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1.1 Company Profile

Rexon Industrial Corp., Ltd. upholds “integrity, stability, and growth” as its core business philosophy, emphasizing integrity in dealing with people, dedication in carrying out work, the pursuit of steady development, and the establishment of long-term and stable partnerships. At the same time, the Company continues to pursue self-improvement to achieve its goals of long-term corporate growth and sustainable operations. The Company's predecessor was Guoxing Machinery Factory, founded in 1972 in Taichung, Taiwan by Mr. Chen Jui-Jung, Mr. Casey Wang, and Mr. Lin Shu-Lin, and completed company registration in the following year. In 1976, it was officially renamed Rexon Industrial Corp., Ltd. and was jointly operated by Mr. Chen Jui-Jung and Mr. Casey Wang, laying a solid foundation for steady development. Since 2021, Mr. Wang Kuan-Hsiang has served as Chairman, continuing to lead the Company toward its next stage of growth.

In terms of corporate governance and sustainable development, Rexon Industrial Corp., Ltd. actively promotes corporate social responsibility (ESG) and continues to deepen its practices in environmental protection, social contribution, and corporate governance, ensuring that the Company generates positive impacts on society and the environment while maintaining steady business growth. To fulfill these commitments, Rexon has obtained multiple international certifications, including ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, and ISO 27001 Information Security Management System, demonstrating the Company’ s strong emphasis on quality excellence, information security, and sustainable development.



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In response to changes in international markets and to reduce supply chain risks, Rexion Industrial Corp., Ltd. continues to strengthen its global manufacturing footprint. In addition to establishing a new production base in Thailand through a joint venture, the Company also resolved in 2025 to establish a subsidiary in Vietnam, thereby enhancing regional operational flexibility and overall competitiveness. On this foundation, Rexion has long focused on the R&D and production of woodworking machinery and fitness equipment, with products marketed to countries around the world, while continuing to consolidate the advantages of its core businesses. At the same time, the Company is actively expanding into new business areas by investing in the development of products such as e-bike motors and garden tools, while further deploying technologies related to drone power systems. These initiatives inject innovative momentum into the Company’ s future growth and support sustainable development and long-term competitive advantages.



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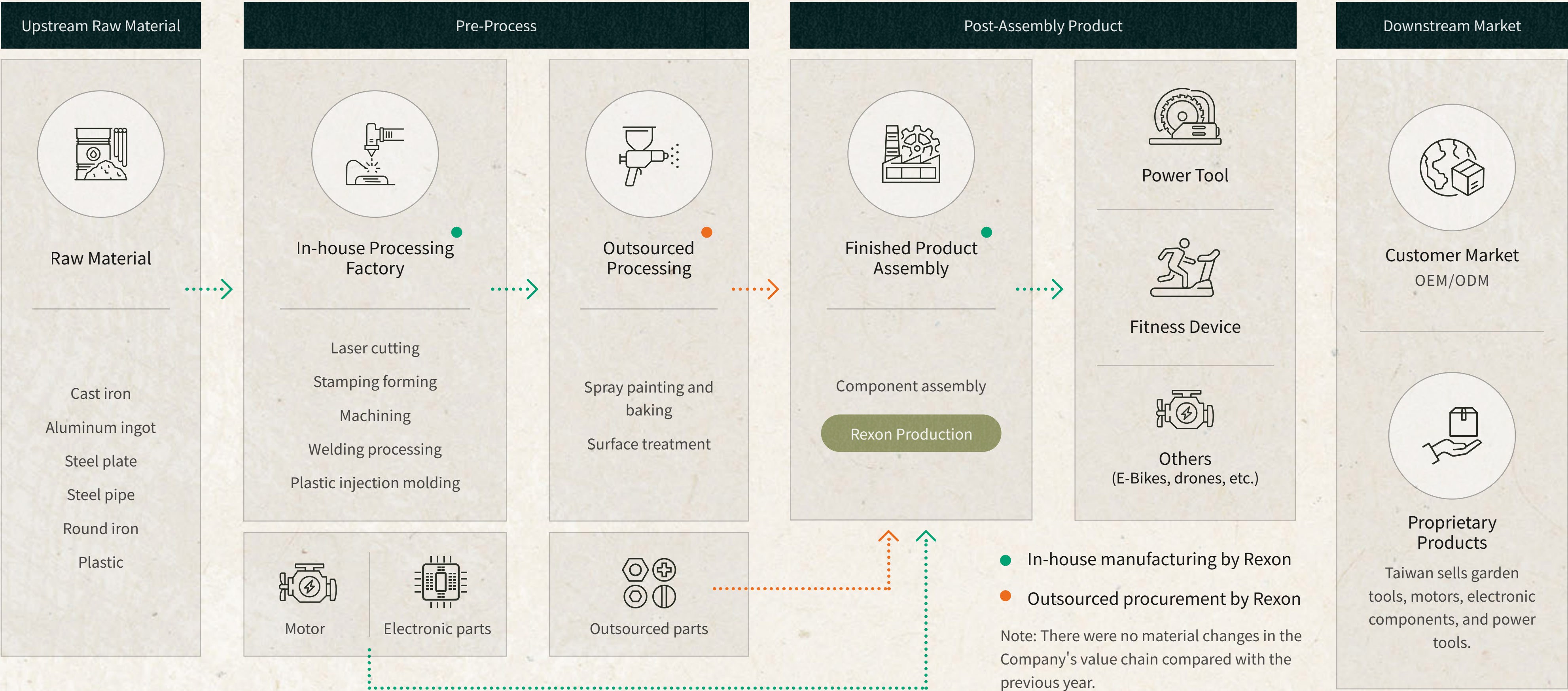
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Rexon's Operational Value Chain

The Company's production processes are fully vertically integrated and equipped with in-house manufacturing capabilities for key components, forming a solid competitive advantage in the industry. Its comprehensive vertical integration covers end-to-end manufacturing capabilities, from processing raw materials into components to complete machine assembly and shipment. The Company also controls key component manufacturing processes, including casting, stamping, tube bending, CNC machining, plastic injection molding, motor production, control panel production, and product assembly. By independently controlling key production technologies, the Company ensures product quality and production efficiency, while further strengthening supply chain resilience. This enables the Company to provide highly stable products and services to global OEM/ODM customers and consumers of its proprietary brands in Taiwan.



▲ Stamping ▲ Pipe Bend ▲ Motor Production



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1.2 Sustainable Governance Structure

Rexon Industrial places strong emphasis on the rights and interests of its stakeholders. While pursuing business growth and profits, the Company also remains mindful of the long-term impact of environmental protection, social responsibility, and corporate governance on the company, and is committed to improving both economic efficiency and sustainability. To strengthen corporate sustainable operation, Rexon's Board of Directors resolved in November 2023 to formally establish the "Sustainable Development Committee" and adopt its charter. The Committee is responsible for assisting the Board of Directors in supervising and promoting ethical management, sustainable operation, sustainable environment, talent management, employee care, friendly workplace, community care, value chain management, as well as the formulation and implementation of sustainable development policies. With a systematic governance structure, Rexon continues to strengthen its sustainable management strategy to ensure that social and environmental responsibilities are taken into account during its development and to realize its core value of sustainable development.



Sustainability Committee Structure

Rexon Industrial's sustainability governance structure can be divided into three tiers to ensure the effective promotion and implementation of its sustainable development strategy:

1 Supervisory and Decision-Making Tier

The "Sustainability Committee" serves as the Company's highest-level governance body dedicated to sustainability. It is responsible for supervision and decision-making. The Committee consists of 6 members, including the Chairman, 2 directors, and 3 independent directors. The Chief Sustainability Officer serves as its convener. The Committee aims to ensure professionalism and independence in sustainability-related governance decision-making.



2 Coordination and Planning Tier

The "Sustainability Office," led by the Chief Sustainability Officer, is responsible for assisting in the planning and execution of sustainable development strategies. Its responsibilities are as follows:

- Identify the sustainability issues that need attention and formulate corresponding action plans.
- Design the framework and prepare the annual Sustainability Report.
- Assist in facilitating communication, coordination, and operation integration of relevant matters among all promotion centers.
- Develop a continuous improvement plan by managing and tracking the performance of sustainability issues from all aspects.
- Responsible for meeting-related affairs of the Sustainability Committee and reporting implementation results and work plans to the Committee.

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3 Execution and Promotion Tier

(I) Rexon's Sustainability Operations Committee (ESG Operations Committee)

The Company's Chief Sustainability Officer serves as the convener, with twelve senior managerial officers as committee members. A dedicated staff unit, the "Sustainability Office," is responsible for promoting CSR-related initiatives and management. In 2025, a total of 12 regular meetings were held to review sustainability management goals and the implementation status of related policies. The meetings were attended by the Chairman, President, and Vice Presidents from various units. Reports presented during these meetings covered climate change management strategies, sustainability action plans, and goal achievement status. The Sustainability Office reports to the Sustainability Committee twice a year to ensure the effective implementation of policies.

(II) Six Promotion Task Forces

Six Promotion Task Forces were established under the "ESG Operations Committee," each led by a Vice President from relevant unit. These task forces cover professional areas such as accounting, sales, procurement, manufacturing, R&D, corporate governance, and human resources. Unit supervisors participate in the ESG project and provide cross-departmental resources. They stay informed about global sustainability trends, conduct in-depth analysis of governance, environmental, and social issues, and integrate them with core operations, product innovation, and services. The office sets strategic directions and formulates project promotion plans for sustainable development.

Sustainability Committee Operations

There were no material incidents with respect to the communication between Rexon and its stakeholders during the reporting period of 2025. (The Company defines a "material incident" as an incident specified in the Financial Supervisory Commission Release Principles of Material Information” which meets can be can be considered a “significant violation for which a fine of more than NT\$1 million is imposed.”)



Communication Plan	Communication Mechanism	Communication Frequency
FSC's Sustainable Development Roadmap Planning	The Sustainability Office reports to the Board of Directors on an annual basis: - Planning and verification schedules for Sustainability Reports prepared by Rexon and its subsidiaries. - Planning and verification schedules for GHG inventory conducted by Rexon and its subsidiaries.	Once a year
Materiality Analysis Results	An annual materiality analysis is conducted to identify material topics that serve as the guidelines for compiling the Sustainability Report	Once a year
The results of the current year's implementation plan are reported during the development of the following year's plan	The Sustainability Committee meets every six months to receive reports from the Sustainability Office on the implementation results of the year's sustainability performance and the implementation plan for the following year. The Committee also reports to the Board of Directors.	Twice a year

1.3 Awards and Recognitions



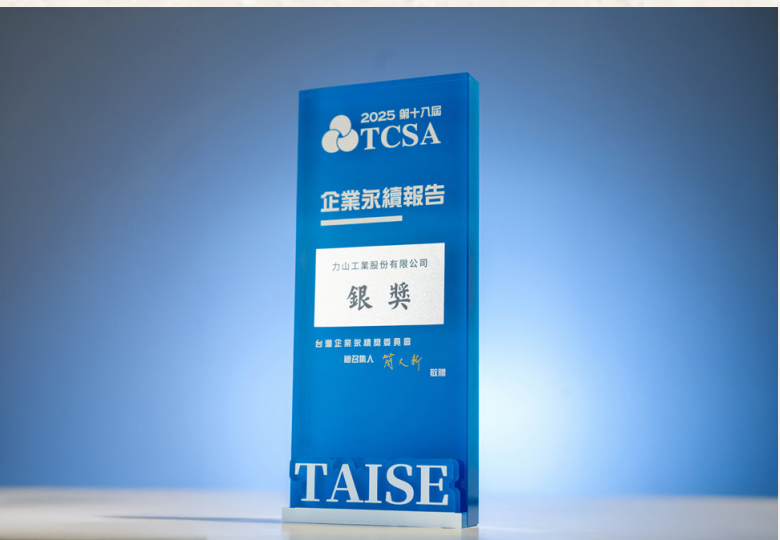
Environment

產業	企業	2024年營收 (百萬元)	破生產力 成長率	破排 減少率	減碳作為
電機機械	東元 ★	55,472	14%	25%	導入內部碳定價、建置碳盤查系統、提升能效與再生能源占比，並輔導供應商執行碳管理
	力山	6,099	5%	-5%	改善冷氣設備，提升綠能使用比例，全面啟用電子化單據系統。
	中宇	10,859	51%	28%	推動特色採購，公務車更換為油電混合車，物料搬運逐步改用綠色能源載具。
	上銀	24,392	-1%	6%	推動空調系統、空調系統、製程改善、防制設備、特機改善及照明設備等節能專案，並持續研發低碳產品。

Business Weekly's “Top 100 Carbon Competitiveness Enterprises”



Corporate Governance



Received awards for three consecutive years, including the Gold Award in Category 2, Traditional Manufacturing Industry, in 2023; the Gold Award in Category 1, Traditional Manufacturing Industry, in 2024; and the Silver Award in Category 1, Traditional Manufacturing Industry, in 2025

Taiwan Corporate Sustainability Awards (TCSA) – Sustainability Report Awards – Traditional Manufacturing Industry – Category 1 “Silver Award”



Society



Recognized for two consecutive years in 2024 and 2025
“Outstanding Enterprise” in the Occupational Health and Safety Performance Disclosure Evaluation



Received for three consecutive award cycles in 2021, 2023, and 2025 (award validity period: two years)
Gold Medal under the Talent Quality-management System (TTQS), Workforce Development Agency, Ministry of Labor



Top 100 Age-Friendly Enterprises