

2023
SUSTAINABILITY REPORT

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Chairman's Message

GRI:2-22



Ruentex Development is committed to being a leader in sustainable development, not only excelling in building quality and safety but also continuously innovating in design aesthetics and human-centered approaches. As we firmly believe that 21st-century architecture should integrate aesthetics and comfort, we draw upon the functionality of Japanese design and the luxury and aesthetics of Western styles to create residential environments that harmonize convenience with nature. This philosophy ensures that our developments are not just living spaces but also sanctuaries for the soul.

In our designs, we also pay special attention to the safety and well-being of our residents. For example, we have implemented a design that separates the wiring for emergency power and general indoor power, preventing fires caused by general electrical systems from spreading and disabling emergency power equipment. Additionally, the indoor escape stairwells in our projects adopt a positive pressure design to prevent ingress of smoke during a fire, thus ensuring the safety of all residents during an evacuation. To avoid the chimney effect during fires, we have installed fire-resistant sealing in the shafts that penetrate multiple floors which effectively contain fires, further ensuring the safety of our residents.

As climate change intensifies, Ruentex Development emphasizes integration with the natural environment in its architectural planning. We actively respond to the Financial Supervisory Commission's sustainable development roadmap by conducting greenhouse gas inventories starting in 2022, with plans to complete inventory verification for all subsidiaries by 2025 as our commitment to transparency and setting goals for energy and greenhouse gas emissions management.

In terms of engineering practices, the Ruentex Nangang Yucheng Office Building has successfully applied precast construction methods, reducing the greenhouse gas

emissions of the structure by 50% compared to traditional SRC methods. This project was completed in 2024 and will be applying for the Diamond-Level Smart Building certification, Gold-Level Green Building certification, and Seismic Resistance certification as demonstration of our commitment to environmentally-friendly construction.

We also focus on improving the quality of life for residents by actively promoting the development of EV-friendly communities. Since 2021, Ruentex Development has installed electric vehicle charging infrastructure in completed projects, and in 2022, we collaborated with an electric scooter-sharing brand to launch community electric scooter services, offering users a low-carbon transportation option.

Looking ahead, Ruentex Development will continue to enhance energy and greenhouse gas management while driving environmental innovation in both construction and transportation sectors. We firmly believe that these efforts will bring positive benefits to society and make a significant contribution to achieving sustainable development and net-zero goals.

Chairman

A stylized handwritten signature in black ink, consisting of several bold, fluid strokes that form a unique calligraphic representation of the name.

Tsang Jiunn-Jean

About Ruentex

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Company Overview

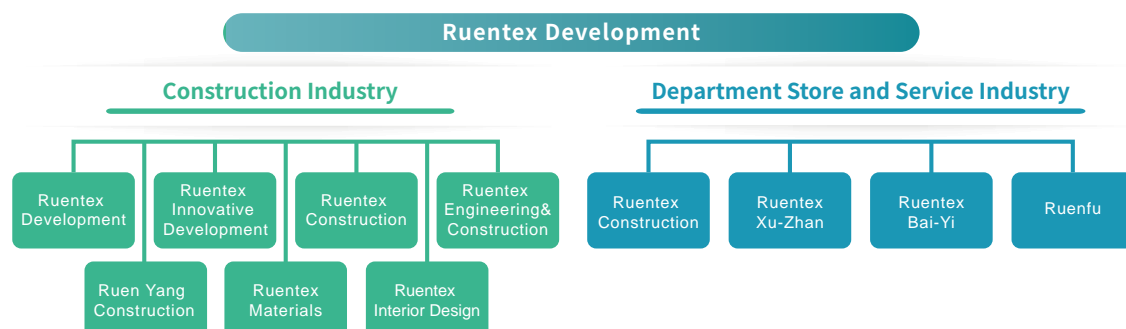
Full Company Name	Ruentex Development Co., Ltd.
Date of Establishment	September 12, 1977
Chairman	Tsang Jiunn-Jean
General Manager	Lee Chih-Hung
Headquarters	11F-1, No. 308, Section 2, Bade Road, Zhongshan District, Taipei City
Capital	NT\$28,442,251 thousand (same currency applies below)
Foreign Ownership Percentage	13.45% (as of April 12, 2024)

Ruentex Consolidated Entities (hereafter referred to as “the Group”) includes Ruentex Development Co., Ltd. (hereafter referred to as “the Company,” “Ruentex Development,” or “we”) and Ruentex Innovative Development Co., Ltd. (Ruentex Innovative Development). The core business includes land development and investment in the construction of residential buildings, villas, and commercial properties. Additionally, we reinvest in Ruen Fu Newlife Corp. (Ruenfu), which focuses on elderly care services. Our projects also span medium- and long-term developments, such as urban renewal, joint development with metro stations, mixed-use commercial buildings near stations, and projects involving land use rights. By diversifying our operations, we continue to uphold our customer service philosophy: “Houses are meant to take care of people, not the other way around.” We are committed to innovation and development to provide superior product planning, construction, and service quality, resulting in diversified product development and greater profitability for the company.

Ruentex Engineering & Construction Co., Ltd. (Ruentex Engineering & Construction), Ruen Yang Construction Co., Ltd. (Ruen Yang Construction), Ruentex Material Co., Ltd. (Ruentex Material), and Ruentex Interior Design Inc. (Ruentex Interior Design) cover operations in construction, building materials, and interior design. Meanwhile, Ruentex Construction & Development Co., Ltd. (Ruentex Construction), Ruentex Xu-Zhan Development Co., Ltd. (Ruentex Xu-Zhan), and Ruentex Bai-Yi Development Co., Ltd. (Ruentex Bai-Yi) operate in leasing and department store management.

As the Group spans the construction, department store, and service industries, we disclose information under two major categories: “Construction Industry” and “Department Store and Service Industry.” Companies under the “Construction Industry” umbrella include Ruentex Development, Ruentex Innovative Development, Ruentex Construction (Note), Ruentex Engineering & Construction, Ruen Yang Construction, Ruentex Material, and Ruentex Interior Design whereas companies under the “Department Store and Service Industry” umbrella includes Ruentex Construction (Note), Ruentex Xu-Zhan, Ruentex Bai-Yi, and Ruenfu.

Notes: Ruentex Construction’s business scope includes both the construction and department store industries, so its operations are disclosed under both categories.





Meaning	At the center is a human figure, symbolizing Ruentex's "people-centered" business philosophy.
	The jumping "R" figure represents Ruentex's pursuit of progress and action.
	The oval shape symbolizes Ruentex's spirit of "harmony, approachability, forward motion, and continuously radiating light and warmth" as the company strives to become a world-class enterprise.

• **Ruentex Development consolidated entities related to construction and development :**

Ruentex Development's core business includes land development and investment in residential buildings, villas, and commercial properties. It also undertakes medium- to long-term land development projects, including urban renewal, urban planning changes, joint development with metro stations, and OT/BOT projects at stations, along with commercial real estate development. The company is actively planning to integrate Ruentex Group's core capabilities to implement diversified operations, such as combining joint development with metro stations, OT/BOT station projects, and commercial real estate development, while incorporating department store business. By connecting transportation networks like metro and train lines, Ruentex creates the benefits of a "rail economy." Additionally, this type of mixed-use buildings introduces the concept of a "vertical city," where a single structure can meet all consumer needs, driving surrounding economic development and maximizing value for both the land and its residents.

To provide customers with the highest quality products and services, Ruentex Development, together with its subsidiaries, has built an integrated industry chain. Ruentex Materials operates with two main business focuses: manufacturing and sales of cement under the Ruentex Cement brand, and pre-mixed masonry mortar business under the Taiko Metternich brand. In the cement product line, the company is committed to research and development in process and material alternatives, while in the pre-mixed masonry mortar line, it focuses on developing new products, upholding the self-imposed standard of providing customers with consistently high-quality products. Ruentex Engineering & Construction utilizes a variety of patented precast construction methods, Building Information Modeling (BIM), and optimized MRO (Maintenance, Repair, Operations) systems to provide precise engineering management. This enables the company to deliver services that shorten construction periods, improve value engineering, enhance quality, and ensure safety during construction. Ruentex Interior Design prioritizes "people-centered health" as its core consideration. It emphasizes details such as health, functionality, safety, security, and service, while balancing design aesthetics with functionality. Through the strictest safety and health policies, the company creates healthy indoor environments (Indoor Environment Health, IEH) that are suitable for living, offering clients the best interior renovation quality and economic benefits.

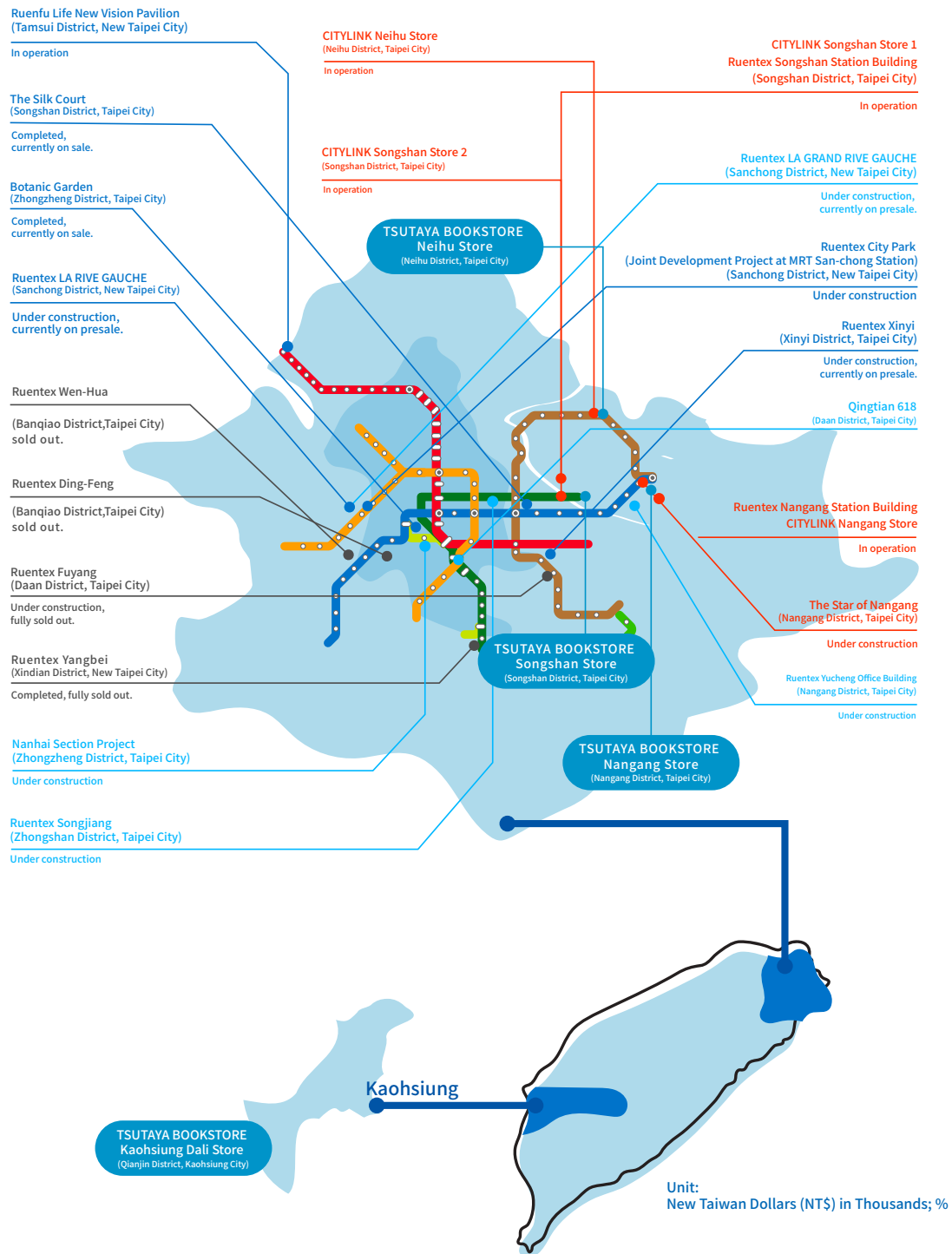
| Ruentex Development consolidated entities related to construction and development:

Business unit	Main services
Ruentex Development	Commissioning construction firms to build residential complexes and commercial buildings for rental and sale, trading of construction materials, and the operation of department stores, supermarkets, and shopping malls.
Ruentex Construction	Managing shopping malls, operating self-owned counters, leasing commercial real estate, as well as developing and renting/selling residential properties and buildings, along with providing corporate management consulting services.
Ruentex Xu-Zhan / Ruentex Bai-Yi	Managing shopping malls and leasing commercial real estate.
Ruentex Innovative Development	Commissioning construction firms to build residential complexes and commercial buildings for rental and sale.
Ruentex Property Management & Maintenance	Apartment building management and cleaning services.
Ruentex Security	Security services.
Ruen Fu Newlife	Elderly housing services and general building management.
Ruentex Engineering & Construction Ruen Yang Construction	Contracting for building and civil engineering, as well as the import, export, production, planning, and related MEP (Mechanical, Electrical, and Plumbing) works for structural components like precast beams, columns, and external walls.
Ruentex Materials	Production and distribution of building materials.
Ruentex Interior Design	Interior decoration, garden landscaping design, and construction.

Operations and Financials

In 2023, the Group's consolidated operating revenue was approximately NT\$27.39414 billion, with a net profit of NT\$9.02805 billion. The net profit attributable to the owners of the parent company was NT\$7.74451 billion, and the total comprehensive income for the period was NT\$19.96145 billion. Earnings per share after tax were NT\$2.65. In the construction business, the main revenue was recognized from the sales of projects such as Ruentex Yangbei, Ruentex Wenhua, The Silk Court, and Botanic Garden. The key construction projects include Ruentex City Park, Ruentex LA GRAND RIVE GAUCHE, Ruentex LA RIVE GAUCHE, Ruentex Fuyang, Ruentex Construction's Qingtian 618 Project, and Ruentex Innovative Development's Nangang Yucheng Office Building. In addition, the two major BOT projects of the subsidiaries, Ruentex Xu-Zhan and Ruentex Bai-Yi, generate stable profits from rental income and mall operations, contributing to the benefits from reinvestment.

As of December 31, 2023, a total of 64 construction contracts had been signed, with contract values of approximately NT\$27.9 billion yet to meet performance obligations. These will be recognized as revenue over the next four years.

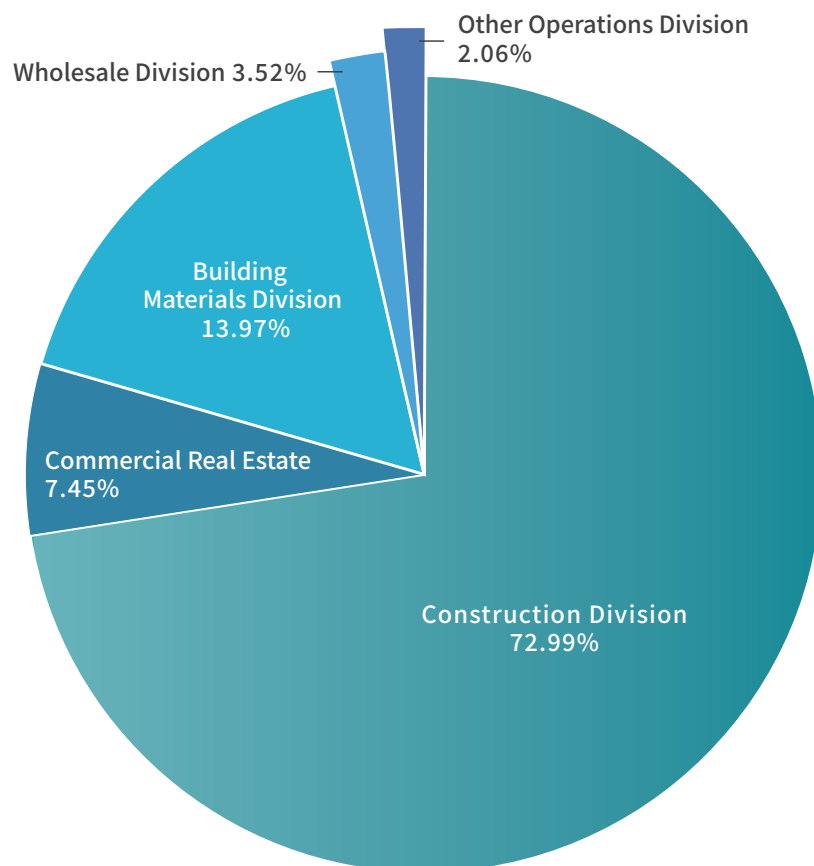


Business unit	Product or Project/Shopping Mall Information	Status As of 2023/12/31
Ruentex Development	Botanic Garden (Zhongzheng District, Taipei City)	Completed, currently on sale.
	The Silk Court (Songshan District, Taipei City)	Completed, currently on sale.
	Ruentex Yangbei (Xindian District, New Taipei City)	Completed, fully sold out.
	Ruentex Fuyang (Daan District, Taipei City)	Under construction, fully sold out.
	Ruentex Xinyi (Xinyi District, Taipei City)	Under construction, currently on presale.
	Ruentex LA RIVE GAUCHE (Sanchong District, New Taipei City)	Under construction, currently on presale.
	Ruentex LA GRAND RIVE GAUCHE (Sanchong District, New Taipei City)	Under construction, currently on presale.
	Ruentex City Park (Joint Development Project at MRT Sanchong Station) (Sanchong District, New Taipei City)	Under construction
	Ruentex Star of Nangang (Nangang District, Taipei City)	Under construction
	Ruentex Songjiang (Zhongshan District, Taipei City)	Under construction
	Nanhai Section Project (Zhongzheng District, Taipei City)	Under construction
Ruentex Innovative Development	Ruentex Ruentex Yucheng Office Building (Nangang District, Taipei City)	Under construction
Ruentex Construction	Qingtian 618 (Daan District, Taipei City)	Under construction, fully sold out.
	CITYLINK Songshan Store 2 (Songshan District, Taipei City)	In operation
	CITYLINK Neihu Store (Neihu District, Taipei City)	In operation
	TSUTAYA BOOKSTORE Songshan Store (Songshan District, Taipei City)	In operation
	TSUTAYA BOOKSTORE Neihu Store (Neihu District, Taipei City)	In operation
	TSUTAYA BOOKSTORE Nangang Store (Nangang District, Taipei City)	In operation
	TSUTAYA BOOKSTORE Kaohsiung Dali Store (Qianjin District, Kaohsiung City)	In operation
	Ruentex Daikanyama (Songshan District, Taipei City)	In operation
Ruentex Xu-Zhan	Ruentex Nangang Station Building (Nangang District, Taipei City)	In operation
	CITYLINK Nangang Store (Nangang District, Taipei City)	In operation
Ruentex Bai-Yi	CITYLINK Songshan Store 1 (Songshan District, Taipei City)	In operation
	Ruentex Songshan Station Building (Songshan District, Taipei City)	In operation
Ruenfu	Ruenfu Newlife Vision Pavilion (Tamsui District, New Taipei City)	In operation

Revenue Breakdown by Department

Unit: New Taiwan Dollars (NT\$) in Thousands; %

		2023
Financial Income and Expenses	Operating Revenue	27,394,143
	Gross Profit	7,180,813
	Operating Profit	5,016,398
	Net Profit After Tax	9,028,059
Profitability	Return on Assets (ROA) (%)	5.70%
	Return on Equity (ROE) (%)	8.24%
	Operating Profit to Paid-in Capital (%)	17.64%
	Pre-tax Profit to Paid-in Capital (%)	34.50%
	Earnings Per Share (EPS) (NT\$)	2.65



Recognition and Honors

Ruentex Group has long maintained a positive, enthusiastic, and dynamic brand image and has been honored with recognition from various public and private sectors. Recent significant awards are as follows:

Year	Company Awarded	Awarding Organization	Project Awarded	Award Title
2023	Ruentex Development	1111 Job Bank	-	"Happy Enterprise" Gold Award
	Ruenfu	Institute for Biotechnology and Medicine Industry	-	SNQ National Quality Award - Long-term Care and Health Category
	Ruentex Engineering & Construction	1111 Job Bank	-	"Happy Enterprise" Gold Award
		Occupational Safety and Health Administration, Ministry of Labor	TCP2CSA Civil Engineering	"The 17th Construction Golden Safety Award" - Excellence Award (Private Engineering Category)
		Occupational Safety and Health Administration, Ministry of Labor	New Developments for Ruentex City Park	"Outstanding Unit Award for Occupational Safety and Health"
		New Taipei City Labor Standards Inspection Office	New Developments for Ruentex City Park	12th New Taipei City Labor Safety Award - Special Excellence Award
		New Taipei City Environmental Protection Department	New Developments for Ruentex City Park	"Outstanding Building Engineering Award in New Taipei City" - Special Excellence Award
		Chinese Institute of Civil and Hydraulic Engineering	Taipei Veterans General Hospital Heavy Ion Therapy Center	"Engineering Environment and Beautification Award - Engineering Beautification and Landscaping Category"
		Association of Architects	Ruentex Innovative Development Yucheng Section New Construction Project	"Taiwan Building Engineering Innovation in Construction Methods Award"
		Kaohsiung City Environmental Protection Bureau	Lite-On Phase II Project	"Kaohsiung City Excellent Construction Site Evaluation" - Special Excellence Award
	Ruentex Interior Design	China Credit Information Service	-	TP5000 Taiwan's Top Enterprises Ranking: Ranked 1st in "Building Renovation and Interior Decoration Industry"
2022	Ruentex Development	Ministry of Labor	Sanchong Joint Development Project	2022 National Occupational Safety Excellent Unit Award
	Ruentex Development	New Taipei City	Sanchong Joint Development Project	2022 New Taipei City Occupational Safety Excellence Award (Group A)
	Ruentex Development	Ministry of Labor	Ruentex Dingfeng	2022 12th Construction Golden Safety Award- Honorable Mention
	Ruentex Interior Design	China Credit Information Service	-	TP5000 Taiwan's Top Enterprises Ranking: Ranked 1st in "Building Renovation and Interior Decoration Industry"
2021	Ruentex Development	Taiwan Sustainability Care Association	Sanchong Joint Development Project	2021 "National Building Gold Award": Gold Lion Award - First Prize in Construction Quality Category, Special Jury Award
	Ruentex Xu-Zhan	Taipei City Environmental Protection Bureau	CITYLINK Nangang Store 1	2021 Outstanding Public Restroom Award in the Department Store Category - Excellence
	Ruentex Interior Design	Chinese Golden Creativity Award Committee	National Earthquake Center Expansion Project	11th Chinese Golden Creativity Award - Concept Design Category: Gold Award
	Ruentex Interior Design	China Credit Information Service	-	TP5000 Taiwan's Top Enterprises Ranking: Ranked 1st in "Building Renovation and Interior Decoration Industry"

Participation in Public and Trade Associations





We actively participate in industry association activities, attend regular or ad-hoc meetings to maintain close communication with industry members, and seize opportunities for collaboration and exchanges with peers.

Company	Name of Participating Organization	Name of Participating Organization
Ruentex Development	Taiwan Rail Economy Development Association	Director
	Low Carbon Building Alliance	Permanent Member
	Taiwan Vocational Rehabilitation Association	Permanent Member
	Taipei Association of Real Estate Brokers	Member
	Taipei Measuring Instrument Association	Member
	The Third Wednesday Association	Member
	The Institute of Internal Auditors-Chinese Taiwan	Member
	Chinese East Asia Economic Association	Member
Ruentex Development, Ruentex Interior Design.	Importers and Exporters Association of Taipei	Member
Ruentex Development, Ruentex Construction, Ruentex Development Ltd.	The Real Estate Development Association of Taipei	Member
Ruentex Xu-Zhan, Ruentex Bai-Yi, Ruentex Construction	Taiwan Council of Shopping Centers	Member
Ruentex Materials	Taiwan Cement Manufacturers's Association	Board Member, Standing Supervisor, General Member
	Taiwan Society of Circular Economy	Member
	T-Wind Marine Association	Member
	Taiwan Marbel Association	Member
	Mining Association, ROC	Member
	Taiwan Women on Boards Association	Member
	Yilan County Industrial Association	Member
	Pingtung County Industrial Association	Member
Ruentex Engineering & Construction	Taiwan Taiwan Society for Earthquake Engineering	Member
	The Chinese Association of Engineering Consultants	Member
	Taiwan Water Pipe Engineering Association	Member
	Taiwan Refrigeration and Air Conditioning Engineering Association of ROC	Member
	Taiwan Electrical Contractors Association	Member
	Chinese Institute of Engineers	Member
	Chinese Institute of Civil and Hydraulic Engineering	Member
	National Construction Site Managers Association, ROC	Member
	HR People Networking Club	Member
	Taiwan BIM Alliance	Member
	Nest Club	Member
	Chinese Institute of Engineers	Member

Company	Name of Participating Organization	Name of Participating Organization
Ruentex Engineering & Construction	The Institute of Internal Auditors-Chinese Taiwan	Member
	Chinese Excellence Management Association	Member
	FSDA	Group members
	High-Tech Facility Association	Group members
	American Concrete Institute (ACI)	Group members
	Taiwan Construction Safety Association	Group members
	Taiwan Regional Engineering Contractors Association	Group members
Ruen Yang Construction	Taiwan Regional Engineering Contractors Association	Class C Member
Ruentex Interior Design	Taipei Association of Interior Designers	Member

SDGs Action Highlights for the Year

SDGs	2023 Key Performance Highlights
	<ul style="list-style-type: none"> Prioritizing employee health, providing full-time employees with two health checkups per year, with subsidies exceeding NT\$10 million. Promoting social prosperity through diverse collaborative efforts, working on 12 charitable projects with 9 external social welfare organizations. Investing in Ruen Fu Newlife Corp.' "Happy Senior Living" program, achieving a resident satisfaction score of 97.95, an occupancy rate of 95%, and an average stay duration of 8 to 10 years.
	<ul style="list-style-type: none"> Board members completed a total of 78 hours of training, averaging 8.67 hours per member, exceeding legal recommendations. In Ruentex Group, construction industry employees received an average of 22 hours of training, while department store employees averaged 11 hours. A total of 69 participants attended internal and external integrity-related training, accumulating 175.5 hours.
	<ul style="list-style-type: none"> The board consists of 9 members (including 3 independent directors), with 2 female directors, making up 22%. The proportion of female managers stands at 22.15%, reflecting the company's commitment to diversity and equal opportunity.
	<ul style="list-style-type: none"> Ruentex Materials' Dongshan plant in Yilan increased water recycling efficiency to 98.69% by installing additional water collection pipelines.
	<ul style="list-style-type: none"> Runtex Materials' Dongshan plant in Yilan increased water recycling efficiency to 98.69% by installing additional water collection pipelines.
	<ul style="list-style-type: none"> The consolidated operating revenue was NT\$27.39414 billion, with a net profit of NT\$9.02805 billion, and earnings per share after tax were NT\$2.65. Ruentex Engineering & Construction received three occupational safety and health awards, including the Excellence Award in the Private Engineering Category of the 17th Occupational Safety and Health Gold Safety Award, the Special Excellence Award in the 12th New Taipei City Safety Awards, and the Ministry of Labor's "Outstanding Unit Award for Occupational Safety and Health."

SDGs	2023 Key Performance Highlights
	<ul style="list-style-type: none"> The company invested over NT\$3.9 million in research and development related to precast construction methods, becoming a leader in the industry with its well-established expertise. Ruentex Engineering & Construction has accumulated 745 patents related to low-carbon construction methods and energy-saving technologies across 19 countries. In Ruentex Development's construction projects, base materials, plastering materials, and lightweight partition grouting materials all use the Metternich product series from Ruentex Materials, with 100% of these products certified with green building labels or carbon footprint certifications. Ruentex Materials received the offshore wind power underwater grouting material certification from the international maritime certification body Lianwei Co., Ltd., becoming the third qualified offshore wind power mortar supplier globally and the first in Taiwan.
	<ul style="list-style-type: none"> The Beitou Shilin Technology Park Bridge project incorporates Level 1 energy efficiency design planning. Ruentex Central Beitou has applied for the Gold-level Green Building Certification. Proactively assisted in setting up electric vehicle charging infrastructure in communities, developing an overhead installation method for charging piles to avoid damaging the waterproofing of parking lot floors, while improving community aesthetics and charging safety. TSUTAYA Bookstore supported local procurement by adding 53 new brands in the year, bringing the total to 93 local brands, representing a 133% growth compared to the previous year.
	<ul style="list-style-type: none"> To support local development, all major building material suppliers (rebar, concrete) are located in Taiwan, achieving 100% local procurement. Ruentex Engineering & Construction established the "Waste Reduction Implementation Plan" to ensure thorough waste management. Ruentex Materials reached a 17% usage rate for alternative raw materials and 2% for alternative fuels, saving 5% in energy and reducing carbon emissions by 3%. The steel used by Ruentex Engineering & Construction primarily comes from recycled steel billets, with 88.39% of total materials used being recycled. Ruentex Interior Design Inc. uses over 60% green building materials in its projects.
	<ul style="list-style-type: none"> Ruentex Development completed its greenhouse gas inventory ahead of regulatory requirements for its consolidated entities. The Nangang Star project uses the PCS precast construction method and precast exterior wall panels, which is expected to reduce greenhouse gas emissions by 50% compared to standard SRC methods. Ruentex Materials reduced cementitious material emission intensity by 1.7% per unit compared to the previous year. Ruentex Engineering & Construction replaced 80 traditional lights at its headquarters with energy-efficient LED lights, reducing electricity consumption by approximately 6,073 kWh annually and cutting CO2 emissions by about 3,006 kilograms.

Sustainable Construction Projects



| The "Ruentex Ruanqiao Project" pioneered the promotion of R-BERS Level 1 energy efficiency labeling for newly constructed residential buildings.

The R-BERS system, specifically designed to evaluate newly constructed residential buildings, has not yet been officially released. Therefore, we have referred to the results of the Ministry of the Interior's Building Research Institute's residential energy efficiency studies from the past two years for a preliminary assessment. The measures taken to achieve Level 1 energy efficiency in this project include:

- | Air Conditioning Energy Efficiency ($EAC \leq 0.8$): For example, all public air conditioning in non-detached residential buildings uses VRF systems with CSPF Level 1 energy efficiency. For private residential areas, air conditioning units with at least Level 2 energy efficiency are used.
- | Lighting Energy Efficiency ($EL \leq 0.5$): For example, the lighting power density in private residential areas and property management spaces is reduced to 4.0 W/m^2 , which corresponds to a reduction of 400 W of lighting equipment for every 100 m^2 .
- | Water Heaters: Residential water heaters are required to be at least Level 2 in energy efficiency. The stovetops must use either IH induction stoves or Level 1 energy-efficient gas stoves.
- | Elevators: The project uses VVVF (Variable Voltage Variable Frequency) permanent magnet synchronous motor elevators. In the tower buildings, these elevators also include power regeneration devices. The parking garage ventilation system uses an automatic variable frequency fan control system based on CO concentration.
- | Water-saving Equipment: Toilets use two-stage flushing, meeting the gold standard. For irrigation, 100% of the project's green areas are watered using recycled rainwater, reducing tap water consumption by more than 20%. The water pumps used are designed with CRN455 models that meet energy cost-efficiency standards for optimal lift capacity.

| "Ruentex Yucheng Office Building" - International-Standard Smart and Seismic-Resistant Building

Ruentex Development has designed this project to meet the Gold-level Green Building certification, Diamond-level Smart Building certification, and Seismic Resistance certification. The entire project uses the PCS precast construction method, which effectively reduces emissions from on-site construction activities. This method also allows for precise measurements and assembly, reducing the error rate during construction. The total carbon emissions from building materials are 23,473.78 tons of CO₂e, and the carbon emissions per unit area of building materials are approximately 0.35 tons of CO₂e/m². Overall, the project is estimated to reduce greenhouse gas emissions by 50% compared to standard SRC methods. Additionally, the project emphasizes the use of low-carbon and innovative materials, opting for construction materials with lower carbon footprints, such as SD690 high-strength steel, low-carbon cement developed by Ruentex, low-emission ready-mix concrete, and lightweight partition walls.

To conserve water resources, the project includes a rainwater harvesting system with a storage capacity of 572.78 cubic meters and a rainwater detention pond of 474.61 cubic meters. After completion, the collected rainwater will be used for irrigation of the landscaping in the commercial office areas.

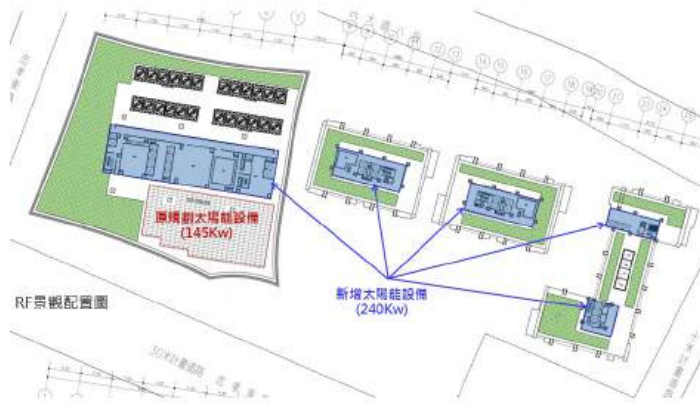


| The Star of Nangang" – Creating a Vertical Micro-City

In line with Taipei City's regulations for promoting a livable and sustainable city through environmental impact assessments, the Environmental Protection Administration's guidelines for greenhouse gas emission offsetting, and Taipei City's Carbon Neutrality and Climate Change Management Act, Ruentex Development integrated elements of low-carbon construction methods, low-carbon materials, renewable energy, and circular reuse into the design phase of The Star of Nangang project to reduce carbon emissions during construction.

To effectively reduce carbon emissions, the project employs the PCS precast construction method and precast exterior wall panels, significantly reducing emissions from on-site construction activities. A portion of the construction raw materials was selected for its lower carbon footprint. According to Taipei City's sustainable urban environmental impact assessment regulations, buildings with a floor area exceeding 1,000 m² are required to install photovoltaic solar panels on the roof. Additionally, projects with an electricity contract capacity of over 800 kWh must install renewable energy generation equipment covering at least 5% of electricity consumption on the roof or an appropriate location.

During its operation, The Star of Nangang will have an electricity contract capacity exceeding the above requirement. To meet the target of sourcing 10% of electricity from renewable energy, the project plans to install solar power generation equipment and energy storage systems on the rooftop, with a total installed capacity of 935 kWh, fulfilling the required renewable energy usage. Additionally, the project commits to implementing at least 10% greenhouse gas offset measures annually during its operation. These measures include upgrading to high-efficiency lighting and air conditioning systems and replacing old motorcycles with electric ones to achieve further reductions in emissions.



Sustainable Management

1.1 Sustainable Strategy and Blueprint

1.1.1 Sustainable Management Framework

1.1.2 Sustainable Development Strategy and Goals

1.2 Identification of Key Issues and Stakeholder Communication

Corresponding Material Issue: Operations and Financial Status

Corresponding SDGs:



Policies and Commitments

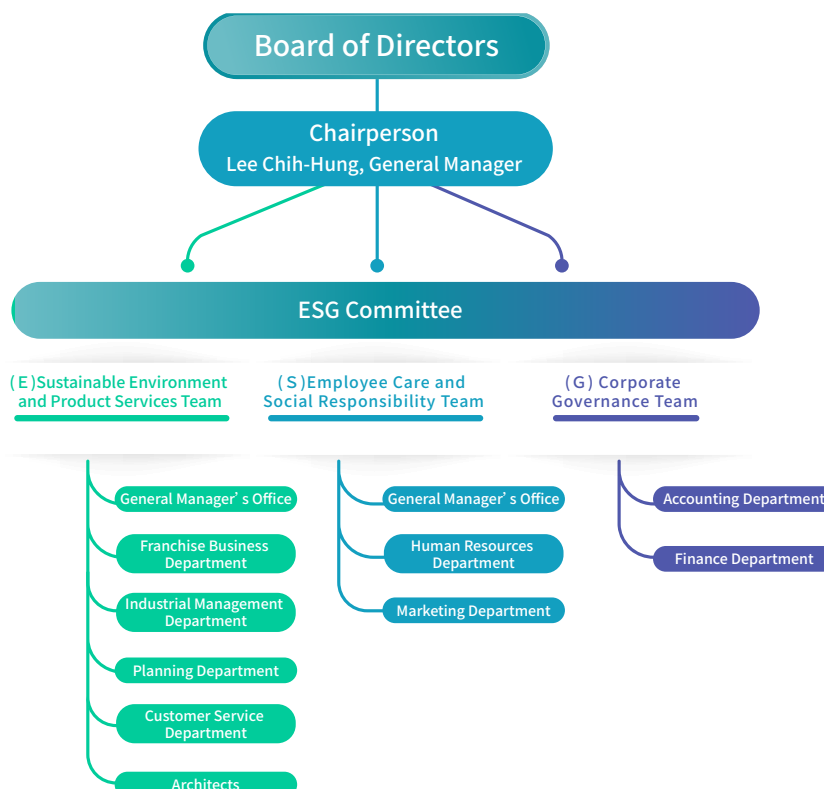
Ruentex Development has established the "Performance Management Guidelines" to actively promote diversified operations. The company provides vertically integrated professional services and develops diversified products and services through superior product planning, construction quality, and customer service to generate substantial profits. Additionally, the company plans to implement a policy in 2024 that links senior management compensation with ESG-related performance evaluations. This is aimed at enhancing corporate governance and addressing society's increasing focus on ESG issues.

1.1 Sustainable Strategy and Blueprint

GRI : 2-12、2-13、2-14、2-25、2-26、2-29、3-1、3-2、3-3

Ruentex Development Group has set forward-looking sustainability goals for 2030, continuously promoting and reviewing these objectives each year. Centered around the three core values of "Value Integration," "Low-Carbon Transformation," and "Trust and Mutual Benefit," the Group deepens its sustainability DNA by aligning with the SDGs, creating greater value and impact. At the same time, the Group is committed to engaging with external stakeholders, sharing insights, and expanding its sustainability strategies. This collaboration with stakeholders aims to achieve a positive cycle of sustainability goals together.

1.1.1 Sustainable Management Framework



To ensure sound management of sustainable development, Ruentex Development has established a governance framework for sustainability, creating a dedicated or part-time unit—the ESG Committee—responsible for advancing sustainability initiatives. The committee is a task-based organization formed by project teams, responsible for proposing and implementing policies, systems, or management guidelines and specific action plans related to sustainability. The ESG Committee is chaired by the General Manager, with department heads from the General Manager's Office and Accounting Department serving as project team leaders. It integrates various cross-departmental units, including the General Manager's Office, Franchise Business Department, Industrial Management Department, Planning Department, Customer Service Department, Architects, Human Resources Department, Marketing Department, Accounting Department, and Finance Department. These are organized into three major teams: "Sustainable Environment and Product Services," "Employee Care and Social Responsibility," and "Corporate Governance," which are the driving forces behind the company's sustainability efforts. The committee's project team members are appointed based on the principle of whether their functions can effectively integrate resources and implement the company's sustainability strategies.

Ruentex Development has developed the "Sustainability Report Preparation and Verification Procedures" in accordance with the "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE-Listed Companies." In March 2023, the procedures were approved by the Board of Directors and incorporated into the internal control system. Going forward, the ESG Committee's decision-making plans, risk management strategies for ESG issues, execution progress, and performance of strategic goals will be regularly reported to the Board. Additionally, the companies within Ruentex Development Group will hold regular meetings to share ESG project information and updates on related progress.

1.1.2 Sustainable Development Strategy and Goals

Ruentex Group upholds the philosophy of "Nurturing Society, Ensuring Public Well-being," with "Sincere Service" as the highest standard of operation and a commitment to the principle of "Customer First." With a mission of "People-Centered," the group adheres to the core values of "Value Integration," "Low-Carbon Transformation," and "Trust and Mutual Benefit," continuously pursuing progress and action. The group's strategic focus is on low-carbon sustainability, managing the entire life cycle of buildings, including planning, design, construction, operation, maintenance, and decommissioning. By integrating the operational strengths of its various companies, Ruentex Group is actively working toward achieving Level 1 energy efficiency for buildings by 2050, with a goal of transforming all new and existing managed buildings into near-zero carbon buildings by 2050. Through regional integrated development, public urban renewal projects, and the creation of vertical micro-cities, the group aims to meet housing needs and become a leading model for urban construction.

Brand Philosophy	Nurturing Society, Ensuring Public Well-being		
Brand Vision	People-Centered, Pursuing Progress and Action, Embracing Harmony and Approachability, Moving Forward, Continuously Radiating Light and Warmth, Striving to Become a World-Class Enterprise		
Sustainability Strategy and Goals	Leading Urban Development <ul style="list-style-type: none"> Vertical Micro-Cities Regional Integrated Development Public Urban Renewal to Meet Housing Needs 		
Core Values	Value integration	Low-Carbon Transformation	Trust and Mutual Benefit
Sustainability Themes	<ul style="list-style-type: none"> Marketing Communication Customer Rights and Service Quality Building Quality and Safety 	<ul style="list-style-type: none"> Climate Change Governance Energy and Greenhouse Gas Management Sustainable and Innovative Products and Services Operations and Financial Status 	<ul style="list-style-type: none"> Diversity and Equal Opportunity Occupational Safety and Health Supply Chain Management

Ruentex Development's Short, Medium, and Long-Term Management Indicators and Action Plans

Core Values	Key Topics	2024 Short-Term Management Indicators	2030 Medium- and Long-Term Management Indicators	Action Plans
Value integration	Building Quality and Safety	Zero Major Product Safety Incidents	Zero Major Product Safety Incidents	In light of major product safety incidents within the industry, we conducted an internal review of our product planning and design to ensure that preventive measures and designs have been implemented. We also proactively communicated this with our customers.
	Customer Rights and Service Quality	<ul style="list-style-type: none"> Maintain a Customer Satisfaction Score of 95 for Repairs No Personal Data Breach Incidents 	<ul style="list-style-type: none"> All Satisfaction Surveys to Score Above 95 No Personal Data Breach Incidents 	Increase Satisfaction Survey for Four Major Meetings
	Marketing Communication	<ul style="list-style-type: none"> The target processing time for after-sales service cases is within 4 days. 100% of customer repair requests are to be responded to and completed within 4 days. 	<ul style="list-style-type: none"> The target processing time for after-sales service cases is within 4 days. 100% of customer repair requests are to be responded to and completed within 4 days. 	Develop a repair service app to reduce communication and waiting time for customer repair requests.

Core Values	Key Topics	2024 Short-Term Management Indicators	2030 Medium- and Long-Term Management Indicators	Action Plans
Value integration	Operations and Financial Status	Achieve a sales rate of over 80% within two years of obtaining the occupancy permit for completed projects.	Achieve a sales rate of over 90% within two years of obtaining the occupancy permit for completed projects.	Plan sales schedules for each project to ensure presales before project completion.
Low-Carbon Transformation	Energy and Greenhouse Gas Management	For office buildings (including shopping mall areas), the goal is to reduce total energy intensity (GJ per million in revenue) by 1% compared to the baseline year (2023).	<ul style="list-style-type: none"> Ensure that precast components make up over 75% of the total structure in all projects. Implement the ISO 50001 Energy Management System in office buildings. For office buildings (including shopping mall areas), aim to reduce total energy intensity (GJ per million in revenue) by 5% compared to the baseline year (2023). 	<ul style="list-style-type: none"> Gradually replace traditional lighting with smart energy systems in office buildings (including shopping mall areas) Increase the design and production of structural components using precast methods.
	Climate Change Governance	<ul style="list-style-type: none"> The goal is to reduce Scope 1 and Scope 2 greenhouse gas emission intensity (tons CO₂e per million in revenue) in the construction and department store sectors by 1% compared to the baseline year (2023). Waste recycling rate >1% (focused on RT-Mart, shopping malls, Nangang and Songshan offices). 	<ul style="list-style-type: none"> The goal is to reduce Scope 1 and Scope 2 greenhouse gas emission intensity (tons CO₂e per million in revenue) in the construction and department store sectors by 1% compared to the baseline year (2023). Waste recycling rate >5% 	<ul style="list-style-type: none"> Gradually transition to low-carbon fuels in factories. Implement energy management systems in office buildings to improve energy efficiency. Conduct waste statistics tracking (focused on RT-Mart, shopping malls, Nangang and Songshan offices)
	Sustainable and Innovative Products and Services	<ul style="list-style-type: none"> 100% of new buildings will apply for Green Building certification. 100% of commercial projects will obtain Smart Building certification. 	<ul style="list-style-type: none"> 100% of new buildings will achieve Silver-level Green Building certification. 100% of commercial projects will apply for Level 1 Building Energy Efficiency certification. 100% of commercial projects will achieve Silver-level Smart Building certification. 	All projects are designed following Green Building principles, with plans to obtain certification.
	Supply Chain Management	<ul style="list-style-type: none"> Over 80% of suppliers are required to sign ESG clauses through the supplier evaluation process. The procurement ratio of green building materials used in projects increases by 0.5% annually. Green procurement for shopping mall gifts accounts for 10% 	<ul style="list-style-type: none"> 100% of suppliers sign ESG clauses. Starting in 2030, the procurement ratio of green building materials will increase by 1% annually, with a goal of reaching at least 50% by 2050. Green procurement for shopping mall gifts will account for 30%, and by 2050, it will reach 50%. 	<ul style="list-style-type: none"> Supplier evaluations will be conducted annually, selecting excellent suppliers, and gradually reducing evaluation frequency in subsequent years. Track the usage rate of green building materials for interior decoration, flooring, and windows, as well as outdoor ground materials, and increase the procurement ratio year by year. Select recycled materials for gifts to be used in shopping mall marketing.

Core Values	Key Topics	2024 Short-Term Management Indicators	2030 Medium- and Long-Term Management Indicators	Action Plans
Trust and Mutual Benefit	Occupational Safety and Health	<ul style="list-style-type: none"> The proportion of employees with metabolic syndrome is below 25%. Organize 6 occupational safety and health-related seminars. Zero major occupational safety accidents and violations. 	<ul style="list-style-type: none"> The proportion of employees with metabolic syndrome is targeted to be below 20%. Zero major occupational safety accidents and violations. 	<ul style="list-style-type: none"> Track company statistics and set goals (weight loss, reducing health indicators, exercise days) . Promote and introduce the Employee Assistance Program (EAP). Provide subsidies for health checkups twice a year.
	Diversity and Equal Opportunity	<ul style="list-style-type: none"> Minimum of 30 hours of annual employee training in the construction sector per person Maintain a ratio of 1/3 female supervisors. Maintain a female employee ratio of over 50% Employee workplace satisfaction score above 90 	<ul style="list-style-type: none"> Average training hours per person in the construction sector exceed 30 hours annually Maintain a ratio of 1/3 female board members and supervisors Maintain a female employee ratio of over 50% Employee workplace satisfaction score above 95 	<ul style="list-style-type: none"> Require employees to participate in at least two out of four seminars each year Encourage employees from all departments to take external courses on their own The company will fully cover or subsidize retraining or related course fees Provide an annual subsidy of NT\$1,500 in gift vouchers for book purchases at TSUTAYA Bookstore Reinstate training programs for new hires Female employees receive one full-paid day of menstrual leave per month throughout the year Provide a childbirth subsidy program Offer gifts to female employees on Women' s Day and other women' s holidays Hold labor-management meetings once per quarter Conduct an annual survey on core employee values to understand workplace satisfaction. Organize at least six seminars per year, covering topics such as health, financial management, and ESG.

1.2 Identification of Material Issues and Stakeholder Communication

GRI : 2-16、2-25、2-26、2-29、3-1、3-2、3-3

Ruentex Development follows the GRI Standards (2021) to define the process for identifying material issues. The company integrates two methodologies: "Stakeholder Issue Concern Analysis" and the newly added "Impact Assessment Analysis" to provide a comprehensive and in-depth analysis of the sustainability issues that require focused management. Since material issues were re-identified in 2022 and there were no significant operational changes this year, the 10 material issues remain unchanged for 2023. The process for identifying material issues is divided into five main steps, detailed as follows:

Step 1: Identifying Stakeholders

The ESG project team and various departments discussed and identified the key communication targets for this report. Factors such as level of interest (communication frequency), influence (impact), and responsibility (needs and expectations) were considered to identify seven main categories of stakeholders. The company engages with these stakeholders regularly and occasionally to understand their expectations and areas of concern.

(1) Shareholders or Investors:

Relevance to the Organization Key Topics		Shareholders and investors influence the company's operational performance and sustainability strategy. We continually focus on stable business growth to meet investor expectations and garner their support.
Key Areas of Concern		Occupational safety and health, risk management, building quality and safety, customer rights, and service quality
Communication Channels (Frequency)		Annual general meetings (annually), financial reports (quarterly), annual reports (annually), public information on the Taiwan Stock Exchange (monthly), investor conferences (occasionally), responses to investor and analyst inquiries (occasionally)
2023 Communication Results	Stakeholder feedback	Due to the recognition of unrealized losses from the subsidiary of the invested company, Nan Shan Life, there is a concern that the net asset value may fall short, raising the risk of delisting.
	Specific Responses and Actions	The company has shifted the accounting of investment properties to fair value assessment to avoid the potential impact of insufficient net asset value, which could lead to a ban on margin trading or, in extreme cases, delisting.

(2) Government Agencies:

Relevance to the Organization		Government regulations and policies impact the company's operational performance, brand image, and product/service development. We strictly comply with the law, closely monitor government policy trends, and work together to promote industry development.
Key Areas of Concern		Ethics and integrity, regulatory compliance, building quality and safety, land development assessment
Communication Channels (Frequency)		Submit for review according to government regulatory procedures and timelines (depending on development and construction progress); cooperate with the promotion of relevant systems (occasionally)
2023 Communication Results	Stakeholder feedback	In response to the Urban Planning Review Committee's request, the design of the open space at Ruentex LA GRAND RIVE GAUCHE was adjusted to provide a more pedestrian-friendly layout.
	Specific Responses and Actions	The adjustments were made as requested and approved by the Urban Planning Review Committee.

(3) Customers or Owners:

Relevance to the Organization		Customers are the company's revenue source, and owners influence the execution of the company's construction projects. We prioritize customer and owner satisfaction and maintain strong relationships to foster innovation and growth within the company.
Key Areas of Concern		Occupational safety and health, regulatory compliance, operational and financial performance, building quality and safety.
Communication Channels (Frequency)		Customer satisfaction surveys (monthly), customer service hotline and in-person service at mall service counters (daily)
2023 Communication Results	Stakeholder feedback	1. Customers use the 0800 customer service system to report issues related to repairs, planning, and building materials usage. 2. Customers inquire about how office buildings or residential projects can be improved, managed, and optimized based on sustainable business principles. 3. Customers ask whether project planning includes flood prevention designs.
	Specific Responses and Actions	Important repair cases are regularly gathered through the 0800 customer service system, followed by internal feedback meetings to develop related construction standards or inspection items. For instance, all future projects will be planned to apply for Green Building certification, certain office buildings will undergo carbon audits, and green transportation options like Goshare electric scooters will be provided for tenants and residents.

(4)Suppliers or Partners:

Relevance to the Organization Key Topics		Suppliers and partners impact the company's product quality and customer satisfaction. We ensure that suppliers provide products and services aligned with the company's values and collaborate with partners to foster mutual growth and success.
Key Areas of Concern		Operational and financial performance, building quality and safety, customer rights, and service quality.
Communication Channels (Frequency)		Supplier meetings or agreements (monthly), guidance or audit management (monthly)
2023 Communication Results	Stakeholder feedback	During a project inspection, it was found that the soundproofing of the entry doors in some residences was insufficient. We collaborated with suppliers to research improvements.
	Specific Responses and Actions	Together with suppliers, we developed improvement solutions for completed projects and continued to research filling materials for door frames to enhance soundproofing performance.

(5)Employees:

Relevance to the Organization Key Topics		Employees are the company's most important asset and the foundation for driving sustainable development. We create a balanced, happy workplace through employee care measures, offering compensation and benefits above market standards, as well as providing diverse learning environments.
Key Areas of Concern		Occupational safety and health, operational and financial performance, building quality and safety, customer rights, and service quality
Communication Channels (Frequency)		Labor-management communication meetings (quarterly), employee welfare committee (quarterly), employee complaint email inbox (occasionally)
2023 Communication Results	Stakeholder feedback	Employees requested adjustments to health checkup items due to prolonged screen time on computers and phones.
	Specific Responses and Actions	In response, non-mydratic fundus photography was added to health checkups to examine the retina, macula, and optic disc for potential abnormalities.

(6)Community Residents:

Relevance to the Organization		Construction activities can easily affect the environment and daily life of neighboring communities. We maintain the safety and quality of life for community residents by proactively communicating, addressing feedback promptly, and solving issues in a timely manner.
Key Areas of Concern		Compensation and benefits, labor-management communication, occupational safety and health, talent development, ethics and integrity, land development assessment, sustainable and innovative product services, supply chain management.
Communication Channels (Frequency)		Complaint contact information at construction sites and operational locations (occasionally), customer service hotline 0800-212366 (occasionally)
2023 Communication Results	Stakeholder feedback	There was a concern that the location of driveways for the project could affect pedestrian safety near bus stops and schoolchildren during school hours.
	Specific Responses and Actions	Proactively contacted the local community leader to discuss the issue, explained the project plans and driveway adjustment to the Taipei City Bus Office, and applied to adjust the location of the bus stop.

(7)Public welfare organizations:

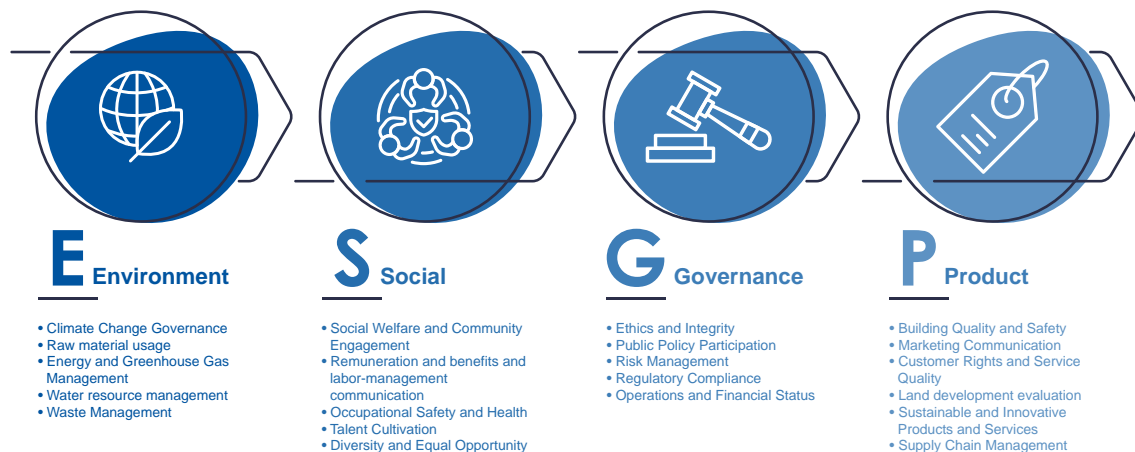
Relevance to the Organization		The company actively seeks profits while also giving back to society and supporting disadvantaged groups. We are committed to playing the role of a corporate citizen and fostering harmonious public relations.
Key Areas of Concern		Compensation and benefits, labor-management communication, occupational safety and health, talent development, ethics and integrity, land development assessment, sustainable and innovative product services, supply chain management.
Communication Channels (Frequency)		Sustainability Report (annually), participation in social welfare activities (occasionally)
2023 Communication Results	Stakeholder feedback	Ruentex's projects are concentrated in prime urban areas of Taipei and New Taipei City, and we aim to contribute to the education of children in rural areas.
	Specific Responses and Actions	We continue to work with the Zhuang Fu Cultural and Educational Foundation to provide educational assistance to children in rural areas.

Step 2: Analyzing Industry Sustainability Issues

Through analysis of domestic and international construction industry regulations and trends, as well as the results from Step 1 and stakeholder communications, we have identified a total of 21 sustainability issues for the industry. These include 5 environmental (E) issues, 5 social (S) issues, 5 governance (G) issues, and 6 product (P) issues.

Sources of Issues

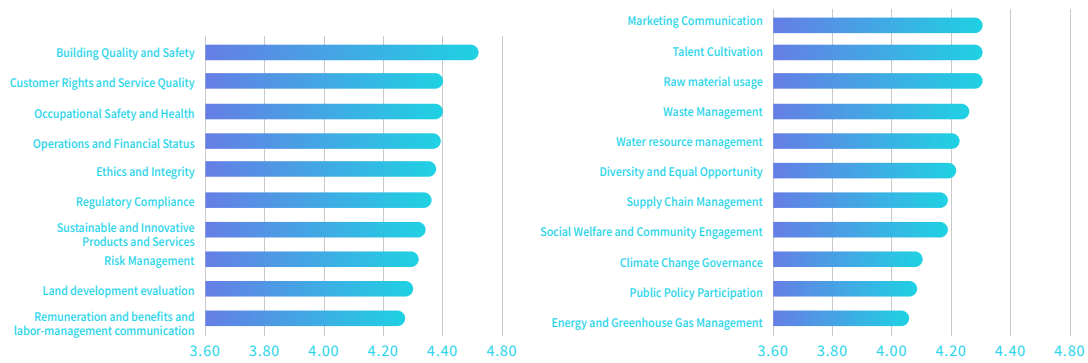
- (1)International Standards and Guidelines: GRI, SASB, TCFD, etc.
- (2)Domestic Construction Industry Policies and Regulations: National 2050 Net Zero Policy, Taipei City Net Zero White Paper, etc.
- (3)Sustainability Trends in Domestic and International Peers: Analysis of material issues from peer reports or official websites.
- (4)Stakeholder Communication Results: Step 1.



Step 3: Stakeholder Concern Evaluation

We invited seven major categories of stakeholders to participate in a questionnaire to assess the degree of attention they give to various issues. The aim was to understand their priorities for the year and to confirm whether the 21 issues identified in Step 2 were comprehensive enough. The seven stakeholder categories rated their level of concern as follows: Very Concerned (5 points), Concerned (4 points), Neutral (3 points), Not Concerned (2 points), and Very Unconcerned (1 point). The concern levels were then weighted and averaged, with the issues ranked from highest to lowest. Among the 21 issues, the top half (top 10 issues) were:

- Social (S) Issues (2 items): Occupational Safety and Health
Compensation and Benefits, and Labor-Management Communication
- Governance (G) Issues (4 items): Operational and Financial Performance
Ethics and Integrity / Regulatory Compliance / Risk Management
- Product (P) Issues (4 items): Building Quality and Safety
Customer Rights and Service Quality / Sustainable and Innovative Products and Services
Land Development Assessment



Step 4: Impact Assessment Evaluation

The ESG project team conducted an internal survey to assess the positive and negative impacts of each issue on the company's economic, environmental, and social aspects. For each industry sustainability issue, ESG project team members rated the "likelihood of occurrence" of both positive and negative impacts:

Already occurred (5 points)

Very likely to occur (4 points)

Likely to occur (3 points)

Unlikely to occur (2 points)

Very unlikely to occur (1 point)

They also rated the "scale and severity of the impact":

Major (5 points)

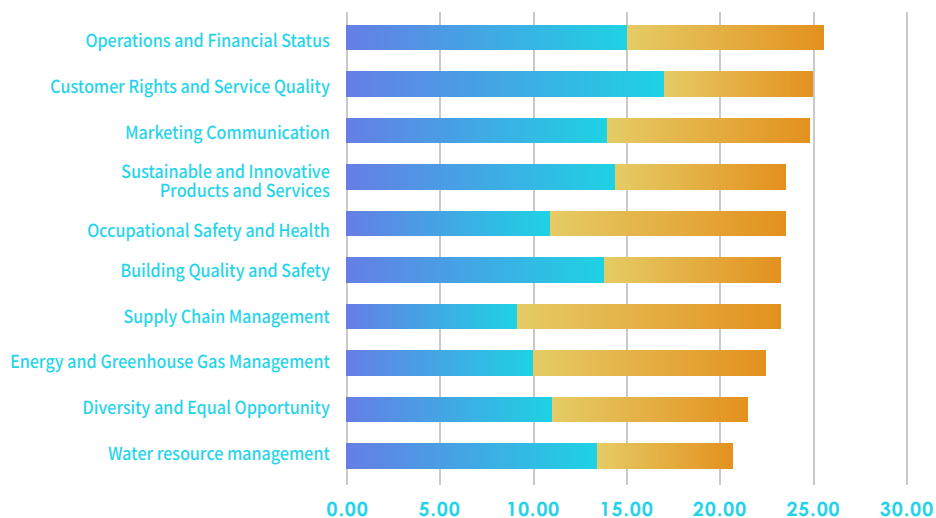
High (4 points)

Moderate (3 points)

Low (2 points)

Minor (1 point). The scores for likelihood and impact scale were multiplied and totaled, and the 21 issues were ranked in order. The top 10 issues were as follows:

- Environmental (E) Issues (2 items): Energy and Greenhouse Gas Management
Water Resource Management.
- Social (S) Issues (2 items): Employee Diversity and Equal Opportunity
Occupational Safety and Health.
- Governance (G) Issue (1 item): Operational and Financial Performance.
- Product (P) Issues (5 items): Supply Chain Management
Building Quality and Safety
Sustainable and Innovative Products and Services
Marketing Communication
Customer Rights and Service Quality.





Step 5: Confirm Materiality of Issues

After considering the results of the stakeholder concern questionnaire (Step 3), the impact assessment evaluation (Step 4), as well as the company's values and core brand principles, the ESG project team members, together with external experts, jointly decided to select 10 key material issues for the year.

The ESG project team members and various departments will formulate strategies and management objectives for the 10 key material issues in 2023, with the results and execution plans expected to be reported to the Board of Directors in 2024. Other issues identified this year that are not classified as material will be managed through existing processes and measures. Relevant indicators (such as GRI, SASB, etc.) will be disclosed to stakeholders to provide insight into the company's overall sustainability performance.



Material Issues and Organizational Impact Boundaries

Material Issues	Explanation of Impact on the Value Chain	Impact Boundaries				Corresponding Indicators	Corresponding Chapters
		Within the Organization	Outside the Organization				
			Upstream	Midstream	Downstream		
		Construction Industry	Landowners, Land Brokers, Government, Financial Institutions	Interior Design, Advertising Agencies, Construction Firms	Community, Customers		
	Department Stores	Product Manufacturers, Wholesalers	Traders, Agents, Distributors	Customers			
Operations and Financial Status	The cyclical fluctuations of the real estate market impact the entire construction and department store supply chain. The company follows a mixed-use development and management approach to create stable revenue. Through internal and external financial and business meetings, the company effectively communicates the current operational status and future outlook to employees, shareholders, and investors.	V	V	V	V	GRI : 201-1 、 201-3 、 201-4	About Ruentex
Sustainable and Innovative	If issues such as building energy consumption, greening and water retention, and living health are not considered from the perspective of a building's life cycle, this will affect the entire urban landscape and living quality. At the design stage, the company incorporates elements of smart buildings, green buildings, and healthy buildings. It develops emission reduction technologies and methods, maximizing the use of natural lighting, thermal insulation mortars, and soundproof flooring designs to improve the energy efficiency of buildings and enhance user comfort.	V	V	V	V	SASB : IF-HB-160a.1.~4. 、 IF-HB-410a.1.~4. 、 IF-HB-410b.1.~3.	3.1 Creating Sustainable Products
Supply Chain Management	Failure to properly safeguard customer rights and maintain service quality can negatively impact the company's reputation and revenue. For each project, the company provides a "production record" as an important certification of material quality during handover. The company also continuously improves service quality and enhances customer care to avoid the negative impacts of declining customer satisfaction.	V	V	V		GRI : 204-1 、 308-1~2 、 414-1~2	3.2 Supply Chain Management
Customer Rights and Service Quality	Failure to properly safeguard customer rights and maintain service quality can negatively impact the company's reputation and revenue. For each project, the company provides a "production record" as an important certification of material quality during handover. The company also continuously improves service quality and enhances customer care to avoid the negative impacts of declining customer satisfaction.	V		V	V	GRI : 418-1	3.3 Customer relations

Material Issues	Explanation of Impact on the Value Chain	Impact Boundaries				Corresponding Indicators	Corresponding Chapters
		Within the Organization	Outside the Organization				
			Upstream	Midstream	Downstream		
		Construction Industry	Landowners, Land Brokers, Government, Financial Institutions	Interior Design, Advertising Agencies, Construction Firms	Community, Customers		
Department Stores	Product Manufacturers, Wholesalers	Traders, Agents, Distributors	Customers				
Marketing Communication	Failure to maintain clear and effective communication channels with customers regarding product information can make it difficult to build customer satisfaction and recognition, potentially leading to negative impacts on customer rights. The company implements comprehensive confidential information protection processes and has introduced a Personal Information Management System (PIMS). Additionally, it provides four major explanations, four major site visits, and thorough after-sales repair services to prevent violations of consumer protection laws.	V			V	GRI: 2-27, 417-1~3	3.3 Customer relations
Building Quality and Safety	Failure to consistently control product quality and safety can severely impact customer rights and residential safety, as well as damage the reputation and business performance of industry partners. For each project, the company includes detailed information in the project record, such as the types and quantities of third-party test reports, testing frequencies, and sampling standards. Additionally, the company strictly supervises and inspects construction quality to reduce the likelihood of negative impacts.	V	V	V	V	GRI: 416- 1~2	3.1 Creating Sustainable Products
Energy and Greenhouse Gas Management	Failure to properly manage energy and greenhouse gas emissions in the construction industry will significantly accelerate global warming and cause irreversible negative impacts on the environment. The company strictly follows the sustainability development policies for publicly listed companies, completing audits and verifications within the required timelines. Based on the results, the company plans to set carbon reduction targets.	V	V	V	V	GRI: 302- 1~5, 305- 1~5; SASB: IF-RE- 130a.1.~5., IF-RE- 410a.1.~3.	4.2 Energy and Greenhouse Gas Management
Climate Change Governance	Failure to manage climate change risks will directly impact business operations, leading to irreversible negative consequences. The company actively seizes opportunities related to climate change by developing smart green energy buildings, contributing to positive impacts on both the industry and the environment.	V	V	V		GRI: 201-2; SASB: IF-HB- 420a.1.~2, IF-RE- 450a.1.~2.	4.1 Climate Change Management

Material Issues	Explanation of Impact on the Value Chain	Impact Boundaries				Corresponding Indicators	Corresponding Chapters
		Within the Organization	Outside the Organization				
			Upstream	Midstream	Downstream		
		Construction Industry	Landowners, Land Brokers, Government, Financial Institutions	Interior Design, Advertising Agencies, Construction Firms	Community, Customers		
Department Stores	Product Manufacturers, Wholesalers	Traders, Agents, Distributors	Customers				
Occupational Safety and Health	Failure to ensure the health and safety of employees and workers will undermine their human rights. In addition to providing health check subsidies, the company regularly organizes occupational health promotion activities. Its subsidiary, Ruentex Engineering & Construction, has implemented the ISO 45001 Occupational Health and Safety Management System to provide a healthy and safe work environment for employees, reducing the occurrence of workplace accidents.	V		V		GRI: 403-1~10; SASB: IF-HB-320a.1.	5.3 Occupational Safety and Health
Diversity and Equal Opportunity	Failure to ensure a diverse and equal-friendly workplace environment will negatively impact employees' human rights. The company provides labor rights and human rights training, along with continuous awareness efforts and periodic employee care activities, ensuring that employees feel valued by the company and preventing workplace violations.	V				GRI: 405-1~2, 406-1, 408-1, 409-1	5.1 Talent Recruitment and Development, 5.2 Employee Care Implementation



Responsible Governance

- 2.1 Corporate Governance
- 2.2 Ethical Business Practices
- 2.3 Risk Management
- 2.4 Regulatory Compliance

Corresponding Material Issue: Operations and Financial Status

Corresponding SDGs:



Policies and Commitments

Ruentex Development values operational transparency and corporate governance. We recognize that sustainable business operations must be built on a solid foundation of governance. Therefore, we have established the "Ethical Business Conduct Guidelines" and the "Code of Ethical Conduct" to implement the principles of integrity and create a transparent corporate governance structure. In the future, we will continue to optimize our corporate governance mechanisms and strengthen the functions of the board of directors to ensure the company's sustainable operations.

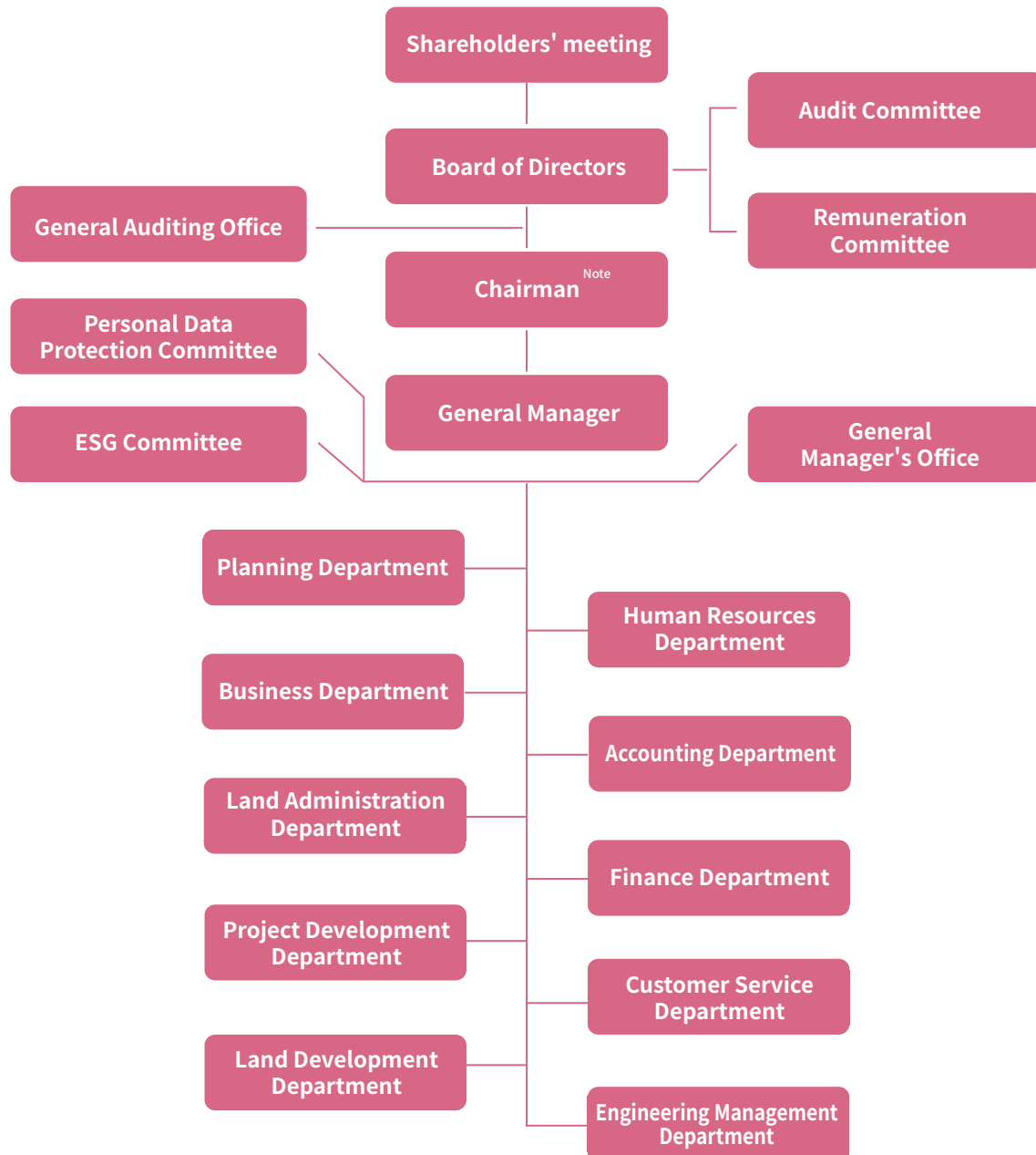
Annual Actions and Performance

- The board consists of 9 members (including 3 independent directors), with 2 female directors, making up 22%.
- Board members completed a total of 78 hours of training, averaging 8.67 hours per member, exceeding legal recommendations.
- A total of 69 participants attended internal and external training sessions related to ethical business practices, accumulating a total of 175.5 hours of training.
- No incidents of company personnel violating the Code of Ethical Conduct and Ethical Business Practices were reported, and no whistleblowing cases were filed.

2.1 Corporate Governance Structure

GRI : 2-9、2-10、2-11、2-15、2-17、2-18、2-19、2-20、405-1

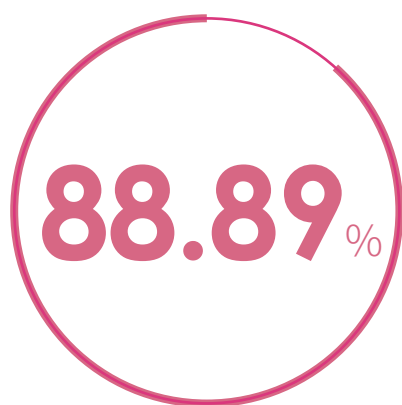
The foundation of sustainable business operations lies in a sound governance system. To continuously strengthen corporate governance, Ruentex Development has established the "Corporate Governance Best Practice Guidelines" in reference to the "Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies." In addition to complying with laws and the company's Articles of Incorporation, the guidelines also include principles such as safeguarding shareholder rights, enhancing the functions of the board of directors, maximizing the role of supervisors, respecting the rights of stakeholders, and improving transparency of information.



Note: The company's Chairman does not hold the position of General Manager.

Board of Directors

The Board of Directors is the highest governing body and the key decision-making authority at Ruentex Development, responsible to the shareholders' meeting. The company's corporate governance practices and arrangements ensure that the Board exercises its powers in accordance with the Board meeting rules, legal requirements, the company's Articles of Incorporation, or shareholder resolutions. We have also established a "Board Diversity Policy", which states that directors who also serve as company managers should not exceed one-third of the total board seats. The Board should formulate an appropriate diversity strategy based on the company's operations, business model, and development needs, taking into account diversity indicators such as gender, age, nationality, and culture. Additionally, members must possess the knowledge, skills, and qualifications necessary to perform their duties. In 2023, the Board of Ruentex Development consisted of 9 members (including 3 independent directors and 6 regular directors). Independent directors accounted for 33.3% of the Board. Two of the directors were women, representing 22% of the Board. The Board members have expertise in fields such as finance, management, accounting, and civil engineering, with all members having more than five years of experience in business, legal, financial, accounting, or company-related work. The nomination and election process for directors (including independent directors) follows a candidate nomination system. The Board conducts a preliminary review of the qualifications of nominated directors and independent director candidates, and the results are provided to shareholders for reference. Shareholders then elect directors from the list of candidates.



In 2023, the Board of Directors held a total of 10 meetings, with an average attendance rate of 88.89%.

The average actual attendance rate in 2022 was 87.07%

To continuously enhance the professional knowledge and legal literacy of the directors, the company arranges regular training courses for directors each year. In 2023, the total number of training hours for the directors reached 78 hours, with each director averaging 8.67 hours of training, which exceeds the recommendations of the guidelines for training of directors and supervisors for publicly listed companies. The course topics included current issues such as the Sustainable Finance Forum, Corporate Governance Forum, Regulatory Compliance, and Insider Trading Awareness Sessions. For more details on training and other information regarding Board members, please refer to the 2023 Annual Shareholders' Report.

To avoid conflicts of interest, Ruentex Development clearly specifies in its "Board Meeting Rules" that directors must avoid conflicts of interest. When a director has a stake in a matter discussed at a Board meeting, whether on behalf of themselves or another entity, they are required to fully disclose the nature of that interest during the meeting. During discussions and voting, any director with a conflict of interest must refrain from participating and cannot exercise voting rights on behalf of other directors. This is intended to ensure that the Board's decision-making process remains fair and transparent, safeguarding the company's overall interests and corporate image while fostering trust among stakeholders.

The compensation and remuneration of directors and managers are handled according to the company's "Guidelines for Director Remuneration and Compensation Distribution" and the Employee Salary and Bonus Distribution Standards. In addition to referencing industry norms, the company considers operational performance, individual evaluations, and contributions to the company when determining reasonable compensation. The Compensation Committee is responsible for formulating and reviewing policies, systems, standards, and structures related to director and managerial performance evaluations and compensation. It also ensures the reasonableness of compensation by periodically reviewing it based on the company's actual operational status and relevant regulations before submitting it to the Board for resolution. According to the company's Articles of Incorporation, director compensation is authorized by the Board of Directors, based on their level of participation in and contribution to the company's operations, and benchmarked against industry standards. The specific amounts are determined after the Compensation Committee's recommendation and approved by the Board.

2023 Board Evaluation Results

To enhance corporate governance and improve the functioning of the Board, Ruentex Development established the "Board Performance Evaluation Guidelines", which were approved by the Board on December 28, 2016. Since 2016, the company has conducted an annual "Board Performance Evaluation", with the evaluation carried out through questionnaires completed by Board members and the Board meeting units. In line with the revision of Article 37 of the Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies, the scope of the Board evaluation should include individual Board members and functional committees to ensure the comprehensiveness and effectiveness of the evaluation. To make the performance evaluation of functional committees more explicit, specific evaluation criteria for the functional committees' performance have been established.

Self-Assessment of Board Members

Evaluation Criteria	Average score
Understanding of company goals and objectives	100
Awareness of director responsibilities	100
Level of participation in company operations	98.52
Internal relationship management and communication	98.52
Professional expertise and ongoing training of directors	98.52
Internal control	100
Total	99.26

Board Performance Evaluation

Evaluation Criteria	Average score
Level of participation in company operations	95
Enhancing the Quality of Board Decision-Making	100
Board Composition and Structure	100
Director Selection and Ongoing Training	100
Internal control	100
Total	99

All members of the Board of Directors participated in the evaluation, with an average achievement rate of over 90% for each assessment item, resulting in a rating of good performance. The Board members demonstrated a clear understanding of their responsibilities, familiarity with the company's operations and environment, and effectively improved the quality of Board decision-making. This indicates that Ruentex Development has continuously strengthened the performance of the Board.

• Audit Committee

The Audit Committee of Ruentex Development consists of three independent directors, following the regulations for supervisors under the Company Act and the Securities Exchange Act. The Audit Committee members are expected to maintain objectivity and professionalism, overseeing internal controls, operational performance evaluations, the accuracy of financial statements, major transactions, and legal compliance. The Audit Committee meets periodically (at least once per quarter) to discuss relevant matters and holds discussions with the head of the audit department and external auditors to ensure thorough communication and understanding of financial and management issues within Ruentex Development. The committee also reviews matters that need to be submitted to the Board of Directors, ensuring sufficient communication and understanding.

In 2023, the Audit Committee held 9 meetings, with an average attendance rate of 100%. All Audit Committee members participated in the Audit Committee Performance Evaluation, with an average achievement rate of 100% for each assessment item, resulting in a rating of good performance.



In 2023, the Audit Committee held 9 meetings, with an average attendance rate of 100%.

Evaluation Criteria	Average score
Level of participation in company operations	100
Audit Committee Responsibilities	100
Enhancing the quality of Audit Committee decision-making	100
Composition and member selection of the Audit Committee	100
Internal control	100
Total	100

• Compensation Committee

Ruentex Development's Compensation Committee consists of three independent directors. Based on the resolutions of the Board of Directors, the "Compensation Committee Charter" was established. The Compensation Committee is responsible for evaluating the company's compensation policies and systems for directors and managers, as well as assessing the company's operational performance. The committee takes an independent and objective approach to propose bonus allocation rates and provides recommendations on executive compensation and the company's compensation policies, aiming to ensure a sound compensation system for the company's directors and managers. The committee also considers the company's overall operational performance, future industry risks and trends, individual performance achievements, and contributions to the company's success when making compensation-related decisions. In 2023, the Compensation Committee held a total of 3 meetings, with a 100% attendance rate. All members of the Compensation Committee participated in the Compensation Committee Performance Evaluation, with an average achievement rate of 100% across all evaluation criteria, resulting in a rating of good performance.

In 2023, the Compensation Committee held 3 meetings, with an average attendance rate of 100%.



Performance Evaluation Criteria
Level of participation in company operations
Compensation Committee Responsibilities
Enhancing the quality of Compensation Committee decision-making
Composition and member selection of the Compensation Committee

2.2 Ethical Business Practices

GRI : 2-23 、 2-24 、 2-26 、 205-2 、 205-3

At Ruentex, we uphold the belief in people-centered principles, integrity, and customer-first values, offering "sincere service" to all Ruentex customers. We are committed to becoming the "industry's highest ethical standard" and being recognized by the public for our upright image. To promote the principles and behaviors of ethical business conduct, we have established related codes of conduct for directors, all employees, and procurement staff, reinforcing the overall concept of integrity and self-discipline.

Performance Evaluation Criteria	Performance Evaluation Criteria
Ruentex Development Code of Ethical Business Conduct	The company, along with its directors, managers, employees, agents, and actual controllers, must not directly or indirectly offer, promise, request, or receive any form of improper benefits from clients, agents, contractors, suppliers, public officials, or other stakeholders while conducting business.
Ruentex Development Code of Ethical Conduct	When personnel from Ruentex or its affiliates are involved in financial lending, guarantees, major asset transactions, or trading activities (purchases/sales), they must proactively disclose any potential conflicts of interest with the company. Such matters must be handled in accordance with the company's code of conduct to prevent conflicts of interest.
Ruentex Development Whistleblowing Procedures	To protect the company's reputation, safeguard assets, and prevent corruption, theft, embezzlement, or other illegal or unethical activities that could harm the interests of shareholders, employees, and partners, stakeholders are allowed to report incidents to the company's audit department. If the report involves directors or senior executives, it can be escalated to the independent directors.

The company has established relevant accounting systems and internal control procedures to implement the concept of ethical business conduct. Additionally, the audit department regularly prepares audit plans based on assessments of unethical behavior risks. These plans are used to verify compliance with measures to prevent unethical conduct, with internal audit reports presented at least quarterly to the Audit Committee and the Board of Directors. This helps prevent unethical behavior from affecting the company's reputation or increasing operational risks.

Ruentex Development places great importance on ethical business practices and anti-corruption. To ensure that all employees (including directors, managers, and employees) adhere to principles of integrity and anti-corruption, the company has implemented a "Code of Ethical Business Conduct" and "Operational Procedures and Behavioral Guidelines for Ethical Business Conduct", which were approved by the Board of Directors. These guidelines clearly stipulate that directors, senior management, employees, or individuals with substantial control must not, in the course of business, directly or indirectly offer, promise, request, or accept any improper benefits, or engage in any other unethical, illegal, or fiduciary duty-violating behavior in order to gain or maintain advantages. The General Manager's Office is responsible for formulating and overseeing the implementation of ethical business policies and prevention measures. Additionally, we provide both internal and external training on ethical business practices. The training content includes topics such as insider trading and regulations related to insider equity, corporate governance, internal control standards for trade secrets, internal control design to prevent corporate financial misstatements and corruption, and auditing techniques. In 2023, a total of 69 participants attended related training sessions, accumulating 175.5 hours of training.

The company also mandates fair treatment of customers involved in purchasing and sales, prohibiting the manipulation, concealment, or misuse of information obtained through their position to gain improper benefits from unfair transactions. For example, Ruentex Development's internal control system clearly specifies that all suppliers must undergo complete processes of inquiry, price comparison, and negotiation before any payment can be requested. This demonstrates that Ruentex Development treats all suppliers equally, without favoring any particular supplier. The Code of Ethical Business Conduct clearly states that contracts between the company and its agents, suppliers, customers, or other business partners must include provisions that require compliance with the company's ethical business policies. Should the other party engage in unethical behavior, the company reserves the right to terminate or cancel the contract at any time and blacklist them from future dealings, ensuring the enforcement of the company's ethical business policies.

Furthermore, to protect the company's reputation and safeguard its assets, as well as to prevent corruption, theft, embezzlement, or other illegal activities that could harm the interests of shareholders, employees, and partners, the company has established a Whistleblowing Procedure. This procedure outlines the methods for reporting unethical conduct, emphasizing the importance of protecting whistleblowers and providing rewards for whistleblowing. The company has also set up a 0800 service hotline to receive various feedback. Stakeholders can report concerns to the company's audit department, and if the report involves directors or senior executives, it can be escalated to the independent directors.

Whistleblowing Channels	The company provides appropriate whistleblowing channels for internal and external personnel to use via written correspondence, phone, fax, or email. Phone: 02-8161-9888 Fax: 02-8161-9977 Email: RT004279@mail.ruentex.com.tw		
Responsible Team	General Cases: Audit Department Whistleblowing Cases Involving Directors or Senior Management: These cases are reported by the audit department to the independent directors.		
Process	The audit department investigates the relevant facts, with assistance from the legal and other relevant departments if necessary.	If any violations of laws or company regulations are discovered, the case will be reported to the competent authorities for investigation, or handled according to company policies. If a serious violation or significant harm to the company is found, a report will be immediately prepared and a written notice will be sent to the independent directors. If no concrete evidence is found after investigation, the case will be closed and filed for reference.	<ul style="list-style-type: none"> • If the whistleblowing case is confirmed to be valid, the relevant departments should review the internal control systems and operational procedures and propose corrective measures to prevent the recurrence of similar incidents. • The dedicated unit will report the whistleblowing case, the handling method, and the follow-up corrective measures to the Board of Directors.
Protection and Reward Mechanism	<ul style="list-style-type: none"> • The safety of whistleblowers must be protected. Any individual who threatens, intimidates, or engages in unlawful actions against a whistleblower should be reported to the competent authorities for legal action. • Whistleblowers are protected from any unfair treatment due to their report. Their identity must remain confidential, and they must not suffer any losses in their position or work conditions. Whistleblowers may request that the responsible unit ensure their identity and conditions are protected. • If a whistleblowing case is confirmed to be valid or involves criminal activity, and a judicial decision is made, the audit department will recommend to higher management that the whistleblower be rewarded based on the contribution to the governance of the department or entity and the economic benefits generated. 		

If any employee discovers improper behavior within the company that is likely to cause negative effects or harm the company and the rights of its employees, they may file a report following the whistleblowing procedures. In 2023, there were no instances of company personnel violating the Code of Ethical Conduct or the Code of Ethical Business Practices, and no whistleblower reports were filed.

2.3 Risk Management

GRI : 2-26

In addition to its core real estate business, the company also operates other businesses, including mall retail. Real estate is a high-investment industry, involving processes such as land acquisition, construction quality, sales, management, and finance. The construction of buildings involves long project durations, slow capital recovery, and adjustments in market supply and demand. It is also susceptible to economic fluctuations and related housing policies, which pose risks. Similarly, mall retail operations can be influenced by external factors such as economic conditions and the safety of mall facilities. These factors collectively pose significant risks to the company's sustainable operations. In recent years, due to rapid climate and environmental changes, companies face many potential and emerging risks and challenges during daily operations. To enable the company to identify and respond to various risks promptly and enhance operational resilience, each type of risk is managed by the responsible departments through the establishment of relevant management regulations and control reports for first-line risk prevention and management. Additionally, we have a comprehensive internal control system, with the internal audit department conducting regular or ad-hoc inspections and providing relevant reports. For more significant operational risks identified, the General Manager's Office is responsible for overall control, reporting to the Board of Directors, and tracking improvements.

Organizational Name	Scope of Responsibilities
Board of Directors	Supervising the company's overall risk management activities
General Manager (General Manager's Office)	Coordinates the risk management execution across all responsible departments
Audit Department	Conducts audits of risk management operations and regularly reports the execution status to the Board of Directors
Responsible Departments	Executes risk management activities, evaluates and reviews identified risks

Through a systematic management mechanism, we effectively identify, assess, monitor, and control risks to ensure that risks remain within the company's acceptable range and to prevent potential losses. This approach aims to achieve the company's goal of sustainable operations. For each significant risk identified, we designate a responsible unit and implement corresponding countermeasures as outlined below:

1.Environmental Risks

Risk Item	Risk Description	Countermeasures
4.1 Climate Change Management	Risks related to rising energy costs and potential changes in operational methods due to global warming and environmental changes. For detailed information, please refer to section 4.1.1 on Climate Change Management.	1.In our offices, we have implemented various energy-saving and carbon-reduction measures, including using biodegradable tissue paper (to reduce waste), sorting trash, reducing waste incineration to lower carbon dioxide emissions, turning off lights when not in use, controlling air conditioning temperatures to above 25° C during summer, and installing energy-efficient systems. 2.Since 2019, all construction sites have been equipped with rainwater recycling systems. The collected rainwater is used for irrigating landscaping plants and for air pollution control purposes, such as suppressing dust and spraying raw materials.
Raw Material Usage Risk	Risks associated with environmental damage and overuse caused by the selection of raw materials.	We prioritize choosing construction materials that are certified with green or low-carbon labels, based on regulatory compliance and reasonable cost, to reduce negative environmental impacts.
Waste Management Risk	Risks related to environmental pollution, safety, and hygiene concerns caused by waste.	1.We implement waste sorting and delegate qualified waste disposal companies to handle recycling and reuse. 2.Through materials allocation management, we effectively improve the efficiency of resource usage, prevent resource waste, and reduce environmental impact.

2.Social Risk Factors

Risk Item	Risk Description	Countermeasures
Personnel Risk	Risks related to improper handling of employee recruitment and labor relations.	1.Labor Needs: Collaborate with educational institutions to increase the talent pool. 2.Labor Relations: Conduct audits on attendance, salary disbursements, insurance coverage, and pension contributions to safeguard employee rights and promote harmonious labor relations.
Personal Data Risk	Risks associated with the proper collection, use, and protection of personal data to prevent leakage.	1.Member Information: For homebuyers and mall members, we verify the legality and effectiveness of data protection to ensure the safety of consumers' personal data. 2.Regulatory Compliance: We follow personal data-related laws and regulations, ensuring that the collection, processing, and utilization of personal data comply with legal requirements. This prevents risks such as data theft, alteration, damage, loss, leakage, or any illegal incidents caused by external threats, internal management lapses, or improper use.
Occupational Safety and Health Risks	Risks related to workplace safety, environmental safety, and hygiene.	We have established an occupational safety and health management unit, appointed trained and certified personnel, and regularly conduct employee training on evacuation drills and the use of emergency equipment.
Customer Service Risks	Risks related to pre-sale, post-sale, and repair services for customers.	We have set up a 0800 customer service hotline, conduct regular quality inspections on each project, and strive to meet customer requirements. These efforts aim to maintain a high level of customer satisfaction and create a reliable environment where the company shows care, and customers feel secure.

3. Governance Risks

Risk Item	Risk Description	Countermeasures
Strategic Risks	Risks related to innovative services, organizational change, corporate transformation, and regional development.	Each year, we conduct an analysis of the business environment and develop short, medium, and long-term strategic plans to adapt to environmental changes.
Operational Risks	Risks related to stagnant or declining performance, legal disputes arising during transactions, changes in laws and policies, marketing and advertising, and construction quality.	1. Development Risk: In response to the shortage of building plots and prime land, Ruentex Development has adopted the following strategies: leveraging the brand advantage of the Ruentex construction team, actively seeking joint construction opportunities, participating in urban renewal projects, and bidding for land in the redevelopment zones of Taipei and New Taipei City to increase development opportunities. 2. Construction Risk: In response to safety management at construction sites and the environmental impact of raw material use, Ruentex Development has implemented the following strategies: continuously researching and improving construction methods for projects, such as the use of single-loop stirrups, spiral stirrups, insulating mortar, and silent flooring techniques. For projects where it is beneficial, the company uses prefabrication methods, where components are pre-made in the factory and assembled on-site. This significantly accelerates construction speed, enhances structural safety, and improves efficiency.
Financial Risks	Risks related to major investments, capital allocation, cost control, exchange rates, interest rates, and inflation.	1. Financial Stability: Manage daily financial indicators, allocate funds in a timely and efficient manner, and conduct reasonable financial analysis to provide management with insights for decision-making. 2. Interest/Exchange Rate Fluctuations: Closely monitor market interest and exchange rate changes and their impact on company profits and losses.
Information Risks	Risks related to information interruption or damage, leakage of confidential information, or the improper use of illegal software.	Measures: Implement security checks for files, equipment, and data, as well as system recovery operations, to ensure the security and smooth operation of information systems.

RUENTEX DEVELOPMENT 2023 SUSTAINABILITY REPORT

2.4 Regulatory Compliance

GRI : 2-27 、 416-2 、 417-2 、 417-3
SASB : IF-HB-160a.3.

Ruentex Development strictly complies with government regulations, and all departments follow legal guidelines when amending internal regulations. Additionally, when relevant laws are revised or repealed, departments promptly adjust their internal rules to ensure compliance. Although the company does not have in-house legal personnel, external legal counsel is retained to provide legal advice and review contracts with stakeholders. The company also has internal auditors to ensure effective implementation of internal control systems. In 2023, the group paid fines totaling NT\$6,491,685, all of which were penalties for regulatory violations during the reporting period. Among these, one environmental regulation violation was deemed significant, as it involved a fine exceeding NT\$1 million. Specifically, Ruentex Engineering & Construction Co., Ltd. was fined NT\$3,024,000 for violating the Water Pollution Control Act. The incident has been reviewed, and follow-up corrective measures have been implemented. The remaining 88 cases were non-major incidents. In 2023, Ruentex Development Group did not face any legal actions related to environmental regulations, nor were there any non-monetary sanctions. Moving forward, the company will continue to adhere to relevant laws and actively implement improvements to prevent future violations.

2023 Major Regulatory Violations and Corrective Actions

Risk Description	Ruentex Engineering & Construction Co., Ltd. - Yangmei Plant
Violated Regulation	Violated Regulation: Article 18-1, Paragraph 1, and Article 7, Paragraph 1 of the Water Pollution Control Act
Fine Amount (NT\$)	NT\$3,024,000
Corrective Actions	Upon identifying the violation, Ruentex Engineering immediately recognized the issue and devised improvement measures. In response to the violation of the Water Pollution Control Act, the company has established a new process wastewater treatment plant and implemented a rainwater-sewage separation system to comply with government regulations. A total of NT\$7,254,532 was invested in water pollution-related improvement projects.



Resilient Construction

3.1 Creating Sustainable Buildings

- 3.1.1 Safe Development and Design
- 3.1.2 Low-Carbon and Energy-Efficient Construction
- 3.1.3 Innovative Green Building Materials

3.2 Supply Chain Management

3.3 Customer Relations

- 3.3.1 Comprehensive Communication Mechanisms
- 3.3.2 Customer Rights and Service Quality
- 3.3.3 Information Security Management and Privacy Protection

Corresponding SDGs:



Policies and Commitments

"Implementing the concept of quality, continuous improvement, and pollution prevention, while creating customer satisfaction" is the quality and environmental policy upheld by Ruentex Development. Ruentex Development and its subsidiaries' construction divisions leverage the advantage of vertical integration. With a customer-centric approach, we offer comprehensive services covering the entire building lifecycle, grounded in the three core principles of "safety, health and comfort, and sustainability," ensuring that homebuyers enjoy a lifetime of happiness. To maintain consistent construction quality, all Ruentex Development projects are undertaken by its subsidiary, Ruentex Engineering & Construction which employs professional techniques and strict standards to carefully identify and select qualified suppliers to ensure compliance with product and environmental health and safety requirements. In addition to providing high-quality products, we are committed to building genuine and trusting relationships with consumers. Through a robust customer service mechanism for both construction and retail operations, we ensure that the "customer-first" philosophy is reflected in every service phase, fulfilling our commitment to customers through action.

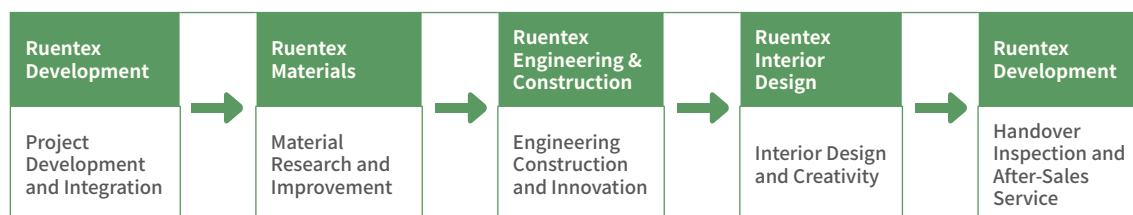
Annual Actions and Performance

- Ruentex Development plans to announce and implement the "Ruentex Development Supplier Evaluation Management Guidelines" in 2024.
- Ruentex Engineering & Construction achieved a 100% supplier evaluation rate, conducting a total of 1,029 evaluations, with a pass rate of 99.6%.
- The Star of Nangang project uses the PCS precast construction method and precast exterior wall panels, which is expected to reduce greenhouse gas emissions by 50% compared to standard SRC methods.
- To support local development, all major building material suppliers (rebar, concrete) are located in Taiwan, achieving 100% local procurement.
- In Ruentex Development's construction projects, base materials, plastering materials, and lightweight partition grouting materials all use the Metternich product series from Ruentex Materials, with 100% of these products certified with green building labels or carbon footprint certifications.
- Ruentex Materials reached a 17% usage rate for alternative raw materials and 2% for alternative fuels, saving 5% in energy and reducing carbon emissions by 3%.
- The steel used by Ruentex Engineering & Construction primarily comes from recycled steel billets, with 88.39% of total materials used being recycled.
- Ruentex Interior Design uses over 60% green building materials in its projects.
- Ruentex Materials received the offshore wind power underwater grouting material certification from the international maritime certification body Lianwei Co., Ltd., becoming the third qualified offshore wind power mortar supplier globally and the first in Taiwan.
- Ruentex Engineering & Construction has obtained 745 low-carbon construction and energy-saving patents across 19 countries.
- The company offers a 20-year warranty on building structures and waterproofing.
- The 0800 customer service system has an average post-sales service case handling time of 0.92 days, with an average repair satisfaction score of 98.
- Ruentex Development proactively assists with the installation of community electric vehicle charging racks and developed an inverted installation method for charging stations. This increases safety, prevents damage to parking lot waterproofing, and enhances both the aesthetic appeal and safety of community charging facilities.
- Ruentex Interior Design was ranked No. 1 for operational performance among building renovation and decoration companies in Taiwan, according to China Credit Information Service's TOP 5000 ranking.
- Customer satisfaction surveys on Ruentex Interior Design's construction progress and quality showed 100% of responses rated as "satisfied" or above.

3.1 Creating Sustainable Buildings

GRI : 2-23 、 203-1 、 416-1

SASB : IF-HB-160a.4. 、 410a.4. 、 410b.1. ; IF-RE-130a.5.



In recent years, Ruentex Development has continuously introduced innovative construction methods, setting new benchmarks in the construction industry. With a commitment to strict quality standards and rapid delivery timelines, the company focuses on planning premium residential and commercial real estate projects in prime locations. Through vertically integrated professional services, Ruentex Development aims to achieve the highest level of customer satisfaction, positioning itself not only as a leader in innovation but also as a "value-creating" team that maximizes the added value for both land and residents.

To ensure consistent construction quality, Ruentex Development provides a comprehensive range of services. In terms of materials, all masonry materials used in its projects are developed by its subsidiary, Ruentex Materials Co., Ltd. This subsidiary is dedicated to advancing innovative and sustainable masonry materials. Many of its products have received Green Building Material Label certificates, LCBA Low Carbon Building Material Certification, and certificates of excellence for construction methods and product evaluations. Additionally, the company collaborates with Japanese firms to incorporate environmentally certified wood products into its projects, contributing to environmental sustainability.

In terms of construction, all projects are undertaken by the subsidiary Ruentex Engineering & Construction, which has been recognized with the National Quality Award and numerous other accolades. Ruentex Engineering & Construction is equipped with advanced precast technology, a strong R&D team, and multiple patented technologies, creating a brand distinction for Ruentex Development's projects compared to industry peers. It is one of the few professional construction companies in Taiwan capable of integrating all aspects of construction engineering comprehensively. Ruentex Engineering & Construction has also obtained international certifications such as ISO 9001, CNS 45001, and ISO 45001, and has become the first construction company to win the National Quality Award. Additionally, it has received several honors, including the Executive Yuan Public Construction Golden Quality Award, the Excellent Construction Industry Award, and the National Award for Excellence in Construction, all of which recognize its outstanding construction quality.

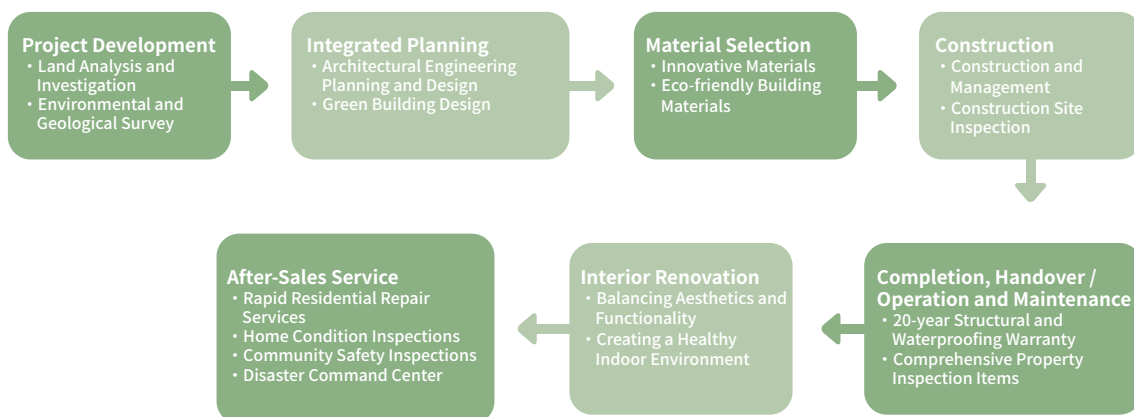
For interior design, Ruentex Interior Design, another subsidiary of Ruentex Development, is also a top choice for clients. It has won multiple Huaren Creative Awards and was ranked No. 1 in the 2023 TP5000 ranking of large enterprises in Taiwan by China Credit Information Service for the building renovation and decoration industry. The company emphasizes the "Five Senses and Six Perceptions" as key design principles, focusing on aesthetics, health, functionality, safety, peace of mind, and service. These principles are reflected in areas such as indoor air quality (IAQ), indoor environmental quality (IEQ), and indoor environmental health (IEH), allowing customers to experience design and construction details through their five senses, making spaces more thoughtful and human-centric.

3.1.1 Safe Development and Design

Adhering to the philosophy that "houses are meant to take care of people, not the other way around," Ruentex Development is committed to providing safe and high-quality building products that offer consumers peace of mind. From the selection of land and the development process, we focus on these as key priorities. The functions and services we provide throughout the lifecycle of each project are as follows:

STEP1	Project Development	The project development process includes site investigations, boundary surveys, and geological drilling analysis. We conduct initial volume assessments and basic designs based on the site's development restrictions and evaluate the feasibility of the development. After a thorough screening process and investment analysis, the project development management operations are executed.
STEP2	Planning and Integration	During the planning and construction phases, we hold PMO (Project Management Office) meetings centered around the project management process. These meetings aim to coordinate resources, provide oversight and guidance, integrate technical processes, and offer administrative support. For ongoing projects, we conduct project controls and status reviews, offering real-time support to ensure the reliability and value of building quality.
STEP3	Material Selection	We invest in the development of low-carbon cement manufacturing technology and continue to research new eco-friendly building materials. Our full range of Metetain pre-mixed masonry mortar products can be considered green building materials, with many items having received Green Building Label certificates and low-carbon material certifications. This aligns with global trends toward climate change adaptation and sustainable energy efficiency. Our diversified development and ongoing efforts to reduce carbon emissions reflect our commitment to continuous innovation and high-performance product development from the customer's perspective.
STEP4	Construction	During the construction process, we conduct environmental monitoring at various stages and supervise and inspect the construction unit's quality. During the structural phase, customers are notified to personally inspect the steel quality of their floor before grouting. All inspection or verification results are transparently displayed to customers during the structural explanation meetings and interior design briefings.
STEP5	Completion and Handover	Upon completing construction and obtaining the use license, we hold handover briefings and conduct property inspections/handover procedures with customers. We provide inspection services superior to industry standards, ensuring greater peace of mind for customers. Additionally, we create home maintenance DIY tutorials on our website to guide customers on safe home usage. Since August 2018, we have extended the structural and waterproofing warranty to 20 years, further strengthening customer confidence in Ruentex Development.
STEP6	Interior Renovation	We prioritize "human-centered health," focusing on details such as health, functionality, safety, peace of mind, and service. We balance design aesthetics with functionality and apply the strictest health and safety policies to create a healthy indoor environment suitable for living. This approach provides customers with the best renovation quality and economic benefits.
STEP7	After-Sales Service	For completed and handed-over buildings, after the public facilities inspection, building information is incorporated into the 0800 customer service system. We provide timely support for daily usage issues based on notifications from the property management committee or customers. Community equipment maintenance or home repair services continue even after the sales contract warranty period expires. We offer indoor health inspections one year after handover and conduct annual inspections of external community safety.

Ruentex Development Building Management Evaluation



• Project Development

We have established dedicated units to ensure that all relevant procedures are thoroughly reviewed, strictly adhering to the steps for land analysis and investigation to guarantee basic land safety for each project. Ruentex Development focuses on land development through land acquisition, joint construction, urban renewal, and government tenders. Each development project undergoes thorough checks in areas such as land administration, urban planning, construction management, design planning, finance, and legal compliance, which are compiled in a land development project checklist for continuous tracking. In 2023, all Ruentex Development projects maintained a 100% rate of geological drilling and neighboring property assessments. For those requiring external structural audits under government regulations, 100% were handled by third-party agencies.

• Land Analysis and Investigation:

1. Preliminary Development Analysis: We consider regional population growth trends, current economic development, and major infrastructure projects to establish the development direction and minimize risks. The following infrastructure and economic conditions are evaluated when making development decisions:

- Property Rights Investigation:
Ensure the land ownership is straightforward or check for any restricted registrations.
- Regulatory Investigation:
Determine whether there are construction bans, height restrictions, site surveys, or specific transaction methods.
- Environmental Investigation:
Confirm that the development avoids geologically sensitive areas (such as high-risk soil liquefaction zones) and is at a safe distance from fault lines.
- Traffic Conditions Investigation:
Assess external road connections and the walking distance to the nearest MRT station.
- Industry Overview Investigation:
Preferably exclude industrial zones and choose areas with a livable environment.
- Living Amenities Investigation:
Check proximity to schools, parks, and other amenities.
- Unfavorable Facilities Investigation:
Avoid locations with feng shui defects and external factors that could negatively impact living quality, such as nearby special industries, temples, high-voltage towers, substations, or recycling centers.

2. Planning Analysis: Design the most aesthetically pleasing and iconic product.

- Conduct environmental impact assessments, land use control analysis, soil and water conservation plans, traffic impact assessments, urban design reviews, reward value analysis, public facility ratio adjustments, and rationalize layout to ensure good lighting and ventilation. While ensuring high-quality standards, strive to make the project a regional landmark.

3. Engineering Analysis: Create the most stable and earthquake-resistant buildings.

- Conduct site condition surveys to avoid affecting neighboring properties and investigate public utility pipelines.
- Rigorous Construction: Prioritize construction safety.

4. Sales Analysis: Provide the most localized product.

- Compare the site with competing projects and conduct a strengths and weaknesses analysis to determine product positioning and pricing strategy.

• Environmental and Geological Survey

After land acquisition, all projects undergo geological drilling and neighboring property assessments. For those projects that meet government regulatory conditions requiring structural audits, third-party agencies are commissioned in accordance with the regulations.

• Geological Drilling:

This is an essential preliminary task for architectural engineering design. The investigation includes geological sampling and groundwater level surveys, providing fundamental safety information for structural design.

• Neighboring Property Assessment:

The assessment results are documented through drawings, written reports, and photographs, and a formal assessment report is produced. This report serves as a basis for comparing potential damage in the event of construction-related disputes, establishing responsibility for damages and the cause.

Protection of Rights:

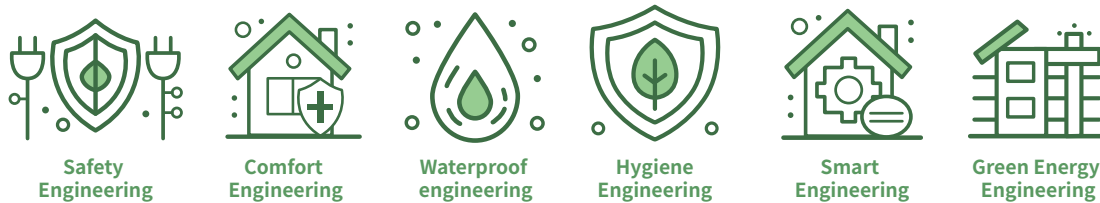
These assessments safeguard the legal rights of neighboring properties and construction companies, preventing and mitigating disputes arising from neighboring property damage.

• Structural Audit:

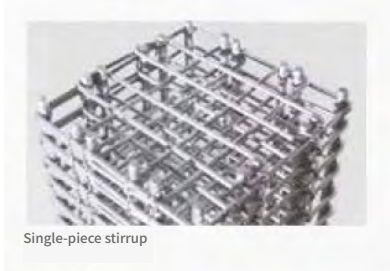
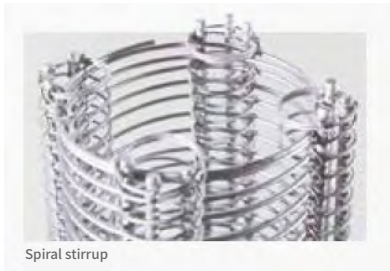
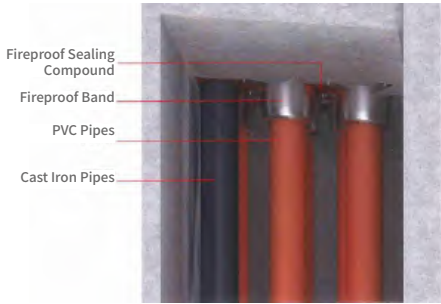
In accordance with building regulations, third-party agencies are commissioned to conduct structural audits. This ensures that the foundation design and structural system configuration are optimal, helping to prevent structural damage and loss of life during severe natural disasters.



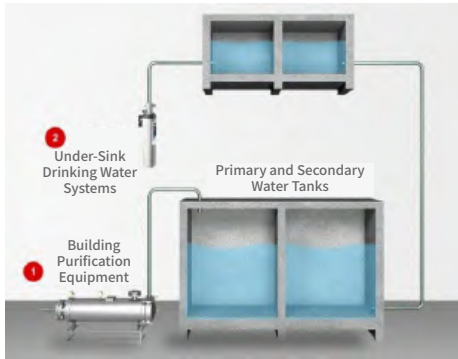

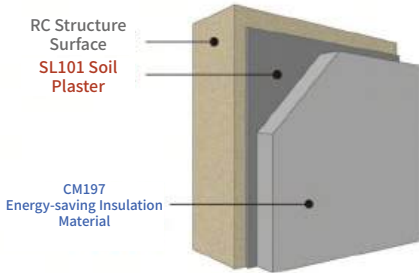
• Integrated Planning

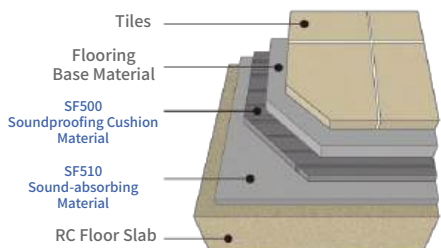

Ruentex Development has been in operation for over 40 years, applying its accumulated architectural engineering experience and proud construction philosophy. The company has developed a comprehensive structural system combining foundation piles, isolation pads, continuous hoop reinforcements, and spiral column stirrups. This system integrates various elements of safety, such as earthquake isolation, shock absorption, flood prevention, and fire protection, which Ruentex refers to as "Safety Engineering." Additionally, the company incorporates "Comfort Engineering," which uses green construction methods and eco-friendly, energy-saving materials; "Waterproof Engineering," which ensures stringent standards for waterproofing with a unique industry-leading 20-year warranty on both waterproofing and structure; "Hygiene Engineering," focusing on safeguarding the health of homes; "Smart Engineering," which controls all aspects of community life with advanced technologies; and "Green Energy Engineering," with provisions like electric vehicle charging stations in parking areas. These elements collectively establish Ruentex as a leader in safe, health-conscious residential innovations.



Detailed Elements of Ruentex's Construction Engineering

Aspect	Description	Photos
Earthquake resistance	<p>To ensure earthquake resistance, for projects where the land has insufficient load-bearing capacity, techniques such as geological reinforcement or using deep foundation piles are employed. These methods ensure the building's weight is effectively and evenly distributed. Reinforcement for columns, beams, and ties is strengthened, and related earthquake-resistant, shock-absorbing, and isolation systems are implemented as required by the design.</p> <p>After the unfortunate building collapse caused by the earthquake in Tainan in February 2016, we immediately investigated the cause of the incident. We thoroughly reviewed the planning, design, construction, and management processes to ensure that similar incidents would not occur in our projects due to poor integration of these stages or human negligence and complacency. Additionally, following the earthquake, we proactively inspected all communities to ensure residential safety and provided necessary assistance.</p> <p>During the planning and design phases, we ensured that the structural strength was designed to exceed regulatory requirements. In construction, depending on the project, we implemented precast stirrups or precast beam-column joints to minimize risks associated with potential human errors during reinforcement binding.</p>	 <p>Single-piece stirrup</p>  <p>Spiral stirrup</p>
Fire Protection	<p>Each building must have fire-resistant barriers and escape routes for evacuation. The planning and design are focused on four aspects: "preventing horizontal spread," "preventing rolling spread," "preventing vertical spread," and "fire-resistant material zoning." This ensures the implementation of the six-sided safety protection framework (four walls, ceiling, and floor), providing each building with adequate safety measures.</p>	 <p>Fireproof Sealing Compound</p> <p>Fireproof Band</p> <p>PVC Pipes</p> <p>Cast Iron Pipes</p>

Aspect	Description	Photos
Smoke Prevention	In light of past fire incidents, where most victims succumbed to the smoke caused by the fire, we have designed the escape stairwells (excluding outdoor stairs) in our projects to maintain a positive pressure environment. This setup prevents smoke from infiltrating the stairwells during a fire, ensuring the safety of all residents during evacuation.	
Power supply	"Respect for Life" is the highest guiding principle in our electromechanical system design. Therefore, our projects include excellent power supply designs to ensure electrical safety. These include circuits for emergency power outlets, the design of leakage circuit breakers, lighting circuits planned based on area or zone requirements, anti-electrocution measures, provisions for expanding power needs, and backup system equipment.	<p>Emergency Power Outlets</p> 
Water Supply	<ul style="list-style-type: none"> The quality of the residential water supply system, aside from inherent factors like the quality of the regional reservoirs, is ensured through our project designs. This includes water supply system design, pipe materials, water purification equipment, and construction quality, guaranteeing healthy water quality and sufficient water volume for residents. In our project planning and design, we have implemented rainwater harvesting systems, utilizing the collected water for landscape irrigation to contribute to water conservation efforts. 	
Drainage	The drainage function is thoroughly considered in the design of drainage pipes and ventilation, including independent piping systems for sewage, wastewater, rainwater, laundry, and renovation drains. Ventilation pipes are used to reduce pipe angle turns, and exposed pipes are installed to facilitate future maintenance. This design reasonably addresses drainage issues, and at the ground level, siphon breakers are installed at flood protection height to prevent water backflow.	
Insulation	To provide a comfortable living environment that is warm in winter and cool in summer, we prioritize the performance quality and thickness of the insulation materials used in roof and exterior wall structures. We also enhance the heat insulation and shading effect of glass. In certain cases, we apply insulating mortar on the inner side of exterior walls and create a ventilation space that allows the house to naturally regulate temperature and air quality.	

Aspect	Description	Photos
Soundproofing	We enhance soundproofing through treatments on exterior walls, flooring, and by reducing noise from building equipment. Careful interior layout planning ensures separation of resting and sleeping areas, creating a quiet and disturbance-free living environment.	
Air Quality	In bathroom spaces, proper interlayer sealing and ventilation exhaust to the outside prevent odors from affecting the indoor air quality.	

Note: The above architectural design and items vary depending on the conditions of individual projects.

• Construction


◦ Conduct site inspections to check the construction quality of contractors.








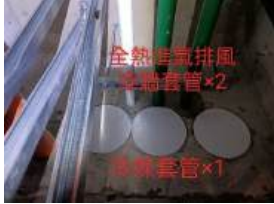
Throughout the construction process, environmental monitoring is performed at each stage, and site inspection frequency is supervised and documented according to regulations. Inspection records are documented on a project-by-project and personnel basis on the construction team's high-level inspection webpage, ensuring that inspections are conducted frequently. Issues identified during inspections are promptly reviewed, corrected, and coordinated, with follow-ups to track project execution.

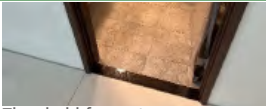


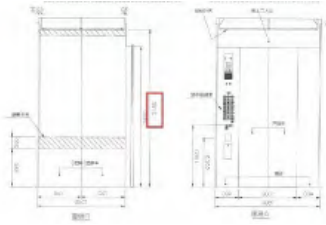
◦ Construction History

Each of our projects includes a "construction history," which serves as an important proof of material quality provided to customers during the handover. The history includes details such as third-party testing reports, the types and frequencies of tests, and sample inspection standards (e.g., radiation-free steel bars, chloride content in concrete, tensile strength of steel bars, concrete compressive strength, steel bar coupler pull tests).

Other Energy-saving and Carbon-reduction Measures, and Diverse-Friendly Residential Space Design

Various design types are implemented.	Item	Product & Service Description
Electricity saving and energy/carbon reduction	 <p>Energy-efficient public facilities</p>	<ul style="list-style-type: none"> All lighting fixtures are equipped with LED energy-saving lamps. In public areas such as elevator lobbies and parking spaces, infrared sensors are used for automatic on/off control, and unnecessary lighting can be remotely controlled from the control room to save electricity. In new projects, provisions are made at the early planning stage for the installation of electric vehicle (EV) charging conduits and racks. A hanging installation method for EV charging stations has been developed to enhance pedestrian safety and prevent damage to the waterproofing of parking lot floors. Additionally, collaboration with relevant manufacturers has led to the development of a new type of EV charging station installation method, offering more convenient and cost-effective installation options to encourage residents to use electric vehicles.

Various design types are implemented.	Item	Product & Service Description
Electricity saving and energy/carbon reduction	 <p>Energy-saving lighting and infrared sensors</p>  <p>Infrared sensors</p>	<ul style="list-style-type: none"> Energy-efficient variable frequency equipment is used to adjust operation frequency based on demand, along with detection devices to control the operating time of fans and ventilation systems, significantly reducing unnecessary energy waste. Currently, over NT\$20 million has been invested in the installation of EV charging infrastructure.
Improving the safety and convenience for residents.	 <p>Uninterruptible Power System</p>  <p>Forced Exhaust System for Water Heaters</p>  <p>Positive Pressure in Emergency Stairwells</p>	<ul style="list-style-type: none"> The building is equipped with an automatic generator system, which activates during a power outage to provide emergency power for elevators, living room lighting, and refrigerators. The water heater includes a forced exhaust function that directs the exhaust gases produced by gas combustion, such as carbon monoxide from incomplete combustion, outside through the piping, ensuring indoor air safety. The indoor emergency stairwells in the building are designed with positive pressure systems to prevent smoke from entering in the event of a fire, ensuring a safe escape route for all residents.
Pandemic Prevention Design	 <p>Garbage storage room</p>  <p>Exhaust Venting on Each Floor</p>  <p>Reserved Ducts for Heat Recovery Ventilator</p>	<ul style="list-style-type: none"> Garbage Processing Room with Pandemic Prevention Design: Equipped with a sensor-operated switch, handwashing station, and hand dryer, making it easy for residents to clean their hands after disposing of waste. The design incorporates floor-specific exhaust systems, ensuring that waste gases are directly vented outside from each individual floor without sharing pipelines, thus preventing vertical gas diffusion between floors. Reserved ducts for heat recovery ventilation allow for easy installation of heat recovery systems, enabling continuous indoor and outdoor air exchange.

Various design types are implemented.	Item	Product & Service Description
Accessibility Design Considerations	 <p>Threshold-free entry</p>  <p>Reinforced metal plates</p>  <p>垃圾投入口 感應式開關(無須觸碰) Garbage storage room with sensor-operated doors</p>	<ul style="list-style-type: none"> Barrier-free threshold design: Allows elderly or wheelchair users to easily pass through without tripping over thresholds, minimizing the risk of injury. Bathroom grab bars: Considering the needs of residents, reinforced metal plates are embedded within the bathroom walls for secure installation of safety grab bars.
	<ul style="list-style-type: none"> Elevator cab clearance of 2.7 meters 	<ul style="list-style-type: none"> Allows large furniture to be directly transported via the elevator, reducing the need for hoisting.
Convenient maintenance design and support	<p>Exposed pipe design Independent drainage line for renovation (to add QRcode or URL link)</p> <ul style="list-style-type: none"> Repair DIY tutorials 	<ul style="list-style-type: none"> Easier repair solutions. Videos covering various building types and home scenarios are available online to help residents address basic issues and troubleshoot equipment problems.

3.1.2 Low-Carbon and Energy-Efficient Construction

According to the 2021 report from the International Energy Agency, the building sector accounts for approximately 38% of global greenhouse gas emissions. These emissions across the full life cycle of a building include both "operational carbon emissions" and "embodied carbon emissions." The operational carbon emissions during the usage phase make up about 28%, while embodied carbon emissions during the construction, renovation, and demolition phases account for around 10%. In response to Taiwan's 2050 net-zero emission pathway and strategies, it is projected that by 2050, 100% of newly constructed buildings and 85% of existing buildings will need to transition to "near-zero carbon buildings."

To reduce energy consumption and carbon emissions in buildings, Ruentex Development has made "green building" and "environmentally friendly materials" key design elements. This approach aims to reduce energy use and carbon footprint, optimize the utilization and management of buildings and resources, and improve the quality of both indoor and outdoor environments, thus minimizing negative environmental impacts and contributing to sustainable development. Over the past decade, all of Ruentex Development's buildings have been designed to meet the Silver-level Green Building Label standards. Starting in 2024, all new buildings by Ruentex Development will apply for the Green Building Label, and commercial projects will also obtain Smart Building certifications. Notably, the Heart of Nangang will apply for the Silver-level Green Building Label, while the Ruentex Yu-Cheng Office Building will aim for the Diamond-level Smart Building Label and the Gold-level Green Building Label.

• Green Building Design Implementation

Green Building Design Projects		Ruentex Wen-Hua	Ruentex Ding-Feng	Ruentex Yang-Bei	Ruentex City Park	Qing-Tian 618	Ruentex Fuyang	Ruentex Xinyi	Ruentex LA GRAND RIVE GAUCHE	Ruentex LA RIVE GAUCHE	Ruentex Yu-Cheng Office Building	The Star of Nangang	Nanhai Project	Song-jiang Project	Ruentex Ruanqiao Project
Completion Year		2022	2022	2023	Under construction	Under construction	Under construction	Under construction	Under construction	Under construction	Under construction	Under construction	Under construction	Under construction	Not Yet Started
Greenery and Water Retention	Incorporating three-dimensional greenery design for buildings, courtyards, and open spaces	V		V	V	V	V	V	V	V	V	V			V
	Plant Design: Use of native tree species and bird- and butterfly-attracting plants.	V			V	V	V	V	V	V	V	V	V	V	V
	Replacement of original clay soil with permeable soil in planting areas.	V	V	V				V			V			V	
	Use of permeable pavement to enhance water retention capacity	V	V	V	V	V	V	V	V	V	V	V	V	V	V
Energy and Water Efficiency	Building design oriented to minimize the impact of western sun exposure	V	V						V	V		V		V	V
	Appropriate window-to-wall ratio and shading facilities to reduce air conditioning load.	V	V	V	V	V	V	V	V	V	V	V	V	V	V
	Use of insulating plaster	V	V	V	V	V	V		V	V	V	V		V	V
	Selection of energy-efficient lighting, such as LED and T5 lamps	V	V	V	V	V		V	V	V	V	V	V	V	V
	Use of water-saving devices, such as water-saving toilets and faucets	V	V	V	V	V		V	V	V	V	V	V	V	V
	Installation of rainwater harvesting and reuse systems for landscape irrigation	V	V	V	V	V	V	V	V	V	V	V	V	V	V
Environmental Health	Design walls, floor slabs, and window glass with sufficient thickness, and ensure windows have good airtightness to enhance soundproofing levels	V	V	V	V	V			V	V	V	V	V	V	V
	Use clear glass or Low-E glass with good light transmission to allow ample natural lighting into the space	V	V	V	V	V	V	V	V		V	V	V	V	V
	Prioritize natural ventilation in living spaces	V	V	V	V	V	V	V	V	V	V	V	V	V	V
	Use construction materials certified with a green building label					V					V	V	V	V	V
	Avoid excessive interior decoration	V	V	V	V	V	V	V	V	V	V	V	V	V	V
	Implement soundproof flooring	V	V	V	V	V	V		V	V	V			V	V
Promote environmental protection by reducing waste	Install dedicated rainwater drainage pipes connected to the public sewage system	V	V	V	V	V	V	V	V	V	V	V	V	V	V
	Centralized waste disposal areas are designed with aesthetic appeal, equipped with pre-treatment facilities like refrigeration, freezing, or compression systems, use enclosed waste bins and recycling containers that prevent animal access and ensure sanitary conditions, along with a well-planned waste collection route.	V	V	V	V	V	V	V	V		V	V	V	V	V
Promote environmental protection by reducing waste		Designed to meet Silver-level standards but not applying for certification		Gold-level certification is in process	Silver-level candidate certificate has been obtained, with full certification expected upon project completion			Gold-level candidate certificate has been obtained, with certification expected after completion (Yucheng project is under review)				Silver-level (candidate certification and certificate in mind, but certification has not yet been obtained)	Gold-level candidate certificate obtained, with certification expected after project completion		Designed according to Silver-level green building standards, but neither the candidate certificate nor certification has been obtained yet.

◦ Continuous Innovation and Development

Ruentex Engineering & Construction continually innovates and pushes beyond the status quo by leveraging information technology, employing outstanding talent, and maintaining a flexible R&D organization. With strong research capabilities, Ruentex is well-positioned to reduce embodied carbon across various aspects of construction, from raw materials, design, manufacturing, to construction processes, giving it a competitive edge over peers and setting new standards in the construction industry.

To encourage and foster creative thinking among all employees, the construction R&D team has an incentive system for project proposals. Employees who submit innovative projects that are successfully implemented receive monetary rewards and public recognition. Thanks to the efforts of the R&D team, traditional construction industry drawbacks such as labor intensity, material waste, and environmental pollution have been significantly improved. Construction timelines have been greatly shortened, and the quality of construction has noticeably improved. At the same time, the overall greenhouse gas emissions throughout the building's life cycle have been reduced, contributing to the creation of lower embodied carbon, more energy-efficient, and environmentally friendly buildings. This aligns with the national path toward net-zero emissions. As of the end of 2023, Ruentex Engineering & Construction has obtained a total of 745 patents across 19 countries, with 257 of these patents (including those pending) being closely related to ESG initiatives.

◦ ESG Patents Explanation

Category	Relation to ESG or Sustainability Certification	Total Number of Patents
Low-Carbon Construction Methods	Precast, multi-hoop, aluminum formwork, NewRC, PCS, and other low-carbon construction methods, which can reduce the embodied carbon in construction projects.	213
Energy Recovery and Conservation Systems	Heat exchange energy-saving foundation piles, heat recovery devices for furnaces, heat recovery systems for household appliances, refrigerator heat recovery systems, and residential heat balance systems. These systems recycle waste heat generated by household appliances within indoor spaces, reducing electricity usage. They also utilize the constant temperature underground to regulate indoor temperatures, achieving warmth in winter and coolness in summer. External hot or cold air is introduced at appropriate times to adjust indoor temperatures, reducing air conditioning electricity consumption and lowering the building's overall energy use intensity.	23
Green Energy Generation	<ul style="list-style-type: none"> • Tidal Power Generation: Utilizing blade turbines to convert underwater ocean current kinetic energy into electricity • Wind Power Foundation Structure: Replacing underwater foundation piles with concrete floating platforms, which are more economical and environmentally friendly. Compared to steel structures, they are more resistant to seawater corrosion, making them suitable for the next phase of offshore wind power installations in distant areas 	11
Building Energy Consumption Software	Quickly analyzes and evaluates the energy density of buildings during the initial design phase to optimize building energy consumption.	6
Noise Reduction	Soundproof enclosures significantly reduce the impact of construction sites on surrounding neighborhoods and have already been applied at two urban construction sites.	4
Total		257

Among low-carbon construction methods, the use of precast construction, multi-spiral reinforcement techniques, and the integration of BIM (Building Information Modeling) systems are particularly representative. In 2023, over NT\$3.9 million was invested in the research and development of precast construction methods. Currently, the application of these techniques is highly advanced and serves as a benchmark in the industry. Precast methods are predominantly used in factories and office buildings. Moving forward, the company plans to gradually incorporate precast methods into residential projects, from design to production, thereby increasing the scope and range of application.

◦ Results and Applications of Low-Carbon Construction Method Development

Type	R&D Project	R&D Purpose	R&D Results and Implementation Status
Low-Carbon Construction Methods	Precast Construction Method	The majority of tasks that were previously performed on-site, including beams, columns, and slabs, are now completed in a factory setting. Compared to traditional on-site construction, this method significantly reduces labor and construction time costs. Additionally, precast products have a high degree of completion, minimizing the need for scaffolding and temporary supports, eliminating the need for surface finishing, and allowing for mold reuse. This method also helps alleviate labor shortages, promotes environmental sustainability by reducing carbon emissions, and shortens construction periods.	 <p>First, second, and third-generation technologies have been developed, with 11 new patent applications submitted.</p>
	Multi-Spiral Reinforcement Method	This method involves using a propulsion device to shape steel bars into spirals. Multi-spiral columns exhibit excellent seismic performance, and can replace traditional square stirrups, reducing stirrup usage by 50% and increasing column deformation resistance by 60%. It also reduces on-site stirrup work hours by 70%, contributing to lower carbon emissions.	 <p>This method has already been applied on construction sites.</p>
	Aluminum Template Construction Method	Aluminum templates are stronger than traditional wooden templates. In addition to being reusable multiple times, they have several positive characteristics: they do not absorb water, which helps maintain the concrete mix ratio, the metal surface is smooth and easy to demold, they are non-flammable, and have high residual recycling value. Therefore, after the mold is removed, there is no need for traditional masonry work, saving labor, improving construction quality, and reducing carbon emissions.	 <p>This method has been applied on construction sites, with 10 new patent applications submitted.</p>
	PCS Construction Method	This is a framework system made of reinforced concrete columns and steel beams. The beam-column joints in the framework use a composite joint of steel and reinforced concrete. In addition to the advantages of the general precast construction method, this system further maximizes usable space due to its unique structural design and offers a more aesthetically pleasing appearance compared to standard precast components. Compared to traditional SRC (Steel Reinforced Concrete), the PCS construction method reduces the use of high-carbon-emitting steel for columns and pre-casts the beam-column joints in advance. This not only reduces construction interfaces but also significantly shortens the construction timeline for the structural framework. Additionally, it allows for smaller intervals between phased construction, shortens the activation time for each phase, and reduces on-site operations, ultimately lowering carbon emissions at the construction site.	 <p>The PCS method has been recognized by the Construction and Planning Agency as a "new technology, new construction method, new equipment, and new material" and was used in the "Ruentex Yucheng Commercial Building Project." This project also received the "Seismic Design Certification" from the NTU Earthquake Center, with an additional patent application submitted.</p>
	NewRC Construction Method	This method combines high-strength concrete (with a design strength of 100 MPa) and high-strength steel reinforcement (SD690). Compared to the more common reinforced concrete structure, the component size and steel reinforcement usage in NewRC are reduced, which helps lower carbon emissions in the structure. It has already been applied in construction sites.	<p>This method has already been applied on construction sites.</p> <div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div style="text-align: center;">  <p>Common RC Method</p> </div> <div style="text-align: center;">  <p>NEW RC Method</p> </div> </div>

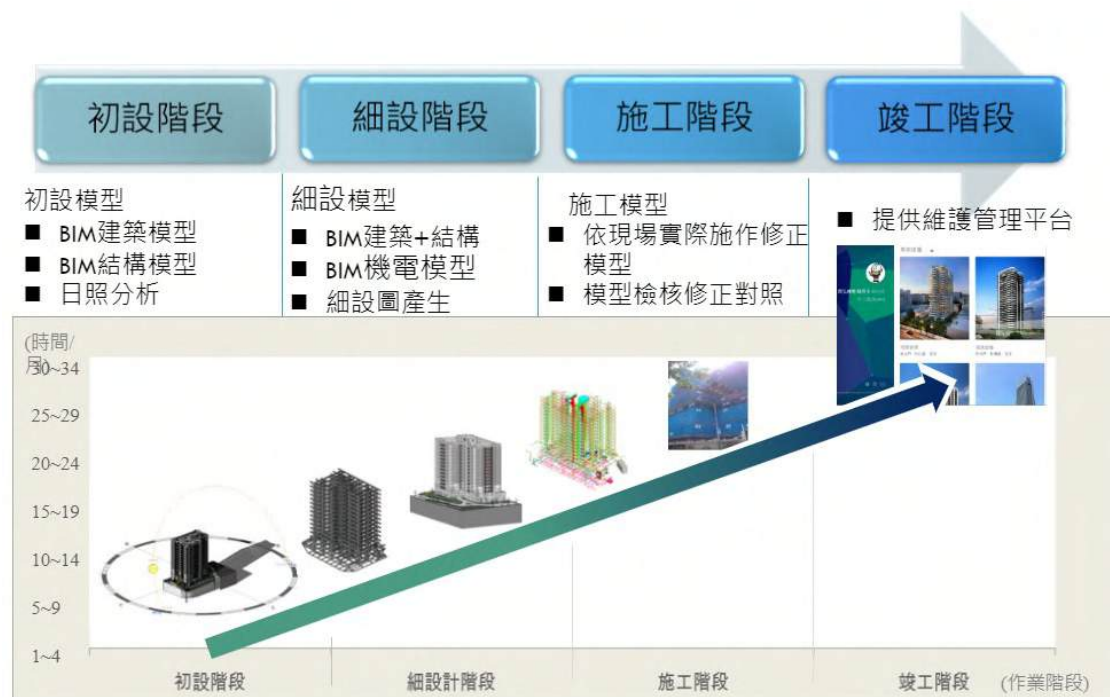
◦ Carbon Reduction from Low-Carbon Construction Methods

Low-Carbon Construction Methods Carbon Emissions	Traditional Construction Method Carbon Emissions	Compared to Traditional Construction Method Carbon Reduction	Carbon Reduction Percentage	Unit
Precast 673.07	On-site Cast 710.88	37.8	5%	kgCO ₂ e/per cubic meter
Multi-Spiral Rebar 620.81	Rectangular Rebar 669.26	48.4	7%	kgCO ₂ e/per cubic meter
Aluminum Formwork 382.10	Wooden Formwork 1,040.40	6.6	63%	kgCO ₂ e/per cubic meter
PCS 669.26	SRC 1,308.10	638.8	49%	kgCO ₂ e/per cubic meter
NewRC 552.40	RC 669.26	116.9	17%	kgCO ₂ e/per cubic meter

◦ BIM System - Labor-Saving Construction Application

The application of the BIM (Building Information Modeling) system allows the project to address issues such as pipeline elevation and conflicts during the modeling process. Traditionally, these problems are only resolved during the construction phase, but BIM incorporates them in the design stage, improving construction efficiency, reducing resource waste, avoiding rework, minimizing construction errors, and effectively lowering costs while increasing owner value. By developing automated and intelligent analysis through BIM, the system helps manage tasks, reducing material waste and emissions during construction, contributing to carbon reduction efforts. Ruentex Development's buildings not only offer safe and comfortable structures for owners but also contribute to the planet's energy-saving and carbon reduction initiatives.

BIM is implemented in all Ruentex Development projects to review 3D planning and pipeline layout, optimizing indoor space height and generating 3D maintenance discs for easy building operation and maintenance after handover.



Advantages of BIM Application		Application Content
Real-Time and Accurate Information	Quality Check System (RTPAD): Through the quality check system (RTPAD), real-time management of each construction site is achieved. The system simplifies the workload for employees while ensuring accurate tracking of management data.	BIM Application in IoT: By utilizing IoT technology, the BIM operation platform is connected with digital meter information, allowing for real-time monitoring of power usage. In addition to electricity data, it can also display information about temperature, humidity, and CO2 concentration at the site.
Improving Work Efficiency	Precast Design Automation Program: The development of the Tekla main component reinforcement joint program reduces the time employees spend on repetitive drawing tasks and minimizes errors, thereby streamlining the entire design process and shortening project modeling time.	MEP Automation Program: The self-developed BIM-Revit automation tool allows for the automatic conversion of 2D design drawings into 3D models or directly generating 2D construction drawings from 3D models, which reduces drawing time and minimizes human errors in the process.
Enhancing Product Quality	BIM Operation Platform: In line with the philosophy of sustainable development and lifelong after-sales service, completion data is compiled into the "BIM Equipment Maintenance Information Management Platform" to provide owners with operational management tools, ensuring the building remains up-to-date over time.	3D Imaging Modeling: To ensure consistency between the completed site and the BIM model, Ruentex Engineering & Construction uses 3D laser scanners for inspection work.

3.1.3 Innovative Green Building Materials

Ruentex Development and its construction team, comprised of subsidiaries, have been actively developing new eco-friendly building materials and plan to apply for building carbon footprint certification. In addition to the well-known MaitreT products, they are also working on low-carbon concrete, energy-saving insulation materials, and ultra-high-performance concrete. Three of the MaitreT products have already received carbon footprint certification from the Low Carbon Building Industry Development Association.

Currently, the base materials, plastering materials, and light partition grouting materials used in Ruentex Development's projects all utilize the MaitreT series products developed by Ruentex Materials. The soundproof flooring, base materials, tile adhesives, and tile grouts have been approved by the Ministry of the Interior and awarded Green Building Material Certification. Additionally, the base materials, plastering materials, and light partition grouting materials have received carbon footprint certification from the Low Carbon Building Industry Development Association.

◦ 2023 R&D Results and Implementation Status of the Materials Team

R&D Project	R&D Purpose	R&D Results and Implementation Status
Low-Carbon Cement Development	Maintaining the same compressive strength and quality characteristics as traditional Portland cement while reducing carbon emissions from cement production.	Development is ongoing.
Energy-Saving Insulation Material CM197	A base material with insulation properties that helps keep interiors warm in winter and cool in summer, reducing air conditioning load and achieving energy savings.	This method has already been applied on construction sites. System U Value <2.0, achieves a perfect score of 4.0 on the green building exterior wall thermal transmittance (Uaw) indicator.
UHPC Material Development and Application	Development of Ultra-High Performance Concrete (UHPC), which offers higher compressive and flexural strength, allowing concrete components to be designed thinner and with more flexibility in shape.	Development is ongoing.
Energy-Dissipating Composite Soundproof Flooring SF500/SF510	Utilizes a high-damping formula that effectively absorbs noise generated by occupants in the unit above.	This method has already been applied on construction sites.
Taigu Metnai Breathable Plaster Series, Dry-Mixed Wall Base Material Series, Dry-Mixed Lightweight Partition Grouting Material Series	In response to energy-saving and carbon-reduction demands, part of the materials used are recycled without compromising product performance, achieving environmental and carbon-reduction benefits.	This method has already been applied on construction sites.
Lightweight Microspheres	Effectively processes industrial glass by-products that cannot be reused, converting waste glass into valuable raw materials. This reduces waste and promotes reuse. The product is used as an intermediate material for thermal insulation, crack resistance, and sound absorption. It also lowers the carbon footprint associated with material production, with significant energy-saving, carbon-reduction, and waste-reduction benefits.	Equipment setup has been completed, and trial production is underway.

R&D Project	R&D Purpose	R&D Results and Implementation Status
Environmentally Friendly Offshore Wind Power Submarine Cable Thermal Conductive Slurry	In line with international carbon reduction trends, this material has been integrated into the offshore wind power supply chain. It enhances the thermal conductivity of cable transmission, improving power generation efficiency and turbine utilization, while also reducing the oxidation rate of cables at high temperatures, thereby extending the cable's lifespan.	This material has already been applied in wind farms.
Environmentally Friendly Offshore Wind Power Subsea – High-Strength Grouting Material and Negative Pressure Caisson Filling Material	In response to the National Development Council's 2050 net-zero emissions target, the government has planned the development of offshore wind energy. To support this policy, Ruentex has joined the offshore wind power supply chain, helping to create an environmentally friendly infrastructure and increasing green power production.	The high-strength grouting material for offshore wind power subsea foundations has passed certification from DNV GL (Det Norske Veritas – Germanischer Lloyd International Certification).

Low-Carbon Building Material Certificates for Three Series of Metne Products

Note: Tai-Goo Metne Permeable Smoothing Material Series: 33.3% carbon reduction / Dry-Mixed Wall Base Coating Series: 34.6% carbon reduction / Dry-Mixed Lightweight Partition Grouting Series: 75.8% carbon reduction.



CM190 Wall Base Coating

TF850 Tile Adhesive

SF500 & SF510 Composite Soundproof Flooring



TG64 Series Tile Grout

TG67 Series Tile Grout

CM197 Energy-Saving Insulation Material



Case: CM197 Energy-Saving Insulation Material (Insulation Mortar)

The CM197 energy-saving insulation material has excellent thermal insulation performance, made primarily from high-quality inorganic lightweight fine aggregate. It effectively reduces heat transfer between mortar layers and contains premium polymers, providing smooth application, high durability, and stable quality. The application method is similar to standard base coating, without the need for specialized workers. In terms of energy-saving and carbon-reduction efficiency, the system's Ui value is <2.0, achieving a perfect score of 4.0 in the Green Building exterior wall heat transmission rate (Uaw) index.

Following SGS testing, the thermal conductivity of this product is about 1/10 of traditional concrete, providing excellent insulation and thermal retention. Compared to traditional base coating materials, it can lower indoor temperatures by more than 3 °C, effectively reducing indoor air conditioning energy consumption and preventing condensation on interior walls during colder outdoor temperatures. This product has been recognized by the Taiwan Architecture and Building Center and has received certification for superior construction methods and product evaluation.

Based on BIM simulation analysis, indoor temperatures can decrease by approximately 4.2° C during the summer and increase by about 5.7 °C in the winter. This allows for a more comfortable indoor environment year-round, reducing the need for air conditioning. The annual average air conditioning load is reduced by 21.2%, making it both energy-saving and environmentally friendly. Throughout 2023, all current and ongoing construction projects have adopted this insulation mortar.

3.2 Supply Chain Management

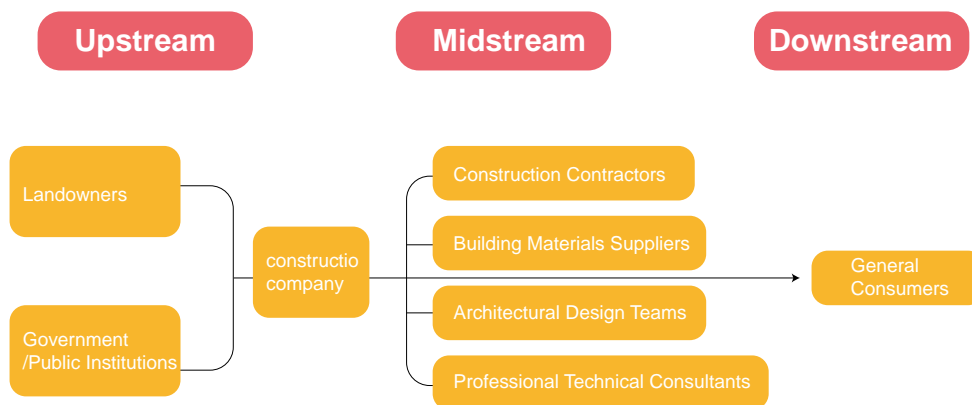
GRI : 2-6 、 204-1 、 301-1 、 301-2 、 308-2 、 408-1 、 409-1 、 414-2

• Industry Value Chain

Ruentex Development's industry value chain includes suppliers such as upstream landowners and midstream contractors, building material suppliers, architectural design teams, and professional technical consultants. Land is primarily acquired through land purchases, joint construction projects, urban renewal initiatives, and government tenders. In terms of contractors, the main suppliers are Ruentex Materials and Ruentex Engineering & Construction, with Ruentex Engineering & Construction collaborating with high-quality contractors for joint construction.

For the shopping mall operations within the industry chain, changing consumer habits in recent years have shifted the focus to developing large suburban shopping centers or mixed-use malls. These commercial facilities require large tracts of land, typically located in suburban areas near urban centers. Site selection is mainly achieved through cooperation with government entities via BOT (Build-Operate-Transfer) projects or land use rights agreements, securing large plots of land adjacent to major transportation facilities or highways. The midstream process encompasses mall commercialization and leasing, including interior design, construction management, and the introduction of various brand tenants.

Whether in the construction industry where Ruentex Development operates, or in the retail businesses of Ruentex Construction, Ruentex Xu-Zhan, and Ruentex Bai-Yi, the downstream stakeholders are all general consumers. Therefore, we place great emphasis on maintaining good relationships with our customers. For detailed information, please refer to section 3.3, Customer Relations.



The Relationship Between the Upstream, Midstream, and Downstream of the Construction Industry Chain

• Sustainable Procurement

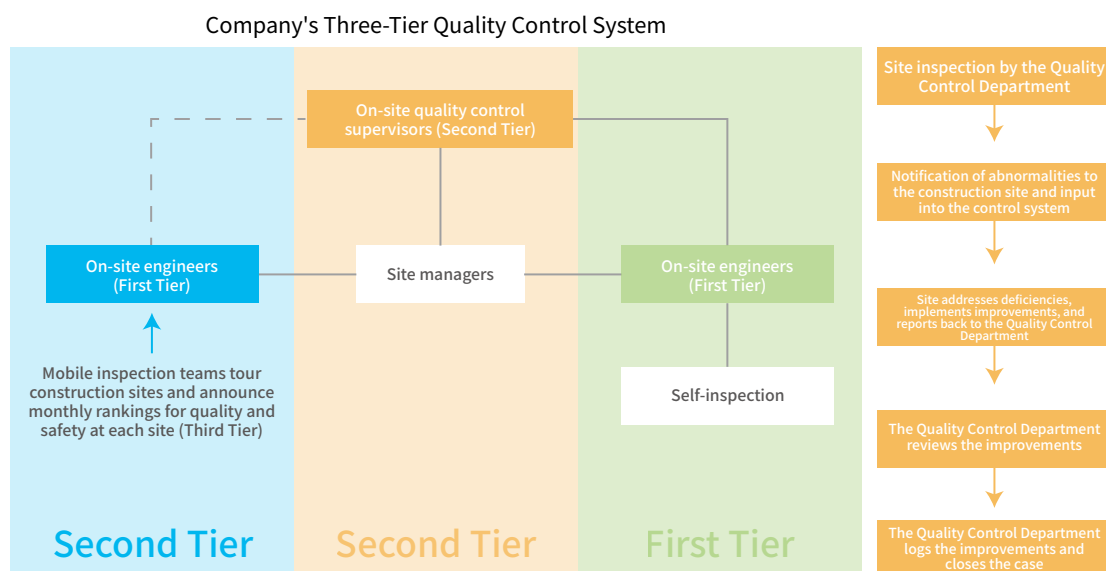
The raw materials used by Ruentex Construction are primarily construction materials. To support local development, all major materials (steel bars and concrete) are sourced within Taiwan, with a 100% local procurement rate. Of the steel bars used this year, 88.39% were produced using recycled steel billets. In line with the trend toward low-carbon buildings, aside from considering the materials' insulation, aesthetics, durability, and seismic resistance, priority is given to purchasing materials certified as green, water-saving, energy-efficient, and environmentally friendly, provided they meet regulatory and cost-effectiveness standards. In 2023, Ruentex Development purchased approximately 6,807 metric tons of low-carbon materials developed by Ruentex Materials, including Metinex products (such as basecoat, adhesives, and grout), with green procurement amounting to approximately NT\$1.027 billion.

Building Materials	Unit	2023
Steel Bars	Metric Tons	48,992
Concrete	Metric Tons	1,076,870

• Engineering Quality Management System

To achieve high efficiency and maintain consistent engineering quality, Ruentex Engineering & Construction has developed a workflow and system integration distinct from other construction companies. Through precise planning and accurate execution, they offer customers more comprehensive and complete design solutions. Both Ruentex Engineering & Construction's precast factory and project sites have implemented a three-tier quality control system, which has passed the annual verification of the "ISO 9001 Quality Management System," ensuring quality management in the factory and on construction sites.

In addition to continuing to follow ISO 9001 standards annually for construction quality, they also utilize a Plan-Do-Check-Act (PDCA) management cycle. Internal reviews and effectiveness tracking are conducted through monthly construction meetings, management meetings, and pre-construction project briefings to assess construction quality. The Quality Assurance/Occupational Safety and Health Department conducts irregular inspections to assist project sites in maintaining quality, ensuring construction excellence.



Three-Tier Quality Control System	Responsibilities	Description
Third-Tier Quality Control	Quality Assurance Department	Ruentex Development - Quality Assurance Department (conducts inspections of on-site construction and document filing to ensure compliance with the company's ISO 9001 standards. For non-compliance, issues a deficiency report with a deadline for improvement)
Second-Tier Quality Control	On-Site Quality Control Supervisors	Project Site – Establish a Quality Control Team (conduct on-site re-inspection of quality checks and archive material testing reports for future reference)
First-Tier Quality Control	Site Engineer	Project Site – Execute on-site construction quality inspections (inspection of material upon arrival and quality checks during mid-to-late construction phases)

◦ PDCA Quality Management Cycle

Plan	At the beginning of each project, a comprehensive construction plan is formulated for all phases of the project. Subplans are developed to address any issues, ensuring timely and quality completion.
Execution (Do)	Carry out on-site tasks according to the subplans.
Check	Implement inspection controls at each critical point in the construction process, identifying potential issues on-site and taking preventive measures.
Action (Act)	Adjust and correct issues identified, compile an improvement report, and provide feedback to relevant departments at the headquarters (such as the Construction Standards Department/ Procurement Department) for amendments and approval of quality documents. Announce the adjustments to all project sites for implementation.

◦ Quality Management Measures

Contract Signing Period	Before signing the contract, provide the contractor with the company's internal construction standards or inform them of construction requirements, explaining the company's expectations for quality, progress, and construction standards.
Preparation for the Early Stages of Construction	Hold a daily coordination meeting (morning meeting) to coordinate the use of trades, space, workflows, and materials, aiming to maximize efficiency and minimize conflicts and disruptions between different tasks.
Construction Stage Inspection	During the contractor's work, employees perform a walk-through management approach on-site, inspecting the quality of the contractor's work based on plans/drawings. If any inconsistencies with the plans are found, they are immediately corrected.
Review in the Late Stages of Construction	Hold a construction meeting every afternoon to review the quality, quantity, safety, and interface issues between different trades completed that day, to better plan the next day's work.
Education and Training	Improve the knowledge, skills, and awareness of quality and safety for both employees and contractor personnel.

◦ Supplier Management and Evaluation

Ruentex Development maintains strong relationships with its suppliers, working together to achieve sustainable business goals. Through a proper supplier evaluation process, we carefully select qualified suppliers and establish close working relationships to ensure that the products and services they provide meet our requirements and align with quality and environmental safety standards. In 2024, we published and implemented the “Ruentex Development Supplier Evaluation Management Guidelines.” When conducting supplier evaluations in the SAP system, the procurement department must consider the supplier's commitment and practice towards sustainable development, including ethical standards, labor rights, environmental sustainability, compliance with regulations, and other aspects of corporate social responsibility. We prioritize collaborating with suppliers that demonstrate strong efforts in corporate sustainability. Suppliers identified as needing improvement or deemed non-compliant will be provided with guidance to address deficiencies. Those who do not cooperate will no longer be eligible for procurement. In the future, we will implement more comprehensive supplier management practices, working hand in hand with suppliers to create a sustainable and better life.

Supplier Evaluation

To maintain high engineering quality, we have established a comprehensive supplier evaluation process. Rigorous selection criteria are applied to both new and existing suppliers. The relevant process is outlined below:

1.Before Supplier Quotation

Method for adding new suppliers	Evaluation criteria for new suppliers (scoring)	Suppliers who pass the evaluation are adopted
<ul style="list-style-type: none"> • Visits to industry peers/ industry recommendations • On-site inspections 	New Partner Supplier Evaluation Form: <ul style="list-style-type: none"> • Business (Finance, Credit) (15) • Quality (Construction, Products) (20) • Progress (Schedule, Delivery) (20) • Safety and Environmental Conditions (20) • Management Coordination Ability (15) • Factory Equipment and Scale (10) 	Passing Score: 60 and above

2.Completion Evaluation

Evaluation for existing suppliers upon project completion.	Evaluation Criteria for Existing Suppliers (Scoring).	Evaluation Results
For existing suppliers, a final evaluation will be conducted after project completion, but before the final payment request. The lead project engineer at the site will perform the evaluation, and the data will be reviewed by the system supervisor. The information is then archived in the computer system and controlled by the Procurement and Contracting Department. This mechanism ensures the retention of high-quality suppliers and eliminates those that are not suitable.	Contractor Partner Evaluation Form: <ul style="list-style-type: none"> • Quality (25) • Schedule (25) • Cost (20) • Social Responsibility (10) • Cooperation (20) 	Grade A: 90 points or above (Strategic Supplier Alliance) Grade B: 81–90 points (Excellent) Grade C: 71–80 points (Average) Grade D: 61–70 points (Acceptable) Grade E: 51–60 points (Under Observation) Grade F: Below 50 points (Under Observation)

Ruentex Development expects its suppliers to actively engage in corporate sustainable development practices. To achieve effective supplier management, our primary contractor—Ruentex Engineering & Construction—includes relevant safety and health clauses in its engineering contracts, requiring compliance with occupational safety, health, and environmental management regulations. Starting in 2024, we will update the contractor evaluation forms to include sustainability criteria, working together with suppliers to enhance sustainable value. If non-compliance or environmental pollution is discovered, immediate correction will be required, with corresponding payments withheld, and future cooperation will be reconsidered.

Contractor Site Safety and Health Regulations (ESG-related items)

Evaluation for existing suppliers upon project completion.	Evaluation Criteria for Existing Suppliers (Scoring).
Corporate Governance	No outstanding payments to subcontractors, no requests for bill discounting
	Integrity in business operations: Strict prohibition of commissions and improper relationships
Social Responsibility	No employment of illegal workers; working hours and compensation must comply with government regulations; adoption of occupational injury prevention measures
Environmental Aspects	Local procurement: Use of materials and equipment that meet energy-saving, water-saving, and carbon emission reduction requirements
	Legal disposal of waste and prevention of environmental pollution (air, noise, wastewater, roadways)

Ruentex Engineering & Construction conducts on-site evaluations annually for contractors involved in projects based on the subcontractor evaluation form. In 2023, the evaluation coverage rate reached 100%, with the results shown in the table below. No negative impacts on society or the environment were identified in the 2023 supplier evaluations, and no significant risks such as child labor, forced, or compulsory labor were found. Contractors rated E and F have undergone guidance for improvement, and those showing poor compliance are placed on the observation list.

Evaluation for existing suppliers upon project completion.	Evaluation Criteria for Existing Suppliers (Scoring).	Supplier Evaluation Results	
		Description	2023
Grade A	Over 90 points	Excellent suppliers can form long-term strategic alliances	349
Grade B	81–90	Well-cooperating, excellent suppliers	515
Grade C	71–80	General suppliers	135
Grade D	61–70	Suppliers with acceptable performance that need further guidance.	24
Grade E	51–60	Suppliers on the observation list	6
Grade F	Below 50 points	Suppliers under observation or those with whom business dealings are terminated	
Total Number of Evaluations			1,029

3.3 Customer relationship management

GRI : 417-1、418-1

SASB : IF-RE-410a.3.

3.3.1 Comprehensive Communication Mechanisms

Ruentex Development upholds the philosophy of "integrity and quality," which is the foundation of the trust our customers place in us. We fully understand how to implement consumer protection and enhance customer rights in order to fulfill our business responsibilities to society. Inspired by the four basic consumer rights proposed by former U.S. President John F. Kennedy—safety, the right to be informed, the right to choose, and the right to be heard—we actively integrate these principles into every stage of our operations. This includes product positioning, design and planning, sales, construction, safety, after-sales service, maintenance, and feedback, all to foster a genuine and trustworthy relationship with consumers.

In both our real estate projects and shopping mall businesses, we implement the following measures to provide a comprehensive customer service system:

Building Lifecycle Stages	Service Items	Service Descriptions
Project Development	Neighborhood Information Session	If the construction site is adjacent to nearby residences, an information session will be held for local residents before the start of construction.
Planning and Integration	Four Major Information Sessions: Construction Kick-off Session	A kick-off session is held to introduce and explain the project overview, expected construction schedule, building methods, and quality requirements.
Construction	Four Major Information Sessions: Structure and Renovation Session	A structure and renovation session is held to explain projects such as rebar tying and electrical piping, along with offering clients tours of both fully finished and semi-finished units.
	Four Major Tours	We provide tours of slab pouring, bathroom waterproofing tests, indoor water pipe pressure tests, and roof slab waterproofing inspections, ensuring transparency in construction quality.
	Remote CCTV Monitoring	For presale projects, CCTV is installed based on surrounding conditions. Clients can access the footage online at any time to monitor construction progress and quality. Public and individual apartment construction photos are also provided to keep clients informed of the actual construction status.
	Design Changes	Provide services for interior design changes and material color selection.

Building Lifecycle Stages	Service Items	Service Descriptions
Completion and Handover	Four Major Information Sessions: Handover Explanation Session	A handover session is held where engineering and customer service personnel accompany clients during the inspection of their homes. A thorough inspection checklist which surpasses industry standards is provided, and any issues are listed and rectified before the formal handover.
	DIY Repair Videos	For simple repairs and routine maintenance, instructional videos are provided to guide clients on how to perform these tasks themselves, offering effective and immediate solutions to their issues.
After-Sales Service	0800 Customer Service System: Rapid Residential Repair Service	Supervisors at the assistant manager level or above rotate on duty during workdays to address customer issues, with the original construction team personally handling related repair cases.
	Building Structure and Waterproofing Warranty	A 20-year warranty is provided for the building structure and waterproofing.
	Disaster Command Center	After an earthquake, we proactively contact the community to confirm whether any related disasters have occurred. When the Central Weather Bureau issues a land typhoon warning, managers are scheduled for duty at the disaster prevention center, and we offer an 0800 disaster prevention hotline service.
	Home Condition Inspections	One year after handover, we provide an interior condition inspection, which includes checking if the fire safety and electrical equipment are functioning properly, inspecting the surface of structural beams and columns, and checking for water leakage or seepage.
	Community Safety Inspections	We also conduct external safety checks on the community, which include assessing the building's exterior and structural safety, as well as ensuring that public spaces remain accessible and clean.

Ruentex Development deeply understands that customers are the best overseers. Therefore, we integrate the "Total Quality Management" philosophy into every aspect of the company's production and sales processes. We actively invite customers to participate in four major information sessions: Commencement, Structure, Interior Finishing, and Handover, as well as four major site visits: Slab Pouring, Bathroom Waterproof Testing, Indoor Water Pipe Pressure Testing, and Roof Waterproof Testing. These allow customers to fully understand the construction progress, processes, and quality. Through direct two-way communication, we ensure that each significant stage of construction is open and transparent. We believe that when customers are involved in every stage of building their home, they will feel more at ease and have greater confidence in our commitments.

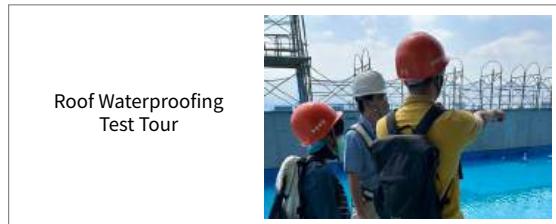
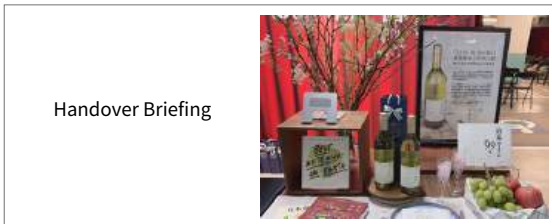
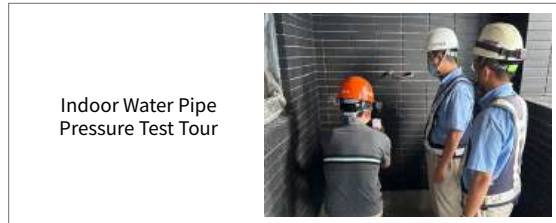
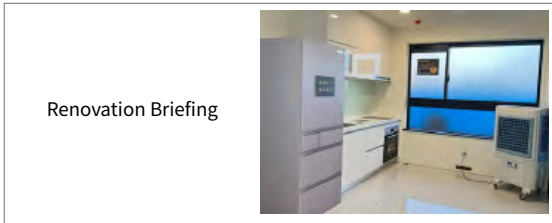
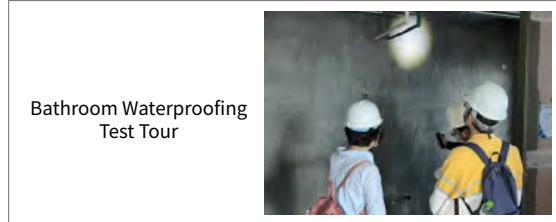
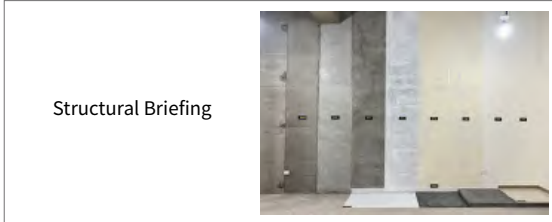
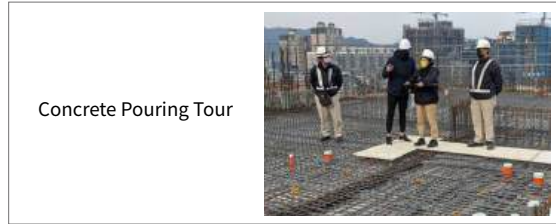
Four Major Briefings		2023 Execution Overview	
Item	Description	Resource Invested (Notes 1, 2)	Effectiveness
Commencement Briefing	To continuously pursue excellence in construction quality and to ensure that customers feel confident in their purchases, a grand groundbreaking ceremony is held at the start of the project. Customers are specially invited to participate in this event. During the briefing, an introduction is provided on the project's overview, construction progress, plans, methods, quality requirements, construction standards, safety and health measures, material selection, and the work team.	A total of two briefings were held (Songjiang Road project and The Star of Nangang project) (Note 3).	

Four Major Briefings		2023 Execution Overview	
Item	Description	Resource Invested (Notes 1, 2)	Effectiveness
Structural Briefing	To continuously pursue excellence in construction quality and to ensure that customers feel confident in their purchases, a grand groundbreaking ceremony is held at the start of the project. Customers are specially invited to participate in this event. During the briefing, an introduction is provided on the project's overview, construction progress, plans, methods, quality requirements, construction standards, safety and health measures, material selection, and the work team.	Cumulative Participation: 144 attendees Cumulative Hours: 3,918 hours Cumulative Amount: 2,339,000 NTD	A total of 4 sessions were held, with over 70% attendance from buyers, and satisfaction scores exceeding 93 points.
Renovation Briefing	To give customers an early understanding of the condition of their completed homes, fully finished and semi-finished units are provided for viewing. Through this, the company transparently showcases the advantages, characteristics, and construction quality of the materials used. This allows customers to not only gain a full understanding of the interior layout sizes but also to imagine what their future home will look like by viewing the finished renovation.		
Handover Briefing	After the construction is completed and before the official handover, all customers are invited to inspect their homes. Engineering staff and customer service representatives personally accompany the customers during the inspection. A handover inspection checklist and floor plan are provided, along with inspection tools and guidelines to teach customers how to properly inspect their homes, ensuring their maximum rights. Any identified issues are addressed and corrected before the official handover.	Cumulative Participation: 75 attendees Cumulative Hours: 1,832 hours Cumulative Amount: 1,045,000 NTD	A total of 2 sessions were held, with over 90% attendance from buyers, and satisfaction scores exceeding 94 points.
Floor Slab Pouring Tour	Customers of each floor are invited to the construction site during the concrete pouring of their respective floor. The site supervisor explains the construction progress, the standards for selecting structural materials, and unique construction features. On-site tests are conducted, including chloride ion content and radiation tests for steel reinforcement, as well as a concrete slump test.	Participants: 9 Hours: 1,524	A total of 3 sessions were held, with 121 households participating
Bathroom Waterproofing Test Tour	After waterproofing the upper floor's bathroom, it is observed if there are any leaks on the lower floor. A 48-hour water test is conducted to ensure the waterproofing is effective.	Participants: 15 Hours: 1,020	A total of 5 sessions were held, with 85 households participating
Indoor Water Pipe Pressure Test Tour	Once the water supply system is connected in each household, a pressure gauge is set at the outlet to confirm no pressure loss or leakage.		
Roof Waterproofing Test Tour	Before waterproofing the roof, a water test is conducted using natural weather conditions to check for any leaks. After the waterproofing layer is completed, a 96-hour water test is carried out. Customers of the rooftop floors are invited to observe.		

Note 1: The number of participants refers to the staff who were present to assist with the explanation at the event on the day.

Note 2: The amount includes actual expenses on the day and the contracted amount listed in the project budget sheet.

Note 3: The groundbreaking ceremony participants were only the landowners, and no satisfaction survey was conducted, so there is no relevant information to disclose.



Right Image: Floor slab pouring tour (Ruentex Fuyang)
 Middle Image: Waterproofing and pressure testing tour (Ruentex Yangbei)
 Left Image: Roof waterproofing test tour (Ruentex Dingfeng)

Ruentex Development highly values "continuous innovation," "professional enhancement," and "commitment to high-quality service." Every process of construction is carefully and meticulously controlled. Not only do we carry out internal inspections on construction sites, but we also take the client's home inspection process seriously. We provide customers with a more comprehensive home inspection process and checklist than typically offered on the market. We proactively arrange inspection schedules, prepare the necessary inspection tools, and accompany the customers to their homes for joint inspections. This ensures customer satisfaction and helps them better understand the condition of their homes, making sure every customer who moves into a Ruentex property feels safe and comfortable. In 2023, a total of 271 households across four communities completed the home inspection and handover process.

Home Inspection Process: Equipment color and sample verification → Electrical and low-voltage system inspection → Water supply and drainage system inspection → Building equipment inspection → Providing a dedicated user manual.

Home Inspection Checklist:

Equipment Color and Sample Verification				
Verify that the materials listed in the house contract match the actual installed equipment.				
Electrical and Low-Voltage System Inspection				
Inspect electrical box wiring	Perform circuit loop tests	Check socket voltage	Test TV, internet, and phone signal connections	
Water Supply and Drainage System Inspection				
Test water supply functions for bathroom, kitchen appliances, and faucets		Inspect air conditioner drainage	Examine drain holes and slope for proper drainage	Check pipe systems in maintenance spaces
Building Equipment Inspection				
Inspect door and window quality	Check the quality of tile work	Assess the quality of painting	Inspect various equipment quality	Perform water leakage tests on window frames

Home Inspection Video QR Code:

3.3.2 Customer Rights and Service Quality

Ruentex Development upholds the philosophy of sustainable corporate development and lifelong after-sales service. We conduct community inspections on a case-by-case basis to ensure the safety of our customers, making sure that every "family member" living in the carefully crafted "home" by Ruentex can feel safe, secure, happy, and warm. We have also established a thoughtful, precise, and flexible 0800 customer service system. Through this system, important repair cases are regularly compiled, and relevant departments are invited to feedback meetings to share case-handling experiences. Responsible units are tasked with incorporating these learnings into construction standards or inspection items. Simultaneously, the Planning Department and architects review future construction and design plans to prevent the recurrence of similar repair issues, continuously improving the quality of our projects and buildings. All customer feedback and resolution status are logged in the 0800 customer service system. Managers at the assistant director level or above (including the chairman) take turns on duty from 5:30 p.m. to 9:00 p.m. on weekdays to answer the 0800 service calls and conduct customer satisfaction surveys regarding repair issues. By having department managers directly communicate with customers in real-time, we are committed to efficiently addressing customer needs, minimizing any inconvenience caused by repairs. We continuously review and improve across departments, with the construction team personally ensuring high-quality home repair services. In 2023, the average processing time for after-sales service cases via the 0800 customer service system was 0.92 days. The main types of cases handled included electrical, plumbing, air conditioning, wall leakage, and floor and wall maintenance, with most service requests resolved within a single day. The average customer satisfaction score for repairs handled through the 0800 customer service system in 2023 was 98 points, surpassing the target satisfaction rate of 95 points. We will continue to maintain our excellent service and strive to meet customer needs.

◦ 0800 Customer Service System Satisfaction Overview

Year	2022	2023
Average Satisfaction	94.8	98.0

◦ After-sales Service Case Processing

Period	2022	2023
Number of After-sales Service Cases	1,195	1,191
Average Processing Time for After-sales Service Cases	1.38	0.92

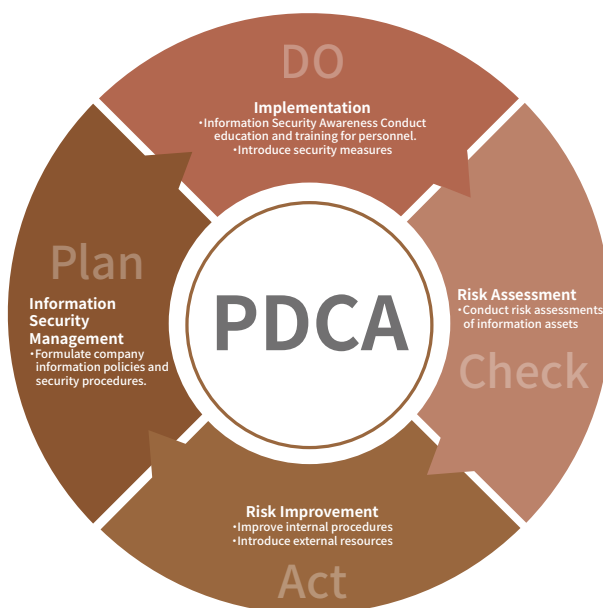
Ruentex Development will launch a new customer service app by the end of 2024, aimed at providing customers with 24-hour online repair request services. The app will ensure that customers can easily submit repair requests anytime, anywhere, and receive immediate support and solutions. We are committed to enhancing the customer service experience to ensure every customer enjoys efficient, convenient, and reliable service.



Left image:Material color selection VR simulation; Right image: Digitalized satisfaction survey from explanation sessions

3.3.3 Information Security Management and Privacy Protection

Ruentex Development's Information Department is responsible for overseeing information security-related matters, including the formulation and execution of relevant policies, information risk management, and conducting compliance audits through internal audit units. Regular reports on the effectiveness of information security operations are presented to the Board of Directors and the Audit Committee. To effectively implement information security management, the Information Department follows the PDCA (Plan-Do-Check-Act) cycle management model, ensuring reliability and continuous improvement.



In 2022, Ruentex Development established an Information Security Task Force to regularly monitor the frequency and sources of external cyberattacks, assess whether system upgrades are needed, and manage information security policies across three main areas:

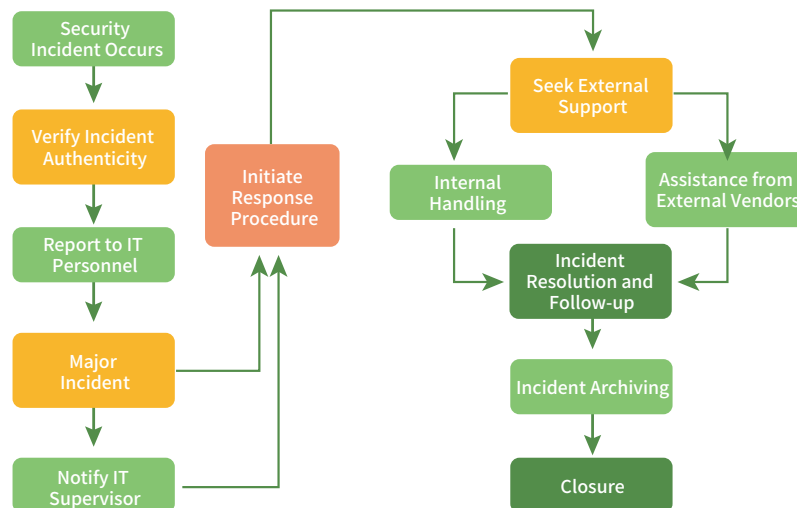
1. **Policy and Regulations:** The company establishes internal information security regulations to govern the security behavior of employees. These policies are reviewed annually to ensure compliance with regulations and alignment with operational changes, and adjustments are made as needed.
2. **Hardware Infrastructure:** To prevent external cybersecurity threats, the company has implemented a multi-layered network architecture and various security measures to enhance the overall safety of its information environment
3. **Personnel Training:** Information security training courses are provided annually. All employees are required to complete these courses at least once a year. For those unable to attend in-person training due to work commitments, online courses are available to enhance internal personnel's knowledge and professional skills in information security. If employees fail to complete the annual information security training through either the in-person or online courses mentioned above, the Information Department and the Management Department will monitor and track their progress. This will be included as an evaluation item in their annual performance review.

◦ **Specific Information Security Implementation Measures**

Item	Specific Management Methods
Firewall Protection	<ol style="list-style-type: none"> 1. Configure connection rules for the firewall. 2. Any special requests for exceptions must be separately applied for. 3. Monitor and analyze firewall data reports.
User Internet Access Control	<ol style="list-style-type: none"> 1. Utilize an automated website protection system to control user internet behavior. 2. Automatically filter websites that may link to those containing trojan viruses, ransomware, or malicious programs.
Antivirus Software	Use multiple antivirus programs with automatic virus definition updates to reduce the chance of infection.
Operating System Updates	Enable automatic system updates. For systems not updated automatically, the IT department assists in manual updates
Email Security Management	<ol style="list-style-type: none"> 1. Automatic email threat scanning is in place to block unsafe attachments, phishing emails, spam, and malicious links before users receive them. 2. After receiving emails, antivirus software on personal computers also scans for unsafe attachments.
Website Protection Mechanism	The website has a firewall device to block external network attacks.
Data Backup Mechanism	Critical information system databases are set for complete daily backups and hourly incremental backups.
Off-site Storage	Backup files for servers and various information systems are stored separately from the main site.
Important File Upload Server	Each department's important files are uploaded to a designated server for storage, with the IT department responsible for unified backup and preservation.
Information Center Inspection Record	The inspection record tracks data such as the temperature and humidity of the server room, data backups, antivirus software updates, and network traffic.

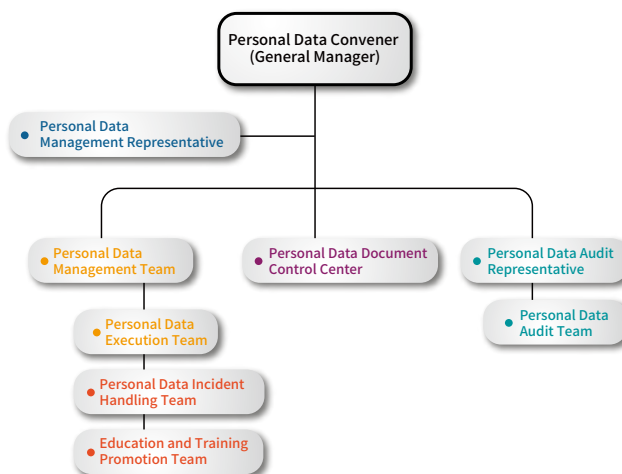
◦ **Information Security Incident Reporting Procedure**

Ruentex Development follows a defined information security incident reporting procedure. All notifications and handling of security incidents are conducted in accordance with this procedure.



◦ Confidential Information Protection

Personal Data Protection Committee Organizational Chart:



To provide a comprehensive personal data protection mechanism and safeguard customer rights, Ruentex Development has established a Personal Data Protection Committee under the General Manager's Office. This committee is managed by department heads responsible for overseeing personal data-related matters, with a Personal Information Management System (PIMS) in place to ensure the security of customer privacy. On our official website, we provide a personal data disclosure statement, through which we ensure that customer personal data is securely stored in our data storage system, complying with the requirements of the relevant authorities. We have also implemented protective measures to prevent unauthorized access. Ruentex Development's Information Security Team strictly adheres to the Personal Data Protection Act and relevant regulations, carefully managing the collection, processing, and use of personal data. We are committed to ensuring the safety of personal data files to comply

with legal requirements. Through the prevention of external threats, internal management errors, and improper use, we are dedicated to preventing personal data from being stolen, altered, destroyed, lost, leaked, or involved in any illegal activities. We will never arbitrarily transmit, sell, exchange, or disclose customer personal data to other organizations or individuals in any form. We will never arbitrarily transfer, sell, exchange or otherwise disclose customers' personal data to other groups or individuals in a disguised form. If there is a business need to entrust a third party to provide services (such as outsourcing sales of a project to a marketing company), Ruentex Development strictly requires them to adhere to confidentiality obligations. They are required to sign an outsourced confidentiality agreement in accordance with company regulations, and the outsourced company must conduct self-assessments and provide relevant supporting documents to ensure compliance with the company's personal data protection policies. Necessary follow-up checks are also conducted to ensure compliance.

Customer personal data is only shared with third parties upon obtaining the customer's lawful consent or when required by judicial authorities or other regulatory agencies through formal and legal procedures. For instance, if an auditor needs to review customer contracts or access customer information during an audit, they must submit a formal request. When selling properties, we also ensure customers sign a consent form for the use of personal data, and outsourced sales companies are required to sign agreements to comply with personal data protection regulations. In 2023, there were 12 applications submitted by individuals exercising their personal data rights. Each application was submitted through the personal data rights application form, reviewed by the Personal Data Management Group, and processed in accordance with company policies.

For personal data protection advocacy, Ruentex Development has established an Education and Training Advocacy Group responsible for employee training and awareness of personal data protection. This group identifies the applicable laws and contractual requirements and maintains an "Overview of Personal Data Protection Laws and Regulations." The group is also responsible for drafting training and advocacy plans related to personal data management. All 53 members of the Information Security Team have received comprehensive personal data confidentiality training and passed the related exams, with a total of 58 training hours. Additionally, all employees are required to take an annual information security exam to ensure that every employee fully understands that maintaining the confidentiality of user data is a fundamental responsibility. Any violation of confidentiality obligations will result in disciplinary actions in accordance with relevant laws and internal company regulations. In 2023, following the information security management process, there were no incidents of customer privacy violations or loss of customer data.

Environmental Symbiosis

- 4.1 Climate and Environmental Management
- 4.2 Energy and Greenhouse Gas Management
- 4.3 Water Resource Management
- 4.4 Waste Management

Corresponding Key Issues:

Energy and Greenhouse Gas Management, Climate Change Governance

Corresponding SDGs:



Policies and Commitments

Ruentex Development, in response to global warming and the goal of achieving net-zero carbon emissions, is committed to low-carbon sustainable construction. We continuously develop carbon reduction technologies in materials, design, manufacturing, and construction, utilizing information and communication technology (ICT) and artificial intelligence (AI) to reduce embodied carbon throughout the building life cycle. Our aim is to create near-zero carbon buildings that coexist with nature while fostering growth with our suppliers to achieve the long-term goal of low-carbon sustainable construction in the engineering sector. To achieve net-zero emissions by 2050, we will continue to develop innovative construction methods, reduce the use of high-carbon steel during construction, and expand the application of precast construction methods. In addition, starting in 2024, all new buildings will apply for green building certification, further reducing carbon emissions during the operational phase. We are also committed to ensuring that all new buildings and managed existing buildings will be near-zero carbon buildings by 2050. We continuously monitor and track the impact of climate-related risks and issues on the company across departments and plan response measures to improve climate change management through the TCFD working group. By implementing an environmental management system, we set relevant environmental goals and management plans in compliance with regulatory requirements and review performance annually. Additionally, we continue to strengthen employees' environmental awareness and actions while coordinating inter-departmental mechanisms to achieve ongoing improvement.

Annual Actions and Performance

- Ruentex Development completed its greenhouse gas inventory ahead of regulatory requirements for its consolidated entities.
- Solar panels installed on the rooftop of the Nangang Building generated 12,210 kWh of electricity in 2023, reducing carbon dioxide emissions by approximately 6,031.74 kg.
- The Beitou Shilin Technology Park Ruanqiao project incorporates Level 1 energy efficiency design planning.
- Ruentex Yangbei has applied for the Gold-level Green Building Certification.
- Ruentex Materials reduced the carbon emission intensity of each unit of cementitious material by 1.7% (compared to 2022).
- Ruentex Materials' Dongshan plant in Yilan increased water recycling efficiency to 98.69% by installing additional water collection pipelines.
- Ruentex Engineering & Construction replaced 80 traditional lights at its headquarters with energy-efficient LED lights, reducing electricity consumption by approximately 6,073 kWh annually and cutting CO₂ emissions by about 3,006 kilograms.
- Ruentex Engineering & Construction established the "Waste Reduction Implementation Plan" to ensure thorough waste management.

4.1 Climate and Environmental Management

GRI : 2-23, 201-2, 302-1, 302-3 、 302-4 、 303-1 、 303-2 、 303-3 、 302-5 、 305-2 、 305-4 、 305-5 、 306-1
SASB : IF-HB-420a.2. ; IF- RE-140a.4. 、 450a.2. 、 410a.3.

In recent years, governments and companies around the world have responded to the 2050 net-zero emissions goal. Taiwan has also amended and passed the Climate Change Response Act. As regulations on greenhouse gas emissions and information disclosure become increasingly stringent both domestically and internationally, consumers and investors are placing greater emphasis on companies' abilities to address climate change issues. Ruentex Development is highly in tune with trends in climate change and sustainable development. In addition to establishing a TCFD working group to manage risks and opportunities related to climate change, the Sustainability and Product Services group under the ESG Committee also includes environmental issues such as energy, water resources, circular economy, and waste management in its operations.

◦ Ruentex Development Environmental Management Policy

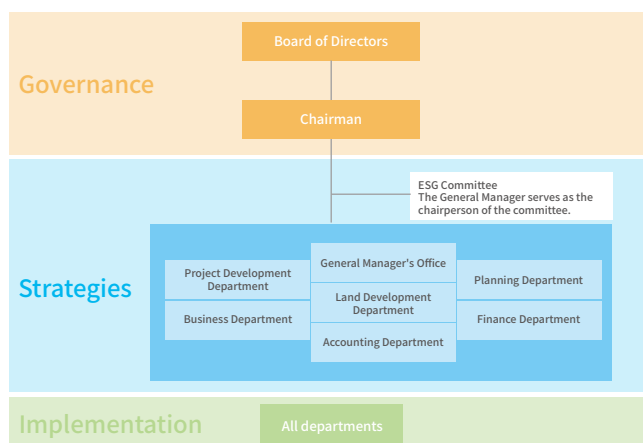
1. Implement ISO 9001 and ISO 14001 management systems.
2. Establish quality and environmental objectives, striving to achieve these goals with continuous improvement.
3. Ensure that all engineering activities, products, and services comply with applicable regulations, ISO management systems, and other requirements.
4. Commit to continuous improvement and pollution prevention during development and construction processes, minimizing environmental impacts.
5. Incorporate green building considerations in the planning and design process to reduce environmental impact.
6. Continue promoting energy management and effectively manage resource recycling.
7. Educate and enhance all employees' awareness and capabilities regarding quality and environmental protection.
8. Establish a customer service system to implement customer satisfaction management, enhancing the concept of providing customer-satisfactory services.

Since 1999, Ruentex Development has led the industry in promoting the ISO 14001 Environmental Management System, obtaining third-party external certification from SGS annually. In the future, the company will also assess and implement relevant management systems for major environmental issues.

4.1.1 Climate Change Management

◦ Climate Governance

Ruentex Development's Board of Directors oversees climate change-related issues. The Sustainable Environment and Product Services Group, under the ESG Committee, is responsible for identifying significant climate change risks and opportunities, and for planning corresponding action plans. This group periodically reports its findings to the ESG Committee. Each quarter, the Office of the General Manager and the Sustainability Group report on climate-related risk and opportunity assessments, as well as financial impact results, to the Board of Directors and the Audit Committee. Together, they review future plans and response strategies.



In addition, starting in 2023, Ruentex Development holds a monthly group sustainability meeting to supervise climate-related issues across its subsidiaries. The subsidiaries' sustainability and climate governance groups are required to report to the parent company during these meetings, ensuring consistent alignment of sustainability and climate governance goals and performance throughout the Ruentex Development Group.

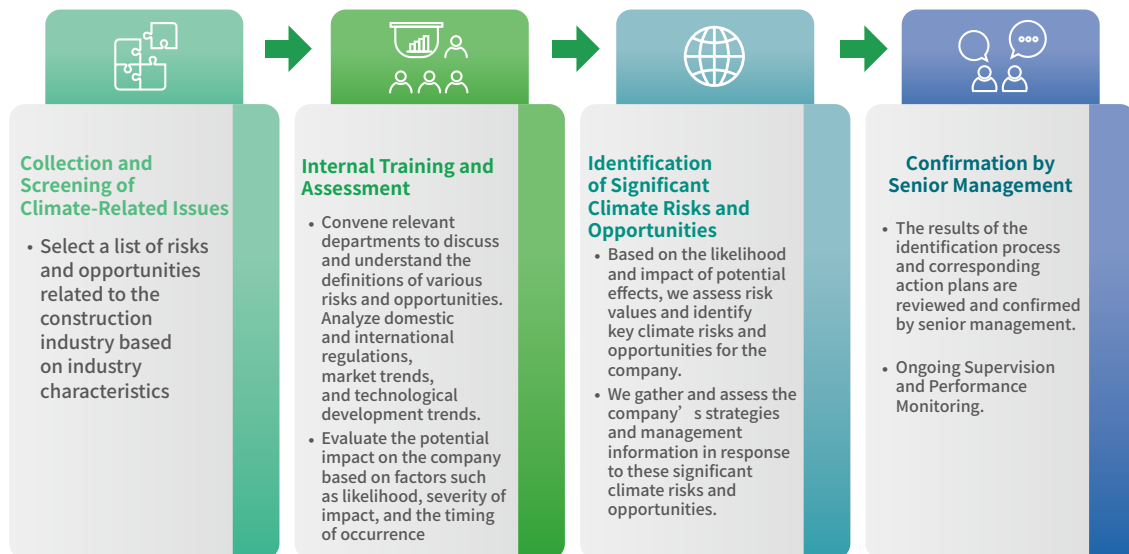
◦ Climate Risk and Opportunity Assessment and Response Strategies

To understand how Ruentex Development may be affected by climate-related issues, we continued the identification process from 2022, focusing on seven risks and five opportunities related to the construction industry. Through cross-departmental internal discussions and consultations with external advisors, we assessed the potential impact and likelihood of each issue. This resulted in the identification of five major climate risks and two climate opportunities, for which we developed corresponding management strategies and impact assessments.

◦ List of Climate-Related Issues Relevant to Ruentex Development

Climate-Related Issues				Significant Climate Risks and Opportunities
1	Transition Risks	Policy and Regulatory Risks	Strengthening responsibilities for carbon emissions reporting	○
2			Control over existing products and services	○
3		Market Risks	Changes in customer behavior	○
4			Increased costs of raw materials and energy	○
5		Reputation Risks	Stakeholder concerns and negative feedback	
6	Physical Risks	Acute Risks	Increased severity and frequency of extreme weather events	
7		Chronic Risks	Rising average temperatures	○
8	Climate Opportunities	Policy and Regulatory	Government incentive mechanisms	
9		Resource Efficiency	More Efficient Construction	
10		Products and Services	Research and innovation for new products and services	○
11			Responding to changes in consumer preferences	○
12		Market	Development of new markets	

◦ Climate-Related Risk and Opportunity Identification Process



- **Ruentex Development monitors and evaluates the effectiveness of the implementation.**

Significant Climate-Related Issues			Company Impact Explanation	Impact Timeline	Potential Financial Impact	Existing Results	Response Strategies
Transition Risks	Policy and Regulatory	Strengthening responsibilities for carbon emissions reporting	Ruentex Development is expected to be affected by the Financial Supervisory Commission's "Sustainable Development Roadmap for Listed Companies," which requires the completion of greenhouse gas (GHG) inventory, verification, and information reporting for the group's parent company and subsidiaries within a specified timeframe. This will increase manpower and related expenses.	Long-term	The GHG inventory and verification costs will increase operational expenses.	<ul style="list-style-type: none"> • This year, Ruentex Development and all its subsidiaries have completed the GHG inventory. • The GHG inventory verification for Ruentex Development, Ruentex Security, and Ruentex Management & Maintenance has been completed this year. • The GHG inventory verification for Ruentex Xu-Zhan, Ruentex Bai-Yi, and Ruentex Construction was completed in 2022. 	<ul style="list-style-type: none"> • According to the Sustainable Development Roadmap, the GHG inventory verification for all subsidiaries is scheduled for completion by 2025. • In the future, GHG inventories will also include all construction sites. Given the different specifications, designs, and plans of construction sites, along with the numerous sources of emissions and long construction cycles, Ruentex Development will gradually accumulate data to develop a more comprehensive GHG management system.
		Ruentex Development is expected to be affected by the Financial Supervisory Commission's "Sustainable Development Roadmap for Listed Companies," which requires the completion of greenhouse gas (GHG) inventory, verification, and information reporting for the group's parent company and subsidiaries within a specified timeframe. This will increase manpower and related expenses.	Control over existing products and services	Long-term	More resources will need to be invested in product design or back-end processing, leading to increased operational costs.	<ul style="list-style-type: none"> • Ruentex Development has already implemented energy-saving measures, smart systems, high-performance equipment, and low-carbon construction methods in its existing projects and buildings. • For further details, see Chapter 3. 	<ul style="list-style-type: none"> • The company is conducting greenhouse gas inventories and calculating the carbon footprint of prefabricated molds, with emission reduction targets set as a foundation for future carbon credits and to lower operational costs. • In line with relevant regulations or customer expectations, Ruentex Development will continue optimizing building designs, and all future construction projects will apply for green building certification, focusing on integrating renewable energy equipment as a primary development direction.
	Market	Changes in customer behavior	expectations or demands, it could negatively impact sales, market share, and the willingness of customers to lease office buildings.	Long-term	Failure to meet customer expectations may reduce their willingness to purchase, leading to a decline in revenue.	<ul style="list-style-type: none"> • Ruentex Development has already implemented energy-saving measures, smart systems, high-performance equipment, and low-carbon construction methods in its existing projects and buildings. • To adapt to the future electric vehicle (EV) development trend, all projects since 2021 have been equipped with EV charging infrastructure, reducing the cost of installing charging stations in communities. This may encourage higher future EV adoption rates among residents, contributing to national net-zero goals. 	<ul style="list-style-type: none"> • Understanding future lifestyle transformation trends and continuing to optimize building designs in line with customer expectations, all future construction projects will apply for green building certification.
		Increased costs of raw materials and energy	Due to the global net-zero emission trend, rising energy costs and environmental management fees are likely, which may increase the cost of raw material transportation. Additionally, extreme weather events could disrupt supply chains or cause material shortages, leading to higher expenses for Ruentex Development in operating malls and constructing buildings.	Long-term	The rise in raw material and energy costs increases operating expenses.	<ul style="list-style-type: none"> • The Star of Nangang and Yucheng project has adopted precast construction methods, which are expected to reduce concrete usage by 50% compared to traditional methods. • In 2023, the solar energy equipment installed in office buildings generated 12,210 kWh, reducing external electricity costs by approximately NT\$41,589. 	<ul style="list-style-type: none"> • By developing low-carbon construction methods and expanding the scope of precast applications, Ruentex effectively reduces carbon emissions from raw material usage, as well as waste, dust, and noise pollution. • Implementing low-carbon precast construction methods and further improving high-carbon emission components will help reduce the carbon footprint of buildings while mitigating the impact of rising raw material prices on business operations. • Ruentex continues to monitor fluctuations in raw material market prices and strengthen procurement and bidding strategies. • Mall operations are continuously incorporating renewable energy, energy-saving lighting, and optimized energy management systems.

Significant Climate-Related Issues			Company Impact Explanation	Impact Timeline	Potential Financial Impact	Existing Results	Response Strategies
Climate Opportunities	Products and Services	Research and innovation for new products and services	In recent years, Ruentex Development has focused on new carbon-reduction construction methods and low-carbon building materials as the primary direction of future research. It is expected that these efforts will reduce carbon emissions during the construction phase and enhance customer preference and the company's reputation.	Long-term	Low-carbon products gaining customer favor increase revenue; an improved company reputation can enhance investors' willingness to invest.	<ul style="list-style-type: none"> • The Star of Nangang and Yucheng Commercial Building has implemented precast construction methods, which are expected to reduce concrete usage by 50% compared to traditional methods, cut greenhouse gas emissions by 49%, and shorten the construction schedule by 16-25%. 	<ul style="list-style-type: none"> • By developing lightweight microbeads in-house, Ruentex Development aims to achieve localized recycling of waste, reduce reliance on imported raw materials, lower carbon emissions from transportation, and decrease the embodied carbon in building materials. • The company continues to develop precast methods to replace high-carbon steel structures, expanding differentiated precast operations to maintain a competitive edge in the market. • The construction of a lightweight glass bead plant and the development of new insulation materials. • Strengthen building design capabilities, enhancing Ruentex Development's competitive advantage.
		Responding to changes in consumer preferences.	As consumer awareness of climate change increases, demand for more efficient, environmentally friendly, and energy-saving green buildings is expected to rise. Ruentex Development, with green building as the core of its project planning, proactively designs the possibility of new energy use for consumers, reducing future energy costs during the operational phase.	Short-term	Energy-efficient buildings reduce energy consumption, lowering operational costs and increasing revenue due to customer preference.	<ul style="list-style-type: none"> • Ruentex Development has already implemented energy-saving measures, smart systems, high-performance equipment, and low-carbon construction methods in its existing projects and buildings. • Ruentex Engineering & Construction, in collaboration with the Energy Bureau and the Industrial Technology Research Institute, has developed the "Building Energy Consumption Analysis and Evaluation Subsystem." This system analyzes energy consumption during the planning and design phases by integrating the building's BIM model into energy consumption analysis software. This helps achieve a lower-energy-consumption building design model, effectively enhancing building energy efficiency and entering the new market for integrated energy-saving and carbon-reduction engineering solutions. • To adapt to the future electric vehicle (EV) development trend, all projects since 2021 have been equipped with EV charging infrastructure, reducing the cost of installing charging stations in communities. This may encourage higher future EV adoption rates among residents, contributing to national net-zero goals. 	<ul style="list-style-type: none"> • Understanding future lifestyle transformation trends and continuing to optimize building designs in line with customer expectations, all future construction projects will apply for green building certification.

4.2 Energy and Greenhouse Gas Management

In response to global warming and net-zero carbon goals, Ruentex Development is committed to low-carbon sustainable construction. The company continuously develops carbon-reduction technologies across materials, design, manufacturing, and construction, leveraging communications technology and artificial intelligence to reduce embodied carbon from a life cycle perspective. Ruentex aims to create near-zero carbon buildings that coexist with nature while fostering the growth of its suppliers, gradually realizing long-term low-carbon sustainable construction goals. In 2023, Ruentex Development, along with its subsidiaries Ruentex Construction, Ruentex Innovative Development, Ruentex Xu-Zhan, Ruentex Bai-Yi, Ruentex Security, Ruentex Property Management & Maintenance, and Ruenfu, completed a greenhouse gas inventory, progressively achieving Ruentex Development's goals for completeness in managing greenhouse gas emissions. To achieve net-zero carbon emissions by 2050, Ruentex follows the path of sustainable development for listed companies, actively exploring and developing energy-saving and carbon-reduction possibilities in both the manufacturing process and the operational phases of its projects. Including research on how to reduce the use of steel structures and rebar, expanding the application of precast construction methods, and developing and using mortar that reduces thermal conductivity. Additionally, starting in 2024, all new buildings will apply for green building certification to further reduce carbon emissions during the operational phase, working towards reduction goals.

This year, Ruentex Development conducted a greenhouse gas inventory in accordance with GHG Protocol guidelines and passed third-party verification. Group subsidiaries (Ruentex Materials, Ruentex Interior Design and Ruentex Engineering & Construction) also independently conducted greenhouse gas inventories and passed external verification. In the future, we will perform an annual greenhouse gas inventory for the entire group. The more detailed the inventory, the better we can monitor the group's greenhouse gas emissions. We have also set the goal for the group to reduce scope 1 and scope 2 greenhouse gas emissions intensity by 1% (metric tons of CO₂e per million NTD in revenue) for the construction and retail services sectors by 2024. By 2030, the goal is to reduce the same emissions intensity by 5% in both sectors. Corresponding actions will be taken to address areas where the group needs improvement, contributing to sustainable living.

Starting from 2022, Ruentex Development began conducting group-wide greenhouse gas inventories, using the operational control method. In 2023, additional locations were included in the inventory, such as Zhonglun RT-Mart, Ruenfu, and three TSUTAYA BOOKSTORE locations, for a total of nine sites. This year also marks the first time that greenhouse gas information from group subsidiaries (Ruentex Materials, Ruentex Interior Design, and Ruentex Engineering & Construction) was disclosed in a consolidated manner. In 2023, Ruentex Development Group's total greenhouse gas emissions amounted to 703,821.6854 metric tons of CO₂e, with scope 1 emissions accounting for 633,489.1940 metric tons of CO₂e (90.01%) and scope 2 emissions totaling 70,332.4914 metric tons of CO₂e (9.99%). For detailed greenhouse gas inventory results, please refer to the table below and the 2023 sustainability reports of Ruentex Materials, Ruentex Interior Design, and Ruentex Engineering & Construction.

Based on the inventory results, Ruentex Development Group's emissions are primarily from scope 1 direct emissions, largely due to the significant fuel consumption required for boiler operations at Ruentex Materials' factory, resulting in a high proportion of direct greenhouse gas emissions. To reduce greenhouse gas emissions generated from operations, we will develop relevant strategies for the fuels used in operations, such as switching to low-carbon fuels and improving equipment efficiency, to continuously optimize low-carbon processes. For other construction and retail service sites, greenhouse gas emissions primarily come from purchased electricity. To address this, in addition to strengthening staff awareness of energy conservation, we have outlined plans to implement energy management systems at various locations and increase the use of renewable energy to reduce emissions from purchased electricity.

◦ Ruentex Development Group's 2023 Inventory Covered Locations

Company	Operation Sites
Ruentex Development	Ruentex Innovative Development, Ruentex Security, Ruentex Property Management & Maintenance, Zhonglun RT-Mart, Ruentex City Park Reception Center, Botanic Garden Reception Center, The Silk Court Reception Center
Ruentex Materials	Taipei Office, Taoyuan Business Office, Yilan Dongshan Cement Plant, Mettix Dongshan Plant, Mettix Ligang Plant, Mettix Yangmei Plant
Ruentex Interior Design	Ruentex Interior Design Zhonglun Building Office
Ruentex Engineering & Construction	Headquarters Office Building, Yangmei Precast Factory
Ruentex Xu-Zhan	CITYLINK Nangang Store, Nangang Building
Ruentex Bai-Yi	CITYLINK Songshan No.1 Store, Songshan Building
Ruentex Construction	CITYLINK Songshan No.2 Store, CITYLINK Neihu Store, Ruentex Daikanyama, TSUTAYA BOOKSTORE (Songshan Store, Neihu Store, Nangang Store, Kaohsiung Dali Store)
Ruenfu	Ruenfu Tamsui Residential Complex for the Elderly

◦ Ruentex Development Group's 2023 Greenhouse Gas Emissions

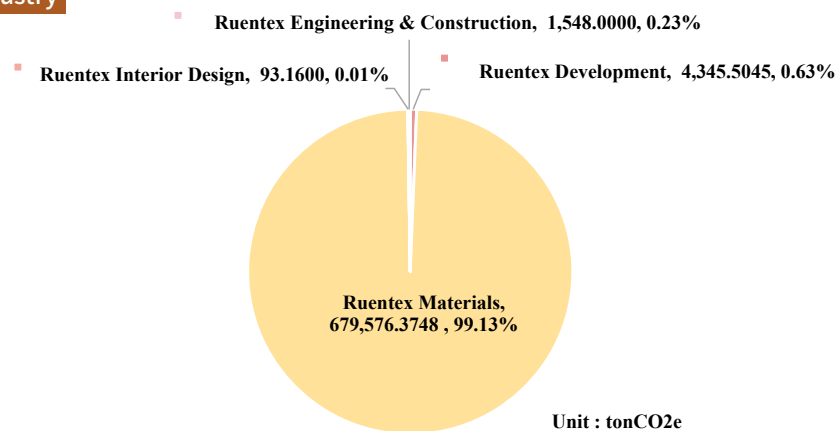
Type of Operations	Company	Greenhouse gas emission (tonnes CO ₂ e) (Note 1)		
		Scope 1	Scope 2(Note 2)	合計
Construction Industry	Ruentex Development	479.5110	3,865.9935	4,345.5045
	Ruentex Materials	630,161.4387	49,414.9361	679,576.3748
	Ruentex Interior Design	19.4000	73.7600	93.1600
	Ruentex Engineering & Construction	535.0000	1,013.0000	1,548.0000
Department Store and Service Industry	Ruentex Xu-Zhan	1,283.5788	9,179.3158	10,462.8946
	Ruentex Bai-Yi	747.1240	4,810.9608	5,558.0848
	Ruentex Construction	159.5978	1,496.6706	1,656.2684
	Ruenfu	103.5437	477.8546	581.3983
合計		633,489.1940	70,332.4914	703,821.6854

Note 1: Due to the expansion of the scope of reporting points for this year's inventory, including data from group subsidiaries, the base year has been redefined as 2023. Therefore, only the data for 2023 is disclosed.

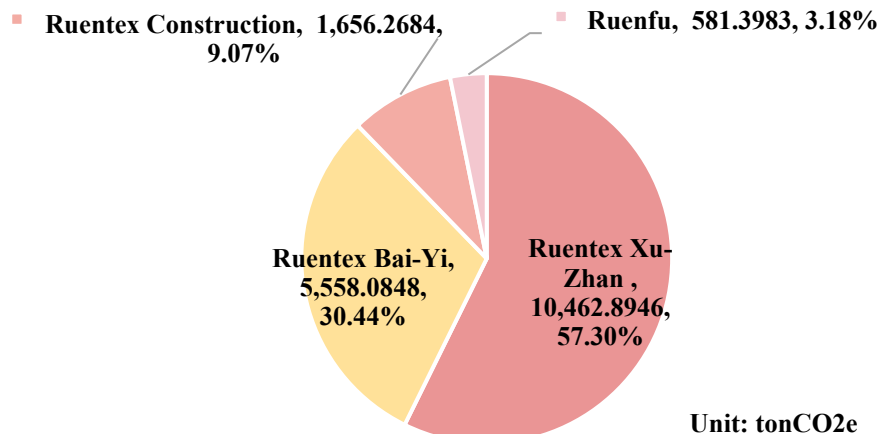
Note 2: The electricity usage statistics for Ruentex Development, Ruentex Xu-Zhan, Ruentex Bai-Yi, and Ruentex Construction include both private electricity use and the allocation of public area electricity, excluding parking lots and shared station areas managed by Taiwan Railways. For Ruentex Construction, which operates in both the construction and retail sectors, its primary emissions and energy use come from retail locations, and are therefore recorded under the retail services sector.

◦ Ruentex Development Group Greenhouse Gas Emissions

Construction Industry



Department Store and Service Industry



Ruentex Development Group has reviewed the energy usage at each of its operational sites. Among the construction companies, the largest proportion of energy use comes from coal. Ruentex Materials has the highest electricity intensity and energy intensity, with figures of 25,033.66 kWh per NT\$ million in revenue and 766.31 GJ per NT\$ million in revenue, respectively. In the retail service sector, electricity is the dominant energy source. The total electricity intensity is 13,786.82 kWh per NT\$ million in revenue, and the total energy intensity is 50.11 GJ per NT\$ million in revenue. We will continue to improve energy management by gradually transitioning to low-carbon fuels in our factories and optimizing related equipment to enhance energy efficiency. Future building designs will focus on improving building energy efficiency while increasing the proportion of green building materials used. The goal for the construction and retail sectors is to reduce Scope 1 and Scope 2 greenhouse gas emissions intensity (tons of CO2e per NT\$ million in revenue) by 1% in 2024 and by 5% by 2030.

◦ Ruentex Development Group's Energy Usage in 2023

Type of Operations	Company Note 1	Energy Type	Energy Usage Note 2	Energy Usage (Unit : GJ)Note 3	2023 Energy Usage Share Note 4
Construction Industry	Ruentex Development	Purchased Electricity	7,825,897.80	28,173.23	0.87%
		Diesel	1,848.44	64.97	0.00%
		Gasoline	7,337.88	239.48	0.01%
		Liquefied Natural Gas	14,156.52	533.09	0.02%
	Ruentex Materials	Purchased Electricity	99,834,270.70	359,403.37	11.12%
		Diesel	231,529.00	8,142.67	0.25%
		Gasoline	75,508.60	2,465.89	0.08%
		Heavy Oil	1,102,250.00	44,303.05	1.37%
		Coal	96,242.00	2,588,525.14	80.09%
		Liquefied Petroleum Gas	1,914,699.40	53,189.24	1.65%
	Ruentex Interior Design	Purchased Electricity	149,316.00	537.54	0.02%
		Gasoline	8,228.25	268.53	0.01%
	Ruentex Engineering & Construction	Purchased Electricity	5,831,727.49	20,999.00	0.65%
		Diesel	86,747.00	3,050.96	0.09%
		Gasoline	19,145.10	625.25	0.02%
		Fuel Oil	96,000.00	3,858.74	0.12%
Construction Industry Subtotal		Purchased Electricity	113,641,211.99	409,113.14	12.66%
		Diesel	320,124.44	11,258.60	0.35%
		Gasoline	110,219.83	3,599.15	0.11%
		Heavy Oil	1,102,250.00	44,303.05	1.37%
		Coal	96,242.00	2,588,525.14	80.09%
		Liquefied Natural Gas	14,156.52	533.09	0.02%
		Liquefied Petroleum Gas	1,914,699.40	53,189.24	1.65%
		Fuel Oil	96,000.00	3,858.74	0.12%
Department Store and Service Industry	Ruentex Xu-Zhan	Purchased Electricity	18,581,611.00	66,893.80	2.07%
		Diesel	0.00	0.00	0.00%
		Renewable energy	12,210.00	43.96	0.00%
	Ruentex Bai-Yi	Purchased Electricity	9,738,787.00	35,059.63	1.08%
	Ruentex Construction	Purchased Electricity	3,029,697.62	10,906.91	0.34%
		Diesel	0.00	0.00	0.00%
		Butane	2,355.45	68.09	0.00%
	Ruenfu	Purchased Electricity	967,317.00	3,482.34	0.11%
		Diesel	7,281.25	255.91	0.01%
		Gasoline	1,551.13	50.62	0.00%
		Liquefied Petroleum Gas	26,727.78	742.00	0.02%

Type of Operations	Company Note 1	Energy Type	Energy Usage Note 2	Energy Usage (Unit : GJ) Note 3	2023 Energy Usage Share Note 4
Retail Services Industry Subtotal		Purchased Electricity	32,317,055.62	116,341.40	3.60%
		Diesel	7,320.37	257.28	0.01%
		Gasoline	1,471.14	48.01	0.00%
		Butane	2,355.45	68.09	0.00%
		Liquefied Petroleum Gas	26,727.78	742.00	0.02%
		Renewable energy	12,210.00	43.96	0.00%
Total	Non-Renewable Energy	Purchased Electricity	145,958,267.61	525,454.54	16.26%
		Diesel	327,444.81	11,515.88	0.36%
		Gasoline	111,690.97	3,647.16	0.11%
		Heavy Oil	1,102,250.00	44,303.05	1.37%
		Coal	96,242.00	2,588,525.14	80.09%
		Liquefied Natural Gas	14,156.52	533.09	0.02%
		Liquefied Petroleum Gas	1,941,427.18	53,931.24	1.67%
		Butane	2,355.45	68.09	0.00%
		Fuel Oil	96,000.00	3,858.74	0.12%
	Renewable energy	Renewable energy	12,210.00	43.96	0.00%
Total				3,231,883.42	100%

Note 1: The electricity usage statistics for the operational sites of Ruentex Development, Ruentex Xu-Zhan, Ruentex Bai-Yi, and Ruentex Construction include both private electricity usage and shared electricity in common areas, excluding the parking lots and parts shared with Taiwan Railways' stations. For Ruentex Construction, which operates in both the construction and retail sectors, its primary emissions and energy use come from retail locations, and are therefore recorded under the retail services sector.

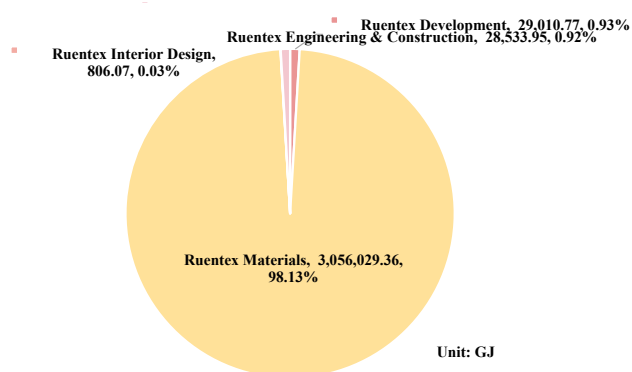
Note 2: The units for each energy usage are as follows: Purchased Electricity: kWh, Diesel: liters, Gasoline: liters, Liquefied Natural Gas: cubic meters, Heavy Oil: liters, Coal: tons, Liquefied Petroleum Gas: liters, Butane: liters, Fuel Oil: cubic meters, Renewable Energy: kWh. The statistics for purchased electricity include both private and shared common area usage.

Note 3: 1 kWh is approximately equal to 0.0036 gigajoules (GJ).

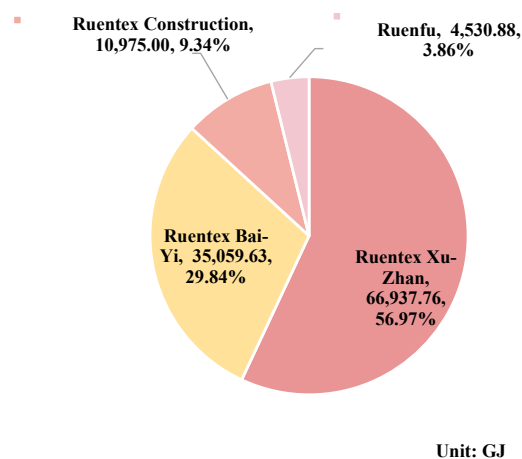
Note 4: The usage percentage refers to the proportion of that specific energy type's usage (in GJ) relative to the total energy usage (in GJ) across the entire group (i.e., regardless of business sector).

◦ Ruentex Development Group 2023 Energy Usage

Construction Industry



Department Store and Service Industry



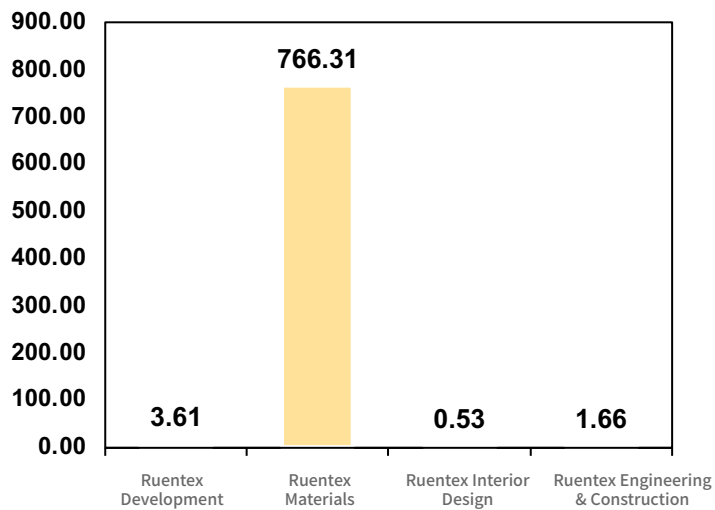
◦ **Ruentex Development Group 2023 Energy Intensity and Electricity Intensity**

Type of Operations	Company	Energy Intensity (GJ/NTD million revenue)	Electricity Intensity (kWh/NTD million revenue)
Construction Industry	Ruentex Development	3.61	975.08
	Ruentex Materials	766.31	25,033.66
	Ruentex Interior Design	0.53	98.12
	Ruentex Engineering & Construction	1.66	339.86
Department Store and Service Industry	Ruentex Xu-Zhan	58.41	16,223.74
	Ruentex Bai-Yi	44.29	12,303.16
	Ruentex Construction	30.75	8,541.07
	Ruenfu	72.00	18,381.66

◦ **Ruentex Development Group 2023 Energy Intensity**

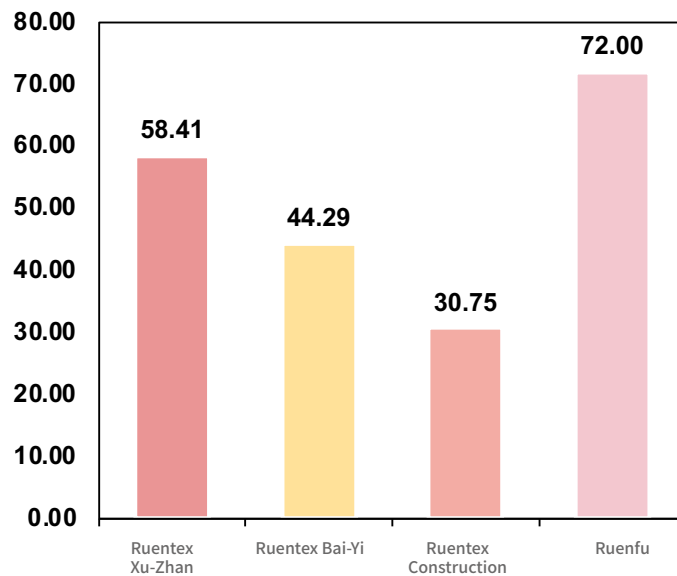
Construction Industry

Unit: GJ/NTD million revenue



Department Store and Service Industry

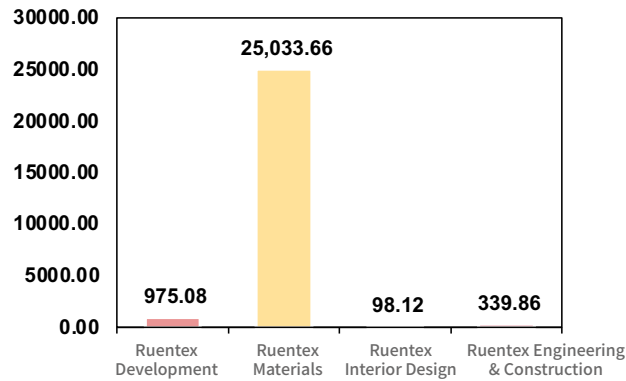
Unit: GJ/NTD million revenue



◦ Ruentex Development Group 2023 Energy Intensity

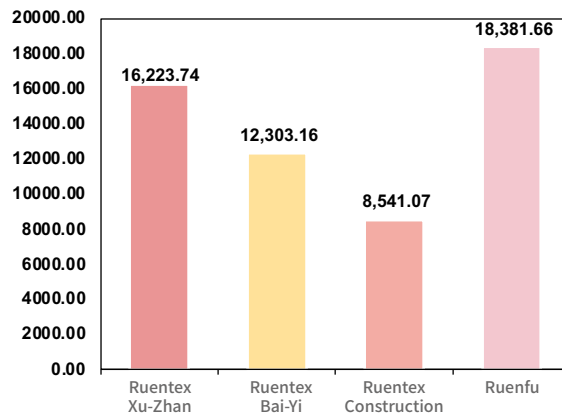
Construction Industry

Unit: GJ/NTD million revenue



Department Store and Service Industry

Unit: GJ/NTD million revenue



Currently, Ruentex Development's operational locations primarily use electricity for office buildings and shopping malls, making energy use and greenhouse gas emissions key management priorities. Since 2014, we have gradually replaced traditional T5 lighting with energy-efficient LED lighting in the headquarters office building (Zhonglun Building), with the full replacement completed by 2023. To further improve energy-saving and carbon reduction performance, the Nankang and Songshan buildings (including offices and shopping malls) were designed with full LED lighting from the outset. Ruentex Development has conducted an initial assessment of the feasibility of introducing intelligent energy management systems for some office buildings, with plans to complete system evaluations by 2025, begin implementation in 2026, and officially launch by 2027. This will allow for more efficient management of energy use at various locations and further reduce greenhouse gas emissions, lowering environmental impact.

Since 2022, the subsidiary Ruentex Engineering & Construction has been replacing traditional lighting at its headquarters and the Yangmei precast plant with energy-saving LED lights. By December 2023, a total of 566 lights had been replaced. Notably, large 1,500W outdoor factory storage lighting was replaced with 150W LED lights, which is expected to reduce electricity use by approximately 6,073 kWh (about 21.86 GJ) at headquarters in 2023. The Yangmei precast plant is expected to save around 540,000 kWh (about 1,940 GJ) annually going forward.

Ruentex Development is also actively evaluating the introduction of renewable energy systems at operational sites. Solar panels have already been installed on the rooftop platform of the Nankang building, with a recorded output of 12,210 kWh in 2023, all of which was used by the Nankang Station building, reducing greenhouse gas emissions by approximately 6,031.74 kg (Note). The subsidiary Ruentex Engineering & Construction also plans to install solar photovoltaic panels on the rooftop of the Yangmei precast plant starting in 2024. Once completed, the generated electricity will be used internally, and in accordance with regulations, any excess may be sold to Taipower or supplied to the parent company. Moving forward, we will continue to assess and plan strategies for renewable energy investments based on the environmental conditions of our operational sites. This will include evaluating options such as solar power generation, wind power generation, energy storage systems, or purchasing green power certificates, in order to implement solutions tailored to specific sites and increase the proportion of renewable energy, thereby reducing the environmental impact of energy usage.

Note: The conversion was based on the 2023 power emission factor of 0.494 kgCO₂e per kWh published by the Ministry of Economic Affairs' Bureau of Energy.

4.3 Water Resource Management

With the impact of climate change, global rainfall patterns have shifted. In recent years, the frequency of rainfall in Taiwan has decreased, while its intensity has increased. This uneven distribution of precipitation has made water resource management more challenging. Ruentex Development's main operational sites and activities, including office operations, shopping mall services, and construction site operations, all depend on water resources. These are primarily concentrated in the Greater Taipei area, where the water is sourced from the Taipei Water Department and Taiwan Water Corporation, with water intake points located at Xindian River and Dahan River. These areas are not classified as water-stressed regions.

◦ Ruentex Development Group's Water Usage in 2023

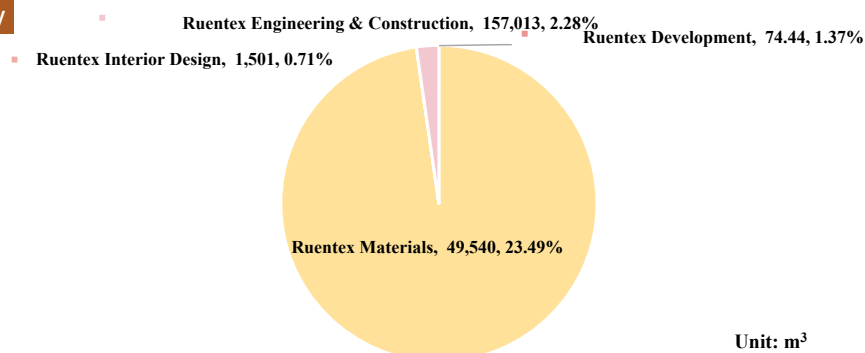
Type of Operations	Company Note 1	Total Water Withdrawal (m ³)	Total Water Discharge (m ³)	Total Water Consumption (m ³) Note 2
Construction Industry	Ruentex Development	2,885	2,885	0
	Ruentex Materials	49,540	3,830	45,710
	Ruentex Interior Design	1,501	1,501	0
	Ruentex Engineering & Construction	157,013	129,452	27,561
Department Store and Service Industry	Ruentex Xu-Zhan	220,916	220,916	0
	Ruentex Bai-Yi	137,220	137,220	0
	Ruentex Construction	63,996	63,996	0
	Ruenfu	14,916	14,916	0
Total		647,986	574,716	73,271

Note 1: The water usage statistics for Ruentex Development, Ruentex Xu-Zhan, Ruentex Bai-Yi, and Ruentex Construction at various operation sites exclude parking areas and shared parts of the station under the responsibility of Taiwan Railways. For Ruentex Construction, since the main source of water data comes from the department store sites, the water usage data is recorded under the retail services category.

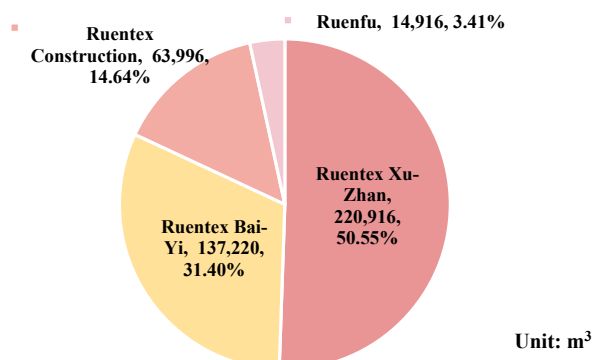
Note 2: Total Water Consumption = Total Water Withdrawal - Total Water Discharge. Most sites are office buildings that do not engage in production activities that consume water, and only generate domestic wastewater. Therefore, the total withdrawal is regarded as the total discharge.

◦ Ruentex Development Group 2023 Water Resource Usage

Construction Industry



Department Store and Service Industry



◦ **Ruentex Development Group 2023 Water Intensity**

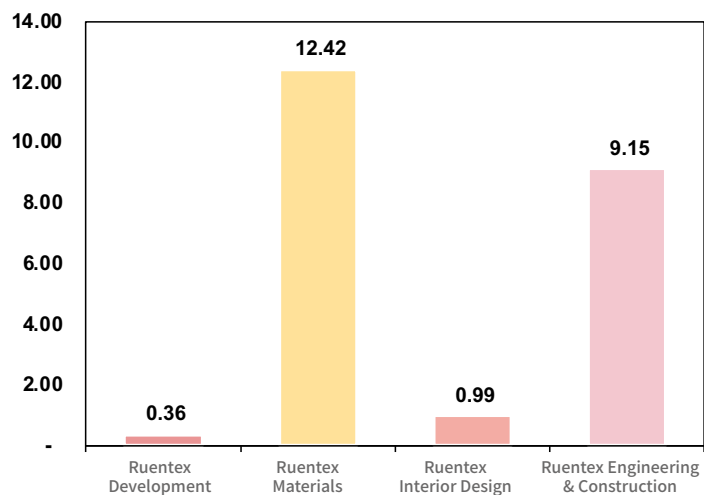
Type of Operations	Company	Water Intensity (m ³ / NT\$ million revenue)
Construction Industry	Ruentex Development Note 1	0.36
	Ruentex Materials Note 2	12.42
	Ruentex Interior Design	0.99
	Ruentex Engineering & Construction	9.15
Department Store and Service Industry	Ruentex Xu-Zhan	192.76
	Ruentex Bai-Yi	173.35
	Ruentex Construction	180.41
	Ruenfu	283.44

Note 1: Ruentex Development's water intensity in 2022 and 2023 (m³/floor area m²) was 0.65 and 0.61, respectively.
 Note 2: Ruentex Materials' water intensity in 2022 and 2023 (m³/floor area m²) was 281.54 and 197.56, respectively.

◦ **Ruentex Development Group 2023 Water Intensity**

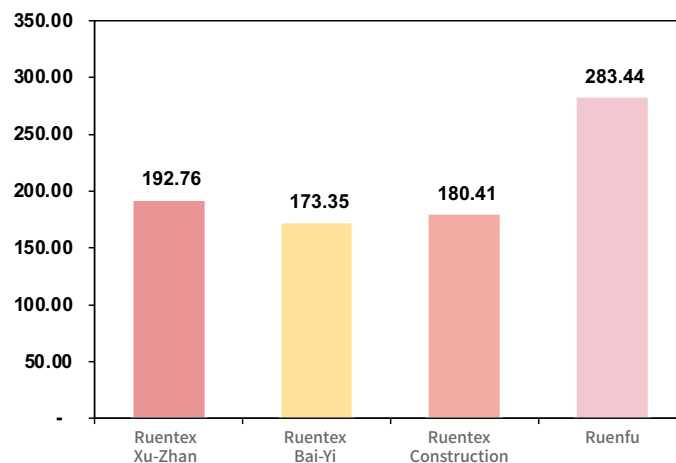
Construction Industry

Unit: GJ/NTD million revenue



Department Store and Service Industry

Unit: GJ/NTD million revenue



Ruentex Development handles its wastewater according to local regulatory requirements. Water used in office areas is classified as general domestic wastewater, which is directly discharged into the sewage system. Wastewater from mall dining areas is treated with 100% grease retention before being discharged into the sewage system. Construction site wastewater is treated following the "Construction Site Runoff Wastewater Pollution Reduction Plan" approved by the Environmental Protection Bureau. After sedimentation in settling ponds and passing discharge water quality standards, it is released into designated drainage areas outside the construction zone to ensure no harm is caused to the local environment.

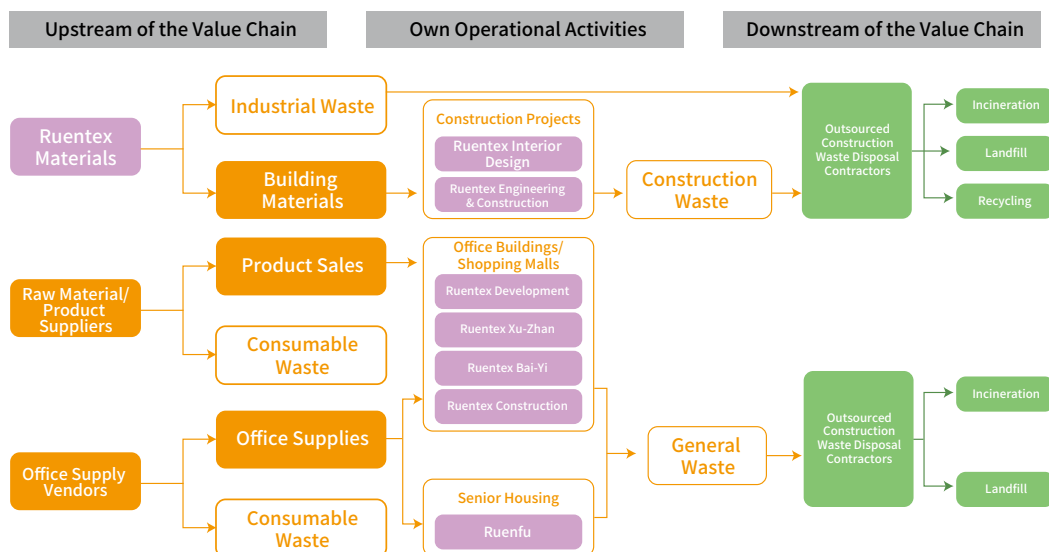
To reduce water waste, all equipment in Ruentex Development's office areas and department stores uses 100% water-saving devices certified with the Water Conservation Label, and all faucets are being gradually replaced with sensor-operated models. Toilets in construction projects are all certified with Taiwan's Water Conservation Label, reaching 100% usage in 2023. Some malls are equipped with rainwater and air-conditioning water recycling systems, using the recycled water for irrigation of plants. In 2023, Ruentex Engineering & Construction replaced all office restroom faucets with sensor-operated ones and gradually replaced the water-saving faucets in the breakrooms and restrooms at the Yangmei precast factory. Ruentex Materials contributed to water recycling efforts in 2023, with a total of 3,605,940 m3 of water recycled, achieving a reuse rate of 98.69%.

4.4 Waste Management

According to the operational modes of different industries, various types of waste are generated. Ruentex Development's operations produce general domestic waste from office buildings and malls, as well as industrial construction waste from construction sites. Construction waste includes materials generated during the building and demolition of structures, such as concrete, bricks, wood, rebar, and other construction materials like lime, sand, and cement. The large amount of waste not only occupies land resources, but the wastewater and air pollution generated during disposal can also negatively impact the environment. Additionally, handling and transporting construction waste consumes significant energy and resources, with associated costs potentially being passed on to the cost of the building, indirectly affecting consumer purchasing decisions.

All waste generated by the company's operations is outsourced to qualified contractors for disposal. Industrial waste is handled in accordance with the Environmental Protection Agency's (EPA) "Industrial Waste Disposal Plan Review and Management Measures," requiring the submission of an industrial waste disposal plan and the declaration of waste disposal and the tracking of surplus soil and gravel from construction projects.

To effectively manage waste and set related reduction targets, we have consolidated the waste generated and processed at all business locations. In 2023, the total amount of waste generated was 36,516.6967 metric tons. For construction sites within the construction industry, the amount of waste generated varies depending on the construction methods used, requiring different disposal methods. We continuously strive to recycle and reuse as much waste as possible to minimize its negative environmental impact. For department store and service locations, where operations are simpler and mainly produce general household waste and food scraps, we actively promote waste sorting with both employees and customers. We aim to strengthen waste classification management to effectively manage the growth of waste. Ruentex Development has set a target for waste recycling rates in shopping malls and office buildings: at least 1% by 2024 and at least 5% by 2030. We are also introducing and installing waste cooking oil recycling machines to increase the amount of recycled cooking oil and are committed to reducing overall waste generation.



◦ **2023 Waste Generation Statistics at Each Operational Site**

Type of Operations	Company	Waste Type	Waste Generation (Metric Tons)
Construction Industry	Ruentex Development	Non-Hazardous Waste	543.285
		Hazardous Waste	0.000
	Ruentex Materials	Non-Hazardous Waste	304.155
		Hazardous Waste	0.000
	Ruentex Interior Design ^{Note 1}	Non-Hazardous Waste ^{Note 1}	361.840
		Hazardous Waste	0.000
	Ruentex Engineering & Construction ^{Note 2}	Non-Hazardous Waste ^{Note 2}	32,703.370
		Hazardous Waste	0.000
	Total	Non-Hazardous Waste	33,912.650
		Hazardous Waste	0.000
Department Store and Service Industry	Ruentex Xu-Zhan	General waste	1,135.551
		Food Waste	145.401
	Ruentex Bai-Yi	General waste	748.379
		Food Waste	4.868
	Ruentex Construction	General waste	362.790
		Food Waste	10.002
	Ruenfu	General waste	125.056
		Food Waste	72.000
	Total	General waste	2,371.776
		Food Waste	232.271

Note 1: Ruentex Interior Design's waste weight is calculated based on a fully loaded garbage truck (volume 6 m³; compression density 400 kg/m³), with one truckload of waste weighing approximately 2.4 tons. Due to the need for significant demolition in some cases in 2023, a large amount of waste was generated, leading to considerable fluctuations in the data for 2023.

Note 2: The scope of non-hazardous waste for office buildings includes waste from Ruentex Engineering & Construction and Ruenyang. The non-recyclable residential waste from office buildings is estimated based on the average daily waste generation of 1.377 kg per person per day as published by the Ministry of Environment in 2023. The number of people is calculated based on the number of employees as of December 31 of the year, and the number of days is based on the number of working days in 2023, which was 249 days as per the Directorate-General of Personnel Administration.

◦ **2023 waste treatment statistics for each operating site.**

Type of Operations	Company	Waste Treatment Methods	Waste Treatment Volume (tons)
Construction Industry	Ruentex Development	Incineration	543.285
		Landfill	0.000
		Recycling	0.000
	Ruentex Materials	Incineration Note 1	103.440
		Landfill	0.000
		Reuse Note 2	200.715
	Ruentex Interior Design	Incineration	361.840
		Landfill	0.000
		Reuse Note 3	0.000
	Ruentex Engineering & Construction	Incineration	5,106.430
		Landfill	1,342.820
		Reuse Note 4	26,254.120
Department Store and Service Industry	Total	Incineration	6,115.000
		Landfill	1,342.820
		Recycling	26,454.835
	Ruentex Xu-Zhan	Incineration	1,280.952
		Landfill	0.000
		Recycling	0.000
	Ruentex Bai-Yi	Incineration	753.247
		Landfill	0.000
		Recycling	0.000
	Ruentex Construction	Incineration	372.792
		Landfill	0.000
		Recycling	0.000
	Ruenfu	Incineration	197.056
		Landfill	0.000
		Recycling	0.000
	Total	Incineration	2,604.047
		Landfill	0.000
		Recycling	0.000

Note 1: Types of waste incinerated by Ruentex Materials include mixed non-waste plastics, mixed waste paper, and mixed waste wood.

Note 2: Types of waste reused by Ruentex Materials include non-hazardous dust collection ash and waste cement.

Note 3: Ruentex Development has implemented actions for recycling and reusing construction site waste; however, as data has not yet been collected, it is temporarily recorded as zero. Future years will disclose data once collected.

Note 4: Waste formwork generated from Ruentex Engineering & Construction sites is recycled by the contractor, and scrap iron is sold to nearby recycling facilities. As data has not yet been collected, it is temporarily recorded as zero. Future years will disclose data once collected.



RUENTEX DEVELOPMENT 2023 SUSTAINABILITY REPORT

Talent Integration

5.1 Talent Recruitment and Development

- 5.1.1 Workforce Structure
- 5.1.2 Employee Compensation Policy
- 5.1.3 Development and Training
- 5.1.4 Labor-Management Communication

5.2 Employee Care Implementation

- 5.2.1 Welfare and Subsidies
- 5.2.2 Leisure and Recreation

5.3 Safe Workplace Environment

- 5.3.1 Occupational Safety and Health Management
- 5.3.2 Occupational Health Promotion and Training
- 5.3.3 Occupational Injury Statistics

Corresponding Key Issues:

Occupational Safety and Health, Employee Diversity, and Equal Opportunities

Corresponding SDGs:



Policies and Commitments

Ruentex Development Group views its employees as "partners" rather than just "workers." Through long-term established partnerships, we aim to create a company culture that feels like family. Our employees are business partners and shareholders of the company, not merely assets. Ruentex is committed to creating a positive work environment, focusing not only on workplace safety and health to ensure employees can work with peace of mind but also providing comprehensive career planning and market-competitive compensation. This allows every employee the opportunity to learn and realize their life's value.

Annual Actions and Performance

- The proportion of female managers stands at 22.15%, reflecting the company's commitment to diversity and equal opportunity.
- In 2023, the average training hours per employee in the construction and department store service sectors of the Ruentex Group were 22 hours and 11 hours, respectively.
- We place significant emphasis on human rights issues, and there have been no instances of discrimination, child labor, forced, or compulsory labor.
- Prioritizing employee health, providing full-time employees with two health checkups per year, with subsidies exceeding NT\$10 million.
- Ruentex Engineering & Construction received three occupational safety and health awards, including the Excellence Award in the Private Engineering Category of the 17th Occupational Safety and Health Gold Safety Award, the Special Excellence Award in the 12th New Taipei City Safety Awards, and the Ministry of Labor's "Outstanding Unit Award for Occupational Safety and Health."

5.1 Talent Recruitment and Development

GRI : 2-7、2-8、2-21、401-1、402-1、404-1、404-3、405-1、405-2、406-1、408-1、409-1

Ruentex Development and its subsidiaries comply with relevant labor laws and adhere to the principle of open communication between labor and management to provide employees with the best benefits, ensuring their rights are protected. We view employees as vital assets for the company's sustainable development. Therefore, we are committed to valuing employee compensation, benefits, and labor-management communication. Through regular reviews and timely adjustments, we aim to create a win-win situation, fostering a positive cycle for all parties involved.

5.1.1 Workforce Structure

We emphasize diversity and equal opportunity for all employees, regardless of race, gender, age, religion, nationality, or political affiliation. Every employee is treated with equal respect and care, and is able to work in a stable and fair environment, feeling proud and fulfilled. This has always been our goal and expectation. As of December 31, 2023, the construction sector employed 1,525 people, and the department store service sector had 212 employees, totaling 1,737 employees. Among all employees, 1,728 were full-time employees, and there were 9 part-time employees. Non-employee workers included cleaning staff, security personnel, contractors, forklift operators, factory workers, interns, and hair stylists, with the largest group being 874 construction and contract workers indirectly employed through contractors in the construction sector, followed by 257 outsourced cleaning staff and 155 security personnel.

Ruentex Engineering & Construction views foreign temporary workers as important partners in construction contracting. As foreign employees make up 22% of the company's workforce, it is essential to take good care of these individuals who come from abroad to work hard in Taiwan. In addition to providing the necessary insurance and benefits, the company also offers pre-employment training for foreign workers and establishes a grievance channel for them to communicate with supervisors. When signing contracts with foreign workers, the company adheres to relevant laws and internal regulations, ensuring that foreign employees receive the same social welfare benefits as domestic employees. Through careful management and support for foreign workers, the company helps them work without worries and reduces the risks they may face on the job.

| Number of employees

Location	Construction Industry		Department Store and Service Industry	
Gender	Male	Female	Male	Female
Full-time/ full-time	1,160 人	365 人	57 人	146 人
Part-time	0	0	3	6
Total	1,525		212	
Total number of employees	1,737			

Under the ratio of male to female employees under the diversity statistics of active employees Note 1 is 1.92:1. Regarding age distribution, 57% of employees are between 30 and 50 years old. In terms of employee grade, 19% hold managerial positions, with women accounting for 22% of those managerial roles. Additionally, 100% of senior management are local residents of Taiwan. To provide stable employment opportunities and support self-sufficiency for disadvantaged groups, by the end of 2023, a total of 11 employees with physical or mental disabilities were employed in the construction and department store service sectors, in compliance with relevant regulations under the People with Disabilities Rights Protection Act. In 2023, no reports of discrimination, child labor, forced, or compulsory labor were received from employees, nor were any discovered through investigations. In terms of professional certifications, a total of 680 certifications were obtained. The majority, approximately 200, are related to quality management; 154 are related to occupational safety and health, and 86 are for construction site supervisors. This demonstrates Ruentex Group's emphasis on professional certifications to enhance its expertise and provide better services to customers. It can be seen that Ruentex Group attaches great importance to the requirements for professional licenses, so as to exert its professional capabilities and provide customers with better services.

Diversity Workforce Statistics Note 1

Category	Group	Construction Industry		Department Store and Service Industry	
		Number of People	Percentage of that Category	Number of People	Percentage of that Category
Gender	Male	932	72%	60	28%
	Female	365	28%	152	72%
Age	Under 30 years old	251	19%	44	21%
	Aged 30-50	730	56%	124	58%
	Aged 50 and above	316	25%	44	21%
Grade <small>Note 2</small>	Management personnel	248	19%	41	19%
	Non-management personnel	1,049	81%	171	81%
Other Diversity Indicators					
Number of People with Disabilities		8		3	
Total Number of Professional Certifications		524		156	

(Note 1) The diversity statistics do not include the 228 foreign temporary employees from Ruentex.

(Note 2) Management refers to department heads or higher positions, with management responsibilities.

In 2023, a total of 265 new employees were recruited in the construction and retail service industries, with a new hire rate of approximately 18%. Additionally, 253 employees left, resulting in a turnover rate of about 17%. An analysis of the reasons for employee departures found that workload, personal development plans, family factors, and compensation/benefits were the primary reasons. Ruentex Group actively investigates the causes of employee resignations and responds by formulating new policies to enhance employee rights and benefits.

New Employee Statistics

Category	Group	Construction Industry		Department Store and Service Industry	
		Number of People	Percentage of that Category	Number of People	Percentage of that Category
Gender	Male	147	71%	16	28%
	Female	60	29%	42	72%
Age	Under 30 years old	74	36%	23	40%
	Aged 30-50	118	57%	27	46%
	Aged 50 and above	15	7%	8	14%
Subtotal of New Employees		207	100%	58	100%
New Employee Rate		16%		27%	
Total Number of New Employees		265			
Overall New Hire Rate (%)		18%			

(Note 1) New Hire Rate = Number of new employees in the year / Number of employees as of December 31.

(Note 2) New employees do not include internal transfers within the group.

(Note 3) The calculation of the new hire rate does not include foreign temporary employees of Ruentex.

Employee Turnover Statistics

Category	Group	Construction Industry		Department Store and Service Industry	
		Number of People	Percentage of that Category	Number of People	Percentage of that Category
Gender	Male	146	77%	18	29%
	Female	44	23%	45	71%
Age	Under 30 years old	50	26%	22	35%
	Aged 30-50	105	55%	30	48%
	Aged 50 and above	36	19%	11	17%
Turnover Employee Count		190	100%	63	100%
Turnover Rate		15%		30%	
Total Turnover Employees		253			
Total Turnover Rate (%)		17%			

(Note 1) Turnover Rate = Number of Turnover Employees / Number of Employees as of December 31.

(Note 2) Turnover Employees do not include internal transfers within the group.

(Note 3) Turnover Rate calculation does not include temporary foreign workers from Ruentex Engineering.

5.1.2 Compensation Policy

Ruentex Development, Ruentex Xu-Zhan, Ruentex Bai-Yi, Ruentex Construction, and Ruentex Innovative Development have established a compensation process that takes into account the overall operational performance of the company, the future risks and development trends of the industry, as well as individual performance achievements and contributions to company performance. Performance evaluations and salary rationality are proposed by the Compensation and Remuneration Committee and approved by the Board of Directors, with timely reviews based on actual operational circumstances and relevant laws, aiming to balance sustainable business operations with risk management.

Annual total compensation is calculated as basic salary (guaranteed, short-term, and fixed remuneration combined), depending on the availability of internal organizational data. To ensure fairness and equality, Ruentex Development has implemented a policy of equal pay for equal work, regardless of gender, ensuring that salary, performance evaluation, promotions, and employee benefits are not influenced by gender or age. In 2023, there was no significant disparity in the salary ratios between men and women, except for the management level at Ruentex Development.

For non-managerial full-time employees, excluding the wholesale division (Chung Lun RT-Mart), the average salary in 2023 was 1.227 million NTD. When compared to other publicly listed domestic construction and materials companies, this ranks 8th. The median salary was 1.005 million NTD. The highest individual annual compensation was 9.26 times the median annual compensation of other employees. The rate of increase in the highest individual annual compensation was -0.01 times the median increase rate for other employees.

(Note) The scope differs from that disclosed on the Market Observation Post System, causing discrepancies in values.

5.1.3 Development and Training

| Employee education and training

Ruentex Development Group values the career development and professional growth of its employees. From the moment new employees join, there is a series of onboarding training programs and support measures in place to help them quickly adapt to the work environment and integrate into their roles.

Each year, we allocate a budget for employee training to enhance their professional skills, leadership abilities, and career development. Training courses cover various areas such as safety and health, administration, finance, and construction. For instance, in 2023, we introduced information security training to improve internal staff knowledge and expertise in cybersecurity. We also encourage employees to pursue external educational courses and attend seminars, supporting them in their continued learning and self-improvement.

| New Employee Support Initiatives

Item	Description
New Employee Onboarding Training	On the day of onboarding, new employees receive training to assist with the registration process.
New Employee "Work Journal"	For the first three months after joining, new employees are asked to fill out a New Employee Guidance Interview Form and maintain a "Work Journal" to document their work experiences. This includes recording daily tasks, challenges faced, and obstacles encountered. Mentors assist in addressing and resolving these challenges through communication.
Work Guidance Plan	The work guidance plan is tracked, and relevant support is provided to new employees.
Three-Month Post-Probation Follow-Up	At the end of the three-month probation period, interviews or phone calls are conducted to check on the new employee's adaptation and provide care. A follow-up questionnaire is also conducted to help supervisors better understand the employee's work situation.

| Annual Training Programs

Item	Description of Content
General Courses	New employee training, health-related seminars
Safety and Health Courses	Occupational safety-related knowledge
Administrative Courses	Administrative operations
Finance and Accounting Courses	Continuing education for accounting managers, internal control standards
Information Technology Courses	Cybersecurity-related courses, Oracle operations
Management Courses (Leadership)	Training for excellent supervisors, basic-level supervisor training
Construction Professional Courses	Civil engineering and mechanical & electrical (M&E) related professional training

In 2023, employees in the construction and retail service sectors of the Ruentex Group received a total of 27,988 training hours and 2,286 training hours, respectively. On average, each employee received 22 hours and 11 hours of training in these sectors.

| Employee Training Hours Statistics

Location	Construction Industry		Department Store and Service Industry	
Grade	Male	Female	Male	Female
Total working hours	22,113	5,876	906	1,380
Average hours	24	16	15	9
Grade	Management personnel	Non-management personnel	Management personnel	Non-management personnel
Total working hours	6,492	21,496	1,600	686
Average hours	19	22	40	4
Total working hours	27,988		2,286	
Average Training Hours per Employee	22		11	

◦ Employee Performance Management

For the first three months after joining the Ruentex family, new employees are asked to complete a "New Employee Mentoring Interview Form" and a "Work Log" to document their daily tasks, challenges, and difficulties. Mentors assist in resolving any issues.

For existing employees, we maintain open communication about operational updates and future outlooks through regular financial and business meetings. As well as annual conferences. We also conduct performance reviews twice a year, focusing on two main areas: "Implementation of Group Core Values" and "Work Goal Planning and Outcomes." These reviews include self-assessments, supervisor evaluations, and interviews, creating a two-way communication channel. This allows for a deeper understanding of employees' alignment with the company and encourages them to share feedback. In case of major events affecting employees, immediate explanations are provided. In 2023, 96.53% of construction sector employees and 89.62% of retail service employees completed annual performance evaluations in the Ruentex Group.

(Note) Employees who have been with the company for less than three months do not participate in performance evaluations, hence the evaluation rate is not 100%.

Evaluation Topics	Evaluation Details	Evaluation Score Weight
Implementation of Group Core Values	Loyalty, Enthusiasm, Teamwork, Innovation, Customer Satisfaction, Sharing	20%
Work Goals and Outcomes	Actual performance, efficiency, quality, cost-related indicators, and work priorities	80%

◦ Employee Performance Evaluation Statistics

Location	Construction Industry		Department Store and Service Industry	
Total number of employees who completed evaluations	1,252		190	
Percentage	96.53%		89.62%	
Gender	Male	Female	Male	Female
Number of employees who completed evaluations	908	344	55	135
Percentage	97.32%	94.51%	91.67%	88.82%
Grade	Management personnel	Non-management personnel	Management personnel	Non-management personnel
Number of employees who completed evaluations	258	994	41	149
Percentage	100%	95.67%	100%	87.13%

5.1.4 Labor-Management Communication

Ruentex encourages effective communication among colleagues, emphasizing timely reporting of progress to supervisors, both good and bad news. To protect employees' rights, provide a work environment free from gender discrimination and sexual harassment, and encourage direct communication between employees and management, in addition to holding regular quarterly labor-management meetings to discuss labor relations coordination, cooperation, working conditions, welfare planning, and improving work efficiency, we have established a corporate union to further enhance communication channels. Ruentex Development's corporate union operates through teams responsible for training, welfare, general affairs, and accounting, holding meetings once per quarter. These meetings discuss balancing the rights and obligations of both labor and management, fostering cooperation, safeguarding workers' rights, and addressing other related issues. Although the company has established a union, the union has not yet requested group agreement negotiations with the company, and therefore, no collective agreement has been signed.

In the Ruentex Development family, it is crucial to provide employees with channels to express their opinions, needs, suggestions, and to speak up for themselves. Therefore, we have a dedicated HR department to handle employee complaints, and we regularly hold labor-management meetings to resolve any labor-related disputes. In 2023, we did not receive any complaints or encounter any labor disputes. We also established a Sexual Harassment Prevention Committee to assist in the prevention of sexual harassment and protect the rights of victims. In accordance with Article 7, Paragraphs 1 and 2 of the Sexual Harassment Prevention Act, we formulated guidelines for handling sexual harassment complaints and investigations, and we provide channels to receive sexual harassment complaints. Detailed information can be found in the dedicated section on our official website. In 2023, no sexual harassment complaints were received. Additionally, regarding notice periods for job changes, we comply with the relevant notification procedures outlined in Taiwan's Labor Standards Act, providing employees with sufficient time to adjust.

◦ Employee Satisfaction Survey

Starting in 2024, Ruentex Development plans to conduct an annual employee satisfaction survey to assess employee satisfaction with various aspects of the company, including its integrity, image, policies, organizational atmosphere, communication within departments, work enthusiasm, alignment, team quality, and attitude. Through the survey, we aim to respond promptly to employee concerns and suggestions, facilitating appropriate adjustments and improvements.

Currently, our subsidiary, Ruentex Engineering & Construction, conducts employee satisfaction surveys. In 2023, the average scores for both the first and second halves of the year reached 94.5. Based on the survey results and employee feedback, improvements were made. For example: Enhanced internal communication, ensuring timely updates on company developments and decisions, fostering a sense of consensus and trust. Consistently pay attention to employee suggestions regarding compensation, regularly reviewing market trends and company performance to make appropriate adjustments, ensuring that employees feel adequately recognized and rewarded for their contributions.

5.2 Employee Care Implementation

GRI:401-2

To create a happy, harmonious, and friendly working environment, Ruentex Development has established an Employee Welfare Committee and a labor union, which, by law, hold labor-management meetings each quarter to plan and discuss employee welfare-related matters.

| Current Employee Welfare Policies



Leisure and recreational activities

- Employee Travel
- Family Day activities
- Domestic and international travel subsidies
- Domestic cultural and artistic events
- Private movie screenings or distribution of movie tickets
- Holiday events



Welfare Allowances

- Insurance (Labor, Health, Group Insurance for Employees and Dependents, Occupational Accident, Labor Retirement)
- Maternity Allowance
- Wedding, Funeral, and Celebration Allowances
- Hospitalization and Disability Subsidies
- Year-end Bonuses
- Health Check-ups (arranged twice annually)
- Nursing Rooms
- Business phone call reimbursement, provision of beverages/environmental facilities
- Discounts on products from company brands
- Periodic employee discount sales for company brands

5.2.1 Welfare and Subsidies

In addition to providing labor, health, group, and labor retirement insurance, Ruentex Development Group also offers employees subsidies for weddings, childbirth, funerals, hospitalizations, and disabilities. The company distributes gift vouchers to employees during Chinese New Year, Labor Day, Dragon Boat Festival, Mid-Autumn Festival, and birthdays. All employees enjoy staff discounts when shopping at Ruentex Development's subsidiary-operated CITYLINK malls or TSUTAYA BOOKSTORE, and periodic employee sales events are held. Furthermore, Ruentex places special emphasis on employees' health by organizing health check-ups on a regular basis, far exceeding legal requirements, in order to help employees gain a more thorough understanding of their own health.

Key Features of Ruentex Health Check-ups

- **Standards exceed legal and industry norms!**

- (1) All full-time employees, regardless of age, are offered two health check-ups annually.
- (2) In the first half of 2023, health check-up items for both men and women included 72 items, while in the second half, 49 items were included for both.
- (3) The check-up items cover urine tests, blood tests, liver, gallbladder, and kidney function tests, chest X-rays, abdominal ultrasounds, and cancer screenings.
- (4) To encourage senior employees to prioritize their health, personalized executive health check-ups are provided to employees aged 40 and above at the managerial and assistant managerial levels. In addition to the executive health check-up, vice presidents and above are offered annual membership health care services. The company subsidizes 75% of the costs for executive check-ups and health care services. In 2023, Ruentex Development Group's construction and retail services businesses subsidized a total of NT\$10,190,400 for full-time employee health check-ups.

Note: health check-ups include general employee and senior management check-ups.

- **Not only do we identify health issues, but we also aim for complete recovery!**

The health check-up report not only includes the current examination results and recommendations but also provides trend lines tracking various health indicators from past tests. This allows employees to not only understand their current health status but also track the changes in their indicators over the last five check-ups, helping them detect abnormalities early, adjust their lifestyle, and seek treatment.

- **We care about your family's health too!**

In addition to fully covering the cost of standard employee health check-ups, we offer more advanced self-paid examination options and discounted health check-ups for family members. This not only gives employees more choices but also extends care to their loved ones.

- **Health is important, and so is environmental sustainability!**

In line with our environmental commitment, all health check-up reports are provided as encrypted electronic files directly to the employees, ensuring personal information remains secure and preventing unnecessary paper waste.

Parental Leave

Ruentex Development Group understands employees' needs of raising children, and we offer a comprehensive parental leave system. Employees can apply for parental leave until their children reach the age of three, with a maximum leave period of two years. In 2023, a total of 69 employees were eligible for parental leave, with 20 employees actually taking it, and the retention rate for female employees was 100%.

Item	Number of Male Employees	Number of Female Employees	Total
Total number of employees eligible for parental leave in 2023 (A)	44	25	69
Total number of employees who applied for parental leave in 2023 (B)	4	16	20
Total number of employees expected to return to work after parental leave in 2023 (C)	4	10	14
Total number of employees who actually returned to work after parental leave in 2023 (D)	1	6	7
Total number of employees who actually returned to work after parental leave in 2022 (E)	3	3	6
Total number of employees who remained employed 12 months after returning from parental leave in 2022 (F)	2	3	5
Parental Leave Application Rate (B/A)	9%	64%	29%
Return to Work Rate (D/C)	25%	60%	50%
Retention Rate (F/E)	67%	100%	83%

Exclusive to Ruentex! Comprehensive Group Insurance

Ruentex Development places great emphasis on the health and well-being of its employees. We are committed to offering the most comprehensive protection plan, especially in medical coverage, which is broader than that offered by other companies to alleviate the potential economic pressures in case of accidents. We not only fully cover the group insurance premiums for our employees, but also include life insurance, accident insurance, medical insurance, and cancer insurance, with a special focus on cancer insurance, making our coverage even more comprehensive. This ensures that our employees receive full protection in any situation.

Additionally, we extend group medical insurance to the spouses and children of our employees, offering them discounted rates so that their families can also enjoy the benefits of complete protection. We understand that the health of our employees is a valuable asset to the company. For this reason, Ruentex Development has invested significant resources into employee care, ensuring that every employee can work with peace of mind and without any worries.

For short-term and more transient hourly employees working in our malls or at TSUTAYA BOOKSTORE, the company has specially provided employer liability insurance to ensure their safety while on the job. These measures not only allow employees to work confidently but also provide additional protection and care for their families in the event of an accident.

Retirement system

Ruentex Development has established a "Labor Retirement Reserve Fund Supervisory Committee" which is responsible for reviewing employee retirement eligibility and handling pension disbursement matters. Employees who meet the retirement qualifications under the Labor Standards Act can apply for retirement based on their health and work capability. According to the Labor Standards Act, Ruentex Development allocates a monthly retirement reserve for employees covered under the old pension system. For employees who choose the new labor pension system under the Labor Pension Act, the company contributes 6% of the employee's insured salary to their individual pension account at the Bureau of Labor Insurance, with the option for employees to voluntarily contribute an additional 0% to 6%.

Employee Assistance Program (EAPs)

To help employees overcome challenges in their personal and professional lives, the company plans to introduce an Employee Assistance Program (EAPs). This program will cover aspects such as personal health, family and marriage, legal matters, and emotional management, providing confidential and professional one-on-one counseling services. The aim of the EAP is to offer solutions to these issues, effectively assisting employees in resolving problems while also enhancing their trust and sense of belonging to the company.

Through the implementation of the EAP, we hope to provide professional support and assistance for employees facing various life and work challenges, ultimately improving overall job satisfaction and well-being. We are excited to launch this initiative and encourage everyone to actively participate, as we work together to create a healthier and more harmonious work environment.

5.2.2 Leisure and Recreation

We value the interaction between employees, their families, and the company, and hope that through mutual understanding, employees' families can better understand the company's situation and support their development within the company. In 2023, we continued to provide employee travel subsidies and organize family day activities.

Employee Travel Subsidy

Considering the significant changes in society, travel has become more convenient and diverse. We hope to offer employees greater flexibility and options, allowing them to take time off from work to travel, relax, and spend more time with their families. Instead of organizing company-wide employee trips as we did in the past, we have adjusted the process by purchasing travel vouchers from travel agencies and distributing them to employees, enabling them to plan their trips according to their preferences. However, due to the COVID-19 outbreak in early 2020, we recognized that employees might reduce travel during the pandemic. As a result, we switched to providing cash subsidies to all employees to offer more flexibility in their use.

Family Day activities

To enhance the understanding and recognition of new business ventures by employees' families, TSUTAYA BOOKSTORE introduced the new "SHARE LOUNGE" store format. Following the easing of the COVID-19 pandemic in the second half of 2021, we planned family day activities that continued into 2023, providing each employee with a certain amount of free books and dining credits. Employees could choose a convenient time to visit with companions. In the elegant bookstore atmosphere, employees could enjoy delicious food with family and friends, adding more joy to their lives outside of work.

Club Activities

We actively encourage employees to establish and participate in various club activities. For example, Ruentex Engineering & Construction created multiple clubs, such as cycling, basketball, and badminton, to allow employees with common interests to learn from one another and strengthen their friendships.

5.3 Safe Workplace Environment

GRI : 403-1、403-2、403-3、403-4、403-5、403-6、403-7、403-8、403-9
SASB : IF-HB-320a.1.

The group regards employee safety and health as essential assets for sustainable business. We are committed to reducing the occurrence of occupational injuries and diseases through various occupational safety and health management plans, risk and impact management, health services and promotion activities, and occupational safety and health training. In 2023, we were awarded the following occupational safety-related accolades.

Company Awarded	獎項名稱
Ruentex Engineering & Construction	17th Occupational Safety and Health Excellent Project Golden Safety Award – Excellence in Private Construction
	12th New Taipei City Occupational Safety Award – Outstanding Excellence Award
	Ministry of Labor's "Occupational Safety and Health Excellence Unit" – Excellent Unit Award
Ruentex Materials	Ministry of Economic Affairs "12th National Standardization Award"

To ensure all employees can work confidently in a safe and healthy environment, we prioritize property management and environmental quality in their primary workplaces. Ruentex Engineering & Construction, Ruentex Materials, and Ruentex Interior Design have all established Occupational Safety and Health Committees, which hold quarterly meetings to discuss safety and health-related matters, ensuring a secure workplace environment.

5.3.1 Occupational Safety and Health Management

To provide all employees with a safe and hygienic workplace environment and mitigate the negative impacts of occupational safety and health hazards on staff, the company implements various measures. In the office environment, in addition to routine cleaning and maintenance of security facilities, we regularly test drinking water quality, monitor air quality, replace lighting fixtures, and disinfect office spaces. Our aim is to ensure a safe and hygienic working environment for all employees. Additionally, in support of environmental initiatives, we provide easily dissolvable toilet paper in both male and female restrooms, encourage employees to participate in resource recycling, and facilitate the collection of used batteries and the reuse of photocopy paper.

In the construction industry, occupational safety and health management is crucial. It is an important measure for ensuring the safety of workers and the company by establishing safety regulations and measures to help prevent and address workplace hazards. This helps protect the health and safety of workers, improve work efficiency and quality, and reduce accidents and losses in construction projects. As a result, our company places great emphasis on occupational safety and health management. To comply with the Occupational Safety and Health Management Regulations, relevant occupational safety and health laws, and ISO 45001 requirements, we have established the "Occupational Safety and Health Management Regulations" as a guide for all personnel to follow and implement. Ruentex Engineering & Construction, Ruentex Materials, and Ruentex Interior Design have each formed Occupational Safety and Health Committees. Ruentex Engineering & Construction's committee consists of 43 members, with 70% representing labor and 30% representing management. Ruentex Materials' committee consists of 15 members, with 33% labor and 67% management representation, while Ruende's committee consists of 8 members, with labor and management accounting for 62.5% and 37.5%, respectively. Each company's Occupational Safety and Health Committee holds quarterly meetings to review, coordinate, and propose safety and health-related matters. The main topics of discussion include: reviewing and revising occupational safety and health policies and management plans, approving safety and health education and training implementation plans, monitoring results and countermeasures for workers' operational environments, health promotion and management, business unit audits, hazard prevention measures, occupational injury investigation reports, and on-site safety and health performance evaluations.

In 2023, Ruentex Engineering & Construction and Ruentex Materials followed the "Occupational Safety and Health Act" and related regulations on construction safety and health for on-site management. Both companies have also passed the ISO 45001 Occupational Safety and Health Management System certification. They conducted hazard identification and risk assessments at construction sites, implementing improvement measures based on the evaluation results to reduce the risk of occupational accidents. In 2023, according to the ISO 45001 Occupational Safety and Health Management System, the management system covered all construction site employees and workers (including contractors and subcontractors) across 23 project sites. The system covered a total of 2,359 individuals, including 1,305 employees and 1,054 workers such as contractors.

| Occupational Safety and Health Risk Assessment Planning, Execution, and Operation

流程		描述
I	Six-week Construction Forecast	Based on the project's six-week construction forecast, identify the types of hazards/risk factors.
II	Occupational Safety and Health Risk Assessment Form	Create and update the risk assessment form to identify and evaluate the high-risk hazard categories for each task. Develop appropriate occupational safety and health management measures, such as work methods, procedures, and self-inspection forms, and implement them in construction site operations to mitigate potential high-risk hazards.
III	Task Operation Methods and Procedures	Referring to occupational safety regulations, the Safety, Health, and Environmental Management Manual, and company policies, establish the operation methods and procedures for tasks, detailing safety and health measures at each stage. These serve as the basis for managing occupational safety and health operations.
IV	Task Self-Inspection Checklist	Referring to occupational safety regulations and the Safety, Health, and Environmental Management Manual, as well as company policies, the checklist is created and revised to serve as the basis for managing occupational safety and health operations.

Ruentex Engineering & Construction conducts at least 10 risk assessments annually. The personnel conducting these assessments hold certifications in occupational safety and health risk assessment or related qualifications to ensure the quality of the risk identification and response process. During morning meetings at each project site, high-risk hazard types for the upcoming six weeks are reported. The risk levels are classified into ABC categories, and the subsequent handling of the risk is determined according to the process. For risks classified as A, B, or C, the project site conducts an evaluation and creates a presentation. The Occupational Safety and Health Department then assesses the risk level: Category A: Requires a presentation at the head office for further explanation. Category B: Reviewed internally by the assessment team after the presentation. Category C: Reviewed according to the company's safety manual and the current implementation situation, with feedback provided for improvement.

| Hazard Identification Process Flowchart



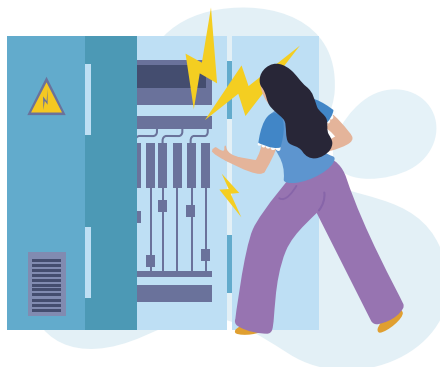
In 2023, Ruentex Engineering & Construction evaluated 13 project sites, including the Nangang Yucheng Project, City Park, and Wanhua Social Housing. Three hazard categories were identified, with the primary high-risk items being falls, falling objects, and fires. Ongoing guidance and prevention measures are necessary, and educational training campaigns were conducted to reduce the likelihood of these risks.

Identified Risk Events	Risk Description and Response Measures
Falls	In cases where there is a risk of personnel falling from heights or scaffolding at the project site, hazard identification is conducted. This is categorized as an A-level risk, requiring a presentation at the headquarters for this particular task.
Falling objects	For tasks involving suspended loads, work near openings, or materials placed on scaffolding that may pose a risk of falling objects, hazard identification is carried out. This is categorized as a B-level risk, and a presentation is prepared for internal discussion by the risk assessment team.
Fires	For tasks involving suspended loads, works near openings, or materials placed on scaffolding that may pose a risk of falling objects, hazard identification is carried out. This is categorized as a B-level risk, and a presentation is prepared for internal discussion by the risk assessment team.

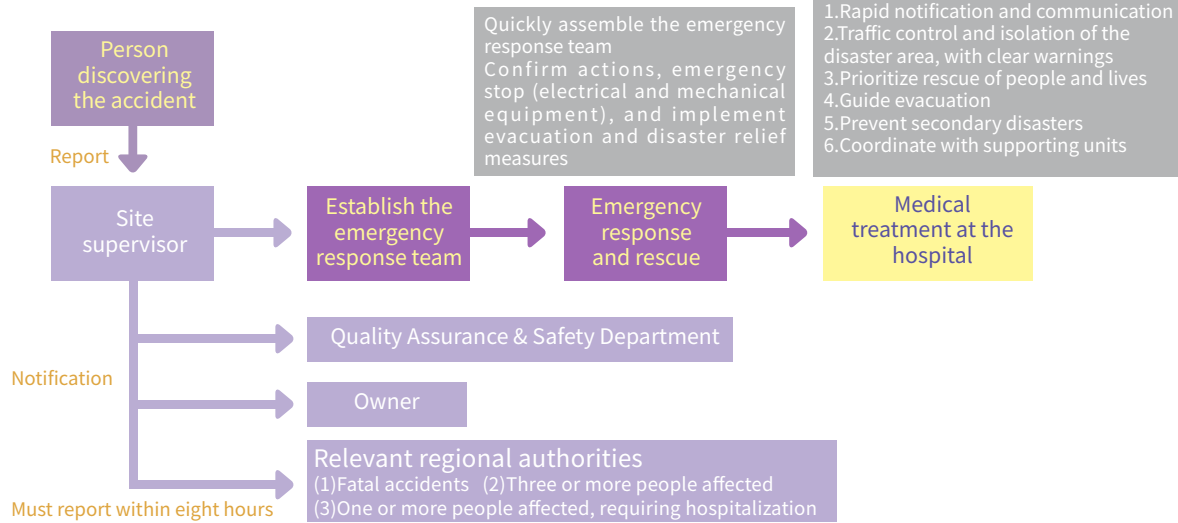
Ruentex Interior Design conducts annual evaluations of occupational hazards and risk factors, primarily based on past experience and market data collection. After analysis, potential high-risk hazard factors are identified, and appropriate risk events and countermeasures are established.

Identified Risk Events	Risk Description and Response Measures
Fall/Slip	Install guardrails, protective barriers, safety nets, lifelines, safe access equipment, aerial work platforms, mobile scaffolding, and ensure the use of safety helmets. Scaffolding must meet regulatory standards, and strict safety equipment usage is required.
Falling objects	Set up guardrails, protective barriers, safety nets, anti-slip tongue plates, and overload prevention devices.
Object Collapse/Fall	Stack items neatly, ensuring they are close together and do not exceed 1.8 meters in height. Use ropes or safety nets for additional protection when necessary.
Crushing/Entanglement	Install guardrails, protective barriers, braking devices, two-hand-operated safety devices, photoelectric safety devices, power cut-off devices, and contact prevention mechanisms.
Punctures, Cuts, Abrasions, or Step-Throughs	Wear protective gloves and safety shoes, and set up warning signs.
Confined Space Hazards Oxygen, Poisoning, Collapse, Explosion	Wear safety helmets, use leak detectors, install ventilation systems, and wear dust and gas masks.
Electrical Hazards	Install electric shock prevention devices, leakage circuit breakers, grounding facilities, and emergency power cut-off switches.
Fires	Installation of explosion-proof electrical equipment, fire detectors, firefighting systems, high-temperature automatic sprinkler systems, and static electricity elimination devices.

To reduce the likelihood of occupational accidents, Ruentex has implemented a project-based safety notification system to promptly monitor on-site conditions and respond to any safety incidents. This has led to the development of an occupational accident reporting procedure. In the event of an accident, the site supervisor is immediately notified, who then informs the project owner, the Occupational Safety and Health Department, and relevant authorities. An emergency response team is formed promptly to carry out rescue operations and arrange medical treatment. This process covers all employees and engineers at all project sites. The Occupational Safety and Health Department regularly inspects worksites, monitors unsafe environments and high-risk behaviors, and supervises improvements



Occupational Accident Investigation Flowchart



Ruentex Engineering & Construction Disaster Classification and Reporting Procedure

Disaster Classification	Description of Situation	Reporting Procedure
Minor Disasters	Can be handled internally (including false alarms) or loss exceeding NT\$10,000	Discovering personnel > Immediate notification to department supervisor > Within 30 minutes, report to Quality and Safety Department supervisor > Within 2 hours, report to the General Manager
Moderate Disasters	One or more individuals injured and requiring hospitalization or losses exceeding NT\$100,000	Personnel discovering incident > Immediately notify department supervisor > Report to Quality and Safety Department supervisor within 10 minutes > Report to the General Manager within 30 minutes
Severe Disasters	Media coverage, one or more fatalities, three or more injuries, or financial losses exceeding NT\$300,000	Personnel discovering incident > Immediately notify department supervisor > Report to Quality and Safety Department supervisor within 10 minutes > Report to the General Manager within 30 minutes > Report to the President within 1 hour

Ruentex Materials Disaster Classification and Reporting Process

Ruentex Materials places utmost importance on occupational safety and health for its employees, maintaining strict vigilance at all times. Regular occupational safety goals and controls are planned, and incidents are managed and prevented according to the "Incident Reporting, Investigation, and Analysis Procedures." This involves reviewing current situations, modifying hazard identification processes, conducting risk assessments, and making improvements. Safety and health awareness is promoted through educational training and on-site self-management, with the aim of eliminating potential hazards and preventing occupational accidents.

Ruentex Materials adopts a "Three-Tier Management" system for safety and health. This hierarchical management model ensures a thorough examination of workplace safety and health conditions at each level. The "Three-Tier Management" system is structured as follows:

First-Level Management	After starting and before finishing work each day, employees inspect their assigned area of responsibility. During shift changes, workers perform 6S handover inspections. Immediate corrections are made for manageable issues, and for issues that cannot be immediately addressed, the department manager is notified for assistance.
Second-Level Management	On-site safety and health management personnel conduct daily safety inspections, maintain records, and send out email notifications. Issues are tracked and improvements are followed up.
Third-Level Management	Ruentex Group conducts unscheduled monthly inspections and evaluations based on the 6S assessment system. Department heads from each division perform monthly checks of their assigned areas and provide scores. These scores are then factored into the distribution of production performance bonuses.

Ruentex Interior Design Disaster Classification and Reporting Process

Disaster Classification	Description of Situation	Reporting Procedure
Level 1: Any form of deviation or abnormal phenomena, minor engineering obstacles	1.Minor property damage (less than 100,000 NTD) 2.Minor engineering obstacles (no need to halt operations, no injuries)	Discoverer > Immediately notify the unit supervisor > Notify the Safety and Health Team within 30 minutes
Level 2: Minor injuries, moderate engineering obstacles, external interference	1.Minor injury (one or more individuals injured and requiring hospitalization) 2.Property damage (up to 100,000 NTD) 3.Moderate engineering obstacles (partial halt of operations) 4.Neighboring property damage	Discoverer > Immediately notify the unit supervisor > Notify the Safety and Health Team within 30 minutes > Notify the Vice General Manager within one hour > Notify the General Manager within two hours
Level 3: Any work safety accident, severe engineering obstacles, personal injury or death, property damage	1.Serious injury or fatality 2.Three or more people injured 3.Property damage (greater than or equal to 300,000 NTD) 4.Severe engineering obstacles (immediate halt of operations) 5.Fires	Discoverer > Immediately notify the unit supervisor > Notify the Safety and Health Team within 15 minutes > Notify the General Manager within 30 minutes

5.3.2 Occupational Health Promotion and Training

Ruentex Engineering & Construction provides workplace protection and prevention plans in accordance with the law. By evaluating and analyzing risk factors, high-risk groups are identified, and improvement measures are selected. Medical units conduct interviews and provide guidance, adjusting work tasks or conditions based on recommendations. Additionally, all full-time employees receive health checkups that exceed legal and industry standards. These checkups aim to prevent disease, monitor health status, detect abnormalities early, and adjust or provide treatment as needed. Health seminars and related educational training are also offered to ensure employees can work in a physically and mentally healthy state, fulfilling the company's responsibility to care for its employees.

Comprehensive Employee Protection and Prevention Plan

Protection and Prevention Plan	Management Approach	2023 Actions and Outcomes
Maternity Worker Health Protection Plan	Regularly hold health seminars and provide care to pregnant employees, offering guidance on precautions during pregnancy.	A health seminar was held, and one pregnant employee was given special care and reminders regarding necessary precautions.
Prevention of Ergonomic Hazards	1.Employees complete a self-assessment questionnaire on musculoskeletal symptoms. If potential risks are identified, a tracking list is established 2.Regular health seminars conducted by physical therapists 3.Ad-hoc sharing of health information through internal emails	1.Two employees scored 3 on the musculoskeletal symptoms questionnaire. After follow-up by a nurse, their scores were between 2-3, and rehabilitation department follow-up was recommended 2.A total of six health seminars were held, with the physical therapist providing daily suggestions to reduce the occurrence of occupational injuries.
Prevention Plan for Abnormal Workload-Induced Diseases	1.Regular health checks that surpass legal requirements. 2.Regular health seminars and provide one-on-one consultations with doctors and nurses, along with health tracking services for employees. 3.Ad-hoc sharing of health information through internal emails	1.Two annual health check-ups are provided 2.Seven health seminars were conducted
Prevention Plan for Unlawful Harm in the Workplace	Information is posted on bulletin boards and the company website's employee section for staff reference	Information is posted on bulletin boards and the company website's employee section for staff reference

Ruentex Engineering & Construction strengthens employees' awareness of occupational safety and health through a series of training courses. Specialized courses are designed for different professions, including high-risk work training, construction site education, and fire drills. Additionally, the company promotes online learning, with courses available on the company's educational platform for easy access by employees. In 2023, Ruentex Engineering & Construction updated its 2022 Safety, Health, and Environmental Protection Management Manual by adding 9 categories and 45 new work projects. These projects establish standard operating procedures (SOPs), which are included in the company's safety and environmental management manual. These manuals not only provide guidance but also emphasize the company's strong commitment to employee safety.

| Safety and Health Standard Operating Procedure Manual

Category	Work Items
Personal Protective Equipment	Personal Protective Equipment
General management	Access control, safety bulletin boards, signage, safety vests, typhoon protection measures, completion protection, warehouse management
Environmental Management	Construction fencing, 6S standards for work sites, construction paving, environmental pathways, car wash stations, temporary toilets, worker rest areas and smoking zones, material stacking, garbage chutes and storage areas (waste sorting and reduction measures), water-saving measures, high-temperature operation protection measures
Falls and Collapses	Scaffolding, mobile scaffolding, ladders and step ladders, aerial work platforms, guardrails and covers for openings, formwork engineering, lift openings, diaphragm wall guides and excavation pits, fall arrest devices, steel structure engineering, safety nets, retaining walls, sloped roofs, rebar engineering, hoisting baskets
Preventing Electric Shocks	Overhead wiring, distribution boxes, high-voltage protection, welding machines, and electrical use control
Precast Engineering	Precast construction specifications
Hoisting Operations	Crane Operation Safety
Fire management	Acetylene welding devices, fire extinguishers, hot work control
Confined Space Operations	Confined Space Operations

Ruentex Engineering & Construction promotes the "Seven-Set Management" method, emphasizing that through prior planning and management, efficiency can be increased, waste reduced, and quality improved, while also ensuring workplace safety. Combined with the 6S principles, this approach helps to maintain a clean and orderly work environment. The integration of these two management methods not only improves work efficiency but also creates a safe and organized work environment. Moving forward, Ruentex Engineering & Construction will continue to promote and innovate occupational safety and health initiatives to ensure that every employee can grow in the safest and healthiest environment.

In 2023, in response to the Ministry of Labor's promotion of the "Taiwan Occupational Safety Card" aimed at enhancing disaster prevention knowledge for construction workers, Ruentex Engineering & Construction's certified occupational safety and health instructors held training sessions at the company and on-site. Upon completing the 6-hour course and passing the online test, workers are issued a Taiwan Occupational Safety Card, certifying that they have successfully completed general occupational safety and health education training.

| Ruentex Engineering & Construction Occupational Safety and Health Education and Training

Occupational Safety and Health Education and Training	Training Target	2023 Performance
Introduction to Ruentex Safety and Health Culture	New employees	Held 33 sessions, with a total of 81 participants
High-Risk Operation Control Awareness	Site workers	Held 19 sessions, with a total of 266 participants
New Construction Site Education and Training	Site workers	Held 33 sessions, with a total of 81 participants
Occupational Safety Personnel In-Service Retraining	Holders of safety and health certificates	A total of 42 participants, with an average of 12 hours per person
AED Usage and Fire Drill	All employees	One fire drill session held, with a total of 10 participants.
On-The-Job Training (OJT)	All employees	A total of 46 in-person on-the-job training sessions were held at various construction sites.

Ruentex Materials has strengthened employees' occupational safety and health awareness through a series of educational training courses tailored to different specialties. These include radiation protection, forklift operation, crane operation, fire drills, and more. The company has established strict safety standards and procedures, creating standard operating procedures (SOPs) for each task, which are compiled in the company's "Safety and Health Work Manual." This manual not only provides guidance but also emphasizes the company's commitment to the safety of every employee. Furthermore, it incorporates the 6S principles, reinforcing the cleanliness and orderliness of the work environment to ensure that every employee can grow in the safest and healthiest conditions.

| Ruentex Materials Occupational Safety and Health Education and Training

Occupational Safety and Health Education and Training	Number of Trainees
Safety and health education training for new and current employees	25
Fire drill	20
First-aid personnel retraining	20
Continued education in radiation protection (retraining)	3
Radiation protection personnel training	1
Forklift operator (retraining)	11
Daytime occupational safety and health management personnel (retraining)	2
Fixed crane operator (retraining)	5
CPR training	43

In order to safeguard employees' physical and mental health, Ruentex also offers workplace protection and prevention mechanisms. Every year, employees undergo two health check-ups. Before these check-ups, employees are asked to complete labor inspection and overwork questionnaires. The results from these questionnaires, combined with the health examination results, are used to assess and analyze risk factors, identifying high-risk groups. These groups are continuously monitored to prevent illnesses and other abnormal health conditions.

| Ruentex Interior Design Occupational Safety and Health Education and Training

Occupational Safety and Health Education and Training	Training Target	2023 Performance
Occupational Safety and Health Education and Training	New employees	Conducted 29 sessions, with 62 participants, totaling 186 training hours
Quality Assurance and Safety Education and Training	For Engineering Department staff	Conducted 2 sessions, with 63 participants, totaling 63 training hours
General Occupational Safety and Health On-the-Job Training	For all company employees	Conducted 2 sessions, with 4 participants, totaling 24 training hours
Category A Occupational Safety and Health Business Supervisors in the Construction Industry	For assigned colleagues in the Engineering Department	Conducted 14 sessions, with 15 participants, totaling 380 training hours
Occupational Safety and Health Management Personnel On-the-Job Education and Training	For assigned colleagues in the Engineering Department	Conducted 1 session, with 1 participant, totaling 115 training hours
Taiwan Occupational Safety Card	For all company employees	Conducted 5 sessions, with 111 participants, totaling 666 training hours
Occupational Safety Card Instructor Training	For assigned colleagues in the Engineering Department	Conducted 1 session, with 1 participant, totaling 6 training hours
Safety and Health Education and Training for Supervisors of Organic Solvent Operations	For assigned colleagues in the Engineering Department	Conducted 2 sessions, with 2 participants, totaling 36 training hours

5.3.3 Occupational Health Promotion and Training

In 2023, Ruentex Development's construction sector reported 11 employees who experienced occupational injuries, primarily involving falls and trips. All injured employees received immediate medical treatment, with follow-up measures implemented for the affected cases. Continuous safety education and preventive measures were reinforced to reduce the occurrence of occupational injuries.

	Employees	Workers
Total Working Hours Note 1	2,793,895	1,961,590
Number of Occupational Injury Fatalities Note 2	0	0
Occupational Injury Fatality Rate Note 3	0	0
Number of Serious Occupational Injuries Note 4	0	1
Serious Occupational Injury Rate Note 5	0	0.1020
Number of Recordable Occupational Injuries Note 6	2	9
Recordable Occupational Injury Rate Note 7	0.1432	0.9176

(Note 1) According to SASB IF-HB-320a.1, the definition of "direct employees" aligns with GRI 2-7's definition of employees, including full-time/part-time, permanent/temporary employees in the construction industry. The definition of "contracted employees" aligns with GRI 2-8's definition of workers, including workers in the construction industry, such as contractors, cleaners, security personnel, and other non-employee workers such as dispatch workers.

(Note 2) Number of fatalities caused by occupational injuries.

(Note 3) Occupational injury fatality rate = (Number of occupational injury fatalities / Total working hours) * 200,000.

(Note 4) The number of serious occupational injuries refers to injuries that prevent workers from returning to their pre-injury health condition within six months, excluding fatalities.

(Note 5) Serious occupational injury rate = (Number of serious occupational injuries / Total working hours) * 200,000.

(Note 6) Number of recordable occupational injuries, including fatalities caused by occupational injuries.

(Note 7) Recordable occupational injury rate = (Number of occupational injuries / Total working hours) * 200,000.

In 2023, for Ruentex Development's department store service sector, the total working hours for employees amounted to 546,526 hours, while workers totaled 484,124 hours, with no occupational injury incidents occurring. Therefore, the recordable occupational injury rate was 0. In addition to regularly hosting safety seminars, the company continues to promote safety awareness and preventive measures to reduce the occurrence of occupational injuries. Should an occupational incident occur, immediate medical aid is provided, and a thorough review and report are conducted to address potential future occurrences.

| Types of occupational injuries

Type	Description	Employees	Workers
Cuts	• While climbing an aluminum ladder, a misstep led to slipping and the shin was caught and injured. After treatment, two stitches were applied, followed by rest for recovery.	0	1
Crushed	• While loosening screws, the hand was placed on the connecting plate, causing a diagonal bar to slip and crush the finger.	0	1
Falls	• Due to damage at the seams of a PC panel pavement, stepping on the seam caused a collapse, leading to injury. Immediate medical attention was given, and the person was kept under observation at the hospital • A fall occurred when unstable pipe material shifted, resulting in surgery at the hospital • Slipping while walking down a staircase on a rainy day led to a fall, followed by surgery at the hospital	0	3
Falls	• While standing on the second-level platform to dismantle the third-level scaffold, the handrail and guardrail got stuck in concrete, causing both to fall along with the worker. The worker was immediately sent to the hospital for surgery. • During the dismantling of scaffolding components and moving them indoors, the worker accidentally slipped and fell through an exposed beam opening, resulting in hospitalization and surgery after medical treatment.	0	2
Rebounds	• While carrying out steel rebar bending, the excessive bend caused a rebound, leading to injuries. The worker was immediately sent to the hospital for treatment. • During raw material bulk bag hoisting operations, one side of the bag's lifting ear tore due to aged stitching, causing the bag to lose balance and collide with the worker, leading to a fall. The worker was sent to the hospital for treatment.	0 1	1 0
Falling objects	• While adjusting the support bracket, the scaffold base was not fixed with screws to the steel beam, causing the beam to overturn and resulting in injury. After receiving medical treatment, the worker returned home to recover.	0	1
Traffic Accidents	• Involved in a traffic accident during the commute and was immediately taken to the hospital for treatment.	1	0

(Note) In 2023, there were no cases of occupational illness among employees or workers.

Realizing Social Prosperity

6.1 Social Engagement

6.2 Senior Housing

- 6.2.1 Happy Aging Lifestyle
- 6.2.2 University-Industry Collaboration
- 6.2.3 Resident Satisfaction Feedback

6.3 Commercial Area Prosperity

- 6.3.1 CITYLINK Station-Integrated Malls
- 6.3.2 SHARE LOUNGE Shared Space
- 6.3.3 Promotion of Local Culture

Realizing Social Prosperity Chapter Cover

Corresponding SDGs:



Policies and Commitments

"Achieving Community Prosperity"

The Ruentex Group adheres to its core values of "Benefiting Society, Ensuring Prosperity." All employees view social responsibility as a personal mission. Since 2012, Ruentex Development Co., Ltd., through its CITYLINK malls, has not only focused on operating rail-connected malls but also emphasized the shared prosperity and development of surrounding neighborhood commercial districts. The company actively collaborates with local governments and numerous social welfare organizations, engaging in in-depth communication with residents and customers in the areas where its branches are located. Leveraging the successful experience of the CITYLINK brand, Ruentex utilizes its advantages to fully commit to public welfare, charitable activities, educational promotion, policy advocacy, and industry collaboration, thereby realizing social prosperity.

Annual Actions and Performance

- Through diverse forms of collaboration, the company implemented social prosperity initiatives in 2023, partnering with nine external social welfare organizations for 12 public welfare projects.
- In Ruen Fu Newlife Corp.' "Happy Aging Lifestyle" project, the resident satisfaction score reached 97.95 in 2023, with an occupancy rate of 95%, and the average residency period was 8 to 10 years.
- Ruenfu engaged in industry-academic collaboration with universities, with 15 students participating, and provided internships, with three interns involved.
- Customer satisfaction surveys for CITYLINK Nankang, Songshan, and Neihu branches were conducted, yielding satisfaction scores of 98.6%, 98.1%, and 95.9%, respectively.
- TSUTAYA BOOKSTORE responded to local procurement efforts, adding 53 new brands in 2023, bringing the total number of local brands to 93, representing a 133% increase compared to 2022.

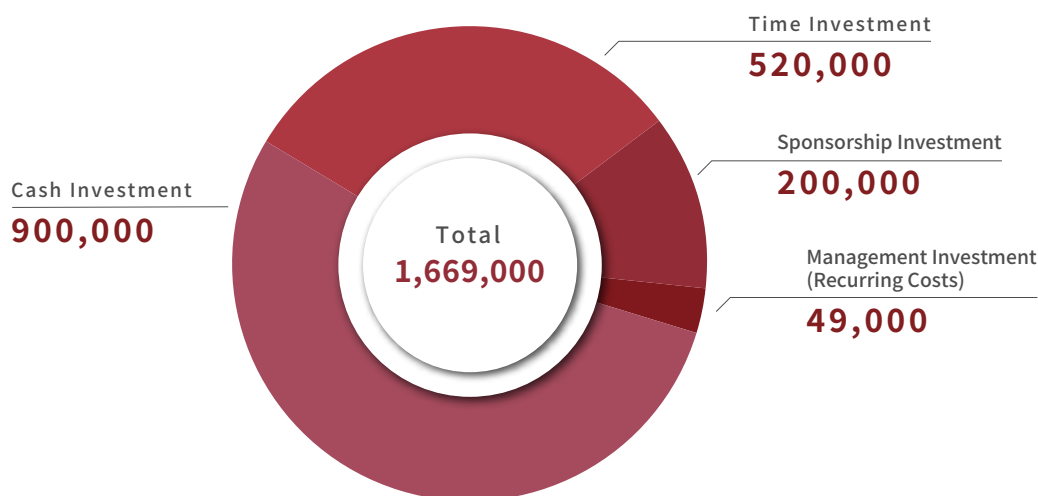
6.1 Social Engagement

GRI : 203-1

The Group upholds the business philosophy of "Benefiting Society, Ensuring Prosperity." In addition to integrating its core capabilities and group resources, it also engages in various forms of collaboration to care for local communities and promote cultural development. The company focuses on public welfare and the promotion of issues concerning disadvantaged groups, providing substantial assistance to ensure they receive adequate services. Additionally, Ruentex leverages its core business strengths to enhance street aesthetics and improve the quality of life for the public.

Ruentex Development has contributed over NT\$100 million to support the overall operations of "Ruenfu," its subsidiary, which is dedicated to providing a safe, secure, comfortable, joyful, and dignified living environment for older adults. This initiative not only gives peace of mind to children entrusting their elders to a professional service team but also allows seniors to embrace a positive and active approach to life after retirement, enjoying a dignified and fulfilling new chapter in their lives.

In its vision to achieve social prosperity, CITYLINK actively establishes deeper partnerships with various charitable organizations. Beyond increasing cooperation opportunities, the goal is to bridge the gap between commerce and public welfare, fostering word-of-mouth marketing to enhance brand loyalty. CITYLINK also aims to proactively organize charity activities, inviting customers to participate in acts of kindness and actively contributing to public welfare. In 2023, Ruentex continued to focus on issues concerning disadvantaged groups, cultural inclusivity, and animal protection. A total of NT\$1,669,000 was invested in collaboration with nine external social welfare organizations across 12 charitable projects. The costs and amounts invested are shown in the table below.



(Note 1)

Time Investment: Refers to the time cost of employees participating in public welfare projects.

(Note 2)

Sponsorship Investment: Covers donations of materials, provision of venues, equipment, etc.

(Note 3)

Management Investment (Recurring Costs): Primarily includes personnel costs for internal group staff managing public welfare-related matters.



6.2 Senior Living

GRI : 203-1

6.2.1 Happy Aging Lifestyle

| Ruenfu's New Lifestyle for Senior Living

According to the latest population forecast report by the National Development Council, Taiwan is expected to become a super-aged society by 2025, where the elderly population will exceed 20%. With Taiwan leading the world in aging speed, the care for the elderly has become a critical issue.

In response to this, the Ruentex Group established Ruenfu Living Corporation in 1991, focusing on the design, planning, and life management services for "senior living residences." To address Taiwan's increasingly severe aging population problem, Ruentex introduced long-term care techniques from Japan, in collaboration with Chugin Construction Co., Ltd., making Ruenfu the first institution in Taiwan to integrate Japanese technology for elderly care. Upholding the concept of sustainable operations, the goal is to give back to Taiwan's elderly community. Ruentex Development has invested over NT\$100 million into this social welfare venture, ensuring that the elderly can enjoy a better quality of life.



Ruenfu has 69 employees dedicated to serving senior residents, including 8 nurses to meet their medical needs, with a medical staff-to-resident ratio of about 1:25, offering 24-hour care in rotating shifts. As of 2023, over 200 residents live at Ruenfu, with an occupancy rate of over 95%. The average length of stay is between 8 to 10 years. In 2023, 11 new households moved in, all referred by current residents. The staff's attentive care has won the hearts of the residents, who now regard Ruenfu as their home, while the caregivers treat the elderly as their own family members.

Ruenfu aims to provide a living environment that is "safe, secure, comfortable, joyful, and dignified." The facility has passed fire safety certifications, and the entire design, from the living environment to individual rooms, is tailored to meet the needs of the elderly. For instance, "Ruenfu Living New Image" is specifically designed for relatively independent seniors, offering a wide range of leisure and exercise activities to enhance their health and enjoyment of their later years. The core values are hospitality and care, where residents are treated with the same warmth and concern as one would care for their own elderly family members. Regarding living spaces, features such as corridor and room warning lights and emergency call buttons are installed for quick assistance. Infrared sensors are set up inside rooms, which alert the front desk if no movement is detected for an extended period, prompting the staff to check in on the resident in case of emergencies.

In terms of nutrition, meals are planned by a nutritionist and prepared by professional chefs, following a low-oil, low-salt, and low-sugar concept. Ingredients are sourced primarily from the RT-Mart procurement system to ensure quality and safety, avoiding issues with pesticide use. Detailed ingredient information and certifications are provided to give residents peace of mind when consuming their meals.

In terms of healthcare, Ruenfu provides 24-hour on-duty nursing staff to handle any emergencies. Additionally, telemedicine services are available, and for residents with chronic illnesses, doctors provide home visits. Regular health check-ups and health seminars are also provided to keep track of residents' health at all times. To accommodate seniors with mobility issues, Ruenfu offers services such as appointment scheduling, medication billing, and prescription pick-ups, saving residents from the hassle of traveling.

In terms of daily living, a shuttle service with 13 trips a day is available to take residents to essential locations, such as post offices, markets, convenience stores, and metro stations. The facility also has an on-site shop, a mobile vegetable truck, and offers postal and banking services. Regular housekeeping services are provided to maintain home cleanliness and living standards.

For leisure and entertainment, Ruenfu offers a variety of classes and activities, such as Qigong and art lessons, to engage both body and mind. There are also numerous recreational facilities, including table tennis, billiards, and mahjong rooms. Additionally, excursions and seminars are organized to enrich residents' lives. Through these vibrant activities, seniors can socialize with one another, maintaining a youthful spirit. Under Ruenfu's care, they can continue to grow personally, with their physical, mental, and emotional well-being being nurtured and supported.

| Exceeding Customer Satisfaction Performance

Ruenfu is dedicated to providing top-tier services and is the first silver-age residential facility in Taiwan to pass ISO9001 certification. In 2023, Ruenfu also received the SNQ National Quality Certification in the Long-term Care and Health category. Additionally, it received the prestigious "Gold Award for Outstanding Service - Senior Housing Category" from Catalyst Research, an international market research company. This award was based on surveys of over 5,000 consumers across five key markets: Taiwan, Hong Kong, Singapore, the Philippines, and Malaysia, with 100% of the votes cast by consumers.

| Community Engagement



Grandparents' Day Youth Club Expo

Ruenfu has held annual Grandparents' Day celebrations for the past five years. This year, they specially planned the "Youth Club Expo," inviting scouts from Lujiang Junior High School to join the fun. Each booth at the expo was hosted by different school clubs, such as the baseball, basketball, kendo, and archery clubs, where seniors could try their hand at various activities. Staff members dressed up in funny costumes, bringing laughter and joy, helping the elderly relive their school days. The scouts served as booth hosts, creating opportunities for interaction and trust-building between the students and the seniors. The Grandparents' Day activities emphasized not just gratitude, but also the continuation of filial piety and family values.



Wheelchair Ballroom Dance

Ruenfu invited instructor Zhang Chiaohui from the New Taipei City Wheelchair Sports Dance Association to lead a group of dance enthusiasts to perform at the facility. Through their graceful and passionate display of ballroom dance using wheelchairs, the performers showcased the beauty of life despite physical disabilities. The residents were deeply moved, and the joy and confidence from the performance continued to resonate long after the event.



Mother's Day Concert

For Mother's Day in 2023, Ruenfu organized a heartfelt music concert filled with love and warmth. The event featured the Taiwan Pharmacists Choir, who came to the facility to offer blessings to the residents. The choir's performance also moved the families and audience in attendance. In addition, the pharmacists enthusiastically engaged with the crowd, leading not only a grand chorus but also inviting residents to join them in dance. The event became a lively gathering, with everyone enjoying the celebration.



Anti-Fraud Seminar

In recent years, fraud cases have been rampant, with new and ever-evolving tactics that often catch people off guard. Seniors, in particular, are more vulnerable due to unfamiliarity with technology and information. To help protect them, Ruenfu partnered with the police this year and invited Officer Lin Ching-hung to educate the elderly on how to avoid scams and safeguard their finances. Officer Lin stressed the importance of staying calm when receiving

suspicious calls, texts, or online messages, verifying the information carefully, and contacting the police if necessary. He emphasized that vigilance is crucial to prevent financial loss.



Anniversary Sale - Elder-Friendly Market

For Ruenfu's anniversary, they hosted a special sale, inviting eight vendors, including Joyful Yangyi, RT-Mart, Lele Longan Dried Fruit, Shuntian Herbs, and Taiwan Sugar Corporation, to participate. During the event, Ruenfu presented Elder-Friendly Appreciation Certificates to the vendors in recognition of their contributions. Additionally, the event featured a fun claw machine filled with great gifts and discount coupons, along with a beanbag toss competition that added excitement to the day. Seniors enjoyed food, games, and entertainment, leaving the event with full hearts and hands.

6.2.2 University-Industry Collaboration

In 2023, Ruenfu engaged in various academic-industry collaborations. For example, it partnered with Hsuan Chuang University to sign a Memorandum of Understanding (MOU) to produce promotional videos that outline the development of Ruenfu in the senior wellness industry, with a total of 15 participants involved in the project. Additionally, it worked with Chaoyang University of Technology and St. John's University of Technology to offer a four-month internship program, in which three students participated. The interns assisted with front-line resident services, including activity participation, front desk services, and caregiving tasks. Ruenfu also collaborated with Tamkang University's Department of Information Technology, where students provided introductions and teaching on using 3C (computer, communication, and consumer electronics) products and helped seniors operate these devices. Moreover, Ruenfu partnered with National Yang Ming Chiao Tung University, utilizing school-developed equipment to allow seniors to test these devices in real-life settings. This collaboration aims to accelerate the verification of facilities and create products better suited to senior needs.



6.2.3 Resident Satisfaction Feedback

In 2023, Ruenfu residents' satisfaction scores reached 97.95. After a detailed survey, the top three most satisfactory services were identified. First was the nursing services, including medical staff consultation, daily care, and medical visits. Second was the services provided by the general affairs team, which covered electrical and plumbing repairs, shuttle bus drivers, and security. The third highest rating was for activities, including staff services during events, the arrangement of courses, and birthday parties.

Elderly Interview Column



People now have a refreshed perspective on retirement, health, and leisure. Staying at home for retirement is no longer the only option. To showcase this, Ruenfu collaborated with media teams like Lianhe Zaobao and influencers and guided them through the wellness and leisurely lifestyle at Ruenfu. Through interviews with elders, they discussed their reasons for choosing Ruenfu and how living there has positively impacted their lives.

Residents' Experience Sharing

Brother Wu: Moving from a familiar living environment to a new one is a challenge. The biggest difference is that living at Ruenfu is incredibly convenient. For example, when something like a broken water pipe or power outage happened at home, I used to have to fix it myself or hire someone, which took time and money. But here, the services provide us with a great deal of convenience. Additionally, as we get older, unexpected situations can occur at any time, and taking care of oneself becomes more burdensome as the body ages. Ruenfu offers 24-hour professional medical services, and each room and hallway is equipped with emergency call buttons, infrared detectors, and cameras, making it easy to monitor movements. This provides a sense of safety.

Teacher Wang: I studied elderly care, and by chance, I came to Ruenfu for a trial stay. I ended up loving it after moving in. The services here are really thoughtful, and living here is very comfortable. I even recommended it to my husband, and we moved in together. There's a friendly exchange among the residents, which makes me very happy.

Mama Lin: Since I have a medical condition, the resources provided by Ruenfu, such as in-home doctor visits, save me the extra time and effort of going out and waiting in line for appointments. The medical resources here are also more than sufficient.

Mama and Papa Sun: Life at Ruenfu is vibrant and colorful. There are various activities in the morning and afternoon, such as exercise, lectures, performances, and more. Every day is full of joy. Through interviews with the elders, it's clear that Ruenfu provides excellent care for its residents, leaving them very satisfied. As Taiwan's elderly population is set to surpass 20%, the importance of long-term care will only continue to grow in the future.



6.3 Promoting Prosperity in Local Business Districts

GRI : 203-1

6.3.1 CITYLINK Station Integrated Malls

CITYLINK creates an economic ecosystem around transportation by connecting with Nangang, Songshan Stations, and NeiHu MRT Station, generating "railway economy." It offers comprehensive services combining department stores, restaurants, and key transportation hubs, while also incorporating cinemas and international hotels for diversified operations. This creates a fast and convenient lifestyle for consumers and integrates deeply with local communities, establishing a new type of railway-connected shopping mall. CITYLINK has delivered strong performance in retail operations.

CITYLINK places great importance on customer feedback. We provide various channels for customers to share their opinions: in-person service counters, customer feedback forms, mainline phone services, Facebook fan page comments, or through email via our website. Customers can share feedback on mall facilities, product offerings, or service quality. Customer service personnel promptly respond, listen attentively, apologize when necessary, and empathize with customers, working immediately to understand the situation and notify the relevant departments to handle the issue. The team follows up on progress and offers proactive, positive responses. Customer service staff operate with the principles of speed, attentiveness, apologies, and empathy, ensuring that customer needs and concerns are addressed in a timely manner. When a complaint is registered, customer service staff document the feedback in a "Customer Feedback Handling Record" and request assistance from the relevant departments. These departments are expected to provide a resolution within three days. Customer service continues to track the progress, ensuring timely responses to make customers feel valued.

| 2023 CITYLINK Mall Customer Feedback Statistics

Unit	Software ^{Note 1}			Hardware ^{Note 2}			Subtotal
	Nangang Store	Songshan Store	Neihu Store	Nangang Store	Songshan Store	Neihu Store	
Retail	24	12	8	10	0	0	54
Dining	24	12	7	7	4	1	55
Property Management	7	0	2	6	3	1	19
Marketing	0	0	0	1	1	0	2
Customer service	2	0	0	1	0	0	3
Cinema	5	None	None	3	None	None	8
Subtotal (pieces)	62	24	17	28	8	2	141

Note 1: Includes personnel services.

Note 2: Includes environmental facilities and product services.



In 2023, a total of 141 customer feedback submissions were received across all CITYLINK stores. These included feedback related to staff, environmental facilities, and product services from various departments in the shopping centers. Among them, the majority of feedback was related to dining and retail services. The main types of customer feedback and our improvement plans are as follows:

Customer Feedback Types	Improvement Plans
Skincare brand counter staff being overly aggressive during sales interactions, disrupting customers	In 2023, the increased purchasing power and foot traffic at Songshan 1 and Neihu stores attracted numerous brands, including skincare brands. These brands often encourage customers to try products firsthand to boost purchase intent. However, overly enthusiastic and aggressive sales approaches can make customers feel uncomfortable, negatively impacting their shopping experience and leading to complaints.
Counter staff at retail booths did not display the expected level of enthusiasm in their service, were unfamiliar with brand promotions, or were unsure how to handle customer requests for returns or exchanges.	A shopping mall should provide a joyful shopping experience, and counter staff must offer enthusiastic service. If staff respond coldly to customer inquiries, it can cause frustration and harm the brand's image.
Concerns about restaurant staff etiquette and food hygiene can impact business success.	Restaurant service etiquette and hygiene are key to maintaining a strong business. Brands should regularly arrange staff training to reinforce standard operating procedures, such as service etiquette, hygiene protocols, and food safety standards. Regular cleaning and sanitization of the environment must also be strictly implemented. Brands should conduct regular inspections and oversight to ensure that counter staff remain diligent in their duties. Additionally, an instant customer feedback mechanism can be introduced, such as offering a small gift for customers who provide feedback via QR code after dining. Restaurants should promptly address deficiencies to prevent any broader negative impact.

| Customer Satisfaction Survey

At the end of 2016, CITYLINK introduced an online customer satisfaction survey to reduce paper usage and minimize errors caused by manual data entry, making it easier to store original data properly. The survey includes questions on customer personal information, shopping details, and satisfaction with the shopping experience. This data serves as a reference for future service quality improvements and renovation plans.

Survey Process Explanation

Survey Method: Online self-administered questionnaire

Survey Target: Consumers of CITYLINK Nangang Store / Songshan Store / Neihu Store

Survey Period: 2023

Valid Questionnaires: Nangang Store: 1,521 responses / Songshan Store: 925 responses / Neihu Store: 638 responses

In 2023, the satisfaction survey results for service quality at various stores were as follows: Nangang store achieved a combined "very satisfied" and "satisfied" rating of 98.6%, Songshan store reached 98.1%, and Neihu store attained 95.9%. The continuous efforts to build strong relationships with customers and members are clearly recognized. Customer feedback highlighted that the spacious and comfortable shopping environment at the Nangang store is ideal for family visits. Its convenient location at a key transportation hub and the cleanliness of the restrooms were particularly

appreciated by customers. The business department will continue to attract more brands, enhancing the variety of popular options for customers. For instance, the well-known Japanese chain store, Don Don Donki, opened its Nangang branch in August 2023. In addition to generating significant buzz, Don Don Donki has attracted many new customers, contributing to foot traffic and excellent sales performance at the mall. Both parties continue to collaborate on joint marketing activities to enhance customer loyalty. The Songshan store, also located at a major transportation hub, has received high praise from customers for its friendly service and cleanliness. On weekends, it frequently hosts community-focused events, fostering goodwill with nearby businesses and neighborhoods, and consistently meeting customers' high expectations. The Neihu store, which caters to community and family-oriented clientele, has expanded its brand offerings through the persistent efforts of its business team, providing customers with a greater variety of quality choices.

6.3.2 SHARE LOUNGE Shared Spaces

In recent years, with the rapid development of 5G technology, freelance work, and side jobs, the coexistence of life and work has also evolved quickly. The demand for traditional office spaces is gradually decreasing, while multifunctional work styles have become a new trend, aiming to spark inspiration and provide a relaxing work environment, which better suits the needs of creative workers. As a result, Ruentex Group has partnered with TSUTAYA BOOKSTORE in Taiwan to introduce a new working model, combining the lifestyle elements of "reading" and "coffee" with the launch of the innovative shared space "SHARE LOUNGE."



SHARE LOUNGE Songshan Store

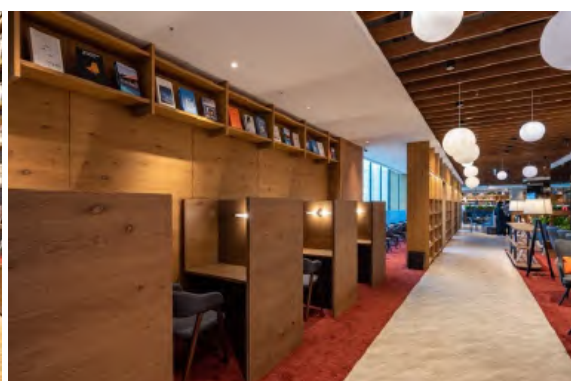


SHARE LOUNGE Nangang Store

These shared spaces offer a variety of seating areas, including "semi-private cubicles" for business professionals, "independent meeting spaces" for group discussions, and "comfortable sofa areas" for casual reading and gatherings. These designs integrate convenience and comfort, while also offering a wide selection of food and beverages, allowing customers to achieve an ideal balance between work and relaxation.



Songshan Store: Spacious and comfortable independent meeting spaces



Nangang Store: Semi-private rooms



Comfortable sofa areas



A variety of snacks and drinks available

| Independent Meeting Space & New Event Venue

The independent meeting space offers a comfortable and high-quality environment, equipped with excellent soundproofing and professional meeting equipment. It is suitable for business meetings, lectures, workshops, and various multifunctional uses. The space also features the latest books and magazines, fostering opportunities for exchange, inspiring creativity, and boosting team cohesion. Additionally, the space is ideal for private events, boasting large floor-to-ceiling windows that bring in greenery and natural light, spacious seating with high ceilings, a warm wooden ambiance, and a refined, elegant cultural atmosphere. It's perfect for hosting events such as book launches, travel promotion seminars, medical knowledge sharing sessions, and press conferences. In this venue, interaction and communication flourish, creating a unique cultural landscape where the bookstore's intellectual atmosphere naturally blends into the setting. This not only adds a sophisticated, cultured vibe to every event but also creates a fresh and distinctive event space.



"Experience Local Culture Explore Hakka Village Masterpieces"
Cross-industry alliance and distribution channel cooperation
MOU signing press conference



Hakka Affairs Council promotion of Hakka Village's
special industries



Book launch for "The Courage for One", author Cindy Yueh



6.3.3 Promoting Local Original Brands

Under the department store services sector, TSUTAYA BOOKSTORE has actively embraced local sustainable procurement. In 2023, it successfully added 53 new Taiwan original consignment brands, bringing the total number of local procurement brands to 93. This marks a 133% growth compared to 2022. These 93 Taiwan original consignment brands accounted for 40% of the total number of brands (230) in 2023, yet they contributed 74% of overall sales, highlighting the significant role that Taiwan original consignment brands play. The successful integration of these brands not only enriched the bookstore's product offerings but also played a critical role in revenue performance. This further underscores our commitment to promoting local culture, original talent, and industrial development. By supporting local supply chains, we not only enhance the competitiveness of local industries but also reduce environmental costs, fostering the prosperity and development of local culture. New Brands in 2023:

| PICUPI — Additive-Free Home Cleaning Brand

Launched in 2022, "Calcium Shell Laundry Detergent" focuses on water resource protection and waste utilization. PICUPI has since introduced more cleaning products featuring natural bactericide "calcium shell," including stain removers and dishwashing liquids. The entire product line uses calcium powder derived from high-temperature calcination of golden clam shells from Lichuan Fishing Port in Hualien as a natural bactericide. The patented ingredient is exclusive to their laundry detergent formula. Certified by SGS, these products have been proven to achieve a sterilization rate of over 99% and do not contain formaldehyde, preservatives, fluorescent agents, or bleach. They are phosphate-free and do not produce nonylphenol, with a biodegradability rate of over 97%.



Their product line has a carbon footprint of 3.075kg, with key data supporting the sustainability of the calcium recycling detergent series.

This product has also received numerous domestic and international awards, such as:

2023 Taiwan Circular Economy Award for Product Excellence

2023 Friendly Taiwan Special Award

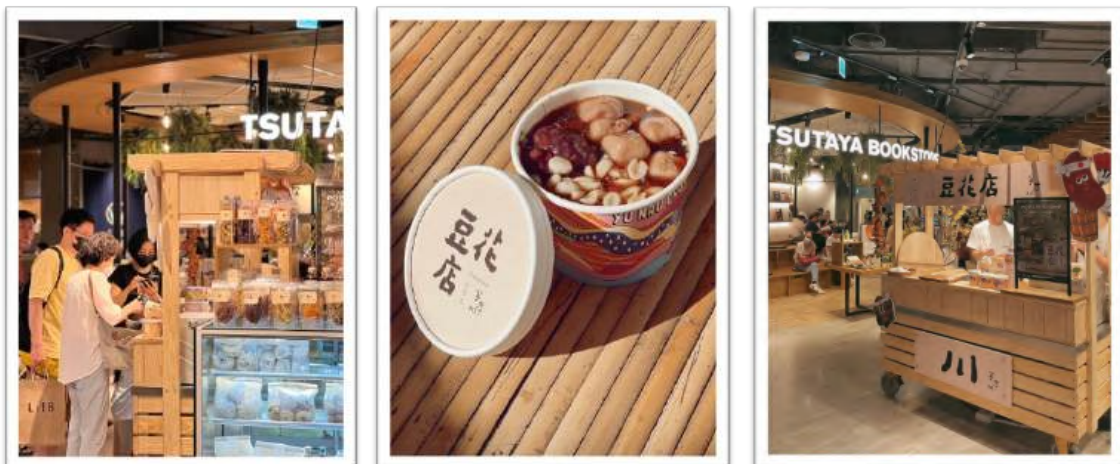
2022 Golden Pin Design Award for Best Design of the Year

2022 Special Award for Circular Design

EPA 111 Resource Recycling Excellence Award for New Enterprises (Silver One-Star)

| Taro and River Tofu Pudding Shop

The popular tofu pudding shop in Neihu, known for its minimalist aesthetic, has made a pop-up appearance at TSUTAYA BOOKSTORE in Nangang. The shop insists on freshly made tofu pudding and toppings daily, as well as offering other products like "homemade mantou, dried fruits, and snacks." All items are produced with a focus on natural and organic ingredients, promoting low sugar and additive-free options, providing customers with high-quality and clean food choices.



| Simppo Screen Protector:

Simppo, founded in Taiwan, is now in its fourth year and has sold over a million screen protectors. Their exclusive iPhone screen protector, which holds patents in eight countries, is designed in Taiwan and branded as the "Easy Fit" protector. By aligning the frame with the device, anyone can apply the screen protector in just ten seconds, eliminating the need for professional help. The product line has expanded to include screen protectors for iPhone, iPad, MacBook, Switch, and Tesla car screens. In 2021 and 2023, Simppo passed the German TÜV Rheinland's "Retinal Protection Coefficient" and received RPF20 and RPF30 eye comfort certification marks. Simppo is now the fifth screen protector brand globally to earn TÜV Rheinland certification. The product is recommended by several doctors from domestic medical centers and ophthalmology clinics, combining both scientific and medical endorsements with superior anti-blue light technology.



RPF30 is the highest level of blue light protection in the TÜV Rheinland standard, filtering 30% of harmful blue light. This reduces screen-induced eye strain and is ideal for people who spend long hours in front of digital screens, protecting eyes from blue light while ensuring visual comfort.

| Mao's Studio

Mao's Studio brings a new generation of creativity and design to traditional ceramics, delivering warmth and joy to everyone. Each product is fired at high temperatures, ensuring high-quality craftsmanship, and has passed SGS safety testing and received the MIT Smile Label. Mao's Studio operates independently, working closely with local ceramics factories in Yingge for mold design, casting, and shaping. Through the hands of master craftsmen, they aim to preserve and sustain Yingge's traditional ceramics industry. Additionally, 5% of the proceeds from this product series are donated to support the "No Tail Banana Animal School," a shelter for animals in need.



PAURORA — Sustainable Christmas Floral Art: A fusion of aesthetics and sustainability.

About This Report

GRI : 2-2 、 2-3 、 2-4 、 2-5

1.Principles and Standards for Report Preparation:

This sustainability report, issued by Ruentex Development, is prepared in accordance with the 2021 version of the Global Reporting Initiative (GRI) Sustainability Reporting Standards. It also references the disclosure topics of the Sustainability Accounting Standards Board (SASB) for the Home Builders and Real Estate industries, and follows the framework of the Task Force on Climate-related Financial Disclosures (TCFD) for climate-related financial disclosures. The financial data presented in this report is based on publicly disclosed information verified by certified accountants and is calculated in New Taiwan Dollars (NTD). Other data is the result of internal statistics and surveys.

2. Report Scope and Boundary:

This report covers Ruentex Development and its consolidated subsidiaries. However, due to the relevance of core business operations and their impact on significant topics, this report does not include Ruentex Security Co., Ltd. (Ruentex Security), Ruentai Apartment Management & Maintenance Co., Ltd. (Ruentai Maintenance), Ruentex Construction International (BVI), and Ruentex Construction International Ltd. Additionally, apart from greenhouse gas emissions data, the report excludes data from the wholesale division (Chung Lun RT-Mart).

3. Report Management:

- Internal Audit
 - ✓ Each department head reviews the accuracy of chapter contents, which are then verified by the convener of the ESG Committee (General Manager).
 - ✓ The company provides an annual report to the Board of Directors on the progress and outcomes of corporate sustainability development.
- External Certification
 - ✓ Financial Data
 - Audited by PwC Taiwan, with an unqualified opinion in the audit report.
 - ✓ Quality Management Data
 - Periodically certified under ISO 9001 by SGS Taiwan.
 - ✓ Environmental Data
 - Periodically certified under the GHG Protocol by SGS Taiwan.
 - ✓ Sustainability Data
 - Selected information in this report has been entrusted to PwC Taiwan for independent limited assurance, conducted in accordance with Republic of China Assurance Standard No. 3000, "Assurance Engagements Other than Audits or Reviews of Historical Financial Information." The assurance report is included in the appendix of this report.

4.Publication Time and Disclosure Period:

Ruentex Development publishes its sustainability report annually, and the report is available on the company's website(<https://www.rt-develop.com.tw/tw/CSR/report>). This report covers information for the year 2023 (from January 1, 2023, to December 31, 2023). For completeness and comparability, certain data may be traced back to 2021 or projected to 2024. Any data revisions will be noted and explained in the relevant chapters or tables.

Current Issue Date: August 2024

Next Issue Date: August 2025

5.Published by:

Ruentex Development Co., Ltd.

ESG Committee Convener: Lee Chih-Hung

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Appendix I: GRI Standards Index Table

General Disclosures: 2021

GRI	Disclosure Item	Corresponding Chapter and Supplementary Information	Page Number
Organization and Reporting Practices			
2-1	Detailed Organizational Information	About Ruentex	03
2-2	Entities Included in the Organization's Sustainability Reporting	About Ruentex	03
2-3	Reporting Period, Frequency, and Contact Person	About This Report	121
2-4	Information Restatement	About This Report	121
2-5	External Assurance/ Certification	About This Report	121
Activities and Workers			
2-6	Activities, Value Chain, and Other Business Relationships	About Ruentex 3.1 Building Sustainable Architecture 3.2 Supply Chain Management	03 43 57
2-7	Employees	5.1 Talent Recruitment and Development	89
2-8	Non-Employee Workers	5.1 Talent Recruitment and Development	89
Governance			
2-9	Governance Structure and Composition	2.1 Corporate Governance Structure	31
2-10	Nomination and Selection of the Highest Governance Body	2.1 Corporate Governance Structure	31
2-11	Chairperson of the Highest Governance Body	2.1 Corporate Governance Structure	31
2-12	Role of the Highest Governance Body in Overseeing Impact Management	1.1 Sustainable Strategy and Blueprint	17
2-13	Person Responsible for Impact Management	1.1 Sustainable Strategy and Blueprint	17
2-14	Role of the Highest Governance Body in Sustainability Reporting	1.1 Sustainable Strategy and Blueprint	17
2-15	Conflict of Interest	2.1 Corporate Governance Structure	31
2-16	Communication of Key Significant Events	1.2 Identification of Key Issues and Stakeholder Communication	20
2-17	Collective Knowledge of the Highest Governance Body	2.1 Corporate Governance Structure	31
2-18	Performance Evaluation of the Highest Governance Body	2.1 Corporate Governance Structure	31
2-19	Compensation Policy	2.1 Corporate Governance Structure	31
2-20	Compensation Decision-Making Process	2.1 Corporate Governance Structure	31
2-21	Annual Total Compensation Ratio	5.1 Talent Recruitment and Development	89
Strategy, Policies, and Practices			
2-22	Statement of Sustainable Development Strategy	Chairman's Message	01
2-23	Policy Commitment	Each chapter cover	—
2-24	Inclusion of policy commitment	Each chapter cover	—
2-25	Procedures for Remedying Negative Impacts	1.2 Identification of Key Issues and Stakeholder Communication	20

2-26	Mechanism for seeking advice and raising concerns	1.2 Identification of Key Issues and Stakeholder Communication 2.3 Risk Management	20 36
2-27	Regulatory Compliance	2.4 Regulatory Compliance	39
2-28	Membership in Associations	About Ruentex	03
Stakeholder engagement			
2-29	Stakeholder engagement policies	1.2 Identification of Key Issues and Stakeholder Communication	20
2-30	Collective Agreements	5.1 Talent Recruitment and Development	89

Disclosure of Key Issues

GRI		Detailed disclosure items	Corresponding chapter and special notes	Page Number
GRI 3 Material Issues	3-1	Process for Determining Key Issues	1.2 Identification of Key Issues and Stakeholder Communication	20
	3-2	List of key issues	1.2 Identification of Key Issues and Stakeholder Communication	20
	3-3	Management of key issues	1.2 Identification of Key Issues and Stakeholder Communication, and covers of each chapter	20
Operations and Financial Status				
GRI 201 Economic Performance	201-1	Direct economic value generated and distributed by the organization	About Ruentex	03
Climate Change Governance				
GRI 201 Economic Performance	201-2	Financial impacts, risks, and opportunities generated by climate change	4.1 Climate and Environmental Management	71
Energy and Greenhouse Gas Management				
GRI 302 Energy	302-1	Internal energy consumption within the organization	4.1 Climate and Environmental Management	71
	302-3	Energy intensity	4.1 Climate and Environmental Management	71
	302-4	Reduction of energy consumption	4.1 Climate and Environmental Management	71
	302-5	Reduce the energy demand of products and services	4.1 Climate and Environmental Management	71
GRI 305 Emissions	305-2	Energy indirect (Scope 2) greenhouse gas emissions	4.1 Climate and Environmental Management	71
	305-4	Greenhouse gas emissions intensity	4.1 Climate and Environmental Management	71
	305-5	Greenhouse gas emissions reduction	4.1 Climate and Environmental Management	71
Supply Chain Management				
GRI 204 Procurement Practices	204-1	Proportion of spending on local suppliers	3.2 Supply Chain Management	57
GRI 308 Supplier Environmental Assessment	308-2	Negative environmental impacts within the supply chain and actions taken	3.2 Supply Chain Management In 2023, supplier evaluations did not identify any negative environmental impacts.	57
GRI 414 Supplier Social Assessment	414-2	Negative social impacts within the supply chain and actions taken	3.2 Supply Chain Management In the 2023 supplier evaluations, no negative social impacts were identified.	57

GRI		Disclosure Item	Corresponding Chapter and Supplementary Information	Page Number
Occupational Safety and Health				
GRI 403 Occupational Health and Safety: 2018	403-1	Occupational health and safety management system	5.3 Safe Workplace Environment	99
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	5.3 Safe Workplace Environment	99
	403-3	Occupational Health Services	5.3 Safe Workplace Environment	99
	403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	5.3 Safe Workplace Environment	99
	403-5	Worker Training on Occupational Health and Safety	5.3 Safe Workplace Environment	99
	403-6	Worker Health Promotion	5.3 Safe Workplace Environment	99
	403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships	5.3 Safe Workplace Environment	99
	403-8	Workers Covered by the Occupational Health and Safety Management System	5.3 Safe Workplace Environment	99
	403-9	Occupational Injuries	5.3 Safe Workplace Environment	99
Diversity and Equal Opportunity				
GRI 405 Diversity and Equal Opportunity	405-1	Governance Unit and Employee Diversity	2.1 Corporate Governance Structure 5.1 Talent Recruitment and Development	31 89
	405-2	The ratio of basic salary and compensation of women to men	5.1 Talent Recruitment and Development	89
GRI 406 Non-discrimination	406-1	Discrimination incidents and corrective actions taken by the organization	5.1 Talent Recruitment and Development In 2023, there were no related incidents.	89
GRI 408 Child Labor	408-1	Significant risks of child labor in operations and suppliers	5.1 Talent Recruitment and Development 3.2 Supply Chain Management In 2023, there were no related incidents.	57 89
GRI 409 Forced or Compulsory Labor	409-1	Significant risks of forced or compulsory labor in operations and suppliers	5.1 Talent Recruitment and Development 3.2 Supply Chain Management In 2023, there were no related incidents.	57 89
Building Quality and Safety				
GRI 416 Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	3.1 Creating Sustainable Buildings	43
	416-2	Violations of Health and Safety Regulations Related to Products and Services	2.4 Regulatory Compliance	39
Marketing Communication				
GRI 417 Marketing and Labeling	417-1	Requirements for product and service information and labeling	3.3 Customer relationship management	61
	417-2	Incidents of non-compliance with product and service information and labeling regulations	2.4 Regulatory Compliance In 2023, there were no related incidents.	39
	417-3	Incidents of non-compliance with marketing communication regulations	2.4 Regulatory Compliance In 2023, there were no related incidents.	39
Customer Rights and Service Quality				
GRI 418 Customer Privacy	418-1	Complaints confirmed to have involved breaches of customer privacy or loss of customer data	3.3 Customer relationship management In 2023, there were no related incidents.	61

Sustainable Product Design and Services				
Sustainable Product Design and Services	NA	NA	3.1 Creating Sustainable Buildings	43

General Topic Disclosure

Topic	GRI	Disclosure Item	Corresponding chapter and special notes	Page Number
Land development evaluation				
GRI 203 Indirect Economic Impacts	203-1	Investments in infrastructure and development of supporting services and their impacts	3.1 Creating Sustainable Buildings 6.1 Social Participation 6.2 Senior Housing 6.3 Commercial Area Prosperity	43 109 110 115
Ethics and Integrity				
GRI 205 Anti-corruption	205-2	Communication and training on anti-corruption policies and procedures	2.2 Ethical Business Practices	34
	205-3	Confirmed incidents of corruption and actions taken	2.2 Ethical Business Practices In 2023, there were no related incidents.	34
Raw material usage				
GRI 301 Materials	301-1	Weight or volume of materials used	3.2 Supply Chain Management	57
	301-2	Use of Renewable Materials	3.2 Supply Chain Management	57
Water resource management				
GRI 303 Water and Effluents	303-1	Mutual impact of shared water resources	4.1 Climate and Environmental Management	71
	303-2	Management of impacts related to water dis-charge	4.1 Climate and Environmental Management	71
	303-3	Water withdrawal	4.1 Climate and Environmental Management	71
Waste Management				
GRI 306 Waste	306-1	Waste generation and significant impacts related to waste	4.1 Climate and Environmental Management	71
Labor-Management Relations				
GRI 401 Labor-Management Relations	401-1	New Hires and Departures	5.1 Talent Recruitment and De-velopment	89
	401-2	Benefits provided to full-time employees (ex-cluding temporary or part-time employees)	5.2 Employee Care Implementation	95
Remuneration and benefits and labor-management communication				
GRI 402 Labor-Management Relations	402-1	Minimum notice periods regarding operational changes	5.1 Talent Recruitment and De-velopment	89
Talent Cultivation				
GRI 404 Training and Education	404-1	Average hours of training per employee per year	5.1 Talent Recruitment and De-velopment	89
	404-3	Percentage of employees receiving regular per-formance and career development reviews	5.1 Talent Recruitment and De-velopment	89

Appendix II: SASB Standards Disclosure Index - Home Builders

SASB Topic	SASB Indicator		2023 Disclosure Information	Notes	Page Number
Land Use and Ecological Impact	IF-HB-160a.1.	Number of land parcels held at redevelopment sites	0 parcels	As of 2023/12/31, the number of urban renewal and dangerous-old building projects held.	—
		Number of houses delivered at redevelopment sites	0 units	In 2023, the number of houses delivered from urban renewal and dangerous-old building projects.	—
	IF-HB-160a.2.	Number of land parcels held in areas with high water stress	0 parcels	Analysis of land parcels in high water stress areas using WRI tools.	—
		Number of houses delivered in areas with high water stress	0 units	Analysis of houses in high water stress areas using WRI tools.	—
	IF-HB-160a.3.	Total monetary loss from legal proceedings related to environmental regulations	TWD 0	The total amount for cases fined due to environmental regulations in 2023. According to SASB Home Builders standards, the scope does not include Ruentex Engineering & Construction, resulting in a discrepancy from the report's figures.	—
	IF-HB-160a.4.	Incorporation of environmental factors into site selection, site design, land development, and construction procedures for development projects	Refer to section 3.1.1 on Safe Development Design.	--	43
Employee Health and Safety	IF-HB-320a.1.	For direct employees (1) Recordable occupational injury rate and (2) Fatality rate	(1)0 (2)0	Excludes Ruentex Engineering & Construction, Ruentex Materials, and Ruentex Interior Design.	—
		(1) Recordable occupational injury rate and (2) Fatality rate	(1)0 (2)0	Excludes Ruentex Engineering & Construction, Ruentex Materials, and Ruentex Interior Design.	—
Resource Efficiency Design	IF-HB-410a.1.	HERS®-certified: Number of homes	109 homes	The total number of homes certified in various categories of green buildings.	—
		HERS®-certified: (2) Average score	Gold Level	The average score of daily energy-saving indicators or building energy efficiency indicators for homes certified in various green building categories. (Currently holding a candidate certificate, the certification is under review.)	—
	IF-HB-410a.2.	Percentage of water fixtures installed that are WaterSense® certified:	100%	For the 109 homes delivered at Ruentex Yangbei in 2023, all installed water-saving label toilets.	—
	IF-HB-410a.3.	Number of homes delivered with third-party green building certification	109 homes	The total number of homes certified in various categories of green buildings.	—
	IF-HB-410a.4.	Description of how resource efficiency-related risks and opportunities are incorporated into building/home design and communicated to customers	Refer to section 3.1.1 on Safe Development Design.	—	43

SASB Topic	SASB Indicator		2023 Disclosure Information	Notes	Page Number
Impact of new developments on communities	IF-HB-410b.1.	Describe how infrastructure, services, and economic hubs influence site selection and development decisions.	Refer to section 3.1.1 on Safe Development Design.	—	43
	IF-HB-410b.2.	Number of land parcels held on infill sites	0 parcels	As of December 31, 2023, the number of development projects on vacant land between two buildings.	—
		Number of homes delivered on infill sites	0 units	Number of homes delivered on vacant land between two buildings in 2023.	—
	IF-HB-410b.3.	In compact development areas (1) Number of homes delivered and (2) Average density.	109 homes	Compact development areas are defined as Taiwan's six major cities (Taipei City, Kaohsiung City, New Taipei City, Taichung City, Tainan City, and Taoyuan City).	—
			0.06 households/square meter	Number of homes delivered in compact development areas in 2023.	—
Climate change adaptation	IF-HB-420a.1.	Number of land parcels held in 100-year flood zones	33 items	Average density in projects within the defined areas, calculated as the total number of homes in a project divided by the development area of the project.	—
	IF-HB-420a.2.	Description of climate change risk exposure analysis and risk mitigation strategies	Refer to 4.1.1 Climate Change Management	Assessed based on flood-prone areas identified by the National Disaster Prevention and Protection System.	71
Activity Indicators	IF-HB-000.A.	Number of land parcels held	3 parcels	As of 12/31/2023, the number of parcels held, managed, or with land rights.	—
	IF-HB-000.B.	Number of homes delivered	109 homes	Number of homes delivered in 2023.	—
	IF-HB-000.C.	Number of communities under sale	5 cases	As of 12/31/2023, the number of communities under sale.	—

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SASB Standards Disclosure Index - Real Estate

SASB Topic	SASB Indicator		2023 Disclosure Information		Notes	Page Number
Energy Management	IF-RE-130a.1.	Percentage of total floor area covered by energy consumption data, categorized by property type	Department Stores	66%	<ul style="list-style-type: none"> Department Stores Excludes: Kaohsiung Dali Store (leased) Nangang Store and Songshan No.1 Store (excludes parking areas and sections shared with Taiwan Railways) Songshan No.2 Store and Neihu Store (electricity consumption data excludes parking areas shared with others) Office Buildings Excludes: Zhonglun Building (leased) 	—
			Office Buildings	60%		
	IF-RE-130a.2.	Energy consumption data within the coverage area categorized by property type:	Department Stores	66,020.36 GJ	<ul style="list-style-type: none"> Department Stores Excludes: Kaohsiung Dali Store (leased) Nangang Store and Songshan No.1 Store (excludes parking areas and sections shared with Taiwan Railways) Songshan No.2 Store and Neihu Store (electricity consumption data excludes parking areas shared with others) Office Buildings Excludes: Zhonglun Building (leased) 	—
			Office Buildings	44,454.41 GJ		
		Energy consumption data within the coverage area categorized by property type: (2) Percentage of grid electricity consumption	Department Stores	100%		—
			Office Buildings	99.98%		
		Energy consumption data within the coverage area categorized by property type: (3) Percentage of renewable energy	Department Stores	0%		—
			Office Buildings	0.02%		
	IF-RE-130a.3.	Percentage change in energy consumption by property type over the same period and data coverage	Department Stores	3.91%	<ul style="list-style-type: none"> Department Stores Excludes: Kaohsiung Dali Store (leased) Nangang Store and Songshan No.1 Store (excludes parking areas and sections shared with Taiwan Railways) Songshan No.2 Store and Neihu Store (electricity consumption data excludes parking areas shared with others) Office Buildings Excludes: Zhonglun Building (leased) 	—
			Office Buildings	0.98%		
	IF-RE-130a.4.	By property type (expressed as a percentage): (1) Percentage of energy-rated property portfolios	Department Stores	46%	<ul style="list-style-type: none"> Calculated based on the floor area of buildings that have received Green Building certification Department Stores Excludes: Kaohsiung Dali Store (leased) Nangang Store and Songshan No.1 Store (excludes parking areas and sections shared with Taiwan Railways) Songshan No.2 Store and Neihu Store (electricity consumption data excludes parking areas shared with others) Office Buildings Excludes: Zhonglun Building (leased) 	—
			Office Buildings	23%		
		By property type (expressed as a percentage): (2) Percentage of property portfolio rated as "Energy Star."	Department Stores	46%		
			Office Buildings	23%		
	IF-RE-130a.5.	Description of how building energy management considerations are integrated into property investment analysis and operational strategies	For more details, refer to sections 3.1 "Building Sustainable Structures" and 4.2 "Energy and Greenhouse Gas Management."		—	<div>43</div> <div>75</div>

SASB Topic	SASB Indicator		2023 Disclosure Information		Notes	Page Number
Water resource management	IF-RE-140a.1.	(1) Percentage of total floor area covered by water data	63%		<ul style="list-style-type: none"> Department stores excluded: Kaohsiung Dali Store (leased); Nangang Store, Songshan Store No. 1 exclude parking areas and sections shared with Taiwan Railways; Songshan Store No. 2 and Neihu Store water usage statistics exclude parking areas. Office Buildings Excludes: Zhonglun Building (leased) 	—
		(2) Percentage of water withdrawn from areas with high or extremely high baseline water stress, categorized by property type:	0%		According to the WRI tool, none of Ruentex Development's office buildings or department stores are located in areas of high water risk.	—
	IF-RE-140a.2.	(1) Water data coverage for total water withdrawal by floor area	Department Stores	338,974m ³ ; 66%	<ul style="list-style-type: none"> Department stores excluded: Kaohsiung Dali Store (leased); Nangang Store, Songshan Store No. 1 exclude parking areas and sections shared with Taiwan Railways; Songshan Store No. 2 and Neihu Store water usage statistics exclude parking areas. Office buildings excluded: Zhonglun Building (leased). 	—
			Office Buildings	109,724m ³ ; 60%		
	IF-RE-140a.3.	Changes in water withdrawal by property type, percentage change over the same period, and data coverage	Department Stores	-7.75%	<ul style="list-style-type: none"> Department stores excluded: Kaohsiung Dali Store (leased); Nangang Store, Songshan Store No. 1 exclude parking areas and sections shared with Taiwan Railways; Songshan Store No. 2 and Neihu Store water usage statistics exclude parking areas. Office buildings excluded: Zhonglun Building (leased). 	—
			Office Buildings	-5.30%		
	IF-RE-140a.4.	Discussion of water resource management risks and strategies to mitigate these risks	See section 4.3 Water Resource Management		—	81
Tenant Sustainability Management	IF-RE-410a.1.	By property type, (1) the percentage of new leases that include cost recovery clauses to fund improvements related to resource efficiency and (2) the associated leased floor area:	In 2023, no new leases were signed that included cost recovery clauses for funding resource efficiency improvements.		—	—
	IF-RE-410a.2.	By property type, the percentage of tenants' (1) electricity usage and (2) water usage that is independently metered or sub-metered	For department stores and office buildings, 100% of tenants' electricity and water usage is sub-metered.		—	—
	IF-RE-410a.3.	Description of policies to measure, incentivize, and improve the sustainability impact of tenants	See section 4.2 Energy and Greenhouse Gas Management		—	75
Climate change adaptation	IF-RE-450a.1.	By property type, area of properties located in a 100-year flood zone	0 m ²		According to the National Disaster Prevention Center's disaster potential assessment system, none of Ruentex Development's office buildings or department stores are located in flood-prone areas.	—
	IF-RE-450a.2.	Description of climate change risk exposure analysis, the systemic exposure of the property portfolio, and risk mitigation strategies	See section 4.1 Climate and Environmental Management		—	71

SASB Topic	SASB Indicator		2023 Disclosure Information		Notes	Page Number
Energy Management	IF-RE-000. A.	Number of assets by real estate category	Department Stores	4 stores	Department stores: CityLink Nangang Store, Songshan No. 1 Store, Songshan No. 2 Store, and Neihu Store, a total of 4 stores	—
			Office Buildings	2 cases	Office buildings: Nangang Building, Songshan Building, 2 projects in total	
	IF-RE-000. B.	Lettable floor area by property type	Department Stores	118,293.97 m ²	—	—
			Office Buildings	191,771.58 m ²		
	IF-RE-000. C.	Ratio of assets under indirect management by property type	Department Stores	34%	Nangang parking lot and Neihu parking lot are indirectly managed assets	—
			Office Buildings	40%	Indirect assets under management of Nangang Hotel Building and Songshan Parking Lot	
	IF-RE-000. D.	Average occupancy rate by property type	Department Stores	100%	—	—
			Office Buildings	100%		

RUENTEX DEVELOPMENT 2023 SUSTAINABILITY REPORT

Appendix 4: Climate-Related Information of Listed Companies – Risks and Opportunities Posed by Climate Change to the Company and the Company's Response Measures

Item	Disclosure content	Corresponding Chapters	Page Number
1	Explanation of the Board of Directors and management's oversight and governance of climate-related risks and opportunities.	4.1.1 Climate Change Management	71
2	Explanation of how the identified climate risks and opportunities impact the company's business, strategy, and financials (short-term, medium-term, and long-term).	4.1.1 Climate Change Management	71
3	Explanation of the financial impact of extreme climate events and transition actions.	4.1.1 Climate Change Management	71
4	Explanation of how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system.	4.1.1 Climate Change Management	71
5	If scenario analysis is used to assess resilience to climate change risks, explain the scenarios, parameters, assumptions, analysis factors, and major financial impacts used.	Scenario analysis not used	—
6	If there is a transition plan for managing climate-related risks, explain the content of the plan and the indicators and targets used to identify and manage physical and transition risks.	4.1.1 Climate Change Management 4.2 Energy and Greenhouse Gas Management	71 75
7	If internal carbon pricing is used as a planning tool, explain the basis for price setting.	Carbon pricing tool not used.	—
8	If climate-related targets are set, explain the activities covered, the scope of greenhouse gas emissions, the planning timeline, and the progress made each year. If carbon offsets or renewable energy certificates (RECs) are used to meet related targets, provide the source and amount of the offsets or the number of RECs used.	4.2 Energy and Greenhouse Gas Management	75
9	Greenhouse Gas (GHG) Inventory, Assurance, Reduction Targets, Strategies, and Specific Action Plans	For details, please refer to Appendix 4-1 and Appendix 4-2 tables below.	—

Appendix 4-1: GHG Inventory and Assurance for the Last Two Years

Company Basic Information <input checked="" type="checkbox"/> Capital over NT\$10 billion, steel industry, cement industry <input type="checkbox"/> Capital over NT\$5 billion but less than NT\$10 billion <input type="checkbox"/> Capital less than NT\$5 billion	As required by the sustainability development roadmap for listed companies <input checked="" type="checkbox"/> Parent company inventory <input type="checkbox"/> Consolidated financial report subsidiary inventory <input checked="" type="checkbox"/> Parent company assurance <input type="checkbox"/> Consolidated financial report subsidiary assurance
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Year		2022 Note 1		2023 Note 2	
		Emissions (Metric tons CO ₂ e)	Intensity (Tons CO ₂ e/ NT\$ million in revenue)	Emissions (Metric tons CO ₂ e)	Intensity (Tons CO ₂ e/ NT\$ million in revenue)
Parent Company	Scope 1/ Category 1	19.17	0.0018	479.5110	0.0597
	Scope 2/ Category 2	77.31	0.0071	3,865.9935	0.4817
Parent Company Assurance Scope Percentage of disclosed inventory coverage		100%		100%	
Consolidated Financial Statement Subsidiary	Scope 1/ Category 1	6.01	0.0028	633,009.6830	25.3064
	Scope 2/ Category 2	14,780.44	6.8524	66,466.4979	2.6572
Subsidiary Assurance Scope Percentage of disclosed inventory coverage		100%		97.38%	
Greenhouse Gas Inventory Standards		International Organization for Standardization ISO 14064-1 issued by the International Organization for Standardization (ISO)		Parent Company: Greenhouse Gas Protocol (GHG Protocol) (Greenhouse Gas Protocol, GHG Protocol) Subsidiaries: International Organization for Standardization (ISO) ISO 14064-1 issued by the International Organization for Standardization (ISO)	
Assurance Scope		Ruentex Development Co., Ltd. (not including retail stores), Ruentex Innovative Development Co., Ltd. Ruentex Construction Co., Ltd. Ruentex Xu-Zhan Development Co., Ltd.		Ruentex Development Co., Ltd. (including wholesale stores) Ruentex Innovative Development Co., Ltd. Ruentex Materials Co., Ltd. Ruentex Engineering & Construction Co., Ltd.	
Assurance Organization		SGS Taiwan Ltd.		SGS Taiwan Ltd.	
Assurance Standard		ISO 14064-3 : 2006		ISO 14064-3 : 2019	
Assurance Opinion		Unqualified opinion		Unqualified opinion	

Note 1: According to the "Sustainability Development Path for Listed Companies," Ruentex Development must disclose at least the parent company's individual inventory information for this year. The 2022 disclosure includes inventory data for the parent company (excluding the wholesale store - Zhonglun RT-Mart) and four subsidiaries (Ruentex Innovative Development, Ruentex Construction, Ruentex Bai-Yi, and Ruentex Xu-Zhan). Subsidiaries Ruentex Innovative Development, Ruentex Security, and Ruentex Property Management & Maintenance have emissions combined under the parent company, as they use parts of the parent company's office space.

Note 2: According to the "Sustainability Development Path for Listed Companies," Ruentex Development must disclose and provide assurance for the parent company's individual inventory information for this year. The 2023 disclosure includes inventory data for the parent company (including the wholesale store - Zhonglun RT-Mart) and eight subsidiaries (Ruentex Innovative Development, Ruentex Construction, Ruentex Bai-Yi, Ruentex Xu-Zhan, Ruentex Engineering & Construction, Ruentex Materials, Ruentex Interior Design, Ruentex). Subsidiaries Ruentex Innovative Development, Ruentex Security, and Ruentex Property Management & Maintenance have emissions combined under the parent company, as they use parts of the parent company's office space.

Appendix 4-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

To develop a greenhouse gas reduction strategy, the combined companies completed their inventory for the year 2023, using the consolidated financial report as the boundary. The baseline year is 2023, with Scope 1 and Scope 2 emissions recorded at 633,489.19 tons CO₂e and 70,332.64 tons CO₂e, respectively. The goal is to reduce the greenhouse gas emission intensity by 1% (tons CO₂e/NTD million in revenue) in 2024 compared to the baseline year, and by 5% by 2030 compared to the baseline year.

In response to global warming and net-zero carbon goals, Ruentex Development is committed to low-carbon sustainable construction. The company continuously develops carbon-reduction technologies across materials, design, manufacturing, and construction, leveraging communications technology and artificial intelligence to reduce embodied carbon from a life cycle perspective. Ruentex aims to create near-zero carbon buildings that coexist with nature while fostering the growth of its suppliers, gradually realizing long-term low-carbon sustainable construction goals.

We adhere to the sustainability development path for listed companies, actively exploring and developing energy-saving and carbon-reduction possibilities during the production and manufacturing process as well as the operational phases of construction projects. Including research on how to reduce the use of steel structures and rebar, expanding the application of precast construction methods, and developing and using mortar that reduces thermal conductivity. Additionally, starting in 2024, all new buildings will apply for green building certification to further reduce carbon emissions during the operational phase, working towards reduction goals.

Based on the inventory results, Ruentex Development Group's emissions are primarily from scope 1 direct emissions, largely due to the significant fuel consumption required for boiler operations at Ruentex Materials' factory, resulting in a high proportion of direct greenhouse gas emissions. To reduce greenhouse gas emissions generated from operations, we will develop relevant strategies for the fuels used in operations, such as switching to low-carbon fuels and improving equipment efficiency, to continuously optimize low-carbon processes. For other construction and retail service sites, greenhouse gas emissions primarily come from purchased electricity. To address this, in addition to strengthening staff awareness of energy conservation, we have outlined plans to implement energy management systems at various locations and increase the use of renewable energy to reduce emissions from purchased electricity.

RUENTEX DEVELOPMENT 2023 SUSTAINABILITY REPORT

Appendix 5: Assurance Summary

No.	Assurance goals	Standards	Page Number
1	In Ruen Fu Newlife Corp., the average resident satisfaction score reached 97.95 in 2023.	Based on the satisfaction score report surveyed by CYCU in 2023, the average resident satisfaction score reached 98.42 in the first half-year, and 97.48 in the second half-year. The average resident satisfaction score was 97.95 in 2023.	114
2	The 0800 customer service system has an average post-sales service case handling time of 0.92 days	Based on the 0800 customer service system, the average days are calculated from the day notified to the day completed in Ruentex group cases. Note: The calculation basis is the subtraction of the system login date and the case closing date. That is, if the login date and the case closing date are the same day, the number of processing days will be 0 days.	65
3	The 0800 customer service system got an average repair satisfaction score of 98.	Based on the 0800 customer service system, the result of the satisfaction score was calculated by multiplying the full-year average score on a 5-point scale by 20. Note: According to the actual and valid feedback of satisfaction surveys on clients.	65
4	Board members completed a total of 78 hours of training in 2023.	According to the 22 certificates of completion, board members completed a total of 78 hours of training in 2023.	32
5	In 2023, Ruentex Development Group's construction and retail services businesses subsidized a total of NT\$10,190,400 for full-time employee health check-ups. Note: Health check-ups include general employee and senior management check-ups.	Based on the employee health check-up plans (including general employee and senior management check-ups), the total expenses for full-time employee health check-ups of Ruentex Development Group on 2023.	96

潤泰創新國際股份有限公司 公鑒：

本會計師受潤泰創新國際股份有限公司（以下簡稱「貴公司」）之委任，對 貴公司選定 2023 年度永續報告書所報導之關鍵績效指標（以下簡稱「所選定之關鍵績效指標」）執行確信程序。本會計師業已確信竣事，並依據結果出具有限確信報告。

標的資訊與適用基準

本確信案件之標的資訊係 貴公司上開所選定之關鍵績效指標，有關所選定之關鍵績效指標及其適用基準詳列於 貴公司 2023 年度永續報告書第 135 頁之「確信項目彙總表」。前述所選定之關鍵績效指標之報導範圍業於永續報告書第 121 頁之「報告書範疇與邊界」段落述明。

管理階層之責任

貴公司管理階層之責任係依照適用基準編製永續報告書所選定之關鍵績效指標，且設計、付諸實行及維持與所選定之關鍵績效指標編製有關之內部控制，以確保所選定之關鍵績效指標未存有導因於舞弊或錯誤之重大不實表達。

先天限制

本案諸多確信項目涉及非財務資訊，相較於財務資訊之確信受有更多先天性之限制。對於資料之相關性、重大性及正確性等之質性解釋，則更取決於個別之假設與判斷。

會計師之獨立性及品質管理

本會計師及本事務所已遵循會計師職業道德規範有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。

本事務所適用品質管理準則 I 號「會計師事務所之品質管理」，該品質管理準則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令有關之政策或程序。

會計師之責任

本會計師之責任係依照確信準則 3000 號「非屬歷史性財務資訊查核或核閱之確信案件」規劃及執行有限確信案件，基於所執行之程序及所獲取之證據，對第一段所述 貴公司所選定之關鍵績效指標是否未存有重大不實表達取得有限確信，並作成有限確信之結論。

依確信準則 3000 號之規定，本有限確信案件工作包括評估 貴公司採用適用基準編製永續報告書所選定之關鍵績效指標之妥適性、評估所選定之關鍵績效指標導因於舞弊或錯誤之重大不實表達風險、依情況對所評估風險作出必要之因應，以及評估所選定之關鍵績效指標之整體表達。有關風險評估程序（包括對內部控制之瞭解）及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。

本會計師對第一段所述 貴公司所選定之關鍵績效指標所執行之程序係基於專業判斷，該等程序包括查詢、對流程之觀察、文件之檢查是否適當之評估，以及與相關紀錄之核對或調節。

基於本案件情況，本會計師於執行上述程序時：

- 已對參與編製所選定之關鍵績效指標之相關人員進行訪談，以瞭解編製前述資訊之流程、所應用之資訊系統，以及攸關之內部控制，以辨認重大不實表達之領域。
- 基於對上述事項之瞭解及所辨認之領域，已對所選定之關鍵績效指標選取樣本進行查詢、觀察、檢查及重新執行等測試，以取得有限確信之證據。

相較於合理確信案件，有限確信案件所執程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。因此，本會計師不對 貴公司所選定之關鍵績效指標在所有重大方面，是否依照適用基準編製，表示合理確信之意見。

此報告不對 2023 年度永續報告書整體及其相關內部控制設計或執行之有效性提供任何確信。



有限確信之結論

依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述 貴公司所選定之關鍵績效指標在所有重大方面有未依照適用基準編製之情事。

其它事項

貴公司網站之維護係 貴公司管理階層之責任，對於確信報告於 貴公司網站公告後任何所選定之關鍵績效指標或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

資 誠 聯 合 會 計 師 事 務 所

會計師 黃金連



中 華 民 國 1 1 3 年 8 月 2 9 日



RUENTEX