



SUSTAINABILITY REPORT — 2024



R U E N T E X

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Chairman's Message

We believe that the essence of architecture has never been just about "building a house," but about responding to the relationship between people and the city.

From the selection of a piece of land, to the design of space, to the implementation of materials and construction methods, Ruentex Development has always adhered to the core philosophy of "A better life for the people and the society," seeing the true needs of the city and attempting to provide our answers.

Facing the environment of intensified real estate policy controls, frequent earthquakes, and changing consumer behavior in 2024, we are more firmly convinced that what truly transcends cycles is not rhetoric and packaging, but a company's long-term commitment to "integrity, quality, and professionalism."

Ruentex Development has continuously deepened its construction capabilities over the years, promoting the implementation of various technologies such as precast construction methods, silent flooring, and standardized waterproofing, not only improving construction precision and structural resilience, but also making engineering transparent and modular, establishing consumer trust in the brand.

It is also because of this technical foundation that we were able to launch in 2024 an architectural work representing Ruentex Development's lifestyle proposal - 【Ruentex CITY PARK】. This is not just a project name, but an embodiment of an urban lifestyle philosophy.

Ruentex CITY PARK adopts the concept of a "vertical micro-city" as its core, integrating transportation, green spaces, commerce, and residential areas to create a living space that coexists with the city and resonates with its inhabitants. We aim to offer a lifestyle that strikes a balance between efficiency and aesthetics, practicality and spirituality, in cities with limited land. From vertically integrated operational planning to the meticulous design of living circulation within the space, this work carries our response to and implementation of our vision for future cities.

Looking toward the future, we focus not only on architecture but also on environmental and sustainability responsibilities.

Since 2023, Ruentex Development has expanded the scope of greenhouse gas inventory across the entire group, and with 2030 as the target, has set specific commitments to reduce carbon emissions by 11% in the construction business and 5% in the department store and service business. We actively introduce solar energy equipment and promote building energy optimization, continuously reviewing effectiveness through rolling assessments, making low-carbon actions part of daily operations.

From visible steel structures to perceivable living scales, and then to the carbon reduction logic behind the environment, Ruentex Development will continue to use professional capabilities and steady steps to fulfill responsibilities toward "people, cities, and the planet."

This commitment is our way of practicing "A Better Life for the People and the Society."



Chairman

About This Report

◆ Report Compilation Principles and Reference Standards

This report is a Sustainability Report issued by Ruentex Development Co., Ltd. (hereinafter referred to as the Company, or we), compiled with reference to the GRI Sustainability Reporting Standards 2021 version published by the Global Reporting Initiative (GRI), and discloses relevant content according to the disclosure topics for Home Builders and Real Estate industries by the Sustainability Accounting Standards Board (SASB), as well as the Task Force on Climate-related Financial Disclosures (TCFD) framework. 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.

Report Coverage Boundary

The boundary of this report covers Ruentex Development and its consolidated subsidiaries. However, considering the relevance to core operations and the degree of impact on material topics, this report does not yet include Ruentex Security Co., Ltd. (Ruentex Security), Ruentex Property Management & Maintenance Co., Ltd. (Ruentex Maintenance), Ruentex Construction International (BVI), and Ruentex Construction International Ltd. Additionally, except for greenhouse gas inventory data, water resource management data, and waste statistics data, all other data excludes the hypermarket division (Zhonglun RT-Mart).

◆ Report Management

1. 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.

2. External Certification

- Financial
Audited by PwC Taiwan, with an unqualified opinion in the audit report.
- Quality Management Data
Regularly obtains SGS Taiwan ISO9001 certification.
- Environmental Data
Obtains ISAE3410 limited assurance from PricewaterhouseCoopers Taiwan (PwC Taiwan)

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.

◆ Publication Time and Disclosure Period

This report is published annually on a regular basis and disclosed on the Company's website (<https://esg.rt-develop.com.tw/>). The information disclosure period for this report is 2024 (January 1, 2024 to December 31, 2024). However, for completeness and comparability of information, some information may be traced back to 2022 or extended forward to 2025. Any information restatements will be noted and supplemented in the content or table footnotes of each chapter.

Current Issue Date: August 2025

Next Issue Date: August 2026

◆ Publishing Entity

Ruentex Development Co., Ltd.

ESG Committee Convener (title abbreviated): Lee, Chih-Hung (Note: Convener changed to Lu, Yu-Huang from August 13, 2025)

ESG Committee members and project team members (titles abbreviated, arranged in stroke order of surnames): Chen, Po-Yu, Chen, Mi-Chi, Wu, Chia-Yun

◆ Contact Information

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*In conjunction with information restatement, adjustments have been made to past year information content this year.

SDGs Action Highlights for the Year

SDGs	2024 Key Performance Highlights
 3 GOOD HEALTH AND WELL-BEING	- Focusing on employee physical health, providing full-time employees with health checkups twice per year. - Implementing social co-prosperity through diverse forms of cooperation, collaborating with 2 external social welfare organizations and participating in 22 public benefit cooperation projects. - Investing in Ruen Fu Newlife Corp.' "Happy Senior Living" program, achieving a resident satisfaction score of 97, an occupancy rate of 100%, and an average stay duration of 8 to 10 years. - Ruentex Yucheng Office Building is applying for WELL Healthy Building Platinum certification.
 4 QUALITY EDUCATION	- Board members completed a total of 66 hours of training, averaging 7.33 hours per member, exceeding legal recommendations. - In Ruentex Group, construction industry employees received an average of 13 hours of training, while department store employees averaged 6 hours. - A total of 29 participants attended internal and external integrity-related training, accumulating 183 hours.
 1 NO POVERTY	- The Board consists of 9 directors (including 3 independent directors), of which 2 are female directors, representing 22% of the Board. - The proportion of female managers stands at 27.14%, reflecting the company's commitment to diversity and equal opportunity.
 6 CLEAN WATER AND SANITATION	Runtex Materials' Dongshan plant in Yilan increased water recycling efficiency to 98.47% by installing additional water collection pipelines.
 8 DECENT WORK AND ECONOMIC GROWTH	- Consolidated operating revenue was NT\$31.81718 billion, net profit for the period was NT\$19.9482 billion, and earnings per share after tax were NT\$2.65. - Ruentex Engineering & Construction received 8 occupational safety and health related awards, including the Excellence Award in the Private Engineering Category of the 18th Golden Safety Award for Outstanding Occupational Safety and Health Engineering, the Grand Prize of the 13th New Taipei City Industrial Safety Award, and the Ministry of Labor's "Occupational Safety and Health Excellence Unit" – Excellent Unit Award.

SDGs	2024 Key Performance Highlights
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	- Invested over NT\$1.22 million in R&D related to precast construction methods, with current mature construction method application experience being industry-leading. - Ruentex Engineering & Construction has accumulated 779 patents in 19 countries globally for low-carbon construction methods and energy conservation, of which 283 are ESG-related. - Ruentex Development's construction projects use cement mortar, plastering materials, and lightweight partition grouting materials that are all RT-MIX series products produced by Ruentex Materials, with 100% obtaining green building material certification or carbon footprint verification. - Runtex 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.
 11 SUSTAINABLE CITIES AND COMMUNITIES	- GREEN MAISON RUENTEX incorporates first-class building energy efficiency design planning. - Ruentex Yangbei, Ruentex Yucheng Office Building, and Ruentex Xinyi obtained Gold-level Green Building certifications. - Qingtian 618 obtained Silver-level Green Building certification. - Ruentex LA GRAND RIVE GAUCHE has applied for 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 responded to local procurement, adding 56 new brands during the year, bringing the total number of local procurement brands to 119, a 28% increase compared to the previous year.
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	- To support local development, all major building material suppliers (rebar, concrete) are located in Taiwan, achieving 99.99% local procurement. - Ruentex Engineering & Construction established the "Waste Reduction Implementation Plan" to ensure thorough waste management. - Runtex Materials achieved an alternative raw material usage rate of 16% and an alternative fuel usage rate of 2.5%, with a carbon reduction ratio of 4.93%. - The steel used by Ruentex Engineering & Construction primarily comes from recycled steel billets, with 66.18% of total materials used being recycled. - Runtex Interior Design achieved a green building material usage rate of over 60%.
 13 CLIMATE ACTION	- Completed greenhouse gas inventory for Ruentex Development's consolidated entities in compliance with regulatory requirements. - Ruentex Materials achieved carbon reduction of 33,474.1415 tons CO₂e in 2024 compared to the base year (2023), with total emissions reduced by 4.93%. - Ruentex Materials' cement waste recycling and reuse processing ratio in 2024 was approximately 22%. - Ruentex Engineering & Construction installed solar power generation systems at the Yangmei plant to directly supply production and operational electricity.

Sustainable Economic Activities

Ruentex Development Co., Ltd., in accordance with the "Reference Guidelines for Sustainable Economic Activity Recognition Version 2" issued by the Financial Supervisory Commission and the classification standards applicable to the construction and real estate industry, conducted identification of sustainable economic activity compliance and revenue calculation at the individual company level (i.e., parent company Ruentex Development).

Among the Company's business activities, some revenue complies with the sustainable economic activities defined in Category 6 "New Construction and Major Renovation of Buildings (6.1)" and Category 7 "Real Estate Operations (7.7)", as explained below:

◆ New Construction and Major Renovation of Buildings (6.1)

The Company's new residential development projects in Taipei City and New Taipei City, including Ruentex Yangbei, Ruentex Xinyi, The Silk Court, and Ruentex LA GRAND RIVE GAUCHE, have all incorporated green building design principles and obtained EEWB Gold-level or higher certifications, meeting the conditions for substantial contribution to climate change mitigation.

The construction projects developed by the Company have obtained the EEWB Gold Green Building Label and boast numerous energy-saving features, including a highly efficient building envelope, air conditioning system, and architectural design. These features comply with Taiwan's current green building regulations and adhere to domestic high-standard energy-saving design principles. In the future, the Company will evaluate the introduction of life cycle carbon emission modeling (LCA) analysis based on project conditions, to strengthen its contribution to climate change mitigation.

At the same time, the above-mentioned construction project also meets:

Does Not Significantly Harm (DNSH): No material adverse impacts on the six environmental goals, and compliance with relevant social protection, health, and safety regulations.

Minimum Social Safeguards (MSS): Implementing employee labor rights, occupational safety mechanisms, and anti-corruption systems.

Self-assessment Criteria for Sustainability: The construction project has met the criteria, and no further improvement or transformation plan is required.

◆ Real Estate Operations (7.7)

The CITYLINK shopping centers (Nangang, Songshan, Neihu) and BOT office buildings jointly operated by the Company and its subsidiaries Ruentex Construction, Ruentex Xu-Zhan, and Ruentex Bai-Yi have adopted various energy-saving equipment in operations. The BOT buildings have also obtained EEWB Green Building certifications, meeting the requirements for energy efficiency and environmental management systems for "existing building operations." Currently evaluating the introduction of LEED and WELL international certifications and implementing optimization plans for air conditioning systems and electricity efficiency to continuously improve energy-saving and carbon reduction effectiveness in operations.

◆ Sustainable Economic Activity Revenue Recognition and Calculation

According to the "Practical Calculation Process Guidelines for Sustainable Economic Activity Recognition," Ruentex Development calculated the proportion of operating revenue from those meeting sustainable economic activity standards to the overall revenue in Ruentex Development's individual financial statements for 2024, based on the sustainable compliance status of individual construction projects and operational sites in 2024, as shown in the table below:

Project Name	Revenue Percentage	Green Building Certification Level	Compliant with Sustainable Economic Activities
Ruentex Yangbei	9.78%	Gold Level	Yes
Ruentex Xinyi	15.69%	Gold Level	Yes
The Silk Court	35.36%	Gold Level	Yes
Ruentex LA RIVE GAUCHE	22.55%	Gold Level	Yes
Ruentex Fengsheng	0.52%	None	No
Ruentex Jingcai	0.66%	None	No

Total proportion of operating revenue compliant with sustainable economic activities in 2024: 83.38%

The Light Where Art and Charity Meet

The Light Where Art and Charity Meet - Conveying Care and Hope Through Concrete Actions

On the path toward sustainable development, Ruentex Development Co., Ltd. not only commits to green buildings and carbon reduction engineering, but also actively participates in social welfare through concrete actions, supporting values of diversity and inclusion. This year, we partnered with the social enterprise "Show Art" to purchase and collect artworks in our Ruentex Fuyang construction project as part of public space beautification and art promotion.

The painting displayed in the lobby, titled "Light Brings Life," draws inspiration from plants that tenaciously grow through the cracks of Taipei City sidewalks, symbolizing how the illumination of light brings the miracle and hope of life. This work was curated by Show Art Gallery and created by artist Josey Hung, with its meaning resonating with Ruentex construction projects' philosophy of "Living in harmony with nature, perpetually thriving." The warmth, inclusivity, and vitality conveyed by the painting embody the spirit of inclusive spaces that Ruentex Development seeks to create.

"Show Art" is a non-profit charitable gallery dedicated to providing professional exhibition platforms for Taiwan's indigenous artists (such as those with cerebral palsy, Down syndrome, autism, and other special groups), collaborating with renowned artists for exhibitions and donating proceeds from artwork sales to help disadvantaged groups. Since its establishment in 2014, Show Art has accumulated donations exceeding NT\$4 million through the combination of art and charity, and received the first prize in the Taishin Bank Charity Foundation's social enterprise evaluation in 2021.

Ruentex Development's support for this charitable artwork collection project not only enhances architectural aesthetics but also embodies the values of art equality and social inclusion. Through the introduction of corporate resources, we aspire to create a "loving, luminous home," making spaces not just containers for living, but vessels that carry life stories and social care.



洪兆宣 - 《我說要有光，我說要有生命》

Sustainable Management

- 1.1 About Ruentex
- 1.2 Sustainable Strategy and Blueprint
- 1.3 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 2025 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 About Ruentex

GRI : 2-1、2-2、2-6、2-28、201-1、201-4

1.1.1 Company Overview

Full Company Name	Ruentex Development Co., Ltd.
Date of Establishment	September 12, 1977
Chairman	Jean, Tsang-Jiunn
General Manager	Lee, Chih-Hung*General Manager changed to Lu, Yu-Huang from August 13,2025.
Headquarters	11F-1, No. 308, Section 2, Bade Road, Zhongshan District, Taipei City
Capital	NT\$ (same hereinafter) \$28,442,251 thousand

Within the Ruentex Development consolidated entity (hereinafter referred to as "the Group"), Ruentex Development Co., Ltd. (hereinafter referred to as "the Company," or "we") and Ruentex Innovative Development Co.,Ltd. (Ruentex Innovative Development) have main businesses covering land development and investment construction of residential, villa, and commercial building products. Additionally, we have strategically positioned ourselves in the senior living care industry through our investment in Ruen Fu Newlife Corp. (Ruenfu), and actively promote medium to long-term development plans covering urban renewal, MRT joint development, station complex commercial building development, and superficies rights projects, implementing diversified operations. We adhere to the philosophy that "houses are meant to care for people, not the other way around," continuously innovating and researching, and developing diversified products with excellent product planning, construction quality, and customer service to create more fruitful operational results for the company.

The Group's subsidiaries include Ruentex Engineering & Construction Co., Ltd. (Ruentex Engineering & Construction), Ruen Yang Construction Co., Ltd.(Ruen Yang Construction), Ruentex Materials Co., Ltd.(Ruentex Materials), and Ruentex Interior Design Inc (Ruentex Interior), with business scope covering construction, building materials, and interior design additionally, Ruentex Construction & Development Co., Ltd (Ruentex Construction & Development), Ruentex Xu-Zhan Development Co., Ltd.

(Ruentex Xu-Zhan), and Ruentex Bai-Yi Development Co., Ltd. (Ruentex Bai-Yi) focus on leasing and department store operations, with Ruentex Construction also covering land development and investment construction of residential properties.

The Group's business encompasses construction, department store, and service industries. Therefore, based on the nature of the main businesses, disclosure is divided into two major categories: "Construction Industry" and "Department Store & Service Industry." Among these, "Construction Industry" covers Ruentex Development, Ruentex Innovative Development, Ruentex Construction※, Ruentex Engineering & Construction, Ruen Yang Construction, Ruentex Materials, and Ruentex Interior Design; while "Department Store & Service Industry" includes Ruentex Construction※, Ruentex Xu-Zhan, Ruentex Bai-Yi and Ruenfu.

※Ruentex Construction's business scope covers both construction and department store industries, so it is disclosed under both business categories.

Corporate Logo



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 Entity's Construction Business

Ruentex Development's core business encompasses land development and investment construction of residential, villa, and commercial building products. The company actively promotes medium- to long-term land development projects, including urban renewal, urban planning changes, MRT joint development, station OT/BOT plans, and commercial real estate development. Additionally, the company leverages the core advantages of the Ruentex Group to implement diversified operations, such as expanding commercial real estate development through MRT joint development and station OT/BOT plans, and introducing shopping mall and department store businesses to further enhance overall business effectiveness.

Through the connection of transportation networks such as MRT and railways, Ruentex Development is committed to creating a "rail economy," maximizing the value of transportation nodes. Furthermore, these mixed-use buildings also embody the concept of a "vertical city," enabling a single building to meet diverse needs for consumption, living, and transportation, thereby improving living convenience and driving surrounding economic development, ultimately creating maximum added value for both land resources and residents.

To provide customers with the highest quality products and services, Ruentex Development collaborates with its subsidiaries to establish a comprehensive industrial chain, ensuring high-standard quality from building material supply to construction and interior design. Among these, Ruentex Materials focuses on two main business pillars: operating cement manufacturing and sales business under the "Ruentex Cement" brand, and operating ready-mixed masonry mortar business under the "RT-MIX" brand. In the cement products field, the company is committed to process improvement and alternative raw material R&D; in ready-mixed masonry mortar, it focuses on innovative product development to ensure a stable supply of high-quality products that meet market demands.

Ruentex Engineering & Construction utilizes multiple patented precast construction methods, Building Information Modeling (BIM), and MRO (Maintenance, Repair, and Operations) mechanical and electrical system optimization, along with precise engineering management, to provide owners with integrated solutions that shorten construction periods, Facilitate Value Engineering, enhance quality, and ensure construction safety.

Ruentex Interior Design adheres to the core philosophy of "human-centered health," maintaining high standards of health, functionality, safety, peace of mind, and service, balancing design aesthetics with practical functionality, and implementing the strictest safety and health policies to create living spaces that meet "Indoor Environment Health (IEH)" standards, ensuring renovation quality and economic benefits while providing customers with the highest quality living experience.

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 Corp.	Senior housing and general building management services.
Ruentex Engineering & Construction/Ruen Yang Construction/Ruenchu Construction (Shanghai)	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.
Runtex Materials Co., Ltd.	Production and distribution of building materials.
Runtex Interior Design Inc.	Interior decoration, garden landscaping design, and construction.

1.1.2 Operations and Finance

The Group's consolidated operating revenue for 2024 was NT\$31,817,184 thousand, net profit for the period was NT\$19,904,820 thousand, net profit attributable to owners of the parent company was NT\$16,562,970 thousand, comprehensive income for the period was NT\$14,705,740 thousand, and earnings per share after tax were NT\$6.07. In the construction business, main revenue was recognized from projects including Ruentex Yangbei, Ruentex Xinyi, The Silk Court, Ruentex LA RIVE GAUCHE, and Qingtian 618; major construction projects include Ruentex CITY PARK, Ruentex LA GRAND RIVE GAUCHE, Ruentex Huashan Songjiang, GRAND MAISON RUENTEX, Nanhai Section Project, and The Star of Nangang. 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, 2024, the total number of completed projects was 24, with 27 projects under construction, and the contract amount for unfulfilled performance obligations was approximately NT\$44.6 billion, which will be recognized over the next 3 to 8 years.



Business unit	Product or Project/Shopping Mall Information	Status as of 2024/12/31
Ruentex Development	Botanic Garden Villa (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, sold out
	Ruentex Fuyang (Daan District, Taipei City)	Completed, sold out
	Ruentex Xinyi (Xinyi District, Taipei City)	Completed, sold out
	Ruentex LA RIVE GAUCHE (Sanchong District, New Taipei City)	Completed, sold out
	Ruentex LA GRAND RIVE GAUCHE (Sanchong District, New Taipei City)	Under construction, currently on presale.
	Ruentex CITY PARK (MRT Sanchong Station Joint Development) (Sanchong District, New Taipei City)	Under construction, currently on presale.
	The Star of Nangang (Nangang District, Taipei City)	Under construction
	Ruentex Huashan Songjiang (Zhongshan District, Taipei City)	Under construction
	Nanhai Section Project (Zhongzheng District, Taipei City)	Under construction
	GRAND MAISON RUENTEX (Beitou District, Taipei City)	Under construction
Ruentex Innovative Development	Ruentex Yucheng Office Building (Nangang District, Taipei City)	Completed, leasing
Ruentex Construction	Qingtian 618 (Daan District, Taipei City)	Completed, sold out
	CITYLINK Songshan Store No. 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 139 (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 No. 1 (Songshan District, Taipei City)	In operation
	Ruentex Songshan Station Building (Songshan District, Taipei City)	In operation
Ruenfu	Ruenfu Life New Vision Pavilion (Tamsui District, New Taipei City)	In operation

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

2024		
Financial Income and Expenses	Operating Revenue	\$31,817,184
	Gross Profit	\$8,614,755
	Operating Profit	\$6,296,427
	Net Profit After Tax	\$19,904,817
Profitability	Return on Assets (ROA) (%)	11.15%
	Return on Equity (ROE) (%)	15.51%
	Operating profit as percentage of paid-in capital	22.14%
	Pre-tax profit as percentage of paid-in capital	78.79%
	Earnings Per Share (EPS) (NT\$)	6.07

Revenue Breakdown by Department

Construction Division	77.07%
Commercial Real Estate	5.57%
Building Materials Division	12.40%
Wholesale Division	-%
Other Operations Division	4.96%

1.1.3 Recognition and Honors

The Ruentex Group has long maintained a positive, enthusiastic, and vibrant brand image, and has been honored to receive favor and recognition from major public and private sectors. The important awards received in 2024 are as follows:

Company Awarded	Project Awarded	Awarding Organization	Award Title
Ruentex Development	"Happy Enterprise"	1111 Job Bank	Construction & Architecture Gold Award
Ruentex Maintenance	"Happy Enterprise"	1111 Job Bank	General Life Services Silver Award
Ruentex Engineering & Construction	"Happy Enterprise"	1111 Job Bank	Construction & Architecture Gold Award
	Main Construction Works for Kaohsiung Lite-On Building New Construction Project	Kaohsiung City Environmental Protection Bureau	"Kaohsiung City Excellent Construction Site Evaluation" - Special Excellence Award
	Lite-On Technology Kaohsiung Manufacturing Center Phase II Plant Construction Project	Kaohsiung City Environmental Protection Bureau	"Kaohsiung City Excellent Construction Site Evaluation" Excellence Award
	Lite-On Technology Kaohsiung Manufacturing Center Phase II Plant Construction Project	Kaohsiung City Environmental Protection Bureau	Environmental Protection Administration Outstanding Construction Site Environmental Management Action Award
	New Developments for Ruentex CITY PARK	New Taipei City Labor Standards Inspection Office	"13th New Taipei City Industrial Safety Award Outstanding Unit Award (Group A)" Grand Prize
	Taipei City Wanhua Huajiang Section 2 Social Housing New Construction Design-Build Project	Occupational Safety and Health Administration, Ministry of Labor	"18th Occupational Safety and Health Outstanding Engineering Golden Safety Award Private Engineering Group" Excellence Award
	Taipei City Wanhua Huajiang Section 2 Social Housing New Construction Design-Build Project	Occupational Safety and Health Administration, Ministry of Labor	"Outstanding Occupational Safety and Health Unit" Outstanding Unit Award (National)
	Taipei City Wanhua Huajiang Section 2 Social Housing New Construction Design-Build Project	Taipei City Labor Inspection Office	"Taipei City Labor Safety Award" Outstanding Unit Award
Ruentex Interior Design	Taipei City Wanhua Huajiang Section 2 Social Housing New Construction Design-Build Project	Taipei City Labor Inspection Office	"Taipei City Labor Safety Award" Workplace Peace of Mind Award
	-	China Credit Information Service	TP5000 Taiwan Large Enterprise Ranking "Building Renovation and Interior Decoration Industry No. 1"
	Tri-Energy Industrial Office Building Planning	TAIWAN GOOD DESIGN AWARD Committee	13th TAIWAN GOOD DESIGN AWARD Workspace Category: Silver Award
Ruenfu	Carl Zeiss Taipei Headquarters	TAIWAN GOOD DESIGN AWARD Committee	13th TAIWAN GOOD DESIGN AWARD Commercial Space Category: Silver Award
	"Happy Enterprise"	1111 Job Bank	General Life Services Gold Award
	Ruenfu	Biotechnology and Pharmaceutical Industries Promotion Office	SNQ National Quality Mark

1.1.4 Participation in Trade and Professional 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	Participation Qualifications
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
	Importers and Exporters Association of Taipei	Member
	The Real Estate Development Association of Taipei	Member
Ruentex Construction	The Real Estate Development Association of Taipei	Member
Ruentex Innovative Development	The Real Estate Development Association of Taipei	Member
Ruentex Engineering & Construction	Chinese Taiwan Society for Earthquake Engineering	Member
	FDSA	Group members
	Taiwan Regional Engineering Contractors Association	Class A 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
	Taiwan Concrete Institute	Member
	ROC National Construction Site Managers Association	Member
	HR People Networking Club	Member
	Alliance for BIM-enabled Upgrading of Taiwan Construction Industry	Member
	Nest Club	Member

Company	Name of Participating Organization	Participation Qualifications
Ruentex Engineering & Construction	The Institute of Internal Auditors-Chinese Taiwan	Member
	Taiwan High-Tech Facility Association	Group members
	Chinese Excellent Management Association	Member
	American Concrete Institute (ACI)	Group members
	Taiwan Construction Safety Association	Group members
	Taiwan Provincial Structural Engineers Association	Member
	Taipei Structural Engineers Association	Member
	New Taipei City Structural Engineers Association	Member
	Taiwan Provincial Civil Engineers Association	Member
	Taipei Refrigeration and Air Conditioning Engineers Association	Member
Ruentex Materials	Taiwan Cement Manufacturers' Association	Board Member, Standing Supervisor, General Member
	Taiwan Concrete Institute	General Member, Director
	Yilan County Industrial Association	General Member
	Pingtung County Industrial Association	General Member
	Taiwan Society of Circular Economy	General Member
	Taiwan Offshore Wind Turbine Foundation and Marine Engineering Association	General Member
	Taiwan Marbel Association	General Member
	ROC Mining Association	General Member
	Taiwan Women on Boards Association	General Member
	SEMI International Semiconductor Industry Association, Materials Committee	General Member, Committee Member
Ruentex Interior Design	Taipei Association of Interior Designers	General Member
	Importers and Exporters Association of Taipei	General Member
	Taiwan Wellness Buildings Association	Group members
	The Third Wednesday Association	Member
Ruenfu	Institute for Biotechnology and Medicine Industry	Group members

1.2 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 planned forward-looking sustainability goals for 2030, continuously promoting and reviewing implementation progress annually, focusing on three core values: "Value Integration," "Low-Carbon Transformation," and "Trust and Mutual Prosperity." By responding to the United Nations Sustainable Development Goals (SDGs), we deepen the Group's sustainability DNA and create greater value and impact. At the same time, we actively engage and interact with external stakeholders, continuously expanding the external practice of our sustainability strategy, working hand in hand with all parties toward a positive circular sustainable future.

1.2.1 Sustainable Management Framework



To strengthen the management mechanism for sustainable development, Ruentex Development has established a comprehensive sustainability governance framework, setting up an ESG Committee composed of full-time and part-time units as a task-oriented organization to promote sustainable development. The committee is responsible for formulating and implementing policies, systems, management guidelines, and specific implementation plans related to sustainable development. The ESG Committee is convened by the General Manager, with unit heads from the General Manager's Office, Accounting Department, and other units serving as project team leaders, integrating cross-departmental units including the General Manager's Office, Franchise Business Department, Engineering Management Department, Planning Department, Customer Service Department, Architects, Human Resources Department, Marketing Department, Accounting Department, and Finance Department. Based on their functions, they are divided into three major groups: "Sustainable Environment and Product Services," "Employee Care and Social Care," and "Corporate Governance," working together to promote the company's sustainable development goals. The assignment principle for project team members is based on evaluating and selecting whether their functions possess the capability to integrate resources and implement sustainability strategies, ensuring the effectiveness of committee operations.

Furthermore, Ruentex Development has established "Operating Procedures for Sustainability Report Compilation and Verification" in accordance with the "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE-Listed Companies," which was reviewed and approved by the Board of Directors in March 2023 and formally incorporated into the internal control system framework. In the future, the ESG Committee's decision-making planning, risk management strategies for ESG issues, goal implementation status and results will be regularly reported to the Board of Directors. At the same time, companies under the Ruentex Development Group will also regularly convene meetings to exchange ESG project information and share implementation progress and experiences, strengthening the overall sustainability advancement efficiency of the Group.

1.2.2 Sustainable Development Strategy and Goals

The Ruentex Development Group adheres to the core philosophy of "A better life for the people and the society," with "Sincere Service" as the highest operating principle, always maintaining the business spirit of "Customer First." The Group takes "People-Oriented" as its mission, guided by three core values: "Value Integration," "Low-Carbon Transformation," and "Trust and Mutual Prosperity," continuously pursuing growth and implementing actions.

We position low-carbon sustainability as the main axis of strategic management, following the entire building lifecycle - including planning, design, construction, operation, maintenance management, and decommissioning and regeneration - integrating the operational advantages of all Group companies to actively promote the achievement of sustainable transformation goals. The goal is to fully achieve building energy efficiency Level 1 by 2050 and realize that all new buildings and existing buildings under management become near-zero carbon buildings.

The Group also strives to become a benchmark enterprise leading urban construction through regional integrated development, public urban renewal projects, and the creation of vertical micro-cities to meet modern housing security needs.

Brand Philosophy	A Better Life for the People and the Society						Sustainability Strategy and Goals	Leading Urban Development	
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							• Vertical Micro-Cities • Regional Integrated Development • Public Urban Renewal to Meet Housing Needs	
Core Values	Value integration			Low-Carbon Transformation				Trust and Mutual Prosperity	
Sustainability Themes	Building Quality and Safety	Customer Rights and Service Quality	Operations and Financial Status	Energy and Greenhouse Gas Management	Sustainable and Innovative Products and Services	Raw Material Management	Waste Management	Occupational Safety and Health	Regulatory Compliance and Ethical Integrity

Ruentex Development Short, Medium, and Long-term Management Indicators and Action Plans

Core Values	Key Topics	2025 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	• Maintain a Customer Satisfaction Score of 95 for Repairs • No Personal Data Breach Incidents	• All Satisfaction Surveys to Score Above 95 • No Personal Data Breach Incidents	• Increase Satisfaction Survey for Four Major Meetings
	Operations and Financial Status	• Achieve over 80% sales rate within two years after obtaining the usage license	• Achieve a sales rate of over 80% within two years of obtaining the usage license	• Plan sales schedules for each project to ensure presales before project completion.

Core Values	Key Topics	2025 Short-Term Management Indicators	2030 Medium- and Long-Term Management Indicators	Action Plans
Low-Carbon Transformation	Energy and Greenhouse Gas Management	The Group will achieve a 7% reduction compared to the 2024 baseline starting in 2025.	- Precast-produced component volume accounts for over 75% of the total structural volume across all construction projects - Implement the ISO 50001 Energy Management System in office buildings. - With 2024 as the baseline year, the Group will progressively reduce to achieve an 11% reduction by 2030.	- 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
	Sustainable and Innovative Products and Services	100% of new buildings apply for Green Building certification 100% of commercial construction projects obtain Intelligent Building certification	100% of new buildings obtain Green Building Silver-level certification 100% of commercial construction projects apply for Building Energy Efficiency Level 1 100% of commercial construction projects obtain Intelligent Building Silver-level certification	All projects are designed following Green Building principles, with plans to obtain certification.
	Raw Material Management	- Conduct preliminary environmental benefit assessments for building materials used in new construction projects - Complete annual green procurement reporting - Prioritize procurement of locally supplied major building materials such as rebar, cement, and concrete (maintain 100% local procurement ratio)	- In major building materials for new construction projects, achieve over 50% usage ratio of recycled or low-carbon materials. - All construction projects adopt at least one product with green building material certification.	- Continue to promote green procurement amount reporting. - Prioritize incorporating Ruentex Materials' RT-MIX low-carbon materials into new construction project planning and design. - Reference industry practices, pilot the introduction of green building material usage ratio inventory mechanisms, and establish internal best practices.
	Waste Management	- All construction sites and shopping centers commission licensed waste disposal companies to handle waste and complete reporting according to regulations. - Strengthen internal reporting operations to improve the completeness and accuracy of reporting.	- Gradually adjust waste management strategies according to government regulations and policy directions. - Shopping centers evaluate the introduction of food waste reduction equipment or alternative solutions.	- Track the latest government regulations and industry trends, making internal adjustments as needed. - Conduct feasibility studies on food waste reduction programs, evaluating the return on investment and implementation benefits of introducing food waste machines. - If results are favorable, expand implementation to other shopping center locations.
Trust and Mutual Prosperity	Occupational Safety and Health	- Organize 6 occupational safety and health-related seminars - Zero major occupational safety accidents and violations	Zero major occupational safety accidents and violations	- Statistics on company ratio / Setting targets (weight loss exercise days) - Employee Assistance Program (EAP) promotion and implementation - Provide subsidies for health checkups twice a year
	Regulatory Compliance and Ethical Integrity	- Strengthen the diversity and independence of board composition, setting at least 1 director of a different gender, and limiting independent directors to no more than 3 consecutive terms. - Implement internal control system execution, continuously strengthen compliance operations, ensuring no major violations occur.	- Strengthen the diversity and independence of board composition, setting at least 1 director of a different gender, with female directors reaching over 1/3. - All employees participate in risk management related education and training. - Continue to execute information security management related operations. - Regularly conduct external performance evaluations of the board of directors and functional committees.	- Conduct company-wide risk management training. - Continue to execute information security operations and regularly conduct external performance evaluations of the board of directors and functional committees.

1.3 Identification of Material Issues and Stakeholder Communication

GRI : 2-16 、 2-25 、 2-26 、 2-29 、 3-1 、 3-2 、 3-3

Ruentex Development constructs a material topic identification process based on the GRI Standards (2021) framework, integrating two materiality assessment methods: "Stakeholder Topic Concern Level Analysis" and "Impact Level Assessment Analysis," comprehensively reviewing sustainability topics that need priority management from both breadth and depth perspectives, and re-identified material topics in 2024. The steps are explained as follows:

◆ Step 1: Identify Stakeholders

The ESG project team collaborated with various departments to identify the main communication targets for this report, and based on aspects such as level of concern (such as communication frequency), influence (level of impact on the company), and responsibility (needs and expectations), ultimately confirmed seven major categories of primary stakeholders. The company understands the expectations and key concerns of all parties regarding the enterprise through regular or irregular engagement mechanisms.

Shareholders or Investors

Relevance to the Organization		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).
2024 Communication Performance	Stakeholder feedback	The dividend distribution ratio for 2024 was too low.
	Specific Responses and Actions	Due to recognition of unrealized losses from investee company's subsidiary Nan Shan Life Insurance, unable to distribute dividends from earnings, therefore distributed cash dividends of NT\$1.1 per share from legal retained earnings.

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).
2024 Communication Performance	Stakeholder feedback	The government promotes detailed planning for disaster prevention-oriented urban renewal to encourage the reconstruction of dangerous buildings.
	Specific Responses and Actions	Comprehensively review and integrate ongoing urban renewal cases, assisting landowners in evaluating the applicability of disaster prevention-oriented urban renewal incentives.

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).
2024 Communication Performance	Stakeholder feedback	The 0800 customer service system primarily uses telephone reporting for repairs, with residents expressing hope to increase repair reporting methods.
	Specific Responses and Actions	Develop a Line repair reporting system, expected to be launched in 2025.

Suppliers or Partners

Relevance to the Organization		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).
2024 Communication Performance	Stakeholder feedback	Due to construction delays affecting the schedule for obtaining occupancy permits and property transfer.
	Specific Responses and Actions	Collaborated with elevator suppliers to develop installation methods for elevator door frames before completion, reducing interior elevator hall renovation construction time.

Employees

Relevance to the Organization		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).
2024 Communication Performance	Stakeholder feedback	Long working hours looking at computers and prolonged sitting affect blood circulation and health.
	Specific Responses and Actions	Employed visually impaired massage therapists to provide massage services for employees.

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)		Contact methods for complaints at various construction sites and operational locations (irregular), customer service hotline 0800 212366 (irregular)
2024 Communication Performance	Stakeholder feedback	Heavy vehicles entering and exiting during the construction project implementation cause damage to the surrounding asphalt road surfaces.
	Specific Responses and Actions	Assisted with large-scale re-paving of asphalt roads in surrounding neighborhoods during the completion phase.

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)
2024 Communication Performance	Stakeholder feedback	Hope to promote local education and cultural advancement through TSUTAYA BOOKSTORE operated by Ruentex.
	Specific Responses and Actions	Proactively donated books to Taipei Public Library's Neihu and Donghu branches.



◆ Step 2: Analyze Industry Sustainability Issues

Based on domestic and international construction industry-related regulations and sustainable development trends, and referencing stakeholder communication results from Step 1, compiled 21 industry sustainability issues, covering 6 environmental (E), 5 social (S), 5 governance (G), and 5 product (P) items.

Issue sources include:

1. International Standards and Regulations: GRI, SASB, TCFD, etc.
2. Domestic Construction Industry Policies and Regulations: Such as National 2050 Net Zero Policy, Taipei City Net Zero White Paper, etc.
3. Industry Sustainability Trends: Major issues disclosed in industry sustainability reports or official websites
4. Stakeholder Engagement Results (Step 1)

Sustainability Issues

	Raw Material Management	Climate Change Governance	Energy and Greenhouse Gas Management
	Waste Management	Land development evaluation	Water resource management
	Occupational Safety and Health	Diversity and Equal Opportunity	Talent Cultivation
	Remuneration and benefits and labor-management communication	Social Welfare and Community Engagement	
	Regulatory Compliance and Ethical Integrity	Corporate Governance	Public Policy and Association Participation
	Operations and Financial Status	Risk Management	
	Building Quality and Safety	Sustainable and Innovative Products and Services	Supply Chain Management
	Customer Rights and Service Quality	Marketing Communication	

◆ Step 3: Stakeholder Concern Level Assessment

Invited seven categories of stakeholders to complete a survey questionnaire on their level of concern for various issues, to understand their annual focus priorities and examine whether the issues listed in Step 2 are comprehensive. The questionnaire scoring is divided into five levels: Very Concerned (5 points), Concerned (4 points), Neutral (3 points), Not Concerned (2 points), Very Not Concerned (1 point). After weighted averaging of survey results, they are ranked by score level as the assessment basis.

◆ Step 4: Impact Assessment Evaluation

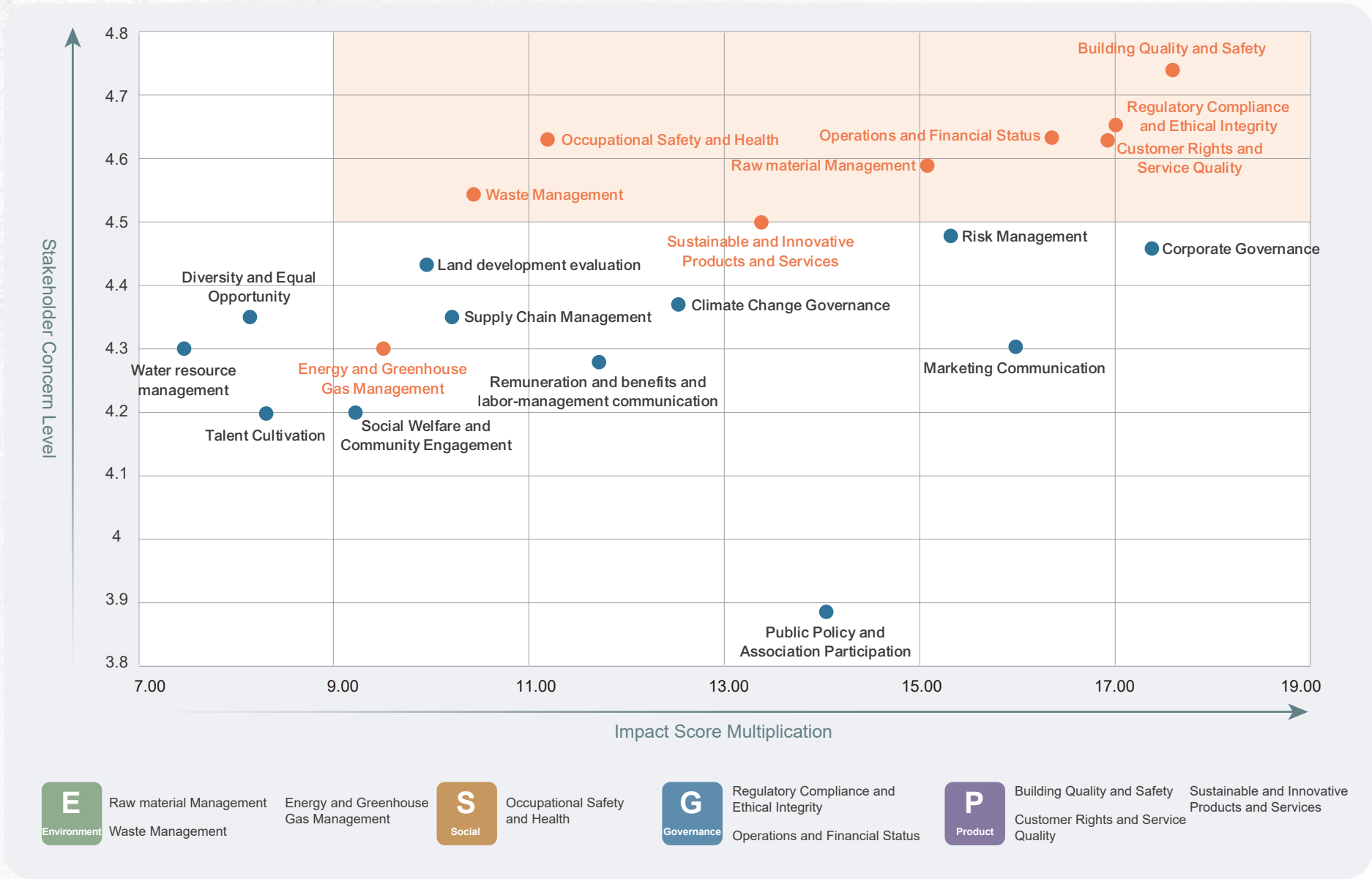
Through internal questionnaire surveys among ESG project team members, assess the positive and negative impacts of each issue on the company's economic, environmental, and social aspects. Members need to evaluate the "probability of occurrence" (such as: already occurred, high or low possibility) and "impact severity" (such as: major, high, moderate, etc.) for each issue, scoring on a 5-point scale respectively. After summing the products of positive and negative occurrence probability and impact level for each issue, they are ranked by total score as the impact assessment results.

◆ Step 5: Confirm Materiality of Issues

Comprehensively considering stakeholder questionnaire results (Step 3), impact assessment results (Step 4), company philosophy and brand core values, the ESG project team and external experts reached consensus on this year's material topics, totaling 9 items. Each department and the project team will formulate corresponding strategies and management objectives for the material topics identified in 2024, and plan to report analysis results and implementation planning to the Board of Directors in 2025.

As for those not listed as material topics, they will still be managed according to existing management systems and corresponding measures, and the company's overall sustainability performance will be disclosed to stakeholders according to indicators such as GRI and SASB.

Material Topics Matrix



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	1.1 About Ruentex
Regulatory Compliance and Ethical Integrity	The company establishes relevant codes of conduct for directors, all employees, procurement personnel, etc., to strengthen the Group's concepts of integrity and self-discipline, ensure compliance with regulations and industry standards, avoid unethical behaviors such as corruption, bribery, monopolization, or violations of fair trade, thereby strengthening stakeholder trust.	V	V	V	V	GRI : 205-2 、 205-3	2.4 Regulatory Compliance
Sustainable and Innovative Products and Services	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 insulating mortar, 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 Buildings
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 "Construction Traceability 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 Relationship

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				
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 Buildings
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
Raw Material Management	Due to global net-zero emissions trends causing rising energy costs, which in turn affect raw material transportation prices, and even supply chain disruptions or material scarcity due to extreme climate, response strategies need to be formulated to ensure stability of raw material management.	V	V			GRI : 301-1~3	3.2 Supply Chain Management
Waste Management	Enterprises should reduce waste generation, promote waste recycling and reuse, establish strict waste disposal processes to minimize environmental impact, and actively participate in related environmental protection programs.	V	V	V		GRI : 306-1~5	4.4 Waste Management
Occupational Safety and Health	Failure to ensure the health and safety of employees and workers will undermine their human rights. In addition to subsidizing health checkups, the company also regularly conducts occupational health promotion activities; subsidiary Ruentex Engineering & Construction provides employees with a healthy and safe work environment and reduces occupational accidents through the introduction of ISO45001 occupational health and safety management systems.	V		V		GRI : 403-1~10 ; SASB : IF-HB-320a.1.	5.3 Safe Workplace Environment

Accountable 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
- Regulatory Compliance and Ethical Integrity

Corresponding SDGs:



Policies and Commitments

Ruentex Development continues to implement honest operations and institutional transparency, having established "Integrity Management Guidelines" and "Code of Ethical Conduct" as the foundation of corporate governance. In 2025, we will strengthen board diversity and independence, mandating the inclusion of at least 1 female director, limiting independent directors to no more than 3 consecutive terms, and continuously strengthening legal compliance and internal control systems to ensure no major violations, steadily advancing toward sustainable operations.

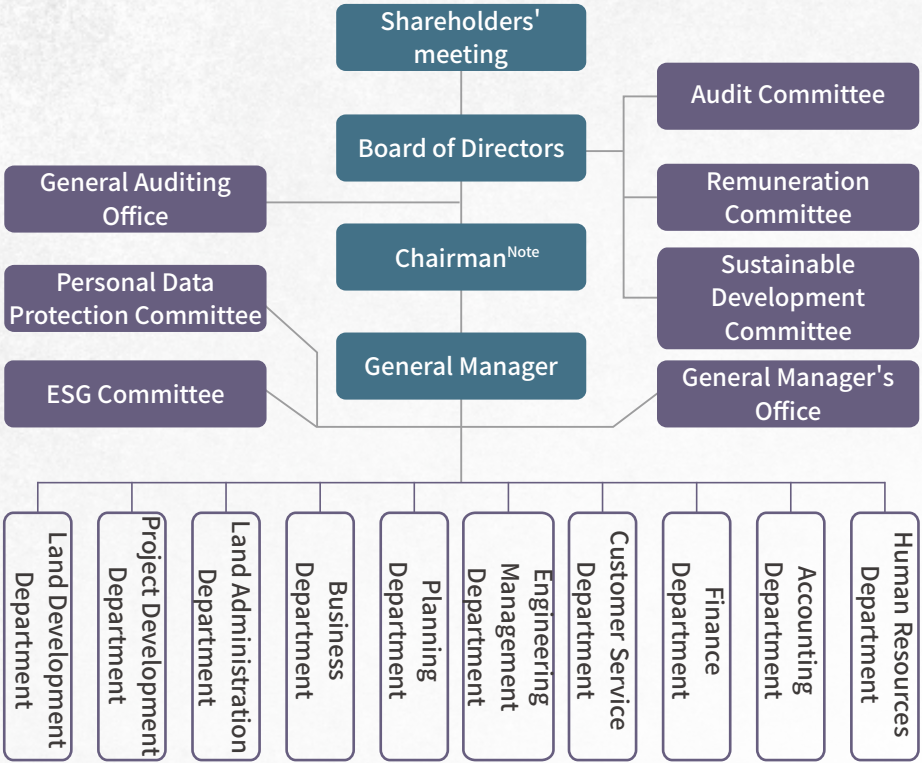
Annual Actions and Performance

- The Board consists of 9 directors (including 3 independent directors), of which 2 are female directors, representing 22% of the Board.
- Board members completed a total of 66 hours of training, averaging 7.33 hours per member, exceeding legal recommendations.
- A total of 29 participants attended internal and external training sessions related to ethical business practices, accumulating a total of 183 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

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

The foundation of corporate sustainable operations lies in a sound governance structure. To continuously improve corporate governance quality, Ruentex Development has established the "Ruentex Development Co., Ltd. Corporate Governance Best Practice Principles" with reference to the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies." In addition to complying with relevant laws and the company's articles of incorporation, we have also incorporated governance principles such as protecting shareholder rights, strengthening board functions, exercising supervisory oversight mechanisms, respecting stakeholder rights, and enhancing information transparency as important foundations for the company's long-term stable operations.



Note 1: The Company's Chairman does not concurrently serve as General Manager.
Note 2: The Company established a Sustainable Development Committee on December 31, 2024.

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. As of 2024, Ruentex Development has 9 directors (including 3 independent directors and 6 directors), with independent directors representing 33% of seats; of which 2 are female directors, representing 22% of the Board. Board members encompass professional backgrounds in finance, management, financial accounting, civil engineering, and law, all with over five years of work experience in commerce, finance, accounting, or company business requirements. 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 2024, the Board of Directors held a total of 7 meetings, with an average actual attendance rate of 92.06%.

To continuously enhance directors' professional knowledge and legal literacy, various continuing education courses are arranged for directors annually. In 2024, directors participated in continuing education courses for a total of 66 hours, with an average of approximately 7.33 hours per director, exceeding the recommendations of the Guidelines for Continuing Education of Directors and Supervisors of Listed Companies. Course content included sustainable finance forums, corporate governance forums, regulatory compliance, insider trading advocacy meetings, and other current issues. For more details on training and other information regarding Board members, please refer to the 2025 Annual Shareholders' Report.

To avoid conflicts of interest, Ruentex Development clearly stipulates in the "Board Meeting Rules" situations where directors should avoid conflicts of interest: when directors have interests relating to themselves or other legal entities they represent in meeting matters, they must provide detailed explanations of the content of such interest relationships at the Board 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 Remuneration 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 Remuneration Committee's recommendation and approved by the Board.

2024 Board Performance Evaluation Results

To implement corporate governance and enhance Board functions, Ruentex Development has established "Board Performance Evaluation Procedures" since 2016 and began implementing Board performance evaluations from the same year, using questionnaire-based self-evaluation by all directors and meeting units. In accordance with the amendments to Article 37 of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies," the evaluation scope covers overall Board operations, functional committees, and individual director performance, with clearly defined evaluation aspects to enhance the completeness and effectiveness of evaluations.

Starting from 2024, Ruentex Development introduced external independent professional institutions to conduct Board performance evaluations for the first time, using third-party objective review as an important basis for the company's continuous optimization of governance systems and Board operational quality.

Board Performance External Evaluation

Board Performance External Evaluation Results				
Type	Evaluation Criteria	Number of Questions	Percentage	Average score
External Evaluation	A. Board Composition and Professional Development	11	21.2%	4.65
	B. Board Decision-Making Quality	11	21.2%	4.81
	C. Board Operational Effectiveness	9	17.3%	4.87
	D. Internal Control and Risk Management	12	23.0%	4.78
	E. Board Participation in Corporate Social Responsibility	9	17.3%	4.57
	Total	52	100%	4.74

Note: External performance evaluation maximum score is 5 points.

All Board members participated in this evaluation, with average achievement exceeding 90% in all evaluation items, 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.

The Audit Committee held 7 meetings in 2024 with an average attendance rate of 100%. All Audit Committee members participated in the Audit Committee performance evaluation, with average achievement of 100% in all evaluation items, resulting in a rating of good performance.

Audit Committee Performance Evaluation Self-Assessment Results				
Type	Evaluation Criteria	Number of Questions	Percentage	Average score
Internal Evaluation	A. Level of Participation in Company Operations	4	18.3%	100
	B. Understanding of Audit Committee Responsibilities	5	22.7%	100
	C. Enhancing Audit Committee Decision-Making Quality	7	31.8%	100
	D. Audit Committee Composition and Member Selection	3	13.6%	100
	E. Internal Control	3	13.6%	100
	Total	22	100.0%	100.00

Remuneration Committee

Ruentex Development's Remuneration Committee consists of three independent directors. Based on the resolutions of the Board of Directors, the "Compensation Committee Charter" was established. The Remuneration 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.

The Remuneration Committee held 2 meetings in 2024 with an attendance rate of 100%. All Remuneration Committee members participated in the Remuneration Committee performance evaluation, with average achievement of 100% in all evaluation items, resulting in a rating of good performance.

Remuneration Committee Performance Evaluation Self-Assessment				
Type	Evaluation Criteria	Number of Questions	Percentage	Average score
Internal Evaluation	A. Level of Participation in Company Operations	4	21.1%	100
	B. Understanding of Remuneration Committee Responsibilities	5	26.3%	100
	C. Enhancing Remuneration Committee Decision-Making Quality	7	36.8%	100
	D. Remuneration Committee Composition and Member Selection	3	15.8%	100
	Total	19	100.0%	100

2.2 Ethical Business Practices

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

At Ruentex Development, we uphold the beliefs of people-oriented, integrity and honesty, and customer first, providing "sincere service" to all Ruentex Development customers, committed to becoming "the highest ethical standards in the industry," and being recognized by the general public with an 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.

Establishment of Related Legal Systems	Key Highlights
Ruentex Development Integrity Management Guidelines	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.
Ruentex Development Human Rights Policy	Adhering to the "people-oriented" values, we have established a human rights policy to protect the fundamental rights and interests of all stakeholders. We commit to complying with international human rights standards such as the "United Nations Universal Declaration of Human Rights," "United Nations Global Compact," and "International Labour Organization Declaration on Fundamental Principles and Rights at Work," and extend the policy's scope of application to employees, customers, suppliers, and partners. The core of the policy includes: providing a safe and healthy work environment, prohibiting discrimination and forced labor, implementing equal employment principles, rejecting corruption and bribery, and striving to listen to and respond to various concerns, in order to implement the human rights principles of respect, protection, and remedy.

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. Furthermore, we provide internal and external education and training specifically on integrity management issues. Training content includes courses on insider trading and insider equity-related laws, corporate governance, trade secret internal control regulations, internal control design and audit techniques for preventing false corporate financial reports and corruption and fraud. In 2024, a total of 29 person-times participated in related education and training, accumulating 183 hours.

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.	◆ Telephone: (+886)2-8161-9888 ◆ Fax: (+886)2-8161-9977 ◆ 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. 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	◆ 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 2024, 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 our core real estate business, the Company also operates other businesses such as shopping center 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
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 4.1 Climate and Environmental 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 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: Facing safety management at construction sites and environmental impacts from material usage, Ruentex Development's response strategies include: continuously researching and improving construction methods for use in construction projects, such as single-piece stirrups, spiral stirrups, insulating mortar, soundproof flooring, and other construction 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.

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. During 2024, the Group paid a total of approximately NT\$1.31 million in fines, all of which were penalties for regulatory violations during the reporting period. Using individual fines exceeding NT\$1 million as the disclosure standard for significant fine amounts, there were 0 cases deemed significant environmental regulatory violations; the remaining 48 cases were non-significant incidents. In 2024, 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.



Resilient Architecture

3.1 Creating Sustainable Architecture

3.2 Supply Chain Management

3.3 Customer relationship

Corresponding Material Issue:

- Construction Quality and Safety
- Sustainable Innovative Products and Services
- Material Management
- Customer Rights and Service Quality

Corresponding SDGs:



Policies and Commitments

Ruentex Development takes "Safety, Health and Comfort, Sustainability" as the core of product and service design, committed to creating buildings that truly care for people, allowing homebuyers to live with peace of mind for a lifetime. Adhering to the customer-first philosophy, establishing long-term trust relationships through service mechanisms at various stages. Construction projects are undertaken by subsidiary Ruentex Engineering & Construction Co., Ltd., strictly controlling construction quality and supplier environmental, safety, and health standards. In 2025, we will continue to improve the usage rate of eco-friendly building materials and maintain 99.99% local procurement of bulk building materials, fulfilling our commitment to sustainable construction.

Annual Actions and Performance

- Ruentex Development announced and implemented the "Ruentex Development Supplier Evaluation and Management Regulations" in 2024.
- Ruentex Engineering & Construction Co., Ltd. conducted 1,070 supplier evaluations, achieving a qualification rate of 98.2%.
- To support local development, all major building material suppliers (rebar, concrete) are located in Taiwan, achieving 99.99% local procurement.
- Ruentex Development's construction projects use cement mortar, plastering materials, and lightweight partition grouting materials that are all RT-MIX series products produced by Ruentex Materials, with 100% obtaining green building material certification or carbon footprint verification.
- Ruentex Materials achieved a 17% usage rate of alternative raw materials and a 2% usage rate of alternative fuels, saving 5% energy and reducing carbon emissions by 3%.
- The steel used by Ruentex Engineering & Construction primarily comes from recycled steel billets, with 66.18% of total materials used being recycled.
- Runtex Interior Design achieved a green building material usage rate of over 60%.
- Runtex 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 Co., Ltd. has obtained 779 patents in 19 countries worldwide, of which 283 are related to ESG.
- The 0800 customer service system has an average post-sales service case handling time of 0.89 days, with an average repair satisfaction score of 97.
- 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 Inc. 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.
- Runtex Interior Design Inc.'s customer satisfaction survey results for construction progress and quality show 100% rated "satisfied" or above.

3.1 Creating Sustainable Architecture

GRI : 2-6、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, Runtex 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 construction projects are undertaken by subsidiary "Ruentex Engineering & Construction Co., Ltd.," which has received the National Quality Award and multiple other recognitions. Ruentex Engineering & Construction Co., Ltd. possesses professional pre-cast technology, a strong R&D team, and multiple patented technologies, creating brand differentiation between Ruentex Development's projects and competitors. It is one of the few professional construction companies in Taiwan that can comprehensively integrate all aspects of construction engineering. Ruentex Engineering & Construction Co., Ltd. has also obtained international certifications including ISO9001, CNS45001, ISO45001, ISO14064, and ISO14067. In addition to becoming the first construction company to receive the National Quality Award, it has also repeatedly won the Executive Yuan Public Works Golden Quality Award, Excellent Construction Industry Award, National Excellence Construction Award, and other recognitions for construction quality.

In terms of interior design, Ruentex Development's subsidiary "Runtex Interior Design Inc." is also the preferred choice for customers. It has repeatedly won awards from the TAIWAN GOOD DESIGN AWARD. It has been ranked "No. 1 in Building Renovation and Interior Design Industry" in the China Credit Information Service's TP5000 Taiwan Large Enterprise Rankings for four consecutive years. Using "Five Senses and Six Perceptions" as important reference indicators in design, focusing on aesthetics, health, functionality, safety, peace of mind, and service, these are embodied in aspects such as Indoor Air Quality (IAQ), Indoor Environmental Quality (IEQ), and Indoor Environmental Health (IEH), allowing customers to use their five senses to experience the details of design and construction, making spaces more ingenious and human-centered.



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 land selection and development stage, this has become our most important issue. The functions and services we provide throughout the various life cycles of construction projects are as follows:

STEP 1	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.
STEP 2	Integrated Planning	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.
STEP 3	Material Selection	Investment in low-carbon cement development and manufacturing technology, while continuously researching and developing new environmentally friendly building materials. The complete series of RT-MIX ready-mixed masonry mortar products can all be called green building concept products. Many products have obtained green building material certification and low-carbon building material certification, conforming to climate change response and sustainable energy-saving trends. Through diversified development and continuous carbon reduction efforts, we aspire to continue innovative R&D from the customer's perspective and develop high-performance niche products.
STEP 4	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 purchased floor before grouting. All inspection and verification results are transparently presented in the structural and interior design briefings, as well as in the Construction Traceability Record provided for each unit upon handover.
STEP 5	Completion and Handover	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. Early investigation of customer inspection and handover needs, providing customers with inspection processes superior to those of competitors, allowing them to live with greater peace of mind. The company website provides housing maintenance DIY guidance, teaching customers safe home usage. Since August 2018, we have extended the structural and waterproofing warranty to 20 years, leading the nation and further strengthening customer confidence in Ruentex Development.
STEP 6	After-Sales Service	For completed and handed-over buildings, after completion of the common facility inspection, building information is incorporated into the 0800 customer service system. Based on management committee or customer notifications, immediate customer service is provided for daily usage inquiries. Community equipment maintenance or home repair services continue even after the sales contract warranty period expires. After one year from handover, a building health check is provided, and annual inspections are conducted on community external safety.

Ruentex Development Building Management Assessment

Project Development

- Land Analysis and Investigation
- Environmental and Geological Survey

Integrated Planning

- Architectural Engineering Planning and Design
- Green Building Design

Material Selection

- Innovative Building Materials
- Eco-friendly Building Materials

Construction

- Construction Management
- Site Inspection

Completion and Handover

- Balancing Aesthetics and Functionality to Create a Healthy Indoor Environment
- 20-Year Structural and Waterproofing Warranty
- Comprehensive Handover Inspection Items

After-Sales Service

- Rapid Residential Repair Service
- Home Health Check
- Community Safety Inspection
- Emergency Response Command Center

◆ 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 2024, 100% of Ruentex Development's construction projects underwent geological drilling and neighboring building assessment. For projects that meet government regulatory conditions requiring structural external review, 100% were commissioned to third-party organizations.

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.

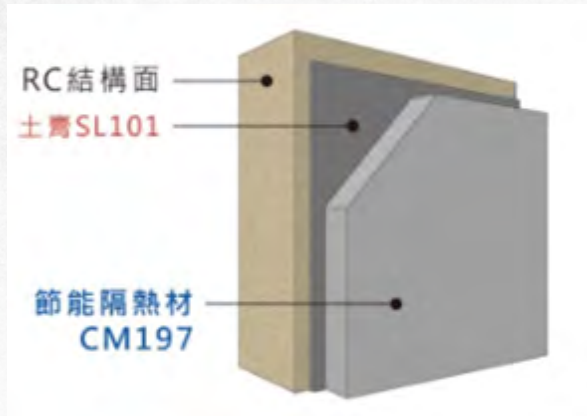
- **Geological Drilling:** This is an essential preliminary task for architectural engineering design. The investigation includes geological sampling and groundwater level surveys, providing fundamental safety information for structural design.
- **Neighboring Property Assessment:** The assessment results 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

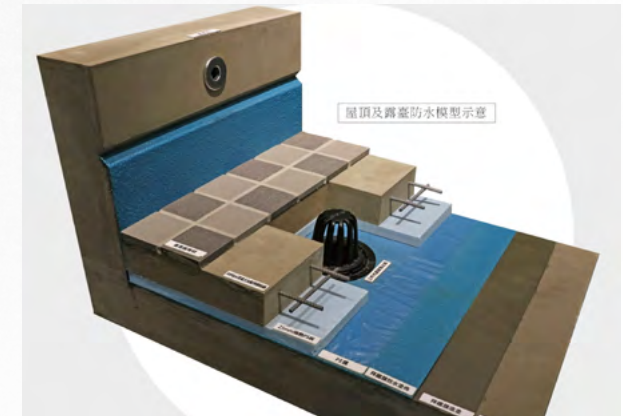
Ruentex Development has been in operation for over 40 years, applying its accumulated architectural engineering experience and proud construction philosophy. The company has developed a comprehensive structural system combining foundation piles, isolation pads, continuous hoop reinforcements, and spiral 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.



Safety Engineering



Comfort Engineering



Waterproof engineering



Hygiene Engineering



Smart Engineering



Green Energy Engineering



Earthquake resistance

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.

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.

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.



Single-piece stirrup

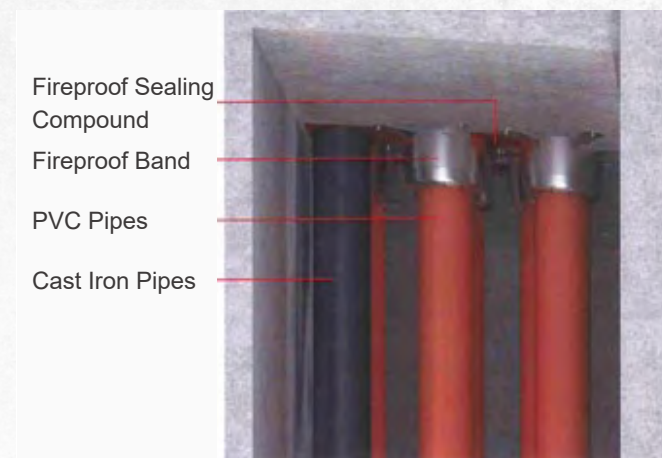


Spiral stirrup



Fire Protection

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.





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.



Positive Pressure in Emergency Stairwells



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.



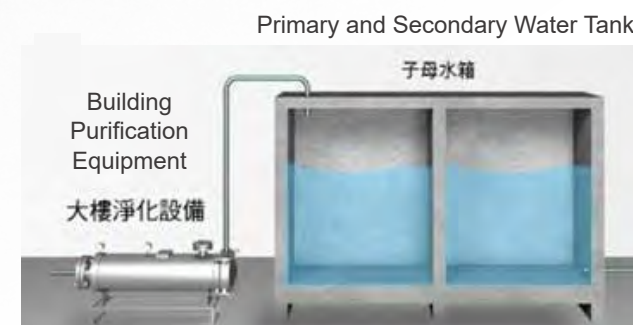
Emergency Power Outlets



Water Supply

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.

The construction projects planned and designed by the Company are all equipped with rainwater recycling systems, which can be used for landscape irrigation, contributing to water resource conservation.





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.



Flood Protection Design and Siphon Breaker



Air Quality

In bathroom spaces, proper interlayer sealing and ventilation exhaust to the outside prevent odors from affecting the indoor air quality.

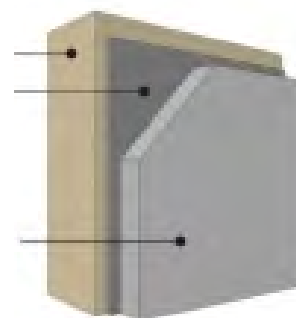


Insulation

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.

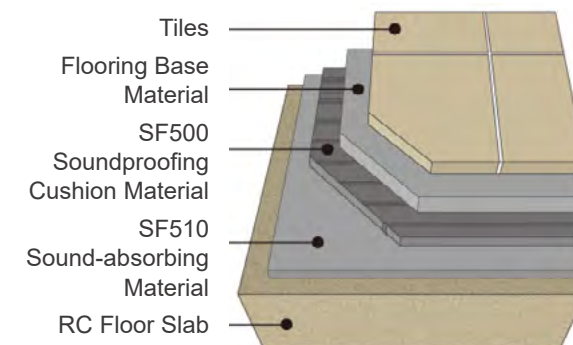
RC Structure Surface
SL101 Soil Plaster

CM197
Energy-saving
Insulation Material



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.



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

◆ Construction

1. 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.

2. Construction Traceability Record

Each of our projects includes a "Construction Traceability Record," which serves as an important proof of material quality provided to customers during the handover. The record 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

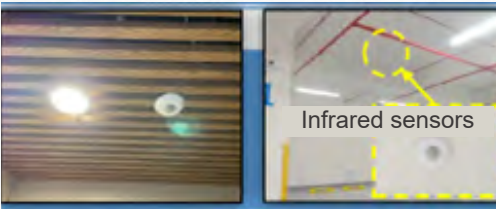


Various design types are implemented

Electricity saving and energy/carbon reduction

Energy-saving lighting and infrared sensors

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.



Energy-efficient public facilities

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.



Promoting EV-friendly communities

New construction projects reserve installation positions for electric vehicle charging pipes and cable racks during the initial planning stage, and have developed an inverted installation method for electric charging stations, increasing pedestrian safety and avoiding damage to parking garage floor waterproofing, providing more convenient and cost-effective installation options to enhance residents' willingness to use electric vehicles.





Various design types are implemented

Improving the safety and convenience for residents.

Uninterruptible Power System

The building is equipped with automatic generator sets. When a power outage occurs, the generator will start, providing users with emergency power for elevators, water heaters, refrigerators, and other equipment.



Forced Exhaust System for Water Heaters

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.



Forced Exhaust System for Water Heaters

Positive Pressure Design for Emergency Stairwells

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.



Positive Pressure in Emergency Stairwells



Various design types are implemented

Pandemic Prevention Design

Garbage storage room

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.

Equipped with an entry sensor switch, handwashing station, and hand dryer, allowing residents to clean their hands after handling waste.



Entry Sensor Switch

Recycling Bins

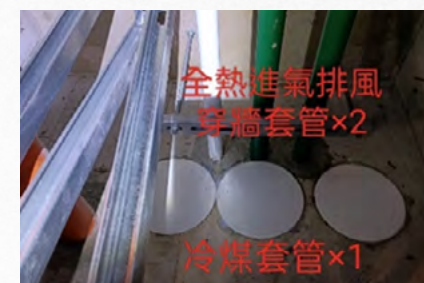
Exhaust Venting on Each Floor

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 Ventilator

Reserved ducts are provided to facilitate the addition of energy recovery ventilation, allowing continuous air circulation between indoor and outdoor environments.



Two Wall-Penetrating Ducts

Refrigerant Pipe Duct

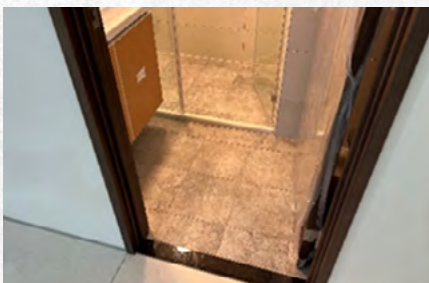


Various design types are implemented

Accessibility Design Considerations

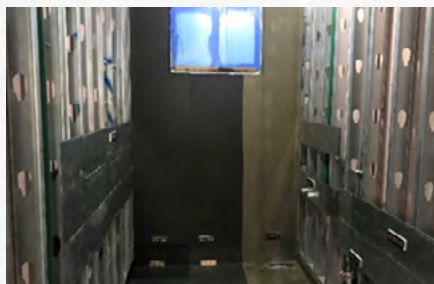
Threshold-free entry

Barrier-free threshold design allows elderly family members and even disabled wheelchairs to pass through easily and comfortably, avoiding tripping injuries from thresholds.



Reinforced metal plates

Bathroom grab bars: Considering the needs of residents, reinforced metal plates are embedded within the bathroom walls for secure installation of safety grab bars.



Garbage storage room with sensor-operated doors

Equipped with constant-temperature and humidity-controlled cold storage, featuring a sensor-activated intake for enhanced convenience and hygiene.



Garbage disposal chute

Sensor-activated switch (touchless)

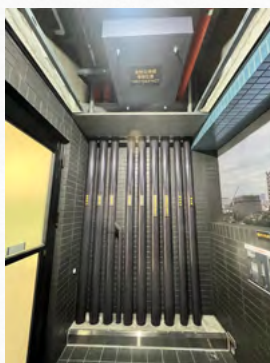


Various design types are implemented

Convenient maintenance design and support

Exposed pipe design with independent drainage lines for renovation

Easier repair solutions.



Net height of 2.7 meters in elevator car interior excluding decorative surfaces

Allows large furniture to be directly transported via the elevator, reducing the need for hoisting.

Repair DIY tutorials

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 a 2021 International Energy Agency report, the building sector accounts for approximately 38% of global greenhouse gas emissions. Greenhouse gas emissions throughout the building lifecycle include both "operational carbon emissions" and "embodied carbon emissions." Operational carbon emissions during the daily use phase account for approximately 28%, while embodied carbon emissions during construction and renovation/demolition phases account for approximately 10%. In response to Taiwan's 2050 net-zero emission pathway and strategy, it is projected that by 2050, 100% of new buildings and 85% of existing buildings will need to be transformed into "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 from 2024, all new buildings by Ruentex Development will apply for green building certification, and all commercial projects will obtain intelligent building certification, with Ruentex Yucheng Office Building additionally applying for diamond-level intelligent building certification.

Green Building Design Implementation

Ruentex Wen-Hua	Ruentex Ding-Feng	Ruentex Yangbei	Ruentex Xinyi	Ruentex Yucheng Office Building	Ruentex CITYPARK	Ruentex Fuyang
Designed to meet Silver-level standards but not applying for certification		Obtained Gold-level certification			Silver-level candidate certificate has been obtained, with full certification expected upon project completion	

Qingtian 618	Ruentex LA GRAND RIVE GAUCHE	Ruentex LA RIVE GAUCHE	Ruentex Nanhai Section Project	Ruextex Huashan Songjiang	The Star of Nangang	GRAND MAISON RUENTEX
Obtained Silver-level certification	Gold-level candidate certificate obtained, with certification expected after project completion				Silver-level (candidate certification and certificate in mind, but certification has not yet been obtained)	Designed according to Silver-level green building standards, but neither the candidate certificate nor certification has been obtained yet.

Taking the Ruentex LA GRAND RIVE GAUCHE project as an example of sustainable green building design



◆ Biodiversity

The project's building site is adjacent to New Taipei Metropolitan Park. The design specially considers continuity with neighboring ecological green networks and implements ground-level and rooftop greening. Plant selection includes bird-attracting and butterfly-attracting species along with diverse native trees, shrubs, and ground cover plants, achieving an overall green coverage rate of 124.26%. The configuration adopts layered planting techniques, helping to enhance species habitat diversity and ecological corridor connectivity.



◆ Energy Efficiency

The building design does not include a central air conditioning system, utilizing natural ventilation and balcony shading design to reduce summer indoor temperatures. The building envelope energy consumption assessment results show 80% of the northern region standard value, effectively reducing daily energy use and achieving energy-saving and carbon reduction benefits.



◆ Water Resource Management

The site features underground water retention and garden water conservation facilities, with rooftop soil-covered green areas planned, achieving a total water retention capacity of 26.02 m³. The water retention design value $\lambda=0.86$ far exceeds the legal standard $\lambda_C=0.25$, effectively enhancing the site's rainwater regulation capacity and reducing runoff impact.



◆ Greenhouse Gas and Carbon Sequestration

Through large-area green coverage (ground + rooftop) and deep soil coverage design, the unit green space carbon sequestration parameter is set at 400 kg CO₂/m², with overall green spaces serving as areas with carbon sequestration potential. Combined with energy-efficient building envelope and non-mechanical ventilation strategies, this helps reduce carbon emissions during development and subsequent use phases.



◆ Health and Comfort

The building design adopts open blocks, no walls, and a permeable green hedge design approaches, improving ventilation and lighting conditions while creating a neighborhood-friendly atmosphere. Green spaces not only enhance microclimate comfort but also serve as open spaces accessible to community neighbors, promoting public health and harmony with nature.



◆ Materials and Waste

While current review documents do not yet specify detailed content for material use and waste management, it is recommended that subsequent phases supplement explanations based on the developer's existing internal operational standards, such as building material selection principles (like prioritizing local materials and recyclable building materials), construction-phase building waste classification and recycling mechanisms, and waste storage space allocation and design, to enhance the overall environmental information completeness of the project.

◆ Continuous Innovation and Development

Ruentex Engineering & Construction Co., Ltd. continues to innovate and break through the status quo through R&D, making good use of information technology, and possessing excellent talent and flexible R&D organization with strong research and development capabilities. Based on these foundations, it has better conditions than competitors to reduce building embodied carbon from raw materials, design, manufacturing, and construction aspects, successfully widening the gap with competitors and creating new construction industry benchmarks.

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 2024, Ruentex Engineering & Construction Co., Ltd. has obtained 779 patents in 19 countries worldwide, of which 283 patents (including pending applications) are closely related to ESG.

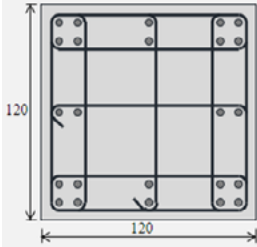
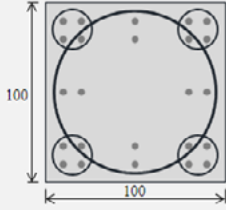
ESG Patents Explanation

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.	238
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	- 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.	5
Total	-	283

Representative low-carbon construction methods include the use of pre-cast construction methods, multi-spiral stirrup methods, and BIM system applications. In 2024, over NT\$1.22 million was invested in R&D related to precast construction methods. Currently, there is considerable mature application experience in these methods, making it an industry leader. Pre-cast methods are mostly applied to factories and office buildings. In the future, residential construction projects launched by the Company will gradually incorporate pre-cast methods, from design to production, thereby increasing the proportion and scope of their 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 vast majority of work items originally performed on-site are moved to the factory, including main structural components such as beams, columns, and slabs. 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.	 First, second, and third-generation technologies have been developed, with 11 new patent applications submitted.
	Multi-Spiral Reinforcement Method	This method involves using a propulsion device to shape steel bars into spirals. Multi-spiral stirrup columns have excellent seismic performance, can replace traditional square stirrups with 50% less stirrup usage, increase column deformation resistance by 60%, reduce on-site stirrup work hours by 70%, and help reduce carbon emissions.	 This method has already been applied on construction sites.
	Aluminum formwork 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.	 This method has been applied on construction sites, with 10 new patent applications submitted.

Type	R&D Project	R&D Purpose	R&D Results and Implementation Status
Low-Carbon Construction Methods	PCS Construction Method	A structural system composed of reinforced concrete columns and steel beams, where the beam-column connections in the structural system use steel-reinforced concrete composite joints. The application advantages include not only the benefits of general precast methods but also maximize usable space due to different structural design, with more attractive appearance than general precast components. Compared to traditional SRC, it can reduce the use of high-carbon column steel and pre-cast beam-column connections, not only reducing construction interfaces but also significantly shortening structural construction periods. With smaller phased construction intervals, it can shorten the startup time for work item interfaces, reduce on-site construction work, and lower construction site carbon emissions.	 The PCS method has obtained recognition from the Construction and Planning Agency as "New Construction Technology, New Methods, New Equipment and New Materials," and was used in the "Ruentex Yucheng Section Commercial Building New Construction Project." This project also obtained "Seismic Design Certification" from the National Taiwan University Earthquake Engineering Research Center, and added one new patent application.
	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.	 Common RC Method  NEW RC Method This method has already been applied on construction sites.

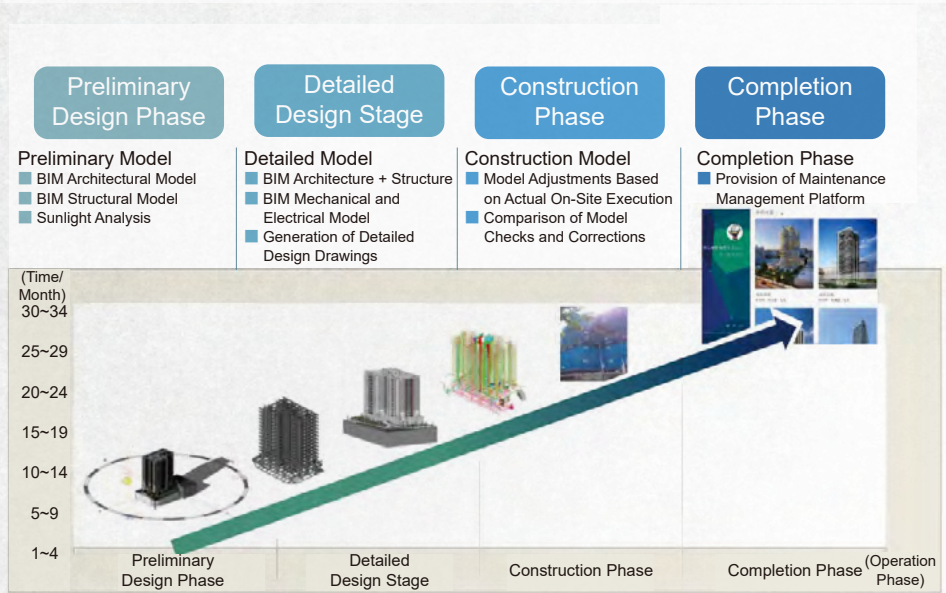
Carbon Reduction from Low-Carbon Construction Methods

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 Formwork382.10	Wooden Formwork 1,040.40	658.3	63%	kgCO ₂ e/per 100 square meters
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 BIM (Building Information Modeling) systems enables construction projects to consider pipeline elevation and conflict issues during the modeling process. Problems that would traditionally only be addressed during the construction phase are now considered in advance during the design stage, improving construction efficiency, reducing energy and resource waste, avoiding rework, reducing construction errors, effectively lowering costs and increasing value for owners. Through developing BIM automation and intelligent analysis to manage auxiliary work, achieving reduction of building material losses and waste generation during the construction process, thereby reaching carbon reduction goals, allowing Ruentex Development's buildings to not only provide owners with safe and comfortable buildings but also contribute to global energy conservation and carbon reduction.

Ruentex Development incorporates BIM concepts in all construction projects to review individual project 3D planning and pipeline configuration, maximizing indoor clear space height while generating 3D maintenance discs to facilitate community building operation and maintenance after handover.



Advantages of BIM Application	Application Content	
Real-Time and Accurate Information	Quality Control System (RTPAD): Through the quality control system (RTPAD), real-time management of various construction site conditions is achieved, and through system assistance, colleagues' management burden is simplified while ensuring accurate control of various management data.	BIM in IoT Applications: Using IoT technology to connect the BIM operation platform with digital meter information, enabling real-time monitoring of electricity consumption information through the system. 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: Self-developed Tekla main component reinforcement connection program, reducing colleagues' time-consuming and repetitive drawing work, reducing work errors, thereby improving overall design processes and shortening project modeling time.	Mechanical and Electrical Automation Program: Self-developed BIM Revit automation tools that automatically convert 2D design drawings to 3D models or directly generate 2D construction drawings from 3D models, not only reducing drawing time but also reducing manual drawing errors.
Enhancing Product Quality	BIM Operation Platform: Adhering to the philosophy of sustainable development and permanent after-sales service, completion data is compiled in the "BIM Equipment Maintenance Information Management Platform" for owners' operation and maintenance use, keeping buildings fresh and new over time.	3D Image Modeling: To ensure consistency between completion sites and BIM models, Ruentex Engineering & Construction Co., Ltd. has introduced 3D laser scanners for inspection work.

3.1.3 Innovative Green Building Materials

Ruentex Development and its subsidiary construction teams actively research and develop new environmentally friendly building materials and plan to apply for building carbon footprint certification. In addition to the well-known RT-MIX products, there are also carbon-reducing concrete, energy-saving insulation materials, and ultra-high performance concrete. RT-MIX products have obtained carbon footprint certification from the Low Carbon Building Industry Development Association for three products.

Currently, Ruentex Development construction projects use RT-MIX series products manufactured by Ruentex Materials for cement mortar, plastering materials, and lightweight partition grouting materials. Among these, soundproof flooring, cement mortar, tile adhesives, and tile grout have received Ministry of the Interior recognition and obtained green building material certification. Meanwhile, cement mortar, smoothing materials, and lightweight partition grouting materials have obtained carbon footprint certification from the Low Carbon Building Industry Development Association.

2024 Material Team R&D Results and Implementation Status

R&D Project	R&D Purpose	R&D Results and Implementation Status
Limestone cement	Maintaining the same compressive strength and quality characteristics as traditional Portland cement while reducing carbon emissions from cement production.	Has passed Bureau of Standards, Metrology and Inspection commodity certification and can be practically applied.
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 Ui 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	Developing UHPC ultra high performance concrete, enabling materials to have higher compressive and flexural strength, allowing concrete components to be designed lighter and thinner with more flexible shapes.	Development is ongoing.
Energy-Dissipating Composite Soundproof Flooring	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. This product has obtained the High-Performance Green Building Material certification. Tested by the Ministry of the Interior's Architecture and Building Research Institute, it can reduce impact noise on floors by more than 17 decibels.
RT-MIX 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. LCBA certified, with carbon reduction ratios of 33.3%, 34.6%, and 75.8% respectively.
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.	In 2024, TAF laboratory certification was conducted based on CNS 15160-8 and CNS 8465-2 evaluation tests. After completion of polished quartz tile installation testing, ΔL_w was 25 decibels, effectively suppressing low-frequency noise. Lightweight microsphere soundproof flooring materials have entered the productization stage.
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.
Permeable paving CM177	Building materials that can rapidly drain water while maintaining strength. Combined with landscape design, they can be used for sidewalks, bicycle paths, and other light-duty applications, effectively improving drainage and rainwater storage for regeneration and reuse.	Factory testing has been completed and applied to outdoor walkways at Taipei Veterans General Hospital medical staff dormitories with good results, demonstrating excellent permeability and compressive strength. Under green building material review.

Low-carbon building material certification for three RT-MIX series products



Note: RT-MIX breathable smoothing material series 33.3% / dry-mix wall base material series 34.6% / dry-mix lightweight partition grouting material series 75.8%

Case Study: Energy-saving insulation material CM197 (insulating mortar)

Energy-saving insulation material CM197 has excellent insulation performance. The main material is high-quality inorganic lightweight fine aggregate, which can effectively reduce heat conduction between mortar layers. High-grade polymers are added, providing advantages of smooth construction, good durability, and stable quality. The construction method is the same as masonry base coating, requiring no special work crews. In terms of energy-saving and carbon reduction efficiency, the system U_i value <2.0 can achieve full marks of 4.0 points for the green building exterior wall thermal transmittance U_{aw} indicator.

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 & Building Center and has received certification for superior construction methods and product evaluation.

According to BIM simulation analysis, indoor temperature can be reduced by approximately 4.2°C in summer and increased by approximately 5.7°C in winter.

The warm winter and cool summer effect can reduce air conditioning usage demand, with average annual air conditioning load reduced by 21.2%, making insulation more environmentally friendly. Throughout 2024, all current and ongoing construction projects have adopted this insulating mortar.



3.2 Supply Chain Management

GRI : 2-6、204-1、301-1、301-2、301-3、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 sources are mainly obtained through land purchase, joint construction, urban renewal, and government tenders. For contractors, the main suppliers are Ruentex Development and Ruentex Engineering & Construction Co., Ltd., with Ruentex Engineering & Construction Co., Ltd. commissioning excellent 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 customers are general consumers. Therefore, we place great importance on maintaining good relationships with customers. For detailed content, please refer to 3.3 Customer Relationship.

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

Upstream	Midstream	Downstream
Landowners Government/ Public Institutions	Construction Contractors	General Consumers
	Building Materials Suppliers	
	Architectural Design Teams	
	Professional Technical Consultants	

◆ Sustainable Procurement

The raw materials for Ruentex Construction's business are mainly used for construction engineering materials. To support local development, suppliers of major bulk building materials (rebar, concrete) are all located in Taiwan, with a local procurement ratio reaching 99.99%. Among these, rebar mainly uses steel produced from recycled steel billets, with 66.18% of this year's rebar usage being steel produced from recycled steel billets. In response to low-carbon building trends, in addition to considering building materials' own functions such as insulation, aesthetics, durability, or seismic resistance, on the basis of regulatory compliance and reasonable costs, all new construction projects prioritize procurement of materials certified with green building materials, water-saving, energy-saving, and environmental labels. In 2024, Ruentex Development purchased approximately 2,126 tons of RT-MIX-related products (including cement mortar, adhesives, and grouts) developed by Ruentex Materials as low-carbon materials, with the amount meeting green procurement standards being NT\$9 million. (Combined subsidiaries + Ruentex Engineering & Construction Co., Ltd.)

Major Material Procurement Details

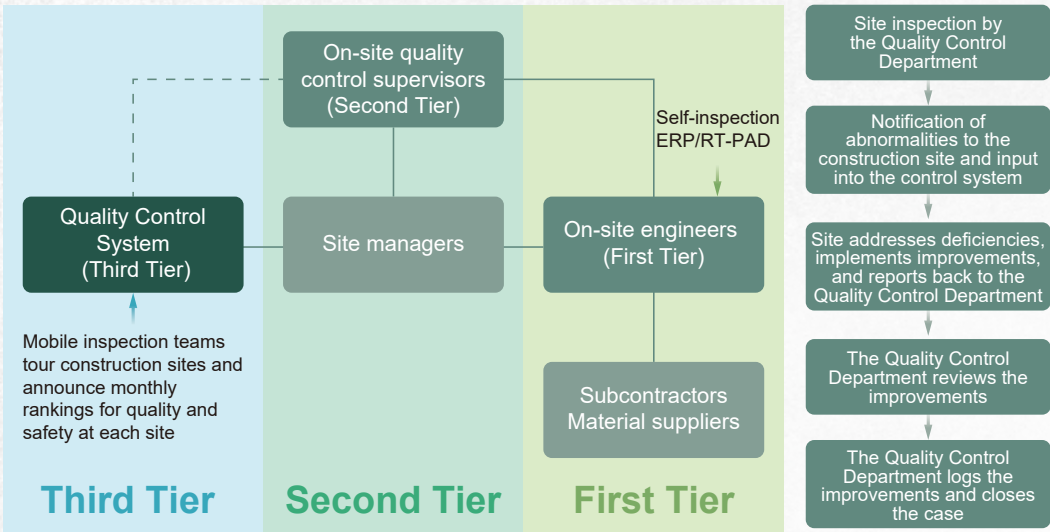
Material Type	Material Name Used	Total Annual Usage	Total Amount of Recycled/Reused Materials Used	Unit	Percentage of Recycled/ Reused Materials Used
Non-renewable Resources	Steel Bars	37,806	25,020	Tons	66.18%
Non-renewable Resources	Concrete	480,567	21,352	Tons	4.44%
Non-renewable Resources	Limestone	787,697	—	Tons	—%
Non-renewable Resources	Sand and Gravel	433,417	—	Tons	—%
Non-renewable Resources	Fine Sand	98,976	—	Tons	—%
Non-renewable Resources	Portland Cement Type I	95,265	4,717	Tons	4.95%
Non-renewable Resources	Clay	32,925	—	Tons	—%
Non-renewable Resources	Coarse and Fine Aggregates	85,744	—	Tons	—%
Non-renewable Resources	Steel Mesh	648	—	Tons	—%
Non-renewable Resources	Blast Furnace Slag Powder	5,543	5,543	Tons	100.00%

◆ Engineering Quality Management System

To achieve high efficiency and maintain stable engineering quality services, Ruentex Engineering & Construction Co., Ltd. has developed operational processes and system integration that differ from other construction businesses in the industry. Through precise planning and accurate construction, it provides customers with more comprehensive and complete design planning. Ruentex Engineering & Construction Co., Ltd., pre-cast factories, and their engineering sites have all established a three-tier quality control system and passed annual verification of the "ISO9001 Quality Management System" to ensure quality management at factories and engineering 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



Three-Tier Quality Control System	Responsibilities	Description
Third-Tier Quality Control	Quality Assurance Department	Ruentex Development - Quality Assurance Department (inspects whether on-site construction and document filing comply with the company's ISO9001 standards, and issues deficiency improvement notices with deadlines for those that do not comply)
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



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 contractor construction operations, colleagues follow plans/drawings and adopt mobile management at construction sites, conducting quality inspections on contractors' construction work. Any discrepancies with drawings are immediately corrected and improved.
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 continues to maintain good cooperative relationships with suppliers, working together to achieve sustainable business goals. Through institutionalized supplier evaluation mechanisms, we carefully select qualified suppliers to ensure their products and services meet quality, environmental, and safety standards.

In 2024, we officially announced and implemented the "Ruentex Development Supplier Evaluation and Management Regulations," introducing the SAP system to execute evaluation operations and incorporating suppliers' commitments and practices in sustainable development aspects (including ethics, labor rights, environmental responsibility, and regulatory compliance) into scoring considerations. Evaluation results totaled 442 entries, with 209 Grade A and 220 Grade B companies, accounting for 97.5% combined, representing strategic partners that Ruentex Development can prioritize for cooperation. A small number of suppliers fell into Grades C and D, and improvement guidance mechanisms have been initiated for all of them. Those who do not cooperate with improvements will be excluded from future procurement partnerships.

In the future, we will continue to refine supply chain management processes, working with suppliers through fair and open evaluation systems and transparent criteria to build a responsible supply chain and create a beautiful, sustainable life together.

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
Visits to industry peers/industry recommendations On-site inspections	New Partner Supplier Evaluation Form: • 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: • 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 good supplier management, our main contractor—Ruentex Engineering & Construction Co., Ltd.—includes corresponding safety and health clauses in engineering contracts, requiring compliance with occupational safety and health and environmental management standards. Starting from 2024, we updated the subcontractor evaluation form and added sustainable business items, working with suppliers to enhance sustainable value together. 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)

Aspect	Evaluation Key Points
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 Co., Ltd. conducts annual on-site evaluations of subcontractors for annual construction projects based on the "Subcontractor Evaluation Form," serving as the basis for quality control and sustainable risk management. In 2024, a total of 1,070 evaluations were conducted, with 268 Grade A and 673 Grade B companies, totaling approximately 88% of contractors as excellent cooperation partners. Grades C through F totaled 129 companies. Follow-up guidance and tracking have been implemented for Grade E and F contractors, with those showing poor cooperation being placed on observation lists or excluded from future cooperation.

No instances of child labor, forced labor, or significant negative social or environmental impacts by suppliers were discovered this year. We will continue to strengthen supply chain quality, responsibility, and sustainable performance through institutionalized evaluation and management mechanisms.

Rating	Score	Supplier Evaluation Results	
		Description	2024
Grade A	Over 90 points	Excellent suppliers can form long-term strategic alliances	268
Grade B	81–90	Well-cooperating, excellent suppliers	673
Grade C	71–80	General suppliers	98
Grade D	61–70	Suppliers with acceptable performance that need further guidance.	12
Grade E	51–60	Suppliers on the observation list	
Grade F	Below 50 points	Suppliers under observation or those with whom business dealings are terminated	19
Total Number of Evaluations			1,070



3.3 Customer relationship

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 deeply understand how to implement consumer protection and enhance customer rights, pursuing mutual benefit to fulfill our businesses' social responsibilities. 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 Briefings: Groundbreaking Session	A groundbreaking session is held to introduce and explain the project overview, expected construction schedule, building methods, and quality requirements.
Construction	Four Major Briefings: Structural and Interior Design Session	Structural and interior design briefings are held to explain rebar binding, plumbing, and electrical installations, as well as other engineering introductions. Completed model units and semi-finished units are provided for customer visits.
	Four Major Tours	Visits are provided for floor slab pouring, bathroom and kitchen waterproofing, water testing, indoor water pipe pressure testing, and penthouse roof waterproofing, ensuring construction quality transparency.
	Remote CCTV Monitoring	For pre-sale projects, CCTV is installed based on surrounding conditions, allowing customers to monitor construction progress and engineering quality online at any time, with inspection photos of common areas and individual units provided to understand actual construction conditions.
	Pre-Construction Customization	Interior design changes and building material color selection assistance are provided as thoughtful services to facilitate buyer decoration after handover (*subject to individual project and construction progress.)
Completion and Handover	Thorough Inspection and Repairs	Professional engineering teams and customer service personnel accompany customers in house inspections, providing comprehensive inspection processes superior to industry standards, detailed recording of areas needing improvement, and completing repairs before official handover.
	Four Major Briefings: Orientation Session for Handover and Move-in	Community briefings are held during the handover stage, with community presentations, common facility tours, and other themed explanations and visit experiences, allowing customers to better understand their homes and interact with each other, facilitating smooth handover of common facilities and enabling communities to operate normally as soon as possible.
	DIY Repair Videos	For common situations involving simple repairs and routine maintenance, video tutorials are provided to teach customers how to operate independently, effectively and promptly resolve customer issues.

Building Lifecycle Stages	Service Items	Service Descriptions
After-Sales Service	0800 Customer Service System: Rapid Residential Repair Service	Assistant manager-level and above executives within the Group take turns on duty from 17:30-21:00 on each working day to handle customer calls, with related repair cases personally handled by the original construction team. A LINE customer repair reporting platform was developed in 2024 and is expected to officially launch in 2025.
	Building Structure and Waterproofing Warranty	Customers are provided with a 20-year warranty on building structure and waterproofing, superior to current regulations and industry standards.
	Emergency Response Command Center	Communities are proactively contacted after earthquakes to confirm whether related disasters have occurred - After the 0403 Hualien-Taitung earthquake, in addition to routine immediate community contact by the customer service department, Ruentex Development proactively assumed responsibility for earthquake damage repairs in common areas of 14 communities that obtained occupancy permits from 2011 onwards. When the Central Weather Administration issues a land typhoon warning, the disaster prevention command center is immediately activated, with department heads arranged to be on standby at the emergency response command center, providing a 0800 real-time disaster prevention hotline service. In 2024, there were five typhoon holidays in total, with 38 executives on duty for approximately 3,040 hours total.
	House Condition Inspections	One year after handover, indoor inspections are proactively provided for each unit, including checks on whether fire safety facilities and electrical equipment are operating normally, structural beam and column surface inspections, and water seepage leak inspections, etc. Customers voluntarily sign up to participate in house health checks.
	Community Safety Inspections	Safety inspections are proactively conducted on community exteriors, including building appearance and structural safety, and whether public spaces remain unobstructed 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 proactively invite customers to participate in four major briefings: "Groundbreaking, Structural and Interior, Handover and move-in" as well as four major visit activities: "Floor slab pouring, bathroom and kitchen waterproofing testing, indoor water pipe pressure testing, penthouse roof waterproofing water testing," allowing customers to comprehensively understand construction progress, construction processes, and quality. Through direct two-way communication and real-time interaction, we ensure that every important construction phase is open and transparent. We believe that by being able to participate in every stage of house construction, customers will feel more at ease and have deeper confidence in our commitments.

Four Major Briefings ^(Notes 1)		2024 Execution Overview	
Item	Description	Resource investment ^(Notes 2, 3)	Effectiveness
Groundbreaking Session	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 1 session was held (GRAND MAISON RUENTEX) ^(Note 4) .	
Handover& Move-in Session	During the handover stage, all customers are invited to participate in community briefings and common facility tours, with explanations on topics such as architectural philosophy, various thoughtful engineering planning, common facility landscape introduction, common facility handover procedures, and after-sales service, allowing customers to better understand their homes in hopes of a smooth common facility handover and getting community operations on track.	Cumulative Participation: 86 attendees Cumulative Hours: 1,016 hours Cumulative amount: NT\$1.075 million	A total of 2 sessions were held, with over 85% attendance from buyers, and satisfaction scores exceeding 99 points.

Four Major Briefings ^(Notes 1)		2024 Execution Overview	
Item	Description	Resource investment ^(Notes 2, 3)	Effectiveness
Floor Slab Pouring Tour	During concrete pouring for each floor, customers of that floor are invited to visit the construction site, where site supervisors explain construction progress, structural material selection standards, and construction features to customers. On-site testing of concrete chloride ion content and rebar radiation detection is conducted, along with concrete slump tests.	Participants: 33 Hours: 374	A total of 9 sessions were held, with 22 households participating
Bathroom and Kitchen Waterproofing Water Testing Visits	After the construction site conducts 48-hour water testing independently, buyers of that unit are invited to personally observe and confirm whether the bathroom and kitchen water area waterproofing construction is properly implemented. Production history inspection photos regarding waterproofing testing are proactively provided.	Participants: 437 Hours: 2,600	A total of 54 sessions were held, with 247 households participating
Indoor Water Pipe Pressure Test Tour	After each unit's water supply system connection is completed, pressure gauges are installed at outlets, with pressure maintained for 24 hours while the construction site independently observes and confirms no pressure loss or water leakage phenomena. Buyers of that unit are invited to inspect, with detailed explanations and proactive provision of production history inspection photos regarding waterproofing testing.	Participants: 437 Hours: 2,600	A total of 54 sessions were held, with 247 households participating
Penthouse Roof Waterproofing Water Testing Visits	Waterproofing membrane is used for roof waterproofing. After the waterproof layer construction is completed, 96-hour water testing is conducted, and penthouse customers are invited to visit.	Participants: 9 Hours: 50	A total of 1 sessions were held, with 4 households participating

Note 1: During 2024, no Structural and Interior Design Session briefing were organized owing to the construction progress of the project.

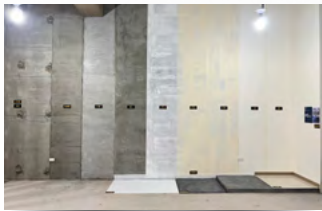
Note 2: The number of participants refers to the staff who were present to assist with the explanation at the event on the day.

Note 3: The amount includes actual expenses on the day and the contracted amount listed in the project budget sheet.

Note 4: The groundbreaking ceremony participants were only the landowners, and no satisfaction survey was conducted, so there is no relevant information to disclose.



Groundbreaking Session



Structural Session



Interior Design Session



Orientation Session for Handover and Move-in



Floor Slab Pouring Tour



Bathroom and Kitchen Waterproofing Water Testing Visits



Indoor Water Pipe Pressure Test Tour



Penthouse Roof Waterproofing Visits



Top right image: Indoor water pipe pressure testing visit (Ruentex Fuyang) Bottom right image: Penthouse roof waterproofing testing visit (Ruentex Fuyang)

Ruentex Development emphasizes "continuous innovation," "professional enhancement," and "insisting on high-quality service." Ruentex Development carefully controls every process of construction, not only conducting self-inspections at construction sites but also taking customer house inspections seriously. We provide customers with inspection processes and items superior to those available in the market, proactively arranging inspection schedules and preparing complete inspection tools and equipment. We accompany customers in testing according to regulations and fair, reasonable inspection standards, ensuring customer satisfaction and peace of mind while helping them better understand their property condition, so that every customer living in Ruentex houses can feel safe and comfortable. In 2024, a total of 149 units in 5 communities completed inspection and handover. Implementing Chairman's "Before Service" empathetic philosophy, we proactively show individual care for customers' handover schedule plans before inspections, providing maximum flexibility in inspection timing for personalized needs such as moving and household registration, schooling and employment, marriage, lease expiration, or property transaction transitions, hoping to facilitate smooth and timely handover during important life stages so customers can settle down and live happily.

Inspection process: Verification of Material and Device Models → Mechanical and electrical, weak current system inspection → Water supply and drainage system inspection → Building equipment inspection → Step-by-step explanation and consultation on inspection methods and standards during the inspection process, finally providing detailed inspection records for customer signature and retention → Using these records as the basis for repairs and re-inspections.

Home Inspection Checklist

Verification of Material and Device Models				
Individual verification that building material specifications in house contracts and custom selection construction results (if applicable to that project) match actual conditions				
Mechanical and electrical, 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		Drainage hole endoscope and drainage slope inspection	
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

House
Inspection Video
QR Code:



3.3.2 Customer Rights and Service Quality

Ruentex Development adheres to corporate sustainable development and permanent after-sales service philosophy, conducting community inspections by individual projects to safeguard customer safety, ensuring that "family members" living in homes carefully crafted by Ruentex can feel secure, reassured, happy, and warm. We also have thoughtful, precise, and flexible 0800 customer service hotline, regularly collecting important repair cases from the 0800 customer service system, with the planning department and architects reviewing future construction and design plans to avoid similar situations recurring, continuously optimizing each construction project and truthfully recording all customer feedback and handling results in the 0800 customer service system, continuously improving engineering and building quality. Assistant manager-level and above executives within the Group (including general manager and chairman) take turns on duty during working days from 17:30-21:00, answering 0800 service calls and conducting customer satisfaction surveys on repair issues. Through department heads listening to customer suggestions on the front line in real-time, we insist on high-efficiency service to customer needs, taking it as our responsibility to reduce residential inconvenience caused by repairs.

We continue cross-departmental review and improvement, with construction teams personally ensuring high-quality home repair services. In 2024, the average processing time for after-sales service cases via the 0800 customer service system was 0.89 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 2024 was 97.40 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	2023	2024
Average Satisfaction	98.00	97.40

After-sales Service Case Processing

Period	2023	2024
Number of After-sales Service Cases	1,191	874
Average Processing Time for After-sales Service Cases	0.92	0.89

Ruentex Development developed a brand new LINE customer repair reporting platform in 2024, expected to launch in 2025, aiming to provide customers with 24-hour online repair reporting services. The platform will ensure that customers can conveniently submit repair requests anytime, anywhere, accompanied by photo descriptions to ensure effective communication of requirement information for immediate support and solutions. We are committed to enhancing the customer service experience to ensure every customer enjoys efficient, convenient, and reliable service.



Each briefing provides satisfaction survey questionnaires, as we value every customer's valuable suggestions

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.

Ruentex Development established an information security team in 2022, regularly reviewing the frequency and sources of external information attacks, assessing whether information system security needs upgrading, and managing information security policies across three major 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

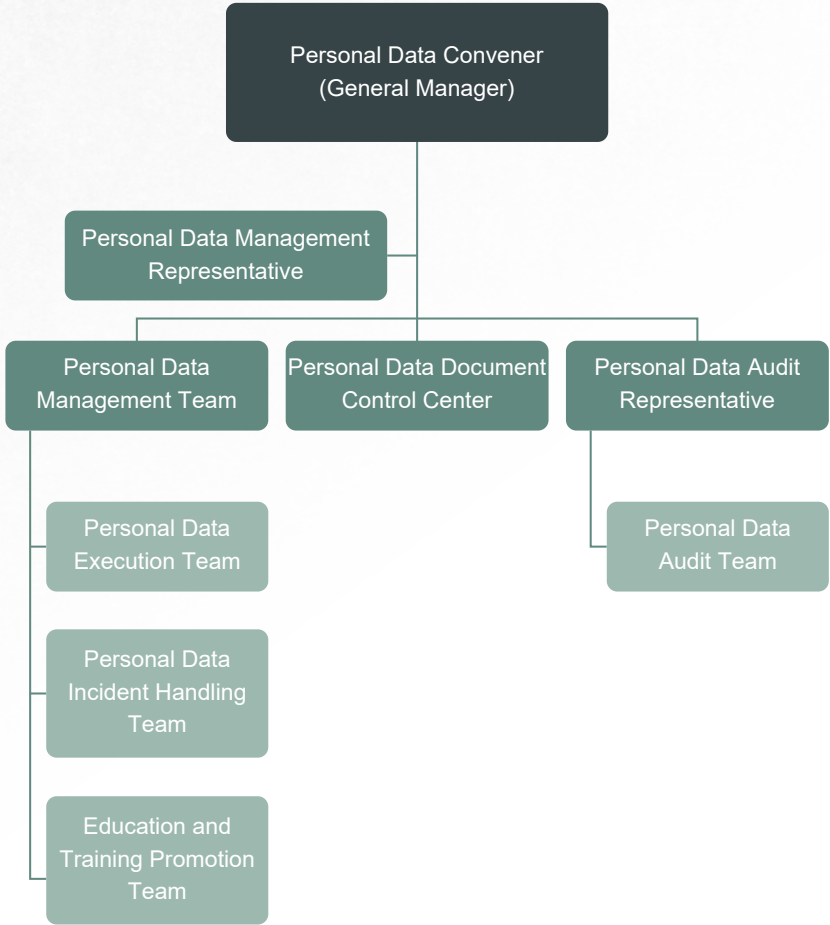
Item	Specific Management Methods
Firewall Protection	1. Configure connection rules for the firewall. 2. Any special requests for exceptions must be separately applied for. 3. Monitor and analyze firewall data reports.
User Internet Access Control	1. Utilize an automated website protection system to control 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	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

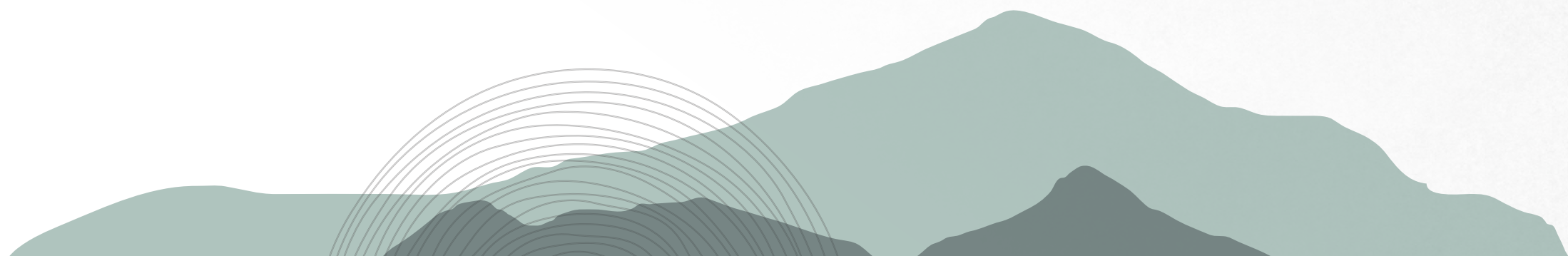
Personal Data Protection Committee Organizational Chart:



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 2024, there were 7 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. In 2024, 100 people received personal data confidentiality education and training with examinations, totaling 100 hours of training time. We also arrange for all employees to take an annual information security examination to ensure that every employee fully understands the importance of maintaining user data confidentiality as a basic responsibility. Those who violate confidentiality obligations will be subject to penalties under relevant laws and internal company regulations. In 2024, following the information security management process, there were no incidents of customer privacy violations or loss of customer data.

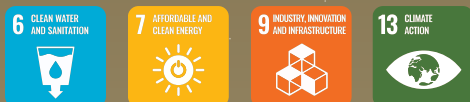


Environmental Coexistence

Corresponding Material Issue:

- Energy and Greenhouse Gas Management
- Waste Management

Corresponding SDGs:



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

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 be required to apply for green building certification, further reducing carbon emissions during the operational phase. We also commit that by 2050, all new buildings and existing buildings under management will be near-zero carbon buildings.

To mitigate the environmental impact of construction and operational activities, we regularly compile and consolidate waste generation and treatment volumes at all operational sites. For the construction industry, appropriate treatment methods are adopted based on waste characteristics while continuously improving recycling and reuse ratios. For the department store and service industry, due to its relatively simple operational model, waste mainly comes from general household garbage and food waste. We actively promote waste classification among employees and customers to reduce waste growth trends.

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

- Completed greenhouse gas inventory for Ruentex Development's consolidated entities in compliance with regulatory requirements.
- GRAND MAISON RUENTEX incorporates first-class building energy efficiency design planning.
- Ruentex Yangbei, Ruentex Yucheng Office Building, and Ruentex Xinyi obtained Gold-level Green Building certifications.
- Qingtian 618 obtained Silver-level Green Building certification.
- Ruentex Materials achieved approximately 22% cement waste recycling and reuse treatment ratio in 2024.
- Ruentex Materials achieved 100% ISO 14001 management coverage this year.
- Ruentex Materials achieved 33,474.1415 tons CO₂e carbon reduction in 2024 compared to the baseline year (2023), with total emissions reduced by 4.93%.
- Ruentex Engineering & Construction Co., Ltd. installed a solar power generation system at the Yangmei plant, directly supplying production and operational electricity.

4.1 Climate and Environmental Management

GRI : 2-23 、 201-2

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

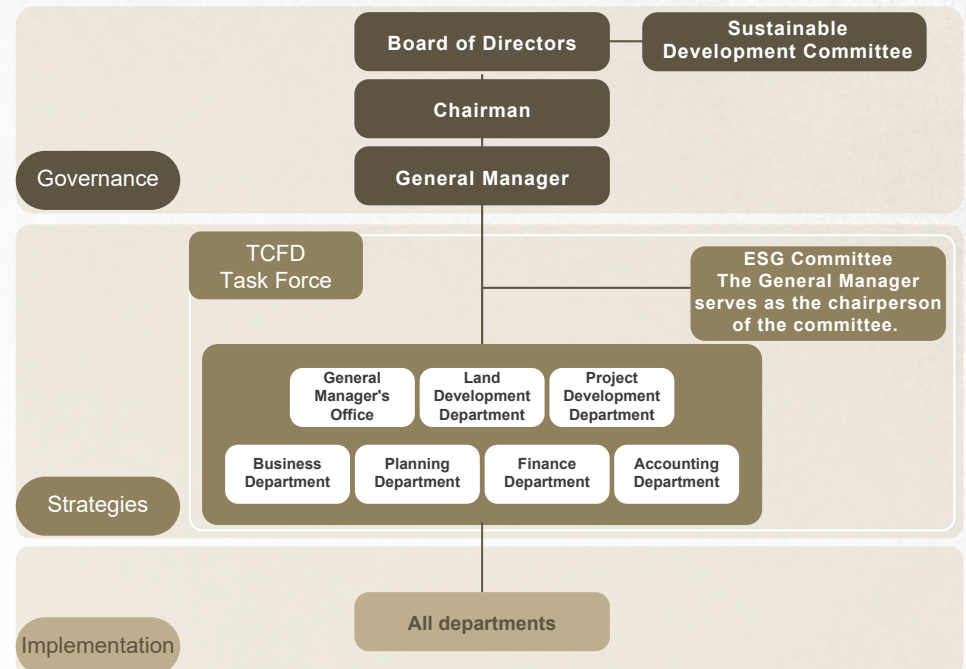
1. Implement ISO 9001 and ISO 14001 management systems.
2. Establish quality and environmental objectives, commit to achieving these objectives, and enable continuous improvement.
3. All engineering activities, products, and services must comply with applicable regulations, ISO management systems, and other requirements.
4. Commit to continuous improvement and pollution prevention in development and construction processes to minimize environmental impact.
5. Incorporate green building considerations into the planning and design process to reduce environmental impact.
6. Continue promoting energy management and effectively implement resource recycling.
7. Educate and enhance all employees' quality, environmental awareness, and capabilities.
8. Establish customer service systems, promote customer satisfaction management, and enhance service philosophy for customer satisfaction.
9. Ruentex Development has been a pioneer in the industry since 1999, implementing ISO14001 environmental management systems and obtaining third-party SGS external certification annually. We will also evaluate the introduction of relevant management systems for major environmental issues in the future.

Climate Change Management

Climate Governance

Ruentex Development's Board of Directors oversees climate change-related issues, with the Sustainable Environment and Product Services Group within the ESG Committee responsible for identifying significant climate change risks and opportunities, and planning corresponding action plans. The group reports its results to the ESG Committee periodically. To strengthen climate governance, the company established a Sustainable Development Committee on December 31, 2024. 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.

Ruentex Development Climate Governance Organizational Structure



For supervising climate-related issues of subsidiaries within the Group, Ruentex Development began holding Group sustainability meetings periodically starting in 2023, with a total of 10 meetings in 2024. Subsidiaries' sustainable climate governance groups are required to report to the parent company, jointly monitoring the implementation status of related objectives and performance within the Group, maintaining consistent sustainable climate governance direction for the Ruentex Development Group.

Climate Risk and Opportunity Assessment and Response Strategies

To understand which climate-related issues would affect Ruentex Development, we identified 7 risk items and 5 opportunity items related to the construction industry. Through internal cross-departmental discussions and external consultant consultation, we assessed the risk and opportunity of issues based on impact probability and impact degree. Finally, we proposed relevant management strategies and impact effects for 5 major climate risks and 2 climate opportunities.

List of Climate-Related Issues Relevant to Ruentex Development

Climate-Related Issues				Major 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 Major Climate Risk and Opportunity Analysis Results

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 subject to the Financial Supervisory Commission's "Sustainable Development Roadmap for Listed Companies" regulations, requiring completion of greenhouse gas inventory, verification, and information reporting for the Group's parent company and subsidiaries within specified timeframes, increasing personnel and related expense expenditures.	Long-term	The GHG inventory and verification costs will increase operational expenses.	This year, Ruentex Development and all its subsidiaries have completed the GHG inventory.	Based on the sustainable development roadmap, scheduling for greenhouse gas inventory of all Group subsidiaries has been completed, with greenhouse gas inventory of all subsidiaries completed ahead of schedule in 2024. Through gradually accumulating data analysis, more comprehensive greenhouse gas management mechanisms will be established.
		Control over existing products and services	In response to changes or stricter regulations related to energy-saving or low-carbon building standards, Ruentex Development will allocate more resources to energy-saving measures, smart appliances, and low-carbon building designs. This may also lead to an increase in waste recycling and processing costs.	Long-term	More resources will need to be invested in product design or back-end processing, leading to increased operational costs.	- Ruentex Development's existing construction projects and buildings have already incorporated energy-saving, high-efficiency equipment and low-carbon construction methods. - Relevant information can be found in Chapter 3.	In accordance with relevant regulations or customer expectations, building design will continue to be optimized, with all future construction projects applying for green building certification.
	Market	Changes in customer behavior	The increasing awareness of climate change may shift customer preferences toward products or services. If a product does not meet customer 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.	- Ruentex Development's existing construction projects and buildings have already incorporated energy-saving, high-efficiency equipment and low-carbon construction methods. - 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.	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.	Some construction projects have already incorporated the pre-cast construction method design and implementation, with future expansion of pre-cast construction method usage ratios to be evaluated on a case-by-case basis.	- Developing low-carbon construction methods, increasing pre-cast construction scope, effectively reducing carbon emissions from raw material usage, and reducing waste, dust, and noise pollution. - 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
Physical Risk	Chronic	Rising average temperatures	Rising temperatures may pose heat hazards to construction workers, potentially reducing work efficiency, causing project delays, and increasing electricity consumption for mall operations.	Short-term	Prolonged construction and increased electricity consumption in malls may lead to higher operating costs.	Some construction projects have already incorporated the pre-cast construction method design and implementation, which can significantly reduce construction schedules compared to traditional methods.	- By using precast construction methods, the project can reduce on-site construction time for workers. - When temperatures exceed 35° C, construction will be temporarily halted, and shade structures and cooling equipment will be set up to mitigate heat hazards for workers. - Mall operations are continuously incorporating renewable energy, energy-saving lighting, and optimized energy management systems.
		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.	- NewRC construction methods have been developed to reduce high-carbon building materials such as steel structures. - All company construction projects adopt NUL methods or self-developed insulating mortar to enhance building envelope energy efficiency.	- Continue developing pre-cast methods to replace high-carbon steel structural building materials. - The construction of a micro expanded glasses plant and the development of new insulation materials. - Strengthen building design capabilities and enhance Ruentex Development's advantages
Climate Opportunities	Products and Services	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.	- Ruentex Development's existing construction projects and buildings have already incorporated energy-saving, high-efficiency equipment and low-carbon construction methods. - 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.	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

GRI : 302-1、302-3、302-4、302-5、305-1、305-2、305-4、305-5

In response to global warming and net-zero carbon emissions, Ruentex Development aims for low-carbon sustainable construction, continuously developing carbon reduction technologies from materials, design, manufacturing, and construction aspects. By leveraging communication technology and artificial intelligence, we approach building embodied carbon reduction from a full lifecycle perspective, creating near-zero carbon buildings that coexist with nature, and leading suppliers to grow together, gradually implementing the long-term goal of low-carbon sustainable construction engineering. In 2024, the greenhouse gas inventory for Ruentex Development's consolidated entities has been completed to achieve Ruentex Development's goals of information completeness and management of 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 (Runtex Materials, Ruentex Interior Design Inc., 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. Due to the expansion of organizational boundaries in this year's inventory, the Group's greenhouse gas reduction targets have been readjusted. For the construction industry, using 2024 as the baseline year, the target is to reduce greenhouse gas emissions by 7% in 2025 and 11% by 2030. For the department store service industry, using 2024 as the baseline year, the target is to reduce greenhouse gas emissions by 5% by 2030 (tons CO₂e/million NT\$ revenue). Corresponding actions will be proposed for areas where the Group needs strengthening, contributing to sustainable living.

Ruentex Development has completed its greenhouse gas inventory this year (including consolidated financial report subsidiaries). In 2024, Ruentex Development Group's total greenhouse gas emissions were 671,920.6803 tons CO₂e, of which Scope 1 emissions were 597,907.75 tons CO₂e, accounting for 88.98%; Scope 2 emissions were 74,012.93 tons CO₂e, accounting for 11.02%. For detailed greenhouse gas inventory results, please refer to the table below and Ruentex Materials 2024 Sustainability Report, Runtex Interior Design Inc. 2024 Sustainability Report, and Ruentex Engineering & Construction Co., Ltd. 2024 Sustainability Report.

According to the inventory results, Ruentex Development Group is primarily characterized by Scope 1 direct emissions, as subsidiary Ruentex Materials' factory operations require large amounts of fuel to maintain boiler operations, resulting in a large 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. Other construction industry sites and department store service industry sites are primarily characterized by greenhouse gas emissions from purchased electricity. In addition to strengthening employees' energy conservation concepts, we have also planned to introduce energy management systems at various sites and increase the proportion of renewable energy use to reduce greenhouse gas emissions from purchased electricity.

Ruentex Development Group 2024 Inventory Coverage Sites

Company	Operation Sites
Ruentex Development	Zhonglun Building (including Ruentex Innovative Development, Ruentex Security, Ruentex Maintenance), RT-Mart Zhonglun Store, Sanchong Reception Center, Botanic Garden Villa Reception Center, The Silk Court Reception Center, Ruentex CITYPARK Reception Center
Ruentex Materials	Taipei Office, Taoyuan Business Office, Yilan Dongshan Cement Plant, RT-MIX Dongshan Plant, RT-MIX Ligang Plant, RT-MIX Yangmei Plant
Ruentex Interior Design	Runtex Interior Design Zhonglun Building Office
Ruentex Engineering & Construction	Headquarters Office Building, Yangmei Pre-cast Plant, Construction Sites Under Construction
Ruentex Xu-Zhan	CITYLINK Nangang Store, Nangang Station Building
Ruentex Bai-Yi	CITYLINK Songshan Store No.1, Songshan Station Building
Ruentex Construction	CITYLINK Songshan Store No.2 Store, CITYLINK Neihu Store, Ruentex Daikanyama 139, TSUTAYA BOOKSTORE (Songshan Store, Neihu Store, Nangang Store, Kaohsiung Dali Store)
Ruenfu	Ruenfu Tamsui Residential Complex for the Elderly

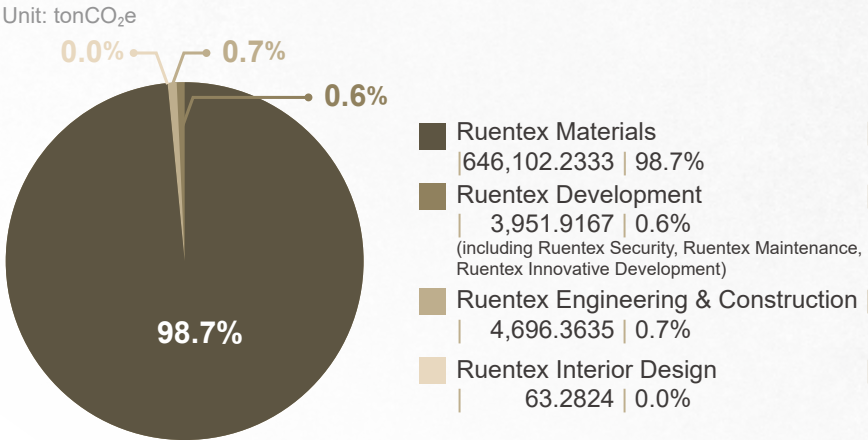
Ruentex Development Group Greenhouse Gas Emissions

Type of Operations	Operation Sites	Scope 1 Emissions (ton CO ₂ e)		Scope 2 Emissions (ton CO ₂ e)		Total Emissions (tonCO ₂ e)		Emission Intensity (ton CO ₂ e/NT\$ million revenue)	
		2023	2024	2023	2024	2023	2024	2023	2024
Construction Industry	Ruentex Development (including Ruentex Security, Ruentex Maintenance, Ruentex Innovative Development)	479.5110	476.0831	3,865.9935	3,475.8336	4,345.5045	3,951.9167	0.5414	0.5136
	Ruentex Materials	630,161.4387	594,320.0819	49,414.9361	51,782.1514	679,576.3748	646,102.2333	170.4053	138.2353
	Ruentex Interior Design	19.4000	2.4185	73.7600	60.8639	93.1600	63.2824	0.0612	0.0316
	Ruentex Engineering & Construction	535.0000	729.7903	1,013.0000	3,966.5732	1,548.0000	4,696.3635	0.0902	0.2372
Department Store and Service Industry	Ruentex Xu-Zhan	1,283.5788	1,374.4787	9,179.3158	8,095.4209	10,462.8946	9,469.8996	9.1292	8.0927
	Ruentex Bai-Yi	747.1240	756.9425	4,810.9608	4,870.4463	5,558.0848	5,627.3888	7.0216	6.9031
	Ruentex Construction	159.5978	156.5828	1,496.6706	1,319.8924	1,656.2684	1,476.4752	4.6692	1.0356
	Ruenfu	103.5437	91.3695	477.8546	441.7513	581.3983	533.1208	11.0481	9.1429
Group Total		633,489.1940	597,907.7473	70,332.4914	74,012.9330	703,821.6854	671,920.6803	21.3023	17.8488

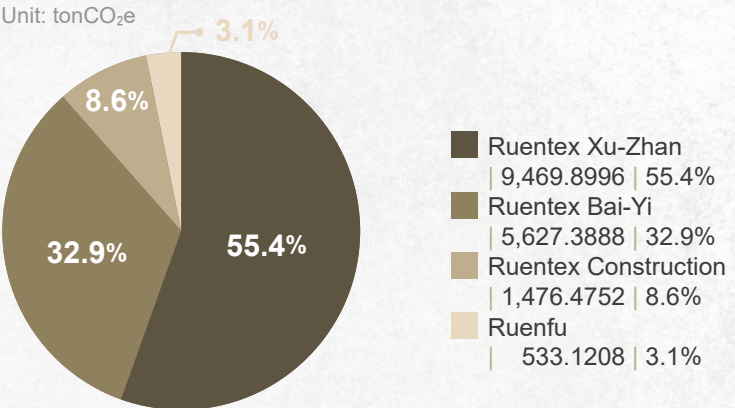
Note: Electricity usage statistics for Ruentex Development, Ruentex Xu-Zhan, Ruentex Bai-Yi, and Ruentex Construction include private electricity usage and shared public area electricity allocations, excluding parking areas and shared station portions borne by Taiwan Railways. For Ruentex Construction, 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 2024 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 22,426.38 kWh per NT\$ million in revenue and 632.04 GJ per NT\$ million in revenue, respectively. Department store and service industry shopping centers also use electricity as their main source, with a total electricity intensity of 8,955.53 kWh/NT\$ million in revenue and a total energy intensity of 32.54 GJ/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. Department store and service industry targets to reduce greenhouse gas emissions by 5% by 2030 (tons CO₂e/million NT\$ revenue).

Ruentex Development Group 2024 Energy Usage

Type of Operations	Company	Energy Type	Energy Usage (Unit: GJ)		Total Energy Usage by Company (Unit: GJ)		2024 Energy Usage Proportion
			2023	2024	2023	2024	
Construction Industry	Ruentex Development (Including Ruentex Security, Ruentex Maintenance, Ruentex Innovative Development)	Purchased Electricity	28,173.23	26,398.74	29,010.77	27,117.05	0.84%
		Diesel	64.97	57.99			—%
		Gasoline	239.48	247.10			0.01%
		Natural Gas	533.09	413.22			0.01%

Type of Operations	Company	Energy Type	Energy Usage (Unit: GJ)		Total Energy Usage by Company (Unit: GJ)		2024 Energy Usage Proportion
			2023	2024	2023	2024	
Construction Industry	Ruentex Materials	Purchased Electricity	359,403.37	377,349.69	3,056,193.17	2,954,138.67	12.04%
		Diesel	8,966.93	9,843.74			0.31%
		Gasoline	1,805.44	3,500.72			0.11%
		Heavy Oil	44,303.05	51,474.48			1.64%
		Coal	2,588,525.14	2,445,311.73			78.05%
		Liquefied Petroleum Gas	53,189.24	66,644.27			2.13%
		Natural Gas	—	14.05			—%
	Ruentex Interior Design	Purchased Electricity	537.54	443.54	806.07	476.92	0.01%
		Gasoline	268.53	33.34			—%
		Natural Gas	—	0.04			—%
	Ruentex Engineering & Construction	Purchased Electricity	20,999.00	30,142.92	28,723.69	38,305.15	0.96%
		Diesel	3,050.96	2,623.73			0.08%
		Gasoline	625.25	1,068.83			0.03%
		Fuel Oil	3,858.74	4,338.08			0.14%
		Natural Gas	173.66	114.93			—%
		Liquefied Petroleum Gas	16.08	16.67			—%
Construction Industry Subtotal		Purchased Electricity	409,113.14	434,334.89			13.86%
		Diesel	12,082.86	12,525.47			0.40%
		Gasoline	2,938.70	4,849.99			0.15%
		Heavy Oil	44,303.05	51,474.48			1.64%
		Coal	2,588,525.14	2,445,311.73			78.05%
		Natural Gas	706.75	542.24			0.02%
		Liquefied Petroleum Gas	53,205.32	66,660.94			2.13%
		Fuel Oil	3,858.74	4,338.08			0.14%
Department Store and Service Industry	Ruentex Xu-Zhan	Purchased Electricity	66,893.80	61,484.21	66,937.76	61,563.76	1.96%
		Diesel	—	79.55			—%
		Renewable energy	43.96	—			—%

Type of Operations	Company	Energy Type	Energy Usage (Unit: GJ)		Total Energy Usage by Company (Unit: GJ)		2024 Energy Usage Proportion
			2023	2024	2023	2024	
Department Store and Service Industry	Ruentex Bai-Yi	Purchased Electricity	35,059.63	36,990.73	35,059.63	37,099.21	1.18%
		Diesel	—	108.48			—%
	Ruentex Construction	Purchased Electricity	10,906.91	10,024.50	10,975.00	10,054.28	0.32%
		Diesel	—	—			—%
		Butane	68.09	29.78			—%
	Ruenfu	Purchased Electricity	3,482.34	3,355.07	4,530.88	4,162.76	0.11%
		Diesel	255.91	272.95			0.01%
		Gasoline	50.62	51.10			—%
		Liquefied Petroleum Gas	742.00	483.63			0.02%
Department Store and Services Industry Subtotal		Purchased Electricity	116,342.69	111,854.51		3.57%	
		Diesel	255.91	460.97		0.01%	
		Gasoline	50.62	51.10		—%	
		Butane	68.09	29.78		—%	
		Liquefied Petroleum Gas	742.00	483.63		0.02%	
		Renewable energy	43.96	—		—%	
Total	Non-Renewable Energy	Purchased Electricity	525,455.83	546,189.40		17.43%	
		Diesel	12,338.77	12,986.44		0.41%	
		Gasoline	2,989.32	4,901.09		0.16%	
		Heavy Oil	44,303.05	51,474.48		1.64%	
		Coal	2,588,525.14	2,445,311.73		78.05%	
		Natural Gas	706.75	542.24		0.02%	
		Liquefied Petroleum Gas	53,947.32	67,144.57		2.14%	
		Butane	68.09	29.78		—%	
		Fuel Oil	3,858.74	4,338.08		0.14%	
	Renewable energy	Renewable energy	43.96	—	—%		
Total		3,232,236.97	3,132,917.81	100.00%			

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.

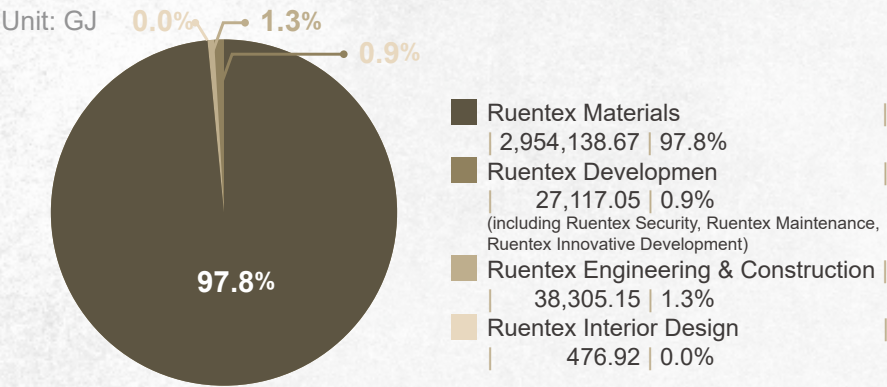
Note 2: Purchased electricity statistics include private electricity usage and shared public area electricity allocations.

Note 3: 1 kWh is approximately 0.0036 Gigajoules (GJ).

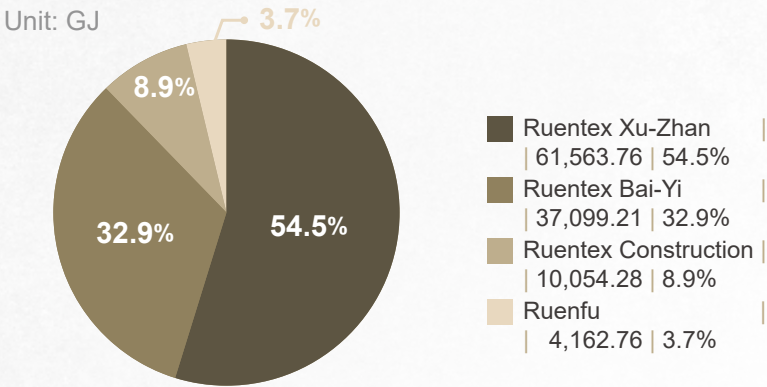
Note 4: The usage percentage refers to the proportion of that specific energy type's usage (in GJ) relative to the total energy usage (in GJ) across the entire group (i.e., regardless of business sector).

Ruentex Development Group 2024 Energy Usage

Construction Industry



Department Store and Service Industry



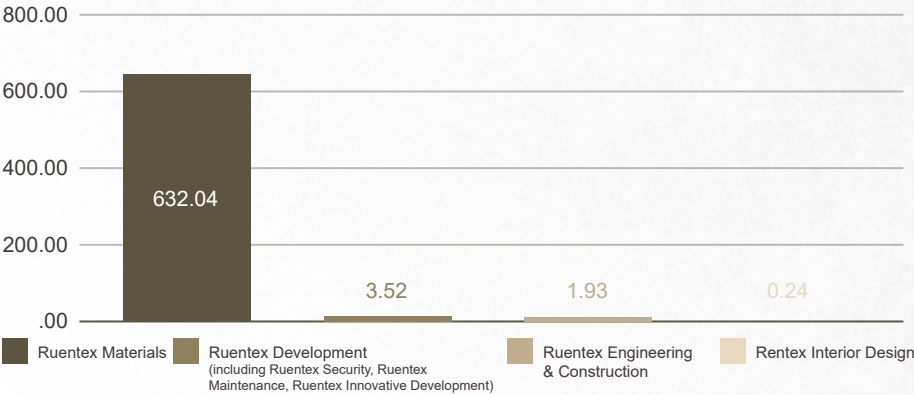
Ruentex Development Group 2024 Energy Intensity and Electricity Intensity

Type of Operations	Company	Energy Intensity (GJ/million revenue)		Electricity Intensity (kWh/million revenue)	
		Includes energy usage from purchased electricity, renewable energy, diesel, and gasoline		Includes purchased electricity and renewable energy usage	
		2023	2024	2023	2024
Construction Industry	Ruentex Development (Including Ruentex Security, Ruentex Maintenance, Ruentex Innovative Development)	3.61	3.52	975.08	953.07
	Ruentex Materials	766.35	632.04	25,033.66	22,426.38
	Ruentex Interior Design	0.53	0.24	98.12	61.45
	Ruentex Engineering & Construction	1.66	1.93	339.86	422.83
Department Store and Service Industry	Ruentex Xu-Zhan	58.41	52.61	16,223.74	14,595.24
	Ruentex Bai-Yi	44.29	45.38	12,303.16	12,604.61
	Ruentex Construction	30.94	7.05	8,541.07	1,953.04
	Ruenfu	86.10	71.39	18,381.66	15,982.93

Ruentex Development Group 2024 Energy Intensity

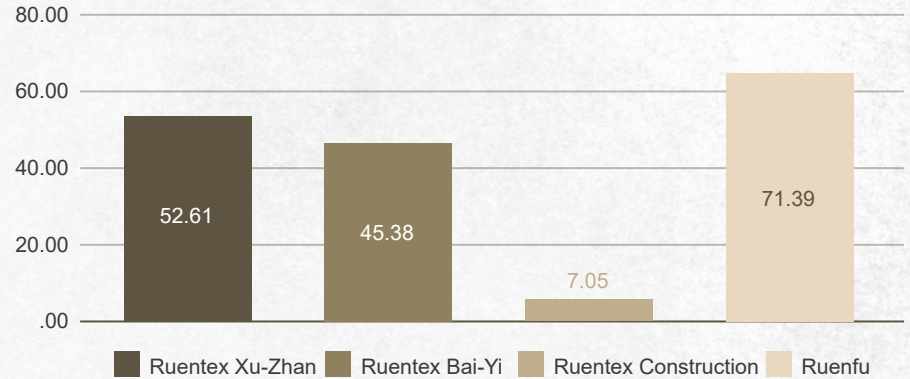
Construction Industry

Unit: GJ/NTD million revenue



Department Store and Service Industry

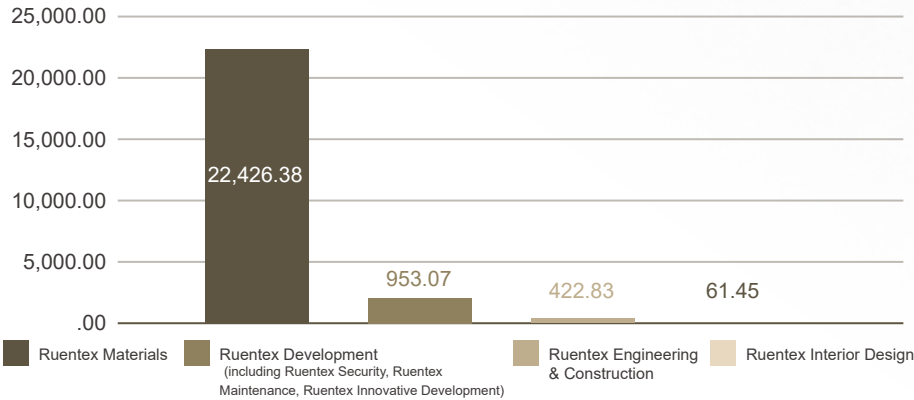
Unit: GJ/NTD million revenue



Ruentex Development Group 2024 Electricity Intensity

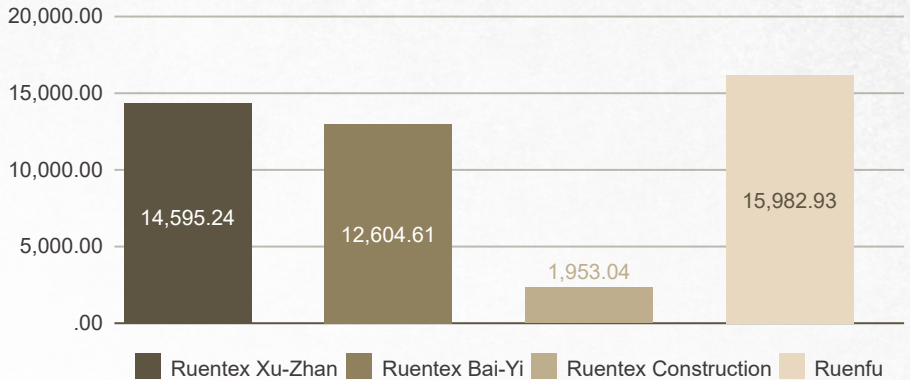
Construction Industry

Unit: kWh /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.

RT-Mart Zhonglun Store reduced some lighting hours, raised indoor temperatures, and reduced operating hours for escalators, freight elevators, and some computer hosts to lower greenhouse gas emissions.

CITYLINK will evaluate the energy efficiency of system air conditioning, chilled water systems, and cooling towers, optimizing the energy consumption performance of various main systems to achieve carbon reduction goals. Ruentex Development has preliminarily evaluated the possibility of improving air conditioning systems and energy efficiency in some office buildings, with evaluation expected to be completed in 2025 and improvements beginning in 2026. This will allow for more efficient management of energy use at various locations and further reduce greenhouse gas emissions, lowering environmental impact.

Subsidiary Ruentex Engineering & Construction Co., Ltd. actively promotes renewable energy as one of the important strategies for reducing greenhouse gas emissions. Solar power generation systems have been installed at the Yangmei plant to directly supply electricity for production and operations, thereby reducing dependence on fossil fuels. We continue to evaluate suitable installation sites and expand application scope in combination with government renewable energy policies to fulfill our commitment to environmental protection.

Ruentex Group Headquarters Responds to International Earth Hour—

Starting with One Light, Illuminating a Sustainable Future



Ruentex Group continues to focus on climate change and environmental sustainability issues, responding to the global energy-saving initiative—Earth Hour—for the first time this year. On the event day from 19:00 to 21:00, Group headquarters proactively turned off non-essential lighting in office areas and public spaces for two hours, participating in international sustainability initiatives through concrete action.

This is not merely a symbolic lights-out event, but a starting point for rethinking the relationship between corporate daily energy consumption and the environment. Through this action, we hope to raise colleagues' awareness of energy conservation and carbon reduction, and encourage extending energy-saving behaviors from the workplace to daily life, enabling every employee to become part of the change.

Through this activity, we have gained a deeper understanding: a company's sustainability commitment comes from the choices and practices made in every daily detail.

Ruentex believes that turning off one light symbolizes not just electricity savings, but an attitude of responsibility toward future generations.

(This activity was planned in 2024 and piloted in March 2025)

4.3 Water Resource Management

GRI : 303-1、303-2、303-3、303-4、303-5

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. Mainly concentrated in the Greater Taipei area, water sources come from Taipei Water Department and Taiwan Water Corporation, with intake points located at Xindian River and Dahan River, not from water-stressed areas.

Ruentex Development Group 2024 Water Usage

Type of Operations	Company	Total Water Withdrawal (million liters)	Total Water Discharge (million liters)	Total Water Consumption (million liters)
Construction Industry	Ruentex Development	55.28	55.28	—
	(Including Ruentex Security, Ruentex Maintenance, Ruentex Innovative Development)	59.22	4.69	54.53
	Ruentex Materials	1.01	1.01	—
	Ruentex Interior Design	100.25	81.16	19.08
Department Store and Service Industry	Ruentex Engineering & Construction	219.84	219.84	—
	Ruentex Xu-Zhan	163.96	163.96	—
	Ruentex Bai-Yi	58.89	58.89	—
	Ruentex Construction	13.26	13.26	—
Total		Ruenfu	598.08	73.61

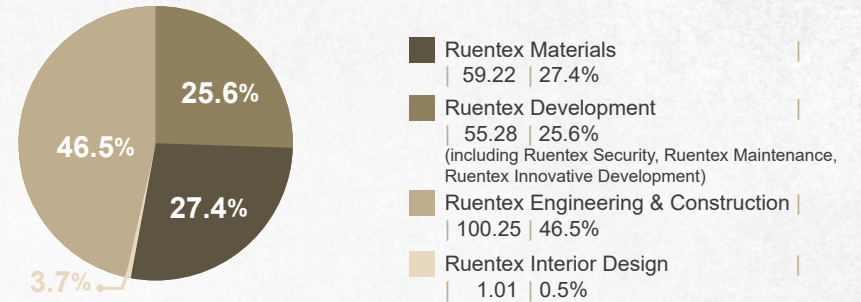
Note 1: The water usage statistics for Ruentex Development, Ruentex Xu-Zhan, Ruentex Bai-Yi, and Ruentex Construction at various operation sites exclude parking areas and shared parts of the station under the responsibility of Taiwan Railways. For Ruentex Construction, since the main source of water 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 2024 Water Resource Usage

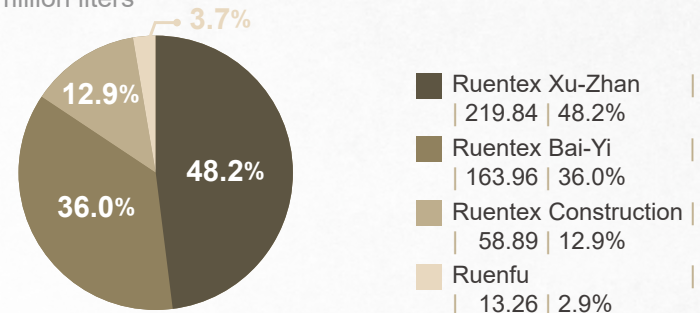
Construction Industry

Unit: million liters



Department Store and Service Industry

Unit: million liters



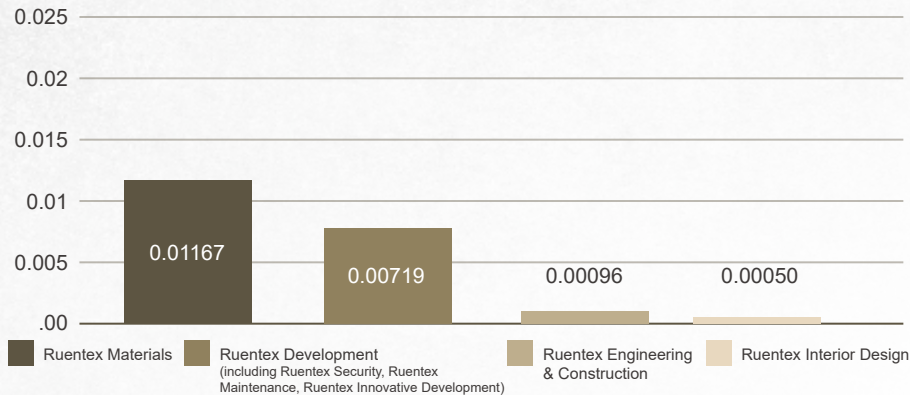
Ruentex Development Group 2024 Water Intensity Status

Type of Operations	Company	Water Intensity (million liters / NT\$ million revenue)
Construction Industry	Ruentex Development (Including Ruentex Security, Ruentex Maintenance, Ruentex Innovative Development)	0.00719
	Ruentex Materials	0.01167
	Ruentex Interior Design	0.00050
	Ruentex Engineering & Construction	0.00096
Department Store and Service Industry	Ruentex Xu-Zhan	0.18787
	Ruentex Bai-Yi	0.20113
	Ruentex Construction	0.04130
	Ruenfu	0.22732

Ruentex Development Group 2024 Water Intensity

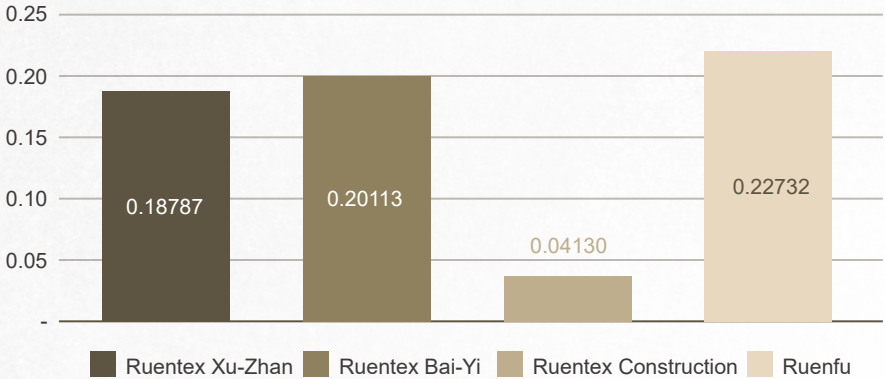
Construction Industry

Unit: million liters/ NT\$ million revenue



Department Store and Service Industry

Unit: million liters/ NT\$ million revenue



All wastewater generated by Ruentex Development is disposed of in accordance with local regulatory requirements. Water resources used in office areas are general domestic wastewater, directly discharged into the sewerage system; wastewater from shopping mall dining establishments undergoes 100% grease interception treatment before being discharged into the sewerage system; construction site engineering wastewater is treated according to the "Construction Site Runoff Wastewater Pollution Reduction Plan" approved by the Environmental Protection Bureau, processed through sedimentation ponds for sand settling, tested to meet discharge water standards, and then discharged to designated drainage points outside the construction area to ensure wastewater does not harm the local environment.

To reduce water resource waste, all equipment in Ruentex Development's office areas and department store shopping centers uses 100% water-saving certified devices, with comprehensive phased replacement with sensor-activated faucets. All toilet facilities in construction projects use models certified with Taiwan's water-saving certification, achieving 100% usage rate in 2024 construction projects. Some malls are equipped with rainwater and air-conditioning water recycling systems, using the recycled water for irrigation of plants. Ruentex Materials also contributed to water resource recycling and reuse in 2024, with recovered water usage totaling 3,636.62 m³, improving the recycling and reuse rate to 98.47%.

Ruentex Engineering & Construction Co., Ltd. adopted high-pressure washers for equipment cleaning in 2024, increasing pressure while reducing water volume. Compared to the previous cleaning of mixing equipment with 1-inch water pipes, using 5hp high-pressure water guns can save approximately 7.92 cubic meters of water daily.

4.4 Waste Management

GRI : 306-1、306-3、306-4、306-5

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 2024, the total amount of waste generated was 33,069.96 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 industry locations, due to their simpler operational model with mainly general household waste and food waste, we will actively promote waste classification systems and strengthen waste sorting management among employees and customers to effectively manage waste generation growth.

Waste management systems and process diagrams



2024 Waste Generation Statistics by Operating Location

Type of Operations	Company	Waste Type	Waste Generation (Metric Tons)
Construction Industry	Ruentex Development (Including Ruentex Security, Ruentex Maintenance, Ruentex Innovative Development)	Non-Hazardous Waste	144.98
		Hazardous Waste	—
	Ruentex Materials	Non-Hazardous Waste	1,208.69
		Hazardous Waste	—
	Ruentex Interior Design	Non-Hazardous Waste	1,101.64
		Hazardous Waste	—
	Ruentex Engineering & Construction	Non-Hazardous Waste	28,350.00
		Hazardous Waste	—
	Total	Non-Hazardous Waste	30,805.31
		Hazardous Waste	—
Department Store and Service Industry	Ruentex Xu-Zhan	General waste	1,123.29
		Food Waste	148.20
	Ruentex Bai-Yi	General waste	632.70
		Food Waste	4.81
	Ruentex Construction	General waste	160.45
		Food Waste	9.19
	Ruenfu	General waste	114.00
		Food Waste	72.00
	Total	General waste	2,030.44
		Food Waste	234.21

- Note 1: Waste volume calculation scope includes waste generated from construction sites and offices.
- Note 2: Construction site waste weight is calculated based on fully loaded garbage trucks (volume 6m³; compression density 400 kg/m³), with approximately 2.4 tons per truck.
- Note 3: Office waste calculation method: Based on the allocated weight data provided by building management committees.
- Note 4: Due to significant demolition requirements in some 2024 projects resulting in large amounts of waste generation, the nature of projects undertaken each year affects waste generation, causing significant fluctuations in 2023 and 2024 data.
- Note 5: Non-hazardous waste scope for Ruentex Engineering & Construction Co., Ltd.'s office buildings includes non-hazardous waste from both Ruentex Engineering & Construction Co., Ltd. and Ruen Yang Construction.

2024 Waste Treatment Statistics by Operating Location

Type of Operations	Company	Waste Treatment Methods	Waste Treatment Volume (tons)
Construction Industry	Ruentex Development (Including Ruentex Security, Ruentex Maintenance, Ruentex Innovative Development)	Incineration	144.98
		Landfill	—
		Recycling	—
	Ruentex Materials	Incineration	106.03
		Landfill	—
		Recycling	1,102.66
	Ruentex Interior Design	Incineration	1,101.64
		Landfill	—
		Recycling	—
	Ruentex Engineering & Construction	Incineration	7,019.00
		Landfill	17,693.00
		Recycling	3,638.00
Total	Incineration	8,371.65	
	Landfill	17,693.00	
	Recycling	4,740.66	
Department Store and Service Industry	Ruentex Xu-Zhan	Incineration	1,271.50
		Landfill	—
		Recycling	—
	Ruentex Bai-Yi	Incineration	637.51
		Landfill	—
		Recycling	—
	Ruentex Construction	Incineration	169.64
		Landfill	—
		Recycling	—
	Ruenfu	Incineration	186.00
		Landfill	—
		Recycling	—
Total	Incineration	2,264.65	
	Landfill	—	
	Recycling	—	

- 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.
- Note 5: Except for 1,037.57 tons of waste disposed of on-site by Ruentex Materials, the remaining 171.12 tons were all disposed of off-site

Talent Integration

- 5.1 Talent Recruitment and Development
- 5.2 Employee Care Implementation
- 5.3 Safe Workplace Environment

Corresponding SDGs:



Policies and Commitments

Ruentex Development Group views colleagues as "partners" who journey together, rather than merely "employees" who execute instructions. Through long-term cultivated trust and understanding, we have established a corporate culture like family. We believe that colleagues are not just members of the organization, but business partners who co-create the future, participants in company growth, and sharers of business results.

To practice the "people-first" philosophy, we are committed to creating a safe, healthy, and warm work environment that not only protects workplace safety and employee welfare but also provides competitive overall compensation systems and diverse career development opportunities, allowing every colleague to work with peace of mind at Ruentex, fully utilize their potential, continue learning, realize personal value while growing together with the company and sharing results.

Annual Actions and Performance

- The proportion of female managers stands at 27.14%, reflecting the company's commitment to diversity and equal opportunity.
- In 2024, the average training hours per employee for Ruentex Development Group's construction industry and department store and service industry were 13 hours and 6 hours, respectively.
- We place significant emphasis on human rights issues, and there have been no instances of discrimination, child labor, forced, or compulsory labor.
- We focus on employee physical health, providing full-time employees with health checkups twice a year, with subsidies exceeding NT\$10 million.
- Ruentex Engineering & Construction Co., Ltd. received 5 occupational safety and health related awards, including the 18th Occupational Safety and Health Excellence Project Golden Safety Award Private Engineering Group Merit Award, the 13th New Taipei City Industrial Safety Award Special Excellence Award, the Ministry of Labor "Occupational Safety and Health Excellence Unit" Excellence Award, the "Taipei City Labor Safety Award" Excellence Award, and the "Taipei City Labor Safety Award" Workplace Peace of Mind Award.

5.1 Talent Recruitment and Development

GRI : 2-7、2-8、2-21、2-30、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 regulations and adhere to the principle of honest communication between labor and management, committed to providing comprehensive and competitive benefit systems for employees to protect their basic rights and welfare. We always regard employees as key assets driving the company's sustainable development, valuing the healthy development of compensation systems and labor-management relations.

Through regular review and timely adjustment of various systems and measures, we continuously optimize working conditions, create win-win labor-management cooperation, and promote positive interaction between enterprises and employees, forming a positive cycle toward a mutually beneficial future.

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. From January 1 to December 31, 2024, the construction industry had 1,802 employees and the department store and service industry had 270 employees, totaling 2,072 people. Among all employees, there were 1,995 full-time permanent employees and 77 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 703 construction and contract workers indirectly employed through contractors in the construction sector, followed by 421 outsourced cleaning staff and 90 security personnel.

Ruentex Engineering & Construction Co., Ltd. views foreign temporary workers as important partners in construction contracting. Since foreign employees account for 34% of the company's total workforce, special care is needed for these people who work hard in a foreign land. In addition to providing appropriate insurance benefits, we also assist foreign employees with pre-work education and training and establish grievance channels for foreign employees as a communication bridge 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.

Full-time/Permanent Employee Statistics

Location	Construction Industry		Department Store and Service Industry	
Gender	Male	Female	Male	Female
Full-time/ Permanent	949	381	58	135
Total	1,330		193	
Total number of employees	1,523			

Note: Total employee count does not include 401 foreign employees at Ruentex Engineering & Construction Co., Ltd., 71 foreign employees at Ruentex Materials, and part-time employees.

In the diversity employee statistics, the male-to-female ratio of active employees^{Note 1} is 1.95:1; in terms of age distribution, 58% of employees are between 30-50 years old; in terms of employee job level distribution, there are 22% management personnel, of which female management positions account for 27%, and 100% of senior management are Taiwan local residents. To provide stable employment opportunities and support self-sufficiency for disadvantaged groups, by the end of 2024, a total of 14 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 2024, 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 851 certifications were obtained. The majority, approximately 201, are related to quality management; 158 are related to occupational safety and health, and 94 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	949	71%	58	30%
	Female	381	29%	135	70%
Age	Under 30 years old	224	17%	48	25%
	30-50 years old	775	58%	103	53%
	Aged 50 and above	331	25%	42	22%
Grade	Management personnel	298	22%	41	21%
	Non-management personnel	1,032	78%	152	79%

Note 1: Diversity workforce statistics do not include 401 foreign employees at Ruentex Engineering & Construction Co., Ltd., 71 foreign employees at Ruentex Materials, and part-time employees.

Note 2: Management personnel refers to section chief level and above supervisors who bear management responsibilities.

In 2024, the construction industry and department store service industry recruited a total of 263 new employees, with a new hire rate of approximately 17.27%; a total of 225 employees left, with a turnover rate of approximately 14.77%. Analysis and investigation of departing employees shows that the main reasons for resignation are workload, personal development planning, family factors, compensation and benefits, etc. Ruentex Development Group actively understands employee resignation reasons and responds appropriately with 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	145	71%	18	31%
	Female	60	29%	40	69%
Age	Under 30 years old	81	40%	29	50%
	30-50 years old	103	50%	22	38%
	Aged 50 and above	21	10%	7	12%
Total New Employees		205	100%	58	100%
New Employee Rate		15%		30%	
Total Number of New Employees		263			
Total New Hire Rate		17%			

Note 1: New hire rate = Annual new hires / Number of employees on December 31.

Note 2: New employees do not include internal personnel transfers within the Group.

Note 3: The New hire rate calculation does not include 401 foreign employees at Ruentex Engineering & Construction Co., Ltd., 71 foreign employees at Ruentex Materials, and part-time employees

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	120	75%	17	27%
	Female	41	25%	4	73%
Age	Under 30 years old	44	27%	20	31%
	30-50 years old	87	54%	37	58%
	Aged 50 and above	30	19%	7	11%
Total Departing Employees		161	100%	64	100%
Turnover Rate		12%		33%	
Total Turnover Employees		225			
Total Turnover Rate		15%			

Note 1: Turnover rate = Annual departures / Number of employees on December 31.
Note 2: Departing employees do not include internal personnel transfers within the Group.
Note 3: Turnover rate calculation does not include 401 foreign employees at Ruentex Engineering & Construction Co., Ltd., 71 foreign employees at Ruentex Materials, and part-time employees.

5.1.2 Compensation Policy

Ruentex Development, Ruentex Xu-Zhan, Ruentex Bai-Yi, Ruentex Construction, and Ruentex Innovative Development all have clear compensation decision procedures. In addition to considering comprehensive factors such as overall company operational performance, industry risks, and future development trends, they also incorporate individual performance achievement rates and substantial contributions to overall company performance as important reference criteria.

Related performance evaluation results and compensation reasonableness are reviewed by the Remuneration Committee and implemented after approval by the Board of Directors. At the same time, rolling reviews are conducted based on actual operating conditions and regulatory changes to ensure the compensation system balances sustainable operations with risk management, maintaining the company's long-term stable development.

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 2024, there was no significant disparity in the salary ratios between men and women, except for the management level at Ruentex Development.

Ruentex Development's 2024 average salary for full-time employees not serving in managerial positions (excluding the hypermarket department - Zhonglun RT-Mart) was NT\$1,313 thousand. Compared with other domestic building materials and construction industry publicly issued companies, it ranked 8th, with a median salary of NT\$1,071 thousand. The highest individual annual compensation was 9.34 times the median annual compensation of other employees. The rate of increase in the highest individual annual compensation was -0.03 times the median increase rate for other employees.

Note: The report's disclosed figures exclude the hypermarket department, and therefore differ from the scope disclosed on the Market Observation Post System (MOPS). Including the hypermarket department (Zhonglun RT-Mart), Ruentex Development's average annual salary for full-time employees not serving in managerial positions was NT\$697 thousand in 2023, with a median of NT\$434 thousand; in 2024, the average salary was NT\$753 thousand, with a median of NT\$463 thousand, representing increases of approximately 10.9% and 6.7%, respectively, compared with 2023.

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 2024, 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 2024, Ruentex Development Group's construction industry and department store and service industry received a total of 18,195 hours and 594 hours of education and training respectively, with an average of 13 hours and 6 hours of training per employee.

Employee Training Hours Statistics

Location	Construction Industry		Department Store and Service Industry	
Gender	Male	Female	Male	Female
Total working hours	13,287	4,908	202	392
Average hours	14	11	6	5
Grade	Management personnel	Non-management personnel	Management personnel	Non-management personnel
Total working hours	3,242	14,953	195	399
Average hours	10	14	8	5
Total working hours	18,195		594	
Average Training Hours per Employee	13		6	

Note: Education and training hours statistics calculation does not include 401 foreign employees at Ruentex Engineering & Construction Co., Ltd., 71 foreign employees at Ruentex Materials, and part-time employees.

Employee Performance Management

For the first 3 months after new members join the Ruentex Development family, we ask new partners to fill out new employee guidance interview forms and record new employee "work journals" for 3 months, detailing daily work items, obstacles encountered, and difficulties, with guidance personnel assisting in resolving 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 2024, 96.24% and 94.82% of permanent employees in Ruentex Development Group's construction industry and department store and service industry, respectively, completed annual performance evaluations.

Note: Employees with less than three months of service do not participate in performance evaluations, so the performance evaluation ratio does not reach 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 Stores	
Number of employees who completed evaluations	1,280		183	
Percentage	96.24%		94.82%	
Gender	Male	Female	Male	Female
Number of employees who completed evaluations	917	363	57	126
Percentage	96.63%	95.28%	98.28%	93.33%
Grade	Management personnel	Non-management personnel	Management personnel	Non-management personnel
Number of employees who completed evaluations	288	992	39	144
Percentage	96.64%	96.12%	95.12%	94.74%

5.1.4 Labor-Management Communication

Ruentex Development encourages effective communication among colleagues and emphasizes that work progress should be reported to supervisors in a timely manner, whether progress is smooth or difficulties are encountered, enabling immediate response and resolution.

To protect employee rights and create a work environment free from gender discrimination and sexual harassment, the company not only regularly holds quarterly labor-management meetings to discuss labor relations coordination, working conditions, welfare planning, and work efficiency issues, but also has established a corporate union as a further communication platform. The union operates through Training and Organization, Welfare, General Affairs, and Accounting groups, holding quarterly meetings as a mechanism to balance labor-management rights and promote cooperation. Although the company has established a union, no requests for collective bargaining have been received from the union to date, so no collective agreement has been signed. Additionally, the company has established HR departments to handle employee grievances and address related issues in routine labor-management meetings. In 2024, no employee grievances or labor disputes were received.

To strengthen sexual harassment prevention, the company has established a Sexual Harassment Prevention Committee and, in accordance with Article 7 of the Sexual Harassment Prevention Act, has formulated grievance and investigation procedures and established grievance channels. No sexual harassment-related grievances were received in 2024.

Furthermore, regarding work change notifications, the company handles all matters in accordance with Labor Standards Act regulations to ensure employees have basic buffer time.

Starting from 2024, Ruentex Development has planned to implement annual employee satisfaction surveys covering aspects such as overall company image and integrity, departmental atmosphere and communication, job identification, and teamwork, serving as reference for continuously optimizing the internal environment.

Subsidiary Ruentex Engineering & Construction Co., Ltd. conducts employee satisfaction surveys, with average scores of 94.5 for the first and second halves of 2024. Based on survey results, some internal measures have been adjusted, such as: improving transparency and frequency of internal communication, responding to colleagues' suggestions on compensation and benefits, and making adjustments based on operational conditions to continuously improve the overall work environment and colleague satisfaction.

5.2 Employee Care Implementation

GRI : 401-2 、 401-3

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 Benefit Policies

Welfare Allowances	Recreation and Entertainment
• Insurance (labor insurance, health insurance, labor pension, employee and family group insurance, occupational injury insurance) • Maternity allowance • Wedding and funeral subsidies • Hospitalization and disability subsidies • Holiday bonuses • Holiday gifts • Health checkups (twice annually) • Nursing room • Official phone call subsidies, beverages/environmental equipment provision • Private vehicle business use fuel subsidies • Group-related brand purchase discount benefits • Irregular group brand employee special sales events • Food, medical, housing, transportation, education, and entertainment partner store discount programs • Professional massage services twice weekly	• Employee travel • Family day activities • Domestic and international travel subsidies • Festival activities

5.2.1 Welfare and Subsidies

Ruentex Development Group provides employees with basic labor insurance, health insurance, group insurance, and labor pension systems, and has subsidy items for weddings and funerals, hospitalization and disability as part of employee life support. The company also distributes gift vouchers during Spring Festival, Labor Day, Dragon Boat Festival, Mid-Autumn Festival, and employee birthdays to express basic care and condolences. When colleagues shop at CITYLINK malls or TSUTAYA BOOKSTORE operated under Ruentex Development, they can enjoy employee discount benefits. The company also regularly hosts employee special sales events, offering colleagues additional choices and benefits.

Additionally, the company arranges annual health checkups for employees with standards higher than legal requirements, hoping to help colleagues better understand their health conditions comprehensively.

Ruentex Development Health Checkup Four Key Features

◆ Standards exceed legal and industry norms!

1. All full-time employees, regardless of age, are offered two health check-ups annually.
2. The check-up items cover urine tests, blood tests, liver, gallbladder, and kidney function tests, chest X-rays, abdominal ultrasounds, and cancer screenings.
3. To encourage senior colleagues to pay attention to their physical health, manager and associate manager-level colleagues aged 40 and above are provided with personalized executive health checkups. Vice president-level and above colleagues receive executive health checkups plus annual member healthcare services, with 75% of executive health checkup and care service costs subsidized by the company. In 2024, Ruentex Development Group subsidized health checkups for permanent employees in the construction industry and the department store and service industry, with a total cost of NT\$10,477,400.

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

To accommodate employees' childcare needs, Ruentex Development Group has established a favorable parental leave system, allowing applications for unpaid parental leave until children reach three years of age, with a maximum duration of two years. In 2024, 53 employees were entitled to parental leave, with 13 employees actually taking parental leave, and the female employee retention rate reached 80.00%.

Item	Number of Male Employees	Number of Female Employees	Total
2024 - Eligible for parental leave (A)	37	16	53
2024 - Actually applied for parental leave (B)	4	9	13
2024 - Expected to return from parental leave (C)	4	7	11
2024 - Actually returned from parental leave (D)	3	3	6
2023 - Actually returned from parental leave (E)	—	5	5
2023 - Still employed twelve months after returning from parental leave (F)	—	4	4
Parental leave application rate (B/A)	10.81%	56.25%	24.53%
Return-to-work rate (D/C)	75.00%	42.86%	54.55%
Retention rate (F/E)	—	80.00%	80.00%

Exclusive to Ruentex Development! Comprehensive Group Insurance

Ruentex Development values employee health and welfare, continuously optimizing security systems, particularly by providing relatively comprehensive medical insurance coverage to reduce financial pressure employees might face during emergencies. The company fully covers colleagues' group insurance premiums, including life insurance, accident insurance, medical insurance, and cancer insurance. Through the inclusion of cancer insurance, overall coverage becomes more comprehensive.

Additionally, the company provides opportunities for colleagues' spouses and children to participate in group medical insurance at preferential rates, allowing family members to enjoy medical coverage together. Ruentex Development believes employee health is an important foundation for stable company development; therefore, it invests resources to maintain basic coverage so colleagues can work with peace of mind.

For short-term mall and TSUTAYA BOOKSTORE hourly workers with higher mobility, the company also purchases employer accident liability insurance to protect their personal safety during work and reduce workplace risks. Through these basic security measures, we hope to provide employees and their families with a certain level of support during unexpected situations.

Retirement system

Ruentex Development has established a "Labor Retirement Reserve Fund Supervisory Committee" responsible for reviewing employee retirement eligibility and handling retirement benefit distribution. All colleagues meeting the Labor Standards Act retirement conditions may apply for retirement based on their personal physical and mental health and work capacity.

Regarding the retirement system, the company provides monthly retirement reserve fund contributions for employees under the old system according to the Labor Standards Act regulations. For employees choosing the new system under the Labor Pension Act, 6% retirement contributions are made monthly to their personal accounts, with employees able to voluntarily contribute an additional 0% to 6%, managed by the Bureau of Labor Insurance.

Employee Assistance Program (EAPs)

To help colleagues face difficulties and pressures they may encounter in life or work, the company has introduced Employee Assistance Programs (EAPs). This program covers personal health, family marriage, legal consultation, and emotional management, providing one-on-one professional counseling services with privacy protection as one option for employees seeking support.

EAP is designed to provide practical assistance, allowing employees to access help and advice when needed, while also hoping to enhance employee trust and sense of belonging to the enterprise through this mechanism. The company will gradually promote related programs and make subsequent adjustments and optimizations based on actual implementation as part of creating a more friendly workplace.

5.2.2 Leisure and Recreation

We value the connection between colleagues and their families, hoping that through interaction between the company and families, employee family members can better understand company operations and culture, thereby supporting colleagues' workplace development. Therefore, the company continued promoting employee travel subsidies and family day activities in 2024 as ways to enhance interaction and improve a sense of belonging.

Employee Travel Subsidy

As travel patterns become increasingly diverse and flexible, the company no longer organizes employee travel in a uniform format. Instead, it purchases travel vouchers from travel agencies and distributes them to employees, allowing colleagues to arrange their own travel destinations and timing. This approach improves leisure activity flexibility and autonomy. Since the COVID-19 outbreak in early 2020, considering colleagues' travel willingness and actual needs, the company changed to cash subsidies, providing greater usage flexibility.

Family Day activities

To enhance employee families' understanding and recognition of the company's diversified operations, and in coordination with TSUTAYA BOOKSTORE's introduction of the "SHARE LOUNGE" store format, the company began planning family day activities after the pandemic eased in 2021, continuing through 2024. Activities provide each colleague with a certain amount of free books and dining, allowing employees to choose their own time to bring companions, sharing time with friends and family in the relaxed and comfortable bookstore atmosphere, adding richness to life.

Club Activities

The company encourages colleagues to form clubs based on interests and participate in various club activities. Taking Ruentex Engineering & Construction Co., Ltd. as an example, cycling, basketball, and badminton clubs have been established, serving not only as platforms for colleague interaction but also promoting friendship and team cohesion among coworkers.

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 views employee safety and health as an important foundation for sustainable enterprise development, committed to reducing the risk of occupational injuries and diseases. Through occupational safety and health management plans, risk and impact control, health promotion activities, and occupational safety and health education and training measures, we actively strengthen workplace safety management. In 2024, the Group's related efforts received external recognition, winning multiple occupational safety-related awards as follows:

Company Awarded	Award Title
Ruentex Engineering & Construction	"13th New Taipei City Industrial Safety Award Outstanding Unit Award (Group A)" Grand Prize
	"18th Occupational Safety and Health Outstanding Engineering Golden Safety Award Private Engineering Group" Excellence Award
	"Outstanding Occupational Safety and Health Unit" Outstanding Unit Award (National)
	"Taipei City Labor Safety Award" Outstanding Unit Award
	"Taipei City Labor Safety Award" Workplace Peace of Mind Award
Ruenfu	2024 SNQ National Quality Mark

To ensure all employees can work with peace of mind in safe and hygienic environments, the Group emphasizes property management and environmental quality in major work areas. Ruentex Engineering & Construction Co., Ltd., Ruentex Materials, and Ruentex Interior Design Inc. have all established occupational safety and health committees, which hold regular meetings to communicate and discuss safety and health matters. This ensures the effective implementation of various management measures and maintains workplace safety and health.

5.3.1 Occupational Safety and Health Management

To provide all colleagues with a safe and hygienic work environment and reduce the impact of occupational safety and health incidents on employees, the company conducts daily cleaning and security system maintenance in office areas, regularly performs drinking water quality and indoor air quality testing, updates lighting equipment, and periodically conducts office environment disinfection to maintain overall workspace safety and cleanliness.

In response to environmental protection initiatives, the company provides biodegradable toilet paper in restrooms and encourages employees to participate in resource classification and recycling, such as centralized battery recycling and the reuse of photocopying waste paper, implementing environmental practices within the office.

In the construction industry, occupational safety and health management is one of the key measures for protecting on-site workers and enterprise safety. Through relevant safety regulations and preventive measures, potential risks at work sites can be effectively identified and reduced, which not only helps protect industrial safety but also improves work efficiency and quality while reducing accidents and losses.

Therefore, the company has established "Occupational Safety and Health Management Regulations" in accordance with the Occupational Safety and Health Management Regulations and related laws, as well as international standards such as ISO 45001, serving as the basis for all employees to follow and implement in their work. Ruentex Engineering & Construction Co., Ltd., Ruentex Materials, and Ruentex Interior Design Inc. have all established occupational safety and health committees. Ruentex Engineering & Construction Co., Ltd.'s committee has 16 members total, with labor representatives and management representatives accounting for 44% and 56% respectively; Ruentex Materials' committee has 14 members total, with labor representatives and management representatives accounting for 43% and 57% respectively; Ruentex Interior Design Inc.'s committee has 8 members total, with labor representatives and management representatives accounting for 63% and 37% respectively. All three companies' occupational safety and health committees hold quarterly meetings to review, coordinate, and recommend safety and health matters. Main communication items include: reviewing and revising occupational safety and health policies and management plans, reviewing safety and health education and training implementation plans, worker work environment monitoring results and countermeasures, health promotion and management matters, business unit audit matters, hazard prevention measures, occupational accident investigation reports, on-site safety and health management performance evaluations, etc.

In 2024, Ruentex Engineering & Construction Co., Ltd. and Ruentex Materials followed the Occupational Safety and Health Act and construction safety and health related regulations for on-site management, and obtained ISO 45001 occupational safety and health management system certification, conducting hazard identification and risk assessment for construction sites and implementing improvement operations based on assessment results to reduce occupational accident risks. In 2024, according to the ISO 45001 occupational safety and health management system, the management system scope includes all construction site employees and workers (contractors, subcontractors), covering 31 project sites with a total of 2,350 employees and workers, including 1,501 employees and 849 workers such as contractors.

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

	Process	Description
I	Six-week Construction Forecast	Based on hazard types/risk factors in the six-week forward construction status table for project sites
II	Occupational Safety and Health Risk Assessment Form	Prepare and revise risk assessment table content and identify and evaluate high-risk hazard categories for each work item, formulate appropriate work methods, procedures, and self-inspection forms for different job types and related occupational safety and health management measures, implement them in construction site operations to reduce potential high-risk hazards.
III	Task Operation Methods and Procedures	Refer to occupational safety laws and safety, health, and environmental management manuals and company regulations to formulate work item operation methods and procedures and explain safety and health measures at each stage, serving as the basis for executing occupational safety and health business management
IV	Task Self-Inspection Checklist	Refer to occupational safety laws and safety, health, and environmental management manuals and company regulations to prepare and revise work item inspection form content, serving as the basis for executing occupational safety and health business management

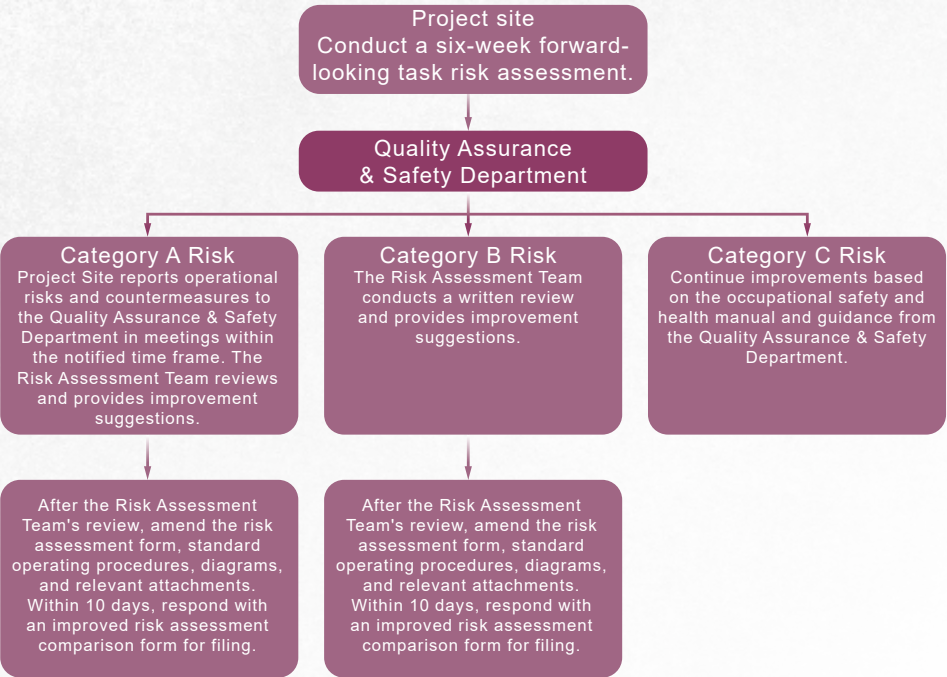
Ruentex Engineering & Construction Co., Ltd. conducts at least 10 risk assessment operations annually, with assessment personnel all holding occupational safety and health risk assessment training certificates or related occupational safety and health certifications, thereby ensuring the execution quality of risk identification and response processes.

Each project site consolidates and reports high-risk hazard types that may appear within the next six weeks during daily morning meetings, and classifies them according to risk levels using an ABC classification system for subsequent handling:

- ◆ Class A high-risk items: Require project teams to complete risk assessment and presentation preparation, then return to headquarters for presentation and review;
- ◆ Class B moderate-risk items: On-site teams prepare presentations, and recommendations are made after discussion by internal risk assessment groups;
- ◆ Class C low-risk items: Based on the company's occupational safety and health manual and on-site implementation conditions, relevant units provide opinions and improvement suggestions.

Through the above classification processing mechanism, the company can effectively grasp risk levels and adopt corresponding countermeasures, further strengthening safety management at construction sites.

Hazard Identification Process Flow Chart



In 2024, 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	When high-altitude and scaffolding work has fall concerns, hazard identification must be conducted and reported to headquarters.
Falling objects	Lifting operations, opening perimeters, and materials on scaffolding have falling risks and require presentation preparation for the risk assessment group discussion.
Fires	Material placement, combustible material entry, and waste storage areas must be improved according to safety and health manuals (such as fire extinguisher installation, hot work control, smoking area management).

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.

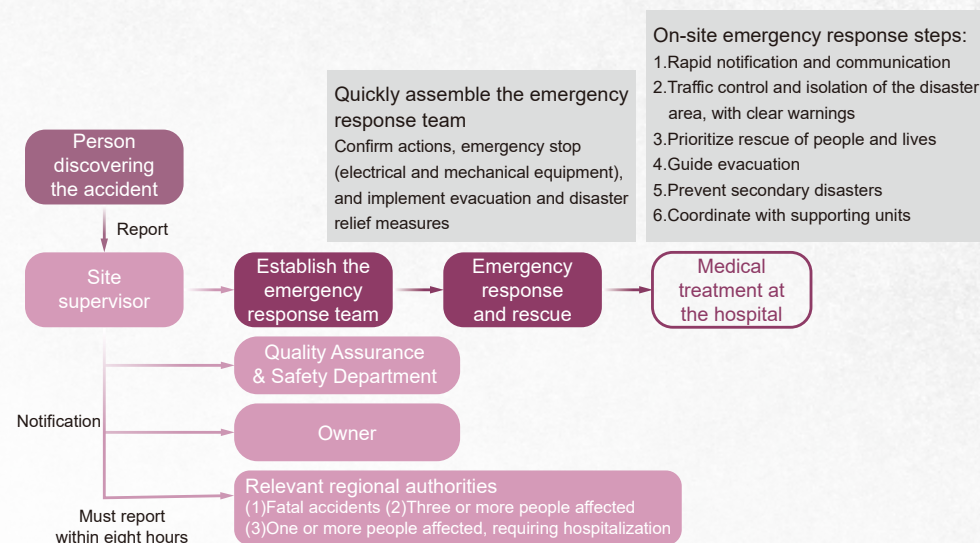
Ruentex Identified Risk Events

Identified Risk Events	Risk Description and Response Measures
Fall/Slip	Risk content: Refers to the human body falling from buildings, scaffolding, machinery, equipment, ladders, slopes, etc. Response measures: Guardrails/barriers, safety nets, safety lifelines, safe access/egress equipment, aerial work platforms, mobile scaffolding, safety helmets, etc. Scaffolding must meet regulatory standards, and strict safety equipment usage is required.
Falling objects	Risk content: Refers to situations where flying objects, falling objects, etc. collide with the human body. Response measures: Guardrails/barriers/protective nets, anti-slip plates, over-hoist prevention devices, etc.
Object Collapse/ Fall	Risk content: Refers to situations where stacked materials (including stockpiles), buildings, etc. collapse or fall and collide with the human body. Response measures: Items stacked neatly and tightly together, height not exceeding 1.8 meters, with ropes or protective nets for additional protection when necessary.
Crushing/ Entanglement	Risk content: Refers to situations where being caught or rolled into objects results in crushing or twisting injuries. Response measures: Guardrails/barriers, braking devices, two-hand operation safety devices, photoelectric safety devices, power shut-off devices, contact prevention devices, etc.
Punctures, Cuts, Abrasions, or Step-Throughs	Risk content: Refers to puncture wounds, cuts (abrasions), and stepping/piercing injuries caused by wall protrusions, material cutting, or stepping on nails, metal fragments, or glass shards. Response measures: Protective gloves, safety shoes, warning signs.
Confined Space Hazards Oxygen, Poisoning, Collapse, Explosion	Risk content: Refers to activities involving organic solvent painting or construction in confined spaces (basements) or enclosed spaces. Response measures: Safety helmets, leak detectors, ventilation and exhaust devices, dust and poison masks.
Electrical Hazards	Risk content: Refers to situations where contact with live conductors or energized equipment causes human body shock. Response measures: Electric shock prevention devices, ground fault circuit breakers, grounding facilities, emergency power cut-off switches.
Fires	Risk content: Refers to fire burning materials or substances undergoing rapid oxidation producing heat and light. Response measures: Explosion-proof electrical equipment, fire detectors, fire protection facilities, high-temperature automatic sprinkler systems, static electricity elimination equipment.

To reduce occupational accident risk, the company has established project site duty disaster prevention notification regulations as the basis for real-time monitoring of site conditions and emergency response to industrial safety incidents. When accidents occur, on-site personnel immediately notify the site supervisor, who then notifies the owner, occupational safety and health department, and relevant competent authorities, while activating emergency response teams to quickly initiate rescue and medical treatment procedures.

This notification and response process applies to all employees and engineering personnel at all project sites, ensuring incidents can be handled immediately with impacts minimized. Additionally, the occupational safety and health department regularly conducts site inspections, continuously tracking and supervising improvements to unsafe environments or high-risk behaviors, strengthening on-site occupational safety management.

Occupational Accident Investigation Process Flow Chart



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	In-plant safety and health management personnel conduct daily safety and health inspections, maintain records, send e-mail announcements, track deficiencies, and follow up on improvements.
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 Co., Ltd. implements workplace protection and prevention plans in accordance with relevant regulations, assessing and analyzing potential hazard factors, identifying high-risk groups, and formulating corresponding improvement measures accordingly. Medical units will conduct interviews with relevant personnel and provide recommendations, adjusting their work content or status according to professional advice when necessary to reduce health risks.

Additionally, the company provides health checkups and follow-up tracking for all full-time employees that exceed regulatory and industry standards, helping employees monitor their physical health, detect abnormalities early, and make timely adjustments and treatments. The company also regularly holds health lectures and education training to enhance employee health awareness, hoping employees can work in good physical and mental health, fulfilling the corporate responsibility for employee health care.

Comprehensive Employee Protection and Prevention Plan

Protection and Prevention Plan	Management Approach	2024 Actions and Outcomes
Prevention of Human Factor Hazards	- Employees complete self-perceived musculoskeletal symptom questionnaires (for those suspected of having hazards). - Regularly hold physical therapist health lectures. - Periodically share health information through internal email.	- Preventive human factors program, MNQ questionnaire survey conducted every two years. - In 2024, for office workers with shoulder and neck pain from prolonged sitting, held 1 session combining engineering improvements to provide employees with practical myofascial release and spinal decompression exercises.
Maternity Worker Health Protection Plan	Hold health lectures and show care for pregnant colleagues, providing pregnancy precautions.	In 2024, provided three pregnant colleagues with individual workplace precautions. Avoid prolonged standing or sitting → Recommend 5-10 minutes of activity every hour, reduce heavy lifting, avoid excessive exertion, and provide pregnancy nutrition and diet consultation.
Disease Triggered by Abnormal Workload	- Regularly conduct health checkups that exceed regulatory requirements. - Hold health lectures and provide one-on-one physician and nurse health care. - Periodically share health information through internal email.	- Provide health checkup services twice annually. - In 2024, held 6 health lectures (4 at Ruentex Engineering & Construction Co., Ltd.; 2 at Ruen Yang Construction). - In 2024, mainly provided colleagues with individual consultations, offering personalized health advice and guidance for different health issues.
Prevention of Workplace Violence	Posted on bulletin boards and company website employee section for employee reference.	Regularly update information to reduce workplace violence incidents.

Ruentex Engineering & Construction Co., Ltd. strengthens employees' basic understanding and risk awareness of occupational safety and health through planning diverse courses. For different job functions and work characteristics, corresponding training content is designed, including high-risk operation training, construction site safety education, fire drills, etc. Meanwhile, to improve learning convenience, the company promotes online learning by building courses on internal education platforms, allowing employees to study flexibly according to their needs.

Additionally, the company updated the "Safety, Health and Environmental Management Manual" in 2023, adding standard operating procedures (SOPs) for 9 major categories and 45 work items to the original 2022 version, providing more specific guidance for on-site operations. This manual serves not only as an operational reference but also demonstrates the company's continued emphasis and implementation of employee safety and environmental management.

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 Co., Ltd. promotes the "Seven Fixed Management" system, emphasizing that advance planning and effective management help improve work efficiency, reduce resource waste, improve operation quality, and ensure workplace safety. Combined with 6S principles (Sort, Set in Order, Shine, Standardize, Sustain, Safety), this strengthens workplace cleanliness and order. Through the combination of both, a more efficient and safe work environment is created. In the future, the company will continue investing in the promotion and innovation of occupational safety and health systems, hoping to create a healthier and more stable work environment for employees.

To support the Ministry of Labor's promotion of the "Taiwan Occupational Safety Card" system and enhance disaster prevention knowledge and awareness among construction workers, Ruentex Engineering & Construction Co., Ltd. conducted occupational safety card training courses at company and construction site locations in 2024, led by qualified instructors from the occupational safety and health department. The course duration is 6 hours. After participants pass online tests, they can obtain occupational safety cards as proof of completing 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	2024 Performance
Introduction to Ruentex Safety and Health Culture	New employees	Held 29 sessions, with a total of 91 participants
High-Risk Operation Control Awareness	Site workers	Held 15 sessions, with a total of 212 participants
New Construction Site Education and Training	Site workers	Held 29 sessions, with a total of 91 participants
Occupational Safety Personnel In-Service Retraining	Holders of safety and health certificates	A total of 40 participants, with an average of 12 hours per person
Fire Drills, AED Use	All employees	1 fire drill held with 10 participants
OJT On-site Training Courses	All employees	A total of 148 in-person on-the-job training sessions were held at various construction sites.

Ruentex Materials enhances employees' foundational knowledge and operational understanding of occupational safety and health by planning multiple educational and training courses, tailoring training content to various job characteristics, including radiation protection, forklift operation, crane operation, and fire drills.

Meanwhile, the company has established standard operating procedures (SOPs) for various operations, compiled in the "Safety and Health Work Rules" as reference and operational guidelines for employees executing work, also demonstrating the company's basic requirements and emphasis on operational safety.

Additionally, the company has introduced 6S principles to strengthen cleanliness and order at operation sites as part of daily management, thereby providing employees with a relatively stable and safe work environment.

Ruentex Materials Occupational Safety and Health Education and Training

Occupational Safety and Health Education and Training	Training Target	2024 Performance
Occupational Safety and Health Education and Training	All Employees	489 participants total
Fire drill	All employees	Two fire drills held with 43 participants total
First-aid personnel retraining	License Holders	20 participants total
Radiation Protection Continuing Education	License Holders	1 participant total
Radiation protection personnel training	License Holders	1 participant total
Forklift Operators	License Holders	10 participants total
Occupational Safety and Health Management Personnel	License Holders	2 participants total
Fixed Crane Operators	License Holders	4 participants total
CPR training	All employees	Two fire drills held with 43 participants total

Workplace Health Management and Prevention Measures

To maintain colleagues' physical and mental health, Ruentex Interior Design Inc. has established basic workplace protection and prevention mechanisms, arranging employee health checkups twice annually. Before checkups, colleagues are asked to complete worker health questionnaires and overwork assessment questionnaires. Through questionnaires and examination results, preliminary analysis and risk identification are conducted to identify possible high-risk groups and provide follow-up tracking and care, reducing the probability of disease and abnormal conditions.

Occupational Safety and Health Education and Training

Ruentex Interior Design Inc. arranges occupational safety and health education and training according to job types and operational requirements, strengthening colleagues' basic understanding of work safety and risk awareness as part of daily work safety management. Training content is also continuously adjusted and supplemented in accordance with company systems and practical conditions to improve the practicality and effectiveness of education and training.

Occupational Safety and Health Education and Training	Training Target	2024 Performance
Occupational Safety and Health Education and Training	Occupational Safety and Health Education and Training	26 sessions held, 44 participants, 132 training hours
Quality Assurance and Safety Education and Training	Quality Assurance and Safety Education and Training	2 sessions held, 69 participants, 69 training hours
Occupational Safety and Health Management Personnel On-the-Job Education and Training	Occupational Safety and Health Management Personnel On-the-Job Education and Training	1 session held, 1 participant, 6 training hours
Taiwan Occupational Safety Card	Taiwan Occupational Safety Card	3 sessions held, 14 participants, 84 training hours

5.3.3 Occupational Injury Statistics

In 2024, Ruentex Development's construction industry had 18 employees suffer occupational injuries, mainly falls and drops. All received immediate medical treatment, with follow-up measures taken for injured cases while continuously promoting safety concepts and defensive measures to reduce occupational injury rates.

Construction Industry and Department Store Industry 2024 Occupational Injury Statistics

	Employees	Workers
Total Hours Worked ^{Note 1}	8,540,975	4,831,358
Occupational Injury Fatalities ^{Note 2}	0	0
Occupational Injury Fatality Rate ^{Note 3}	0	0
Serious Occupational Injuries ^{Note 4}	0	0
Serious Occupational Injury Rate ^{Note 5}	0	0.0000
Recordable Occupational Injuries ^{Note 6}	3	15
Recordable Occupational Injury Rate ^{Note 7}	0.0702	0.6209

Note 1: According to SASB IF-HB-320a.1 requirements, "direct employees" definition follows GRI 2-7 employee definition, including construction and department store industry permanent/temporary, full-time/part-time employees; "contract employees" definition follows GRI 2-8 worker definition, including construction and department store industry workers such as contractors, cleaning, security, and other dispatched non-employee workers.

Note 2: Number of deaths caused by occupational injuries.

Note 3: Occupational injury fatality rate = (occupational injury fatalities/total working hours) * 200,000.

Note 4: Serious occupational injuries refer to injuries that make it difficult for workers to recover to pre-injury health within 6 months, excluding fatalities.

Note 5: Serious occupational injury rate = (serious occupational injuries/total working hours) * 200,000.

Note 6: Recordable occupational injuries include fatalities caused by occupational injuries.

Note 7: Recordable occupational injury rate = (occupational injuries/total working hours) * 200,000.

Types of occupational injuries

Type	Description	Employees	Workers
Cuts	Mr. Bang was injured in his right index finger while cutting wood with a table saw, with minor cuts to middle and ring fingers. The engineer accompanied him to the emergency room, and the doctor recommended a transfer for finger reconstruction surgery. After surgery completion and stable condition, returned to dormitory to rest	0	4
Falls	Mr. Fang, a temporary worker, tripped over rebar materials near portable toilet, hitting his head on scaffolding handrail frame. Medical diagnosis showed 3cm laceration above right eyebrow, returned home after suturing treatment	0	2
Falls	R&D department planning solar panel installation led vendor roof inspection. Vendor employee Mr. Xu fell 12 meters to ground after stepping through old skylight panel. After hospitalization, doctor diagnosed broken right ribs, right thigh bone and right hand fractures requiring transfer for surgery. Post-surgery condition stable under hospital observation	0	4
Collapse	Due to sudden strong gusts causing construction site gate panel damage and opening, Gate A security guard Mr. Ye tried to hold it down with his body to prevent gate collapse. Unexpectedly, strong winds caused gate panel and Mr. Ye to fall backward hitting his head. Medical diagnosis showed brain hemorrhage requiring hospital transfer	0	2
Heat-related Illness	Three employees performing high-speed rail roof slab formwork at 12:56, Mr. Chen suspected heat stroke and collapsed unconscious. After emergency treatment, blood pressure and temperature returned normal but remained unconscious in emergency observation. After regaining consciousness, the patient was transferred for continued hospital observation	3	2
Burns	Employee inspecting shear wall rebar was hit by welding slag from the steel structure above, causing localized burns and blisters on the right forearm. First aid provided at the medical office, then sent for medical consultation and medication	0	1

Note: No occupational disease cases among employees and workers in 2024.

Social Prosperity

- 6.1 Social Participation
- 6.2 Senior Housing
- 6.3 Commercial Area Prosperity

Corresponding SDGs:



Policies and Commitments

"Achieving Community Prosperity"

Ruentex Development Group upholds the core value of "A Better Life for the People and the Society," with all employees viewing social responsibility as their mission. Since 2012, Ruentex Development International 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 cooperation to achieve social prosperity, we collaborated with 2 external social welfare organizations in 2024 and participated in 22 public welfare cooperation projects.
- In Ruenfu Newlife Corp. "Happy Aging Lifestyle" project, the resident satisfaction score reached 97 in 2024, with an occupancy rate of 100%, and the average residency period was 8 to 10 years.
- Ruenfu cooperated with universities and colleges on industry-academia collaboration, with 41 students participating; provided internship programs with 1 intern participating.
- Customer satisfaction surveys for CITYLINK Nangang, Songshan, and Neihu branches were conducted, yielding satisfaction scores of 81%, 82%, and 98%, respectively.
- TSUTAYA BOOKSTORE participated in promoting MIT Smile Mark Gold Selection product exhibitions and sales, responding to local procurement. In 2024, 56 new brands were added, bringing the total local procurement brands to 119, a 28% increase compared to 2023.

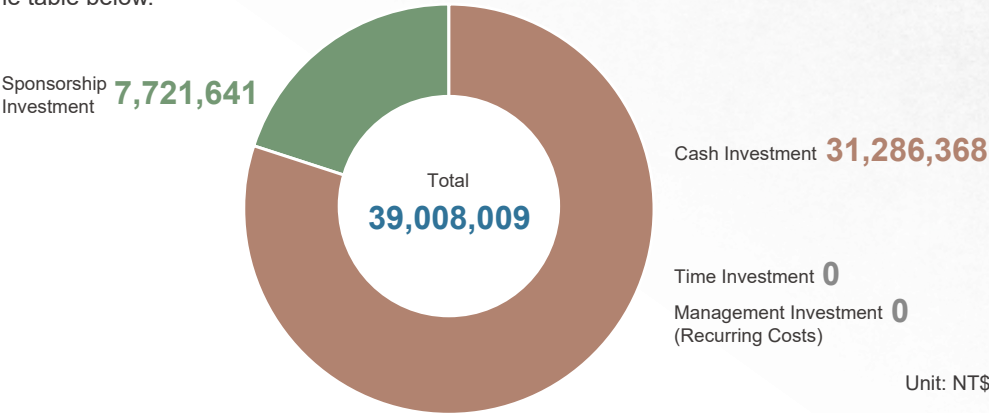
6.1 Social Participation

GRI : 203-1

The Group upholds the business philosophy of "A Better Life for the People and the Society." 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.

To achieve the vision of social prosperity, CITYLINK actively establishes deeper cooperative relationships with various public welfare organizations. In addition to increasing cooperation opportunities, we hope to bridge the distance between business and public welfare, generate word-of-mouth marketing to improve brand loyalty, and actively plan public welfare activity themes to invite customers to respond with love and actively invest in the public welfare sector. In 2024, we continued to focus on disadvantaged groups, embrace diverse cultures, support animal protection and other related issues, investing a total of NT\$39,008,009, cooperating with 2 external social welfare organizations and participating in 22 public welfare cooperation projects. The costs and amounts invested are shown in the table below.



Note 1: Time investment: Time costs of employees investing in public welfare projects.
Note 2: Sponsorship investment: Covers material donations, provision of venues and equipment, etc.
Note 3: Management investment (recurring expenses): Mainly personnel costs of Group internal public welfare-related affairs management personnel.

◆ The 14th (Sustainable Heroes Children's Festival) held at CITYLINK Nangang

The "Sustainable Heroes Children's Festival" combines SDGs (UN Sustainable Development Goals) and DFC learning methods. This is a very creative and educational learning design that allows students to embody the spirit of "I can change the world" through hands-on practice while understanding and implementing sustainable development concepts. Students explore issues related to sustainable development in their daily lives, conceive action plans, implement them, and share their experiences, becoming "little sustainability heroes."



◆ TSUTAYA BOOKSTORE Neihu Store donated a total of 100 books to Taipei Public Library Neihu and Donghu branches in 2024, promoting book circulation and cultural exchange.

6.2 Senior Housing

GRI : 203-1

6.2.1 Happy Aging Lifestyle

◆ Ruenfu's New Lifestyle for Senior Living

According to the latest population projection report from the National Development Council, Taiwan will officially enter a "super-aged society" in 2025, meaning the elderly population aged 65 and above accounts for more than 20% of the total population. Facing the rapidly rising proportion of the elderly population, elderly care has become an urgent and important issue.

Ruentex Development established "Ruen Fu Newlife Corp." through investment in 1991, specializing in planning and designing housing for seniors and providing comprehensive living management services. To address Taiwan's increasingly serious population aging problem, Ruenfu introduced Japanese long-term care technology and cooperated with Japan's Chugin Construction Co., Ltd., introducing Japanese universal space design and operational management services. Adhering to the concept of sustainable management, Ruentex Development aims to create a more dignified living environment for Taiwan's senior citizens, thereby fulfilling its corporate social responsibility.



Ruenfu currently has over sixty employees dedicated to caring for senior citizens, including nurses who assist with the medical and nursing needs of the elderly and provide 24-hour rotating nursing services. As of 2024, approximately 280 residents have moved in, achieving a 100% occupancy rate, with an average residence period of 8 to 10 years, demonstrating deep trust and recognition from the elderly.

In 2024, Ruenfu had 71 new resident households, of which 13 were referred by existing residents, showing residents' high satisfaction and trust in Ruenfu. Staff members serve with dedication, earning the love and dependence of the elderly. Many residents have long regarded Ruenfu as their second home, while the service team respects and cherishes the elderly like family members, creating a warm and dignified living environment.

Ruenfu is committed to creating a "safe, secure, comfortable, pleasant, and dignified" living environment for the elderly, and obtained the "SNQ National Quality Mark" long-term care health/long-term care service certification in 2023 and 2024. All services provided by Ruenfu focus on the actual needs of middle-aged and elderly people, with meticulous attention to detail from daily care to space design. To improve residents' quality of life, Ruenfu plans diverse courses and activities covering recreation and exercise, encouraging residents to maintain health, delay aging, and enjoy fulfilling and happy senior living.



In terms of hardware facilities, each residence is equipped with wireless and fixed emergency call bells, allowing residents to immediately send distress signals in emergency situations. Additionally, infrared sensors are installed in rooms and can be set to detect activity based on personal schedules. If no resident activity is detected within the specified period, the life care system will automatically notify the front desk, and service personnel will immediately go to confirm and provide assistance, comprehensively protecting residents' safety and health.

In terms of dining, Ruenfu provides balanced and nutritious three meals daily, personally prepared by professional chefs. Meal designs follow principles of low oil, low salt, and low sugar, meeting the health needs of seniors. Ingredients are mainly supplied by supermarkets with relevant product safety certifications, strictly controlling food safety so residents can enjoy every meal with peace of mind.

In terms of medical care, Ruenfu has 24-hour rotating nurses ready to respond to residents' sudden physical conditions. For residents with chronic diseases, doctors regularly visit for home medical care. Additionally, Ruenfu assists residents registered in Taipei and New Taipei cities with elderly health checkups and arranges health lectures, comprehensively monitoring residents' health conditions. To accommodate middle-aged and elderly people with mobility difficulties, Ruenfu provides fee-based staff accompaniment for residents' hospital visits and cooperates with nearby pharmacies for prescription pickup services, reducing travel fatigue and providing more convenient and secure medical care.

In terms of daily life, Ruenfu provides 13 shuttle bus trips daily, making it convenient for residents to visit nearby post offices, banks, markets, supermarkets, rehabilitation centers, MRT stations, and other essential life locations. The facility also has a convenience store providing residents with convenient shopping services. Moreover, Ruenfu provides proxy services for postal and banking affairs within the Tamsui area, helping residents handle daily affairs. Additionally, to ensure clean and comfortable living environments, Ruenfu arranges weekly cleaning staff to clean residents' homes, maintaining high-quality living conditions.

In terms of recreation and entertainment, Ruenfu provides diverse courses and activities such as health exercises, line dancing, pottery, and art classes, aimed at revitalizing body and mind. The facility also has diverse recreational facilities, including table tennis, billiards, and card rooms, allowing residents to enjoy rich entertainment time. Ruenfu also regularly organizes off-site tours and educational lectures, making residents' lives more fulfilling and exciting. Through these colorful activities, residents can interact with one another, maintain youthful attitudes, and, under Ruenfu's care and attention, achieve comprehensive growth of body, mind, and spirit, feeling warmth and love from the community.



◆ Exceeding Customer Satisfaction Performance

Ruenfu is committed to providing the most excellent services. Not only has it obtained ISO9001 certification, but it has also obtained "SNQ National Quality Mark" long-term care health/long-term care service certification in 2023 and 2024. It has also received the Gold Award for "Excellence in Service Award - Senior Housing Category" from international market research company Catalyst Research, which surveyed over 5,000 consumers across five major markets, including Taiwan, Hong Kong, Singapore, the Philippines, and Malaysia, with the enterprise list selected 100% by consumer votes.

Community Engagement

◆ Japanese Tokushima Prefecture Cultural Exchange

To deepen residents' life experiences and promote multicultural exchange, Ruenfu specially organized Taiwan-Japan exchange activities in 2024, inviting local groups from Tokushima Prefecture, Japan, to interact with residents. During the activities, Japanese craftsmen came to Taiwan in advance to personally prepare natural indigo dyeing materials and provided on-site guidance for residents to experience traditional indigo dyeing crafts, allowing elderly residents to feel the charm of Japanese handicraft culture through hands-on creation.

In addition to the indigo dyeing experience, the activities also combined woodcraft demonstrations and hands-on courses. Through craftsmen's on-site teaching, residents' understanding and participation in traditional crafts were enhanced. This cultural exchange not only enriched the daily lives of seniors but also promoted interaction and learning of cross-national elderly care concepts, injecting new energy into creating a friendly living environment with different cultural warmth and community participation.

◆ Japanese Indigo Dyeing and Woodcraft Exchange



◆ Rehabilitation Exercise Health Lecture

To continuously focus on the health and quality of life of the elderly, Ruenfu regularly holds diverse activities that combine daily care with professional knowledge to improve residents' overall well-being. In 2024, a special "Rehabilitation Exercise and Health Promotion Lecture" was held, led by professional physical therapists on-site. Through simple and feasible muscle strength and flexibility training, it helped elderly residents maintain physical functions, prevent deterioration, and establish daily exercise habits.

The lecture focused on seated stretching and muscle strengthening, combined with fun interactive designs. This not only encouraged active participation from residents with a lively atmosphere but also effectively improved activity acceptance and practicality. The instructor also explained common exercise risks and precautions for elderly groups on-site and provided suggestions based on individual needs. Through such health promotion activities, Ruenfu is committed to creating a comprehensive support system that takes care of both physical and psychological needs, accompanying elderly residents to age gracefully and live healthily.



◆ New Year Reunion Time - Runfu's Warm Gathering

For Ruenfu's residents, this place is not just a living residence but another warm home. Every Lunar New Year, the Ruenfu team specially plans New Year activities with dedication, allowing residents to feel the joy of the festival and strong human warmth even when not in their original family homes. On New Year's Eve 2024, Ruenfu held a warm "Gathering Dinner" activity, inviting residents and their families to reunite and welcome the New Year together.

The event venue was decorated festively, with residents and family members wearing celebratory attire, exchanging New Year greetings, and enjoying the reunion dinner amidst laughter, symbolizing peace and fulfillment for the entire year. In addition to the New Year's Eve dinner, New Year greetings, songs, and dance performances were also arranged on New Year's Day to enhance the festive atmosphere. Many residents shared that such gathering and New Year greeting activities made them feel the warmth of home again and deeply appreciate Ruenfu's "people-centered" care philosophy.

Through various courses and activity planning, Ruenfu is not just providing comprehensive daily services but also carefully operating a "second home" where people are willing to stay and live with peace of mind.



6.2.2 University-Industry Collaboration

Ruenfu conducted many industry-academia collaborations in 2024, such as: continuing industry-academia cooperation with Hsuan Chuang University, where students and teachers jointly conducted portrait photography of residents, with over 40 residents participating in the cooperation project; also cooperating with Chaoyang University of Technology to provide a four-and-a-half-month student internship program, with 1 student participating in the internship. Work content included assisting front-line resident services, including activity participation, reception services, and 3C assistance services.



6.2.3 Resident Satisfaction Feedback

In 2024, the residents' satisfaction survey score for Ruenfu staff services reached as high as 97 points. The top three most satisfying services were: first, health management services, including medical consultation services, chronic disease care services, and medical appointment arrangement services; second, general affairs services, including water and electricity maintenance services, shuttle bus driver services, and security guard services; third, satisfaction with activity planning, including indoor/outdoor activity arrangements, indoor course arrangements, and birthday parties, recognizing the dedication and efforts of the service team.

6.3 Commercial Area Prosperity

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. 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.

2024 CITYLINK Mall Customer Feedback Statistics

Unit	Software Note 1			Software Note 2			Subtotal
	Nangang Store	Songshan Store	Neihu Store	Nangang Store	Songshan Store	Neihu Store	
Retail	13	3	3	7	0	0	26
Dining	10	13	6	11	2	0	42
Property Management	9	8	0	11	10	1	39
Marketing	0	0	0	0	2	0	2
Customer service	3	1	1	2	0	4	11
Cinema	2	0	0	17	0	0	19
Subtotal (Number of Cases)	37	25	10	48	14	5	139

Note 1: Includes personnel services.

Note 2: Includes environmental facilities and product services.

In 2024, a total of 139 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 Plan
Cleaning and security staff in the property management department caused customer misunderstandings due to the use of inappropriate language, leading to perceptions of a poor service attitude. Additionally, there were suggestions for improvements in floor cleaning.	1. Improving the Service Attitude of Cleaning and Security Staff 1. Strengthen Employee Training: (1) Communication Skills: Regularly hold communication skills training courses, teaching staff how to interact with customers with empathy, learn active listening and clear expression, and avoid using tones or vocabulary that may cause misunderstandings. (2) Scenario Simulation: Through scenario simulation exercises, allow staff to practice handling various situations in simulated real scenarios, provide scripted examples, and improve adaptability. 2. Hardware Equipment Improvements 1. Floor Slippery Issues: (1) Anti-slip Treatment: Implement anti-slip treatments in high-traffic areas prone to slipping. For example: Install anti-slip mats, apply anti-slip coatings, etc. (2) Enhanced Cleaning: Increase cleaning frequency, especially during rainy or humid weather, and promptly dry floors to maintain dryness. We can constantly monitor the latest development trends in the property management industry and learn advanced management experience to continuously improve service quality.
Retail counters: Staff often appear too busy with their own tasks to proactively greet customers, leading to perceptions of inadequate service. When customers are selecting products, some staff appear impatient, and there are also situations where customers request returns due to defective products after purchase.	1. Retail Counter Sales Staff Service Attitude Improvement Plan 1. Proactive Training: When customers enter counters, sales staff should immediately make eye contact, such as: proactively greeting, maintaining smiles, offering assistance, etc., making customers feel respected and cared for. 2. Patience and Professionalism Enhancement: (1) Product Knowledge: Regularly hold product knowledge training to ensure sales staff thoroughly understand product characteristics, advantages, usage methods, etc., enabling them to provide professional advice to customers. (2) Patient Communication: Emphasize the importance of patient communication, encourage sales staff to provide professional advice when customers are hesitant, and help customers make choices. 3. Clear Standards: When delivering goods, must reconfirm product content with customers (quality assurance and quantity), publicly display return/exchange policies in prominent counter locations or print them on purchase receipts for customers to clearly understand. If product defects cause inconvenience to customers, express sincere apologies and offer compensation plans.
Food and beverage counters: Issues with incorrect orders and poor quality, such as dishes getting cold or an inability to maintain quality, and restaurant reservation systems that customers find inconvenient.	1. Meal Quality and Service Process Improvement Plan (1) Standardized Recipes: Establish precise recipes clearly specifying ingredient amounts, cooking times, seasoning ratios, etc. for each dish, ensuring every chef can prepare according to standards. (2) Quality Inspection: Establish strict ingredient inspection standards to ensure ingredients are fresh, hygienic, and meet quality requirements. Regularly conduct spot checks on dishes, inspecting ingredient freshness, hygiene conditions, etc. Customer Feedback: Value customer feedback and promptly improve based on issues raised by customers. (3) Improve Service Speed and Accuracy: Encourage the use of electronic systems for quick ordering to reduce customer waiting time. 2. Improve Restaurant Reservation System Provide multiple reservation channels (system, dedicated phone line) regardless of weekdays/holidays, which can improve on-site waiting chaos, give customers more flexibility, and avoid making them feel there's no warmth in service.

◆ 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-completion questionnaire survey
Survey Target: Consumers of CITYLINK Nangang Store / Songshan Store / Neihu Store
Survey Period: 2024
Valid Questionnaires: Nangang Store 601 copies / Songshan Store 251 copies / Neihu Store 684 copies

2024 customer satisfaction survey results for service quality at each store: Nangang Store's "very satisfied" and "satisfied" reached 81%, Songshan Store reached 82%, and Neihu Store also reached 98%. The deep cultivation of customers and members is evident to all. 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 merchant recruitment efforts, committed to enhancing in-mall brand strength, allowing more brands that customers expect to gradually enter; Songshan Store is also located at an important transportation hub. In addition to staff's friendly service attitude and environmental cleanliness receiving high customer praise, it regularly holds public welfare customer gathering activities during holidays and maintains friendly relationships with nearby commercial districts and communities, living up to customers' high expectations; Neihu Store is a community and family-oriented shopping mall, but through the unremitting merchant recruitment efforts of business staff, brands are becoming more diversified, providing customers with more quality choices.

6.3.2 Promoting Local Original Brands (Visible design, tangible local value.)

2023		2024	
Newly Added Local Procurement Brands	53	Newly Added Local Procurement Brands	56
Total Local Procurement Brands	93	Total Local Procurement Brands	119
Total Local Procurement Brand Growth Rate	133%	Total Local Procurement Brand Growth Rate	28%
Total Number of Brands	162	Total Number of Brands	188
Local Procurement Brand Ratio	57%	Local Procurement Brand Ratio	63%
Local Procurement as Percentage of Overall Performance	74%	Local Procurement as Percentage of Overall Performance	58%

◆ TSUTAYA BOOKSTORE Promotes MIT Smile Mark Gold Selection Product Exhibition and Sales, Connecting Lifestyle and Sustainable Values

TSUTAYA BOOKSTORE, operated by Ruentex Development, continues to be committed to integrating reading, design, and lifestyle, and through channel power connects more quality local brands, becoming an important platform for promoting Taiwanese culture and sustainable concepts. In 2024, TSUTAYA BOOKSTORE collaborated with the Industrial Development Administration of the Ministry of Economic Affairs to jointly promote the "MIT Smile Mark Gold Selection Product Exhibition and Joint Promotion Procurement Project," establishing physical exhibition and sales areas at three stores in Songshan, Nangang, and Neihu, planning integrated marketing solutions covering product selection exhibitions, weekend experiences, opening events, and online interactions.

This event centered on "Local Gold Selection Lifestyle Proposals," specially utilizing the bookstore's warm and natural wood-toned spaces to highlight MIT products' performance in quality, aesthetics, and functionality, strengthening the connection between products and consumers' lifestyle scenarios. During the exhibition period, opening press conferences, brand theme weeks, and weekend hands-on experiences were held simultaneously, including interactive activities such as fragrance blending and building block DIY, attracting participation from different age groups. Over 400,000 visits and participations were accumulated, and high-efficiency exposure was achieved through social media platforms and online lottery activities, successfully expanding MIT brands' market presence and local goodwill.

In this curatorial role, TSUTAYA BOOKSTORE demonstrated comprehensive capabilities combining retail space, cultural planning, and local brand support. We look forward to continuing to support more local brands being seen through product curation and exhibition capabilities, and deepening the consumer experience and value choices of "sustainability as daily life."



Appendix

Appendix I: GRI Standards Indicators Reference Table

Appendix II: SASB Standards Disclosure Index - Home Builders

Appendix III: SASB Standards Disclosure Index - Real Estate

Appendix IV: Climate-related Information of TWSE/TPEX Listed Companies
– Risks and Opportunities Posed by Climate Change to the
Company and the Company's Response Measures

Appendix V: Summary of Assurance Items

Appendix VI: CPA's Limited Assurance Report

Appendix I. GRI Standards Indicators Reference Table

Use Statement	Ruentex Development Co., Ltd. follows GRI Standards to prepare sustainability reports, with data information scope from January 1 to December 31, 2024
GRI 1 Version Used	GRI 1: Foundation 2021
GRI Sector Standards Application	None

GRI Standards	Disclosure Item	Page Number	Corresponding Chapter/Supplementary Information
GRI 2: General Disclosures (2021)			
GRI 2: General Disclosures (2021)	2-1 Organizational details	10	1.1 About Ruentex
	2-2 Entities included in the organization's sustainability reporting	10	1.1 About Ruentex
	2-3 Reporting period, frequency and contact point	05	About This Report
	2-4 Restatements of information	05	About This Report
	2-5 External assurance	05	About This Report
	2-6 Activities, value chain and other business relationships	10 35 53	1.1 About Ruentex 3.1 Creating Sustainable Buildings 3.2 Supply Chain Management
	2-7 Employees	82	5.1 Talent Recruitment and Development
	2-8 Workers who are not employees	82	5.1 Talent Recruitment and Development
	2-9 Governance structure and composition	26	2.1 Corporate Governance
	2-10 Nomination and selection of the highest governance body	26	2.1 Corporate Governance
	2-11 Chair of the highest governance body	26	2.1 Corporate Governance
	2-12-Role of the highest governance body in overseeing the management of impacts	15	1.2 Sustainable Strategy and Blueprint
	2-13 Delegation of responsibility for managing impacts	15	1.2 Sustainable Strategy and Blueprint
	2-14 Role of the highest governance body in sustainability reporting	15	1.2 Sustainable Strategy and Blueprint
	2-15 Conflicts of interest	26	2.1 Corporate Governance
	2-16 Communication of critical concerns	18	1.3 Identification of Key Issues and Stakeholder Communication
	2-17 Collective knowledge of highest governance body	26	2.1 Corporate Governance

GRI Standards	Disclosure Item	Page Number	Corresponding Chapter/Supplementary Information
GRI 2: General Disclosures (2021)	2-18 Evaluation of the performance of the highest governance body	26	2.1 Corporate Governance
	2-19 Remuneration policies	26	2.1 Corporate Governance
	2-20 Process to determine remuneration	26	2.1 Corporate Governance
	2-21 Annual total compensation ratio	82	5.1 Talent Recruitment and Development
	2-22 Statement on sustainable development strategy	4	Chairman's Message
	2-23 Policy commitments	9、25、34、64、81、98	Each chapter cover
	2-24 Embedding policy commitments	9、25、34、64、81、98	Each chapter cover
	2-25 Processes to remediate negative impacts	15 18	1.2 Sustainable Strategy and Blueprint 1.3 Identification of Key Issues and Stakeholder Communication
	2-26 Mechanisms for seeking advice and raising concerns	15 18	1.2 Sustainable Strategy and Blueprint 1.3 Identification of Key Issues and Stakeholder Communication
		29 31	2.2 Ethical Business Practices 2.3 Risk Management
		33	2.4 Regulatory Compliance
	2-27 Compliance with laws and regulations	10	1.1 About Ruentex
	2-28 Membership associations	15 18	1.2 Sustainable Strategy and Blueprint 1.3 Identification of Key Issues and Stakeholder Communication
	2-29 Approach to stakeholder engagement	82	5.1 Talent Recruitment and Development
	2-30 Collective bargaining agreements		
Key Topics			
GRI 3: Material Topics (2021)	3-1 Process to determine material topics	15 18	1.2 Sustainable Strategy and Blueprint 1.3 Identification of Key Issues and Stakeholder Communication
	3-2 List of material topics	15 18	1.2 Sustainable Strategy and Blueprint 1.3 Identification of Key Issues and Stakeholder Communication
	3-3 Management of material topics	9、15、18、25、34、64、81、98	Chapter cover pages, 1.2 Sustainable Strategy and Blueprint 1.3 Identification of Key Issues and Stakeholder Communication

GRI Standards	Disclosure Item	Page Number	Corresponding Chapter/Supplementary Information
Corporate Governance			
GRI 2: General Disclosures (2021)	2-9 Governance structure and composition	26	2.1 Corporate Governance
	2-10 Nomination and selection of the highest governance body	26	2.1 Corporate Governance
	2-11 Chair of the highest governance body	26	2.1 Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	15	1.2 Sustainable Strategy and Blueprint
	2-13 Delegation of responsibility for managing impacts	15	1.2 Sustainable Strategy and Blueprint
	2-14 Role of the highest governance body in sustainability reporting	15	1.2 Sustainable Strategy and Blueprint
	2-15 Conflicts of interest	26	2.1 Corporate Governance
	2-16 Communication of critical concerns	18	1.3 Identification of Key Issues and Stakeholder Communication
	2-17 Collective knowledge of highest governance body	26	2.1 Corporate Governance
	2-18 Evaluation of the performance of the highest governance body	26	2.1 Corporate Governance
	2-19 Remuneration policies	26	2.1 Corporate Governance
	2-20 Process to determine remuneration	26	2.1 Corporate Governance
	2-21 Annual total compensation ratio	82	5.1 Talent Recruitment and Development
Business and Financial Overview			
GRI 201 (2016): Economic Performance	201-1 Direct economic value generated and distributed	10	1.1 About Ruentex
	201-2 Financial implications and other risks and opportunities due to climate change	65	4.1 Climate and Environmental Management
	201-4 Financial assistance received from government	10	1.1 About Ruentex
Regulatory Compliance and Ethical Integrity			
GRI 205 (2016): Anti-corruption	205-2 Communication and training about anti-corruption policies and procedures	29	2.2 Ethical Business Practices
	205-3 Confirmed incidents of corruption and actions taken	29	2.2 Ethical Business Practices
Risk Management			
NA	Risk management organizational structure, policies and procedures, scope and response strategies	31	2.3 Risk Management

GRI Standards	Disclosure Item	Page Number	Corresponding Chapter/Supplementary Information
Raw Material Management			
GRI 301 (2016): Materials	301-1 Materials used by weight or volume	53	3.2 Supply Chain Management
	301-2 Recycled input materials used	53	3.2 Supply Chain Management
	301-3 Reclaimed products and their packaging materials	53	3.2 Supply Chain Management
Energy and Greenhouse Gas Management			
GRI 302 (2016): Energy	302-1 Energy consumption within the organization	69	4.2 Energy and Greenhouse Gas Management
	302-3 Energy intensity	69	4.2 Energy and Greenhouse Gas Management
	302-4 Reduction of energy consumption	69	4.2 Energy and Greenhouse Gas Management
	302-5 Reductions in energy requirements of products and services	69	4.2 Energy and Greenhouse Gas Management
GRI 305 (2016): Emissions	305-1 Direct (Scope 1) GHG emissions	69	4.2 Energy and Greenhouse Gas Management
	305-2 Energy indirect (Scope 2) GHG emissions	69	4.2 Energy and Greenhouse Gas Management
	305-4 GHG emissions intensity	69	4.2 Energy and Greenhouse Gas Management
	305-5 Reduction of GHG emissions	69	4.2 Energy and Greenhouse Gas Management
Waste Management			
GRI 306 (2020): Waste	306-1 Waste generation and significant waste-related impacts	79	4.4 Waste Management
	306-2 Management of significant waste-related impacts	79	4.4 Waste Management
	306-3 Waste generated	79	4.4 Waste Management
	306-4 Waste diverted from disposal	79	4.4 Waste Management
	306-5 Waste directed to disposal	79	4.4 Waste Management
Occupational Safety and Health			
GRI 403 (2018): Occupational Health and Safety	403-1 Occupational health and safety management system	90	5.3 Safe Workplace Environment
	403-2 Hazard identification, risk assessment, and incident investigation	90	5.3 Safe Workplace Environment
	403-3 Occupational health services	90	5.3 Safe Workplace Environment
	403-4 Worker participation, consultation, and communication on occupational health and safety	90	5.3 Safe Workplace Environment
	403-5 Worker training on occupational health and safety	90	5.3 Safe Workplace Environment

GRI Standards	Disclosure Item	Page Number	Corresponding Chapter/Supplementary Information
GRI 403 (2018): Occupational Health and Safety	403-6 Promotion of worker health	90	5.3 Safe Workplace Environment
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	90	5.3 Safe Workplace Environment
	403-8 Workers covered by an occupational health and safety management system	90	5.3 Safe Workplace Environment
	403-9 Work-related injuries	90	5.3 Safe Workplace Environment
	403-10 Work-related ill health	90	5.3 Safe Workplace Environment
Building Quality and Safety			
GRI 416 (2016): Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	35	3.1 Creating Sustainable Buildings
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	33	2.4 Regulatory Compliance
Customer Rights and Service Quality			
GRI 418 (2016): Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	57	3.3 Customer Relationship
Sustainable Product Design and Services			
NA	Safe Development Design, Low-Carbon Labor-Saving Construction, Innovative Green Building Materials	35	3.1 Creating Sustainable Buildings
Other Topics			
GRI 200: Economic			
GRI 203 (2016): Indirect Economic Impacts	203-1 Infrastructure investments and services supported	35	3.1 Creating Sustainable Buildings
		99	6.1 Social Participation
		100	6.2 Senior Housing
		104	6.3 Commercial Area Prosperity
GRI 204 (2016): Procurement Practices	204-1 Proportion of spending on local suppliers	53	3.2 Supply Chain Management
GRI 300: Environmental			
GRI 303 (2018): Water and Effluents	303-1 Interactions with water as a shared resource	77	4.3 Water Resource Management
	303-2 Management of water discharge-related impacts	77	4.3 Water Resource Management
	303-3 Water withdrawal	77	4.3 Water Resource Management
	303-4 Water discharge	77	4.3 Water Resource Management

GRI Standards	Disclosure Item	Page Number	Corresponding Chapter/Supplementary Information
GRI 303 (2018): Water and Effluents	303-5 Water consumption	77	4.3 Water Resource Management
GRI 308 (2018): Supplier Environmental Assessment	308-2 Negative environmental impacts in the supply chain and actions taken	53	3.2 Supply Chain Management
GRI 400: Social			
GRI 401 (2016): Labor-Management Relations	401-1 New employee hires and employee turnover	82	5.1 Talent Recruitment and Development
	401-2 Benefits provided to full-time employees (not including temporary or part-time employees)	87	5.2 Employee Care Implementation
	401-3 Parental leave	87	5.2 Employee Care Implementation
GRI 402 (2016): Labor-Management Relations	402-1 Minimum notice periods regarding operational changes	82	5.1 Talent Recruitment and Development
GRI 404 (2016): Training and Education	404-1 Average hours of training per year per employee	82	5.1 Talent Recruitment and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	82	5.1 Talent Recruitment and Development
GRI 405 (2016): Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	26 81	2.1 Corporate Governance, 5.1 Talent Recruitment and Development
	405-2 Ratio of basic salary and remuneration of women to men	82	5.1 Talent Recruitment and Development
GRI 406 (2016): Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	82	5.1 Talent Recruitment and Development
GRI 408 (2016): Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	53	3.2 Supply Chain Management
		82	5.1 Talent Recruitment and Development
GRI 409 (2016): Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	53	3.2 Supply Chain Management
		82	5.1 Talent Recruitment and Development
GRI 414 (2016): Supplier Social Assessment	414-2 Negative social impacts in the supply chain and actions taken	53	3.2 Supply Chain Management
GRI 417 (2016): Marketing and Labeling	417-1 Requirements for product and service information and labeling	57	3.3 Customer Relationship
	417-2 Incidents of non-compliance concerning product and service information and labeling	33	2.4 Regulatory Compliance
	417-3 Incidents of non-compliance concerning marketing communications	33	2.4 Regulatory Compliance

Appendix II: SASB Standards Disclosure Index - Home Builders

SASB Topic	SASB Indicator		2024 Disclosure Information	Notes	Page Number
Land Use and Ecological Impact	IF-HB-160a.1.	Number of land parcels held at redevelopment sites	2	Number of urban renewal and old building reconstruction projects held as of December 31, 2024.	-
		Number of houses delivered at redevelopment sites	74	Number of houses delivered in 2024 for projects located in urban renewal and old building reconstruction sites.	-
	IF-HB-160a.2.	Number of land parcels held in areas with high water stress	17	Analysis of land parcels in high water stress areas using WRI tools.	-
		Number of houses delivered in areas with high water stress	0	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	0	Total amount of fines for environmental regulation violations in 2024. SASB Home Builders coverage scope does not include Ruentex Engineering & Construction Co., Ltd., resulting in discrepancies with report amounts.	-
	IF-HB-160a.4.	Incorporation of environmental factors into site selection, site design, land development, and construction procedures for development projects	See Chapter 3.1.1 Safe Development and Design	-	P36
Employee Health and Safety	IF-HB-320a.1.	For direct employees (1) Recordable occupational injury rate and	0	Excludes Ruentex Engineering & Construction, Ruentex Materials, and Ruentex Interior Design	-
		For direct employees (2) Fatality rate	0		-
		Contract employees' (1) Recordable occupational injury rate and	0		-
		Contract employees' (2) Fatality rate	0		-
Resource Efficiency Design	IF-HB-410a.1.	Number of houses with residential energy efficiency certification: (1) Number of houses	300 units	The total number of homes certified in various categories of green buildings.	-
		Average score for houses with residential energy efficiency certification: (2) Average score	Gold level and Silver level	The average score of daily energy-saving indicators or building energy efficiency indicators for homes certified in various green building categories. (Candidate certificate obtained, certification still under review).	-
	IF-HB-410a.2.	Percentage of water fixtures installed that meet water efficiency standards	100%	Based on 2024 handover project statistics, all units are equipped with water-saving certified toilets.	-
	IF-HB-410a.3.	Number of homes delivered with third-party green building certification	102	The total number of homes certified in various categories of green buildings.	-

SASB Topic	SASB Indicator		2024 Disclosure Information	Notes	Page Number
Resource Efficiency Design	IF-HB-410a.4.	Description of how resource efficiency-related risks and opportunities are incorporated into building/home design and communicated to customers	See 3.1.1 Safe Development Design	–	P36
Impact of new developments on communities	IF-HB-410b.1.	Describe how infrastructure, services, and economic hubs influence site selection and development decisions.	See 3.1.1 Safe Development Design	–	P36
	IF-HB-410b.2.	Number of land parcels held on infill sites	0	As of 12/31/2024, the number of development projects on vacant land between two buildings.	-
		Number of homes delivered on infill sites	0	Number of homes delivered on vacant land between two buildings in 2024.	-
	IF-HB-410b.3.	In compact development areas (1) Number of homes delivered and (2) Average density.	149	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). Number of homes delivered in compact development areas in 2024.	-
			0.11 households/square meter	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.	-
Climate change adaptation	IF-HB-420a.1.	Number of land parcels held in 100-year flood zones	17	Assessed based on flood-prone areas identified by the National Disaster Prevention and Protection System.	-
	IF-HB-420a.2.	Description of climate change risk exposure analysis and risk mitigation strategies	See 4.1.1 Climate and Environmental Management	–	P65
Activity Indicators	IF-HB-000.A.	Number of land parcels held	4	Number of completed projects or land with superficies rights held and managed as of December 31, 2024.	-
	IF-HB-000.B.	Number of homes delivered	149	Number of homes delivered in 2024.	-
	IF-HB-000.C.	Number of communities under sale	2	As of 12/31/2024, the number of communities under sale.	-

Appendix III. SASB Standards Disclosure Index - Real Estate

SASB Topic	SASB Indicator	2024 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%	- Department Stores Excludes: Kaohsiung Dali Store (leased) Nangang Store and Songshan Store No.1 (excludes parking areas and sections shared with Taiwan Railways) Songshan Store No.2 and Neihu Store (electricity consumption data excludes parking areas shared with others) Office Buildings Excludes: Zhonglun Building (leased)
			Office Buildings	61%	
	IF-RE-130a.2.	Energy consumption data within the coverage area categorized by property type: (1) Total energy consumption within the data coverage range.	Department Stores	62,149.44GJ	-- Department Stores Excludes: Kaohsiung Dali Store (leased) Nangang Store and Songshan Store No.1 (excludes parking areas and sections shared with Taiwan Railways) Songshan Store No.2 and Neihu Store (electricity consumption data excludes parking areas shared with others) Office Buildings Excludes: Zhonglun Building (leased)
			Office Buildings	45,726.43 GJ	
		Energy consumption data within the coverage area categorized by property type: (2) Percentage of grid electricity consumption	Department Stores	100%	
			Office Buildings	100%	
		Energy consumption data within the coverage area categorized by property type: (3) Percentage of renewable energy	Department Stores	—%	
			Office Buildings	—%	
	IF-RE-130a.3.	Percentage change in energy consumption by property type over the same period and data coverage	Department Stores	-5.94%	- Department Stores Excludes: Kaohsiung Dali Store (leased) Nangang Store and Songshan Store No.1 (excludes parking areas and sections shared with Taiwan Railways) Songshan Store No.2 and Neihu Store (electricity consumption data excludes parking areas shared with others) Office Buildings Excludes: Zhonglun Building (leased)
			Office Buildings	2.88%	
	IF-RE-130a.4.	By property type (expressed as a percentage): (1) Percentage of property portfolio with energy ratings	Department Stores	46%	- 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 Store No.1 (excludes parking areas and sections shared with Taiwan Railways) Songshan Store No.2 and Neihu Store (electricity consumption data excludes parking areas shared with others) Office Buildings Excludes: Zhonglun Building (leased)
			Office Buildings	22%	
		By property type (expressed as a percentage): (2) Percentage of property portfolio rated as "Energy Star."	Department Stores	46%	--
			Office Buildings	22%	

SASB Topic	SASB Indicator		2024 Disclosure Information		Notes	Page Number
Energy Management	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 "Creating Sustainable Buildings " and 4.2 "Energy and Greenhouse Gas Management."		-	P34 、P69
Water resource management	IF-RE-140a.1.	(1) Percentage of total floor area covered by water data	61%		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)	--
		(1)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	367,906.00m ³ ; 66%	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)	--
			Office Buildings	74,771.00m ³ ; 61%		
	IF-RE-140a.3.	(1)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.	--
			Department Stores	15.61%		
	IF-RE-140a.3.	Changes in water withdrawal by property type, percentage change over the same period, and data coverage	Office Buildings	2.99%	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).	--
	IF-RE-140a.4.	Discussion of water resource management risks and strategies to mitigate these risks	See section 4.3 Water Resource Management		--	P77
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 2024, 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	Department store malls and office building tenant grid electricity consumption and water usage are 100% 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		--	P69

SASB Topic	SASB Indicator		2024 Disclosure Information		Notes	Page Number
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		--	P65
Activity Indicators	IF-RE-000.A.	Number of assets by real estate category	Department Stores	4 stores	Department stores: CityLink Nangang Store, Songshan Store No. 1, Songshan Store No. 2, and Neihu Store, a total of 4 stores	--
			Office Buildings	2 cases	Office buildings: Nangang Station Building, Songshan Station Building, 2 projects in total	
	IF-RE-000.B.	Lettable floor area by property type	Department Stores	118,293.97 m ²	--	--
			Office Buildings	198,564.58 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	38%	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%		



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

According to Article 4-1 of the "Regulations for TWSE Listed Companies on Preparation and Filing of Sustainability Reports": Attachment 2 Climate-related Information for TWSE Listed Companies

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 Climate and Environmental Management	P65
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 Climate and Environmental Management	P65
3	Explanation of the financial impact of extreme climate events and transition actions.	4.1 Climate and Environmental Management	P65
4	Explanation of how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system.	4.1 Climate and Environmental Management	P65
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.	Under planning	-
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.	Under planning	-
7	If internal carbon pricing is used as a planning tool, explain the basis for price setting.	Under planning	-
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.	Ruentex Development has set climate carbon reduction targets for 2030, using 2024 as the baseline year (emissions of 671,920.6803 tonCO ₂ e), with reduction targets of 11% for the construction business and 5% for the department store and service business. Expected to achieve 7% reduction in 2025. Group greenhouse gas inventory covers Scope 1 and Scope 2 of consolidated entities, with action plans formulated by business type, including: installing solar panels, improving process and equipment efficiency, optimizing air conditioning and lighting systems, and other measures. Currently not using carbon offsets or Renewable Energy Certificates (RECs), future evaluation will be conducted based on actual needs and strategic adjustments	-
9	Greenhouse gas inventory and verification status, reduction targets, strategies, and specific action plans	4.2 Energy and Greenhouse Gas Management	P69

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

Company Basic Information

- ☒ Capital over NT\$10 billion, steel industry, cement industry
- ☐ Capital over NT\$5 billion but less than NT\$10 billion
- ☐ Capital less than NT\$5 billion

As required by the sustainability development roadmap for listed companies

- ☒ Parent company individual inventory
- ☐ Consolidated financial report subsidiary inventory



		2023 Note 1		2024 Note 2	
		Emissions (tons CO ₂ e)	Intensity (Tons CO ₂ e/NT\$ million in revenue)	Emissions (tons CO ₂ e)	Intensity (Tons CO ₂ e/NT\$ million in revenue)
Parent Company	Scope 1/ Category 1	479.5110	0.0597	476.0831	0.0593
	Scope 2/ Category 2	3,865.9935	0.4817	3,475.8336	0.4331
Parent Company Assurance Scope Percentage of disclosed inventory coverage		100%		100%	
Consolidated Financial Statement Subsidiary	Scope 1/ Category 1	633,009.6830	25.3064	597,431.6642	23.8841
	Scope 2/ Category 2	66,466.4979	2.6572	70,537.0994	2.8199
Subsidiary Assurance Scope Percentage of disclosed inventory coverage		97.38%		97.38%	
Greenhouse Gas Inventory Standards		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)		Parent Company: Greenhouse Gas Protocol (GHG Protocol) (Greenhouse Gas Protocol, GHG Protocol)	
Assurance Scope		Ruentex Development Co., Ltd. (including wholesale stores) Ruentex Innovative Development Co., Ltd. Ruentex Materials Co., Ltd. Ruentex Engineering & Construction Co., Ltd.		Ruentex Development Co., Ltd. (including hypermarket)	
Assurance Organization		SGS Taiwan Ltd.		PricewaterhouseCoopers Taiwan (PwC Taiwan)	
Assurance Standard		ISO 14064-3:2019		ISAE 3410	
Assurance Opinion		Unqualified opinion		Limited assurance	

Note 1: According to the "Listed Company Sustainable Development Roadmap," Ruentex Development should disclose and verify at least the parent company's individual inventory information for 2023. 2023 implementation disclosed inventory information for the parent company (including hypermarket - Zhonglun RT-Mart) and 8 subsidiaries (Ruentex Innovative Development, Ruentex Construction, Ruentex Bai-Yi, Ruentex Xu-Zhan, Ruentex Engineering & Construction Co., Ltd., Ruentex Materials, Ruentex Interior Design Inc., Ruenfu). Subsidiaries Ruentex Innovative Development, Ruentex Security, and Ruentex Maintenance use part of the parent company's office space, so their emissions are consolidated and reported under the parent company.

Note 2: According to the "Listed Company Sustainable Development Roadmap," Ruentex Development should disclose inventory covering the consolidated financial report scope for this year. 2024 implementation disclosed inventory information for the parent company (including RT-Mart Zhonglun Store) and 8 subsidiaries (Ruentex Innovative Development, Ruentex Construction, Ruentex Bai-Yi, Ruentex Xu-Zhan, Ruentex Engineering & Construction Co., Ltd., Ruentex Materials, Ruentex Interior Design Inc., Ruenfu). Subsidiaries Ruentex Innovative Development, Ruentex Security, and Ruentex Maintenance use part of the parent company's office space, so their emissions are consolidated and reported under the parent company.

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

Ruentex Development has expanded the scope of greenhouse gas inventory since 2023, covering all consolidated entities within the Group in 2024. The 2024 greenhouse gas emissions totaled 671,920.6803 tons. Using 2024 as the baseline year, the Group aims to reduce emissions by 7% by 2025 and gradually reduce to achieve an 11% reduction by 2030.

Ruentex Development divides consolidated entities into the construction business and the department store service business according to business operations. The carbon reduction strategies and action plans for each business are described as follows:

◆ Main carbon reduction strategies and specific action plans for the construction business:

Using 2024 as the baseline year, the construction business targets a gradual reduction to achieve 11% by 2030. To realize this goal, the following action plans will be promoted:

1. Subsidiary Ruentex Engineering & Construction Co., Ltd. will install solar panels at precast factories to generate electricity for production use. In the future, any surplus electricity will be supplied to other Group subsidiaries.
2. Subsidiary Ruentex Materials plans to reduce carbon emissions in production processes through using alternative raw materials, improving processes, and equipment maintenance.

◆ Main carbon reduction strategies and specific action plans for the department store service business:

1. RT-Mart Zhonglun Store reduces some lighting hours, raises indoor temperatures, and reduces operating hours of escalators, freight elevators, and some computer hosts to lower greenhouse gas emissions.
2. CITYLINK will assess energy consumption reduction for system air conditioning, chilled water systems, and cooling towers, optimizing energy consumption efficiency of various main systems to achieve carbon reduction goals.

In the future, we will continue to conduct rolling reviews and strengthen greenhouse gas reduction strategies and implementation actions based on inventory results and actual operational conditions, moving toward long-term low-carbon operations.



Appendix V. Summary of Assurance Items

No.	Assurance goals	Standards	Section
1.	Average satisfaction score of Ruenfu residents in 2024 was 96.74 points.	Based on the satisfaction survey reports for Ruenfu residents conducted by the Department of Statistics, Chung Yuan Christian University, for the first and second half of 2024: the average satisfaction score for the first half was 96.48 points, and 97 points for the second half, leading to an annual average satisfaction score of 96.74 points for 2024.	6.2 Senior Housing
2	Average case handling time for after-sales service through the 0800 Customer Service System in 2024 was 0.89 days.	Based on data from the 0800 Customer Service System, for Ruentex Development's construction projects, the average number of days from case reporting to completion of repair work during 2024 was calculated. Note: The calculation standard subtracts the registration date from the closure date; if both fall on the same day, the handling time is recorded as 0 days.	3.3 Customer Relationship
3.	Average repair satisfaction score through the 0800 Customer Service System in 2024 was 97.4 points.	Based on the 0800 Customer Service System, for Ruentex Development's repair cases, the satisfaction survey average (5-point scale) was multiplied by 20 to obtain the annual average score of 97.4 points. Note: Calculations are based on valid customer feedback obtained through telephone surveys in 2024.	3.3 Customer Relationship
4.	Total training hours completed by board directors in 2024 amounted to 66 hours.	Based on 18 completion certificates of board directors' training in 2024, the total training hours completed amounted to 66 hours.	2.1 Corporate Governance
5.	The 2024 Board performance evaluation obtained certification from an external independent professional institution.	The 2024 Board performance evaluation was certified by the Taiwan Investor Relations Association as an external independent professional institution.	2.1 Corporate Governance

Appendix VI.

CPA's Limited Assurance Report



會計師有限確信報告

資會綜字第 24012297 號

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 2024 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 2024 年度永續報告書之「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之「報告書涵蓋邊界」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 1 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。

資誠聯合會計師事務所 PricewaterhouseCoopers, Taiwan
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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、文件之檢查與量化方法是否適當之評估，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，有限確信案件所執行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 2024 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，另外，2024 年度永續報告書中屬 2023 年 12 月 31 日及更早期間之資訊未經本會計師確信。



有限確信之結論

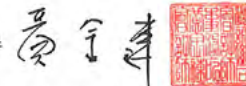
依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述 貴公司所選定之關鍵績效指標在所有重大方面有未依照適用基準編製之情事。

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 黃金進



中華民國 114 年 8 月 13 日



SUSTAINABILITY
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