental impacts during construction, the Company requires construction units to conduct site drainage management in accordance with construction plans and relevant regulations, preventing untreated silt, suspended solids, or other pollutants from flowing into public drainage systems and surrounding water bodies.

The Company supervises partner contractors in installing sedimentation facilities, drainage ditches, and necessary interception measures, while properly managing site drainage according to construction progress to reduce the risk of silt runoff. During the construction period, building materials, earthwork, and chemical substances are also required to be properly stacked and covered to prevent wash-off and erosion caused by rainfall. For construction machinery maintenance and fuel management, leak prevention, spill containment, and designated-area operational measures are enforced to reduce the risk of oil leakage and environmental contamination.

Furthermore, the Company continuously strengthens construction site environmental inspections and autonomous management. By regularly checking the operational status of drainage facilities, the construction environment, and pollution control measures, the Company urges construction teams to promptly rectify deficiencies. Relevant environmental management requirements are also incorporated into the subcontractor management mechanism to enhance overall construction quality and environmental management performance.

Air Pollution Control

In compliance with the Air Pollution Control Act and relevant environmental regulations, Full Wang guides and supervises all construction projects in implementing control and prevention measures during construction, mitigating impacts on neighboring residents, public environments, and ambient air quality while balancing project engineering quality with environmental sustainability.

During the Company's operational phase, there are no stationary process emission sources; air pollution risks primarily stem from fugitive dust generated during construction stages, earthwork excavation, building material stockpiling, construction machinery operation, and vehicle ingress/egress. To minimize environmental impacts on the surrounding areas during construction, the Company mandates that construction teams strictly enforce air pollution prevention measures based on project engineering characteristics and competent authority regulations, reducing suspended particulates and fugitive dust emissions.

In terms of construction site management, the Company guides partner contractors to set up vehicle tire washing facilities at site entrances and exits to prevent vehicles from carrying mud and soiling roads. For exposed ground surfaces, earthwork stockpile areas, and construction zones prone to generating dust, measures such as water sprinkling for dust suppression, dustproof net covering, or fencing barriers are implemented based on actual conditions to reduce dust dispersion. Meanwhile, regular maintenance and inspections are required for construction machinery and transport vehicles to maintain optimal operational efficiency, reduce exhaust emissions and black smoke generation, and encourage contractors to progressively adopt energy-efficient, low-emission construction equipment to enhance overall environmental management performance.

Upon identifying insufficient dust control or any other circumstances that may impair air quality, immediate rectifications are demanded from construction teams to minimize impacts on neighboring communities and road environments. Concurrently, the Company places great value on open communication with neighboring residents, establishing feedback and grievance handling mechanisms to address community concerns in a timely manner and maintain positive neighborhood relations.

Construction Site Waste Control

Based on building construction characteristics, waste potentially generated during construction periods includes concrete rubble, bricks and tiles, rebar, formwork, timber, metals, packaging materials, and general domestic refuse. Full Wang requires construction teams to collect waste separately by nature and store it properly, avoiding mixed stockpiling of different waste types, and prioritizing recyclable resources for recovery and reuse to reduce the final volume of waste disposal. Concurrently, all categories of waste must be entrusted to legally qualified clearance and treatment providers for transport and disposal, ensuring the entire process complies with environmental regulations.

To reduce waste generation during construction, the Company encourages construction teams to implement precise material management and appropriate procurement from the project planning and construction management stages, avoiding additional waste caused by material overuse, rework, or improper stacking. On-site material protection and warehousing management are also continuously reinforced to mitigate losses resulting from moisture, collisions, or improper storage, thereby enhancing material efficiency and reducing resource waste.

Through periodic site inspections, construction coordination meetings, and autonomous inspections, the Company continuously tracks the sorting, temporary storage, and clearance of various wastes. If any management deficiencies are identified, construction units are immediately required to propose and complete corrective actions to elevate overall site environmental quality. Furthermore, the Company consistently advocates concepts of resource recycling, environmental protection, and circular economy to construction personnel and partner contractors, raising awareness and attention toward waste management across all personnel.

Environmental Regulatory Compliance

Full Wang requires all construction projects to comply with the *Environmental Impact Assessment Act*, *Air Pollution Control Act*, *Water Pollution Control Act*, *Noise Control Act*, *Waste Disposal Act*, and other relevant statutory regulations across the planning, construction, and completion stages. The Company aligns with local authority requirements to implement environmental management measures, ensuring all engineering operations satisfy environmental protection mandates.

To enforce regulatory compliance, the Company has established an inter-departmental management mechanism whereby engineering, construction administration, and relevant management units jointly supervise environmental protection tasks. This mechanism regularly inspects environmental management conditions at construction sites and tracks regulatory mandates and the effectiveness of corrective actions. Construction contractors are likewise required to strictly abide by relevant environmental laws and contractual terms. Through on-site construction inspections, regular coordination meetings, and autonomous audits, the Company urges partners to continually enhance environmental management capabilities and collaboratively mitigate potential environmental impacts during construction.

The Company consistently promotes environmental regulatory advocacy and training programs to raise awareness of environmental laws, pollution prevention, and environmental stewardship among employees and construction teams, ensuring personnel faithfully implement management measures in daily operations. When regulations are revised or new requirements are introduced, internal systems and operational workflows are promptly reviewed and adjusted to ensure full alignment with the latest statutory standards. Throughout 2025, no major environmental violations or penalties occurred across construction activities, demonstrating the Company's commitment to regulatory compliance and continuous improvement.

5. Friendly Workplace

5.1 Human Rights Policy

Upholding human resources concepts of "respect, equality, diversity, and inclusion," Full Wang firmly believes that employees are the most critical asset for corporate sustainable development. Consequently, human rights protection is listed as a fundamental corporate commitment, actively creating a safe, healthy, equitable, and inclusive working environment.

In human resource management practices—including recruitment, hiring, performance evaluation, promotion, compensation, and training—the Company adheres to principles of fairness, impartiality, and openness. Differential treatment is strictly prohibited on the basis of gender, age, race, nationality, religious belief, political stance, marital status, disability, or other personal backgrounds. The Company is dedicated to fostering a diverse and inclusive workplace culture, providing every employee with equal development opportunities and career growth potential.

The Company strictly adheres to statutory regulations, prohibiting the employment of child labor, forced labor, human trafficking, and any form of illegal labor practices. All employment procedures are conducted in compliance with the law, respecting employees' rights to free employment and resignation, without restricting personal freedom or withholding identification documents in any form. Furthermore, reasonable working hours, leave systems, and statutory wages and overtime pay are fully guaranteed to protect employees' legal labor rights. At the same time, the Company places great value on labor-management communication, establishing diversified grievance and feedback channels to encourage employees to submit suggestions or voice concerns through formal mechanisms, ensuring all feedback receives appropriate responses and proper handling.

Regarding occupational health and safety, the Company continuously promotes a healthy workplace and safe working environments. Tailored to job characteristics, occupational safety and health training, health promotion activities, and hazard prevention measures are conducted. Through regular health examinations, workplace inspections, and risk assessments, occupational hazards and health risks are mitigated, enabling employees to work with peace of mind and live healthily. In 2025, Full Wang International was honored with the "Happy Enterprise" award by 1111 Job Bank, an affirmation showcasing the Company's dedicated achievements across workplace environment, employee care, and corporate culture, as well as external recognition of its long-standing friendly workplace policies. Throughout 2025, no incidents of discrimination or harassment occurred within the Company, with zero whistleblowing reports or complaints received.

5.2 Workforce Profile

As of the end of 2025, the Company's total workforce numbered 117 employees, all of whom were regular full-time staff, aligning with operational requirements and regional development strategies. The gender distribution among employees remains balanced, with 45 female employees accounting for approximately 38.46% and 72 male employees accounting for approximately 61.54%, demonstrating the Company's commitment to gender equality and a diverse workplace culture. The workforce age structure is primarily concentrated between 30 and 50 years of age, representing over half of the total workforce, reflecting a stable workforce foundation rich in professional experience. Women accounted for 32% of managerial positions across management tiers, indicating ongoing opportunities to cultivate and promote female leadership talent. Currently, the Company engages no non-employee workers.

▼ Employee Breakdown by Age Group

Category	Age Group	2024				2025			
		Male	Female	Total Headcount	Percentage	Male	Female	Total Headcount	Percentage
Age Breakdown	Aged 30 and below	16	12	28	22.40%	12	8	20	17.09%
	31–50 years old	44	32	76	60.80%	41	26	67	57.26%
	Above 50 years old	12	9	21	16.80%	18	12	30	25.64%
Total		73	52	125	100%	72	45	117	100%

▼ Employee Breakdown by Nationality

Category	Nationality	2024				2025			
		Male	Female	Total Headcount	Percentage	Male	Female	Total Headcount	Percentage
Nationality Breakdown	Nationals	73	52	125	100.00%	72	45	117	100.00%
	Nationals - Indigenous Peoples	0	0	0	0.00%	0	0	0	0.00%
	Foreign Nationals	0	0	0	0.00%	0	0	0	0.00%
Total		73	52	125	100%	72	45	117	100%

▼ Employee Breakdown by Job Category

Category	2024				2025			
	Male	Female	Total Headcount	Percentage	Male	Female	Total Headcount	Percentage
Managerial Positions	18	8	26	0.208	17	8	25	0.2137
Non-managerial Positions	55	44	99	0.792	55	37	92	0.7863
Total	73	52	125	1	72%	45	117	1

▼ Employee Breakdown by Employment Contract

Category	Employment Contract	2024				2025			
		Male	Female	Total Headcount	Percentage	Male	Female	Total Headcount	Percentage
Contract Breakdown	Full-time Personnel	73	52	125	100.00%	72	45	117	100.00%
	Part-time Personnel	0	0	0	0.00%	0	0	0	0.00%
	Contract Personnel	0	0	0	0.00%	0	0	0	0.00%
Total		73	52	125	100%	72	45	117	100%

Talent Recruitment

Full Wang's recruitment operations comply with the *Labor Standards Act*, *Employment Service Act*, *Act of Gender Equality in Employment*, and relevant labor laws and regulations. All job seekers enjoy equal employment opportunities and are not subjected to differential treatment based on gender, age, marital status, religious belief, ethnic group, physical or mental condition, or other factors unrelated to work capability. The Company adopts job requirements, professional competencies, work experience, and personal traits as the primary selection criteria to ensure that the talent selection process is fair, impartial, and aligned with corporate development needs, thereby practicing the employment philosophy of diversity, equity, and inclusion (DEI).

The Company plans recruitment processes tailored to different job requirements, covering various professional talents in engineering management, architectural planning, project management, marketing planning, administrative management, and customer service. Recruitment channels include the official website, job-hunting platforms, campus recruitment, and talent referrals, expanding talent sources and enhancing recruitment efficiency. The selection process utilizes procedures such as resume review, interview assessment, and job suitability analysis to comprehensively evaluate job seekers' professional knowledge, communication and coordination skills, problem-solving abilities, and teamwork spirit, selecting candidates who align with the corporate culture and job requirements.

▼ Statistics of New Hires Broken Down by Age Group and Gender

Age Group	Gender	New Hires					
		2023		2024		2025	
		Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
< 30 years old	Male	6	12.00%	13	13.68%	1	5.56%
	Female	6	12.00%	7	7.37%	3	16.67%
30–49 years old	Male	16	32.00%	32	33.68%	3	16.67%
	Female	15	30.00%	23	24.21%	9	50.00%
> 50 years old	Male	7	14.00%	20	21.05%	1	5.56%
	Female	0	0.00%	0	0.00%	1	5.56%
Total	Male	29	58.00%	65	68.42%	5	27.78%
	Female	21	42.00%	30	31.58%	13	72.22%
	Total	50	100.00%	95	100.00%	18	100.00%

Note 1: New Hire / Turnover Rate = Number of new hires / departures in that category ÷ Total number of new hires / departures * 100%

Note 2: In 2023, the denominator for the new hire percentage was changed to the total number of new hires; therefore, the data has been restated.

Employee Turnover

Full Wang handles employee departures based on the principles of respect, care, and statutory compliance. Whether resignations are tendered due to retirement, career planning, family reasons, further education, or other personal career development paths, the Company conducts departure procedures in accordance with relevant laws and internal regulations to ensure that employees' rights and interests are fully safeguarded. During the offboarding period, the Company completes job handovers, document transfers, information access management, and related tasks concerning salary, annual leave, and labor and health insurance according to regulations, mitigating the impact of personnel movements on organizational operations and ensuring the smooth transition of all business affairs.

To gain deep insight into the reasons behind personnel turnover, the Company arranges exit interviews prior to departure, conducted by the human resources unit or line managers to communicate with departing colleagues. These interviews collect opinions and suggestions regarding various aspects, including job content, management systems, compensation and benefits, education and training, career development, and the work environment. Relevant feedback is compiled and analyzed for management reference, serving as a critical basis for refining management systems, optimizing the workplace environment, and enhancing talent retention, thereby continuously advancing human resource management quality.

▼ Statistics of Departed Employees Broken Down by Age Group and Gender

Age Group	Gender	Departures					
		2023		2024		2025	
		Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
< 30 years old	Male	1	2.86%	6	9.38%	6	7.79%
	Female	2	5.71%	8	12.50%	2	2.60%
30–50 years old	Male	15	42.86%	23	35.94%	26	33.77%
	Female	10	28.57%	14	21.88%	29	37.66%
> 50 years old	Male	7	20.00%	13	20.31%	14	18.18%
	Female	0	0.00%	0	0.00%	0	0.00%
Total	Male	23	65.71%	42	65.63%	46	59.74%
	Female	12	34.29%	22	34.38%	31	40.26%
	Total	35	100.00%	64	100.00%	77	100.00%

Note 1: Turnover Rate = Number of departures in that category ÷ Total number of departures * 100%

2025 Statistics of Voluntary and Involuntary Turnover

Turnover Type	Headcount	Percentage of Departed Employees (%)
Voluntary Turnover	71	92.21%
Involuntary Turnover	6	7.79%

5.3 Compensation and Benefits

Remuneration Policy

Full Wang's compensation system complies with the *Labor Standards Act*, the *Act of Gender Equality in Employment*, and related labor regulations, safeguarding employees' statutory basic salaries, wage payments, overtime pay, leave entitlements, and diverse labor rights by law. No differential treatment is permitted based on gender, age, religious belief, ethnicity, marital status, or other factors unrelated to job performance, ensuring all employees enjoy equitable compensation opportunities and developmental environments. The Company also periodically reviews its compensation framework and market salary trends, making timely adjustments to the salary structure to ensure overall compensation levels align with operational needs and remain competitive in the talent market.

Through a regular performance evaluation system, the Company comprehensively assesses employees' job performance, professional competencies, work attitude, teamwork, and goal attainment as a crucial basis for salary adjustments, bonus distribution, position promotions, and talent cultivation. This encourages employees to continually enhance their professional skills and work performance, fostering a corporate culture centered on results and capability development. In addition to fixed remuneration, the Company provides diverse benefit programs—including Labor Insurance, National Health Insurance, labor pension contributions, holiday bonuses, birthday bonuses, marriage/funeral/childbirth subsidies, health checkups, employee travel, and training benefit systems—to attend to work and living needs, improve overall job satisfaction and cohesion, and build a friendly workplace that harmonizes quality of life with career development. In 2025, the Company's salary ratio of male to female employees in managerial positions was 1.05 : 1, while the ratio for general non-managerial employees was 1.20 : 1.

▼ Average, Median, and Variance of Remuneration for Full-Time Non-Managerial Employees (Unit: NTD 10 Thousand)

Item	2023	2024	2025	2025 Variance compared to Previous Year (%)
Average Employee Benefits	163.4	160.3	121.1	-24.45%
Average Employee Salary	142.9	138.8	102	-26.51%
Average Salary of Full-Time Non-Managerial Employees	86.3	146.9	75.7	-48.47%
Median Salary of Full-Time Non-Managerial Employees	71.2	79.1	65.2	-17.57%

Note 1:The term "non-managerial positions" refers to the exclusion of "managerial officers," consistent with the scope of managerial officers reported by the Company and disclosed in the annual report for the shareholders' meeting.

Note 2:The fluctuation in average salary for full-time non-managerial employees is primarily due to delays in recognizing revenue from certain new construction projects scheduled for completion and handover in 2025, which were affected by real estate market conditions and financing environment fluctuations, resulting in a temporary pre-tax loss for that year. Consequently, in accordance with the Company's Articles of Incorporation, no employee remuneration (bonuses) was allocated or distributed for 2025 (compared to NT$21,007,363 distributed in employee bonuses for the previous year). This fluctuation represents a phase-related result characteristic of the construction industry's project revenue recognition cycles. The Company maintains 100% full statutory payments for basic base salaries, basic benefits, and group pension guarantees for all regular full-time rank-and-file employees. As subsequent construction projects reach completion and are recognized, and operational profitability recovers, employee remuneration distribution will resume to ensure colleagues share in the long-term value created by the enterprise.

▼ Salary and Remuneration Ratio by Employee Category over the Past Three Years

Employee Category	2023	2024	2025
Managerial Positions (Male : Female)	1.01 : 1	1.05 : 1	1.05 : 1
Non-managerial Positions (Male : Female)	1.4 : 1	1.25 : 1	1.20 : 1

▼ Ratio of Entry-Level Wage to Minimum Wage over the Past Three Years

Gender	2023	2024	2025
Male	01:01	01:01	01:01
Female	01:01	01:01	01:01

Employee Benefit System

Full Wang abides by relevant labor laws and statutory regulations, combining construction industry characteristics with employee needs to continually optimize various welfare measures. The Company is dedicated to building a friendly workplace environment that integrates safety, health, care, and growth, enabling employees to grow alongside the enterprise while balancing work and personal life.

In accordance with the law, the Company provides Labor Insurance, National Health Insurance, and labor pension contributions. Furthermore, based on company operational performance and individual achievements, a fair and reasonable compensation and incentive system is established, offering year-end bonuses, performance bonuses, and various incentive measures to recognize employees' contributions to corporate development. In addition, the Company has established an Employee Welfare Committee to plan diversified welfare activities funded by welfare allocations. These include bonuses/gifts for the three major traditional festivals, birthday gift money, subsidies for marriages and funerals, childbirth allowances, hospitalization condolences, travel subsidies, and group dinners. These initiatives ensure employees feel supported and cared for across various life stages, thereby elevating overall happiness and sense of belonging.

To foster a healthy and friendly working environment, the Company places significant importance on employees' physical and mental well-being. Beyond organizing statutory health examinations, it actively promotes health promotion activities and workplace health management, encouraging employees to establish regular exercise and healthy living habits while providing necessary health consultation resources. Meanwhile, high value is placed on a safe and comfortable office environment, continuously upgrading work equipment and workplace facilities to reduce occupational hazard risks and ensure employees can perform efficiently with peace of mind.

Regarding work-life balance, the Company offers leave entitlements superior to statutory regulations and flexible management practices, encouraging employees to attend to family care and personal life needs. Through a variety of employee activities, family days, festive care initiatives, and team-building gatherings, inter-departmental communication and team cohesion are enhanced, fostering a positive corporate culture.

Benefit Category	Benefit Item	Benefit Details
Compensation & Benefits	• Bonuses	Year-end bonuses, performance bonuses, and employee compensation from annual surplus are distributed based on company operational performance, individual performance, and retention status.
	• Holiday Cash Gifts & Gift Items	Cash gifts, gift items, or work resumption red envelopes are distributed on festivals such as the Dragon Boat Festival, Mid-Autumn Festival, Labor Day, and birthdays.
Health Promotion	• Medical Insurance	Labor Insurance, National Health Insurance, group insurance, and preferential rates for dependents' group insurance.
	• Health Lectures	Employee health promotion activities and health lectures are held on an irregular basis.
Other Benefits	• Travel & Family Day	A total of one employee trip and one Family Day event are conducted.
	• Education, Training & Courses	Internal and external training courses covering professional technical skills and management are provided, with subsidy amounts handled according to company regulations.
	• Quarterly Department Dining Subsidy	The subsidy amount is NT$900 per person per quarter.

Parental Leave without Pay

In accordance with the *Act of Gender Equality in Employment* and relevant labor laws, Full Wang has established management regulations for parental leave without pay. All eligible employees may apply for parental leave without pay by law to accompany their children's growth and care for family life, reducing career interruption pressures arising from childcare factors and establishing a workplace environment that balances work and family.

Upholding the principles of equality, diversity, and non-discrimination, the Company ensures that employee promotions, salaries, performance appraisals, and job opportunities are not adversely affected by gender, marital status, or childcare needs. Both male and female employees meeting statutory regulations may apply for parental leave without pay according to established procedures. Responsible management units and the Human Resources department assist in processing administrative procedures and provide policy explanations alongside necessary consultations to ensure employees fully understand their rights, enabling them to arrange family care with peace of mind.

To minimize the impact of leave periods on organizational operations, the Company has established comprehensive workforce scheduling and handover mechanisms. Each department properly plans designated deputies and task divisions based on job scopes. Through handovers, training, and knowledge transfer, departmental operational efficiency is maintained while safeguarding employees' statutory childcare rights, avoiding negative impacts on service quality or project execution due to personnel movements.

For colleagues whose parental leave period has expired, the Company actively provides reinstatement assistance, legally safeguarding employees' reinstatement rights and arranging for their return to original positions or roles of similar nature. Depending on operational changes, necessary training and onboarding mentorship are provided to assist employees in quickly readapting to the workplace environment and bridging any operational gaps resulting from their leave.

▼ Statistics of Parental Leave without Pay (2025)

Item	Male	Female
Total number of employees entitled to parental leave in the current year (A)	2	4
Total number of employees who took parental leave in the current year (B)	0	1
Application Rate (B/A)	0	25%
Total number of employees expected to return to work after parental leave in the current year (C)	0	0
Total number of employees who actually returned to work after parental leave in the current year (D)	0	0
Reinstatement Rate (D/C)	0	0%
Total number of employees who returned to work after parental leave in the previous year (E)	0	0
Total number of employees who returned to work after parental leave in the previous year and remained employed for one year (F)	0	0
Retention Rate (F/E)	0	0%

Note 1: Estimated based on the number of employees who applied for maternity leave or paternity leave over the past 2 years (2024–2025).
Note 2: Refers to employees whose actual reinstatement date fell within 2025 and who have remained in service for at least one full year following reinstatement.

Retirement System

Full Wang has established a comprehensive retirement system in accordance with the law, complying with the *Labor Standards Act*, the *Labor Pension Act*, and relevant statutory regulations to provide employees with sound and secure retirement benefits. This ensures colleagues can work with peace of mind, receive thorough protection across all career stages, and foster a partnership of shared growth and mutual success between the enterprise and its employees.

For employees applicable to the *Labor Pension Act*, the Company makes monthly statutory pension contributions into individual pension accounts established by the Bureau of Labor Insurance. The contribution rates strictly comply with government laws and regulations, and retirement entitlements belong entirely to the employees, unaffected by job transfers or career transitions. This guarantees that colleagues can progressively accumulate retirement assets and build solid security for their future post-retirement life. As for employees subject to the legacy retirement scheme, the Company continues to allocate retirement reserve funds pursuant to relevant statutes and regularly reviews the contribution status, ensuring future pension payment obligations are fully met and employees' legal rights and interests are safeguarded.

Beyond administering statutory retirement schemes, the Company places great emphasis on employees' career development and retirement planning. Through human resource management mechanisms, it assists employees in setting long-term career directions while encouraging continuous learning and professional competency enhancement. This empowers employees to leverage their expertise and accumulate professional experience across diverse career stages, elevating personal competitiveness and livelihood security after retirement.

For colleagues eligible for retirement, the Company conducts retirement procedures in accordance with relevant laws and regulations. The human resources unit provides guidance on retirement applications, pension systems, and related statutory entitlements, assisting employees in smoothly completing their retirement process and ensuring all procedures are transparent, open, and legally compliant. Concurrently, the Company honors the dedication and contributions made by senior colleagues over the years to corporate development. Through well-established handover and knowledge-transfer mechanisms, professional experience and management wisdom are seamlessly preserved, minimizing the impact of talent departures on business operations and promoting the sustainable, steady growth of the organization.

Retirement Eligibility Criteria

Full Wang provides clear pathways for voluntary retirement based on seniority and age to ensure a dignified transition for our veteran staff:

1. 15 years of service and at least 55 years of age.
2. 25 years of service regardless of age.
3. 10 years of service and at least 60 years of age.
4. Attaining 65 years of age.

2025 Retirement Fund Contribution Performance

1. New Pension System (Defined Contribution) NT$5,746,114
2. Old Pension System (Defined Benefit) NT$0

5.4 Human Resource Development

Employee Education and Training

The Company designs diverse education and training curricula based on different job roles, job grades, and professional requirements, covering topics such as new hire onboarding, professional technical courses, product knowledge, financial market practice, project management, information security, personal data protection, regulatory compliance, occupational safety and health, managerial leadership, and inter-departmental collaboration. These programs help colleagues quickly familiarize themselves with job responsibilities and continually elevate their professional competencies. In addition to being introduced to corporate culture, organizational systems, and operational workflows, new employees are provided with department-specific professional training and practical guidance to facilitate swift team integration, establish proper work mindsets and execution capabilities, and enhance overall work efficiency and service quality.

In response to the rapid evolution of information technology, Kaiwei Information encourages employees to continuously learn emerging technologies and acquire professional certifications. The Company also supports staff participation in external training programs, professional seminars, technical forums, and industry-academia collaboration courses to absorb the latest industry trends and technical knowledge. Concurrently, the Company actively promotes an internal knowledge-sharing culture. Through project debriefs, technical sharing sessions, case studies, cross-departmental learning, and educational lectures, knowledge transfer and experience accumulation are fostered—enabling different teams to exchange best practices and boosting overall organizational learning effectiveness and innovative capacity.

2025 Education and Training Hours

Job Category	Managerial Positions		Non-managerial Positions		Total
	Male	Female	Male	Female	
Total Number of Trainees (Person-times)	3	4	6	37	50
Total Training Hours	18	24	11	97	150
Average Training Hours (Total Training Hours / Headcount for Current Year)	1.06	3	0.2	2.62	1.28
Headcount for Current Year	17	8	55	37	117

Performance Appraisal System

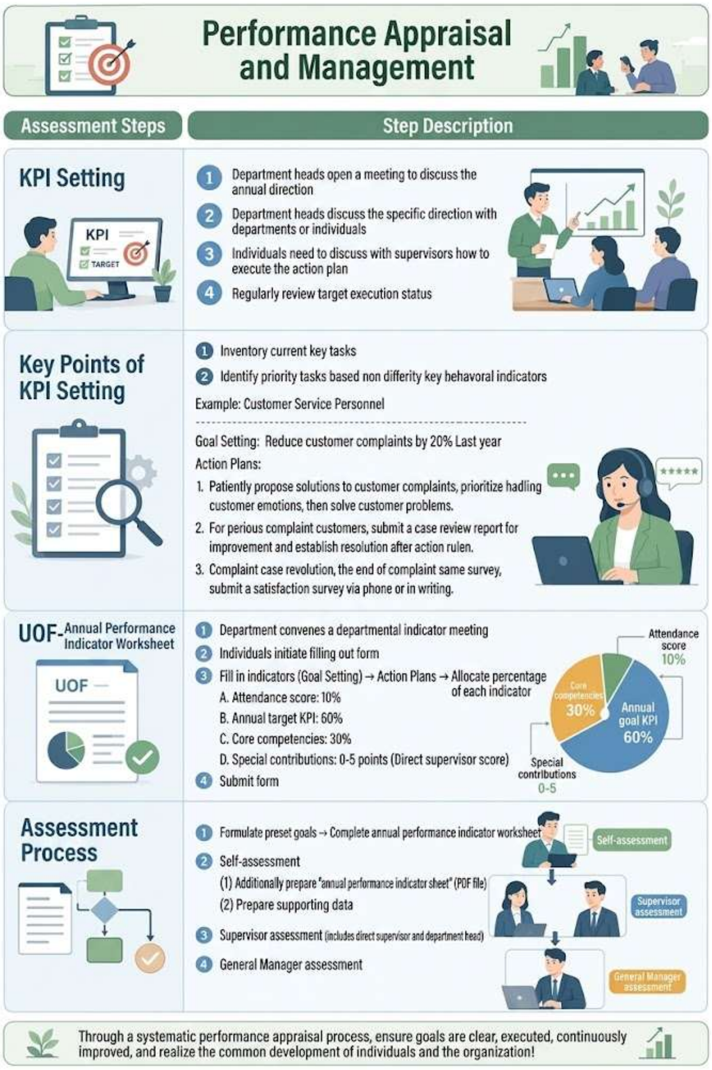
Each year, department managers jointly discuss and determine the annual operational direction based on the Company's annual business strategies and departmental development goals. They then communicate thoroughly with department members to establish individual annual performance targets and priority tasks, ensuring every colleague understands their job responsibilities and performance expectations. Beyond aligning with the Company's operational direction, performance objectives are integrated with departmental functions and individual job roles, steering all efforts toward common goals and elevating overall organizational execution capability.

In the spirit of Management by Objectives (MBO), the Company requires each department to establish measurable key performance indicators alongside concrete action plans and milestone verification methods based on annual priority tasks and critical projects. For instance, customer service personnel can be evaluated on customer service quality, customer complaint resolution rates, customer satisfaction scores, and case processing efficiency, allowing performance assessments to balance work outcomes with improvement effectiveness while enhancing management efficacy.

Performance appraisal operations involve the joint participation of employees and managers. Employees complete performance indicator scorecards and self-evaluations based on their annual work achievements, attaching relevant supporting evidence. Direct supervisors evaluate performance across multiple dimensions, including work outcomes, target achievement status, professional competencies, work attitude, and core competencies. Assessments are subsequently reviewed by department heads and executive management to ensure consistency, fairness, and objectivity in the appraisal results. In addition to emphasizing annual goal completion rates, the Company's performance scoring incorporates core competency performance and comprehensive managerial appraisals, fully reflecting an employee's overall work performance.

Percentage of Employees Receiving Performance Appraisals in 2025

Category	Regular Employees					
	Male			Female		
	Number of Employees Appraised	Total Headcount	Appraisal Ratio (%)	Number of Employees Appraised	Total Headcount	Appraisal Ratio (%)
Managerial Positions	17	17	100%	8	8	100%
Non-managerial Positions	55	55	100%	37	37	100%
Total	72	72	100%	45	45	100%



5.5 Occupational Safety and Health

Occupational Safety and Health Management

Full Wang is primarily engaged in land development, architectural planning, construction management, and related real estate operations. In addition to prioritizing workplace safety in office environments, the Company focuses closely on occupational safety management during project construction. Through comprehensive management frameworks, risk prevention measures, and educational campaigns, it minimizes occupational accident risks and builds a safe, healthy, and friendly working environment, safeguarding the lives, physical health, and psychological well-being of all employees and related workers.

Although the Company has not yet introduced the ISO 45001 Occupational Health and Safety Management System, it complies with the *Occupational Safety and Health Act* and relevant statutory regulations to establish an occupational safety and health management mechanism tailored to the corporate scale and operational needs. Designated responsible supervisors coordinate safety and health operations in collaboration with all departments to advance workplace safety initiatives, continuously reviewing work procedures and potential risks to embed safety management into daily operations.

For office premises, the Company conducts regular workplace inspections to evaluate fire safety equipment, evacuation routes, electrical safety, and public amenities, implementing improvements based on inspection findings to mitigate potential workplace hazards. Concurrently, the Company organizes regular fire drills, disaster prevention education, and emergency response training to elevate employees' readiness for fires, earthquakes, and other unforeseen emergencies, strengthening overall disaster prevention awareness and self-protection capabilities.

As construction development involves civil engineering and construction management, the Company also mandates that construction contractors comply with governmental occupational safety and health regulations as well as job-site safety management standards. Prior to commencement of work, contractors must implement hazard identification and risk assessments, and the Company supervises contractors in strictly executing safety protection measures, wearing personal protective equipment (PPE), and conducting construction safety training to reduce the probability of accidents in high-risk operations such as working at heights, machinery operation, lifting operations, and temporary electrical installations. Through regular site inspections, construction coordination meetings, and deficiency corrective action tracking, the Company continuously collaborates with contractors to elevate overall job-site safety management quality.

Key Tasks	Task Description
Occupational Safety and Health Legal Compliance	Comply with the *Occupational Safety and Health Act* and relevant regulatory requirements, periodically reviewing company management systems and operational procedures to ensure all operational activities conform to government regulations and continuously reduce occupational safety and health risks.
Workplace Hazard Identification and Risk Management	Regularly conduct hazard identification and risk assessments for office premises and construction project management operations, evaluate potential hazard items, and take corrective and preventive measures according to risk levels to lower accident probability.
Construction Safety Management	Supervise contractors in complying with construction safety standards, implementing pre-construction safety education, hazard notifications, PPE utilization, and high-risk operational management to elevate overall job-site safety management quality.
Contractor Safety Audits	Regularly perform job-site inspections and safety audits, mandating improvements within specified time limits for identified deficiencies and continuously tracking improvement results to strengthen contractor safety management accountability.
Occupational Safety Education and Training	Organize pre-employment safety training for new hires and annual occupational safety and health awareness sessions to elevate safety awareness, hazard identification capabilities, and emergency response competencies for employees and related workers.
Fire Safety and Emergency Response	Regularly inspect fire fighting equipment, evacuation routes, and disaster prevention facilities, while conducting fire drills and emergency response training to enhance employees' readiness for fires, earthquakes, and other unforeseen emergencies.
Health Promotion Management	Legally conduct health checkups, promote health improvement activities, and deliver workplace health awareness initiatives to assist employees in establishing good lifestyle habits, mitigating health risks, and improving work efficiency.
Occupational Accident Reporting and Improvement	Establish reporting procedures for accidents and abnormal incidents, analyzing causes, implementing improvements, and conducting tracking to prevent recurrence of similar events and continuously refine safety management performance.

Worker Participation, Consultation, and Communication

Full Wang provides diversified internal communication mechanisms—including departmental regular meetings, cross-departmental coordination meetings, managerial interviews, education and training, project meetings, and employee grievance and feedback channels—allowing employees to offer suggestions on workflows, occupational safety, operational improvements, training, and welfare systems. Executive management also encourages department heads to proactively show concern for colleagues' work status and understand workloads, career development, and physical and mental well-being through daily interactions and regular communications, providing necessary assistance and resources in a timely manner.

Particularly in occupational safety and health management, the Company values worker participation and feedback, encouraging employees to actively report potential workplace hazards, unsafe acts, and improvement recommendations. Responsible units evaluate, improve, and track these reports, integrating employee suggestions as critical references for safety management. For major safety matters or workplace improvement plans, full communication with employees is conducted through meeting briefings and training sessions to help colleagues understand improvement details and coordination items, jointly fostering a safe and healthy work environment.

In addition, company employees may submit recommendations, report issues, or file grievances through their supervisors, the Human Resources department, or other formal channels. The Company handles all matters based on principles of fairness, justice, and respect, lawfully safeguarding the rights and interests of complainants to prevent any form of improper treatment or retaliation, thereby creating an organizational culture where opinions can be voiced with peace of mind.

Hazard Identification, Risk Assessment, and Incident Investigation

Full Wang upholds the principles of "prevention first, risk management, and continuous improvement," embedding hazard identification, risk assessment, and incident investigation into its daily management mechanisms. Through an operating model of prior prevention, concurrent control, and post-event improvement, the Company mitigates occupational accident risks, safeguards the lives and health of employees and related workers, and continually enhances overall safety management performance.

Based on operational characteristics, the Company regularly conducts hazard identification for office premises, job-site inspections, and various operational activities to evaluate risks such as physical, mechanical, electrical, fire, slips/trips/falls, traffic, and ergonomic hazards. It implements risk classification management according to hazard severity and formulates appropriate preventive measures and improvement action plans. For high-risk operations, the Company mandates that responsible units and contractors complete safety confirmations and hazard notifications prior to commencement, implementing all safety protection measures to minimize accident probability.

Workplace environment inspections and safety checks are regularly executed; any deficiencies identified during inspections require immediate corrective actions, and improvement outcomes are tracked to prevent recurrence of similar issues. Concurrently, through education, training, and safety advocacy, the Company enhances employees' hazard identification capabilities and self-directed safety management awareness, encouraging colleagues to proactively report workplace hazards or unsafe behaviors to jointly cultivate a safety culture.

In the event of an occupational disaster, near-miss incident, or other abnormal accident, the Company immediately initiates accident notification procedures. Responsible departments conduct incident investigations and root cause analyses, comprehensively reviewing the causes of the incident, operational processes, equipment status, and management systems. Concrete corrective and preventive measures are formulated based on investigation results, ensuring clear accountability and rigorous improvement tracking to prevent recurrence of similar incidents.

Occupational Safety and Health Education and Training

In accordance with the *Occupational Safety and Health Act* and relevant statutory regulations, Full Wang designs safety and health training tailored to the Company's operational characteristics. Through continuous awareness campaigns and practical drills, the Company enhances employees' hazard identification capabilities and self-directed safety management awareness, fostering a safe, healthy, and friendly working environment.

Considering that the Company is primarily engaged in land development, architectural planning, construction project management, and related real estate operations, the training curriculum covers general occupational safety and health regulations, construction safety concepts, job-site hazard identification, contractor safety management, fire safety, electrical safety, emergency response, personal protective equipment (PPE) concepts, and workplace health promotion. Upon onboarding, new hires must undergo pre-employment safety training to fully understand the Company's safety management standards, emergency response procedures, and workplace precautions. Incumbent employees participate in annual education and training, safety campaigns, and case study sharing sessions to continually reinforce their safety knowledge and risk management capabilities.

Furthermore, aligned with fire safety and disaster prevention management requirements, the Company regularly organizes drills covering fire equipment operation, evacuation procedures, and emergency response. These enhance employees' response capabilities during fires, earthquakes, and other emergencies, ensuring prompt and appropriate measures are taken in disaster scenarios to minimize personal injuries and property loss. Simultaneously, the Company mandates that personnel involved in job-site management and on-site supervision maintain ongoing attention to construction safety standards while supervising contractors to jointly implement safety education and hazard notifications, establishing consistent safety management standards.

To enhance training effectiveness, the Company evaluates employees' understanding of safety knowledge through post-training assessments, educational outreach, operational meetings, and practical exchanges. Feedback is gathered as a basis for curriculum refinement, continuously optimizing training content and delivery methods to ensure programs closely align with practical operational needs.

Occupational Hazard Risk Control

Based on different workplaces and operational natures, the Company conducts risk identification for offices, construction sites, and various management operations, assessing potential hazards such as slips, trips, falls, electrical safety, fires, construction management, commuting traffic, ergonomics, and natural disasters, and adopting corresponding management measures according to risk levels. For high-risk operations, the Company requires construction units and contractors to complete safety checks, hazard notifications, and protective measure confirmations prior to construction, ensuring the proper use of personal protective equipment (PPE), work zone warning setups, and construction safety management to reduce potential occupational hazards during the construction period.

In terms of daily management, the Company continuously inspects workplace safety conditions through regular environmental walk-throughs, safety inspections, and deficiency tracking mechanisms. Any abnormal issues identified during inspections require immediate remediation, and responsible units track the improvement outcomes to ensure all safety measures are thoroughly implemented. Concurrently, the Company encourages employees to proactively report potential workplace hazards and unsafe behaviors, establishing immediate reporting and feedback mechanisms to detect and address potential risks early, thereby preventing hazard escalation.

Hazard Identification	Hazard Analysis Description	Risk Level	Corrective / Improvement Measures
Slip, Trip, and Fall Hazards	In office areas, public spaces, and during project site inspections, wet/slippery floors, obstacles, or height differences may cause slip, trip, or fall accidents.	Medium	• Regularly inspect the environment and keep walkways clear
			• Install anti-slip facilities and warning signs
			• Educate employees on walking safety
Construction Site Fall Risks	Construction sites involve high-elevation inspections, construction management, and edge work;	High	• Require contractors to implement fall prevention measures for high-elevation work
			• Install guardrails, safety nets, and lifelines

Hazard Identification	Hazard Analysis Description	Risk Level	Corrective / Improvement Measures
	insufficient safety protection may result in falling accidents.		• Strictly enforce wearing hard hats, safety harnesses, and other PPE
Construction Machinery & Flying/Falling Object Hazards	During construction, heavy machinery operation, lifting operations, or high-elevation work may lead to collisions, pinch/crush injuries, or struck-by-falling-object accidents.	High	• Demarcate warning zones and enforce lifting operation controls • Restrict non-operating personnel from entering work zones • Regularly inspect construction equipment and rigging
Electrical Safety Hazards	Improper use of office appliances, temporary construction electricity, or electrical equipment may cause electric shocks, short circuits, or fires.	Medium	• Periodically inspect electrical equipment and power distribution systems • Prohibit unauthorized electrical wiring/connections • Immediately decommission abnormal equipment and arrange maintenance
Fire and Explosion Hazards	Electrical equipment abnormalities, improper management of combustibles, or hot work during construction may cause fire accidents.	Medium	• Regularly inspect fire safety equipment • Conduct fire drills • Implement hot work permits and establish emergency response procedures
Traffic Safety Risks	Employees may face traffic accident risks while traveling on business, inspecting sites, or commuting to and from construction projects.	Medium	• Strengthen traffic safety awareness education • Require adherence to traffic regulations • Regularly remind staff of driving/riding safety precautions
Ergonomic Hazards	Prolonged computer use, prolonged sitting in the office, or poor posture may cause musculoskeletal discomfort and neck/shoulder pain.	Medium	• Provide ergonomic office equipment • Promote proper sitting posture • Encourage taking breaks to stretch and organize health promotion activities
Psychological Stress and Overwork Risks	Increased workloads, tight schedules, or cross-departmental coordination during project execution may generate psychological stress.	Medium	• Reasonably allocate and balance workloads • Supervisors show proactive care for employee wellbeing • Establish communication channels and promote workplace wellness measures
Natural Disaster Risks	Natural disasters such as earthquakes, typhoons, and torrential rain may impact the safety of office premises and construction sites.	Medium	• Establish disaster prevention response plans • Regularly conduct disaster prevention drills • Implement pre-disaster inspections and post-disaster recovery mechanisms
Contractor Operations Management	Failure by contractors to construct according to safety standards may increase occupational accidents on site and compromise overall construction safety.	High	• Establish contractor safety management policies • Conduct hazard briefings and safety education prior to construction • Perform regular site walk-throughs and safety audits to track deficiency rectification

Occupational Accident Statistics

In accordance with the *Occupational Safety and Health Act* and relevant legal requirements, Full Wang continuously promotes workplace safety management. The Company has established inspection systems for office premises and construction sites to regularly review work environments and the implementation of safety measures, mandating that all units and contractors strictly adhere to safe operating standards. For deficiencies identified during inspections, immediate corrective actions are taken and tracked to eliminate potential hazards and prevent recurring incidents. The Company encourages employees to actively report unsafe factors in the work environment and propose improvement recommendations, establishing real-time reporting and continuous improvement mechanisms to progressively embed an all-inclusive safety culture.

In 2025, the Company experienced zero major occupational disaster incidents, with 0 occupational accidents, 0 major occupational disasters, 0 occupational fatalities, and 0 major work stoppages caused by occupational disasters—demonstrating concrete results in safety management, hazard prevention, and risk control. The achievement of zero occupational accidents not only reflects the ongoing effectiveness of the management system but also highlights the joint commitment of all employees, safety management personnel, and contractors to upholding a robust safety culture.

Occupational Injury Statistics Table

Statistics / Gender	2023	2024	2025
Total Working Hours	153,445	178,236	221,404
Number of Fatalities Resulting from Work-Related Injuries	0	0	0
Rate of Fatalities Resulting from Work-Related Injuries	0	0	0
Number of High-Consequence Work-Related Injuries	0	0	0
Rate of High-Consequence Work-Related Injuries	0	0	0
Number of Recordable Work-Related Injuries	0	0	0
Rate of Recordable Work-Related Injuries	0	0	0
Number of Near-Miss Incidents	0	0	0
Rate of Near-Miss Incidents	0	0	0

Year	Gender	Occupational Disaster Days	Total Absent Days	Absenteeism Rate (AR)	Disabling Injury Frequency Rate (FR)	Disabling Injury Severity Rate (SR)
2025	Male	0	0	0	0	0
	Female	0	0	0	0	0

Note 1: Disabling Injury Frequency Rate (FR) = (Number of occupational disaster cases * 1,000,000) / Total working hours

Note 2: Absenteeism Rate (AR) = (Total absent days / Total working days) * 100% (Absent days include sick leave, menstrual leave, tocolysis/pregnancy rest leave, and official injury leave)

Note 3: Disabling Injury Severity Rate (SR) = (Total lost workdays * 1,000,000) / Total working hours

Note 4: The 1,000,000 in the formulas above represents per million working hours as the calculation unit.

Note 5: The number of occupational disaster cases includes the total number of incidents in the workplace and commuting traffic accidents off-site.

Health Promotion Activities

In addition to lawfully providing Labor Insurance, National Health Insurance, and regular health checkups, the Company enhances employees' health awareness through diversified health promotion activities, assisting colleagues in establishing healthy living habits to foster physical and mental well-being alongside work efficiency. Employee health examinations are organized annually in accordance with statutory regulations, and necessary health consultations and follow-up care are provided based on examination findings to encourage early risk identification and preventive care. Concurrently, the Company actively promotes health topics—such as balanced nutrition, regular exercise, tobacco hazard prevention, chronic disease prevention, and mental health—elevating employees' self-health management capabilities and cultivating a healthy workplace culture through information sharing and health education.

Considering the multifaceted nature of work in the construction industry, the Company places significant value on employees' mental wellness and work-life balance. Through departmental exchanges, employee care initiatives, team activities, and timely managerial check-ins, the Company helps relieve workplace stress and builds a positive atmosphere characterized by open communication and mutual support. Furthermore, the Company encourages employees to maintain regular exercise habits and organizes timely employee travels, gatherings, and various social activities to promote camaraderie, enhance team cohesion, and elevate workplace happiness and organizational alignment.

Regarding the work environment, the Company prioritizes the safety and comfort of office spaces by regularly inspecting HVAC, lighting, and fire safety systems, as well as reinforcing environmental cleanliness management to deliver high workplace quality. Meanwhile, for colleagues who use computers for extended periods, the Company promotes proper sitting ergonomics, posture awareness, and periodic stretching exercises to minimize musculoskeletal discomfort and occupational health risks.

▼ Description of Health Promotion Activities

Health Promotion Activity

Health Promotion Activity	Activity Description
Regular Health Check	Organize employee health checks according to law, assist colleagues in understanding physical health, and provide health ton and follow-up suggestions for abnormal items to improve disease prevention and health management effectiveness.
Health Education Guidance	Conduct regular promotion of health knowledge such as chronic disease prevention, balanced diet, tobacco control, healthy body weight, and infectious disease prevention and control, to cultivate correct health concepts for employees.
Psychological Health Care	Focus on employee mental health and work pressure through supervisor care, departmental exchanges, and internal communication mechanisms, to create a respectful, trusting, and friendly work atmosphere.
Human Factors Engineering Prevention	Focusing on colleagues who use computers for a long time and sit for extended periods, promote correct sitting posture, work posture, and stretching exercises to reduce the risk of neck and shoulder pain and musculoskeletal discomfort.
Healthy Workplace Promotion	Encourage employees to establish regular sleep patterns, moderate exercise, and healthy dietary habits, enhance their independent health management capabilities, and build a healthy
Firefighting and Emergency Response Drills	Regularly hold fire safety education and evacuation drills to enhance employee fire prevention concepts and emergency incident response capabilities, to ensure personnel safety.
Occupational Safety and Health Education	Continuously conduct occupational safety and health education and training, strengthen hazard identification, risk prevention, and safe operation concepts, and reduce the risk of occupational disaster occurrences.

Occupational Disease Prevention and Management

Full Wang conducts employee health examinations in accordance with the law to help colleagues monitor their physical condition, providing health consultations, anomaly follow-up, and essential care measures based on checkup findings to encourage early risk identification and prompt improvements. For employees who use computers for extended hours, the Company continuously promotes proper sitting ergonomics, posture awareness, and vision care knowledge—encouraging habits of standing up periodically to move, stretch, and take suitable breaks to minimize the risk of musculoskeletal disorders such as shoulder/neck soreness, lower back discomfort, and repetitive wrist strain injuries.

For personnel engaged in project site inspections and construction management, the Company mandates adherence to various occupational safety and health standards. During high-temperature seasons, measures for hydration, sun protection, and adequate rest are strictly implemented alongside construction site safety management and personal protective equipment (PPE) usage to mitigate heat hazards and other outdoor health risks. Furthermore, the Company consistently maintains office lighting, HVAC, ventilation, and environmental cleanliness to provide a comfortable, safe, and compliant working environment.

In daily operations, through managerial care, cross-departmental communication, team exchanges, and a friendly workplace culture, the Company establishes a robust support system to help employees properly manage work pressure and reduce mental health risks associated with long-term high-stress work. Concurrently, the Company continuously organizes health promotion campaigns covering topics such as balanced diets, regular exercise, chronic disease prevention, tobacco control, sleep quality, and stress management, empowering employees to strengthen their self-health management capabilities and develop positive, healthy lifestyle habits.

5.6 Harmonious Labor-Management Relations

Full Wang complies with the *Labor Standards Act*, *Labor Pension Act*, *Act of Gender Equality in Employment*, and other relevant labor regulations to carry out various human resource management measures, lawfully safeguarding employee rights regarding wages, working hours, leave, benefits, retirement, and occupational safety and health. The Company continuously reviews relevant systems to meet the latest statutory requirements and operational needs. Adhering to management principles of fairness, justice, and transparency, the Company provides equal employment opportunities and reasonable grievance mechanisms, enabling employees to work with peace of mind in an environment founded on mutual respect and trust.

Currently, the Company has not established a corporate labor union and has not entered into collective bargaining agreements. However, labor-management meeting mechanisms are established in accordance with the law, holding regular labor-management meetings. Representatives from both labor and management engage in thorough discussions and exchanges on matters related to working conditions, work environment, occupational safety and health, employee benefits, education and training, and other employee rights. Through rational communication and consultation mechanisms, this fosters a solid cooperative relationship between labor and management. Suggestions and improvement items raised during these meetings are evaluated for feasibility and tracked by relevant units, serving as a vital basis for continuous management optimization.

Beyond formal labor-management meetings, the Company offers diversified communication channels—including regular departmental meetings, cross-departmental coordination meetings, managerial one-on-ones, email, and internal announcements—encouraging employees to share work recommendations, management improvement suggestions, and workplace needs at any time. Management values feedback from every colleague and provides timely responses and assistance to enhance organizational communication efficiency and job satisfaction. Furthermore, a formal grievance and feedback mechanism is maintained to handle submitted opinions under strict principles of confidentiality, fairness, and objectivity, ensuring that the rights and interests of every colleague are properly protected.

Appendix

Appendix 1 GRI Content Index Table

Statement of Use: Full Wang International Development Co., Ltd. has reported in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025.

Standard Used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): None.

Topic	GRI Standard	Description	Section	Page(s)	Notes
GRI 2：general disclosure 2021					
Organizational Profile	2-1	Organizational details	1.1 Company Overview	12	
	2-2	Entities included in the sustainability report	About This Report	2	
	2-3	Reporting period, frequency, and contact point	About This Report	2	
	2-4	Restatements of information	About This Report	2	
	2-5	External assurance	About This Report	2	
Activities and Workers	2-6	Activities, value chain, and other business relationships	1.1 Company Overview	12	
	2-7	Employees	5.1 Human Rights Policy	49	
	2-8	Workers who are not employees	5.1 Human Rights Policy	49	
Governance	2-9	Governance structure and composition	2.1 Corporate Governance Framework	17	
	2-10	Nomination and selection of the highest governance body	2.1 Corporate Governance Framework	17	
	2-11	Chair of the highest governance body	2.1 Corporate Governance Framework	17	
	2-12	Role in overseeing the management of impacts	2.1 Corporate Governance Framework 2-3 Risk Management	17 25	
	2-13	Delegation of responsibility for managing impacts	2.1 Corporate Governance Framework 2-3 Risk Management	17 25	
	2-14	Role in sustainability reporting	About This Report	2	
	2-15	Conflicts of interest	2.1 Corporate Governance Framework	17	
	2-16	Communication of critical concerns	2.1 Corporate Governance Framework	17	
	2-17	Collective knowledge of the highest governance body	2.1 Corporate Governance Framework	17	
	2-18	Performance evaluation of the highest governance body	2.1 Corporate Governance Framework	17	
	2-19	Remuneration policies	2.1 Corporate Governance Framework	17	
	2-20	Process for determining remuneration	2.1 Corporate Governance Structure	17	
	2-21	Ratio of annual total compensation	5.2 Workforce Profile	49	As the annual total compensation ratio involves internal company remuneration confidentiality and regulatory confidentiality restrictions, it is temporarily not disclosed publicly; however, in accordance with competent authority regulations, the Company has fully disclosed the mean and median salaries of full-time non-managerial employees in Section 5.3 (Pages 52) and in the Annual Report to maintain information transparency.
Strategy, Policies and Practices	2-22	Statement on sustainable development strategy	Message from Management	1	
	2-23	Policy commitments	2.1 Corporate Governance Framework 2.2 Integrity Management 2.3 Risk Management	17 23 25	
	2-24	Embedding policy commitments	2.1 Corporate Governance Framework 2.2 Integrity Management 2.3 Risk Management	17 23 25	
	2-25	Processes to remediate negative impacts	2.1 Corporate Governance Framework	17	

Topic	GRI Standard	Description	Section	Page(s)	Notes
			2.3 Risk Management	25	
	2-26	Mechanisms for seeking advice and raising concerns	2.1 Corporate Governance Framework	17	
	2-27	Compliance with laws and regulations	2.2 Integrity Management	23	
	2-28	Membership of associations	1.3 External Initiatives	16	
Stakeholder Engagement	2-29	Approach to stakeholder engagement	Stakeholder Engagement and Materiality	4	
	2-30	Collective bargaining agreements	5.4 Human Resource Development	55	There is no union or collective bargaining agreement, but labor agreements are held regularly in accordance with the law.
GRI 3: Material Topics 2021					
Material Topics	3-1	Process for determining material topics	Stakeholder Engagement and Material Topics	4	
	3-2	List of material topics	Stakeholder Engagement and Material Topics	4	
	3-3	Management of material topics	Stakeholder Engagement and Material Topics	4	
Operating Performance					
GRI 3: Material Topics 2021	3-3	Management of material topics	Stakeholder Engagement and Material Topics	4	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	1.2 Operational Performance	14	
	201-2	Financial implications and other risks and opportunities due to climate change	4.1 Climate Change Strategies	37	
	201-3	Defined benefit plan obligations and other retirement plans	5.3 Compensation and Benefits	52	
Corporate Governance & Risk Management					
GRI 3: Material Topics 2021	3-3	Management of material topics	Stakeholder Engagement and Material Topics	4	
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	5.5 Occupational Safety and Health	57	
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	2.2 Integrity Management	23	
	205-3	Confirmed incidents of corruption and actions taken	2.2 Integrity Management	23	
Employee Compensation & Benefits					
GRI 3: Material Topics 2021	3-3	Management of material topics	Stakeholder Engagement and Material Topics	4	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	5.2 Workforce Profile	49	
	401-2	Benefits provided to full-time employees	5.3 Compensation and Benefits	52	
	401-3	Parental leave	5.3 Compensation and Benefits	52	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2.1 Corporate Governance Framework / 5.2 Workforce Profile	17 49	
	405-2	Ratio of basic salary and remuneration of women to men	5.3 Compensation and Benefits	52	
Integrity Management and Regulatory Compliance					
GRI 3: Material Topics 2021	3-3	Management of material topics	Stakeholder Engagement and Material Topics	4	
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	2.2 Integrity Management	23	

Topic	GRI Standard	Description	Section	Page(s)	Notes
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	2.2 Integrity Management	23	
	205-3	Confirmed incidents of corruption and actions taken	2.2 Integrity Management	23	
Employment					
GRI 3: Material Topics 2021	3-3	Management of material topics	Stakeholder Engagement and Material Topics	4	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	5.2 Workforce Profile	49	
	401-2	Benefits provided to full-time employees	5.3 Compensation and Benefits	52	
	401-3	Parental leave	5.3 Compensation and Benefits	52	
Quality Management					
GRI 3: Material Topics 2021	3-3	Management of material topics	Stakeholder Engagement and Material Topics	4	
Environmental Compliance					
GRI 3: Material Topics 2021	3-3	Management of material topics	Stakeholder Engagement and Material Topics	4	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	4.5 Waste Management	44	
	306-2	Management of significant waste-related impacts	4.5 Waste Management	44	
	306-3	Waste generated	4.5 Waste Management	44	
Talent Cultivation and Development					
GRI 3: Material Topics 2021	3-3	Management of material topics	Stakeholder Engagement and Material Topics	4	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	5.4 Human Resource Development	55	
	404-3	Percentage of employees receiving regular performance and career development reviews	5.4 Human Resource Development	55	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2.1 Corporate Governance Framework / 5.2 Workforce Profile	17 49	
	405-2	Ratio of basic salary and remuneration of women to men	5.3 Compensation and Benefits	52	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	5.2 Workforce Profile	49	
	401-2	Benefits provided to full-time employees	5.3 Compensation and Benefits	52	
	401-3	Parental leave	5.3 Compensation and Benefits	52	

GRI 201: Economic Performance 2016 (Voluntary Disclosure)

GRI Standard	Description	Section	Page(s)	Notes
201-1	Direct economic value generated and distributed	1.2 Operational Performance	14	
201-2	Financial implications and other risks and opportunities due to climate change	4.1 Climate Change Strategies	37	
201-3	Defined benefit plan obligations and other retirement plans	5.3 Compensation and Benefits	52	

GRI 204: Procurement Practices 2016 (Voluntary Disclosure)

GRI Standard	Description	Section	Page(s)	Notes
204-1	Proportion of spending on local suppliers	3.1 Supply Chain Management	30	

GRI 205: Anti-corruption 2016 (Voluntary Disclosure)

GRI Standard	Description	Section	Page(s)	Notes
205-2	Communication and training about anti-corruption policies and procedures	2.2 Integrity Management	23	
205-3	Confirmed incidents of corruption and actions taken	2.2 Integrity Management	23	

GRI 207: Tax 2019 (Voluntary Disclosure)

GRI Standard	Description	Section	Page(s)	Notes
207-1	Approach to tax	1.2 Operational Performance	14	
207-2	Tax governance, control, and risk management	1.2 Operational Performance	14	
207-3	Stakeholder engagement and management of concerns related to tax	1.2 Operational Performance	14	
207-4	Country-by-country reporting	1.2 Operational Performance	14	

GRI 302: Energy 2016 (Voluntary Disclosure)

GRI Standard	Description	Section	Page(s)	Notes
302-1	Energy consumption within the organization	4.3 Energy Management	43	
302-3	Energy intensity	4.3 Energy Management	43	
302-4	Reduction of energy consumption	4.3 Energy Management	43	

GRI 303: Water and Effluents 2018 (Voluntary Disclosure)

GRI Standard	Description	Section	Page(s)	Notes
303-3	Water withdrawal	4.4 Water Resources Management	43	
303-4	Water discharge	4.4 Water Resources Management	43	
303-5	Water consumption	4.4 Water Resources Management	43	

GRI 305: Emissions 2016 (Voluntary Disclosure)

GRI Standard	Description	Section	Page(s)	Notes
305-1	Direct (Scope 1) GHG emissions	4.2 Greenhouse Gas Management	42	
305-2	Energy indirect (Scope 2) GHG emissions	4.2 Greenhouse Gas Management	42	
305-3	Other indirect (Scope 3) GHG emissions	4.2 Greenhouse Gas Management	42	
305-4	GHG emissions intensity	4.2 Greenhouse Gas Management	42	

GRI 306: Waste 2020 (Voluntary Disclosure)

GRI Standard	Description	Section	Page(s)	Notes
306-1	Waste generation and significant waste-related impacts	4.5 Waste Management	44	
306-2	Management of significant waste-related impacts	4.5 Waste Management	44	
306-3	Waste generated	4.5 Waste Management	44	

GRI 401: Employment 2016 (Voluntary Disclosure)

GRI Standard	Description	Section	Page(s)	Notes
401-1	New employee hires and employee turnover	5.2 Workforce Profile	49	
401-2	Benefits provided to full-time employees	5.3 Compensation and Benefits	52	
401-3	Parental leave	5.3 Compensation and Benefits	52	

GRI 403: Occupational Health and Safety 2018 (Voluntary Disclosure)

GRI Standard	Description	Section	Page(s)	Notes
403-1	Occupational health and safety management system	5.5 Occupational Safety and Health	57	
403-2	Hazard identification, risk assessment, and incident investigation	5.5 Occupational Safety and Health	57	
403-3	Occupational health services	5.5 Occupational Safety and Health	57	
403-4	Worker participation, consultation, and communication on occupational health and safety	5.5 Occupational Safety and Health	57	
403-5	Worker training on occupational health and safety	5.5 Occupational Safety and Health	57	
403-6	Promotion of worker health	5.5 Occupational Safety and Health	57	

403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.5 Occupational Safety and Health	57	
403-8	Workers covered by an occupational health and safety management system	5.5 Occupational Safety and Health	57	
403-9	Work-related injuries	5.5 Occupational Safety and Health	57	
403-10	Work-related ill health	5.5 Occupational Safety and Health	57	

GRI 404: Training and Education 2016 (Voluntary Disclosure)

GRI Standard	Description	Section	Page(s)	Notes
404-1	Average hours of training per year per employee	5.4 Human Resource Development	55	
404-2	Programs for upgrading employee skills and transition assistance programs	5.4 Human Resource Development	55	
404-3	Percentage of employees receiving regular performance and career development reviews	5.4 Human Resource Development	55	

GRI 405: Diversity and Equal Opportunity 2016 (Voluntary Disclosure)

GRI Standard	Description	Section	Page(s)	Notes
405-1	Diversity of governance bodies and employees	2.1 Corporate Governance Framework / 5.2 Workforce Profile	17 49	
405-2	Ratio of basic salary and remuneration of women to men	5.3 Compensation and Benefits	52	

GRI 406: Non-discrimination 2016 (Voluntary Disclosure)

GRI Standard	Description	Section	Page(s)	Notes
406-1	Incidents of discrimination and corrective actions taken	5.1 Human Rights Policy	49	

Appendix II: Rules Governing the Preparation and Filing of Sustainability Reports by TWSE/TPEx Listed Companies - Climate-Related Information

Item	Item Description	Implementation Status
1	Describe the board's and management's oversight and governance of climate-related risks and opportunities.	Please refer to 4.1 Climate Change Strategies
2	Describe how identified climate risks and opportunities affect the business, strategy, and financial planning of the enterprise (short, medium, and long term).	Please refer to 4.1 Climate Change Strategies
3	Describe the financial impact of extreme climate events and transition actions.	Please refer to 4.1 Climate Change Strategies
4	Describe how processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	Please refer to 4.1 Climate Change Strategies
5	If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts used.	Please refer to 4.1 Climate Change Strategies
6	If there is a transition plan in response to managing climate-related risks, describe the plan's content and the metrics and targets used to identify and manage physical and transition risks.	Please refer to 4.1 Climate Change Strategies
7	If internal carbon pricing is used as a planning tool, describe the basis on which the price was set.	Internal carbon pricing is currently under planning
8	If climate-related targets are set, describe the activities covered, GHG emission scopes, planned time horizons, and annual progress; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve targets, specify the source and quantity of carbon credits or RECs.	Please refer to 4.1 Climate Change Strategies
9	Greenhouse gas inventory and assurance status.	No third-party verification in 2025