

2025

信大水泥・永續報告書

SUSTAINABILITY REPORT



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Annual Report of Hsing
Ta Cement

Cover design idea

This design adopts a 2.5D illustration style to depict the manufacturing process of low-carbon cement and the sustainability value it creates. Following the visual flow from top to bottom, the illustration presents the manufacturing process from the input of industrial waste and rotary kiln firing through fine grinding to bagging and shipment; plant personnel moving throughout the scene highlight the Company's technical expertise and the professionalism and craftsmanship of its workforce.

Green leaves rise from a truck carrying bagged cement as it leaves the plant, symbolizing the Company's commitment to environmental sustainability as it moves toward a greener future. The urban buildings, bridges, and elevated metro depicted in the illustration further demonstrate the diverse applications of low-carbon cement in urban infrastructure while conveying that the Company is not only a solid foundation for building a sustainable environment, but also an indispensable force in shaping the cities of the future.

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Message from Managers

To those who care about the sustainable management of Hsing Ta Cement:

Taiwan officially entered a new era of carbon fee collection in 2025. Amid geopolitical volatility, rising energy prices, and the full implementation of domestic carbon pricing, the cement industry is at a structural turning point as it transitions from traditional manufacturing toward green and low-carbon production. At the beginning of 2025, the Company successfully completed the "bag filter replacement project" and commenced operations. This not only marked a comprehensive upgrade of our environmental protection equipment, but also represented a concrete step toward fulfilling our ESG commitments and strengthening climate resilience.

Looking back on the past year, the domestic economic environment was also fraught with challenges. Government credit controls and lending restrictions slowed momentum in the real estate market, affecting presale housing sales; political factors also affected public works budget planning, while constraints on the disposal of construction surplus soil further contributed to a sharp decline in demand across the concrete and cement markets, significantly increasing operating pressure. Faced with the dual pressures of a contracting market and low-priced imported cement, the Company responded proactively. In addition to supporting the Cement Industry Association's efforts that led to the imposition of anti-dumping duties of up to 23.2% on cement imports from Vietnam in July 2025, we maintained strict pricing discipline to protect gross margins. Although sales volume declined slightly, the resilience of our management team enabled the Company to successfully achieve its annual profit target.

In response to the carbon fee regime, the Company is actively transitioning toward low-carbon production. In 2025, we achieved our targets as scheduled for the production and sale of 500 metric tons of Type IL limestone cement and 20,000 metric tons of Type IS blast furnace slag cement. Our "voluntary reduction plan" was reviewed and approved by the Ministry of Environment on December 17, 2025, and on January 19, 2026, we submitted an application to the Ministry of Environment for classification as an "entity with high carbon leakage risk." Upon approval, the "emission adjustment coefficient" may be applied when calculating carbon fees (0.2 in the first phase, equivalent to an 80% reduction), thereby mitigating the impact of carbon fees on the Company's costs. The Company will continue to track policy developments and uphold its commitment to environmental sustainability while working with the Cement Industry Association to advocate for a Taiwan version of the Carbon Border Adjustment Mechanism (CBAM), thereby enabling domestic and imported cement to compete fairly on the basis of comparable carbon costs, advancing sustainable operations, and ensuring steady growth.

Great corporate governance is the foundation for the Company's operating system. The Company upholds the business philosophy of integrity, diligence, pragmatism, frugality, and social responsibility, and enhances governance performance through the operation

of the Board of Directors and functional committees. Corporate governance achievements in 2025 are as follows:

- In 2025, the consolidated revenue was NT\$4.431 billion, and the consolidated net income was NT\$382 million.
- Promoted and strengthened ESG-related training for directors, with sustainability-related courses accounting for 66% of total training hours in 2025.
- Completed the ISO 14067 product carbon footprint inventory and obtained a third-party verification statement from BSI in 2025. Portland Type I cement was also certified with the Ministry of Environment "Carbon Footprint Label."
- In December 2025, the Company's "voluntary reduction plan" was approved by the Ministry of Environment, qualifying the Company for Preferential Carbon Fee Rate B. The Company also submitted an application for classification as an entity with high carbon leakage risk. If approved, an emission adjustment coefficient of 0.2 will apply.

We are committed to sound corporate governance and pursue long-term revenue and profit growth. At the same time, we value environmental protection, employee rights, sustainable supply chain, and the balanced interest of all stakeholders. Looking ahead to 2026, we will adopt "balancing project pricing with shipment volume" and "breaking through the market stalemate" as our core guiding principles. The Nanshenghu Plant will install an additional vertical roller mill for limestone powder, with the aim of producing and selling limestone powder as a partial substitute for fly ash, thereby developing a new niche market and increasing revenue. At the same time, the Company's 2026 voluntary reduction targets are to produce and sell 3,000 metric tons of blended hydraulic cement IL Type and 25,000 metric tons of blended hydraulic cement IS Type (Portland blast furnace slag cement), ensuring continued eligibility for the preferential carbon fee rate.

Employees are the Company's most important asset, and creating a safe, healthy, harmonious, and positive work environment is our most important task. In terms of professional training, the Company provides a variety of courses covering professional skills, knowledge, and related management practices. In terms of health management, in addition to regular health checkups and seminars, we facilitate communication through labor-management meetings and a variety of communication channels, enabling employees to fully apply their talents in the workplace with peace of mind.

In response to the impacts of global climate change, the Company actively invests in the innovative research and development of low-carbon cement to reduce environmental impacts. We implement ISO 14064-1 greenhouse gas inventories and carbon emissions management. Through the collective efforts of our employees, our environmental performance is as follows:

- Under the nationwide target of 1% annual electricity savings initiated in 2020, cumulative electricity savings reached **11%** by the end of 2025, meeting the target.
- In 2025, the total emission equivalent of Scope 1 and Scope 2 greenhouse gas emissions decreased by **4.28%** compared to the base years (2018–2022).
- In 2025, the resource reuse and raw material substitution rate for cement products reached **28.42%**.
- In August 2025, the P II 52.5 and PO42.5 products manufactured by Jiangsu Xinning obtained product carbon footprint certification, making it the first cement plant in Jiangsu Province to obtain product carbon footprint certification.

In terms of social care, the Company makes the most effective use of its limited resources to actively support disadvantaged groups; in 2025, we continued to make donations to disadvantaged groups, organize community environmental cleanups, provide scholarships and financial aid, and carry out community care activities, contributing to social welfare through concrete action. The total social engagement expenses in 2025 amounted to NT\$2,166 thousand.

Looking to the future, Hsing Ta will continue to follow corporate sustainability trends and introduce new technologies and construction methods. Through rigorous planning and strong execution in corporate governance, innovation management, environmental sustainability, and social care, we will lead the Group's affiliates in gradually realizing our vision of sustainable development and work together to contribute to the planet and human well-being.

楊智雄

Ethical

Hard-working

Pragmatic

Frugal

Editorial Policy

The reporting period of this sustainability report is from January 1 to December 31, 2025. It is the fourth issue of Hsing Ta Cement Co., Ltd (hereinafter referred to as "Hsing Ta Cement" or "Hsing Ta"). The content includes the disclosure of sustainability indicators, such as corporate governance, economy, society and environment. In order to fully disclose the effectiveness of sustainable development at Hsing Ta and present the results of stakeholder communication, we made reference to the latest GRI Standards, the Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, and aligned with the United Nations Sustainable Development Goals (SDGs), and reported the Company's economic, environmental, and social strategies and activities, to demonstrate the Company's determination to fulfill social responsibilities and promote sustainable development.

Report review

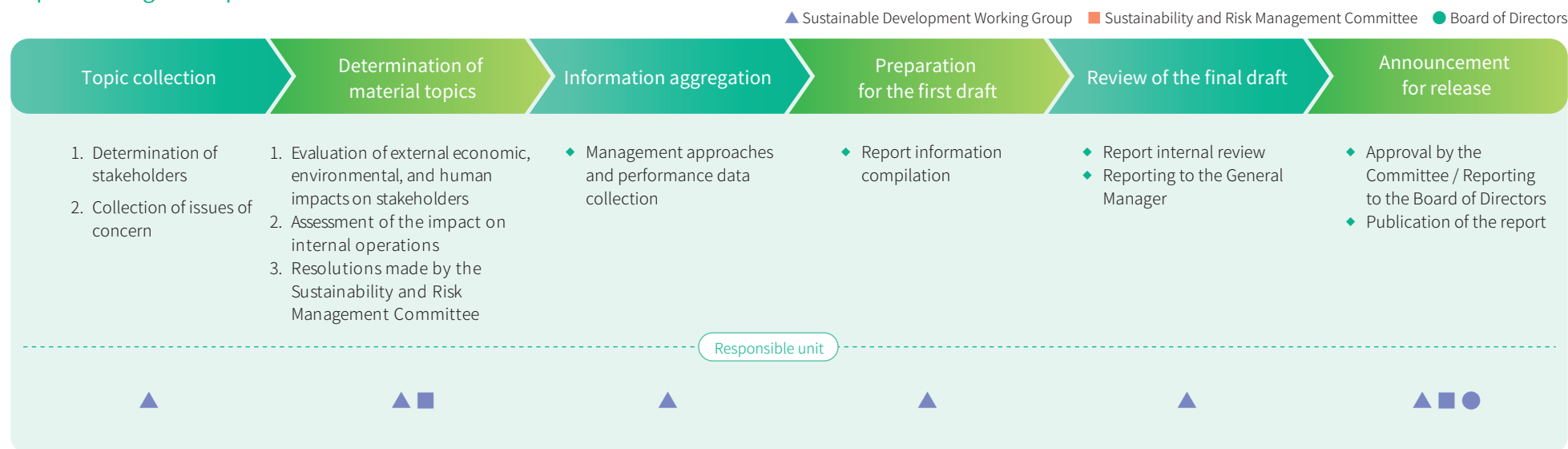
The information and data in this report are compiled by the Sustainable Development Working Group under the Sustainability and Risk Management Committee. The Working Group collects information on domestic and international economic, environmental, social sustainability, and climate change issues, learns about stakeholders' concerns through multiple channels, and conducts a materiality analysis to identify key topics and management approaches. After compilation, the report is submitted to the Sustainability and Risk Management Committee for review and then to the Board of Directors for approval to ensure that all indicators and targets are aligned with the Group's business strategy. The financial data in this report have been cited from the financial report certified by the CPA, and some of the statistical data have been cited from the Company's annual report. This report is not externally assured.

Report preparation principles and guidelines

We considered industry requirements and important international economic, environmental, and social issues, collected stakeholders' impact assessment results through questionnaires, and convened a Sustainable Development Working Group meeting based on the Company's operational strategy to select material topics. After review by the convener (General Manager), the topics are submitted to the Board-level Sustainability and Risk Management Committee and the Board of Directors for approval. Subsequently, the implementation results are disclosed in this report.

The economic aspects and financial management performance of this report are based on the consolidated financial statements. The monetary value of financial data is denominated in NTD. The environmental and social performance indicators are disclosed within the scope of Hsing Ta headquarters and the Nanshenghu Plant, while overseas sites and other investees are not included in the scope of this report. If there is any part beyond the scope of Taiwan, it will be disclosed in the notes to each chapter of the report.

Report management process



Publication date and cycle

The Company publishes the report on an annual basis. The report publication times are as follows:

- ◆ Last publication time: The third publication was in August 2025.
- ◆ Current publication time: The fourth publication was in August 2026.
- ◆ Scheduled next publication: The fifth publication is in August 2027.

Restatement

The report was not restated due to major changes in the organization or scope of the reporting period.

Contact information

In response to environmental protection, this report has been published electronically in Traditional Chinese on the Company's website for readers' reference in line with our paperless operations. [https://www.hsingta.com.tw/esg-service/sustainability-report/36/Corporate Sustainability Report \(PDF format\)](https://www.hsingta.com.tw/esg-service/sustainability-report/36/Corporate Sustainability Report (PDF format)).

If you have any questions or suggestions about this report, please feel free to contact us.

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About Hsing Ta

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1.1 Company Profile

The Company was established in March 1964 and was formerly known as Hsing Ta Quarry and Cement Co., Ltd. It was founded by Tang-Hai Yang after taking over the Taibaishan mine. At the beginning of its establishment, the Company mainly engaged in the production and sale of limestone. In order to align with the government's economic construction plan and meet economic development needs, a cement plant was established in 1970 and renamed Hsing Ta Cement Co., Ltd in June 1980. Currently, the Company mainly engages in the production and marketing of cement and clinker.

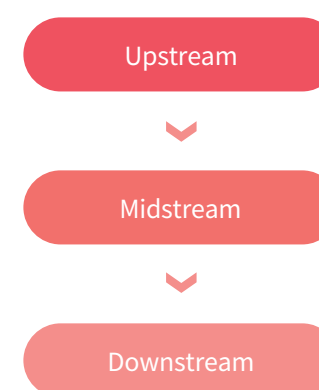
Company Name: Hsing Ta Cement Co., Ltd.

Industry of the Company	A TWSE listed company in the cement industry in Taiwan The building materials industry of extraction and mineral processing in the SASB industry classification system
Location of headquarters	7F, No. 37, Baoqing Rd., Zhongzheng Dist., Taipei City
Ticker symbol	1109.TW (listed on TWSE in 1991)
Date of Incorporation	March 1964
Operating sites in each region	Number of operating sites (2) Taiwan (Taipei and Yilan)
Number of employees in Taiwan	334 people (Taipei and Yilan)
Main products/services	The Company mainly engages in the production and sales of cement and clinker, with a revenue proportion of 62.71%; the second is the production and sales of concrete, with a revenue proportion of 12.52%. Main products: - Taiwan: Portland type I cement, type I low alkali cement, type II low alkali cement, type II (MH) moderate heat cement, blended hydraulic blast furnace slag cement, limestone, and concrete. - China: P II 52.5, PO42.5, PC42.5.
Production quantity	The production volume of cement and clinker in 2025, Taiwan parent company: 588,400 metric tons; Mainland China subsidiary: 1,519,600 metric tons.
Capital	NT\$3.411 billion
Consolidated revenue in 2025	NT\$4.431 billion

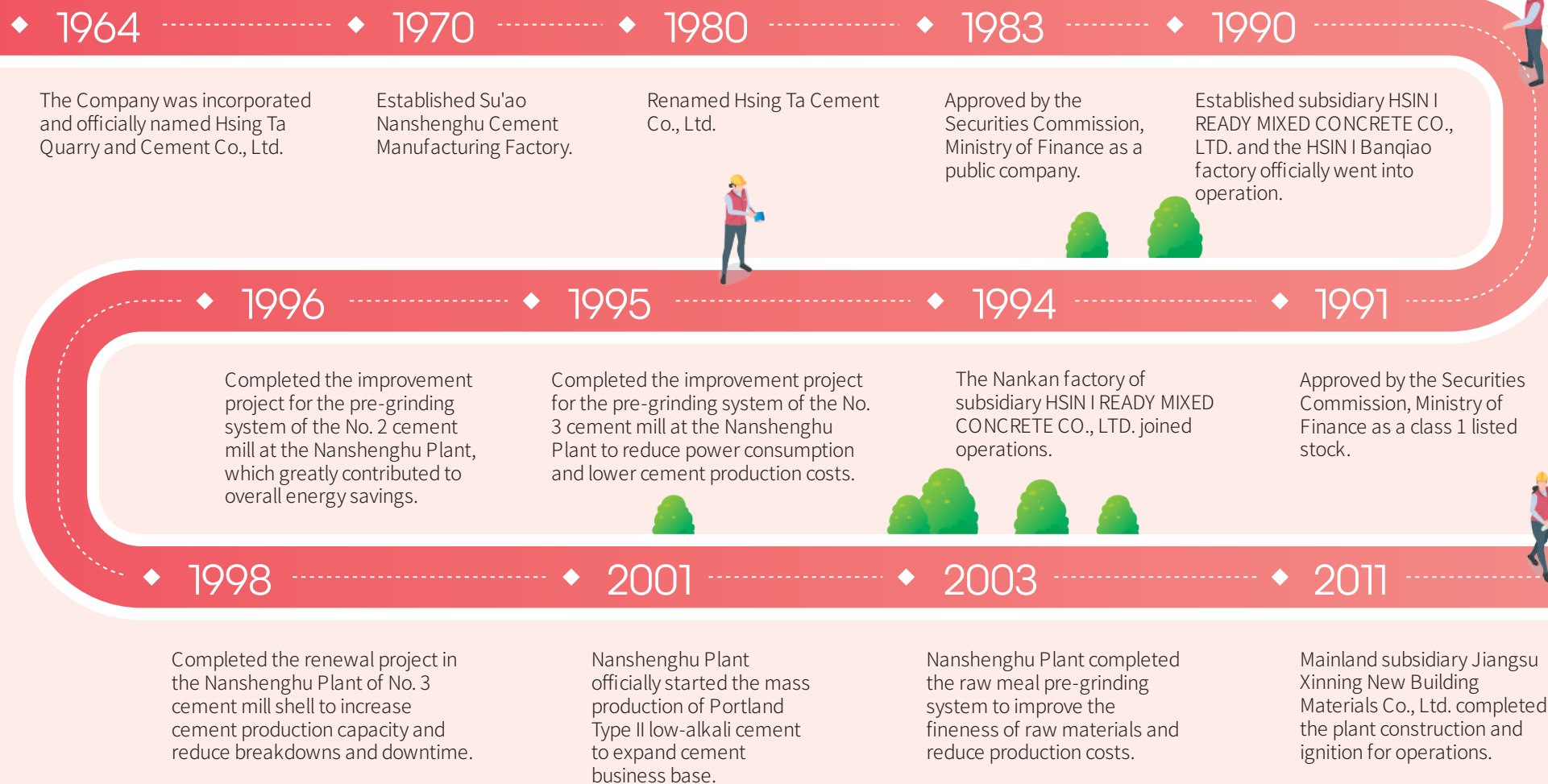
Note: The number of employees was based on the data as of December 31, 2025.

Industry value chain

In terms of the cement industry chain, the Company operates in the upstream sector, which includes limestone mining, cement manufacturing, limestone-containing production, and cement clinker production. Midstream players consist of ready-mixed concrete and cement suppliers, limestone distributors, and delivery services. Downstream players include construction companies, chemical industries that use limestone, civil engineering contractors, and those involved in the construction of civil buildings.



Chronicle





2023 2024 2025 >>>

The NanKan Plant of subsidiary HSIN I READY MIXED CONCRETE CO., LTD. completed the installation of the second set of mixing equipment.



Completed the bag filter replacement project, upgrading electrostatic precipitators in the raw material process to bag filters, which reduced particulate pollutant emission concentrations by more than 66%, demonstrating the Company's strong commitment to environmental sustainability.

Nanshenghu Plant officially commenced the production and sale of IL Type limestone cement, advancing its transition toward low-carbon cement research and development. Jiangsu Xinning completed the "Ultra-Low Emission Retrofit Project." Through the commissioning of SCR denitrification facilities and the full electrification of transportation, pollutant emissions were reduced to levels below national standards. Energy consumption per unit of product met the national Grade 1 benchmark, and the company was officially incorporated into the national carbon market and fulfilled its compliance obligations for the first year.

2021 2020 2019



The Banqiao Plant of subsidiary HSIN I READY MIXED CONCRETE CO., LTD. officially ceased operations.

Jiangsu Xinning New Building Materials Co., Ltd., a subsidiary in mainland China, was awarded Grade A in the performance evaluation of key industries as announced by the Department of Ecological Environment of Jiangsu Province as the first cement company awarded Grade A in Jiangsu Province.



Mainland subsidiaries Jiangsu Xinning New Building Materials Co., Ltd. and Shanghai Sanrong Environmental Protection Engineering Co., Ltd. jointly invested in Nanjing Xinrong Environmental Protection New Material Co., Ltd. to produce denitrifying agents for green environmental protection.

2013 2015 2017 2018

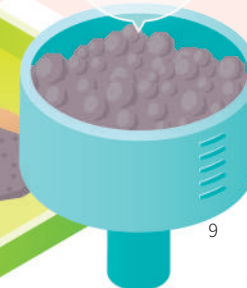
The waste heat power generation equipment in Mainland subsidiary Jiangsu Xinning New Building Materials Co., Ltd. went online.

Added a neutron online analyzer in Nanshenghu Plant, completed the process water recycling improvement project, and mining sites completely afforested with the "thick layer mesh spraying method" for permanent residual walls.



Added SNCR equipment to #3K preheater to reduce nitrogen oxide emissions

Completed the denitrification technology improvement project of No. 3 cement kiln preheater, significantly reducing the NOx emission.



1.2 Sustainable Vision Strategy

The Company actively promotes a sustainable vision. The Board of Directors has approved the Sustainable Development Best-Practice Principles, which clearly regulate the implementation of corporate governance, the development of a sustainable environment, the maintenance of social charity, and the enhanced disclosure of corporate sustainable development information. We comply with the requirements of the said principles and uphold the spirit of co-prosperity and symbiosis. We implement the concept of sustainable management in all business decisions and actions of the Company through concrete actions, such as corporate governance with integrity, care for employees, emphasis on environmental issues, and community care, thereby fulfilling social responsibilities and creating sustainable value for the Company.

Sustainability and Risk Management Committee

The Company's Board of Directors is the highest governance body for risk management and has established the "Sustainability and Risk Management Committee," composed of three independent directors, to provide oversight. Internally, the Sustainable Development Working Group, led by the General Manager, comprises the Stewardship Team, Environmental Sustainability Team, and Social Co-Prosperity Team, each of which is responsible for managing risks within its respective functions. The management process includes the identification, analysis, measurement, control, and monitoring of potential risks. Specific response measures are developed for high-risk items and implemented at different levels based on the nature of each risk to ensure that high-risk matters are effectively controlled.

- ◆ The Sustainability and Risk Management Committee reports to the Board of Directors at least once a year.

During the year, the Committee reported the results of the annual risk management assessment to the Board of Directors on November 12, 2025.

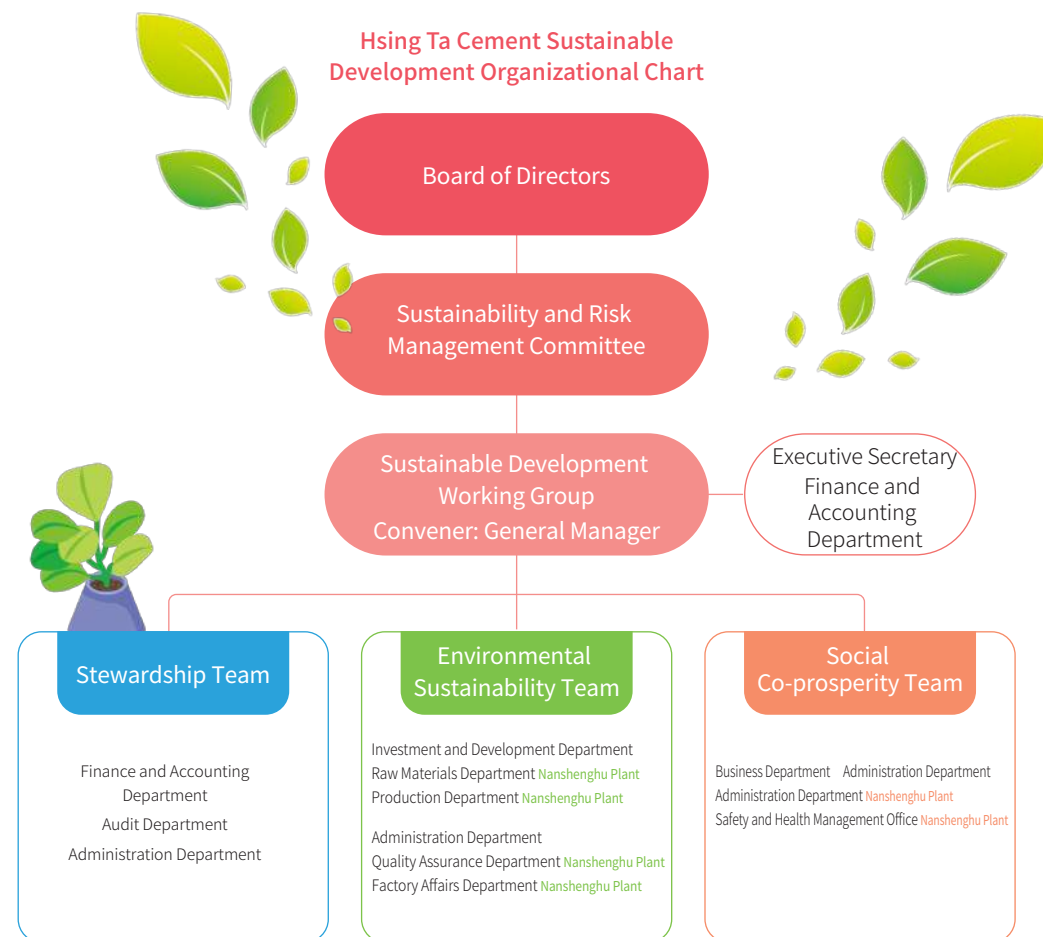
The Sustainable Development Working Group has established a special team responsible for collecting stakeholders' issues of concern regarding environmental protection, occupational safety, supply chain management, labor rights, business performance, and corporate governance. To respect the rights and interests of stakeholders, we have established a stakeholder area on the Company's website to appropriately address the important sustainability issues that concern them.



▲ Sustainable Development Best-Practice Principles



▲ Stakeholders section



Organizational Level		Responsibilities	
	Board of Directors Highest Governance Body	- Assumes ultimate responsibility for the Company's overall risk management. - Reviews and approves risk management policies and procedures.	- Receives reports from the Sustainability and Risk Management Committee at least once a year. - Ensures that the Company's risk management is aligned with its business strategy.
	Sustainability and Risk Management Committee Functional Committee	- Composed of at least three members, more than half of whom are independent directors. - Oversees the Company's overall risk management and climate risk management. - Reviews annual risk assessment results, material risk issues, and response measures.	- Reviews amendments to risk management policies and procedures. - Reports to the Board of Directors at least once a year on implementation status and changes in risks.
	Sustainable Development Working Group Implementation Unit	- The Company's highest-ranking executive responsible for corporate governance / General Manager serves as the convener - Conducts annual risk identification, risk assessment, and materiality analysis. - Compiles risk management results from each department and makes recommendations on high-risk issues.	- Develops and implements risk management measures and tracks improvement progress. - Regularly reports implementation status to the Sustainability and Risk Management Committee.
	Stewardship Team Implementation Unit	- Members include senior executives from the Audit Department, Finance and Accounting Department, and Administration Department. - Identifies business-related risks involving operations, finance, legal compliance, environmental health and safety, information security, and other areas. - Establishes or implements control measures to reduce the likelihood and impact of risks.	- Regularly reports on risk status, incidents, and improvement progress. - Reviews the implementation of the risk management system annually in accordance with internal control procedures.

Sustainable Development Working Group: Sustainability Issues



SDGs

The United Nations SDGs is a program released by the United Nations in 2015. It proposes 17 SDGs and 169 targets as the guiding principle for member states and global enterprises to implement sustainable development by 2030.

Hsing Ta Cement has integrated the SDGs into the Company's business strategy, expanding the previous focus on financial performance to take into account environmental protection and legal compliance, thereby improving employee benefits to retain outstanding talents, eliminating various unequal conditions in the workplace, and mitigating the discharge of wastewater and greenhouse gas emissions. We also invite suppliers to work together to improve the environment and benefits. In the future, Hsing Ta Cement will continue to make more contributions to the SDGs and fulfill its corporate social responsibility.

SDGs	Targets	Hsing Ta Cement's response
	1.4 Ensure that all men and women, particularly the poor and the vulnerable, have equal rights to economic resources	◆ We provide salaries that are better than the laws and regulations and competitive in the market, as well as comprehensive benefit measures, so that employees can work with dignity and improve the standards of living for themselves and their families. ◆ We appropriately adjust employee salaries based on the Company's profitability to increase their commitment to the Company.
	4.5 Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including people with disabilities, indigenous peoples, and disadvantaged children. 4.7 Ensure all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, and the promotion of a culture of peace and non-violence.	◆ We arrange for competency training for employees with different functions to ensure that each employee receives vocational training opportunities. ◆ We plan courses on sustainable development, workplace equality, and labor rights to encourage employees to participate. ◆ We offer human rights awareness education and training for all employees every year.
	5.1 End all forms of discrimination against women and girls everywhere. 5.4 Recognize and value unpaid care and domestic work through the provision of social protection policies.	◆ Gender is not used as a factor for employee appointment, evaluation, and promotion. ◆ Employees of both genders are provided with the right to apply for unpaid parental leave.
	7.3 By 2030, double the global rate of improvement in energy efficiency.	◆ In 2023, solar power generation equipment was installed at the Nanshenghu Plant in Yilan. ◆ During 2024 and 2025, the Company purchased 160,000 kWh of renewable energy certificates to reduce its use of purchased electricity, effectively lowering Scope 2 emissions.

SDGs	Targets	Hsing Ta Cement's response
 8 DECENT WORK AND ECONOMIC GROWTH	8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.7 Prohibit child labor and eliminate forced or compulsory labor. 8.8 Protect labor rights and promote safe and secure working environments of all workers, particularly women migrants, and those in precarious employment	◆ Gender is not used as a factor for employee appointment, evaluation, and promotion. ◆ We appropriately adjust employee salaries based on the Company's profitability to increase their commitment to the Company. ◆ We respect labor rights, including the prohibition of child labor and any form of workplace discrimination. ◆ The duties of maternal employees are adjusted according to the law to reduce their workload and substantively protect maternal employees. ◆ We implement the ISO 45001 occupational safety and health management system to effectively enhance the workplace safety of employees.
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.5 Encourage innovation and increase the number of R&D personnel and R&D expenditure.	◆ We increase R&D expenditure year by year. In 2025, our R&D expenditure amounted to NT\$18,203 thousand.
 10 REDUCED INEQUALITIES	10.2 Promote the social, economic and political inclusion of all irrespective of age, sex, disability, religion or economic or other status 10.3 Ensure equal opportunity and reduce inequalities of outcome, including through eliminating discriminatory practices.	◆ The Company does not take employees' physical or psychological differences into account in recruitment, evaluation, and promotion. ◆ There are channels for employee whistleblowing and comprehensive whistleblowing procedures in place to protect whistleblowers.
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.5 Substantially reduce waste generation through prevention, reduction, recycling, and reuse.	◆ We produce green products, optimize the design process, and reduce waste generation. ◆ In 2025, the total amount of waste reused reached 165,573 metric tons, and the resource reuse and raw material substitution rate for cement products per unit reached 28.42%.
 13 CLIMATE ACTION	13.2 Integrate climate change measures into national policies, strategies and planning.	◆ Since 2022, we have implemented climate change risk governance with reference to the Task Force on Climate-Related Financial Disclosures (TCFD) requirements and disclosed them in the sustainability report. ◆ The risks analyzed in 2022 have been managed, and efforts continue toward achieving a 50% carbon reduction target from the base year through 2045.
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.6 Develop effective, accountable and transparent institutions at all levels. 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels.	◆ We strengthen corporate governance, ensure that employees abide by the Company's regulations through internal control, and have established whistleblowing procedures and channels. ◆ Through stakeholder communication, we understand their requirements and expectations for the Company, and regularly report to the Board of Directors.

1.3 Organizational Participation and Global Initiatives

In addition to improving our competitiveness in the industry, the Company actively communicates with stakeholders from all sectors. By participating in industry-related associations, we have positive interactions with members of the associations and stay abreast of the latest development trends in the industry.

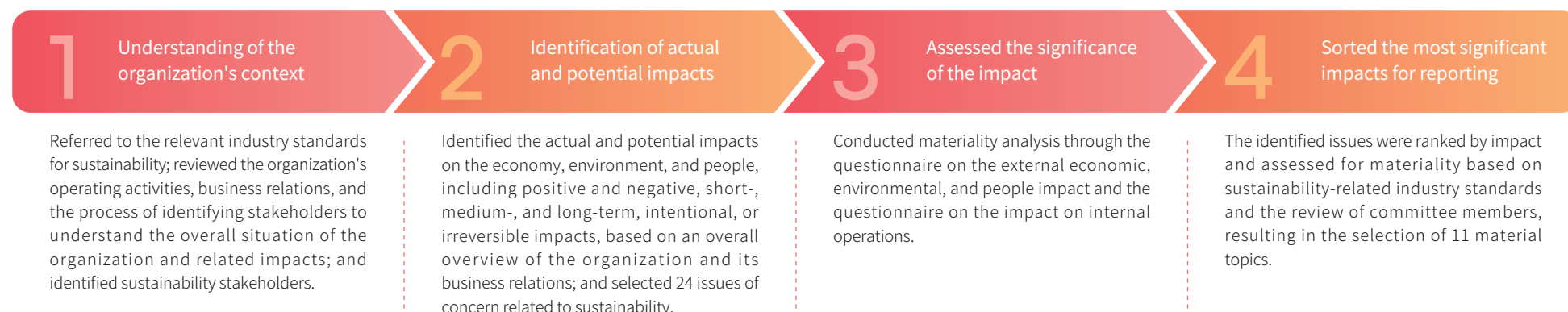
As global attention to climate issues continues to grow, businesses are taking increasingly proactive and concrete actions to mitigate climate change. Since 2022, the Company has publicly supported the Task Force on Climate-Related Financial Disclosures (TCFD) initiative and has continued to deepen its implementation in accordance with the recommendations under its four core pillars (Governance, Strategy, Risk Management, and Metrics and Targets).

In 2025, the Company continued to include climate risks and financial impacts among the key matters monitored by the Sustainability and Risk Management Committee, disclosing its strategic resilience and response measures along its low-carbon transition pathway. With the transition to a low-carbon economy as its vision, the Company is committed to fulfilling its corporate social responsibility in advancing the industry's green transition.

Name of external association	Role of Participation
Taiwan Cement Manufacturers' Association	General member
Taiwan Marble and Stone Mining Association	Member
Industrial Safety and Health Association of the R.O.C	General member
Yilan County Industrial Association	General member
Yilan County Federation of Trade Unions	General member

1.4 Stakeholders and Material Topics

Stakeholders and material topics identification process



1.4.1 Understanding of the organization's context

Identification of major stakeholders and communication



Interacted with various stakeholders through routine business transactions



Discussed through internal meetings and referred to practices adopted by companies in the same industry



Identified seven categories of major stakeholders

While pursuing corporate sustainable management, we value the voices of stakeholders. We include all individuals or groups that may have a significant impact on the Company's operations as stakeholders. Through the five principles of the AA1000 Stakeholder Engagement Standard (SES): dependency, responsibility, influence, diverse perspectives, and tension, the Company's Sustainable Development Working Group has identified seven types of major stakeholders: government agencies, employees, suppliers, customers, banks, communities, and shareholders/investors.

Due to the differences in the status of stakeholders, their issues of concern are often different. The Company provides information related to corporate sustainable development on its official website and maintains open and direct communication channels for stakeholders to stay informed about their requirements and expectations. This enables the Company to respond in a timely manner, aiming to create a win-win situation with stakeholders for effective corporate sustainable management while continuously reviewing and improving its performance in corporate sustainable development. The communication with major stakeholders is reported to the Board of Directors every year as a reference for sustainable strategic planning.



▲ Stakeholders section

Stakeholder communication channels and issues of concern

Categories of major stakeholders	Significance of stakeholders to the Company	Issue of concern	Communication channel	Frequency of communication	Communication records
 Government agencies	Government agencies supervise and audit the Company's compliance with various laws and regulations.	- Legal compliance - Information security - Ethics and integrity - Corporate governance - Occupational safety and health - Energy conservation and carbon reduction - Energy consumption - Waste management - Air pollution control - Social engagement - Climate change response	Market Observation Post System	Irregularly	Market Observation Post System
			Corporate Governance Evaluation	Annually	Corporate Governance Evaluation
			Visits by competent authorities	Annually	Factory audit and operational investigation
			Policy awareness-raising events	Irregularly	Official document system
			Official correspondence and policy awareness-raising events	Irregularly	Official document system
 Shareholders	Investors are the Company's supporters. The Company should protect their rights and interest, treat all of them fairly, and ensure that they have the right to fully know, participate in, and decide on the Company's material issues.	- Product innovation - Legal compliance - Ethics and integrity - Financial performance - Corporate governance - Operational risk management	Market Observation Post System	Irregularly	Various irregular announcements/material information announcements/announcements related to the shareholders' meetings
			Monthly revenue or quarterly financial report	Annually	Monthly revenue or quarterly financial report
			Shareholders' meeting	Annually	Shareholders' meeting minutes
			Official website, telephone, or email	Irregularly	Investor section and email
			Investor conference	Annually	Investor conference videos
 Suppliers	Long-term positive interactions with supply partners can ensure a stable supply of raw materials, materials, and services. In addition, measures taken together with supply partners can effectively prevent environmental pollution and labor rights violations.	- Supplier social assessment - Supplier environmental assessment - Energy consumption - Legal compliance - Financial performance - Information security	Supplier/contractor meetings	Irregularly	Meeting minutes/email/telephone/Webex.
			Contractor negotiation meetings	Annually	Meeting minutes
			Construction safety and health instructions	Irregularly	Safety, health, and environment commitment
			Auditing of suppliers/contractors	Annually	Audit reports
			Supplier questionnaires	Irregularly	Prohibited and restricted substances guarantee Prohibited and restricted substances survey

Categories of major stakeholders	Significance of stakeholders to the Company	Issue of concern	Communication channel	Frequency of communication	Communication records
 Customers	Customers are the main sources of revenue for the Company. The Company regards product quality, safety, and after-sales service as its highest commitment to customers. Maintaining high customer satisfaction with the Company will help increase customers' recognition of the Company.	◆ Supplier environmental assessment ◆ Supplier social assessment ◆ Product innovation ◆ Legal compliance ◆ Information security ◆ Customer service ◆ Ethics and integrity ◆ Financial performance ◆ Corporate governance ◆ Occupational safety and health ◆ Operational risk management ◆ Customer health and safety ◆ Energy conservation and carbon reduction ◆ Waste management ◆ Energy consumption ◆ Human rights policy ◆ Climate change response ◆ Water resource management	Meetings with customers	Irregularly	Email/telephone/Webex
			Customer satisfaction survey	Annually	Customer satisfaction survey questionnaire
			Auditing by customers	Irregularly	Customer feedback mailbox
			Customer questionnaire	Irregularly	Customer commitment or customer-related questionnaire
 Employees	Employees are the cornerstone of the Company's operations. The Company is committed to providing them with a healthy and diversified workplace so that they can work without worries.	◆ Ethics and integrity ◆ Financial performance ◆ Diversity and equal opportunity ◆ Employment ◆ Talent cultivation and retention ◆ Legal compliance ◆ Occupational safety and health ◆ Salary and benefits ◆ Human rights policy	Labor-management meetings	Quarterly	Meeting minutes
			Employee complaint email	Irregularly	Suggestion box
			Employee Welfare Committee meetings	Quarterly	Meeting minutes
			Department meetings and performance interviews	Regularly	Weekly report (according to the needs of each department)
			Internal announcement	Irregularly	Performance evaluation form
			Safety and Health Committee meetings	Quarterly	Meeting minutes

Categories of major stakeholders	Significance of stakeholders to the Company	Issue of concern	Communication channel	Frequency of communication	Communication records
 Banks	Banks are the main source of working capital. Through close communication and interaction with them, we can obtain stable and competitive working capital and ensure sustainable operation.	◆ Financial performance ◆ Legal compliance ◆ Energy conservation and carbon reduction ◆ Energy consumption ◆ Product innovation ◆ Social engagement ◆ Climate change response	Visits to banks	Irregularly	Email/Telephone
 Community	Social co-prosperity is the goal of sustainable operations, and the positive influence on society is enhanced by giving back to society.	◆ Social engagement ◆ Legal compliance ◆ Climate change response ◆ Energy conservation and carbon reduction ◆ Energy consumption ◆ Waste management ◆ Water resource management ◆ Air pollution control	Community meetings Donations to social charity activities	Irregularly	Emails, phone calls, and physical meetings Company website

1.4.2 Identification of actual and potential impacts

The issues of concern raised by various departments and key stakeholders in daily operations were selected and compiled by the Sustainable Development Working Group. At the same time, we referred to the specific topics of the 2021 GRI Standards and the SASB Standards, and assessed the actual and potential positive and negative impacts of these topics on the economy, the environment, and people. We identified 24 sustainability issues related to economic, environmental, and social aspects, ensuring that the sustainability information disclosed by Hsing Ta Cement in the environmental, social, and governance (ESG) aspects meets stakeholders' expectations. The positive and negative impacts of the Company's sustainability issues evaluated in 2025 are as follows.

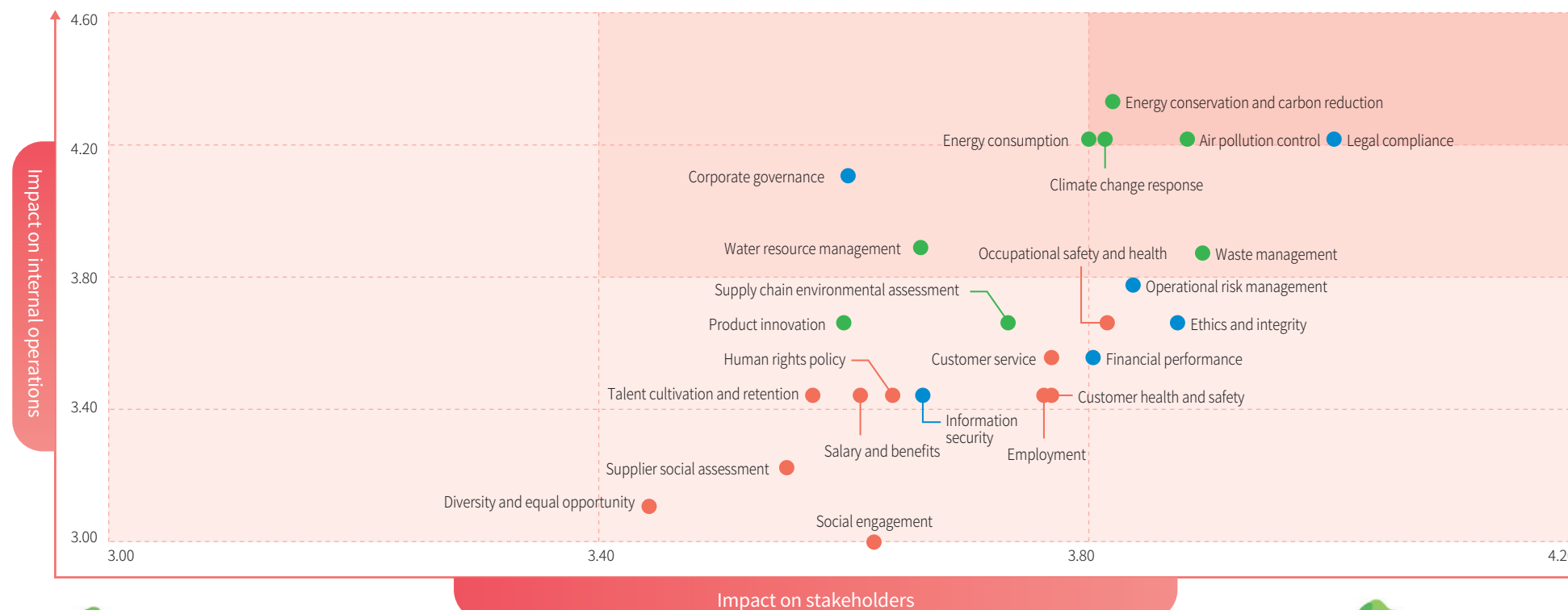
 Environmental E			 Social S			 Governance G		
●●● Actual Risk ▲▲▲ Potential Risk								
Sustainability issue	Positive impact	Negative impact	Sustainability issue	Positive impact	Negative impact	Sustainability issue	Positive impact	Negative impact
Energy consumption	●		Occupational safety and health	●		Legal compliance		▲
Energy conservation and carbon reduction		▲	Employment	●		Financial performance		▲
Air pollution control	▲		Talent cultivation and retention	●		Corporate governance	●	
Waste management	●		Supplier social assessment	●		Operational risk management	●	
Climate change response	▲		Salary and benefits	●		Ethics and integrity	●	
Water resource management	●		Social engagement	●		Information security	●	
Supply chain environmental assessment	●		Human rights policy	●				
Product innovation	●		Diversity and equal opportunity	●				
			Customer service	●				
			Customer health and safety	●				

1.4.3 Assessment of the significance of impacts and sorting of the most significant impacts for reporting

The Sustainable Development Working Group distributed an online questionnaire to key stakeholders regarding the 24 sustainability issues that were assessed for their positive and negative impacts. In 2025, a total of 83 valid copies of the questionnaire were returned, indicating the impacts of various sustainability issues on governance, the environment, and people as scored by key stakeholders. An online questionnaire was also distributed to the Company's management and independent directors, totaling nine copies of the questionnaire. They were asked to evaluate and score the impact of the Company's business activities and relationships on governance, the environment, and society based on sustainability issues. The above scores were combined to produce a material topic matrix. Finally, after discussions by the Sustainability and Risk Management Committee, the material topics of the year were determined, confirming that Hsing Ta Cement should prioritize the disclosure of 11 material topics covering the environmental, social, and economic aspects. Changes in this year's report compared to the previous year are listed in the table below. This report will explain the management approaches and related disclosure items for each material topic.

Changes in Material Topics in 2025

- + Added: Water resources management
- Deleted: Financial performance



Sorting of material topics to be reported based on their impacts

The members of the Sustainable Development Working Group referred to the results of the stakeholder impact assessment and the internal operation impact assessment, as well as the Company's sustainable development strategies, and sorted the material topics as follows:

Aspect	Sustainability issue	Sorting
 Corporate governance	Legal compliance	1
 Environmental	Energy conservation and carbon reduction	2
 Environmental	Air pollution control	3
 Environmental	Climate change response	4
 Environmental	Energy consumption	5
 Environmental	Waste management	6
 Corporate governance	Corporate governance	7
 Corporate governance	Operational risk management	8
 Environmental	Water resource management	9
 Corporate governance	Ethics and integrity	10
 Social	Occupational safety and health	11
 Environmental	Supply chain environmental assessment	12

Aspect	Sustainability issue	Sorting
 Corporate governance	Financial performance	13
 Social	Customer service	14
 Environmental	Product innovation	15
 Social	Customer health and safety	16
 Social	Employment	17
 Corporate governance	Information security	18
 Social	Human rights policy	19
 Social	Salary and benefits	20
 Social	Talent cultivation and retention	21
 Social	Supplier social assessment	22
 Social	Social engagement	23
 Social	Diversity and equal opportunity	24

1.4.4 List of material topics

Aspect	Material topics	Positive and negative impacts on Hsing Ta Cement	Internal impact boundary		External impact boundary					Corresponding GRI Standards	Disclosure in the report
			Companies	Shareholders/ Investors	Suppliers	Customers	Competent authorities	Banks	Community		
E	Energy conservation and carbon reduction Energy consumption	In response to the provisions of the Renewable Energy Development Act applicable to power users above a certain contract capacity, the Company is required to install renewable energy equipment or purchase renewable energy certificates. While this may increase operating costs in the short term, it also accelerates the energy transition, representing a potential negative impact.	●			●	●	●	●	GRI 302-1-302-5	3.1 Energy Management
	Air pollution control	The Nanshenghu Plant completed the bag filter replacement project, upgrading electrostatic precipitators in the raw material process to bag filters, significantly reducing particulate pollutant emission concentrations and resulting in a positive actual impact.	●				●		●	305-7	3.3 Pollution Control
	Climate change response	In response to the Climate Change Response Act, the Company must invest additional resources in equipment upgrades and technological improvements to ensure environmental compliance. At the same time, extreme weather events may disrupt the supply chain, increasing operating costs and risks and resulting in a potential negative impact.	●	●		●	●			GRI 302-1-302-5	3.5 Climate Change Response
	Waste management	Assist businesses in handling industrial waste, promote the circular economy, and enhance environmental benefits, thereby creating sustainable business opportunities and generating a positive actual impact.	●		●	●			●	GRI 306-3-306-5	3.3 Pollution Control
	Water resource management	The Company has fully achieved zero discharge of process water through retention, recycling, and reuse, and increased the recycled water substitution rate to 60%, resulting in a positive actual impact.	●	●		●	●			2-27	3.2 Water Resource Management
S	Occupational safety and health	The Company implements the ISO 45001 occupational safety and health management system. For the non-major occupational accidents that occurred in 2025, the safety and health department conducted root cause analyses and completed improvements to operating procedures and safety awareness initiatives. The Company maintained a record of zero major occupational accidents during the year, representing a positive actual impact.	●		●	●	●			GRI 403-1-403-10	4.3 Occupational Safety and Health

Aspect	Material topics	Positive and negative impacts on Hsing Ta Cement	Internal impact boundary		External impact boundary					Corresponding GRI Standards	Disclosure in the report
			Companies	Shareholders/ Investors	Suppliers	Customers	Competent authorities	Banks	Community		
G	Corporate governance	The Company is committed to strengthening corporate governance to ensure operational transparency and regulatory compliance in decision-making. Through sound board operations, internal control mechanisms, and risk management, the Company enhances corporate resilience and sustainability capabilities, representing a positive substantive impact.	●	●			●			GRI 2-10-2-21	2.1 Governance Practices
	Operational risk management	The Sustainability and Risk Management Committee regularly reviews climate, information security, and supply chain risks to ensure that the Company can respond promptly to changing conditions and maintain strong operational resilience, representing a positive actual impact.	●	●		●	●			Self-defined material topics	2.3 Risk Management
	Ethics and integrity	Upholding the core values of "diligence and fidelity, with trust as the highest principle," the Company adheres to integrity in management and has long maintained fair trading practices with its supply chain. With employees having an average tenure of over 10 years, this demonstrates a stable corporate culture and constitutes a positive substantive impact.	●	●	●	●			●	GRI 401-1-401-3 / 402-1	2.5 Customer service and supply chain sustainability 4.2 Right Person for the Right Place
	Legal compliance	Legal compliance is a cornerstone of Hsing Ta Cement's operations. Through comprehensive internal control and compliance monitoring mechanisms, the Company proactively identifies and mitigates operational risks. No major violations of laws and regulations occurred in 2025, representing a positive actual impact.	●	●		●	●			2-27	2.2 Ethical Corporate Management and Legal Compliance

02

Stewardship

CHAPTER.

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Material topics: Operational risk management/corporate governance

	Policy/ Commitment	◆ Shaping of a risk culture ◆ Effective preventive control ◆ Strengthen the corporate governance framework to ensure transparency, impartiality, and compliance in decision-making.
	Goals	◆ Implement sustainable environmental, social, and governance risk management
	Responsible Department/ Grievance Mechanism	◆ Responsible department: Stewardship Team ◆ Grievance mechanism: In the stakeholders section on the official website, stakeholders can directly contact the relevant departments and give feedback on relevant issues. https://reurl.cc/R2axvg
	Invested Resources	◆ Continuously strengthen the TCFD climate risk management framework. ◆ Establish a sustainability risk identification process covering the environmental, social, and governance dimensions. ◆ The Sustainable Development Working Group – Stewardship Team regularly reviews and assesses risks.
	Evaluation Mechanism	◆ The Sustainability and Risk Management Committee convenes at least once a year to review the results of annual risk identification and the effectiveness of implementation. ◆ Quarterly updates on sustainable governance are reported to the Board of Directors as a reference for senior management decision-making.



Corporate Governance Principles

➤ Establishing an effective corporate governance structure

➤ Protecting shareholders' rights and interests

➤ Strengthening the functions of the Board of Directors

➤ Exercise the supervisory role of the Audit Committee

➤ Respecting the rights and interests of stakeholders

➤ Enhancing information transparency

The Company believes that a sound board operation and effective risk control are at the core of robust corporate governance, which not only helps reduce operational risks but also strengthens competitiveness and creates brand value. We are committed to fostering a culture of integrity and accountability, adhering strictly to regulations, and implementing ethical business practices. Through a solid governance framework, the Company safeguards the rights and interests of investors and stakeholders while advancing sustainable development.

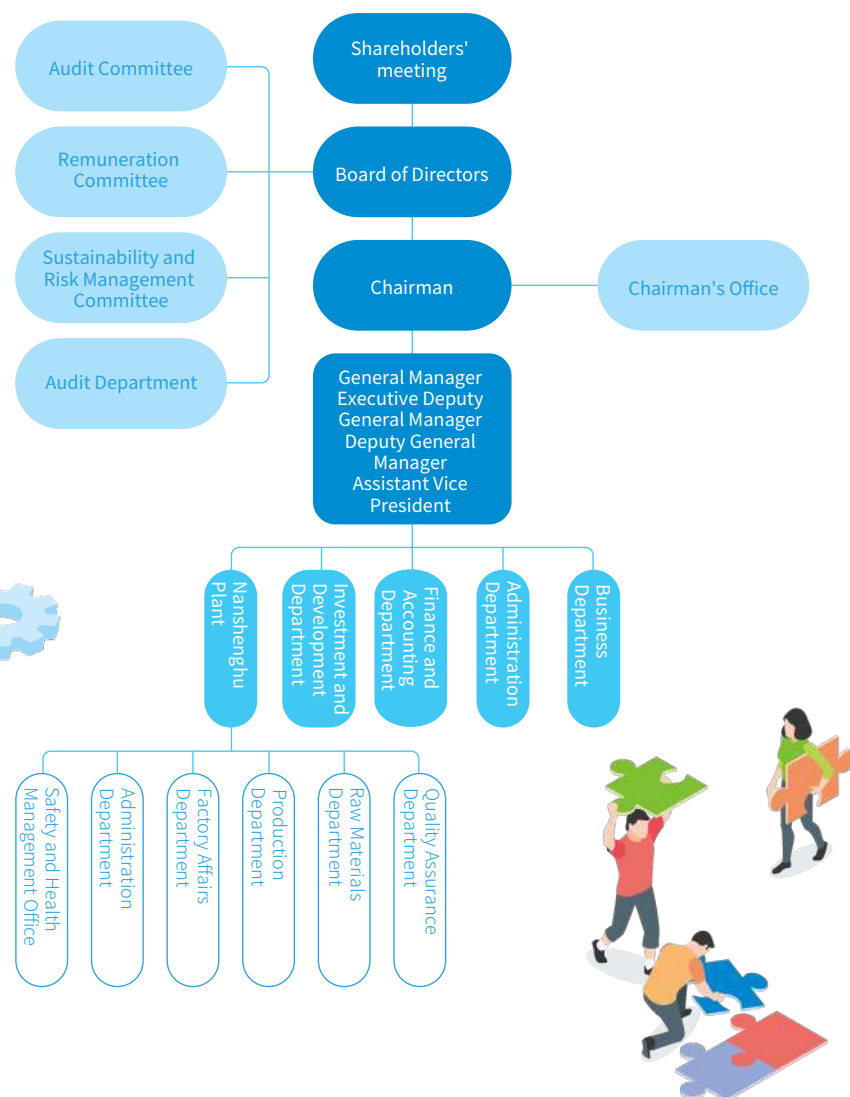
The Shareholders' Meeting is the Company's highest authority, convened annually in accordance with the Company Act and the Securities and Exchange Act. Major matters are reported and proposed by the Board of Directors. The Board, as the Company's highest governance body, fulfills its duties by formulating business strategies, reviewing financial performance, and ensuring compliance with laws and regulations. The Chairperson is responsible for promoting the strategies established by the Board of Directors, while the President is responsible for daily operations as well as the planning and implementation of sustainability strategies, with regular reporting to the Board, thereby ensuring clear division of responsibilities.

The Company's financial statements are audited and attested by PwC Taiwan to ensure accurate and timely disclosure of financial information. Looking ahead, Hsing Ta Cement will continue to strengthen board functions, enhance information transparency, and progressively integrate elements of sustainable governance into its corporate governance framework to achieve the objectives of responsible governance.

2.1 Governance Practices

Governance structure

Hsing Ta Cement Co., Ltd. – Organizational Chart



Responsibilities of governance units

Unit	Responsibilities
Audit Committee	Assisting the Board of Directors in overseeing the quality and integrity of the Company's implementation of accounting, auditing, financial reporting processes and financial controls.
Remuneration Committee	Improving the remuneration system for the Company's directors, supervisors, and managers, appointing them by resolution of the board, and convening meetings in accordance with the law.
Audit Department	Being responsible for matters related to the audit of internal control systems and the planning and review of rules and regulations.
Chairman's Office	Assisting the Chairman in matters related to the planning and promotion of the Company's development strategy, and the execution of the business plans and projects assigned by the Chairman.
Sustainability and Risk Management Committee	Responsible for reviewing the Company's risk management policies, strategies, material risk issues, and implementation results, as well as overseeing the effectiveness of responses to climate-related risks and opportunities. It regularly reports implementation results to the Board of Directors to ensure that the risk management mechanism adequately addresses the various risks facing the Company and guides resource allocation toward achieving the Company's sustainable development goals.
Business Department	Being responsible for matters related to product sales, logistics, marketing, assessment of the credit period of clients' notes, and supervision and assessment of local sales teams.
Administration Department	Being responsible for matters related to human resources, documentation, general affairs, procurement, fixed asset management, planning, execution and management of construction and maintenance, and computer operation management.
Finance and Accounting Department	Being responsible for matters related to finance, accounting, reinvestment, stock affairs, and corporate governance.
Investment and Development Department	Being responsible for matters related to market research, evaluation, execution and management of the investment and development of new businesses and resource recycle and reuse business.
Nanshenghu Plant	Being responsible for matters related to limestone mining and transportation, cement and clinker manufacturing, warehousing and delivery.

Note: Mr. Chih-Hsiung Yang serves as the Chairman of the Company and Mr. Ta-Kuan Yang serves as the General Manager of the Company. Thus, the Chairman does not concurrently serve as the General Manager of the Company, and the two are not directly related by blood.

2.1.1 Board of Directors

Hsing Ta Cement has established a corporate governance system in compliance with the Securities and Exchange Act and the Company Act of Taiwan. In order to strengthen the protection of shareholders' rights and interests, as well as the functions of the board, the Company's Corporate Governance Best-Practice Principles stipulate the requirements for board members. The Company nominates and elects qualified candidates based on fair, just, and open selection procedures, and regularly elects new board members based on the principle of meritocracy. At the same time, the diversity of the composition of directors is taken into consideration, including, but not limited to, the two major standards for basic requirements, values, and professional knowledge and skills. They should also generally possess the knowledge, skills, and qualities necessary to perform their duties. The board members of Hsing Ta Cement have extensive experience and professional capabilities in the fields of industry, accounting and finance, and are well versed in the development of the industry. The Company's Board of Directors currently consists of nine directors, including three independent directors, with extensive experience and expertise in accounting, finance, management, and technology. In addition, the Company pays attention to the gender equality of board members, and there is one female director, accounting for 11% of the board members.

The Board of Directors sets the Company's business strategy and is accountable to shareholders and other stakeholders. The directors faithfully perform their duties and exercise their duty of care as good managers with a prudent attitude. The execution of the Company's business and the operations and arrangements of various governance systems should be resolved by the board, except for matters that should be resolved by the shareholders' meeting in accordance with laws or the Articles of Incorporation. During board meetings, directors abide by the Company's Rules of Procedure for Board of Directors Meetings and uphold a high degree of self-discipline to recuse themselves from conflicts of interest. If directors have a personal interest in the proceedings of the board meeting for themselves or the juristic person they represent, they must explain the important aspects of that interest during the meeting. A director may not participate in the discussion and voting if it is likely to be detrimental to the Company's interests. They should recuse themselves from the discussion and voting and may not exercise voting rights on behalf of other directors.

The Board of Directors convenes at least once a quarter in accordance with the Rules of Procedure for Board of Directors Meetings to review the Company's business performance, discuss important strategic issues, and communicate key material events according to the Internal Material Information Handling and Insider Trading Prevention Procedures, including economic, environmental, and social impacts, risks, and opportunities. The board confirms the responsible units for subsequent handling during the meeting and follows up on the progress at the next meeting. When the unit in charge of board meetings provides various proposals and report materials to board members, it will review in advance whether the content of the reports is relevant to any stakeholders and any recusal is required, and parties concerned will be reminded in advance. In 2025, the Board of Directors held five meetings, and the attendance rate of all directors was 93.33%. In 2025, there were no instances of conflicts of interest requiring recusal by board members. A total of 23 pieces of material information were released in 2025. Please refer to the Market Observation Post System (MOPS) for related information.



▲ Market Observation Post System

Nomination and selection process for the Board of Directors and various committees

1

Required qualifications

In accordance with the Company's Articles of Incorporation, the Corporate Governance Best Practice Principles, and the Regulations Governing the Election of Directors and Independent Directors, a candidate nomination system was adopted for the election of directors, including independent directors. The board considered the Company's future operational development and accepted director candidates who were professionals in various fields, as nominated by the directors. The list of director (independent director) candidates was reviewed by the board, and they were found to possess the knowledge, skills, and qualities that directors (independent directors) should have.

2

Invitation and document review

The Chairman shall invite candidates with governance expertise or shareholders, each holding more than 1% of the Company's shares, to nominate candidates. Candidates shall fill out a statement of education and experience as a director (including independent directors) and attach a copy of their highest academic diploma, relevant credit certificates, or professional certificates. They must also provide proof of employment separation and certificates of service issued by their previous and current organizations, respectively. The board will review the candidates' qualifications and materials. Those who pass the review will be listed as candidates for directors (including independent directors).

3

Board resolution

The proposal for the nomination of candidates for directors (including independent directors) is submitted to the Board of Directors for discussion. After approval by resolution, it is submitted to the shareholders' meeting for an election. The directors shall be elected with reference to the Regulations Governing the Election of Directors and Independent Directors.

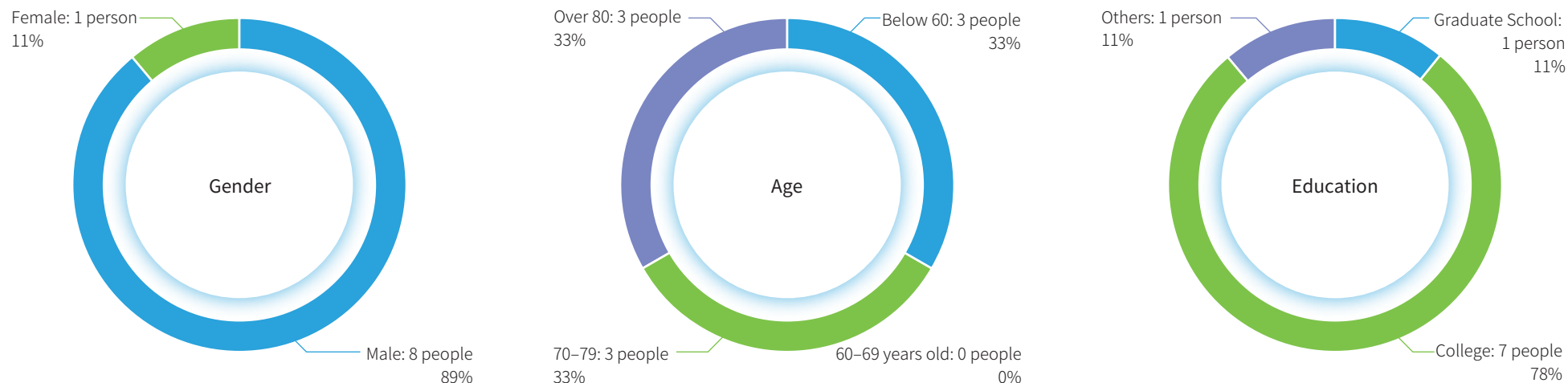
Board members

Title	Name	Attendance in person (%)	Number of other companies where the individual concurrently serves as a director	Capabilities in related fields	Shareholdings in competitors, suppliers, and customers
Chairman	Zhi-Xiong Yang	100%	0	Has more than five years of work experience and expertise in the cement industry and business management; is not under any circumstances under Article 30 of the Company Act.	None
Director	Chung-Hsiung Yang	100%	0	Has more than five years of work experience and expertise in the cement industry, finance, and business management; is not under any circumstances under Article 30 of the Company Act.	None
Director	Ren-Xiong Yang	100%	0	Has more than five years of work experience and expertise in the cement industry, trade, and business management; is not under any circumstances under Article 30 of the Company Act.	None
Director	Da-Qin Yang	100%	0	Has more than five years of work experience and expertise required in the cement industry; is not under any circumstances under Article 30 of the Company Act.	None
Director	Yin-Hsing Yang	60%	0	Has more than five years of work experience and expertise required in the cement industry; is not under any circumstances under Article 30 of the Company Act.	None
Director	Bo-Wei Yang	80%	0	Has more than five years of work experience and expertise required in the cement industry; is not under any circumstances under Article 30 of the Company Act.	None
Independent director	Rui-Tai Wu	100%	0	Has more than five years of work experience and possesses expertise in accounting, finance, and management, and is not subject to any of the circumstances set forth in Article 30 of the Company Act.	None
Independent director	Da-Xiong Chen	100%	1	Has more than five years of work experience and possesses expertise in accounting, finance, and management, and is not subject to any of the circumstances set forth in Article 30 of the Company Act.	None
Independent director	Li-Xiong Chen	100%	0	Has more than five years of work experience and possesses expertise in accounting, finance, and management, and is not subject to any of the circumstances set forth in Article 30 of the Company Act.	None

Note 1: Only the number of TWSE/TPEX-listed companies is counted for the number of companies where the individual concurrently serves as a director.

Note 2: The Board of Directors held five meetings in 2025.

Director diversity data/Year for 2025



In addition, to effectively control risks and increase professionals' willingness to serve as directors, the Company purchases liability insurance for all directors each year for an amount of NT\$90,000,000. The scope of insurance covers the Company and its subsidiaries. Directors and managers are the primary insured parties, protecting the Company, directors, and managers from the liability risks and expenses associated with alleged misconduct in the performance of their duties. This coverage alleviates concerns while they fulfill their responsibilities, reducing and diversifying the risks of directors' mistakes or negligence and the potential for significant damage to the Company and its shareholders.

Board of Directors training and performance evaluation

In order to strengthen the ethical standards for conduct for the Company's internal personnel and implement ethical management, we have established the "Code of Ethical Conduct," "Ethical Corporate Management Best-Practice Principles," and "Employee Code of Conduct." The contents include the prevention of conflicts of interest, avoidance of personal gain, confidentiality, fair trade, protection and proper use of corporate assets, compliance with laws and regulations, encouragement of reporting any illegal or unethical behavior, and disciplinary measures. Relevant standards are implemented after being approved by the board and are sent to independent directors, and reported at shareholders' meetings. Anti-corruption policies are communicated and promoted to employees. At the same time, we actively raise directors' awareness of following the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and advise them to take at least six hours of training each year on corporate governance topics during their term of office. In addition to courses on finance, risk management, business, commerce, law, accounting, sustainability, internal control systems, and financial reporting responsibilities, we continue to arrange courses on sustainable performance management, corporate governance, legal compliance, risk management, and anti-money laundering and combating the financing of terrorism for directors and employees.

Continuing education of directors in 2025

Title	Name	Date	Organizer	Title of course	Training hours (H)	Total hours of continuing education in the year (H)	Sustainability related
Director	Zhi-Xiong Yang	February 21, 2025	Taipei Foundation of Finance	◆ Corporate Governance – Niches of Carbon Finance, Green Finance, and Sustainable Finance in Financial Transformation	3	9.0	✓
		July 09, 2025	Taiwan Stock Exchange	◆ 2025 Cathay Sustainable Finance and Climate Change	6		✓
Director	Chung-Hsiung Yang	February 14, 2025	Taiwan Project Management Association (TPMA)	◆ Listed Director Continuing Education Course – Board of Directors vs. Management Team	3	9.0	
		August 21, 2025	The Greater Chinese Financial Development Association.	◆ The Impact of Carbon Pricing on Business Operations	3		✓
		October 22, 2025	The Greater Chinese Financial Development Association.	◆ Industrial development and future opportunities of generative AI	3		
Director	Ren-Xiong Yang	February 21, 2025	Taipei Foundation of Finance	◆ Corporate Governance – Niches of Carbon Finance, Green Finance, and Sustainable Finance in Financial Transformation	3	9.0	✓
		July 09, 2025	Taiwan Stock Exchange	◆ 2025 Cathay Sustainable Finance and Climate Change	6		✓
Director	Da-Qin Yang	February 17, 2025	Taipei Foundation of Finance	◆ Corporate Governance – Sustainable Environment Carbon Management – Low-Carbon Transition Pathway Planning – Carbon Credits and Carbon Pricing	3	14.0	✓
		February 21, 2025	Taipei Foundation of Finance	◆ Corporate Governance – Niches of Carbon Finance, Green Finance, and Sustainable Finance in Financial Transformation	3		✓
		April 17, 2025	Industrial Technology Research Institute	◆ Toward Net Zero Emissions: Starting with Environmental Leadership; Under the Global Trend Toward Plastic Reduction: Industrial Transformation and Opportunities; The Carbon-Priced Era: The Development of Taiwan's Carbon Trading Market; Toward Net Zero: Industries Seizing New Business Opportunities	2		✓
		July 09, 2025	Taiwan Stock Exchange	◆ 2025 Cathay Sustainable Finance and Climate Change	6		✓
Juristic Person Director	Bo-Wei Yang	February 17, 2025	Taipei Foundation of Finance	◆ Corporate Governance – Sustainable Environment Carbon Management – Low-Carbon Transition Pathway Planning – Carbon Credits and Carbon Pricing	3	9.0	✓
		July 09, 2025	Taiwan Stock Exchange	◆ 2025 Cathay Sustainable Finance and Climate Change	6		✓

Title	Name	Date	Organizer	Title of course	Training hours (H)	Total hours of continuing education in the year (H)	Sustainability related
Director	Yin-Hsing Yang	February 21, 2025	Taipei Foundation of Finance	◆ Corporate Governance – Niches of Carbon Finance, Green Finance, and Sustainable Finance in Financial Transformation	3	15.0	✓
		June 18, 2025	Foundation for Financial Legal Affairs and Anti-Fraud	◆ 2025 2nd Corporate Governance Practice Seminar: Analysis of Practical Cases Involving Shareholders' Meeting Disputes	3		
		July 09, 2025	Taiwan Stock Exchange	◆ 2025 Cathay Sustainable Finance and Climate Change	6		✓
		October 03, 2025	Taiwan Stock Exchange	◆ Insider Trading Prevention Seminar 2025	3		
Independent director	Rui-Tai Wu	March 20, 2025	Taiwan Academy of Banking and Finance	◆ Corporate Governance Seminar	3	6.0	
		November 17, 2025	The Greater Chinese Financial Development Association.	◆ Digital transformation and AI application	3		
Independent director	Da-Xiong Chen	April 29, 2025	Corporate Organization Association.	◆ Corporate Governance and Securities Regulations: Senior Executives of TWSE/TPEx Listed Companies' Understanding of the Competent Authority's Supervision.	3	12.0	
		June 10, 2025	Taiwan Corporate Governance Association	◆ Practical Operation of the Sustainability Committee (Chief Sustainability Officer and Working Group)	3		✓
		June 18, 2025	Foundation for Financial Legal Affairs and Anti-Fraud	◆ 2025 2nd Corporate Governance Practice Seminar: Analysis of Practical Cases Involving Shareholders' Meeting Disputes	3		
		July 29, 2025	Securities and Futures Institute	◆ Commissioned by USI Management Consulting Corporation: Advanced Seminar for Directors and Supervisors, Including Independent Directors, and Corporate Governance Officers, "Industrial Case Studies in Smart Manufacturing and Digital Decision-Making."	3		
Independent director	Li-Xiong Chen	August 22, 2025	Chinese National Association of Industry and Commerce, Taiwan	◆ 2025 Taishin Shin Kong Net-Zero Summit	3	6.0	✓
		December 16, 2025	The Greater Chinese Financial Development Association.	◆ The "Legalization" of Stablecoins: Ushering in Global Currency Competition	3		✓
Total training hours (H)						89.0	59
Sustainability-related training (%)						66%	

The Company has established the "Regulations Governing the Self-Evaluation or Peer Evaluation of the Board of Directors." According to Article 2 of the Remuneration Committee Charter, the Company conducts a performance evaluation every year before the first quarter of the following year. The self-evaluation questionnaire is used to assess the performance of the Board of Directors. It includes items such as attendance at board meetings, pre-meeting understanding and participation in motion discussions, interaction with the management team, compliance with laws and regulations, adherence to best-practice principles, improvements in corporate governance, ongoing training in corporate governance courses, understanding of the Company, its management team, and the industry in which it operates, as well as other items designated by the competent authority. It aims to regularly evaluate the performance of directors and managers. In order to strengthen the functions of the functional committees of the Board of Directors, the Company added the performance evaluation of functional committees in 2023, including the evaluation of members of the Audit Committee and the Remuneration Committee. The evaluation results of the Board of Directors and functional committees in 2025 were reported to the competent authority in 2026 and announced on the Company's official website. In order to increase the independence of the evaluation, the Company plans to have an external professional independent institution or a team of external experts and scholars conduct the evaluation once every three years in the future.

Hsing Ta Cement continues to be committed to sustainable development and will gradually plan to incorporate sustainability goals and performance into the compensation system for directors and managers. As the Company's internal sustainability culture continues to mature, it will also remain attentive to external trends and, in due course, consult with the Compensation Committee on whether to formally incorporate sustainability performance into the compensation evaluation mechanism.

Promotion of corporate governance

The Company's General Manager is also the chief corporate governance officer, responsible for overall planning and execution, providing the information required by directors and Audit Committee members to perform their duties, handling matters related to the Board of Directors and shareholders' meetings according to laws, handling company registration and registration of changes, and preparing the minutes of board meetings and shareholders' meetings. Corporate governance implementation in 2025: <https://www.hsingta.com.tw/service/corporate-governance>.

Stakeholder consultation and grievance channel

In order to implement the core value of the Company's ethical corporate management culture, the Company has established a reporting system according to Article 23 of the Company's "Ethical Corporate Management Best-Practice Principles" and clearly established the Company's reporting channels and investigation procedures to implement the Company's Corporate Management Best-Practice Principles as required and safeguard the legal rights of whistleblowers.



Whistleblowing channel

- ◆ Unethical and improper conduct reporting system: <https://www.hsingta.com.tw/whistle>
- ◆ Whistleblowing hotline: (02)2381-6731 ext. 109
- ◆ Reporting email: cys@hsingta.com.tw

In addition, to actively and extensively understand the needs of various stakeholders and continue to respond to their topics of concern, the Company maintains interactions with stakeholders through dedicated contact points in daily business activities. In addition to the company profile and product information, a stakeholder section has been created on the official website to provide diverse communication channels, such as email and a hotline, serving as a means of communication between stakeholders and the Company. This aims to promote smooth communication of internal and external opinions and information while meeting the needs of stakeholders in a timely manner.

- ◆ Stakeholders section: <https://reurl.cc/R2axvg>.

2.1.2 Functional Committees

Audit Committee

In accordance with the Articles of Incorporation and Article 3 of the Regulations Governing the Exercise of Powers by Audit Committees of Public Companies, the Company has established an Audit Committee consisting of three independent directors with exceptional professionalism. The purpose of the operation of the Audit Committee is to ensure that the Company's operations comply with relevant government laws and regulations, and is responsible for supervising the following matters:

- Fair presentation of the Company's financial statements.
- The appointment (dismissal), independence and performance of attesting CPA.
- Material financial or business activities in which the Company engages, such as the acquisition or disposal of assets, derivative trading, lending funds to others, or providing endorsements or guarantees for others as stated in Article 36-1 of the Securities and Exchange Act.
- Effective implementation of internal control.
- Compliance with the relevant laws and regulations.
- Management and control of the Company's existing or potential risks.



- ◆ In 2025, the Audit Committee held **four** meetings, and the attendance rate was **100%**.
- ◆ For the detailed operation of the Audit Committee, please refer to the official website: <https://www.hsingta.com.tw/service/corporate-governance>



▲ Members and operations

Remuneration Committee

In order to improve corporate governance and the remuneration system for the Company's directors and managers, Hsing Ta Cement has complied with Article 14-6 of the Securities and Exchange Act and the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange. The Company has established the Remuneration Committee to evaluate its directors' and managers' remuneration policies and systems in a professional and objective manner and has formulated the Remuneration Committee Charter as a basis for compliance.

In accordance with Article 26 of the Articles of Incorporation, the Company pays remuneration to its directors. The remuneration to directors and supervisors should be from the Company's net income before tax (i.e. the pre-tax income is the income before the remuneration of employees and directors is deducted) for the year. If there is a profit, no less than 1% to 3% should be allocated for employee remuneration, and no more than 5% for director remuneration. However, if the Company still has a cumulative deficit, it should reserve the amount needed to compensate for it in advance and then allocate employee and director remuneration in accordance with the percentages mentioned above.

If there is a surplus in the annual final account, the Company should first pay the profit-seeking enterprise income tax and make up for a cumulative deficit, if any; appropriate 10% of the remaining balance as the legal reserve and a special reserve as necessary. The Board of Directors should make a distribution proposal based on the above earnings after the distribution and the cumulative undistributed earnings from previous years and submit it to the shareholders' meeting for approval.

The annual remuneration of the Company's managers includes salaries, bonuses, and employee bonuses distributed from the earnings. The relevant remuneration is subject to the general standards of the industry, with the reasonableness of the relations between individual performance, the Company's operating performance, and future risks considered, before suggestions are made to the board as a reference in its decision-making.

In 2025, the Remuneration Committee held **two** meetings, with an attendance rate of **100%**. For detailed information on the operation of the Committee, please refer to the Company's website and the Hsing Ta Cement Annual Report → "Chapter 3 Corporate Governance Practices" → "(IV) Composition, Duties, and Operation of the Remuneration Committee."



▲ Remuneration Committee

Sustainability and Risk Management Committee

This Committee is composed of three independent directors and is intended to assist the Board of Directors in overseeing the Company's risk identification and control processes and ensuring the implementation of sustainable operating strategies, so as to enhance the Company's overall resilience and commitment to social responsibility. Pursuant to the authorization of the Board of Directors, this Committee shall exercise the due care of a good administrator and faithfully perform the following duties, and report to the Board of Directors. Its duties mainly include the following:

1. Formulate, promote, and strengthen the Company's sustainable development and risk management policies, annual plans, and strategies.
2. Review, track, and revise the implementation and effectiveness of sustainable development and risk management.
3. Supervise the disclosure of sustainability and risk management matters and review the ESG report.
4. Supervise other material matters related to sustainable development and risk management as resolved by the board or required by the competent authority.

◆ Operations during the year

The term of office of this committee is from August 13, 2024 to June 18, 2027. The committee held one meeting in 2025. The professional qualifications, experience, and operation of the committee are as follows:

Title	Name	Professional knowledge and capabilities in sustainability possessed	Attendance in person (times)	Number of attendance by proxy	Attendance Rate (%)
Independent director	Rui-Tai Wu (Convener)	Financial Governance and Risk Oversight	1	0	100%
Independent director	Da-Xiong Chen	Sustainable Finance and Capital Management	1	0	100%
Independent director	Li-Xiong Chen	Stakeholder engagement and social impact	1	0	100%

2.1.3 Audit Department and internal audit

The Audit Department is an independent unit under the Board of Directors. It is responsible for the execution of audit business and is equipped with two full-time auditors, including the chief auditor and an auditor. The appointment and dismissal of the chief auditor is approved by the board. The internal auditors perform their duties in an objective and fair position, and the chief auditor also attends the board meetings to report in accordance with the regulations. In the fourth quarter of each year, we formulate an audit plan for the following year based on the risk assessment results. Afterwards, we implement the audit plan approved by the Board of Directors and prepare an audit report based on the audit results with internal audit defects found during the audit process and the responsible units' improvement measures and submit it to the Chairman for review to ensure the continuous and effective implementation of the internal control system. The Company reports the annual audit plan, the roster of auditors and their training hours, the implementation of the annual audit plan, the statement of the internal control, and the improvement to the defects and abnormalities of the internal control system to the competent authority according to the regulations. There were no major defects found during the internal audit in 2025, and all relevant improvements have been completed.

Audit Flowchart



2.2 Ethical Corporate Management and Legal Compliance

Material topics: Legal compliance/Ethics and integrity



Policy/ Commitment

- ◆ The Company conducts its business activities in full compliance with applicable laws and regulations, while continuously monitoring domestic and international policies and regulations that may affect its operations. This ensures effective legal compliance and establishes a corporate culture of lawful management and integrity in governance.



Goals

- ◆ No major violations of laws and regulations occurred during the year / No major complaints were received from stakeholders.



Responsible Department/ Grievance Mechanism

- ◆ Responsible department: Stewardship Team
- ◆ Grievance mechanism: In the stakeholders section on the official website, stakeholders can directly contact the relevant departments and give feedback on relevant issues. <https://reurl.cc/R2axvg>



Invested Resources

- ◆ Governance: The Company has an ethical corporate management team and the Administration Department is the executive unit, and the Board of Directors and the management regularly promote and continuously supervise the implementation.
- ◆ The Company has established the "Ethical Corporate Management Best-Practice Principles," "Code of Ethical Conduct," and "Employee Code of Conduct" as the basis for employees and stakeholders to follow.
- ◆ Senior management takes the lead in implementing regulatory compliance, with internal training provided to strengthen all employees' adherence to laws, regulations, and internal policies.
- ◆ Environment, safety, and health: We formulate relevant management methods, supervision measurement, and performance management methods to manage the occupational safety, health, and environmental laws and regulations, and other matters that should be followed in relation to the Company's operating activities, products, or services to ensure full compliance with laws and regulations.
- ◆ Grievances/Whistleblowing: The "Procedures for Reporting Dishonesty and Misconduct" and "Procedures for Investigating Reports" have been established, and platforms and information communication channels for reporting misconduct have been set up on the Company's website and with a mailbox, and relevant information has been announced by email and bulletin boards.



Evaluation Mechanism

- ◆ We regularly report to the Board of Directors on the implementation of the Company's ethical corporate management policy. The date for the implementation report in 2025 was March 12, 2026.
- ◆ The Company also organized internal and external education and training on ethical corporate management issues in 2025 (including ethical corporate management, compliance, safety and health management, accounting systems, and internal control) with 3,781.5 hours and 557 participants.
- ◆ In 2025, the Company did not have any record of major violations in various aspects, including ethical management, anti-competition, business accounting, environmental protection, labor rights, occupational safety and health and product liability, socioeconomics, customer privacy, and customer health and safety.

Note: Major violations refer to those with a fine of more than NT\$500,000.

2.2.1 Ethical corporate management

Each department of the Company interacts with stakeholders through routine channels regularly. If there is a potential significant negative impact between stakeholders and the Company, the responsible department will perform due diligence on the financial position and market reputation of the stakeholders and report the investigation results to the General Manager and the Chairman. The Chairman, depending on whether the specific findings cause significant harm to the Company's overall operations, will assess whether to report to the Board of Directors. Finally, the Board of Directors will approve by resolution the due diligence report submitted by the department. In 2025, there were no potential negative material incidents between the Company and stakeholders, so there was no record of such reporting to the Board of Directors. Hsing Ta Cement understands that the current due diligence of stakeholders' financial position and market reputation is not sufficient. In the future, depending on the influence of stakeholders, the scope of due diligence will include stakeholders' legal compliance, environmental protection, and labor rights records, making our due diligence of stakeholders and the role of the board in facing potential negative material impacts be more complete.

The Company's organizational culture "integrity first" has shaped Hsing Ta Cement's core value. To ensure that the Company's ethical management philosophy is implemented throughout the Company, the Company has valued the morality of employees and formulated the "Ethical Corporate Management Best-Practice Principles," "Code of Ethical Conduct," and "Employee Code of Conduct," emphasizing the core corporate values of integrity, innovation, discipline, positivity, and customer trust, with connecting the world with innovation and care as our mission. In accordance with the Company's "Ethical Corporate Management Best-Practice Principles," an ethical corporate management team has been established under the Board of Directors, and the Deputy General Manager is appointed as the convener. The Administration Department promotes the implementation and assists the management in reviewing and evaluating the implementation of preventive measures for ethical corporate management, while regularly evaluating relevant business processes. The promotion of ethical corporate management in each year will be reported to the first board meeting in the following year. On new employees' first day of work, the Administration Department will raise their awareness of integrity. At the same time, the management will be required to lead by example and abide by the principle of integrity to subtly shape the overall integrity culture of the Company.

- ◆ It reported to the Board of directors on the implementation of the Company's ethical management for 2025 on March 12, 2026.
- ◆ The Company also organized internal and external education and training on ethical corporate management issues in 2025 (including ethical corporate management, compliance, safety and health management, accounting systems, and internal control) with a total of **3,781.5** hours and **557** participants.

Hsing Ta Cement has also established a complaint/reporting channel, where stakeholders can make a complaint, and the case will be filed and investigated by designated personnel. In 2025, we did not receive any complaint. In addition, through the Stewardship Team under the Sustainable Development Working Group, Hsing Ta Cement is responsible for designing and reviewing grievance channels and accepting cases. In the future, stakeholder communication meetings will be held with customers and suppliers to communicate and discuss such cases as a reference for improving the complaint mechanism.

2.2.2 Legal compliance

Legal compliance is the cornerstone of corporate security and sustainable development. Effective legal compliance can prevent fraud, reduce the loss of labor, time, and expenses, such as judicial investigation, fines, lawsuits, and negative news, and enhance corporate image and attract high-quality independent directors, employees, and transaction counterparties, so that the Company, shareholders, and stakeholders can jointly create a win-win situation. In terms of corporate governance, the Company has established an Audit Committee to supervise the Company's financial position and internal control system, and formulated the Rules of Procedure for Board of Directors Meetings to strengthen the functions of the board.

In terms of personnel management, the Company has established and implemented whistleblowing channels, and at the same time, the management has set an example, requiring each employee to ensure that relevant business conduct is in compliance with laws and the Company's policies and internal regulations, thereby ensuring compliance by each unit through internal control operations. In terms of personnel training, the Company also protects the lawful labor rights and interest of employees in accordance with labor laws and regulations, and provides training on laws and regulations related to business implementation to employees of different units and different job levels to ensure that the Company's operations are in compliance with the requirements of various laws and regulations.

In terms of the environment, safety, and health, Hsing Ta Cement ensures compliance with workers' safety and environmental protection laws and regulations through the implementation of the ISO 45001 occupational safety and health management system and environmental management mechanism. An emergency response plan is in place for its plants; an emergency response command center has been established, and an emergency response team has been planned. When an emergency occurs, the emergency response team will carry out an emergency response and handling. In addition, the Company is committed to providing all employees with a safe and reasonable working environment and protecting their rights and interests. We regularly offer safety and health education and training for employees, including the provision of necessary health and first-aid facilities, and are committed to reducing hazards to employees' safety and health and preventing occupational accidents.

In 2025, the Company did not have any record of major violations in various aspects, including ethical management, anti-competition, business accounting, environmental protection, labor rights, occupational safety and health and product liability, socioeconomics, customer privacy, and customer health and safety.

2.3 Risk Management

The Company's risk management is carried out by the Stewardship Team under the Sustainable Development Working Group. Each team is responsible for risk management according to its respective functions. The process is as follows: Each team first recognizes, analyzes, and measures the potential internal risks of the business operations; selects the appropriate method to control, handle, manage, and monitor the risks, and then formulates countermeasures against high-risk items; and conducts either centralized management or hierarchical implementation according to the characteristics of different risks, so that all high-risk items can be effectively controlled in a timely manner.



Category of risk	Risk description	Risk countermeasure
 Sustainable environment	Carbon costs derived from greenhouse gas emissions	- Completed the bag filter replacement project, upgrading electrostatic precipitators in the raw material process to bag filters, effectively reducing particulate pollutant emission concentrations and electricity consumption. - Since 2013, the Company has continuously implemented ISO 14064-1 greenhouse gas inventories and has passed third-party verification for four consecutive years to ensure the validity of the inventories. - Completed the ISO 14067 product carbon footprint inventory and obtained third-party BSI assurance statements and the Ministry of Environment "Carbon Footprint Label" in 2025. - In response to carbon fee collection, the Company's "voluntary reduction plan" has been approved by the Ministry of Environment. The Company implements carbon reduction measures and reduces greenhouse gas emissions, thereby effectively managing and mitigating the impact of carbon fees on operating costs. - In 2025, the Company continued to promote energy-saving and carbon reduction projects and further purchased renewable energy certificates to increase the proportion of green energy use and reduce carbon emissions. - The Company has completed the application for the CNS Mark of Hydraulic Blended Cement – Limestone Cement and continues to seek alternative raw materials to replace clinker ratios in order to reduce carbon emissions at the source.
	Climate change	- The impact of torrential rain is becoming more and more serious, causing raw materials stacked in the open to become damp, increasing heat consumption due to drying. In the plant area, the waterproof facilities and daily drainage system maintenance are strengthened, and personnel response drills, including stakeholder communication, are conducted to reduce the impact of torrential rain. - Regarding the impact of typhoons, when a typhoon warning is issued, a typhoon prevention team is formed to accurately keep abreast of the trend of the typhoon and the situation in the plant, and the typhoon forecast in the plant is issued, so that the personnel can effectively understand the typhoon situation and take prevention measures, and strive to minimize the impact of the typhoon. When a flood occurs, the typhoon prevention center coordinates manpower to respond to the situation and address it and continues the subsequent recovery work after the flood subsided. - The global warming continues to rise, resulting in an increase in the cost of electricity consumption. The Company reduces energy consumption and protects personnel safety through green procurement, energy efficiency of refrigeration and air conditioning equipment, and the addition of solar energy equipment to generate green electricity for self-consumption.
	Supplier business continuity	- The Company has established a supplier management policy and requires suppliers to sign and fulfill their responsibilities for sustainable development. In the future, environmental and social due diligence/audit of suppliers will be conducted as appropriate. - In the future, it is planned to keep abreast of the management and implementation of suppliers in terms of sustainable development. We continue to encourage suppliers to value ethics, protect labor rights, pay attention to the labor working environment, safety and health, and environmental sustainability, and develop products that reduce environmental impact.
	Compliance with environmental laws and regulations	Through the proper operation of the environmental management system, the Company ensures that the air pollution, water pollution, waste management, and chemical management are in compliance with the legal requirements.
 Co-prosperity in society	Occupational safety	- Offer occupational safety and health training for new employees and existing employees. - Continue to implement the ISO 45001 occupational safety and health management system and uphold the spirit of legal compliance, risk management, hazard prevention, and continuous improvement to achieve a healthy workplace.
	New infectious diseases	- Form a task force. - Continue to monitor pandemic information and make timely adjustments in response to government regulations. - Implement a substitute mechanism. - Implement mechanisms for response to new infectious diseases.
	Labor shortage	When faced with labor shortage due to the industry and the macro environment, we seek to improve our capabilities through internal training and explore multiple external recruitment channels, and seek technical and talent development cooperation with the community or academia to cope with labor shortage.

Category of risk	Risk description	Risk countermeasure
 Corporate governance	Operational risk	◆ In July 2025, the government imposed anti-dumping duties of up to 23.2% on cement imported from Vietnam. The Cement Manufacturers' Association also continued to seek anti-dumping and provisional duties on cement imported from Japan and Indonesia, while closely monitoring Taiwan's CBAM and advocating the imposition of border carbon fees on imported cement to reduce unfair competition. ◆ The government's measures to curb the housing market have led to a downturn in the property market and weakened demand in the concrete market. To maintain sales performance, the Company will flexibly adjust its pricing strategy and offer special long-term preferential pricing, where appropriate, to customers with good credit standing and large purchase volumes to mitigate the risk of future declines in sales volume. ◆ In addition to the commercial production and sale of low-carbon limestone cement, the Company plans to install an additional vertical roller mill for limestone powder in 2026. As fly ash production is expected to decline in the future, the Company will be able to sell limestone powder as a partial substitute for fly ash, thereby enhancing its competitiveness in the industry.
	Financial risk	◆ The Group has had a sound financial structure, used funds conservatively and prudently, kept abreast of financial information at all times, and used financial instruments in a conservative and prudent way to reduce the risk of changes in interest rates and exchange rates.
	Ethical and integrity risk	◆ Promote internal regulations such as the "Ethical Corporate Management Best-Practice Principles" and the "Code of Ethical Conduct," and implement education and training, internal audits, and whistleblowing mechanisms to reduce governance risks.
	Information security	◆ A designated Chief Information Security Officer and information security personnel are responsible for management and control. ◆ Organize annual information security-related courses and monthly information security information promotion to enhance employees' information security awareness. ◆ Plan to establish an information security section on the employee website to promote and share internal information security information. ◆ Continue to regularly change company personal account ID and passwords and set complex password rules. ◆ Continue to set the PC to automatically lock the screen. ◆ Use the Fortinet next-generation VPN system.
	Raw material supply and demand risk management	◆ In response to the uncertainty of the supplier's supply of goods, in addition to the development and transfer of the supply country, hedging procurement is carried out to reduce the risk of interruption of supply. ◆ We adopt a logistics collection mechanism and require suppliers to manage risks, while working with companies in the same industry to share vessel transportation, using an arrangement for payment upon arrival at the port, and taking out marine cargo insurance for raw materials to reduce the risk of damage to raw materials and the control risks associated with fragmented shipments.

Information security

Hsing Ta Cement's Chief Information Security Officer and dedicated personnel are responsible for the Company's information security protection, including information security strategy formulation, information security risk assessment and management, and information security incident response. We regularly offer information security education and training for all employees to enhance their information security awareness in daily operations. It is to meet the requirements of stakeholders, protect product and service information, prevent unauthorized access, modification, use, disclosure, and losses caused by natural disasters; gain the trust of customers and suppliers; ensure the continuous operations of the Company's important business; and fulfill our commitments to shareholders. We strive to ensure the confidentiality, integrity, and availability of important information assets and comply with relevant laws and regulations through the implementation of the information security management policy.

Information security policy

In order to implement and enhance information security management, we ensure the confidentiality, integrity, availability, and legitimacy of data, systems, equipment, network security, and the information assets to which they belong; comply with relevant laws, regulations, and contract requirements to protect them from internal and external deliberate or accidental threats. All our employees work together to achieve the following policy goals:

- Ensure the confidentiality and integrity of information assets.
- Ensure that data access is regulated according to departmental functions.
- Ensure the continuous operation of the information system.
- Prevent unauthorized modification or use of data and systems.
- Regularly perform information security audits to ensure the implementation of information security.
- Establish a remote backup system according to the risk level of the Company's information system to ensure data security.
- As network applications become more diverse, continuously enhance security defense capabilities to prevent information security threats.

Short-Term Goals

- ◆ Update network equipment to strengthen protection capabilities and ensure the security of information systems and the network environment.
- ◆ Upgrade the Mail Spam system to strengthen email protection and prevent malicious email attacks.

Medium- and Long-Term Goals

Establish a safe and reliable computerized operating environment to ensure the security of company data, systems, equipment, and networks, thereby protecting the Company's interests and ensuring the sustainable operation of the information systems of all units.

Policy/ Commitment

- ◆ Zero information security incidents each year
- ◆ Enhance employee information security awareness
- ◆ Ensure service availability

Information security policy

The Administration Department is responsible for the Company's overall information security business. It is responsible for formulating the Company's information security policy, planning, and implementing information security protection and information security policies. In order to prevent various internal and external information security threats, the Company takes various information security measures to improve the security of the overall information environment.

Item	Policy statement
 Cyber security control	◆ Implement firewall controls. Have Norton and the firewall inspect data packets to block connections to malicious programs or URLs. ◆ Scan the computer system and data storage media for viruses in real time. ◆ Continue to filter malicious emails. ◆ The endpoint equipment management system has been adopted and is continuously monitored using the Fortinet system. ◆ Continue to set the PC to automatically lock the screen. ◆ Implement regular vulnerability scanning projects as appropriate in the future. ◆ Establish a system record for real-time monitoring of various network services depending on the situation to track abnormalities in the future. Collect and analyze information security logs and adjust information security policies on a regular basis. ◆ Establish a threat detection and response service system as appropriate in the future to complete endpoint detection, advanced threat analysis, monitoring, and event reporting to strengthen the overall defense of corporate information security.
 Data access control	◆ Have designated personnel keep and manage computer equipment and set user IDs and passwords. ◆ Before equipment is retired, confidential and sensitive data as well as licensed software must be removed or overwritten. ◆ Access rights to information system accounts are subject to appropriate application and approval. ◆ All system accounts are secured with strong passwords, and error input controls are enforced. ◆ Permit the access to the information system based on users' rights and responsibilities.

Item	Policy statement
 Disaster recovery mechanism	◆ Implement a backup mechanism based on the risk level of the information system. ◆ Regularly review the emergency response plan. ◆ Conduct system recovery drills every year. ◆ Establish a system backup mechanism and implement off-site backup.
 Information security promotion and review	◆ Regularly promote information security information to enhance employees' awareness of information security. ◆ Irregularly offer information security education and training courses and seminars. ◆ Regularly produce information and communication security work reports and submit them to the Board of Directors every year.

Investment of resources in information security

- Update information security equipment and software. In 2025, about NT\$3.65 million was invested in information security.
- In 2025, a total of 12 information security awareness sessions were conducted, with cumulative employee participation reaching 1,248 attendees.
- In 2025, information security personnel completed a total of 50 hours of training, with 21 attendances.

Specific achievements

Contents and results of the audits of the Information Department conducted by the internal and external auditors (CPAs):

- Internal audits: In 2025, there was no major non-compliance with cyber security.
- External audits: There was no suggestion for improvement in the 2025 audit result.

2.4 Products and Business Performance

The Company's main products are limestone, clay, silica sand, iron slag, and furnace stone, which are ground into fine powder in appropriate proportions and then calcined at high temperature in a rotary kiln to produce clinkers, and then ground into various cement products by adding appropriate gypsum and corresponding mixed materials in specific proportions.

Main products and applications in Taiwan

Product	Application
Portland Type I Cement	Portland type I cement is suitable for general construction and engineering works without sulfate corrosion or temperature rise, such as: pavement, floor, reinforced concrete structures, roads, pipelines, stucco works and other pre-cast bodies, etc.
Portland Type I Low Alkali Cement	Portland Type I low-alkali cement is similar to Portland Type I cement in terms of physical properties. However, the total alkali content in its chemical composition must be less than 0.6% alkalis ($\text{Na}_2\text{O} + 0.658\text{K}_2\text{O}$), as it can reduce the excessive alkali that produces alkali silicate gel during the reaction, thereby avoiding building expansion and cracking. Therefore, it is suitable for the general applications mentioned above that require lower alkali content.
Portland Type II Low Alkali Cement	The chemical composition of this cement is subject to more restrictions than that of type I cement. The alkali content in the chemical composition must be less than 0.6%, and it has moderate resistance to sulfate corrosion, thus avoiding the swelling and cracking caused by the reaction of alkali with aggregates. It has lower dry shrinkage and better durability, and is suitable for underpasses, sewers, piers, breakwaters, harbors and other engineering works.
Portland II (MH) cement	Portland II (MH) cement, also known as moderate heat cement, has properties similar to those of Portland II cement. However, the sum of tricalcium silicate and 4.75 times tricalcium aluminate must be less than 100% for its chemical composition. Its slow hydration reaction, low expansion rate, and relatively low heat of hydration can reduce water consumption and prevent the alkaline reaction of aggregates. It has moderate sulfate resistance and moderate heat of hydration. Its early strength is lower than that of type I, but its late strength is higher. It is suitable for engineering works such as reservoirs, dams, rapid transit systems, elevated roads, and mass concrete structures.
Blended hydraulic cement IS Type (Portland blast furnace slag cement)	Blast furnace slag cement has the advantages of lower heat of hydration, higher late-stage compressive strength, durability and low cost, often used in foundation works of dams, bridges, tunnels, riverbanks and basements.
Blended hydraulic cement IL Type (Portland-limestone cement)	Limestone cement features low-carbon and environmentally friendly properties, good workability, strong applicability, and high early strength, making it suitable for general engineering purposes and meeting most structural application requirements.

Business performance

In 2025, despite uncertainties such as the carbon fee policy, the possible termination of commodity tax incentives, and international geopolitical changes, Hsing Ta Cement demonstrated strong flexibility and adaptability. By optimizing production facilities and strengthening distribution channels in the north as well as supply chains in the south, the Company maintained its market position and further reinforced long-term relationships with customers. In the face of the net-zero transition, the Company has also proactively purchased green electricity, demonstrating its commitment to the environment and determination toward sustainable development.

Business Development Plans

Short-, medium-, and long-term plans

Short term Amid the cooling housing market, the Company will offer special project pricing based on customers' project needs in the short to medium term to maintain stable shipment volumes and respond to challenging market conditions. The Company will also install a vertical roller mill for limestone powder at the Nanshenghu Plant and subsequently produce and sell limestone powder with a fineness of 10,000 or above to generate additional revenue.

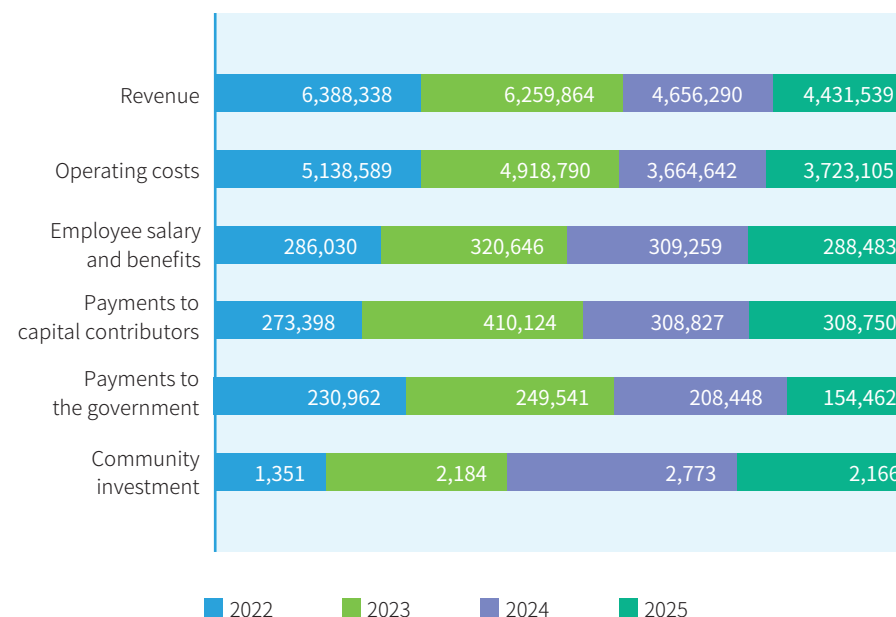
Long term In conjunction with cement production and sales, improve the brand image, expand the production and sales of high-value-added, eco-friendly, energy-saving, and carbon-reducing products in related areas, and promote production and sales practices that support the circular economy.

Environmental cost response strategies

- ◆ Strengthen cost control to improve overall operating efficiency, enhance product diversity and quality, understand and satisfy customer needs, continue to strengthen business in the domestic market, and develop and enhance customers' loyalty.
- ◆ Actively cooperate with the government's policies and national development framework, implement environmental protection and green circular economy, and process business waste to allow the industry to maintain sustainable operation and stable development.
- ◆ Strictly control the orders accepted, quickly reflect the cost in the cement selling price, include the carbon tax (fee) to the quotes (borne by buyers), strongly require the government to levy a carbon border tax (fee) on importers for fair trade.

Business performance in recent years

Unit: Thousand \$NT



Note:

- Revenue is defined as net sales plus income from financial investments and asset sales.
- Operating costs are defined as cash expenditures from the purchase of raw materials, product parts, facilities, and services that are paid outside the organization.
- Employee salary and benefits are defined as the total salary (including the employee salary and the amount paid to the government on behalf of the employee) plus the total benefits (excluding the cost of education and training, protective equipment, or other costs directly related to the employee's job responsibilities).
- Payments to capital contributors are defined as dividends paid to all shareholders, plus interest paid to lenders.
- Payments to the government are defined as all taxes and penalties paid by the organization in accordance with international, domestic, and local standards. Taxes may include business tax, income tax, and property tax.

Financial performance

In 2025, the Company's overall operating performance showed a declining trend compared to the previous year. Consolidated operating revenue was approximately NT\$4.431 billion, representing a decrease of 4.83% compared to 2024; consolidated net income was approximately NT\$382 million, a year-on-year decrease of 27.09%. The decline was mainly due to housing credit controls, delays in public works budgets, and restrictions on the disposal of excavated soil, which resulted in a sharp downturn in market demand. In Taiwan, although the Company faced pressure from imported cement, which has captured nearly 30% of the market, the Ministry of Finance officially imposed anti-dumping duties of up to 23.2% on cement imported from Vietnam in July 2025 to restore fair market conditions. In China, the operating environment became even more challenging as real estate investment remained weak and supply and demand imbalances intensified. In response to these challenges, the Company has actively promoted its low-carbon transformation. In December 2025, the Company's "self-determined reduction plan" was approved by the Ministry of Environment, qualifying the Company for Preferential Carbon Fee Rate B. The Company was also approved as an entity having a high carbon leakage risk, qualifying for an emission adjustment coefficient of 0.2. The Company will continue to strengthen its operating structure and improve cost control efficiency, demonstrating its commitment to sustainable development and long-term competitiveness.

Comparison of Consolidated Financial Statements (2025-2024)

Unit: Thousand \$NT

Item \ Year	2025	2024	Increase (decrease) amount	Change Percentage (%)	Note
Operating revenues	4,431,539	4,656,290	(224,751)	(4.83)	(Note 1)
Operating gross margin	708,434	991,648	(283,214)	(28.56)	(Note 1)
Operating profits	423,144	651,364	(228,220)	(35.04)	(Note 1)
Non-operating income and expense	105,922	60,354	45,568	75.50	(Note 2)
Net income before tax	529,066	711,718	(182,652)	(25.66)	(Note 1)
Net income for the period	382,272	524,281	(142,009)	(27.09)	(Note 1)
Other comprehensive income (loss)	29,853	175,018	(145,165)	(82.94)	(Note 3)
Total comprehensive income for the period	412,125	699,299	(287,174)	(41.07)	(Note 1)
Net income attributable to shareholders of the parent	351,163	469,398	(118,235)	(25.19)	(Note 1)
Net income attributable to non-controlling interests	31,109	54,883	(23,774)	(43.32)	(Note 1)
Comprehensive income attributable to shareholders of the parent	372,971	590,400	(217,429)	(36.83)	(Note 1)
Comprehensive income attributable to non-controlling interests	39,154	108,899	(69,745)	(64.05)	(Note 1)
Earnings per share (Unit: NT\$)	1.03	1.38	(0.35)	(25.36)	(Note 1)

Analysis and explanation of changes in the increase or decrease percentage in the most recent 2 years

Note 1: The sales costs increased, resulting in a decline in gross profit and net profit.

Note 2: Mainly due to the increase in gain or loss on financial asset valuation.

Note 3: Mainly due to exchange differences on translation of foreign financial statements of subsidiaries in Mainland China.

Innovation and R&D

Cement is a mature industry, characterized by limited product changes and long product life cycles, making it difficult to completely replace. For the foreseeable future, there will be limited increases or decreases to the existing product categories. However, in order to achieve the vision of net-zero carbon emissions, the Company plans to explore the possibility of using alternative raw materials and alternative clinker in its existing product manufacturing processes.

In recent years, the Company has begun using "alternative raw materials" and "alternative clinker" to produce some of its low-carbon cement. On the premise of not affecting cement quality and meeting the CNS Standards, the Company plans to gradually increase the proportion of alternative raw materials used to reduce its greenhouse gas emissions.

Also, due to the characteristics of high-temperature calcination in the cement production process, it can remove heavy metals and dioxin, which generally cannot be processed in garbage incinerators, and cement plants in advanced countries such as Europe, the U.S. and Japan have been participating in the treatment of household and business wastes, playing a key role in circular economy and achieving considerable results. In recent years, Hsing Ta Cement has also caught up with this trend and actively improved energy and resource efficiency through technological R&D and innovation.

Major technology R&D achievements in 2025

Unit: Thousand \$NT

Item	Expenditure	Achievements
Geological drilling operations for the third extraction site of the second quarry and safety assessment of the geologically sensitive area.	5,261	Investigation and study of the geological structure and texture of the quarry.
Upgrading of storage facilities and material infeed and outfeed system equipment.	12,942	Increase effective inventory and improve material receiving and dispatch efficiency.
Total R&D expenses	18,203	

2.5 Customer Service and Supply Chain Sustainability

2.5.1 Customer service

We value quality and have passed the ISO 9001 international quality management system certification. We have also implemented the "Service Management Measures" and "Personal Data Protection Management Measures" and set up a complaint channel on the website. In addition, the departments and personnel in charge of management and business are the front-line personnel to collect information and resolve and report relevant problems in real time. The Company's products, services and labeling are in accordance with government regulations and international standards.

The Company monitors customer relations through customer satisfaction surveys and handles customer complaints, and conducts real-time reviews and improvements based on customer feedback.

In order to collect and listen to customers' voices objectively, we will conduct a satisfaction survey of existing customers by means of questionnaires every year with the customer satisfaction survey management mechanism. After a survey is conducted, the Company plans to compile the customer satisfaction survey results and their feedback and suggestions, and communicate to relevant departments and senior executives so that they can use the results to review customer feedback to identify opportunities for improvement, make major improvements, and respond to customers by phone or visit in person. We will also provide improvement measures with a responsible attitude, continue to improve the quality of products and services, and ensure that customers' needs are learned and satisfied.

In addition, the high stability and high quality of products are the core of Hsing Ta Cement's ability to maintain product competitiveness and the foundation for the continuous growth of the Company's revenue. At the same time, transaction security is also the key to whether customers or supply partners can trust the Company.

The Company's Quality Assurance Department is responsible for formulating and implementing the Company's management, production, and quality management procedures. It regularly reviews the implementation results to ensure that internal personnel can effectively comply with the Company's operating procedures and that products meet CNS Standards, while ensuring product quality and stability through irregular quality meetings and awareness-raising events.

In addition, due to the unique nature of the cement industry, the Company manages the risk of leakage of trade secrets, trademarks, patents, copyrights, and other intellectual property resulting from the performance of its duties to a low level. However, the Company still makes announcements to remind employees to comply with the relevant regulations. The Company has established independent reporting channels and follow-up investigation procedures and conducted random audits to randomly check employees' conduct.



- ◆ In 2025, we did not receive any customer complaints related to violations of customer contracts or product environmental and safety regulations.
- ◆ In 2025, there were no incidents of leakage or loss of the Company's trade secrets or customer information.

2.5.2 Supply chain sustainability

Suppliers that provide sustainable services with stable quality have always been important partners of Hsing Ta Cement for sustainable development. The Company has attached importance to relationship with suppliers. In addition to building a foundation for mutual trust and benefit, the Group has also established a supplier evaluation system and requested commitments from suppliers to enhance the quality of procurement and transparency of transactions, to ensure that supplier services continue to meet the Company's needs.

Hsing Ta Cement's management is committed to providing customers with high-quality and safe products and services that comply with relevant laws, regulations, and standards. Additionally, the management is dedicated to preventing occupational accidents, protecting the environment, and preventing pollution to fulfill corporate social responsibilities. The Company purchases raw materials and consumables in compliance with relevant laws and regulations, as well as environmental and safety requirements. To achieve this goal, we make continuous improvements based on the requirements of the international management system standards of ISO 9001, ISO 45001, and ISO 14064.

In recent years, due to environmental changes and rising production costs caused by the greenhouse effect, we are forced to pay more attention to the sustainability of the overall industry chain. In addition to monitoring issues, such as supplier quality, service, and delivery management, we are gradually formulating relevant sustainable development policies, hoping that suppliers can gradually implement risk management and business continuity plans in the environmental, social, and governance aspects, in order to form a green supply chain with sustainable value. Hsing Ta Cement has established supplier management and policies to incorporate social responsibility into the supply chain and require suppliers to sign a letter of commitment. We continue to encourage suppliers to pay attention to business ethics, protect labor rights, value the labor working environment, safety and health, respond to climate governance, and develop materials and processes that reduce environmental impact.



▲ Supplier management policy

Supply chain integration and risk diversification and response

Hsing Ta Cement firmly believes in supporting and growing together with suppliers and partners in the process of sustainable development. The main operating sites of Hsing Ta Cement are in Taiwan and China. In order to promote local industry clusters and enhance regional economic development, we work with local suppliers as much as possible. The Company's main raw materials are mainly supplied by local supplies, with a small number of sources from abroad. In addition, with good long-term collaboration and services, the supply sources are stable and there is no risk of material shortages.

The Company's main sources of raw materials

Category	Source of supply	Note
Limestone	◆ Self-mining	◆ The main raw materials for cement production include limestone, clay, silica sand, iron slag, and gypsum; the fuel is coal. In addition to limestone, which is mined by the Company for its own use, other raw materials are primarily sourced locally, while any shortages will be purchased from outside. ◆ Long-term and short-term contracts are adopted to stabilize prices, and ensure that quantity and delivery time of suppliers can meet the Company's needs. ◆ The Company maintains a good collaborative relationship with suppliers, and the source of supply is safe.
Clay	◆ Purchased domestically	
Silica sand	◆ For Taiwan, mainly purchased domestically or imported from Malaysia. ◆ For Mainland, mainly purchased locally from Nanjing	
Iron slag	◆ Mainly purchased locally, partly imported from Japan	
Gypsum	◆ Mainly purchased domestically	
Coal chips	◆ For Taiwan, imported from Russia ◆ For Mainland, mainly purchased from Nanjing	
Furnace slag	◆ Mainly purchased locally, partly imported from Japan	
Dry fly ash	◆ For Mainland, mainly purchased from Nanjing	
Slag powder	◆ For Mainland, mainly purchased from Nanjing	

Amount and percentage of purchases made by major suppliers who have accounted for 10% or more of total purchases over the past two years

Year	2024				2025			
Item	Name	Amount	As a percentage of net purchases for the year (%)	Relationship with the issuer	Name	Amount	As a percentage of net purchases for the year (%)	Relationship with the issuer
1	B	326,222	18.13	None	B	408,853	24.45	None
2	F	294,760	16.38	None	A	239,806	14.34	None
3	E	280,053	15.56	None	C	204,801	12.25	None
4	C	250,342	13.91	None	E	190,798	11.41	None
5	A	126,388	7.02	None	F	190,222	11.37	None
6	Others	521,918	29.00	None	Others	437,915	26.18	None
Net purchases		1,799,683	100.00	-	Net purchases	1,672,395	100.00	

Note: The ratio of the purchases from the three major suppliers to those from all suppliers has not changed much. The main reason is that the Company mainly produces cement, and the raw material belongs to the ore category. As the production process consumes a significant amount of coal and electricity, the top three suppliers provide ore, coal, and electric power, respectively. To take into account the stability and adequacy of the supply of materials, there should be no significant changes in the purchase of these raw materials.

Reduction of the impact of raw material transportation on the environment

Hsing Ta Cement responds to international carbon reduction trends by striving to reduce its carbon footprint in raw material transportation. In supplier selection, in addition to considering the timeliness of supply and transportation costs, the Company also takes supplier location into account to shorten transportation distances, thereby reducing carbon emissions and potential environmental risks in the transportation process. At the same time, the Company jointly agrees with suppliers to insure maritime transportation, thereby dispersing transportation risks and enhancing supply chain resilience.

In practical transportation management, the Company continues to promote local procurement and regional diversification strategies, and adopts "full truckload and full container" as well as sea freight instead of air freight, reducing the demand for energy-intensive air transportation. According to data from the International Energy Agency (IEA), shipping significantly reduces carbon emissions per ton-kilometer compared to air transport, thereby helping to further minimize the environmental impact during the transportation phase.

Procurement policy

Hsing Ta Cement values long-term collaboration with suppliers and extends the scope of sustainable supply chain management to corporate social responsibilities, such as economy and governance, environmental protection, and social co-prosperity, including labor rights, environmental protection, safety and health, ethics, and management systems, as key supplier selection and audit requirements, thereby establishing risk management and control items and identifying high-risk suppliers. We will formulate improvement measures based on the assessment results and help suppliers continue to improve, hoping to improve the effectiveness of sustainable supply chain management, reduce supply chain operational risks, and establish a partnership for sustainable growth. In addition, through local procurement, we enhance the flexibility of supply, shorten the development time of new products, and reduce production costs, in order to reduce the carbon emissions of the overall supply chain and transportation.

Hsing Ta Cement has established a procurement and supplier management system in accordance with the requirements of the ISO 9001 quality management system. In the future, we plan to conduct environmental and social audits of suppliers to ensure that all of them comply with various environmental protection, labor regulations, and international corporate social responsibility standards.

Supplier evaluation process



03

Sustainable environment

CHAPTER. _____

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While pursuing balanced development, we support environmental protection. In terms of resources and equipment, the Company cooperates with the government to promote green procurement of office equipment and process equipment maintenance or replacement. In terms of product operations, we use alternative clinker and alternative raw materials through process improvement to reduce energy consumption and environmental damage. We declare on our official website our determination to protect the environment and workplace safety. Internally, we enhance environmental awareness through education and training, develop and implement environmental protection and energy conservation projects through green processes, and make environmental sustainability the core policy of the Company's sustainable operations.

Our approach

Aspect	Practices	Aspect	Practices
 Energy conservation	◆ Maximize energy efficiency and reduce energy consumption through energy conservation projects every year, and include it in our management goals to reduce energy consumption year by year to fulfill our responsibilities as a corporate citizen. ◆ Promote lawful renewable energy procurement and strengthen internal green procurement mechanisms. ◆ Office air conditioning is controlled between 26 ° C and 28 ° C and used in combination with circulation fans, while office lights are turned off for one hour during the lunch break to reduce carbon emissions.	 Green procurement	◆ Localized procurement policy. ◆ We select low-carbon raw materials that meet the requirements of environmental protection laws and regulations. ◆ Select qualified suppliers to build a green supply chain.
 Waste reduction	◆ Promote waste sorting and set up resource recycling bins to achieve waste reduction. ◆ Promote the use of zero disposable tableware to reduce the amount of domestic waste. ◆ Implement the reuse of business waste to achieve a circular economy. ◆ Control business waste according to law, sort and store each type of waste according to its characteristics, and then dispose of it through a company approved by the competent authority.	 Greenhouse gas reduction	◆ We implement greenhouse gas inventory and regularly monitor the achievement of targets. ◆ We use alternative raw materials, and alternative clinkers to reduce carbon emissions from the manufacturing process. ◆ Completed the ISO 14067 product carbon footprint inventory, with Portland Type I Cement obtaining the Ministry of Environment's Carbon Footprint Label. Carbon Footprint Label reporting is conducted every six months. ◆ We establish long-term emission reduction targets and implement relevant projects every year.
 Water resources	◆ The plant has a comprehensive recycling system in place to recycle and reuse process cooling water and has obtained a "Waste (Sewage) Water Storage Permit" issued by the Environmental Protection Bureau of the Yilan County Government, achieving the goal of zero water discharge through process water recycling and reuse. ◆ In the office, water saving is achieved by replacing water-saving faucets and water-saving toilets.	 Response and handling	◆ The Company has established an emergency response plan, an emergency response command center, and an emergency response team. In the event of an emergency, the emergency response team will conduct emergency response and handling to mitigate the impact on the environment and society. We organize emergency response education and training and fire drills on a regular basis, and conduct team exercises to cultivate colleagues' emergency response and self-safety management capabilities, so that they can take corresponding actions before the disaster situation expands to reduce the impact and injury caused by crises.
 Pollution control	◆ We are committed to adopting high-efficiency dust collectors and SNCR selective non-catalytic reduction equipment and SCC multi-stage combustion to significantly reduce dust emissions or fugitive emissions and reduce nitrogen oxides emissions. ◆ With continuous automatic monitoring of nitrogen oxides (NOx) and light opacity (OPAC) emission concentrations 24/7, we regularly inspect and monitor air emission values and implement optimization projects.		

3.1 Energy Management

Material topics: Energy consumption, energy conservation and carbon reduction

	Policy/ Commitment	◆ Energy conservation, carbon reduction, and earth sustainability
	Goals	◆ Meet the target of the voluntary reduction plan, with an annual carbon reduction rate of 4.9% in the target year (2030) compared with the baseline years (2018–2022). ◆ Since 2020, the annual target of 1% electricity savings has been continuously implemented. ◆ Reduce carbon by 50% or more by 2045.
	Responsible Department/ Grievance Mechanism	◆ Responsible department: Environmental Sustainability Team. ◆ Grievance mechanism: In the stakeholders section on the official website, stakeholders can raise grievances on relevant issues. https://reurl.cc/R2axvg
	Invested Resources	◆ Continued to use alternative raw materials (air-cooled furnace slag, calcium fluoride, incinerated washed fly ash, incinerated recycled aggregate, coal fly ash, reducing slag, and mineral fines), and replaced calcium carbonate with calcium oxide to reduce the amount of limestone used and lower carbon emissions from the manufacturing process. ◆ Continued to Use alternative clinker (limestone and quenched furnace slag), applied for the CNS Mark for blended hydraulic cements – limestone cement, produced limestone cement with a lower amount of clinker, and replaced ordinary cement with limestone cement, thereby reducing the amount of clinker and carbon emissions per unit of cement. In 2025, actual Scope 1 carbon reductions amounted to approximately 23,700 metric tons of CO₂e, equivalent to approximately 4.9% of the year's Scope 1 emissions. ◆ To increase the proportion of green electricity usage, a total of 160,000 kWh of renewable energy will be procured during 2024–2025, with 81,000 kWh of green electricity declarations completed in 2025. ◆ Total renewable energy use in 2025 reached approximately 752,000 kWh. From 2015 to 2025, the average annual electricity savings rate exceeded 1%.
	Evaluation mechanism	◆ The Sustainable Development Working Group reviews the effectiveness annually, with oversight by the Sustainability and Risk Management Committee, and the final results are reported to the Board of Directors. ◆ Electricity conservation: Since 2020, the Company has supported the government's energy conservation efforts and has continued to reduce energy consumption by 1% per unit of output. By the end of 2025, the Company achieved a cumulative energy conservation rate of 11%, meeting the government's target. ◆ GHG reduction: In 2025, greenhouse gas emissions were reduced by 4.28% compared to the base year, meeting the interim target of the voluntary reduction plan.



As global energy resources become increasingly scarce, the Company continues to strengthen energy management to reduce waste and lower operating costs, incorporating energy-saving targets into the core of daily operations. At headquarters, energy sources include purchased electricity and gasoline, while at the plant, the primary sources are purchased electricity, coal, diesel, gasoline, and self-generated solar power. At the same time, reliance on traditional fossil fuels is being gradually reduced to promote low-carbon transformation, maximize energy utilization, and fulfill the Company's commitment to environmental sustainability.

Energy consumption

Hsing Ta Cement – Energy usage statistics

Unit: L, GJ

Year	Electricity (kWh)	Electricity (GJ)	Diesel (L)	Diesel (GJ)	Gasoline (L)	Gasoline (GJ)	LPG (Kg)	LPG (GJ)	Bituminous coal (metric tons)	Bituminous coal (GJ)	Total energy consumption (GJ)
2022	74,503,745	268,213	519,790	18,782	2,784.00	88.36	654.50	30.05	69,605	1,809,977.79	2,097,091.27
2023	83,274,014	299,786	515,310	18,620	2,299.20	72.98	8.77	0.40	82,455	2,144,123.54	2,462,603.08
2024	69,839,643	251,423	500,000	18,067	2,659.70	84.42	14.20	0.65	63,284	1,645,609.29	1,915,183.59
2025	74,583,550	268,501	527,900	19,075	2,145.20	68.09	66.00	3.03	74,320	1,932,584.58	2,220,231.10

Note 1: Energy unit conversions are based on the following standards: 1 kWh = 3.6 MJ, 1 kcal = 4,184 J, and 1 GJ = 109 J. Calorific values are revised based on the latest "Greenhouse Gas Emission Factor Table" announced by the Ministry of Environment. Beginning in 2025, the latest data are adopted: diesel 8,636 Kcal/L, motor gasoline 7,586 Kcal/L, and bituminous coal 6,215 Kcal/kg.

Note 2: The Company began receiving transferred green electricity in 2024, which has been included in electricity consumption.

Energy intensity

Hsing Ta Cement – Energy intensity

Unit: GJ/million revenue

Year	Revenue	Electricity	Diesel	Gasoline	Bituminous coal	Total energy consumption
2022	1,722	174.092	10.818	0.042	1051.090	1236.043
2023	2,274	111.685	7.949	0.037	724.009	843.679
2024	2,004	135.190	9.523	0.034	964.825	1109.572
2025	1,841	145.845	10.361	0.037	1049.747	1205.990

Note: Beginning this year, the scope for intensity calculations has been standardized to use the parent company's revenue as the basis, and prior year data have been updated accordingly to maintain comparability.

Green energy

The Company is committed to improving energy efficiency. In accordance with the Energy Management Act, energy management personnel have been appointed and an audit system has been established to regularly review energy usage. Through equipment replacement and process optimization, energy efficiency is enhanced. In 2024, dust collection equipment was replaced, with annual electricity savings of approximately 700,000 kWh per unit starting from 2025. In 2025, by participating in Taipower's electricity reduction measures and supplemental reserve capacity program, approximately 23,000 kWh of electricity savings were achieved. In addition, self-generated solar power reached approximately 672,000 kWh, further reducing reliance on the power grid. To increase the proportion of green electricity usage, the Company will procure a total of 160,000 kWh of renewable energy during 2024–2025, with 81,000 kWh declared in 2025 and 80,000 kWh expected to be declared in 2026. Combining renewable energy procurement and self-generation, total renewable energy use in 2025 reached approximately 753,000 kWh. From 2015 to 2025, the average annual electricity savings rate exceeded 1%. Looking ahead, the Company will continue to expand energy-saving and green energy applications to reduce environmental impact.

Year/Item	Total renewable energy usage (kWh)	Renewable energy usage percentage (%)
2024	787,041	0.1479
2025	753,175	0.1221

Note: The Company's total renewable energy use comprises self-generated solar power and transferred green electricity.

Total renewable energy use in 2025: approximately 753,000 kWh



Energy-saving performance in recent years

Year	Energy conservation projects	Project description	Energy saved
2022	Power saving of power supply equipment in the power system	Participation in Taipower's monthly demand bidding	Power saved: 15,821 kW (annual power saving) * 4 HR (number of hours of peak shaving) = 63,284 kWh
2023	Power saving of power supply equipment in the power system	Participation in Taipower's monthly demand bidding	Power saved: 7,459 kW (annual power saving) * 4 HR (number of hours of peak shaving) = 29,836 kWh
2024	Power saving of power supply equipment in the power system	(1) Participation in Taipower load reduction measures and supplemental reserve capacity through the electricity trading platform (2) Procurement of green power.	1. Power saved: (1) Load reduction measures: 3,000 kW × 2 hours/event × 33 days = 198,000 kWh (2) Participation in supplemental reserve capacity through the electricity trading platform: annual savings of 27,832 kWh → Total power saved: 225,832 kWh 2. Procurement of green power: A total of 79,000 kWh of green electricity was transferred, reducing carbon emissions by approximately 37.44 tCO ₂ e.
2025	Power saving of power supply equipment in the power system	(1) Participation in supplemental reserve capacity through the electricity trading platform (2) Procurement of green power. (3) Bag filter replacement project for the raw material process	1. Electricity conservation projects: Annual electricity savings from participation in supplemental reserve capacity through the electricity trading platform: 23,061 kWh 2. Procurement of green power: A total of 80,771 kWh of green electricity was transferred, reducing carbon emissions by approximately 38.29 tCO ₂ e 3. #3 Bag filter replacement project for the raw material process: The dust collection system in the raw material process was upgraded from electrostatic precipitators to bag filters. The upgraded system is significantly more energy efficient than the original system, resulting in electricity savings of approximately 718,000 kWh.

Note: "Demand bidding" means that users are allowed to sell the electricity they saved back to Taipower during high system load, and users will bid for the price. Taipower will grant the bid to the lowest bidder. The electricity bill will be deducted if the electricity consumption is reduced during the peak shaving period.

Note: In 2023, the Company participated in Taipower's demand response program, with each load reduction notification lasting 4 hours. In 2024, the arrangement was adjusted to a fixed daily reduction of 2 hours for a total of 33 days, carried out in accordance with Taipower's annual demand response mechanism. The final power savings were all confirmed and recognized by the platform.

3.2 Water Resource Management

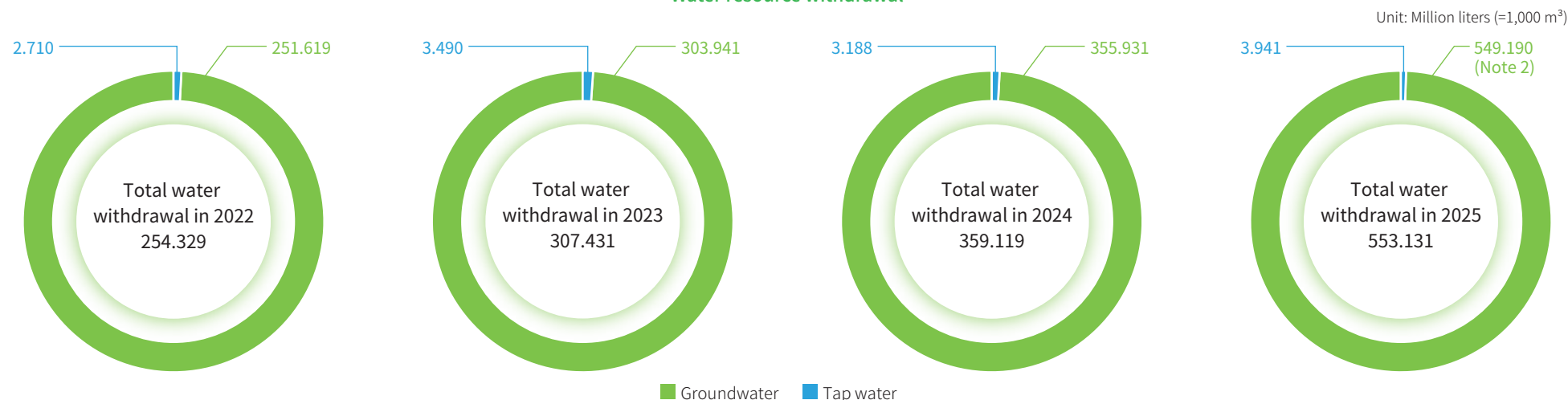
Material Topic: Water Resources Management

	Policy/Commitment	Cherish resources, maximize water use efficiency, and work with the upstream and downstream value chain partners to achieve sustainable water sources
	Goals	- Zero discharge of water from recycling and reuse of the process water. - Maintain a process recycled water substitution rate of over 60% each year. - Conduct regular water quality testing to ensure compliance with regulatory requirements. - Continue to monitor groundwater withdrawal to ensure compliance with regulatory limits.
	Responsible Department/Grievance Mechanism	- Responsible department: Environmental Sustainability Team. - Grievance mechanism: In the stakeholders section on the official website, stakeholders can raise grievances on relevant issues. https://reurl.cc/R2axvg
	Invested Resources	- Obtained a "Waste (Sewage) Water Storage Permit" issued by the Environmental Protection Bureau of the Yilan County Government, achieving "zero discharge" and "100% storage and recycling" of process water. - Report groundwater withdrawal to the Water Resources Agency, Ministry of Economic Affairs, on a monthly basis, and maintain daily and monthly water resource statistics and records. - Test the quality of recycled process water every six months in accordance with applicable requirements. - Collected rainwater for road dust suppression and plant watering.
	Evaluation Mechanism	- The Sustainable Development Working Group reviews the effectiveness annually, with oversight by the Sustainability and Risk Management Committee, and the final results are reported to the Board of Directors. - In 2025, the process recycled water substitution rate reached 60%. - Zero discharge of water from recycling and reuse of the process water. - Water quality monitored in 2025 was in compliance with regulatory requirements.



There are differences in water sources due to the nature of the Company's operating sites. The headquarters is used for office activities. As it does not engage in the production or manufacturing of products, there is no need for process water. The water used is tap water, which is intended for domestic purposes. Groundwater and tap water are used for various processes and domestic purposes. The headquarters and plants are located in northern Taiwan, which is not a water-stressed area. The Company will not cause significant environmental impact on the water resources and the ecological environment of the water source areas.

Water resource withdrawal



Note 1: The statistical scope covers Hsing Ta Cement's Taipei headquarters and Nanshenghu Plant. Domestic water at the Mount Taibai mining area is sourced from mountain spring water, is negligible in volume, and is also subject to limits under the permit for discharge into surface water bodies. It is therefore excluded from the calculation.

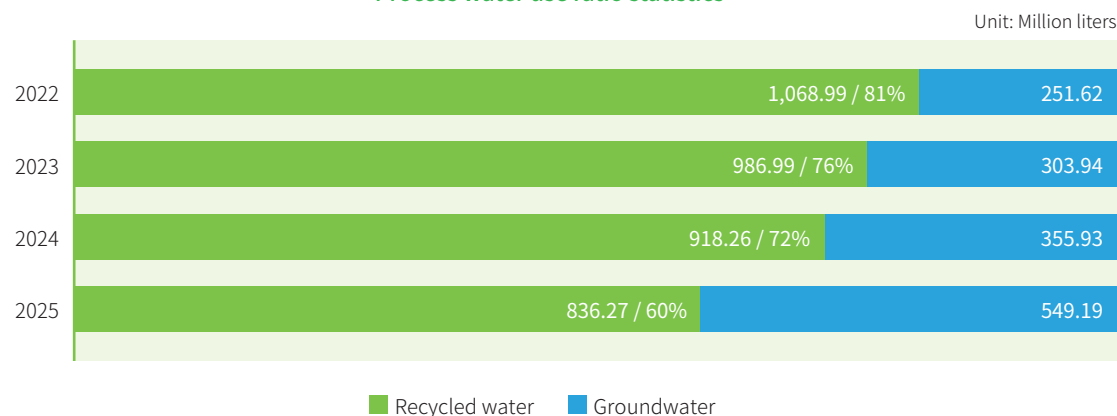
Note 2: The Company's groundwater withdrawal increased in 2025 compared with previous years. This was due to a misunderstanding among onsite operators regarding the allocated water rights, as they mistakenly interpreted the maximum pumping volume as the combined allocation under the four water rights permits. In addition, a valve failure occurred in the plant's recycled water pump, resulting in abnormal fluctuations in groundwater withdrawal from November 2024 to mid-July 2025. Upon identifying the issue, the Company immediately took corrective action. The recycled water pump valve failure has now been fully resolved, and groundwater withdrawal has returned to normal levels since late July 2025. Going forward, the Company will continue to strengthen regulatory education and training for onsite personnel and implement regular equipment inspections to ensure that water withdrawal strictly complies with approved requirements.

Water conservation and management targets

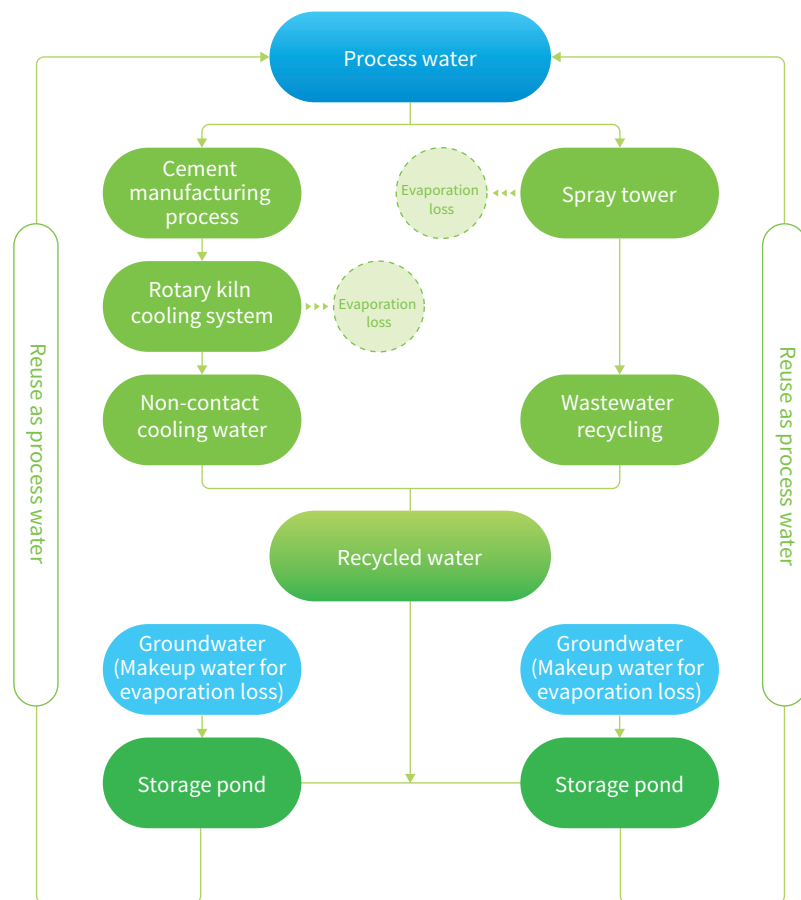
Hsing Ta Cement has long been committed to environmental sustainability. Process water is primarily used in cooling systems for clinker and cement production. To minimize the withdrawal of natural water resources, the Company operates a process cooling water recycling system, under which used cooling water is recovered and returned to the production process for reuse. Using 2022 as the base year, the Company established a quantitative management target of maintaining a process recycled water substitution rate of at least 60% each year. In 2025, the process recycled water substitution rate reached 60%, achieving the established management target.

Note: Process recycled water substitution rate (%) = recycled water use / total water input (groundwater + recycled water)

Process water use ratio statistics



Schematic diagram of process water balance



In addition, the plant has established a recycled water treatment system. Through rigorous management and treatment, recycled water is reused in plant processes. The Company has also obtained a "Waste (Sewage) Water Storage Permit" issued by the Environmental Protection Bureau of the Yilan County Government, achieving compliant operations with "zero discharge" and "100% storage and recycling" of process water, and fulfilling its responsibility for sustainable water use and environmental protection.

Water resource impact management mechanism

- ◆ In order to comply with the water rights registration issued by the local competent authority, Yilan County Government, in accordance with Article 37 of the Water Act, groundwater of the deep water wells shall not be pumped for more than nine hours per day.
- ◆ We report the groundwater withdrawal to the Water Resources Agency, Ministry of Economic Affairs, on a monthly basis.
- ◆ We report to the county government every year (in accordance with Article 39 of the Water Act) on the changes in the dynamic and static water levels of groundwater in deep water wells.
- ◆ We keep and manage daily, monthly, and annual water withdrawal statements and records.
- ◆ Maintain a process recycled water substitution rate of over 60%.
- ◆ The quality of recycled process water is tested every six months in accordance with applicable requirements. In 2025, suspended solids levels from the two tests ranged from 2.5 to 4.9 mg/L, well below the standard of 50 mg/L; COD concentrations ranged from 4.8 to 5 mg/L, well below the standard of 100 mg/L. The testing results are in compliance with regulatory requirements.

From the 1st to the 5th of each month, the mobile app (Well Report) is used to report the water consumption to the Yilan government for it to monitor and record the groundwater level.



The Company will continue to optimize water management with a focus on improving recycling efficiency, working toward the goals of "reducing water withdrawal, reducing wastewater discharge, and increasing the recycling rate" to fulfill its responsibility for sustainable water use and environmental protection.

3.3 Pollution Control

Material topics: Air pollution control and waste management

 Policy/Commitment	◆ Legal compliance ◆ Effective preventive control ◆ Continuous improvement
 Goals	◆ Zero violation ◆ The Company has set a target to reduce the annual amount of industrial waste outsourced for treatment by 3% compared with the base year.
 Responsible Department/ Grievance Mechanism	◆ Responsible department: Environmental Sustainability Team. ◆ Grievance mechanism: In the stakeholders section on the official website, stakeholders can raise grievances on relevant issues. https://reurl.cc/R2axvg 
 Invested Resources	◆ In 2025, the electrostatic precipitators in the raw material process were upgraded to bag filters, resulting in a significant reduction in particulate pollutant emission concentrations and effectively improving air quality. ◆ To ensure compliance with environmental protection regulations and improve treatment efficiency, we regularly upgrade and maintain pollution control equipment, including dust collectors, denitrification systems, and waste gas monitoring systems, to strengthen pollution control effectiveness and reduce environmental impacts. In 2025, a total of NT\$107.989 million was invested.
 Evaluation Mechanism	◆ The Sustainable Development Working Group reviews the effectiveness annually, with oversight by the Sustainability and Risk Management Committee, and the final results are reported to the Board of Directors. ◆ In 2025, there were no major violations of air pollution-related regulations; however, two air pollution fines were incurred during the year. Corrective actions have been completed, and management has been strengthened.

Waste management

The business waste generated by the Company is handled by qualified waste collection and disposal companies, including waste wood, plastics, rubber, and lubricating oils. The recycled business waste treated on-site includes calcium fluoride sludge, coal fly ash, incinerated recycled pellets, desulfurization gypsum, construction waste soil, iron slag, furnace slag, mineral fines, electric arc furnace steelmaking reducing slag (stone), and other unclassified general business waste.

Given the characteristics of the cement industry, the Company has maximized resource substitution in its manufacturing processes. For the remaining waste requiring off-site disposal, the Company remains committed to improving waste management and has established a long-term quantitative management target of reducing the annual amount of business waste outsourced for treatment by 3% compared with the base year. Based on the 133.54 metric tons outsourced for treatment in the base year of 2022, the Company achieved a 69% reduction compared with the base year in 2025 through source reduction and improved on-site waste sorting. This not only far exceeded the established target but also demonstrated concrete progress toward the Company's zero-waste goal. There were no violations of waste management regulations in 2025.

Off-site business waste disposal – disposed of by qualified waste disposal companies

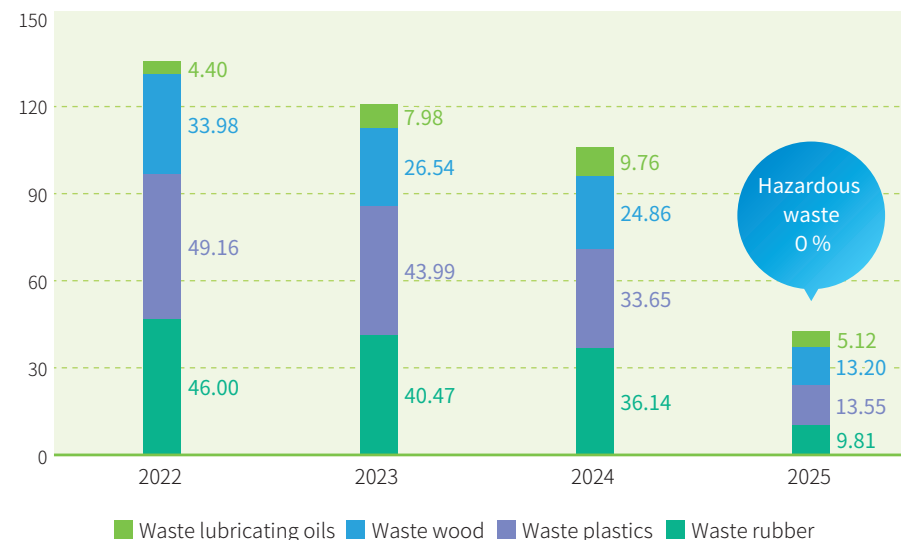
Unit: metric tons

Category of waste	2022	2023	2024	2025	Terminal disposal method
Waste lubricating oils	4.40	7.98	9.76	5.12	Heat treatment or physical treatment
Waste wood	33.98	26.54	24.86	13.20	Incineration
Waste plastics	49.16	43.99	33.65	13.55	Incineration
Waste rubber	46.00	40.47	36.14	9.81	Incineration
Total amount of off-site disposal	133.54	118.98	104.41	41.68	
Reduction rate compared with the base year (2022)	-	-11%	-22%	-69%	

Note: Beginning in 2025, waste weight statistics have been adjusted to include only business waste, excluding employee domestic waste classified as general waste; data for 2022–2024 include employee domestic waste that is not classified as business waste. Therefore, the significant difference between the 2025 data and those of previous years is attributable to the refinement of the statistical methodology.

Hsing Ta Cement leverages its ultimate environmental protection capabilities in processing waste from various industries and continues to contribute to environmental protection. As early as the 1990s, the Company began to study the proportion of waste from various industries added in the manufacturing processes for resource reuse to maximize the value of the circular economy. In 2025, the Company's resource reuse and raw material substitution rate per unit of cement product reached 28.42%. The renewable resources integrated and used over the years include:

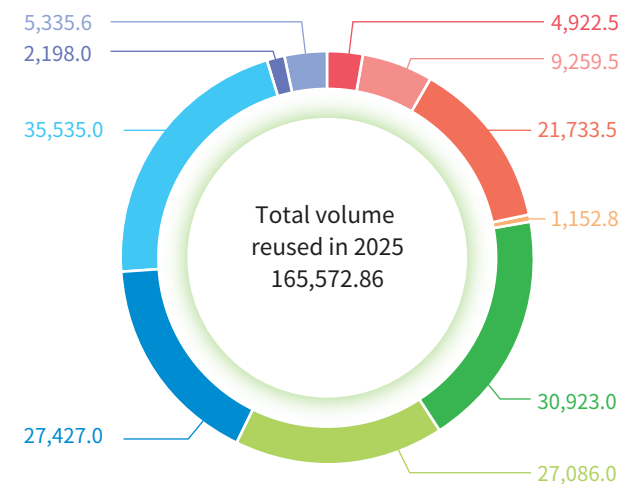
- Replacing limestone, silica sand, and clay with recycled alternative raw materials.
- Replacing raw materials of silica sand and clay with surplus soil and rock from construction projects.
- Replacing iron slag raw materials with iron slag from steel mills.
- Replacing limestone and clay raw materials with furnace slag from steel mills.
- Replacing raw materials of gypsum with desulfurization gypsum from power plants.



Amount of waste recycled and reused by Hsing Ta Cement

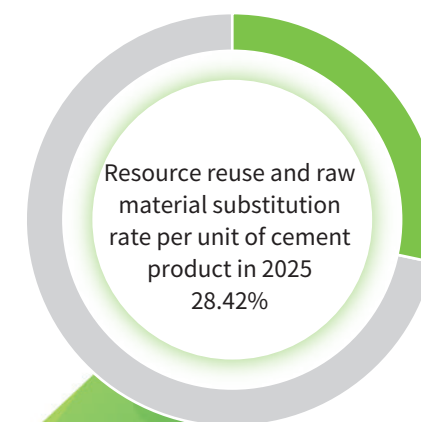
Unit: metric tons

Waste	Purpose of use	2022	2023	2024	2025
● Unclassified general business waste	Raw material substitution	4,284.4	4,868.2	4,234.9	4,922.5
● Calcium fluoride sludge		9,944.2	9,559.9	8,708.7	9,259.5
● Coal fly ash		32,091.8	35,129.2	29,418.7	21,733.5
● Incinerated recycled pellets		4,140.4	4,519.7	4,099.5	1,152.8
● Desulfurization gypsum		26,969.0	31,761.0	26,306.0	30,923.0
● Construction waste soil		66,303.0	55,442.0	34,929.0	27,086.0
● Iron slag		27,579.0	30,016.0	28,147.0	27,427.0
● Furnace slag		41,632.0	37,594.0	33,330.0	35,535.0
● Mineral fines (newly added)		-	-	-	2,198.0
● Electric arc furnace steelmaking reducing slag (stone) (newly added)		-	-	-	5,335.6
Total volume recycled		212,943.75	208,890.03	169,173.78	165,572.86



Amount of waste recycled and reused by Hsing Ta Cement

Item	Transfer disposal	2022	2023	2024	2025
Volume disposed of by waste disposal companies	Off-site	133.54	118.98	104.41	41.68
Volume recycled and reused by Hsing Ta Cement	On-site	212,943.75	208,890.03	169,173.78	165,572.86
Total annual production		594,457	707,841	571,740	582,540
Resource reuse and raw material substitution rate per unit of cement product		35.82%	29.51%	29.59%	28.42%

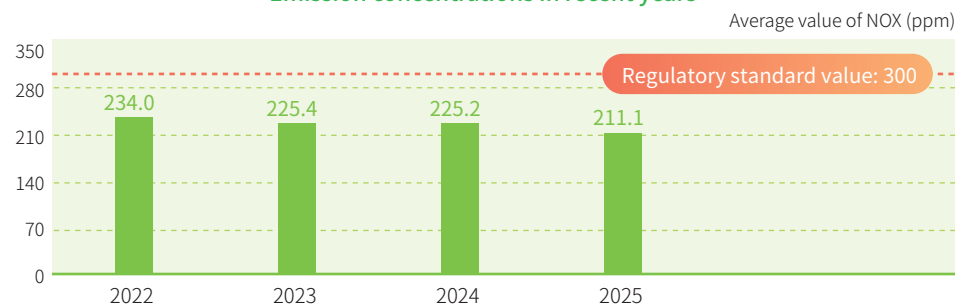


Air pollution control

The flue gas emitted from the kiln tail of the rotary kiln, the outlet of the precalciner, and the outlet of the preheater of the cement clinker production line contains gaseous pollutants (nitrogen oxides) and particulate pollutants generated due to the characteristics of the cement manufacturing process. In order to reduce NOx emissions, current NOx reduction technologies used in the cement industry include low-NOx burners (LNB), staged combustion (SCC), and selective non-catalytic reduction (SNCR) at the kiln exit.

In recent years, Hsing Ta Cement has actively planned and implemented improvement measures in stages and according to specific timetables. The Company continues to update its environmental pollution prevention equipment and strives to improve its production processes while rigorously controlling them to effectively reduce dust pollution and test the emission concentration of pollutants, all in compliance with environmental regulations and standards. In addition, in order to monitor the emission concentrations of NOx and light opacity (OPAC) in real time, we have installed CEMS in the discharge pipelines of the rotary kilns and coolers for continuous automatic monitoring 24/7 for the operators to manage and respond.

Emission concentrations in recent years



Note: According to the Air Pollutant Emission Standards for the Cement Industry, the emission standard for nitrogen oxides (NOx) from existing rotary kilns was reduced to 300 ppm in 2024 and will be further tightened to 220 ppm in 2026. Through urea injection using selective non-catalytic reduction (SNCR), the Company achieved the stricter 2026 emission standard ahead of schedule in 2025.

Air pollution emissions in recent years

Unit: kg

Emissions Year	Nitrogen oxides (NOx)	Sulfur oxides (SOx)	Volatile organic compounds (VOC)	Particulate matter (PM)	Hazardous air pollutants (HAP)
2022	693,285.32	15,625.01	1.00	148,000.52	0.08
2023	774,163.42	20,262.21	1.17	146,832.69	0.03
2024	563,133.16	19,840.43	1.03	146,801.82	0.04
2025	528,946.81	17,602.47	1.20	160,657.69	0.04

◆ Compliance and improvement status of the Air Pollution Control Act:

Penalty date	Penalty document number	Provision of the law violated	Summary of violation	Fine amount	Improvement measures and current status
July 23, 2025	Letter Fu-Shou-Huan-Ji-Tze No. 1140024345.	Article 23, Paragraph 2 of the Air Pollution Control Act	Insufficient dust control measures at storage yards, damaged conveying equipment, dirty road surfaces, and unclear surveillance footage indicated inadequate maintenance of pollution control facilities. In addition, some facilities failed to meet the required standards during the follow-up inspection, primarily facilities for controlling fugitive particulate pollutants.	NT\$240,000	All improvements were completed by August 6, 2025. The improvements included repairing conveying equipment, increasing dustproof tarpaulin coverage, strengthening road surface cleaning, and replacing surveillance cameras with high-resolution models.
September 15, 2025	Letter Fu-Shou-Huan-Ji-Tze No. 1140030767.				A follow-up inspection of the previous penalty decision (Letter Fu-Shou-Huan-Ji-Tze No. 1140024345 dated July 23, 2025) found that the required improvements had not been completed. On September 24, 2025, the Company submitted the "Air Pollution Control Improvement Plan for Fugitive Particulate Pollutants from Stationary Pollution Sources," which was approved for record. In accordance with the plan, the Company completed the installation of booster pumps, pipelines, and fixed sprinkler systems. Following an onsite inspection by the Environmental Protection Bureau on January 29, 2026, the improvements were confirmed to be complete.

Biodiversity

Hsing Ta Cement upholds the principle of responsibility for mine ecology and continues to implement greening maintenance and soil and water conservation measures. For exposed slopes and potential risk areas following excavation at the Mountain Taibai Quarry, the Company has established a comprehensive vegetation restoration management system.

Vegetation maintenance and greening management



The Company adopts different restoration strategies based on varying geological conditions:

Thick layer spraying method

For general slopes, the work is carried out by a professional team, with priority given to environmentally friendly grass species such as tall fescue and silver grass (*Miscanthus floridulus*), which offer strong soil stabilization, erosion control, and ecological resilience. These grasses are resistant to drought and wind, can rapidly increase surface coverage, and also help promote the recovery of native species and regulate the microclimate.

Management of permanently exposed rock areas

For permanently exposed rock areas, the thick layer spraying method with netting continues to be used. This involves installing coated wire mesh on rock walls before applying mixed substrates and seeding to effectively prevent rock weathering and soil erosion while maintaining visual consistency of the landscape.

Maintenance and irrigation system

Automated irrigation systems are installed in greening zones at each level to provide timely watering during dry seasons, ensuring the long-term survival of vegetation and the effectiveness of restoration efforts.

Environmental and slope stability monitoring



In addition to vegetation restoration, the Company regards "safety and stability" and "environmental quality" as core elements of quarry management:

Slope stability monitoring program

To ensure operational safety within the quarry and the stability of the surrounding environment, the Company regularly implements the "Mountain Taibai Quarry Slope Stability Monitoring Program." Monitoring is conducted through professional academic institutions, such as the Education Foundation of the Department of Materials and Mineral Resources Engineering, National Taipei University of Technology, to provide long-term and rigorous monitoring of quarry slopes and ensure the integrity and stability of the quarry terrain.

Environmental quality monitoring

Since 2006, the quarry environmental monitoring program has been implemented for 19 years. The latest monitoring period in 2025 spanned from March to August and covered key indicators such as surface water, air quality, noise, vibration, and traffic volume.

Management effectiveness

Monitoring data for 2025 show that quarry operations proceeded steadily in accordance with plans, with all environmental indicators performing better than regulatory standards and no major abnormalities or deterioration in environmental quality. The Company has established a comprehensive quarry risk control mechanism and will continue to take concrete actions to promote coexistence and mutual prosperity between its operations and the ecological environment.



Greening at
Nanshenghu
Plant in Yilan



Slope stability
monitoring

Vegetation in
the Mount Taibai
mining area



3.4 Greenhouse Gas Management

Extreme climate caused by greenhouse gases is an important environmental problem faced by the world. As a heavy energy user, we are a member of the earth, and greenhouse gas reduction is a common goal for all companies. Hsing Ta Cement has implemented a greenhouse gas inventory in accordance with the ISO 14064-1 standard since 2012, and the inventory has been verified and passed by a third-party independent verification entity every year. We aim to keep abreast of the current situation through an annual inventory and respond to the Climate Change Response Act, formulating emission reduction plans and targets to move toward net-zero emissions. The Company does not use traditional refrigeration equipment but uses environmentally friendly refrigerants, which do not emit ozone depleting substances (ODS).

Direct GHG emissions (Scope 1)

It refers to direct greenhouse gas emissions, which directly come from the emissions and fugitives of the stacks, process facilities, and vehicles owned or controlled by the Company within the organizational boundary. such as mobile combustion emissions from emergency generator sets, company vehicles, heavy construction vehicles, or forklifts, coal storage yards, septic tanks, fire extinguishers, and air-conditionings.



Energy indirect (Scope 2)

It refers to the indirect sources of energy, i.e. indirect greenhouse gas emissions from electricity input outside the Company's boundaries, including electricity consumption from equipment, offices, and public areas.



Other indirect GHG emissions (Scope 3)

It refers to other indirect emission sources, which refer to greenhouse gas emission sources owned or controlled by other organizations. Currently, the main sources of emissions within the geographical boundaries of the organization are not owned by the Company. According to the guidelines of the Environmental Protection Administration, Executive Yuan, companies may choose whether to include this part in the calculation. At present, the Company only includes indirect greenhouse gas emissions from the use of products in its calculation, accounting for approximately 6.4% of total emissions. Indirect greenhouse gas emissions from transportation, from the use of the Company's products, and from other sources are not considered significant indirect greenhouse gas emissions; therefore, the Company does not currently quantify or disclose information on these emissions.



Hsing Ta Cement – Analysis of emissions by sources

Type of emission source		Scope 1	Scope 2	Scope 3 ^(Note 3)	Total emissions equivalent
		Direct emissions	Energy indirect	Other indirect	
2022	Emission equivalent (metric tons/year)	479,891.48	37,922.41	13,837.24	531,651
	Percentage by scope (%)	90.26%	7.13%	2.60%	100%
2023	Emission equivalent (metric tons/year)	552,623.04	41,137.36	15,311.38	609,072
	Percentage by scope (%)	90.73%	6.75%	2.51%	100%
2024	Emission equivalent (metric tons/year)	434,008.75	33,066.44	27,567.3	494,642
	Percentage by scope (%)	87.74%	6.68%	5.57%	100%
2025	Emission equivalent (metric tons/year)	442,231.23	35,314.32	32,619.79	510,165
	Percentage by scope (%)	86.70%	6.90%	6.40%	100%

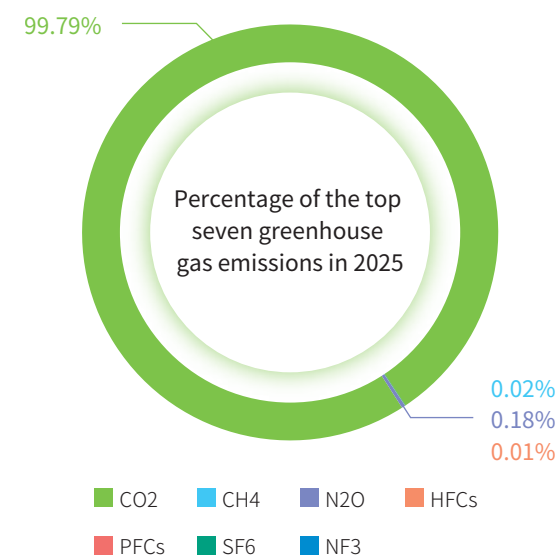
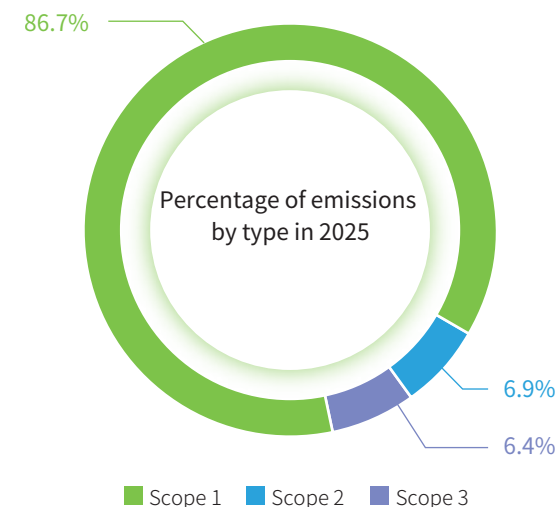
Note 1: Annual greenhouse gas emissions data are disclosed using the parent company as the reporting boundary. As the competent authority had not yet announced the latest electricity emission factor during the 2025 verification period, the 2024 electricity emission factor of 0.474 kgCO₂e/kWh was used for the calculation. For organization-wide greenhouse gas emissions data, please refer to "Appendix VI: Details of Assurance."

Note 2: The Company's 2025 greenhouse gas emissions have completed external verification, and the verification certificate is provided in the appendix.

Note 3: After materiality assessment and screening, Scope 3 for the parent company included only upstream electricity and fuel emissions.

Table of top 7 direct greenhouse gas emissions in 2025

Category	Emissions (Unit: tCO ₂ e/year); percentage (%)							Total
	CO ₂	CH ₄	N ₂ O	HFCs	PFCs	SF ₆	NF ₃	
Emissions	441,317.28	70.47	808.75	34.73	0.00	0.00	0.00	442,231.23
Percentage	99.79%	0.02%	0.18%	0.01%	0.00%	0.00%	0.00%	100.00%



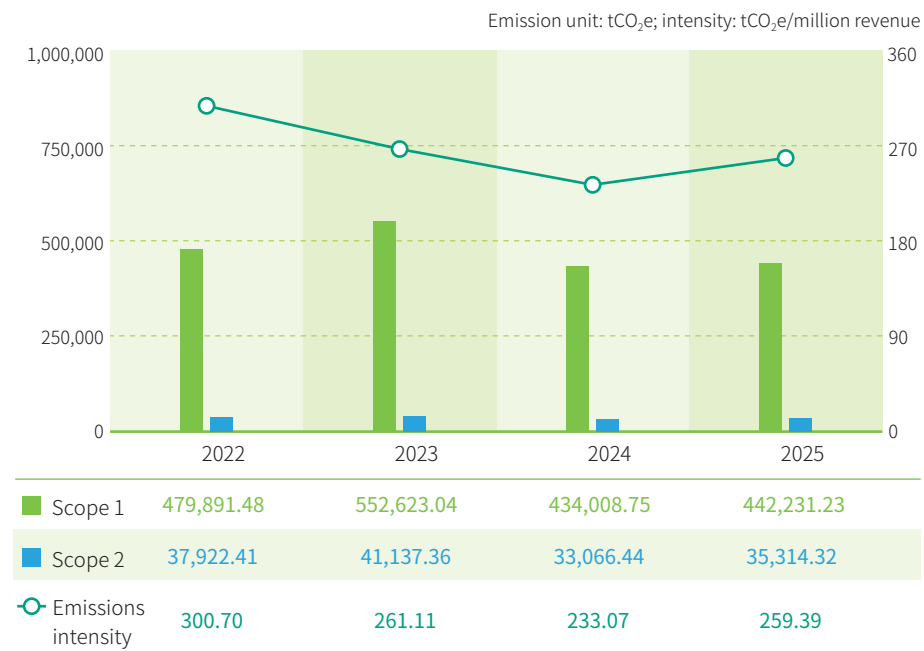
Emissions intensity

	Revenue (in million NTD)	Scope 1 + 2 Total Emissions	Intensity (tons/ million revenue)
2022	1,722	517,813.89	300.70
2023	2,274	593,760.40	261.11
2024	2,004	467,075.19	233.07
2025	1,841	477,545.55	259.39

Note 1: Annual revenue and greenhouse gas emissions are both based on the parent company on a standalone basis. For organization-wide greenhouse gas emissions intensity, please refer to "Appendix VI: Details of Assurance."

Note 2: Total emissions are based on the combined Scope 1 and Scope 2 emissions subject to third-party reasonable assurance.

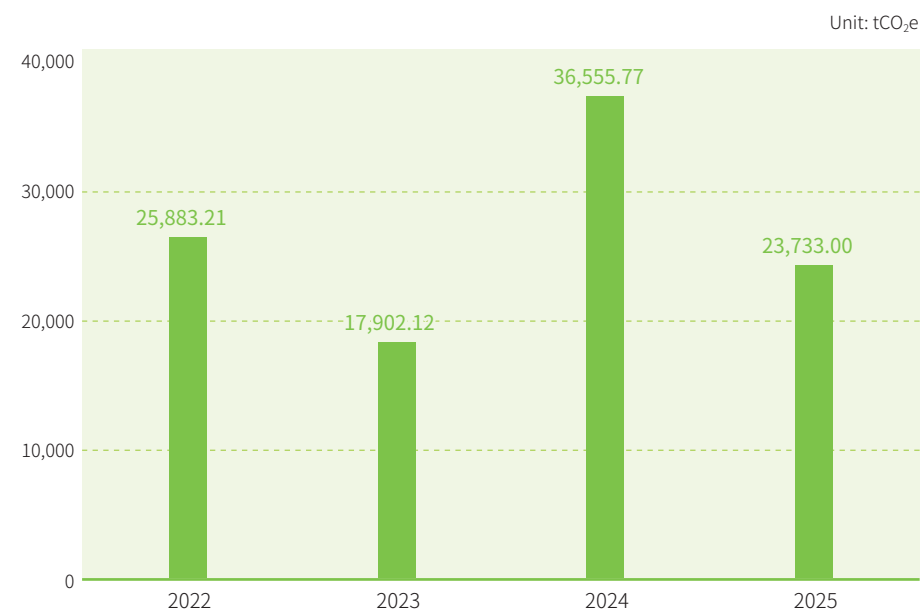
Greenhouse gas emissions in recent years



Reduction of greenhouse gas emissions

In recent years, Hsing Ta Cement has used alternative raw materials, such as air-cooled furnace slag, calcium fluoride, incinerated washed fly ash, incinerated recycled aggregate, coal fly ash, reducing slag, and mineral fines, and replaced calcium carbonate with calcium oxide to significantly reduce the amount of limestone used in the process and reduce direct carbon emissions. The Company has set a target to reduce greenhouse gas emissions by 50% by 2045 as compared to the emissions in 2022.

Reduction of direct greenhouse gas emissions – Scope 1



3.5 Climate Change Response

Material topics: Climate change response

	Policy/Commitment	◆ Legal compliance ◆ Effective preventive control (Establishes typhoon and heavy rainfall emergency response plans to reduce immediate risks) ◆ Continuous improvement	
	Goals	◆ Zero violation	
	Responsible Department/Grievance Mechanism	◆ Responsible department: Environmental Sustainability Team. ◆ Grievance mechanism: In the stakeholders section on the official website, stakeholders can raise grievances on relevant issues. https://reurl.cc/R2axvg	
	Invested Resources	◆ In 2025, the Company's "voluntary reduction plan" was approved by the Ministry of Environment, and carbon reduction measures have been implemented to address the risks arising from carbon fees. ◆ Increase the use of alternative raw materials to reduce reliance on natural resources and mitigate the risks of raw material price volatility. ◆ Continue to develop low-carbon cement products by reducing the clinker ratio to lower carbon emissions, and plan to pass cement strength tests to establish products with both low-carbon and high-strength characteristics. ◆ Completed voluntary ISO 14067 product carbon footprint inventories for all products, with Portland Type I Cement obtaining the Ministry of Environment's Carbon Footprint Label in 2025. ◆ Establish typhoon and heavy rainfall emergency response plans to reduce immediate risks. ◆ Regularly implement waterproofing and drainage projects, and evaluate natural disaster insurance. ◆ Optimize the plant's detention ponds and rainwater recycling system, and conduct monthly maintenance of pump drainage facilities.	
	Evaluation Mechanism	◆ The Sustainable Development Working Group reviews the effectiveness annually, with oversight by the Sustainability and Risk Management Committee, and the final results are reported to the Board of Directors. ◆ The annual greenhouse gas inventory is successfully verified by a third party. ◆ There was no violation of related regulations in 2025.	

The Company has an internal control system and an internal audit system in place. Since 2022, the Company has initiated integrated risk management related to the environmental, social, and governance aspects of sustainable operations. Due to the extreme climate caused by global warming, energy and climate change issues have become increasingly important in recent years. In order to mitigate the impact of climate change on the Company's operations, we started to adopt the Task Force on Climate-Related Financial Disclosures (TCFD) framework in 2022, which is divided into governance, strategy, risk management, metrics, and targets. The General Manager serves as the convener and leads the Sustainable Development Working Group in identifying climate-related risks and opportunities, formulating response strategies and targets each year, reviewing implementation, and discussing future plans. Members of the Sustainability and Risk Management Committee monitor the implementation results, which are reported to the Board of Directors annually.

- ◆ The Committee reported the climate risk assessment to the Board of Directors on November 12, 2025.

Governance	Strategy	Risk management	Metrics and targets
Hsing Ta Cement's governance of climate-related risks and opportunities	Business, strategic, and financial planning; actual and potential climate-related impacts	Climate-related risk management process	Metrics and targets for assessing and managing climate-related issues
Climate risk and opportunity governance and annual sustainability risk management issues are reported annually by the ESG Working Group to the ESG Committee, which monitors the implementation results. Since the second quarter of 2022, progress on the greenhouse gas inventory under sustainable development has been reported to the Board of Directors on a quarterly basis.	Reference to the 2025 short-, medium-, and long-term climate risks and opportunities table 	The risk identification, assessment, and management process is as follows: ◆ The Sustainable Development Working Group completes the collection of climate and environmental background information ◆ Climate risk and business scope assessment ◆ Establishment of a list of climate risks and opportunities ◆ Establishment of questionnaires on impacts on internal operations ◆ The Sustainable Development Working Group conducts an analysis of climate risks and opportunities and operational impacts ◆ Determination of significant risks ◆ Establishment of execution strategies and targets ◆ Conduct an annual rolling review of the effectiveness of execution strategies and targets through Sustainability and Risk Management Committee meetings	◆ Continuing the nationwide target of 1% annual electricity savings initiated in 2020, a cumulative savings of 11% had been achieved by the end of 2025, meeting the target. ◆ In 2025, greenhouse gas emissions were reduced by 4.28% compared to the base years (2018–2022).
The General Manager serves as the convener for climate risk and opportunity governance, while the heads of all tier-one units serve as team members to carry out risk identification, assessment, and response.	Reference to climate-related impacts 	The Company discussed the 2°C scenario (2DS) at the sustainable meeting and used the tools provided by the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) as a reference for assessing the physical climate change risk scenario. Finally, the 2DS/RCP8.5 scenario was adopted as the Company's physical climate change risk scenario, which might lead to an increase in raw material and transportation costs. As for transition risks, we simulated the changes in carbon emission regulations in our places of operation and conducted a thematic analysis of climate change risks and opportunities.	In 2025, Scope 1 emissions were 442,231.23 tCO₂e; Scope 2 emissions were 35,314.32 tCO₂e; and Scope 3 emissions were 32,619.79 tCO₂e. Using 2022 as the base year, the Company has set a target to reduce greenhouse gas emissions by 50% by 2045.
		The Company has included climate risks and opportunities in the business of the Sustainability and Risk Management Committee and implemented them based on the nature of the business.	

The Company's Sustainability and Risk Management Committee restarts a comprehensive assessment every three years and regularly reviews and updates it every year. The second climate risk assessment was completed in 2025, and five out of the 21 climate risks in the short-, medium-, and long-term climate risks and opportunities table were identified: an increase in the pricing of greenhouse gas emissions, requirements and control of existing products and services, changes in rainfall (water) patterns and changes in climate patterns, rising costs of raw materials, as well as recycling and reuse.

2025 short-, medium-, and long-term climate risks and opportunities table

No.	Climate change risks	Risk level	Time range
R1	Increase in the pricing of greenhouse gas emissions	High	Short term, medium term
R2	Strengthening the obligation to report emissions	Medium	Short term, medium term, long term
R3	Requirements and supervision of existing products and services	High	Short term, medium term
R4	Replacement of existing products and services with low-carbon products	Medium	Medium term, long term
R5	Costs of transition to low-carbon technologies	Medium	Short term, medium term
R6	Changes in customer behavior	Medium	Short term, medium term
R7	Changes in rainfall (water) patterns and extreme changes in climate patterns	High	Medium term, long term
R8	Increased severity of extreme weather events, such as typhoons and floods	Medium	Medium term
R9	Rising costs of raw materials	High	Short term, medium term, long term
R10	Average temperature rise	Medium	Medium term, long term
R11	Sea level rise	Medium	Medium term, long term

No.	Climate change opportunities	Opportunity level	Time range
O1	Reduction of water use and consumption	Medium	Medium term, long term
O2	Use of more efficient production and distribution processes	Medium	Medium term, long term
O3	Recycling and reuse	High	Short term, medium term
O4	Switch to more efficient buildings	Medium	Medium term, long term
O5	Adoption of more efficient transportation methods	Medium	Medium term, long term
O6	Use of low-carbon energy	Medium	Medium term, long term
O7	Adoption of incentive policies	Medium	Medium term, long term
O8	Use of new technology	Medium	Medium term, long term
O9	Participation in the carbon trading market	Medium	Medium term, long term
O10	Shift to decentralized energy	Low	Medium term, long term

Note 1: Short term is 1–3 years, medium term is 3–5 years, and long term is 6–10 years

To reduce the aforementioned risk factors, the Company has formulated relevant implementation measures in advance to mitigate or avoid potential risks. Also, the Company actively participates in the government's technical guidance sessions on voluntary greenhouse gas reduction, proactively improves processes, invests in equipment to enhance those processes, reduces energy consumption, uses alternative raw materials in the manufacturing of cement products, and recycles and reuses renewable resources to address energy conservation and carbon emissions issues and regulations related to climate change.

Climate-related financial impacts and response

Risks and opportunities	Potential financial impacts	Response mechanisms
Increase in the pricing of greenhouse gas emissions	- The government gradually raises carbon fee rates (NT\$300 per ton, adjusted every two years). - The scope of greenhouse gas inventories expands year by year, increasing operating costs. - Failure to achieve the voluntary reduction target would make the Company ineligible for preferential carbon fee rates, resulting in higher financial costs.	- Formulate annual carbon reduction measures and propose voluntary reduction plans. - Increase the proportion of substitute clinker and raw materials to build a circular economy model and reduce greenhouse gas emissions. - Continue to explore opportunities for expanding solar power installations and evaluate the purchase of renewable energy certificates to increase the use of renewable energy. - In 2025, the Company implemented the ISO 14064 greenhouse gas inventory, with annual verification and consulting budgets estimated in advance to facilitate risk response.
Requirements and supervision of existing products and services	- Carbon fee imposition and cancellation of commodity tax incentives. - Imported cement dumping impacts domestic cement. - Rising demand for low-carbon building materials may create a competitive disadvantage if downstream standards are not met.	- Continue to develop and promote low-carbon products such as IL Type limestone cement, and prioritize the use of recycled materials for cement packaging. - Completed ISO 14067 product carbon footprint verification and obtained the Ministry of Environment's Carbon Footprint Label in 2025 to establish a competitive advantage in low-carbon products. - Recommend, through the Cement Manufacturers' Association, the imposition of border carbon fees to secure a fair competitive environment with imported cement.
Changes in rainfall (water patterns and extreme changes in climate patterns)	Prolonged heavy rainfall or drought may disrupt supply and operations.	- Establish typhoon and heavy rainfall emergency response plans to reduce immediate risks. - Regularly implement waterproofing and drainage projects, and evaluate natural disaster insurance. - Conduct monthly maintenance of pump drainage facilities.
Rising costs of raw materials	Extreme climate events and international instability may disrupt mining and transportation, destabilizing the supply chain and leading to higher costs for raw materials such as limestone and coal, further squeezing profit margins.	- Increase local procurement in the supply chain to reduce the impact of rising raw material and transportation costs. - Increase the use of alternative raw materials to reduce reliance on natural resources and mitigate the risks of raw material price volatility. - Diversify production sites and adopt multiple production and sales models. - Establish supplier selection, evaluation, and grading systems to ensure sustainable supply.
Recycling and reuse	Increasingly stringent waste management regulations will raise treatment costs and potential fines if reuse mechanisms are not properly adopted.	In terms of business waste recycling and reuse, the production of waste impacts the environment and increases the cost of disposal. We have listed resource recycling and reuse in the circular economy as a key development plan. Including: - Use of substitute raw materials in production: desulfurized gypsum, coal fly ash (power plants), blast furnace slag, steel slag (steel industry), silica sand, and clay (construction waste soil). - Assistance in handling special waste: calcium fluoride sludge (photovoltaic and semiconductor industries), washed stabilized ash, and recycled aggregates (incineration plants).

Implementation plans to achieve the 2045 carbon reduction target

2023–2025

Increase green power equipment through green procurement and invest in infrastructure and equipment with eco-labels.

2026–2035

Continue to achieve process energy savings through process improvements and the use of substitute raw materials, and substitute clinker.

2026–2030

Evaluate the purchase of energy storage and power regulation systems to improve energy efficiency.

2030–2045

- Increase the percentage of renewable energy used, install solar power systems, purchase renewable energy certificates.
- Introduce carbon capture, utilization, and storage (CCUS) technology

04

Co-prosperity in society

CHAPTER. _____

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We value the labor rights and interests of our employees, create a happy and safe workplace, provide them with friendly and equal work opportunities, implement the gender equality policy, and foster an atmosphere of mutual respect. We provide market-competitive salaries, increase employees' commitment to the Company, reduce turnover, and allow the Company to operate steadily and develop. Hsing Ta Cement offers various training courses from time to time to enhance employees' professional competencies and enhance their competitiveness in the workplace. With positive labor-management interactions, employees can speak freely and express their opinions in labor unions and labor-management meetings, and the Company responds in good faith to achieve labor-management consensus. In addition, it has been nearly ten years since Hsing Ta Cement adopted an occupational safety management system. In 2021, the occupational safety management system was converted from CNS 15506:2011 to ISO 45001:2018/CNS 45001:2018, which covers the workers at the Yilan Plant and contractors. We have promoted the ISO 45001-related management system to headquarters to strengthen the company's management performance in occupational safety and health, effectively protecting employees' physical and mental well-being and achieving a healthy workplace. Finally, we give back to society what we have taken from it. In addition to achieving great results in revenue performance, we actively participate in charitable activities, support disadvantaged groups, and fulfill our social responsibilities.

4.1 Employee Structure

Hsing Ta Cement treats its employees equally and adopts various affirmative action measures to eliminate any labor conditions that may cause inequality in the workplace and protect the labor rights of our employees.

4.1.1 Human rights policy implementation

We value the rights of employees and strive to create a friendly environment that protects human rights. The Company abides by labor-related laws and regulations at each operating site, safeguards the legitimate rights and interests of all employees, customers, and stakeholders, and recognizes and adheres to the UN Universal Declaration of Human Rights, the UN Global Compact, the International Labour Organization Convention, and other internationally recognized human rights standards. Our commitment aims to prevent any infringement or violation of human rights, ensuring that individuals both inside and outside the Company are treated in a reasonable, equal, and dignified manner.

The Company's human rights policies apply to Hsing Ta Cement and its subsidiaries. We urge suppliers and business partners to abide by these principles and formulate similar policies within their enterprises. We identify and prevent human rights risks faced by the Company and supply chain personnel through internal audits and supplier evaluations. The human rights policy is announced on the official website to enhance communication with stakeholders.



▲ Human rights policy

In addition, we have established whistleblowing channels. Any employee who believes that human rights policy violations have occurred are welcome to report to their immediate governing department, the Human Resources Department, or the Audit Department, or report it confidentially through the following channels:

Email

A reporting system on Hsing Ta's official website
<https://www.hsingta.com.tw/whistle>



Whistleblowing hotline

(02)2381-6731 ex. 109



Employees who raise concerns about this policy will not have their identities disclosed or face retaliation. We are committed to investigating, handling, and responding to employees' concerns and taking appropriate corrective measures as soon as possible if there are unreasonable violations.

In accordance with the Company's human rights policy, the specific management programs promoted and their effects are as follows:

- Each year, more than three hours of education and training are offered for all employees. In 2025, 292 people participated in the human rights training, accounting for 88% of the total employee participation rate, with a total of 876 hours. In addition, as of the end of December 2025, no complaints of human rights violations or suspected human rights violations were received.
- We strictly abide by the labor laws and regulations of the local government, international standards, and the "Hsing Ta Cement Human Rights Policy," respect the wishes of employees, prohibit forced labor, and have set up a grievance channel.
- The Company only accepts job candidates who are 18 years old or older, and checks the hired employees' information to double check to ensure that nothing is overlooked. As of the end of December 2025, the number of child workers was zero.
- We provide employees with reasonable salaries in accordance with laws and regulations, and purchase social insurance according to regulations. We provide various benefit measures on the premise of ensuring a stable life for employees and enhancing their work performance.
- Implemented the ISO 45001 occupational safety and health management system, with no major occupational accidents or fire incidents occurring during the year. For general occupational accidents, accident reviews and recurrence prevention measures have been fully implemented to ensure workplace health and safety.



4.1.2 Employees statistics

At Hsing Ta Cement, we are aware that diverse talents are the cornerstone of corporate success and that it is not easy to cultivate talents. Therefore, we hope to reduce employee turnover and achieve talent sustainability through localized employment, benefit systems, and the creation of a friendly work environment. Specifically, all employees mainly signed indefinite contracts (i.e. full-time employees) with the Company. The Company provides long-term and stable work, allowing them to devote themselves to their work without worries, which helps guarantee their financial conditions. The Company's manpower structure is stable, and there has been no significant manpower shortage.

Up to 100% of Hsing Ta Cement's senior executives (manager level or above) are local talents, which shows that the Company is willing to work with local communities to discover and attract outstanding local talents. It helps to gain recognition from the local community and further enhance the local economic situation.

Data/Year		2022		2023		2024		2025	
Total number of employees		342		341		338		334	
Employment contract		Indefinite	Fixed-term	Indefinite	Fixed-term	Indefinite	Fixed-term	Indefinite	Fixed-term
Gender	Male	310	3	310	3	306	4	299	7
	Female	29	0	28	0	28	0	28	0
Type of employment ^(Note 3)		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Gender	Male	313	0	313	0	306	4	300	6
	Female	29	0	28	0	28	0	28	0

Note 1: It is based on the total number of employees at the operating sites in Taiwan at the end of the year (December 31).

Note 2: Employment contracts are divided into indefinite-term contracts for full-time employees and fixed-term contracts.

Workers who are not employees

Data/Year		2022		2023		2024		2025	
Total number of workers		8		8		3		6	
Contract type		Temp workers	Other types	Temp workers	Other types	Temp workers	Other types	Temp workers	Other types
Gender	Male	5	2	5	2	0	2	0	5
	Female	0	1	0	1	0	1	0	1

Note: In 2025, other types of contractors included personnel working as security at mine explosives depots, on-site security personnel, and cleaning personnel in office buildings.

Employee diversity data

Category/Year		2022		2023		2024		2025	
		Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
Direct	Gender								
	◆ Male	152	44%	166	49%	164	49%	155	46%
	◆ Female	0	0%	0	0%	0	0%	0	0%
	Age								
	◆ Under 30	8	2%	17	5%	17	5%	10	3%
	◆ Over 30 but less than 50	100	29%	101	30%	102	30%	79	24%
Indirect									
	◆ Over 50	44	13%	48	14%	45	13%	66	20%
	Gender								
	◆ Male	161	47%	147	43%	146	43%	151	45%
	◆ Female	29	8%	28	8%	28	8%	28	8%
	Age								
	◆ Under 30	20	6%	13	4%	11	3%	15	4%
	◆ Over 30 but less than 50	91	27%	81	24%	81	24%	82	25%
	◆ Over 50	79	23%	81	24%	82	24%	82	25%

Other diversified employment: In 2025, the employment rate of people with disabilities was 2%, which is higher than the 1% required by law.

Note: Percentage of employees in each category = (Total number of employees in the category at the end of the year / Total number of employees at the end of the year) * 100%.

New hires and resigned employees

Over the past two years, the Company's overall turnover rate has shown a steady downward trend, decreasing from 8.88% in 2024 to 7.78% in 2025. The decline in the overall turnover rate was mainly attributable to a significant decrease in the number of resigned employees aged 30 to under 50, from 17 to 7, demonstrating the effectiveness of the Company's employee retention and benefits enhancement measures. The slight increase in the number of resigned employees aged 50 and above, from 11 to 14, was mainly attributable to employees reaching retirement age. In addition, the turnover rate among female employees was 0% in 2025, reflecting employees' strong recognition of the Company's efforts to foster a friendly workplace and promote equality, while demonstrating the stable development of its overall workforce structure.

New hires and resigned employees statistics/Year		2022		2023		2024		2025	
		Total number of people	Percentage	Total number of people	Percentage	Total number of people	Percentage	Total number of people	Percentage
New hires									
Age	◆ Under 30	16	57.14%	5	3.88%	5	17.86%	4	16.00%
	◆ Over 30 but less than 50	13	6.81%	17	13.18%	18	9.84%	8	4.97%
	◆ Over 50	4	3.25%	2	1.55%	4	3.15%	9	6.08%
Gender	◆ Male	25	7.99%	24	7.67%	25	8.06%	21	6.86%
	◆ Female	8	27.59%	0	0.00%	2	7.14%	0	0.00%
Resigned employees									
Age	◆ Under 30	4	14.00%	0	0.00%	2	7.14%	5	20.00%
	◆ Over 30 but less than 50	17	8.90%	19	10.44%	17	9.29%	7	4.35%
	◆ Over 50	13	10.57%	8	6.20%	11	8.66%	14	9.46%
Gender	◆ Male	28	8.95%	26	8.31%	28	9.03%	26	8.50%
	◆ Female	6	20.69%	1	3.57%	2	7.14%	0	0.00%

Note 1: It is based on the total number of employees at the end of 2025.

Note 2: New hire rate = (Total number of new hires of the category in the year / Total number of employees of the category at the end of the year) * 100%. For example, new hire rate for female employees = (Total number of new female employees in the year / Total number of female employees at the end of the year) * 100%.

Turnover rate = (Total number of resigned employees of the specific category in the year / Total number of employees of the specific category at the end of the year) * 100%. Turnover rate for employees under the age of 30 = (Number of resigned employees under the age of 30 in the year / Number of employees under the age of 30 at the end of the year) * 100%.

4.2 Right Person for the Right Place

Sound human resources are the key to the sustainable operation of Hsing Ta Cement. In order to attract outstanding talents, the Company provides market-competitive remuneration and benefits and rewards employees for their performance and long-term contributions. The evaluation, reward, and punishment system has created a virtuous atmosphere of fair competition among employees. They are willing to make more effort at work, which further shapes the corporate culture of Hsing Ta Cement to attract and retain talent. At the same time, employees are more committed to the Company and actively participate in its affairs. Additionally, regarding promotion channels, when the Company's promotion information is transparent, employees with good job performance are promoted, setting a positive example for their colleagues to learn from. This allows the Company to continue cultivating more outstanding talent. The Company establishes education and training plans and arranges for employees to receive training, so that they can continue to grow in their professional fields and realize their self-worth. Finally, Hsing Ta Cement has established multiple channels for communication and dialogue with employees, allowing them to provide their opinions in a timely manner and maintain harmonious trust and interaction between the employer and employees.

4.2.1 Remuneration and benefits

Hsing Ta Cement determines employee remuneration based on the annual operating target achievement rate and the Company's profitability. We provide employees with remuneration packages that are better than local regulations and competitive in the market. In general, the salaries of employees at Hsing Ta Cement are determined based on their length of service, education, experience, and professional skills, regardless of individual physiological or psychological differences. As employees' length of service in the Company increases, they become proficient in industry knowledge and experienced, and the Company is willing to share profits with them. While contributing their skills to the Company, they do not need to worry about their personal financial conditions, and their commitment and sense of belonging to the Company are enhanced.

Secondly, due to the nature of on-site operations, there are no female workers in the front-line plant directly. For indirect employees, as for the ratio of men's and women's minimum wage to their overall remuneration, as the length of service of male employees is much longer than that of female counterparts, there is a difference in the salary and remuneration. In addition, in terms of the salaries of entry-level employees, the standard salaries of non-managerial employees at Hsing Ta Cement, regardless of gender, are higher than the local minimum wage.

Men's and women's salary and ratio of men's salary to women's		2022		2023		2024		2025	
Employee category	Item	Male	Female	Male	Female	Male	Female	Male	Female
Indirect	Minimum wage	1.35	1	1.05	1	1.17	1	1.17	1
	Remuneration	1.53	1	1.29	1	1.32	1	1.40	1

Note: The percentages in the table are based on female employees

Note: In accordance with FSC regulations, the average and median salaries of full-time non-managerial employees, as well as changes compared to the previous year, have been disclosed on the ESG digital platform. Please refer to: "ESG Information Disclosure > Stock Code 1109 > Social (Human Resource Development)" at: <https://esggenplus.twse.com.tw/>

In addition, to show appreciation for the hard work of our employees and to promote their work efficiency, Hsing Ta Cement has provided employees with various benefit measures and a comfortable office environment. By organizing various employee activities from time to time, they can reduce work pressure and bond with colleagues, thus enhancing positive interactions in the workplace.

Full-time employee benefits

- Bonuses for three major holidays
- Year-end bonus
- Group accident insurance
- Marriage/funeral allowances
- Birthday gift vouchers, Labor Day gift vouchers, and movie tickets
- Children's education subsidies
- Employee travel
- Full subsidy for company training



■ Hsing Ta Cement 2025 Domestic Employee Trips

In addition, to allow employees to take care of their families after work, we support their applications for parental leave to provide comprehensive family care.

Unpaid parental leave/Year	Gender	Data			
		2022	2023	2024	2025
Number of employees eligible for unpaid parental leave	Male	1	8	7	7
	Female	0	0	0	0
Number of employees who applied for unpaid parental leave	Male	0	1	0	0
	Female	0	0	0	0
Number of employees requiring reinstatement upon expiration of unpaid parental leave (A)	Male	0	0	0	0
	Female	0	0	0	0
Number of employees actually reinstated after unpaid parental leave (B) (including early reinstatement)	Male	0	0	0	0
	Female	0	0	0	0
Reinstatement rate (B/A)	Male	0%	0%	0%	0%
	Female	0%	0%	0%	0%
Total number of employees still in service 12 months after reinstatement in the previous year (C)	Male	1	0	0	0
	Female	0	0	0	0
Retention rate (C/B for the previous year)	Male	100%	0%	0%	0%
	Female	0%	0%	0%	0%

Note 1: The number of employees eligible for unpaid parental leave is based on the number of male and female employees who have applied for maternity leave or paternity leave in the past three years.

Note 2: Reinstatement rate = (Total number of employees actually reinstated in the year/Total number of employees who should be reinstated in the year)*100%.

Note 3: Retention rate = (Total number of employees still in service 12 months after reinstatement in the previous year/Number of employees actually reinstated in the previous year)*100%.

Regarding the financial plan for employees' retirement, the Company's "Personnel Management Regulations" stipulate regulations for employee appointment, service, evaluation, reward and punishment, promotion, and resignation to take care of them and their families. In accordance with the law, we have established the Labor Retirement Reserve Fund Supervisory Committee and convene committee meetings from time to time as necessary to review the allocation and utilization of pension funds to fully protect employees' retirement rights.

The "Labor Pension Act" became effective on July 1, 2005. For employees who were employed before the enforcement date and are still in employment, they may choose to continue to be subject to the pension provisions of the "Labor Standards Act" (the old scheme) or to be subject to the pension scheme of the Act and retain their length of service prior to the application of these provisions. Employee pensions are paid based on years of service and the average salary for the six months before retirement. After July 1, 2005, only the pension scheme under the Labor Pension Act (the "new scheme") is applicable to new employees.

For employees who choose to be subject to the Labor Standards Act (old scheme), the Company contributes a monthly retirement reserve of 15% of the old scheme payroll to be deposited in a dedicated account in the Trust Department of the Bank of Taiwan, and their pension payments are made from this dedicated account.

In line with the new scheme of labor pension appropriation, the Company contributes 6% of the total monthly salary of employees who choose to apply the Labor Pension Act (the new scheme) to their individual accounts with the Bureau of Labor Insurance.

In the event that an employee unfortunately passed away due to illness or an accident while on the job, the Company has established the "Survivor's Compensation Policy" to provide substantive assistance to take care of the employee's family members. In addition, the Company's Nanshenghu Plant has established the "Employee Mutual Aid Regulations," and the union of each cement plant has also established a bereavement benefit payment system. Although these are mutual aid systems for employees, the idea and spirit are to strengthen the Company's bereavement mechanism and further take care of the lives of employees' family members.

4.2.2 Talent cultivation

For Hsing Ta Cement, the key to the sustainable operation lies in employees' continuous learning and growth. Education and training are an important way to ensure the sustainable competitiveness of manpower. Therefore, we have always attached great importance to the training of employees. The overall learning and development strategy is to establish a comprehensive education and training system based on on-the-job training, with new employee training and specialized training as its backbone, in line with annual objectives and the needs of different business activities.

In order to improve the professional skills of our employees, we formulate training plans and set training targets based on the Company's development needs each year. This approach allows employees to advance their careers while the Company benefits from their growth and progress. Then, we continue to pass on our skills and experience to relevant departments through internal training, assisting employees in setting learning and development directions as the foundation for developing their personal career plans.

When new employees report for duty, our personnel will introduce the Company's internal rules and regulations and occupational safety-related knowledge, and then their departments will provide them with special training. We actively encourage our employees to take professional courses within the scope of our business. The goal is to focus on their continuous growth and provide a variety of learning channels, so that they can unleash their professionalism and realize their own goals. Each department develops an education and training plan based on its own needs and implements the plan annually. Employee training is divided into internal and external training. For internal training, each department arranges qualified personnel to provide training within the department based on actual business needs. For external training, departments submit applications based on business needs, and upon approval, designated employees are selected to participate in courses organized by external institutions. After completing the training, participating employees share their training experiences with other colleagues in the department, enabling relevant personnel to apply what they have learned in practice. In response to the trend of diversified education and training in recent years, in order to allow employees to be exposed to more information in different aspects, we encourage them to participate in courses organized by external organizations to keep abreast of changes in the external environment.

Annual sustainability-related education and training



In 2025, the total training hours for all employees amounted to 3,781.5 hours. In addition, taking into account the nature of the Company's factory operations, we offered a series of courses in 2025 to strengthen the operational skills and safety awareness of on-site personnel. The factory conducted more than 428 person-times of internal training, totaling more than 3,427.5 training hours. The main courses are listed below:

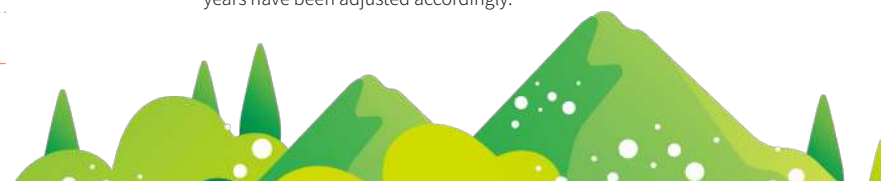
➤ On-the-job training for employees (including workplace violence)	◆ Each session lasted 4 hours and had 7 participants	◆ For a total of 28 hours.
➤ Two rotary kiln operation training sessions	◆ Each session lasted 7 hours and had 26 participants	◆ For a total of 182 hours.
➤ On-site equipment inspection operation training	◆ Each session lasted 4 hours and had 36 participants	◆ For a total of 144 hours.
	◆ Each session lasted 8 hours and had 5 participants	◆ For a total of 40 hours.
➤ One six-hour training session on "Process Instrument and Equipment Calibration Operations" and one two-hour training session on "Practical Management of Electric Shock Hazard Prevention" were conducted.	◆ With 16 participants	◆ For a total of 74 hours.
➤ Operational safety education and training and emergency response procedures in batches	◆ Each session lasted eight hours with 15 participants	◆ For a total of 120 hours.
➤ One session of "On-the-Job training for packaging personnel" was conducted.	◆ Each session lasted 4 hours and had 16 participants	◆ For a total of 64 hours.
➤ A 4-hour course on "Chemical Analysis (including R2O Analysis)," a 6-hour course on "Physical Testing of Cement Products," a 6-hour course on "Basic Quality Control," and a 3-hour course on "General Knowledge of Hazardous Chemicals (including Safety and Health Training)."	◆ With 11 participants	◆ For a total of 209 hours.
➤ Eight-hour training sessions on "Cement Mill Operation" and "Raw Mill Operation" were conducted.	◆ With 36 participants	◆ For a total of 288 hours.
➤ A total of 117 personnel involved in the mine tramway operations participated in eight hours of on-the-job training for open-pit mine operators at the mining site.		◆ For a total of 936 hours.

Training effectiveness

Data/Year		2022	2023	2024	2025
Average hours of training per employee		10.3	10.6	11.2	11.3
Average training hours by gender	Female	8.0	11.4	7.3	11.7
	Male	10.5	10.5	11.9	11.3
Average hours of training by type	Direct	11.8	9.9	10.9	11.3
	Indirect	9.0	11.1	12.1	11.4

Note 1: The average training hours of all employees is (total training hours of all employees in the year/total number of employees at the end of the year).
The average number of training hours per female employee is (total training hours of female employees in the year/total number of female employees at the end of the year).
The average training hours of each type of employee is (total training hours of the type of employees in the year/total number of employees of the type at the end of the year).

Note 2: The averages for 2022 to 2024 have been corrected because part-time employees were not included in the denominator. The figures for all relevant years have been adjusted accordingly.



4.2.3 Labor-management communication

Hsing Ta Cement firmly believes that effective communication channels are key to promoting labor-management cooperation and building a friendly workplace. Through transparent information sharing, employees are kept informed of the Company's operating plans and market conditions. At the same time, management can better understand employees' needs and translate their suggestions into concrete policies, fostering long-term harmonious labor-management relations.

Collective bargaining agreement

To protect employees' rights and interests, Hsing Ta Cement signed a collective agreement with the labor union in accordance with the Collective Agreement Act, achieving a 100% employee signing rate. The agreement was approved and filed by the Yilan County Government (Document No. 1130099134) and is effective from June 19, 2024, to June 18, 2027.

The agreement not only strictly complies with the Labor Standards Act but also provides terms that are more favorable than statutory requirements in several areas, demonstrating the Company's commitment to employee well-being:

Enhanced overtime leave arrangements	Employees who work overtime may choose to take overtime leave, with leave hours calculated based on the applicable overtime wage rate rather than at the statutory 1:1 ratio. Any unused overtime leave is paid out as wages.
Incentive bonuses	Employees who work on national holidays or special leave days receive double wages as required by law, with additional incentive bonuses granted depending on the circumstances in recognition of their efforts and to encourage attendance.
Advance notice protection for operational changes	If plant adjustments affect employees' rights and interests, the Company undertakes to provide notification 60 days in advance and comply with the statutory notice period in accordance with the Act for Worker Protection of Mass Redundancy.

Labor-management communication performance

Hsing Ta Cement has established diverse two-way communication channels, including labor-management meetings and union board meetings, which are held regularly every three months. A total of four regular meetings were held in 2025, attended by managers at various levels from the Administration Department and the plant.

Proposals discussed during the year covered remuneration and benefits, occupational safety, and improvements to the working environment. Key outcomes are summarized below:

Remuneration and benefits enhancement	In response to the union's proposals regarding salary adjustments and bonuses for three major holidays, management committed to reviewing adjustments with reference to peer plants and current inflation conditions to maintain competitive remuneration.
Occupational safety and equipment upgrades	In response to employee feedback regarding the durability of uniforms and the comfort of safety shoes, the Company has incorporated these issues into procurement improvements and occupational safety and health compliance assessments. It also resolved to provide protective equipment to new employees upon joining the Company, reinforcing its commitment to putting safety first.
Workplace environment improvements	The Company conducts meal evaluations every two months and has improved parking lot lighting and other lighting facilities to enhance employees' working conditions and commuting safety.



In recent years, labor-management relations at Hsing Ta Cement have remained highly harmonious, with no labor disputes occurring in 2025.

Note: In 2024, a collective agreement was signed by labor representative Li-Kuo Lin, Chairman of the Union (second from left); employer representative Lian-Huo Lin, Director of the Nanshenghu Plant (second from right); witness Hsiu-Ching Huang, Head of the Labor Relations Section, Department of Labor, Yilan County Government (first from right); and witness Sheng-Chi Hu, Chairman of the Yilan County Federation of Trade Unions (first from left).

4.3 Occupational Safety and Health

Material topics: Occupational safety and health



Policy/ Commitment

Continue to strengthen safety and health management and regularly evaluate safety and health performance to create a safe, healthy, and friendly working environment.



Goals

- ◆ Zero occupational accident
- ◆ Strengthen the safety and health awareness of employees in the plants.
- ◆ Comply with various safety and health laws and regulations and implement them.
- ◆ Respond to emergencies and get prepared.



Responsible Department/ Grievance Mechanism

- ◆ Responsible departments: Administration Department and Safety and Health Management Office at the Headquarters
- ◆ Grievance mechanism
Email: allen@hsingta.com.tw / spenser0213@hsingta.com.tw
Tel: +886-2-2381-6731 ext. 138 / +886-3-996-7141 ext. 58



Invested Resources

- ◆ Completed the risk assessment of the occupational safety and health management system and the implementation of plans to achieve targets.
- ◆ Completed one fire drill in the first and second half of the year, respectively.
- ◆ Completed interviews and health education for the annual special health examinations.
- ◆ Held health seminars.
- ◆ Completed employee musculoskeletal injury investigation, maternal health protection, and heavy workload and workplace violence prevention evaluation.



Evaluation Mechanism

- ◆ Annual occupational safety awareness training at the plants reached 3,427.5 hours.
- ◆ There was no major occupational injury in 2025.
- ◆ In 2025, three health seminars were held.
- ◆ A total of 134 people underwent special health examinations in 2025 (including 130 people with special hazards from dust, 75 from noise, and three from ionizing radiation), and no work-related abnormalities were found.



To ensure a healthy and safe working environment for our workers, we have implemented the ISO 45001 occupational health and safety management system. We are committed to providing customers with high-quality and safe products and services that comply with relevant laws, regulations, and standards, preventing occupational accidents, promoting health, building a friendly workplace, and fulfilling our corporate social responsibilities.

We have gradually implemented safety and health management in accordance with the PDCA. The scope of implementation and application of the ISO 45001 occupational safety and health management system covers all operating sites and all workers in each plant, and the safety and health management for contractors/subcontractors is stipulated in the contract. Relevant management measures include operation instructions, response instructions, equipment usage guidelines, and response drills. These measures ensure that employees understand the response procedures and handling methods in the event of an abnormal situation, thereby reducing the potential hazards and losses associated with such situations. The Occupational Safety and Health Act stipulates that when there is an imminent danger in the workplace, the employer or the person in charge shall immediately stop operations and ensure that workers evacuate to a safe place. When performing duties and discovering a possibility of immediate danger, the employee may stop work and retreat to a safe place without endangering the safety of other workers, and must immediately report to their supervisor. Hsing Ta Cement will not dismiss, transfer, withhold wages for the period of suspension of work, or impose other unfavorable disciplinary actions against the abovementioned workers.

Hsing Ta Cement is actively committed to promoting occupational safety and health and health promotion. To reduce the occurrence of occupational accidents, we follow the occupational safety and health management system and international standards for social responsibility, continuously improve a safe and healthy work environment for employees, prevent occupational injuries and diseases, and reduce hazards in the workplace. We aim to comply with occupational safety and health laws and regulations and create a high-quality, safe, and healthy workplace.

We are committed to employee care, employee health and safety, fulfilling our corporate social responsibility, and pursuing corporate sustainability. We believe that the safety and health of employees are invaluable assets of the Company.

Joint safety training for mine workers



Occupational safety and health training

Effectiveness of occupational safety and health training in 2025

Training	Description and effectiveness
◆ On-the-job training for employees (including workplace violence)	Each session lasted 4 hours for a total of 28 hours with 7 participants.
◆ Rotary kiln operation training	Each session lasted 7 hours for a total of 182 hours with 26 participants.
◆ On-site equipment inspection operation training	Each 4-hour course had 36 participants, totaling 144 training hours; each 8-hour course had 5 participants, totaling 40 training hours.
◆ Operational safety education and training and emergency response procedures	Each session lasted eight hours for a total of 120 hours with 15 participants.
◆ On-the-job training for packaging personnel	Each session lasted 4 hours for a total of 64 hours with 16 participants.
◆ General knowledge of hazardous chemicals (including safety and health education and training)	Each session lasted 3 hours for a total of 33 hours with 11 participants.
◆ Cement mill operation training and raw meal mill operation training	Each session lasted 8 hours for a total of 288 hours with 36 participants.
◆ On-the-job training for open-pit mine workers	All workers of the Mining Section received eight hours of training for a total of 936 hours with 117 participants.
◆ Fire drills	Comprehensive fire drills (including firefighting, reporting, and evacuation) were held on May 26 and November 6, respectively, with a total of 40 participants

4.3.1 Worker engagement, consultation, and communication

The Company has established an Occupational Safety and Health Committee, which consists of seven representatives from our plants and seven labor representatives. The committee held four meetings in 2025 to discuss, review, coordinate, and suggest occupational safety and health management and promotion matters to provide employees with a friendlier, more comfortable, and safer working environment.

The Company enhances employees' occupational safety awareness through education and training and emails on a daily basis and has established internal and external communication procedures to strengthen communication on occupational safety and health. In addition, we have established communication channels on the employee intranet to encourage inquiries, complaints, or suggestions; employees can choose to remain anonymous or not. Opinions or responses can be open to all employees or kept private. Protecting the privacy of the complainant is the top priority throughout the grievance process, ensuring that they feel free to submit their opinions or contact the occupational safety contact point directly by phone. There were no major occupational safety-related complaints in 2025.

Occupational safety complaint procedure



4.3.2 Hazard identification, risk assessment, and incident investigation

The main hazards at Hsing Ta Cement include pinching, slips, cuts, falling or flying objects, and electric shock. We have established hazard identification-related management regulations to ensure the effective operation of hazard identification and risk assessment. During hazard identification, we consider the safety risks of workers in daily operations and the safety risks derived from changes. For those assessed as high risk, an occupational safety and health target plan is established and implemented by the responsible unit after approval by the senior supervisor. Labor safety personnel track the effectiveness and implementation results.

In addition, for accident investigation, the Company has established the Accident Handling and Investigation Procedures for accident investigation and management. In the event of any work-related injury, the reporting operation and handling and improvement process is implemented according to the Accident Handling and Investigation Procedures. The investigation report on work-related accidents is included in the annual education and training and reviewed by the Occupational Safety and Health Committee.

Training on the use of protective equipment at the plant



4.3.3 Statistical analysis of occupational accidents

According to the statistical data of employee occupational accidents, injuries, and diseases, as shown in the table below, from 2022 to 2025, there were no deaths or occupational diseases caused by occupational injuries (including recordable occupational diseases) of all employees. In 2025, two recordable occupational injuries occurred. The Safety and Health Management Office completed root cause analyses of the accidents and implemented improvements to operating procedures and safety awareness measures. No major occupational accidents or fire incidents occurred during the year.

Data/Year		2022	2023	2024	2025
Total hours worked		312,056	683,496	1,036,648	637,971
Occupational injury deaths	Number of people	0	0	0	0
	Percentage	0	0	0	0
Severe occupational injury ^(Note 2)	Number of people	0	0	0	0
	Percentage	0	0	0	0
Recordable occupational injury ^(Note 3)	Number of people	1	0	0	2
	Percentage	0.6409	0	0	0.6270
Occupational disease	Number of people	0	0	0	0
	Percentage	0	0	0	0
Recordable occupational diseases ^(Note 3)	Number of people	0	0	0	0
	Percentage	0	0	0	0

Note 1: The Company may choose to calculate the rate per 200,000 or one million hours worked.

Note 2: Severe occupational injury: It refers to an occupational injury that causes death, or makes it impossible or difficult for workers to return to the pre-injury state of health within six months. Data excludes the number of deaths.

Note 3: Recordable occupational injury or disease: This refers to an occupational injury or disease resulting in any of the following: death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness; or a significant injury or illness diagnosed by a doctor or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. However, the statistics should include the number of fatalities. Traffic accidents occurring during commuting to and from work are not included in the occupational injury statistics.

4.3.4 Healthy workplace promotion

In light of social and economic changes, the International Labour Organization (ILO) and the World Health Organization (WHO) have advocated that workplace safety and health services are workers' fundamental rights. In line with the will of the ILO and WHO, as well as laws and regulations, Hsing Ta Cement has been proactively planning, promoting, and implementing health issues in the three major aspects of health services, health education, and healthy working environment. We regularly offer disease prevention and treatment training, health care training, health lectures, employee preventive health care consultation, and employee health checkups. From the standpoint of protecting the health of employees, we focus on health risk assessment, health management, health promotion, and work environment hazard assessment and advice. We also provide employees with health education concepts, hoping that health problems will not affect their work during work and that health care for workers in the workplace can be implemented as required.

A health seminar on lung diseases was held in April 2025



An AED and CPR drill was conducted in May 2025



The relevant achievements in 2025 are as follows:

- A total of 134 employees in the plants underwent special hazard examinations. Up to 75 people had special health examinations for noise, three for ionizing radiation, and 130 for dust. No work-related anomalies were found.
- We completed hazard identification and risk assessment for workplace violence prevention.
- We completed the employee musculoskeletal injury hazard survey with 278 copies of questionnaire sent and completed anomaly tracking.
- We completed the job evaluation of four female workers at the childbearing age for maternity health protection.
- We use the We Care system to analyze diseases induced by abnormal workloads based on employees' health examination reports and abnormal workload questionnaires. The analysis results are categorized into "high workload," "moderate workload," and "low workload," and occupational physician consultations and health guidance are provided accordingly. Working hours are adjusted or job duties are changed based on the recommendations made during physician consultations.



On-site labor health services



After conducting employee health questionnaire screenings, the plant physician provided on-site services, offering individual consultations and referrals based on personal health conditions.

4.4 Social Engagement

As a member of society as a whole, a company is interdependent with investors, employees, local communities, and other stakeholders. By motivating others to follow suit, we exert our influence and fulfill our corporate social responsibilities by working with local groups to ensure that resources are provided to those in need and being committed to making society a better place. The achievements of our social charity-related efforts are as follows:

- The Company pays close attention to the cultural activities of indigenous communities surrounding the mining area and provides an annual fixed contribution of NT\$2.3 million to the Atayal Tribe in Dongyue Village, Nan'ao Township, Yilan County.
- The Company holds information sessions on mining land use from time to time, inviting tribal representatives and local residents to engage in face-to-face discussions on land use, environmental management, and feedback mechanisms, thereby strengthening trust, fostering consensus, promoting responsible mining, and fostering coexistence with local communities.
- In addition, the Company's Nanshenghu Plant actively assists with cultural and charitable activities organized by the Su'ao Township Office, Yilan County, including the Su'ao Cold Spring Cultural Festival, hiking activities, and road races.
- The Group's Nanshenghu Plant regularly sponsors festive events held by neighboring communities, temples, and the township office. During major holidays, it gives gifts to residents living near the plant to fulfill its responsibility as a good neighbor. In addition, in response to Environmental Protection Bureau initiatives, the plant has adopted a section of Provincial Highway 9 and Mingde Industrial Road leading to the Wulaokeng Scenic Area, and regularly sends staff to clean the roads and clear roadside weeds.
- In 2025, the Company provided NT\$900,000 in scholarships to benefit junior high school, high school, and university students in the county, and actively supported the development of indigenous community industries and cultural education by donating to community development associations in Nan'ao Township as well as funding school equipment and training.
- Residents in the vicinity of the Group's Nanshenghu Plant feared that the original drainage ditch could not cope with heavy rainfalls and therefore, the Company provided 350 Pings of land behind the plant for free and cooperated with the Soil and Water Conservation Bureau and other units to widen, improve and afforest the river course.
- To give what we have taken from society back to society, Sheng'an Temple was built on the land where the Nanshenghu Plant of the Group is located with a long history. It is the central religious belief of the local residents. The Company donated 252 pings of land to the Temple to make its property rights complete.
- The Group financed the cleaning of the drainage ditch around the plant to ensure that the surrounding farmland would not be affected when heavy rain came.

Local Co-Prosperity

The Company pays attention to the cultural and development issues of indigenous communities surrounding the mining area, allocating an annual fixed budget of approximately **NT\$2.3 million** to the Atayal Tribe in Dongyue Village, Nan'ao Township, Yilan County. The contributions include scholarship subsidies, special project cooperation with Dong'ao Elementary School, holiday allowances, support for weddings and funerals, emergency assistance, as well as long-term sponsorship of traditional festivals, sporting events, and cultural activities of the tribe. These efforts aim to promote equal educational opportunities, cultural heritage, and inclusive community development.

In addition, the Group's Nanshenghu Plant actively participates in local public welfare initiatives, supporting the Su'ao Township Office in hosting community events such as the Su'ao Cold Spring Cultural Festival, hiking, and road-running activities. The scholarship program has also been continued, with **NT\$594,000 in 2023, NT\$900,000 in 2024, and NT\$900,000 in 2025**, benefiting junior high school, high school, and university students in the county, thereby fulfilling the Company's social responsibility of local engagement and educational support.

To uphold the principles of operational transparency and local inclusion, the Company proactively holds explanatory meetings on mining land use from time to time, inviting tribal representatives and local residents from communities surrounding the mining area to engage in face-to-face communication on land use scope, environmental management, and community feedback mechanisms. The meeting strengthened trust between the Company and the tribe, helped eliminate misunderstandings, and fostered consensus, becoming an important practice in promoting responsible mining. Looking ahead, the Company will continue to deepen communication mechanisms with indigenous communities and work together to create a friendly and sustainable operating environment.

Multicultural and Public Welfare Activities Highlights

Support for Su'ao Township Office's Typhoon Fung-wong 11/11 Flood Relief

Typhoon Fung-wong caused severe damage in Su'ao, Yilan. The Su'ao Township Office established a dedicated relief account to raise donations to help affected households clean up their homes, rebuild their lives, and repair equipment used for their livelihoods, providing immediate support for post-disaster recovery and easing the burden on affected residents.



Su'ao Township Office 2025 Streetlight Adoption Program

In 2025, the Company adopted streetlights to help ensure the safety of people traveling at night. In local tradition, lighting a "lamp of light" symbolizes dispelling darkness and accumulating blessings while enhancing community safety. Combining environmental and charitable benefits, streetlight adoption represents a form of social contribution that brings individual acts of kindness together for the greater good.

Sponsored the 2025 Dongyue Village Year-End Celebration

At the end of the year, indigenous residents of Dongyue Village, together with friends, colleagues, and community groups, gathered to celebrate, express appreciation for everyone's hard work throughout the year, strengthen mutual care, and welcome the new year. By participating in local indigenous activities, the Company helps foster community harmony.



Sponsored the 2025 Lanyang Matsu Cultural Festival

The Lanyang Matsu Cultural Festival featured a three-day, two-night land and sea pilgrimage from September 26 to 28, showcasing the region's unique religious culture, stimulating the local economy, and strengthening religious and cultural tourism in the county.

Recognized by Yilan County as a "Model Contributor to Education"

In 2025, the Yilan County Government recognized "Model Contributors to Education" for elementary and junior high schools for the 2024 academic year. Hsing Ta Cement is deeply committed to local education, providing funding to schools in the county to improve campus facilities and promote equitable access to educational resources. The Company is committed to expanding diverse learning opportunities for students and creating a safe and positive environment in which they can learn and grow.



Community Cooperation – Shenghu Village Autonomous Disaster Prevention Team, Yilan County

Based on the principle that "the community protects itself," residents take the initiative to carry out self-help and mutual assistance in disaster prevention and response before government emergency resources arrive, thereby strengthening community resilience and reducing loss of life and property.

Appendix I: GRI Standards Content Index

Statement of Use	Hsing Ta Cement Co., Ltd. has reported the information for the period January 1 to December 31, 2025, in accordance with the GRI Standards.
GRI 1	GRI 1: Foundation 2021
Applicable GRI Sector Standards	Not applicable.
Note	Topics marked with * are material topics.

Topic	Disclosure	Description	Chapter	Note
Organization and reporting practices	2-1	Organizational details	1.1 Company Profile	
	2-2	Entities included in the organization's sustainability reporting	Editorial policy	
	2-3	Reporting period, frequency and contact point	Editorial policy	
	2-4	Restatements of information	Editorial policy	Please refer to the notes to each chapter for details.
	2-5	External assurance	Editorial policy	
Activities and workers	2-6	Activities, value chain and other business relationships	1.1 Company Profile	
	2-7	Employees	4.1 Employee Structure	
	2-8	Workers who are not employees	4.1 Employee Structure	
Governance	2-9	Governance structure and composition	2.1 Governance Practices	
	2-10	Nomination and selection of the highest governance body	2.1 Governance Practices	
	2-11	Chair of the highest governance body	2.1 Governance Practices	
	2-12	Role of the highest governance body in overseeing the management of impacts	2.1 Governance Practices 2.3 Risk Management	
	2-13	Delegation of responsibility for managing impacts	2.1 Governance Practices 2.3 Risk Management	
	2-14	Role of the highest governance body in sustainability reporting	1.2 Sustainable Vision Strategy	

Topic	Disclosure	Description	Chapter	Note
Governance	2-15	Conflicts of interest	2.1 Governance Practices	
	2-16	Communication of critical concerns	2.1 Governance Practices	
	2-17	Collective knowledge of the highest governance body	2.1 Governance Practices	
	2-18	Evaluation of the performance of the highest governance body	2.1 Governance Practices	
	2-19	Remuneration policies	2.1 Governance Practices	
	2-20	Process to determine remuneration	2.1 Governance Practices	
	2-21	Annual total compensation ratio	--	The highest annual total compensation is the Company's confidential information.
Strategies, policies and practices	2-22	Statement on sustainable development strategy	Message from Managers	
	2-23	Policy commitments	1.2 Sustainable Vision Strategy 2.2 Ethical Corporate Management and Legal Compliance 2.4 Information Security 3.1 Energy Management 4.1 Employee Structure 4.3 Occupational Safety and Health	
	2-24	Embedding policy commitments	1.2 Sustainable Vision Strategy	
	2-25	Processes to remediate negative impacts	2.1 Governance Practices 2.3 Risk Management	
	2-26	Mechanisms for seeking advice and raising concerns	2.1 Governance Practices	
	2-27	Legal compliance	2.2 Ethical Corporate Management and Legal Compliance	
	2-28	Membership associations	1.3 Organizational Participation and Global Initiatives	
Stakeholder engagement	2-29	Approach to stakeholder engagement	1.4 Stakeholders and Material Topics	
	2-30	Collective bargaining agreements	4.2.3 Labor-management communication	--

Topic	Disclosure	Description	Chapter	Note
GRI 3: Material Topics 2021				
Material topics	3-1	Process of determining material topics	1.4 Stakeholders and Material Topics	
	3-2	List of material topics	1.4 Stakeholders and Material Topics	
	3-3	Management of material topics	1.4 Stakeholders and Material Topics	
Self-defined material topics				
* Ethics and integrity/* Legal compliance				
GRI 3: Material Topics 2021	3-3	Management of material topics	1.4 Stakeholders and Material Topics 2.2 Ethical Corporate Management and Legal Compliance 2.5 Customer Service and Supply Chain Sustainability 4.2 Right Person for the Right Place	
* Corporate governance/* Operational risk management				
GRI 3: Material Topics 2021	3-3	Management of material topics	1.4 Stakeholders and Material Topics 2.1 Governance Practices 2.3 Risk Management	
* Climate change response				
GRI 3: Material Topics 2021	3-3	Management of material topics	1.4 Stakeholders and Material Topics 3.5 Climate Change Response	

Topic	Disclosure	Description	Chapter	Note
Economic aspect				
Financial performance				
GRI 3: Material Topics 2021	3-3	Management of material topics	1.4 Stakeholders and Material Topics	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	2.5 Products and Business Performance	
	201-2	Financial implications and other risks and opportunities due to climate change	3.5 Climate Change Response	
	201-3	Defined benefit plan obligations and other retirement plans	4.2 Right Person for the Right Place	
Social engagement				
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	4.4 Social engagement	
Environmental				
* Energy management/energy conservation and carbon reduction				
GRI 3: Material Topics 2021	3-3	Management of material topics	1.4 Stakeholders and Material Topics	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	3.1 Energy Management	
	302-3	Energy intensity	3.1 Energy Management	
	302-4	Reduction of energy consumption	3.1 Energy Management	
Water resource management				
GRI 303: Water and Effluents 2018 management approach	303-1	Interactions with water as a shared resource	3.2 Water Resource Management	
	303-2	Management of water discharge-related impacts	3.2 Water Resource Management	
	303-3	Water withdrawal	3.2 Water Resource Management	
Biodiversity				
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity	3.3 Pollution Control	
	304-3	Habitats protected or restored	3.3 Pollution Control	

Topic	Disclosure	Description	Chapter	Note
Greenhouse gas emissions (* air pollution control)				
GRI 3: Material Topics 2021	3-3	Management of material topics	1.4 Stakeholders and Material Topics	
GRI 305: Emissions 2016	305-1	Direct (scope 1) GHG emissions	3.4 Greenhouse Gas Management	
	305-2	Energy indirect (scope 2) GHG emissions	3.4 Greenhouse Gas Management	
	305-3	Other indirect (scope 3) GHG emissions	3.4 Greenhouse Gas Management	
	305-4	GHG emissions intensity	3.4 Greenhouse Gas Management	
	305-5	Reduction of greenhouse gas emissions	3.1 Energy Management	
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	3.3 Pollution Control	
*Waste management				
GRI 3: Material Topics 2021	3-3	Management of material topics	1.4 Stakeholders and Material Topics	
GRI 306: Waste 2020	306-3	Waste generated	3.3 Pollution Control	
	306-4	Waste diverted from disposal	3.3 Pollution Control	
	306-5	Waste directed to disposal	3.3 Pollution Control	
Social				
Employment				
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	4.2 Right Person for the Right Place	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.2 Right Person for the Right Place	
	401-3	Parental leave	4.2 Right Person for the Right Place	
GRI 402: Labor/Management relations 2016	402-1	Minimum notice periods regarding operational changes	4.2 Right Person for the Right Place	

Topic	Disclosure	Description	Chapter	Note
*Occupational safety and health				
GRI 3: Material Topics 2021	3-3	Management of material topics	1.4 Stakeholders and Material Topics	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	4.3 Occupational Safety and Health	
	403-2	Hazard identification, risk assessment, and incident investigation	4.3 Occupational Safety and Health	
	403-3	Occupational health services	4.3 Occupational Safety and Health	
	403-4	Worker participation, consultation, and communication on occupational health and safety	4.3 Occupational Safety and Health	
	403-5	Worker training on occupational health and safety	4.3 Occupational Safety and Health	
	403-6	Promotion of worker health	4.3 Occupational Safety and Health	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.3 Occupational Safety and Health	
	403-8	Workers covered by an occupational health and safety management system	4.3 Occupational Safety and Health	
	403-9	Work-related injuries	4.3 Occupational Safety and Health	
	403-10	Occupational disease	4.3 Occupational Safety and Health	
Talent cultivation and retention				
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	4.2 Right Person for the Right Place	
	404-2	Programs for upgrading employee skills and transition assistance programs	4.2 Right Person for the Right Place	
Diversity and equal opportunity				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	4.1 Employee Structure	

Appendix II: Sustainability Accounting Standards Board (SASB) Standards Table

Topic	Code	Metric	Category	Corresponding chapter in the report	Note
Greenhouse gas emissions	EM-CM-110a.1	Total Scope 1 emissions from perfluorinated compounds (PFCs)	Quantitative	3.4 Greenhouse Gas Management	
	EM-CM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Qualitative	3.4 Greenhouse Gas Management	
Air quality	EM-CM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O), (2) SOx, (3) particulate matter (Dust-(PM10)), (4) dioxins/furans, (5) volatile organic compounds (VOCs), (6) polycyclic aromatic hydrocarbons (PAHs), and (7) heavy metals	Quantitative	3.3 Pollution Control	
Energy management	EM-CM-130a.1	(1) Total energy consumed, (2) percentage of grid electricity, (3) percentage of alternative energy, and (4) percentage of renewable energy	Quantitative	3.1 Energy Management	
Water resource management	EM-CM-140a.1	(1) Total fresh water withdrawn, (2) percentage recycled, and (3) percentage in regions with high or extremely high baseline water stress	Quantitative	3.2 Water Resource Management	The Company's operating sites are in northern Taiwan, which is not an area with high water stress.
Waste management	EM-CM-150a.1	Amount of waste generated, percentage hazardous, percentage recycled	Quantitative	3.3 Pollution Control	
Biodiversity impacts	EM-CM-160a.1	Description of environmental management policies and practices for active sites	Qualitative	3.3 Pollution Control	
	EM-CM-160a.2	Terrestrial acreage disturbed, percentage of impacted area restored	Quantitative	3.3 Pollution Control	It is partially disclosed due to incomplete data.
Workforce health & safety	EM-CM-320a.1	For directly hired and contract employees (1) Total recordable incident rate (TRIR) and (2) near-miss frequency rate (NMFR)	Quantitative	4.3 Occupational Safety and Health	The false alarm rate is not disclosed as the data is not collected.
	EM-CM-320a.2	Number of reported cases of silicosis	Quantitative	4.3 Occupational Safety and Health	There were no silicosis cases in 2025.
Product innovation	EM-CM-410a.1	Percentage of products that qualify for credits in sustainable building design and construction certifications	Quantitative	--	The Company sells cement to customers, and relevant certifications were not compiled.
	EM-CM-410a.2	Total addressable market and share of market for products that reduce energy, water, and/or material impacts during usage and/or production	Quantitative	--	It is not disclosed as there was no data available.
Pricing integrity & transparency	EM-CM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with cartel activities, price fixing, and anti-trust activities	Quantitative	--	There were no legal proceedings or losses associated with cartel activities, price fixing, and anti-trust activities in 2025.
Product production	EM-CM-000.A	Production by major product line	Quantitative	--	In 2025, the production volume of cement and clinker was 2,107,974 metric tons (including the production volume of subsidiaries in China).

Appendix III: Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

Sustainability Disclosure Indicators for Specific Industries – Cement Industry

No.	Indicator	Type of indicator	Annual disclosure	Unit	Reference section	Note
I	Total energy consumption	Quantitative	2,220,231.10	Gigajoules (GJ)	3.1 Energy Management	
	Percentage of purchased electricity	Quantitative	12.09	Percentage (%)		
	Renewable energy usage rate	Quantitative	0.1221	Percentage (%)		
II	Total water withdrawal	Quantitative	553.131	Thousand cubic meters	3.2 Water Resource Management	
	Total water consumption	Quantitative	553.131			
III	Weight of waste generated	Quantitative	41.68	Tons (t)	3.3 Pollution Control	Hazardous waste 0%
	Percentage of hazardous waste recycled in the production process	Quantitative	0	Percentage (%)		
IV	Description of the number of occupational accidents	Quantitative	2	Number of people	4.3 Occupational safety and health	
	Description of the percentage of occupational accidents	Quantitative	0.60	Percentage (%)		
V	Production volume of major products by product category	Quantitative	Cement and clinker production 2,107,974	Tons (t)	2.4 Products and Business Performance	Including production from mainland China subsidiaries

Appendix IV: TCFD Disclosure Comparison Table

Aspect	TCFD disclosure	Corresponding chapter
Governance	Describe the board's oversight of climate-related risks and opportunities.	3.5 Climate Change Response
	Describe management's role in assessing and managing climate-related risks and opportunities.	
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios.	
Risk management	Describe the organization's processes for identifying and assessing climate-related risks.	
	Describe the organization's processes for managing climate-related risks.	
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	
Metrics and targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	

Appendix V: Climate-related information of TWSE/TPEX listed companies

- ◆ Risks and opportunities caused by climate change to the Company and relevant countermeasures taken by the Company

Item		Corresponding chapters in the report
1	Describe the Board's and management's oversight and governance of climate-related risks and opportunities.	3.5 Climate Change Response
2	Describe how the identified climate risks and opportunities affect the business, strategy and finance of the Company (short, medium and long term).	
3	Describe the impact of extreme climate events and transition actions on finance.	
4	Describe how the identification, assessment and management processes of climate risks are integrated into the overall risk management system.	
5	If scenario analysis is used to assess the resilience to climate change risk, describe the scenarios, parameters, assumptions, analytical factors used, and key financial impacts.	
6	If there is a transition plan for managing climate-related risks, describe the plan and the metrics and targets used to identify and manage physical risks and transition risks.	
7	If internal carbon pricing is used as a planning tool, describe the basis for pricing.	Internal carbon pricing has not yet been implemented.
8	If climate-related targets are set, describe the information on the activities covered, the scope of greenhouse gas emissions, the planning schedule, and the annual progress of achievement. If carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, describe the sources and quantities of carbon reduction credits used for the offsets or the number of RECs.	3.1 Energy Management 3.5 Climate Change Response
9	Greenhouse gas inventory and assurance	Appendix VI: Details of assurance

Appendix VI: Details of assurance (verification certificates)

- Information on greenhouse gas inventory and assurance for the most recent 2 years

Greenhouse gas emissions for the past two years (metric tons CO₂e), intensity (metric tons CO₂e/per million NTD), data coverage, and assurance status are disclosed as follows.

Since 2012, Hsing Ta Cement has conducted annual greenhouse gas (GHG) inventories in accordance with ISO 14064-1 standards. The inventory scope covers Scope 1 (direct emissions), Scope 2 (indirect energy emissions), and certain material items under Scope 3. The 2025 inventory has already covered both the parent company and subsidiaries within the scope of consolidated financial statements. The parent company's 2025 inventory has been verified by the third-party organization DNV Business Assurance Co., Ltd., while the subsidiaries are scheduled to be included in the verification plan in 2027.

In accordance with FSC regulations for listed cement companies:

- The parent company on a standalone basis has been required to conduct GHG inventories starting in 2023 and to complete third-party assurance in 2024.
- Subsidiaries within the scope of consolidated financial statements are required to conduct inventories starting in 2025 and to complete assurance in 2027.

		2024		2025	
		Emissions (tCO ₂ e)	Intensity Intensity (tCO ₂ e/ million of revenue)	Emissions (tCO ₂ e)	Intensity Intensity (tCO ₂ e/ million of revenue)
Parent company	Scope 1	434,008.75	/	442,231.23	/
	Scope 2	33,066.44		35,314.32	
	Total	467,075.19		477,545.55	
Consolidated financial statements Subsidiary	Scope 1	767,268.10		862,460.49	
	Scope 2	37,483.79		42,242.96	
	Total	804,751.89		904,703.45	
Total		1,271,827.08	273.16	1,382,249.00	311.88

Assurance organization	AFNOR Asia Ltd.	DNV Business Assurance Co., Ltd.
Assurance standards	ISO 14064-3:2019 Reasonable Assurance	ISO 14064-3:2019 Reasonable Assurance
Scope of assurance	The parent company covers the Taipei headquarters, the Nanshenghu Plant in Yilan, and the Mount Taibai mining area.	The parent company covers the Taipei headquarters, the Nanshenghu Plant in Yilan, and the Mount Taibai mining area.
Assurance opinion	Unqualified opinion	Unqualified opinion

Note 1: The Company completed an organization-wide inventory for 2025, and emission intensity was calculated based on consolidated operating revenue.

Note 2: The Group's emission intensity increased in 2025 compared with the previous year, mainly due to weak demand and price competition in the cement market in Mainland China, which resulted in a decline in the Group's consolidated revenue. At the same time, the Group's major operating plants in Mainland China carried out ultra-low emission upgrades, such as installing additional SCR facilities, in response to increasingly stringent environmental regulations, resulting in a temporary increase in base energy consumption.



溫室氣體排放量 查驗聲明書

聲明書編號：
CB50990-2025-AP-TWN-TAF

地點和日期：
台北，中華民國 115 年 05 月 28 日

頁數：
2 之 1 頁

受查驗者聯絡資訊

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通訊地址：宜蘭縣蘇澳鎮中山路二段 205、235 號

查驗機構聯絡資訊

公司名稱：立憲威國際驗證股份有限公司
聯絡電話：02-82537800
通訊地址：新北市板橋區文化路二段 293 號 29 樓

查驗範圍

涵蓋信大水泥股份有限公司南港湖廠（管制編號 G3200849，工廠登記編號 99620074）：宜蘭縣蘇澳鎮中山路二段 205、235 號擁有與經營之 1 家非金屬製造廠，共計 1 處設施。溫室氣體報告書發行日期：中華民國 115 年 4 月 27 日，第 1.1 版。

查驗準則

依溫室氣體排放量盤查登錄及查驗管理辦法、溫室氣體排放量盤查作業指引（113 年版）、溫室氣體查驗指引（113 年 6 月）、環境部相關規定辦理；其餘未定事宜則依環境部及認證機構相關規範辦理。

盤查期間

自中華民國 114 年 1 月 1 日至 12 月 31 日

查驗結果摘要

茲證明本案符合行政院環境部現行規定，查驗結果發現未違反實質性限制，符合行政院環境部認可之合理保證等級。

本項主場查驗員：
林家弘

林家弘

查驗作業實施日期：
中華民國 115 年 03 月 18 日至 04 月 27 日



查驗機構負責人：
立憲威國際驗證股份有限公司

謝淑芬

查驗機構負責人簽名日期：
中華民國 115 年 05 月 28 日

聯絡資訊：立憲威國際驗證股份有限公司，新北市板橋區文化路二段 293 號 29 樓 Tel: +886-2-82537800, <https://www.dnv.com/tai>
DNV ZNATWOP-F06, Rev 13, 2025-01



聲明書編號：
CB50990-2025-AP-TWN-TAF

地點和日期：
台北，中華民國 115 年 05 月 28 日

頁數：
2 之 2 頁

查驗排放量

採 IPCC 2013 年第五次評估報告（AR5）公告之 GWP 值彙總排放量，總計 476,387.134 公噸二氧化碳當量，包含

- 直接溫室氣體排放（範疇一）排放量：441,383.1822 公噸二氧化碳當量
 - 能源間接溫室氣體排放（範疇二）排放量：35,003.9520 公噸二氧化碳當量
- （依經濟部能源署公告 113 年度電力排碳係數 0.474 公斤 CO₂-e/度計算）

查驗意見

依據查驗者所執行之查驗過程與程序，有充分證據顯示信大水泥股份有限公司南港湖廠之溫室氣體主張不具實質差異，且係根據協議之查驗準則規範的溫室氣體量、監測與報告的標準予以準備，並公正地呈現溫室氣體數據及相關資訊。

保留限制

無

保密性聲明

此報告及附件可能包含信大水泥股份有限公司南港湖廠之機密資訊，除作為行政院環境部相關盤查登錄或減量額度核可申請之證明文件外，未經信大水泥股份有限公司南港湖廠書面同意，其他個人、團體或公司禁止自行複製或發行。

利益衝突迴避聲明

- (一)茲保證此報告及附件內容完全依照環境部及有關機關之相關規範，秉公公正、誠實之原則進行查驗作業，絕無虛偽不實，如有違反，就政府機關所受損失賠償賠償責任之外，並接受主管機關依法令所為之行政處分及刑事處罰。
- (二)若人瞭解如自身受政府機關委任從事公務，亦屬於刑法上之公務員，並應執行上開刑罰，公務員登載不實偽造公文書及貪污治罪條例之相關規定，如有違反，亦為刑法及貪污治罪條例之適用對象，應受最嚴厲之法律制裁。
- (三)保證本公司與受查驗單位並無財務投資之關係，且符合主管機關對利益衝突迴避之要求。如有違反前述事實情事，經主管機關查驗屬實時，此報告及附件內容將被受主管機關判定為無效之處分。

此證

負責人簽名：查驗員

職稱：總經理

中華民國 115 年 05 月 28 日

查驗人員簽名：林家弘、謝淑芬、林俊男、金仲賢

聯絡資訊：立憲威國際驗證股份有限公司，新北市板橋區文化路二段 293 號 29 樓 Tel: +886-2-82537800, <https://www.dnv.com/tai>
DNV ZNATWOP-F06, Rev 13, 2025-01



Independent Verification Opinion

Verification Opinion No.:
CB50991-2025-AG-TWN-DNV

Issued Place and Date:
Taipei, 28 May, 2026

Page 1 of 2

This is to verify initiate reporting of Greenhouse Gas Inventory Management Report (2025) of

Hsing Ta Cement Company Limited

Scope of Verification

DNV Business Assurance (DNV) has been commissioned by Hsing Ta Cement Company Limited (hereafter "the Organization") to perform a verification of the greenhouse gas statements of Greenhouse Gas Inventory Management Report (2025) (hereafter the "Inventory Report") in Taiwan, R.O.C. with respect to the sites listed in Appendix A.

The Reporting Boundary for the verification including direct GHG emissions and removals, indirect GHG emissions from imported energy, indirect GHG emissions from transportation, indirect GHG emissions from products used by the Organization and indirect GHG emissions associated with the use of products from the Organization. The further descriptions for the Reporting Boundary listed in Appendix B.

Verification Criteria and GHG Programme

The verification was performed on the basis of Financial Supervisory Commission Sustainable Development Roadmap Scheme and ISO 14064-1:2018 as well as criteria given to provide for consistent GHG emission identification, calculation, monitoring and reporting. The verification was conducted in accordance with ISO 14066:2023, ISO 14065:2020, ISO 14064-3:2019.

Verification Opinion

It is DNV's opinion that the Inventory Report (2025), which was published on April 28, 2026 (Version 1.1), is free from material discrepancies in accordance with the verification criteria identified as stated above. The opinion is decided based on the following approaches,

- For the Direct (Category/Scope 1) GHG emissions and Indirect GHG emissions from imported energy (Category/Scope 2), the reliability of the information within the Inventory Report (2025) was verified with reasonable level of assurance.
- For the other indirect GHG emissions, the involved information was verified with limited level of assurance.

GHG Verifier:
Ben Lin



For the issuing office:
DNV Business Assurance Co., Ltd.



Management Representative

The Appendix forms an integral part of this Certificate, which shall be invalid when used without the Appendix.
Lack of fulfillment of conditions as set out in the Verification Agreement may render this verification invalid. This Verification Opinion is based on the information made available to us and the engagement conditions detailed above. Hence, DNV cannot guarantee the accuracy or completeness of the information. DNV cannot be held liable by any party relying or acting upon this Verification Opinion.
The issuing office: 25th, 1st, 2nd, 3rd, 4th, 5th, 6th, 7th, 8th, 9th, 10th, 11th, 12th, 13th, 14th, 15th, 16th, 17th, 18th, 19th, 20th, 21st, 22nd, 23rd, 24th, 25th, 26th, 27th, 28th, 29th, 30th, 31st, 32nd, 33rd, 34th, 35th, 36th, 37th, 38th, 39th, 40th, 41st, 42nd, 43rd, 44th, 45th, 46th, 47th, 48th, 49th, 50th, 51st, 52nd, 53rd, 54th, 55th, 56th, 57th, 58th, 59th, 60th, 61st, 62nd, 63rd, 64th, 65th, 66th, 67th, 68th, 69th, 70th, 71st, 72nd, 73rd, 74th, 75th, 76th, 77th, 78th, 79th, 80th, 81st, 82nd, 83rd, 84th, 85th, 86th, 87th, 88th, 89th, 90th, 91st, 92nd, 93rd, 94th, 95th, 96th, 97th, 98th, 99th, 100th, 101st, 102nd, 103rd, 104th, 105th, 106th, 107th, 108th, 109th, 110th, 111th, 112th, 113th, 114th, 115th, 116th, 117th, 118th, 119th, 120th, 121st, 122nd, 123rd, 124th, 125th, 126th, 127th, 128th, 129th, 130th, 131st, 132nd, 133rd, 134th, 135th, 136th, 137th, 138th, 139th, 140th, 141st, 142nd, 143rd, 144th, 145th, 146th, 147th, 148th, 149th, 150th, 151st, 152nd, 153rd, 154th, 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信大水泥
HSING TA CEMENT



信大水泥股份有限公司

HSING TA CEMENT COMPANY LIMITED

