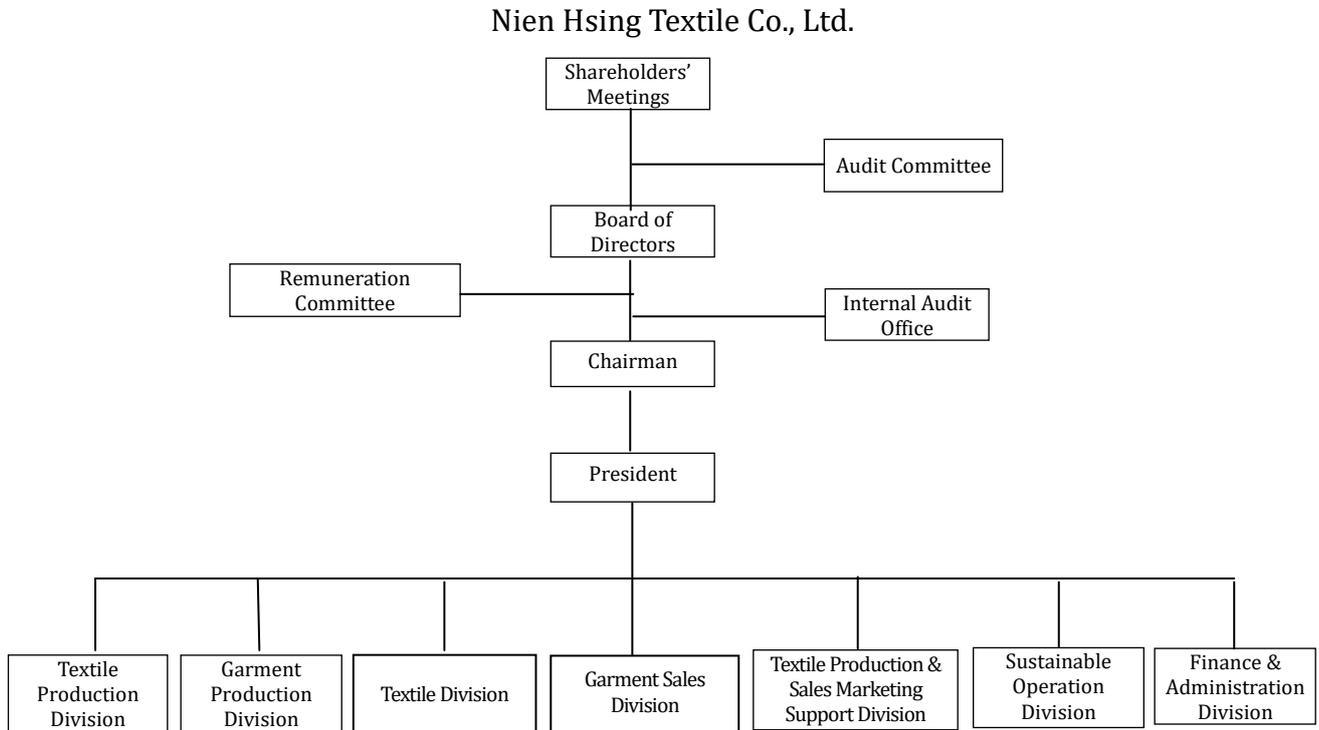


Corporate Governance Report

1. Organization

(1) Organizational structure:



(2) Main business of each department:

Name of department		Duties
Internal Audit Office		Internal control and internal audit
Textile Production Division	Research and Development Department	Research and development
	Mexico Textile Factory	Spinning, dyeing and weaving, dyeing and finish, and engineering
	Lesotho Textile Factory	Spinning, dyeing and weaving, dyeing and finish, and engineering
Garment Production Division	Lesotho District	Garment production
	Vietnam District	Garment production
Textile Division	Textile Department	Sales and marketing of denim and ring-spun yarn
Garment Sales Division	Lesotho District	Sales and marketing of denim garment; production management
	Vietnam District	Sales and marketing of jeans garment; production management
	Purchasing Department	Garment procurement
Textile Production & Sales Marketing Support Division	Purchasing Section	Textile procurement
Sustainable Operation Division	Sustainable Environment Team	Chemical management, energy management, discharge of waste, and eco-friendly manufacturing process; human rights and occupational safety
Finance & Administration Division	Finance Department	Finance, accounting, shareholder service, investment and development
	Management Department	Administration, general affairs, human resource, shipping, information technologies

2. Information regarding Directors and executives

(1) Directors

1. Information regarding Directors

April 19, 2025

Title	Nationality or place of registration	Name	Gender Age	Date elected	Term of office	Date first elected	Shareholdings when elected		Current Shareholdings		Spouse and Minor shareholdings		Shareholdings by nominee arrangements		Major education and experience	Current positions at the company and other companies	Executives or Directors who are spouses or within two degrees of kinship			Remarks (Note 12)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relationship	
Chairman	R.O.C	Panda Investment Co., Ltd.	-	June 13, 2023 (June 13, 2023)	3 years	June 23, 2022 (Note 1)	28,892,146	13.99%	28,892,146	14.59%	Not applicable.	Not applicable.	0	0%	Not applicable.	Not applicable.	Not applicable.			None
	R.O.C	Representative: Wei-Han Chen	Male 26	June 13, 2023 (June 13, 2023)	3 years	June 23, 2022 (Note 1)	0	0%	0	0%	0	0%	0	0%	Department of Business Administration and Sport Management, Southern Methodist University	Note 2	None			None
Director	R.O.C	Shu-Hsuan Tsai	Male 58	June 13, 2023 (June 13, 2023)	3 years	May 13, 2003	24,150	0.01%	24,150	0.01%	698,000	0.35%	0	0%	Senior Auditor, Deloitte & Touche Finance Manager, Chih Hsing Textile Co., Ltd. Department of Accounting, Soochow University	Note 3	None			None
Director	R.O.C	Chu Chen Investment Co., Ltd.	-	June 13, 2023 (June 13, 2023)	3 years	June 14, 2006 (Note 4)	9,253,292	4.48%	9,253,292	4.67%	Not applicable.	Not applicable.	0	0%	Not applicable.	Not applicable.	Not applicable.			None
	R.O.C	Representative: Jen-Chou Chen	Male 48	June 13, 2023 (June 13, 2023)	3 years	May 13, 2003 (Note 5)	127,827	0.06%	127,827	0.06%	669	0%	0	0%	Researcher, Barits Securities Corporation Department of Business Administration, University of Southern California	Note 5	None			None
Director	R.O.C	Tai-Yuan Chou	Male 53	June 13, 2023 (June 13, 2023)	3 years	June 15, 2015	0	0%	0	0%	0	0%	0	0%	Semi-Senior Auditor, Deloitte & Touche Department of Accounting, Tamkang University	Note 6	None			None
Director	R.O.C	Jih-Chao Li	Male 67	June 13, 2023 (June 13, 2023)	3 years	June 13, 2023 (Note 7)	0	0%	0	0%	0	0%	0	0%	Associate Vice President of Textile Production Division, Nien Hsing Textile Co., Ltd.; Administrator, Tai Yuen Textile Co., Ltd.; Chien Hsin Industrial College		None			None

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Title	Nationality or place of registration	Name	Gender Age	Date elected	Term of office	Date first elected	Shareholdings when elected		Current Shareholdings		Spouse and Minor shareholdings		Shareholdings by nominee arrangements		Major Education and Experience	Current Positions at the Company and Other Companies	Executives or Directors who are spouses or within two degrees of kinship			Remarks (Note 12)
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relationship	
Director	R.O.C	Rong-Hwa Fang	Male 66	June 13, 2023 (June 13, 2023)	3 years	June 16, 2020	0	0%	0	0%	0	0%	0	0%	Associate Vice President in American and African District, Nien Hsing Textile Co. Ltd Command and General Staff College, Republic of Guatemala		None			None
Independent Director	R.O.C	Chu-Feng Yang	Male 63	June 13, 2023 (June 13, 2023)	3 years	June 16, 2020	0	0%	0	0%	0	0%	0	0%	CPA, ACCPRO&Co., CPAs Department of Business Administration, National Cheng Kung University	Note 8	None			None
Independent Director	R.O.C	Chia-Hong Hung	Male 65	June 13, 2023 (June 13, 2023)	3 years	March 13, 2000	395	0%	0	0%	0	0%	0	0%	Lawyer, Honga Law Firm The 23rd Term of the Academy for the Judiciary	Note 9	None			None
Independent Director	R.O.C	Wen-Hsiung Chan	Male 54	June 13, 2023 (June 13, 2023)	3 years	June 16, 2020	0	0%	0	0%	0	0%	0	0%	Chairman and President, iCatch Technology Inc. Chairman, eChem Solutions Corp. International Business Management, National Taiwan University	Note 10	None			None

- Note: 1. Panda Investment Co., Ltd. was elected as a Director in the re-election on June 23, 2022, and elected by the Board of Directors as the Chairman; Wei-Han Chen is appointed as the representative; On June 13, 2023, during the re-election, the legal representative of Panda Investment Co., Ltd. was elected as a Director.
2. Chairman of Nien Hsing International Investment Co., Ltd, Nien Hsing International (B.V.I.) Ltd., Nien Hsing International (Bermuda) Ltd., Nien Hsing International (Samoa) Ltd., Phoenix Development & Marketing Co., Ltd., Nien Hsing (Ninh Binh) Garment Co., Ltd., Formosa Textile Company (Pty) Ltd., Nien Hsing International Lesotho (Pty) Ltd., and Glory International (Pty) Ltd.
3. President of Nien Hsing Textile Co., Ltd.; Director of Nien Hsing International Investment Co., Ltd, Nien Hsing International (B.V.I.) Ltd., Nien Hsing International (Bermuda) Ltd., Nien Hsing International (Samoa) Ltd., Phoenix Development & Marketing Co., Ltd., Formosa Textile Company (Pty) Ltd., C&Y Garments Company (Pty) Ltd., Nien Hsing International Lesotho (Pty) Ltd., Global Garments Company (Pty) Ltd., and Glory International (Pty) Ltd.
4. Chu Chen Investment Co., Ltd. was elected as a Supervisor on June 14, 2006, until it was elected as a Director in the re-election on June 16, 2020.
5. Jen-Chou Chen was elected as a Director on May 13, 2003 until the re-election on June 16, 2020; he was then appointed as a Director as the representative of Chu Chen Investment Co., Ltd.; Associate Vice President, Textile Division of Nien Hsing Textile Co., Ltd.; Director of Nien Hsing International Investment Co., Ltd, Sheng Zhou Investment Co., Ltd.; Supervisor of Jing-Hsia Investment Co., Ltd.
6. Vice President, Textile Production & Sales Marketing Support Division of Nien Hsing Textile Co. Ltd.; Director of Nien Hsing International (B.V.I.) Ltd, Nien Hsing International (Bermuda) Ltd., Nien Hsing International (Samoa) Ltd., and Phoenix Development & Marketing Co., Ltd.; Supervisor of Nien Hsing International Investment Co., Ltd.
7. Jih-Chao Li was elected as a Director on June 13, 2023.
8. CPA at ACCPRO Accounting Firm; Supervisor of Star Era International Co., Ltd.
9. Lawyer and Head of Honga Law Firm; Chairman of Justice and Human Rights Foundation; Director of Maria Social Welfare Foundation. Chia-Hong Hung was elected as a Supervisor on March 13, 2000, and elected as a Director in the re-election on June 14, 2006 and discharged upon the end of his term of office on June 15, 2012; he was elected as an Independent Director in the re-election on June 16, 2020.
10. Independent Director of Biostar Microtech International Corp. and Champion Microelectronic Corp.; Director of Fine Ace Asset Management Co., Ltd.; Representative of Corporate Director of iCatch Technology, Inc., Sunplus Technology Co., Ltd., eChem Solutions Corp., Ability Enterprise Co., Ltd., Hiyes International Co., Ltd., Oleader Technologies Co., Ltd., Sciwin Laboratories Co., Ltd., TSS2 Holdings Limited, and AEMC Japan Corporation.
11. When the Company's Chairman and the President or an officer of equivalent position (the most senior manager) are the same person, spouses, or within the first degree of kinship, the reason, rationality, necessity and countermeasure shall be disclosed (e.g., increasing the number of Independent Directors and ensuring that a majority of directors do not concurrently serve as an employee or executive).

(2) Information on the President, Vice President, Associate Vice Presidents, and Officers of departments and branches:

April 19, 2025

Job title	Nationality	Name	Gender	Date elected	Shareholdings		Shareholdings of spouse & minor children		Shareholdings by nominee arrangement		Major education and experience	Current positions at other companies	Executives who are spouses or relatives within the second degree of kinship			Remarks (Note 4)
					Shares	%	Shares	%	Shares	%			Title	Name	Relationship	
President	R.O.C	Shu-Hsuan Tsai	Male	April 1, 2015	24,150	0.01%	698,000	0.35%	0	0%	Senior Auditor, Deloitte & Touche Finance Manager, Chih Hsing Textile Co., Ltd. Department of Accounting, Soochow University	Note 1	None			None
Textile Production & Sales Marketing Support Division Vice President	R.O.C	Tai-Yuan Chou	Male	November 8, 2018	0	0%	0	0%	0	0%	Semi-Senior Auditor, Deloitte & Touche Department of Accounting, Tamkang University	Note 2	None			None
Textile Division Associate Vice President	R.O.C	Jen-Chou Chen	Male	July 1, 2020	127,827	0.06%	669	0%	0	0%	Researcher, Barits Securities Corporation Department of Business Administration, University of Southern California	Note 3	None			None
Textile Division Associate Vice President	U.S.	Shu-Hua Hsu	Male	July 1, 2020	0	0%	0	0%	0	0%	Sales, Formosa Blue Way Jean Co., Ltd. Department of Mechanical Engineering, Rutgers, the State University of New Jersey	None	None			None
Finance & Administration Division Manager (Accounting Officer, Finance Officer, Corporate Governance Officer)	R.O.C	En-Tzu Liu	Female	March 15, 2019	0	0%	0	0%	0	0%	Assistant Manager, Deloitte & Touche Master, Department of Accounting, National Taiwan University	None	None			None

Note 1: President of Nien Hsing Textile Co., Ltd.; Director of Nien Hsing International Investment Co., Ltd, Nien Hsing International (B.V.I.) Ltd., Nien Hsing International (Bermuda) Ltd., Nien Hsing International (Samoa) Ltd., Phoenix Development & Marketing Co., Ltd., Formosa Textile Company (Pty) Ltd., C&Y Garments Company (Pty) Ltd., Nien Hsing International Lesotho (Pty) Ltd., Global Garments Company (Pty) Ltd., Glory International (Pty) Ltd.

Note 2: Vice President, Textile Production & Sales Marketing Support Division of Nien Hsing Textile Co., Ltd.; Director of Nien Hsing International (B.V.I.) Ltd., Nien Hsing International (Bermuda) Ltd., Nien Hsing International (Samoa) Ltd., Phoenix Development & Marketing Co., Ltd.; Supervisor of Nien Hsing International Investment Co., Ltd.

Note 3: Associate Vice President, Textile Division of Nien Hsing Textile Co., Ltd.; Director of Nien Hsing International Investment Co., Ltd, Sheng Zhou Investment Co., Ltd, and Chu Chen Investment Co., Ltd.; Supervisor of Jing-Hsia Investment Co., Ltd.

Note 4: When the Company's Chairman and the President or an officer of equivalent position (the most senior manager) are the same person, spouses, or within the first degree of kinship, the reason, rationality, necessity and countermeasure shall be disclosed (e.g., increasing the number of Independent Directors and ensuring that a majority of directors do not concurrently serve as an employee or executive).