



RUENTEX

RUENTEX GROUP

RUENTEX ENGINEERING & CONSTRUCTION CO., LTD

20 23 Sustainability Report





Catalogue

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About this report

GRI : 2-2、2-3、2-5、2-14

RUENTEX ENGINEERING & CONSTRUCTION CO., LTD. (hereinafter referred to as the Company, RTC or we) has independently issued the 2023 Sustainability Report since 2024, hoping to present RTC's commitments, actions and achievements on sustainability issues through this report, and establish a good communication and interaction model with stakeholders, demonstrating RTC's enthusiasm in sustainable management. In response to the spirit of paperless environmental protection, this report will be published on the Company's [website](#) as an e-book.

1.Principles for the preparation of the report :

This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, and follows the disclosure topics for the Engineering & Construction Services industry as set by the Sustainability Accounting Standards Board (SASB), as well as the disclosure framework of the Task Force on Climate-related Financial Disclosures (TCFD). The financial data in this report is based on publicly disclosed information certified by accountants, with all amounts expressed in New Taiwan Dollars; other data is derived from self-collected statistics and surveys.

2.The report covers the boundaries :

The boundaries of this report cover RTC and its subsidiary, Runyang Construction Co., Ltd. (Runyang). Due to the significance of the business operations and their impact on material topics, this report excludes information about the subsidiaries of Ruentex Materials Co., Ltd. and Ruentex Interior Design Inc., which are included in the consolidated financial statements. For detailed information on the boundaries and scope of the project, please refer to the project summary table.

3.Report Management :

Internal Audit

The heads of each department shall review the content of their respective chapters for accuracy. After the audit unit completes the audit process in accordance with the 'Management Operations for the Preparation and Verification of Sustainability Reports' approved by the Board of Directors, the report shall be submitted to the General Manager and the Chairman for approval, and then to the Board of Directors.

Report to the Board of Directors annually on the progress and results of corporate sustainability development implementation.

External certifications

- Financial data
Reviewed and issued an unqualified audit report by PwC Taiwan.
- ISO 9001 certification for quality management data (SGS Taiwan Inspection Technology).
- Environmental Data
expects to complete ISO 14064-1 (Taipei Office Building and Yangmei Precast Factory) and ISO 14067 (Precast Component Products) certification in August 2024, and will publish relevant information on the company's website after passing the certification.(BSI United Kingdom Standards Institution Taiwan Branch)
- Occupational safety and health data
ISO 45001 certification (SGS Taiwan Inspection Technology).

Sustainability data:

The specific indicators and text in this report are entrusted to PricewaterhouseCoopers Taiwan (PwC Taiwan) to conduct an independent limited assurance in accordance with the Republic of China

Assurance Standard No. 3000 "Assurance Cases Not Involving Historical Financial Information Checking or Verification", and the assurance report is attached to the appendix to this report

4. Release time :

This report is the first corporate sustainability report issued by RTC, and the data and content disclosed are mainly based on the data of 2023 (January 1, 2023 to December 31, 2023), but for the sake of completeness and comparability, some information will be traced back to 2022 or extended to 2024 to show relevant trends and changes.

Publication time: June 2024

Next report is scheduled to be released in June 2025.

Feedback

If you have any suggestions about this notice or the sustainable development of RTC, you are sincerely welcome to contact us.

Responsible unit : Sustainable Development Committee

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RTC Official Website



RTC ESG



Chairman's words

GRI : 2-22

Taiwan's construction industry has been generally affected by the problem of labor shortage in recent years, and the traditional labor-intensive, round-the-clock operation mode is no longer a construction panacea. Global inflation has led to an increase in construction costs, and countries around the world have adopted carbon reduction policies in response to global warming. It is undoubtedly worse for business operations, but the crisis is also a turning point, and companies with a keen sense of smell have been working on countermeasures for many years."

RTC introduced the pre-casting method from abroad about 30 years ago, and it was not optimistic at the beginning, and it was inevitable that there would be water and soil adaptation during the introduction. In the process, the team continues to resolve the obstacles one by one through R&D and integration. After years of gradually walking out of a different way, today, RTC has nearly 800 patents in the field of construction engineering, many of which have labor-saving, Patents for carbon reduction benefits are immediately usable and can be used as a tool for companies to compete for business in this time of industrial change.

Differentiation is the way of survival of RTC, and the lack of labor and carbon reduction that are generally regarded as obstacles are opportunities for RTC, and the industry is generally troubled by labor shortages and delays the construction period. RTC has repeatedly completed on schedule with the pre-casting method, which has gained more trust from owners, and the

company's performance has begun to improve significantly since 2019, by 2022, the revenue multiple will increase to a new high of 24.5 billion. In 2023, several large-scale construction projects are in the acceptance period, during which several new projects are in their infancy, resulting in a slight decrease of 7.68% in revenue compared with 2022 to 22.5 billion, but It is still in the peak period, and the market demand is quite positive, including public works, social housing, and large-scale development projects in the north, central, and south are being gradually released, and there is strong demand for redevelopment and renovation of old buildings, and the market is expected to return to the growth track in 2024.

RTC takes the group's concept of " Enriching society, enhancing public welfare." as the guiding principle of the company's operation, and profit is not the ultimate goal of business operation. The society is harmonious and orderly, the people live and work in peace and contentment, take it from the society, use it for the society, and use the profits of business operation to promote the sustainability of the earth and the balance of all things. Only then can enterprises continue to operate and develop steadily, just like a natural cycle. The company's long-term business philosophy coincides with the government's intention to promote ESG.

This report is RTC's first ESG report and discloses the company's long-term achievements in various aspects of ESG according to the frameworks of GRI, SASB, TCFD, and others. While there is always room for improvement and progress, it is hoped that this report will help friends and stakeholders

who are interested in RTC to better understand the company. We also hope it will inspire and support our team to continue making progress and achieving growth.



李志臻

Chairman of RTC



Annual Highlight Performance

SDGs Goals		RTC's achievements
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and access to adequate work for all.	<p>RTC had revenue of NT\$17.159 billion, net profit after tax of NT\$1.902 billion and EPS of NT\$10.28.</p> <p>The satisfaction rate of the owners of the project cases reached 93.43 points, and the return rate reached 53.33%</p> <p>Employee satisfaction averaged 94.5 points.</p> <p>The average annual salary of non-supervisors is 1,146 thousand NTD, which is 1.05 times the average of Taiwan's listed construction industry.</p> <p>The average number of hours of education and training received by each employee of this nationality was 25.30 hours.</p> <p>The frequency of non-employee disability injury was 0.5229 and the employee disability injury rate was 0, both of which were better than those of the Occupational Health Administration of the Ministry of Labor in the same industry.</p>
	Ensure sustainable consumption and production patterns.	<p>By the end of 2023, RTC has obtained a total of 745 patents in 19 countries around the world.</p> <p>In 2023, the company's construction projects adopted low-carbon construction methods, such as precast, multi-stirrup reinforcement, aluminum formwork, NewRC, and PCS, accounting for 69% of the total. From 2014 to 2023, the total reduction in carbon emissions reached 38,452 tons of CO₂.</p> <p>The proportion of local procurement reached 99.9%.</p> <p>The amount of green procurement reached NT\$1.027 billion, an increase of 43.8% from last year.</p>
	Take urgent action to address climate change and its impacts.	<p>In 2023, a TCFD project team will be established to disclose climate risk-related information in accordance with the TCFD framework</p> <p>In 2023, 80 traditional lamps and lanterns in the headquarters will be replaced with energy-saving LED lamps, which will reduce electricity consumption by about 6,073 kWh per year and reduce carbon dioxide emissions by about 3,006 kg.</p>
	Creating peaceful and inclusive societies for sustainable development, providing access to fair justice and building effective, accountable and inclusive institutions at all levels.	<p>407 suppliers signed the General Terms and Conditions of the Contract (covering anti-corruption provisions of the anti-commission clause).</p> <p>All directors, employees and business partners are free from violations of ethical conduct, corruption and bribery, anti-competition, antitrust and monopoly laws; There have been no reports or complaints of dishonesty or immorality.</p>
	Strengthen the means of implementation and reinvigorate the global partnership for sustainable development.	<p>557 suppliers completed the evaluation, with a total of 1,028 evaluations, and the evaluation pass rate reached 99.6%.</p>



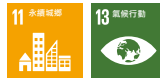
Practitioner of sustainable construction

In the early days, RTC's business scope was mainly a service group, but with the passage of time, it expanded its business scope, began to contract external cases and introduce new technologies, and through the continuous cultivation of professional technology, RTC has occupied a place in the construction industry. As one of the leaders in the industry, in addition to bringing the best product quality to our customers, we also pay equal attention to the various issues of today's changing environment. RTC actively promotes various measures, including the application of pre-casting technology and low-carbon construction methods, the introduction of green electricity and renewable energy in the manufacturing process, and waste reduction, etc., and is committed to becoming a practitioner of sustainable construction. In response to the global net-zero initiative, the National Development Council announced the 2050 net-zero emission pathway in March last year, and the Ministry of the Interior is responsible for promoting net-zero buildings, with the goal of 100% of new buildings and more than 85% of existing buildings to

be near-zero carbon buildings by 2050. One of the ways the construction industry can respond to a net-zero building policy is to focus on low-carbon construction methods. RTC has been deeply engaged in the development of pre-casting technology for many years, and has now become the largest pre-casting factory in Taiwan. Pre-casting is a modular method, which innovates the traditional operation process, and can carry out all aspects of the work project at the same time, greatly reducing the cost of manpower and construction time, and effectively shortening the construction period. For example, the RC pre-casting method is to move most of the work items that originally need to be carried out on site to the factory, including beams, columns, and plates and other major components, in terms of technology, can be produced by pre-casting. Only component assembly, rebar splicing, and very limited concrete pouring work items are left on the construction site, which can be said to minimize the on-site workload, while the production of pre-cast components in the factory can use a large number of machinery and lifting

equipment and carry out multiple operations at the same time, and manpower and time can be greatly reduced. Due to the above-mentioned characteristics of the pre-casting method, it will greatly reduce the energy consumption and carbon emissions generated by the production and construction of building materials, and RTC will continue to improve the depth and breadth of application of the pre-casting method, hoping to become a force for transformation and ecological transformation, and a practitioner of sustainable construction. At present, high-tech factories account for 40-45% of the most projects, about 20% of them are residential construction projects, and public works account for about 10-15%. After nearly 20 years of continuous development of the precast method, and in recent years, more and more types of projects have been applied, and we are confident that these efforts will bring positive benefits to our environment and society, and make a positive contribution to achieving our sustainability and net-zero goals.





High-tech factory

RTC pre-casting method has been widely used in high-tech factory construction projects, the first in the industry, has set a record of 100 days of factory construction performance, can provide owners with fast and high-quality services, so that the plant can be put into production as soon as possible to enhance product competitiveness, and reduce carbon emissions in the construction process by shortening the construction period, etc., its specific benefits include :

The on-site concrete formwork project is minimized, the number of formwork is reduced by 90%, and the construction waste is reduced.

The on-site support is minimized, the support area is reduced by 80%, and the construction site flow and safety and health management are improved.

Pre-grinding and modular construction, the construction period can be shortened by 27%.

Reducing the demand for workers can reduce the number of on-site workers by two-thirds and improve the problem of shortage of workers in the construction industry.

It has obtained more than 120 pre-casting related patents in 6 countries.

Partitioned ladder lift

pre-cast Base construction



Pre-cast exterior wall panels are constructed without outer frames



Wanhua Anju Community House

The "Wanhua Anju" social housing project consists of two sites located in Huajiang Village, Wanhua District, Taipei City. The buildings are designed to be 13 stories above ground and 2 stories underground, providing 300 social housing units. The construction, undertaken by RTC, began in 2021 and is expected to be completed by 2024. Wanhua Anju is a National Housing and Urban Regeneration Center social housing project, utilizing a composite construction method of "pre-casting combined with aluminum formwork," which is a first in Taiwan. The use of pre-cast exterior wall panels eliminates the need for scaffolding, making it safer and faster compared to traditional methods. The smooth surface of pre-cast components reduces the need for plastering, decreasing material and labor requirements on site. This method not only saves energy and reduces carbon emissions but also addresses labor shortages in the construction industry. Additionally, the Wanhua Anju social housing site boasts a prime location with convenient transportation and integrates social welfare facilities to care for local residents, creating a win-win situation by providing peace of mind for low-income and youth employment groups.



Rong General Medical Dormitory Building

Rong Zong Medical Dormitory Building is a new 18-storey above-ground and 1-storey underground medical dormitory building at the site of the old Evergreen Building, which was donated by Ruentex Group and contracted by RTC to be built, which will start in 2023 and is expected to be completed in two phases from the second half of 2024 to 2025. The construction of the medical dormitory building is a demonstration example of RTC's new generation of building pre-casting method, which adopts the thinking design of maximizing the proportion of pre-casting, and its above-ground structural columns, beams, exterior walls and balconies are manufactured in the pre-casting factory, and then transported to the construction site for installation layer by layer, and the pre-casting parts on each floor are integrated through the on-site pouring of floor slab concrete to achieve good comfort and seismic resistance, and the exposed pre-cast structure. The surface of the piece has been pasted with tiles in the pre-casting plant, and there is no need to erect scaffolds or brick workers on the construction site, which can reduce the number of work by 2/3 compared with the traditional construction site, minimize the impact of the project on the surrounding environment, and greatly reduce the probability of construction accidents. Due to the use of pre-casting method and the use of 3D technology to integrate the structure and M&E pipelines, the construction period was shortened and the construction quality was improved. In addition, in order to provide employees with sufficient rest space, the building materials are made of soundproof flooring without being disturbed by the upper floors during the rest period, which helps to establish a better working environment, promote the development of the medical team and provide better medical services.



In addition to achieving the effect of energy conservation and carbon reduction in the construction process of buildings, the above cases can also greatly reduce the occurrence of occupational safety risks, and through the construction of social housing and the investment in medical and education construction, the comprehensive effect of one plus one is greater than two, which not only makes the construction process fast and the quality of the building is good, but also increases the positive impact on the society.



Glory and affirmation

With a stable business strategy, combined with professional experience and innovative technology, RTC has won numerous awards over the years and has become a leader in the industry. The following important awards have been received in recent years:

2023



Kaohsiung Excellent Construction Site Evaluation Excellence Award



Taiwan Construction Engineering Construction Law Innovation Award



New Taipei City Excellent Construction Project Selection Excellence Award



The 12th New Taipei City Industrial Safety Award Excellence Award



Excellent Occupational Safety and Health Unit Excellent Unit Award



Engineering Environment and Landscaping Award Engineering Landscaping and Landscape Category



The 17th Jinan Award for Good Works (Private Works Category)



Silver Award of Happy Enterprise

2022



Distinction Award of the 22nd Gold Award for Public Works



Five-Star Award for Promoting Occupational Safety and Health



Taoyuan City Government Gold Award for Public Works (Grade 1 in Construction Engineering Category)



Excellent Occupational Safety and Health Unit Excellent Unit Award



Five-Star Award for Promoting Occupational Safety and Health



The 16th Excellent Process Jin'an Honorable Mention



The 11th New Taipei City Public Security Award Excellent Unit Award



1 Creates sustainable value together

1.1 About Us

- Company Profile
- Operations and Financial Condition
- Technological exchanges

1.2 Corporate sustainability governance

- Commitment to sustainability and organizational operations
- Identification of major issues and communication with stakeholders
- risk management
- Short-, medium-and long-term goals and action plans





Policies & Commitments

RTC upholds the management philosophy of "People-Oriented, Customer-Respecting, Innovation-Driven, and Team Integration." By combining innovation with unique construction capabilities and engineering expertise, the company enhances profitability, ensures maximization of shareholder value, and creates exceptional value. We continuously listen to the expectations of stakeholders, including customers, business partners, shareholders, and employees, always prioritizing integrity and customer satisfaction. To achieve the vision of sustainable development, RTC will remain true to its core values and actively assume responsibilities in economic, environmental, and social dimensions.

Annual Actions & Performance

- RTC had revenue of NT\$17.159 billion, net profit after tax of NT\$1.902 billion and EPS of NT\$10.28.
- Held 20 discussions and training sessions for members of the Sustainable Development Committee.





1.1 About RTC

GRI : 2-1 · 2-6 · 2-28 · 201-1

SASB : IF-EN-000.A · IF-EN-000.B · IF-EN-000.C

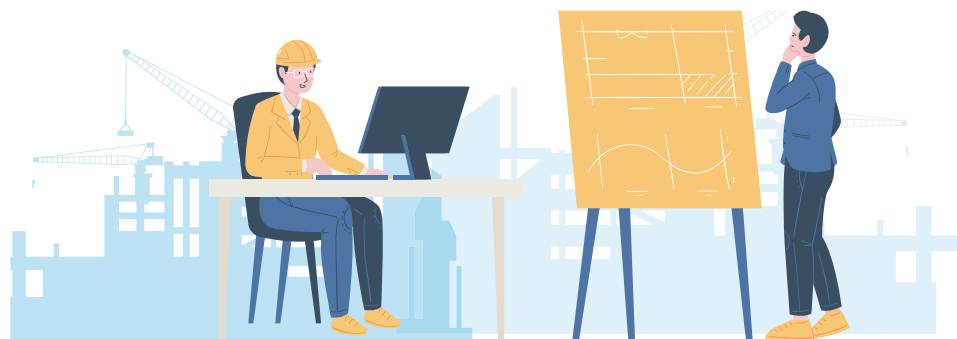
Company Profile

RTC was officially listed in March 2010 and is one of the few professional teams in Taiwan that can highly integrate all aspects of construction projects. RTC is not only a Grade A construction plant, but also has a high-precision pre-casting production plant and a professional mechanical and electrical business department, and at the same time gathers excellent planning, design, construction, project management and maintenance and warranty talents in the construction industry, so it can give full play to the advantages of turnkey in an all-round way. The main business sources are general private enterprises, construction companies and government agencies, etc., and the commodity projects include high-tech industrial projects, private housing and public works, with projects all over Taiwan.



Ruentex Engineering & Construction Co., Ltd.
(Stock Code: 2597)

Founded	November 3, 1975
Chairman	LEE, CHIH-HUNG
managing director	MO, WEI-HAN
Headquarters location	10FL., No.308, Sec. 2, Bade Rd., Jhongshan District, Taipei City 104, Taiwan Republic of China
Amount of capital	NT\$1,849.5 million
Percentage of foreign ownership	1.748% (as of March 18, 2024)
Number of employees	1,016 (including the number of employees and workers)



RTC Group is a construction team for the rapid integration of all-round value-added solutions

RTC and its subsidiaries	Main service content
Ruentex Engineering & Construction Co., Ltd. Runyang Construction Co., Ltd.	Contracting of construction and civil engineering, design, production, planning and related mechanical and electrical works of precast beams, columns, external walls and other structural components of buildings.
Ruentex Material Co., Ltd.	Production and distribution of building materials.
Ruentex Interior Design Inc.	Design and construction of interior decoration and landscaping.



Professional services

RTC provides high-quality services to clients by utilizing various patented precast construction methods, Building Information Modeling (BIM), and optimized MRO (Maintenance, Repair, and Operations) electromechanical systems, along with precise project management. These services help shorten project timelines, enhance value engineering; types of services provided by RTC are :

- Turnkey project: Combined with the design team within Ruentex Group, we provide one-stop service for the owner in the design, construction and delivery stages.
- General Contractor: According to the drawings provided by the owner, put forward appropriate value engineering suggestions (shorten the construction period, improve quality, reduce costs), and contract civil engineering and mechanical and electrical works to reduce the engineering interface problems caused by subcontracting.
- Professional subcontracting engineering: a professional manufacturer of pre-cast exterior wall panels, pre-cast structures (beams, column systems), and pre-cast grating panels in clean rooms of high-tech workshops.





Project performance

The number of projects completed in 2023 is 7, and the number of projects under construction as of December 31, 2023 is 35, and the undelivered order value of the aforementioned projects in progress is approximately NT\$33.3 billion, most of which will be contributed in the next 3 to 8 years



Case	Name of the case	Sales region	Professional Services Category	Construction status as of 2023/12/31
Public works	Taipei City Wanhua Huajiang Section 2 Social Housing New Construction Package Project	Taipei City	Turnkey project	structure
	National Taiwan University Microscope Room Electrical and Air Conditioning Installation Project	Taipei City	Turnkey project	Completed
	Sanchong MRT Line 6 New Construction Project (Ruentex CITY PARK)	New Taipei City	Turnkey project	fitment
	RDE New Construction Package Project	Kaohsiung City	Turnkey project	structure
Private Housing	Ruentex Xinyi new construction project	Taipei City	Turnkey project	License acquisition
	Ruentex Da' an Fuyang New Construction Project	Taipei City	Turnkey project	fitment
	Ruentex Construction Qingtian Street New Construction Project	Taipei City	Turnkey project	Completed
	Ruentex Innovation Development Yucheng Section New Construction Project	Taipei City	Turnkey project	fitment
	Ruentex Innovation Nangang Star Project New Construction	Taipei City	Turnkey project	Ground work
	Guangfu South Road PC Precast Panel Project	Taipei City	Professional subcontracting	License acquisition
	Global Life Insurance New Headquarters Building New Construction Project	Taipei City	EPS	Ground work
	Taipei Veterans General Hospital Dormitory Precast Project	Taipei City	Turnkey project	structure
	Ruentex Dingfeng New Construction Project	New Taipei City	Turnkey project	Completed
	Ruentex Wenhua New Construction Project	New Taipei City	Turnkey project	Completed
	Ruentex Innovation Wugu King B Project New Construction (Left Bank Living)	New Taipei City	Turnkey project	fitment
	Ruentex Innovation Wugu King A Project New Construction (Peak Left Bank)	New Taipei City	Turnkey project	fitment
	Ruentex Innovation Yangbei Project New Construction	New Taipei City	Turnkey project	License acquisition
	Yang No. 25, Sixin Section 2 PC Precast Panel Project	New Taipei City	Professional subcontracting	structure
	Yang No. 1, Sixin Section PC Precast Panel Project	New Taipei City	Professional subcontracting	License acquisition
	Zhengjue Temple Xuanzang Cultural and Religious Park Development Project	Miaoli County	EPS	Ground work
	Shengai Mountain Villa Phase III New Construction Project	Taichung City	EPS	fitment
	Dharma Drum Mountain Nantian Purple Cloud Temple Expansion Project	Kaohsiung City	EPS	fitment



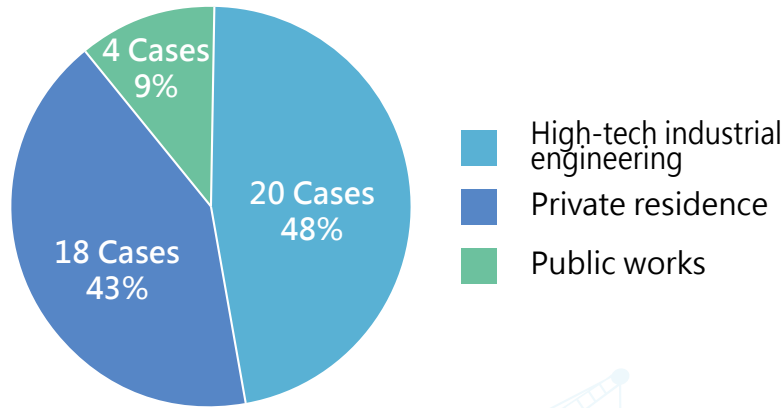
RTC will committed to talent development, innovation, and applying its specialized engineering technologies and pre-casting patents to construction projects. The company focuses on turnkey solutions for science and technology factories, project standardization, modularization, and enhancing profits. Prioritizing environmental protection, green energy, safety, and quality, RTC aims to integrate advanced pre-casting methods with ESG principles to lead in sustainable construction. Its mission is to share profits with customers, shareholders, and employees while fulfilling social responsibility and promoting societal well-being.



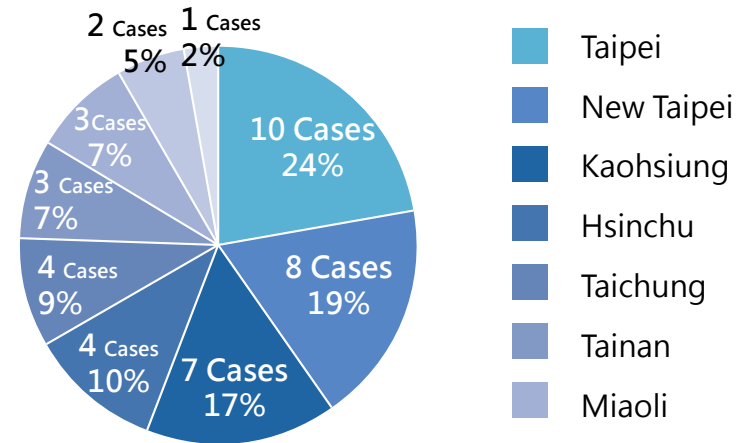
Case	Name of the case	Sales region	Professional Services Category	Construction statuses of 2023/12/31
High-tech industrial engineering	MS TPE03 New construction project	Taoyuan City	EPC	fitment
	T Zhunan A plant	Miaoli County	Professional subcontracting	License acquisition
	Pusheng Zhubei plant new project	Hsinchu County	Turnkey	fitment
	1 of Hsinchu 1 factory	Hsinchu County	Professional subcontracting	structure
	2 of Hsinchu 1 plant	Hsinchu County	Professional subcontracting	structure
	Phison Electronics Phase III restaurant and factory change license and interior decoration project	Miaoli County	EPC	Completed
	T Zhunan B plant	Miaoli County	Professional subcontracting	License acquisition
	MMT P3 PARKING TOWER	Taichung City	Turnkey	License acquisition
	Yongguan Taichung Port Factory new construction project	Taichung City	EPS	Completed
	TCP2 CSA Civil engineering project	Taichung City	EPS	License acquisition
	CHG-5- Precast exterior wall panels (PC panels)	Changhua County	Professional subcontracting	License acquisition
	CHW2204 new project	Changhua County	EPS	structure
	T Nan Plant C	Tainan City	Wrapper	License acquisition
	T Tainan Plant 8	Tainan City	Professional subcontracting	Completed
	Tainan 8-O Building	Tainan City	Professional subcontracting	License acquisition
	Kaohsiung Plant 1	Kaohsiung City	Professional subcontracting	License acquisition
	Everbright Technology Kaohsiung Manufacturing Center Phase II Factory Project	Kaohsiung City	EPS	Ground work
	UHPC energy storage cabinet manufacturing assembly	Kaohsiung City	EPS	Completed
	Sanyuan Energy's new construction project of Kaohsiung Lithium Power Plant	Kaohsiung City	EPS	License acquisition
	Huateng International Science and Technology Kaohsiung Qiaotou Science Park construction case	Kaohsiung City	EPS	structure



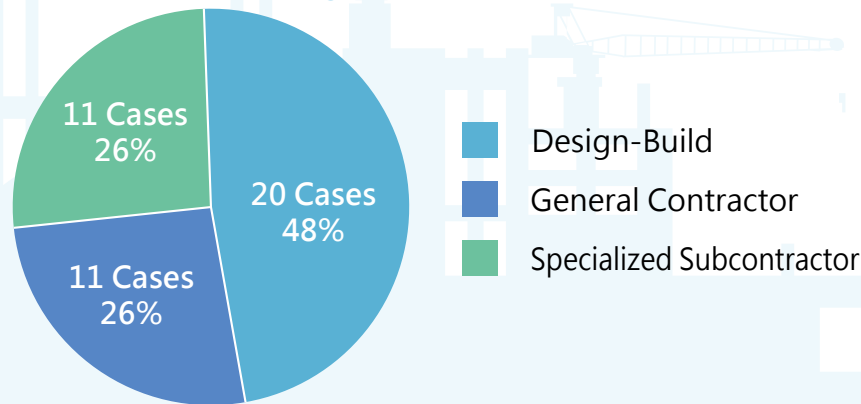
Analysis of construction projects in 2023



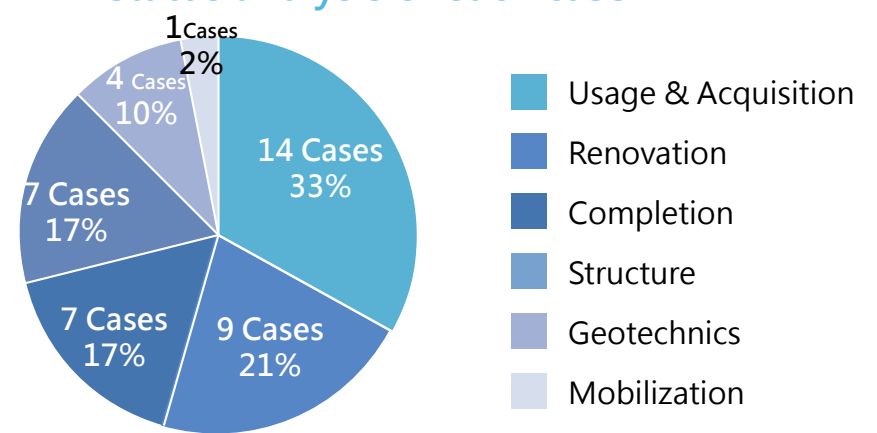
Analysis of differences in project construction areas in 2023



Analysis of professional service categories in 2023



2023/12/31 Construction status analysis of each case





Operations and Financial Condition

In 2023, RTC's individual operating income reached NT\$17.159 billion, with a market share of about 2.87% of the construction industry. After years of stable cultivation and focusing on the improvement of engineering technology, RTC will have a high number of cases in hand in 2023, and it is expected that the future performance growth will be more dynamic and create maximum value for stakeholders.

Operational financial performance

Unit: NT\$1,000

2023 year	
Generation of direct economic value	
Operating income	17,158,980
Distribution of direct economic value	
Operating costs	14,317,652
Employee Compensation & Benefits	536,510
Payments are made to funding providers	1,903,361
Payment to the Government	706,105
Community investment	48,212

Source: The financial statements of RTC individuals verified by accountants and the company's own survey statistics.

Profitability

2023 year		
Profit	Net value per share (NTD)	34.98
	Earnings per share (NTD)	10.28
	Dividend (NTD)	9.4
Net profit after tax (NT\$1,000)		1,902,201

Source: The financial statements of RTC individuals verified by accountants and the company's own survey statistics.

Technological exchanges

In addition to participating as group members, some senior executives also join professional associations to communicate closely with industry members through regular or irregular meetings of various industry associations, and grasp the opportunities for cooperation and exchange with peers. In 2023, RTC was invited by the Taiwan High-tech Factory Facilities Association to participate in one of the panelists of the International Forum on High-tech Factory Facilities, talking about how to use AI to improve the ESG effectiveness of high-tech factory facilities, and sharing experience for industrial exchanges.





Corporate/Individual Membership	Name of the participating organization	Eligibility to participate
RTC	Earthquake Engineering Society of the Republic of China	member
RTC	Taiwan Future Vision Digital Sustainability Alliance	Group Membership
RTC	Taiwan Comprehensive Construction Industry Association	First Class Member
RTC	The Association of Engineering and Technical Consultants of the Republic of China	member
RTC	Taiwan Water Pipe Engineering Industry Association	member
RTC	Taiwan Refrigeration and Air Conditioning Engineering Industry Association	member
RTC	Taiwan Electrical Engineering Industry Association	member
RTC	Chinese Society of Engineers	member
RTC	Chinese Society of Civil and Hydraulic Engineering	member
RTC	Taiwan Concrete Society	member
RTC	The National Association of Construction Site Directors, Republic of China	member
RTC	HR People Gathering Association	member
RTC	Taiwan BIM Alliance	member
RTC	Friends of the nest	member
RTC	Chinese Society of Engineers	member
RTC	Internal Audit Association of the Republic of China	member
RTC	Taiwan High-tech Plant Facilities Association	Group Membership
RTC	China Business Excellence Association	member
RTC	American Concrete Institute (ACI)	Group Membership
RTC	Taiwan Construction Security Society	Group Membership
Runyang	Taiwan Comprehensive Construction Industry Association	C-Class Member
Executives	Taiwan Association of Structural Engineering Technicians	member
Executives	Taipei Structural Engineering Technicians Association	member
Executives	New Taipei City Structural Engineering Technicians Association	member
Executives	Taiwan Provincial Association of Civil Engineers	member
Executives	Taipei Refrigeration and Air Conditioning Technicians Association	member

In 2023, RTC signed a contract with the Taiwan Society of Earthquake Engineering to implement the "Compilation of the Manual of Design Formulas for Next-Generation High-performance Concrete Components and Extension Anchor Length, Beam-Column Joint and Column Test" and "Performance Test of Precast Trabecular and Plate Joints" to promote the development of new industrial technologies through project cooperation for about two years.

"Compilation of Manual of Design Formulas for Next-Generation High Performance Concrete Elements and Tests on Extension Anchor Lengths, Beam-Column Joints and Columns".

The purpose of this project is to innovate high-performance concrete, in addition to maintaining high fluidity and developing towards higher compressive strength, the new generation of high-performance concrete intends to break free from the mechanical limitations of traditional concrete, and should withstand large deformation, even under tension, it can maintain considerable strength, protect the full extension of the steel bar, and maintain the design strength of the components under considerable deformation. That is, it is characterized by strain hardening when tensioned; Past studies have confirmed the feasibility of applying the new generation of high-performance concrete to the bottom column and beam-column joints of the New RC structural system, with its excellent shear force and compression bar strength, which can greatly or even completely remove the transverse reinforcement in the components.

"Performance test of the joint between the precast beam and the plate".

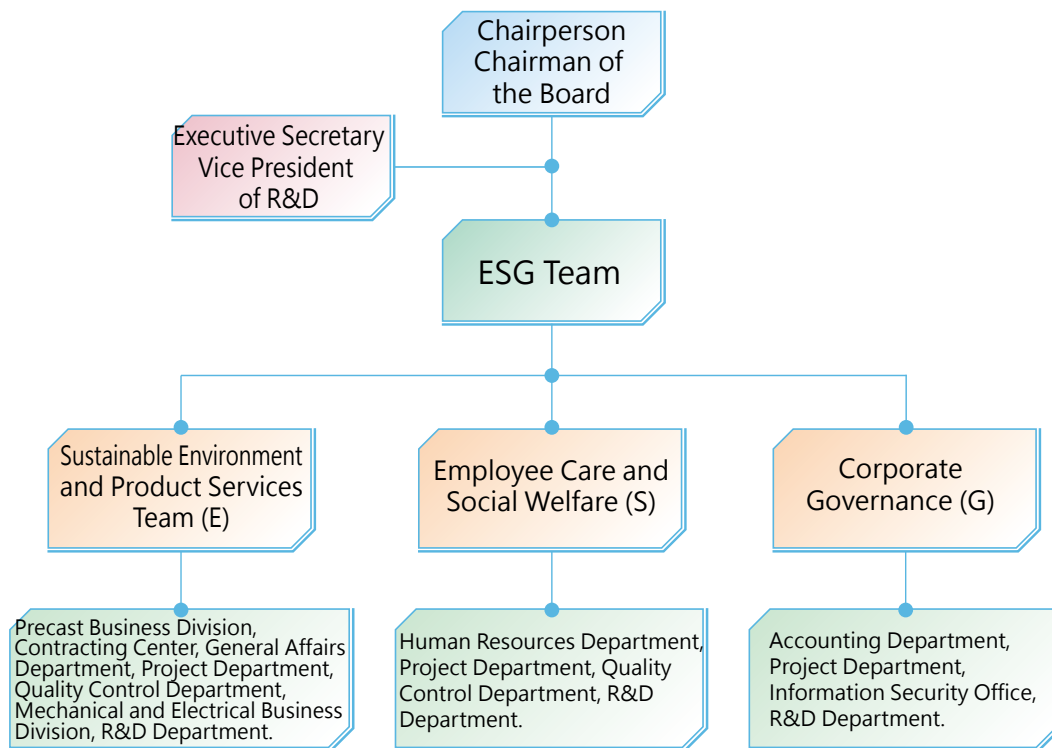
The purpose of this project is to promote the research and application of pre-cast beam shear joints (hereinafter referred to as pre-cast beam girders), which mainly bear the weight of the structure and the construction load through the shear joint, which can reduce the erection of temporary supports during construction and greatly improve the construction efficiency. However, in order to gain a deeper understanding of the structural behavior of this joint type, the purpose of this project is to explore the shear force transmission mechanism of pre-cast beam through structural experiments, and to put forward suggestions for improving the design and construction performance of pre-cast beam girder joints through experimental results, with a view to improving the application of pre-cast beam girder joints in engineering practice. The expected outcome of this project will include the experimental data and design methods of the pre-cast beam girder and KT plate girder joint, as well as the experimental research report.



1.2 Corporate Sustainability Governance

GRI : 2-12、2-13、2-16、2-25、2-26、2-29、3-1、3-2、3-3

Commitment to sustainability and organizational operations



(Figure) Organizational chart of RTC sustainable governance unit

The terms and powers of RTC Sustainable Development Committee:

- Sustainable development and the formulation of a net-zero emission policy.
- Formulate policies for sustainable development, including specific plans for corporate governance, integrity management, risk management, and product carbon reduction.
- Review of the implementation and effectiveness of sustainable development and net zero emissions.
- Evaluate and adjust material issues in stakeholder communication, including shareholders, employees, customers, suppliers, government agencies, society, etc.

In order to improve the management of sustainable development, RTC has established a governance structure for sustainable development, and set up a full-time (part-time) unit to promote sustainable development in 2023, which is a task-oriented organization composed of project teams, responsible for the proposal and implementation of sustainable development policies, systems or related management guidelines and specific promotion plans. The Chairman of the Board of Directors serves as the convener of the Sustainable Development Committee, and three major promotion groups have been set up under the Committee, namely the Sustainable Environment and Product Services Group, the Employee Care and Social Care Group, and the Corporate Governance Group, with the top supervisor of the R&D department as the leader of the overall team, and the head of the company's rights and responsibilities appointing the business organizer of the unit as the team members, effectively integrating resources and implementing the company's sustainability strategy, jointly promoting environmental protection, social participation, corporate governance, etc., and achieving the goal of sustainable development and net zero. The principle of appointing members of the committee task force is mainly to consider whether their functions can effectively integrate resources and implement the company's sustainability strategy, and the members of the sustainability committee must participate in various discussions, education and training from time to time to continuously improve the relevant functions. In 2023, a total of 20 discussions and education sessions will be held for members of the Sustainability Committee, including: GRI and TCFD education and training related to the Sustainability Report, ISO 14064-1 Quantitative Analysis of Greenhouse Gas Inventory and Quantification, and ISO 14067 Product Carbon Footprint Inventory and Quantification. In accordance with the "Operating Rules for the Preparation and Filing of Sustainability Reports by Listed Companies", the "Operating Procedures for the Preparation and Verification of Sustainability Reports" was formulated by RTC and incorporated into the internal control system by the Board of Directors in May 2023. The risk management strategy for ESG issues, the progress and results of the implementation of strategic objectives will be reported to the Board of Directors on a regular basis. In 2023, the report to the board of directors includes: 4 times of greenhouse gas inventory progress, 1 performance evaluation of the board of directors, and 1 report on the performance of honest management.



Identification of major issues and communication with stakeholders

In response to the latest publication of GRI Standards (2021), RTC redefined the material issue identification process, combining two materiality identification methodologies, namely "Analysis of the Degree of Attention of Stakeholder Issues" and "Impact Assessment Analysis" added this year, to analyze the sustainability issues that the company needs to focus on managing in both breadth and depth. This year's material issue identification process is mainly divided into five steps, which are explained as follows:





Step1 Identify stakeholders

The project team of the Sustainable Development Committee discussed with various departments to identify the main communication targets of this report, considered factors such as attention (communication frequency), influence (impact), responsibility (demand and expectation), and decided on a total of 5 categories of stakeholders, and the company will understand their expectations and concerns for the company through regular/irregular negotiations.

Table with 5 columns: 1. Investor, 2. Client, 3. Vendor, 4. Employee, 5. Government Entities. Each column contains detailed information on implications, focus on the topic, communication channels, and performance in 2023.



Step2 : Analyze industry sustainability issues

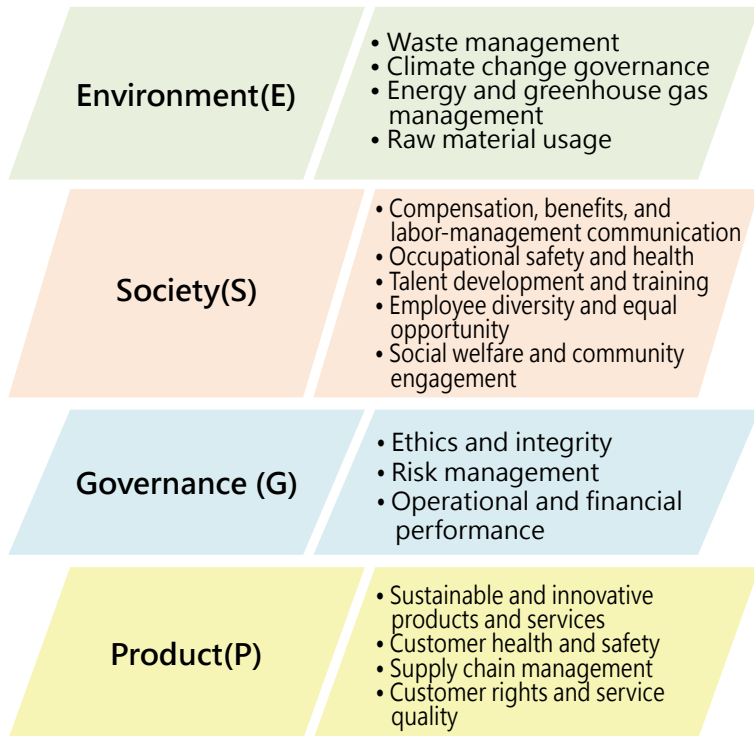
Through the analysis of the relevant regulations and trends of the construction industry inside and outside the island, as well as considering the results of the communication between Step1 and stakeholders, 4 environmental (E) issues, 5 social (S) issues, 3 governance (G) issues, and 4 product (P) issues were listed. A total of 16 industrial sustainability issues.

Topic source:

- (1) International Standards and Regulations: GRI, SASB, TCFD, etc. ◦
- (2) Policies and regulations for the domestic construction industry: National 2050 Net Zero Policy, Taipei Net Zero White Paper, etc.
- (3) Domestic and foreign industry sustainability trends: analysis results of major issues in industry reports or official websites.
- (4) Stakeholder Engagement Outcomes : Step1 ◦

Step3 : Stakeholder concern assessment

Invite five categories of stakeholders to conduct a questionnaire survey on the degree of concern of the issue to understand their annual focus and confirm whether the 16 issues listed in Step 2 are sufficiently complete. The attention of the five categories of stakeholders to each topic is divided into five levels: after the weighted average of the attention scores, the scores are ranked from large to small, and then the relevant departments respond and continue to track and manage.





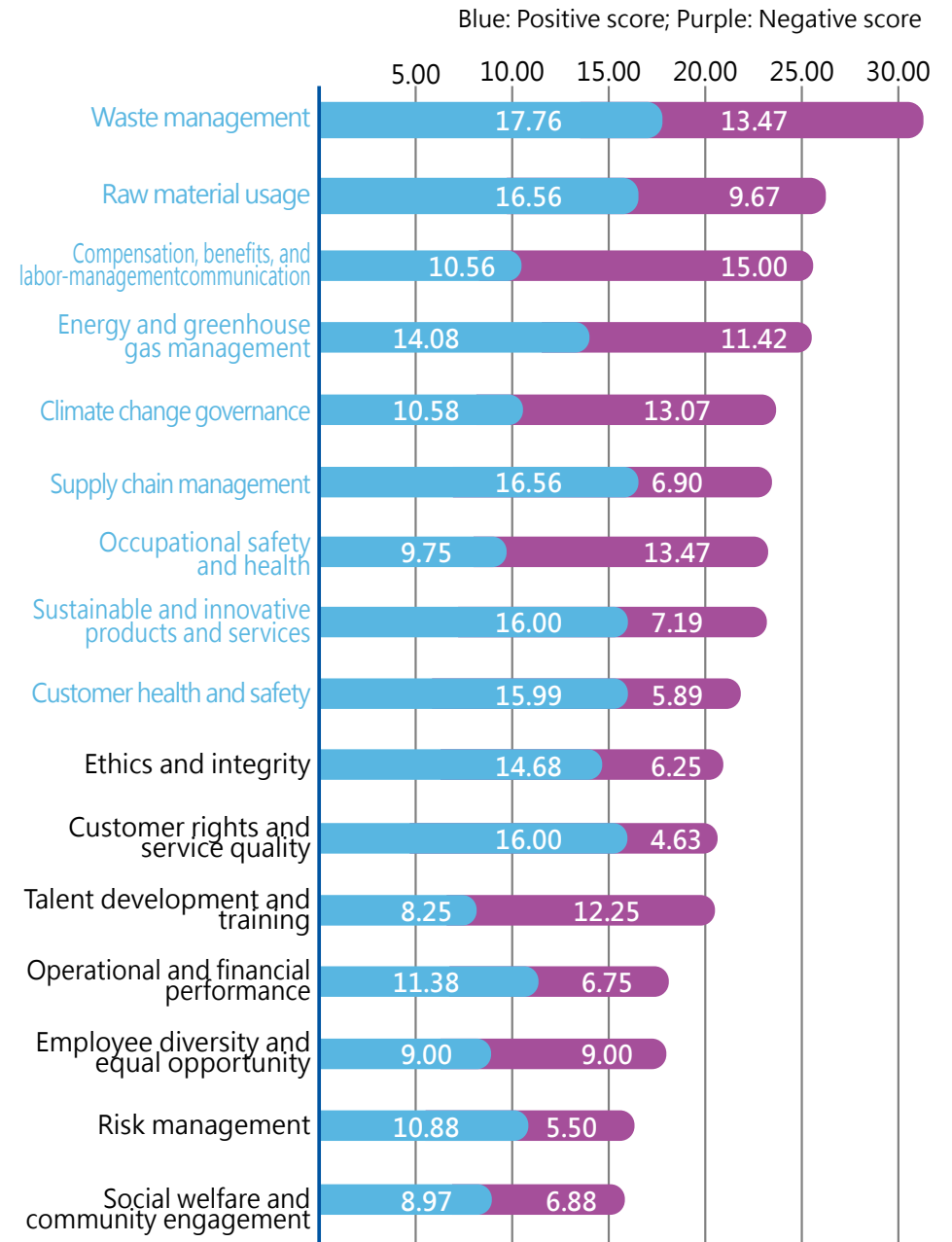
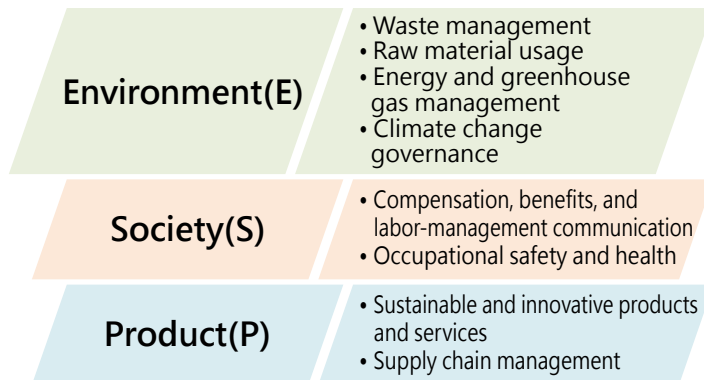
Step4 : Impact Severity Assessment

Through an internal questionnaire survey conducted by members of the Sustainability Committee's task force, the positive and negative impacts of the issue on the company's economic, environmental and social aspects were evaluated. For various industrial sustainability issues, the project team members of the Sustainable Development Committee fill in the "occurrence probability" of positive and negative impacts: actually occurring (5 points), high probability of occurrence (4 points), high probability of occurrence (3 points), low probability of occurrence (2 points), and very low probability of occurrence (1 point); and the magnitude and scope/severity of positive and negative impacts: significant (5 points), high (4 points), moderate (3 points), low (2 points), mild (1 point). After multiplying the positive and negative occurrence probability and the impact scale score, the total score is ranked from largest to smallest, and the top half (8 items) of the 16 topics are:

- Environment (E) Topic 4: Waste Management, Raw Material Use, Energy and Greenhouse Gas Management, and Climate Change Management.
- Social (S) topic 2: salary and benefits, labor-management communication, occupational safety and health.
- Product (P) Topic 2: Sustainable Innovation Product Services, Supply Chain Management.

Step5 : Confirm Issue Materiality

Comprehensively considering the results of the questionnaire on the degree of concern of stakeholders (Step3), the results of the impact assessment questionnaire (Step4), the company's philosophy and the core value of the brand, the project team members of the Sustainable Development Committee and external experts jointly decided to select a total of 8 major topics for this year. The members of the project team of the Sustainable Development Committee and various departments will formulate strategies and management objectives for the eight major issues in 2023, and for other projects that are not material issues identified this year, relevant indicators (GRI, SASB, etc.) will be disclosed to stakeholders to understand the company's overall sustainability results based on the existing management processes and measures





Major issues	Explanation of the impact on the value chain	Impact boundary			Corresponding indicators	Corresponding chapters
		vendor	RTC	client		
Waste management	If the waste is not properly reduced, it will cover the cost of transportation and treatment, and cause pollution to the land and the environment. The company actively controls the generation and discharge of waste, and will realize the reuse of resources and reduce environmental pollution.	✓	✓	✓	GRI 306-1~5	4.2 Green Operations
Use of raw materials	If the raw material has a negative impact on the environment or human body during the production or use process, or is difficult to dispose of after disposal, it will affect the company's image. When purchasing raw materials, consider whether they are recycled raw materials, whether they are difficult to dispose of after subsequent disposal, and whether they can be procured locally to reduce transportation costs, which will reduce the impact on the environment.	✓	✓	✓	GRI 301-1~2	4.2 Green Operations
Compensation and benefits and labor communication	If employees feel that their rights and interests are being damaged due to imperfect welfare policies, the turnover rate will increase. The company actively handles labor issues and fully communicates, provides comprehensive welfare and subsidy policies, and improves employees' job satisfaction.		✓		GRI 2-21、405-2 401-2~3、402-1 404-3	5.2 Remuneration and Benefits
Energy and greenhouse gas management	Failure to implement energy conservation and carbon reduction plans will lead to an increase in electricity and carbon bills, as well as a negative impact on the environment. Actively invest in energy conservation and carbon reduction in the operation process, reduce the carbon footprint of the operation, and improve the overall operational efficiency.		✓	✓	GRI : 302-1、3 305-1~5	4.1 Climate and environmental management
Climate change governance	Failure to control climate change risks will directly impact corporate operations and form an irreversible negative impact. The company grasps the opportunity of climate change and actively develops low-carbon related construction methods, which will contribute to the positive impact of the industrial economy and the environment.		✓		GRI 201-2 ; IF-EN-410b.1 IF-EN-410b.2 IF-EN-410b.3	4.1 Climate and environmental management
Supply chain management	Failure to properly manage ESG issues among value chain partners will undermine corporate reputation. The company strictly implements hierarchical supplier management, and incorporates occupational safety and health, environmental management and other requirements into the supplier selection, verification and evaluation projects, driving the industry to pay attention to ESG issues.	✓	✓		GRI : 204-1、 308-2、414-2	3.2 Quality and Supply Chain Management
Occupational health and safety	Failure to protect the health and safety of employees and workers will undermine their human rights and interests. In addition to subsidizing health examinations, the company also conducts occupational health promotion activities from time to time; Through the introduction of the ISO 45001 occupational safety and health management system, we provide a healthy and safe working environment for employees and reduce the occurrence of occupational accidents.	✓	✓		GRI : 403-1~9 IF-HB-320a.1.	5.4 Occupational safety and health
Sustainable innovation products and services	If it fails to comply with the rising trend of customers' demand for environmental protection and energy saving, green building/intelligent building design, etc., the number of project contracts will decline, which will affect the company's profit and goodwill. The company's active investment in innovation and R&D, combined with the ESG concept, will greatly reduce the negative environmental impact of construction projects and win the favor of the market.	✓	✓	✓	IF-EN-410a.1 IF-EN-410a.2	3.1 Low-carbon and labor-saving construction



risk management

In recent years, due to the rapid changes in climate and environment, enterprises are facing many potential and emerging risks and challenges in their daily operations. In the construction industry, RTC is facing the risk of rising raw material costs due to the increase in the proportion of green procurement due to the government's net-zero transition policy; In addition, due to the declining birthrate, there is a risk of talent shortage. In order to enable the company to identify and respond to various risks in real time and improve operational resilience, all types of risks are controlled by the relevant operation reports by the responsible units for front-line risk prevention and management. In addition, RTC has a strict internal control system, and the internal audit unit regularly or irregularly audits the implementation and submits relevant reports. For the identified significant operational risks, the General Manager's Office will coordinate and control them, and report to the Board of Directors to track the improvements.



The name of the organization	Terms of Reference
board of directors	Approve risk management policies and systems, and supervise the implementation of risk management systems. Approve risk management policies and systems, and supervise the implementation of risk management systems.
General Manager (General Manager's Office)	Co-ordinate and command all departments, responsible for formulating various risk management systems; Regularly review the company's project risk management report, strategy and improvement plan, and review the improvement results.
Audit Office	Assist the Board of Directors and managers to check the deficiencies of the internal control system and confirm the effective operation of risk management implementation, and report the risk status to the Board on a regular basis.
Authorities and responsible units	Promote, identify, evaluate and manage the risk management policies of various departments; Regularly report on the risk profile and develop a mechanism for responding to and improving it.



RTC primarily used the results of a questionnaire that assessed the positive and negative impacts to evaluate risk. The negative scores were ranked from highest to lowest, and the top half (8 out of 16 issues) were identified as major risks for 2023. Additionally, integrity management risks and information security risks were included based on the company's

situation. Through a systematic management mechanism, the company controls risks within an acceptable range and prevents potential losses to achieve sustainable business operations. For the identified major risks, the corresponding responsible units and response measures are as follows

	Risk projects	Risk Statement	Authorities and responsible units	Countermeasures
The environment is risk-oriented	Waste management risks	Risks arising from environmental pollution, safety and health concerns, etc. caused by waste.	Project site/professional manufacturers	Please refer to 4.2 Green Operations
	Climate change governance risks	1.Extreme weather and natural disasters such as typhoons, floods, and droughts may lead to risks such as increasingly stringent environmental protection regulations, project delays, difficulty in obtaining raw materials, and resource shortages. 2.The rise in average air temperature causes heat hazards, which may reduce work efficiency and delay the project.	Sustainable Development Committee	Please see 4.1 Climate and environmental management
	Energy and Greenhouse Gas Management Risks	1.Rising energy prices and carbon pricing will increase the operating costs of the construction industry. 2.Use new technologies to improve energy efficiency and reduce greenhouse gas emissions.	R&D Department	Please see 4.1 Climate and environmental management
	Raw material use risk	While increasing green procurement and increasing the proportion of low-carbon raw materials in environmental friendliness, it may increase project costs.	Contracting Center	Please refer to 3.2 Quality and Supply Chain Management
Socially risk-oriented	Compensation and benefits and labor-management communication risks	Risks that may arise from the employment of personnel, improper handling of labor relations, etc.	Human Resources Department	Please refer to 5.2 Remuneration and Benefits and Labor Communication
	Occupational health and safety risk	1.When an occupational accident occurs, it can lead to work stoppage, a low organizational climate, and reduced efficiency. 2.On the financial side, there are also occupational compensation or medical expenses. 3.Occupational disasters are more likely to affect the public safety image of the organization.	Project site/professional manufacturers	Please see 5.4 Occupational safety and health
	Talent development and nurturing risks	There is a need to develop professionals to comply with regulations and reduce the risks to the environment or workers in construction projects.	Human Resources Department	Please refer to 5.3 Talent Development and Cultivation
	Employee Diversity and Equal Opportunity Risks	There is a risk of unequal workplace environments, which in turn lead to discriminatory practices.	Human Resources Department	Please refer to 5.1 Manpower Employment and Policies for details
Governance is risk-oriented	Integrity management risk	Implement honest management and eliminate corruption and dishonest behavior.	Corporate Governance Unit	Please detail 2.2 integrity management
	Information Security risks	Risks such as information interruption or damage, leakage of confidential information, and improper use of illegal software.	Information Security Room	Please refer to 3.3 Customer Relationship



Short, medium and long-term goals and action plans

From 2023 onwards, RTC will gradually carry out sustainable strategies and actions based on the three core values of Ruentex Group: core value integration, low-carbon transformation, and trust for common good. Through short-, medium- and long-term goal setting and tracking management, we plan and continuously improve the sustainable development blueprint.

Business philosophy	Major issues	Short-term goals	Medium- and long-term goals
Value integration Low-carbon transition Trust for the common good	Sustainable innovation products and services	<ul style="list-style-type: none"> We continue to innovate and develop new construction methods and equipment, develop low-carbon and sustainable engineering technologies, and apply for 15 patents per year. Continue to innovate R&D, and the R&D will be submitted to 120 per year. 	<ul style="list-style-type: none"> Expand differentiated precast businesses, including long-term collaboration projects, precast residential projects, and commercial office (precast/PCS) projects. Leverage automation programs and construction method advantages to enhance the competitiveness of the MEP (Mechanical, Electrical, and Plumbing) business in securing contracts. Continuously innovate and develop low-carbon sustainable construction technologies to establish a broader competitive moat with more intangible assets supporting the company's operations.
	Use of raw materials	<ul style="list-style-type: none"> The proportion of local procurement remains above 90% and is gradually increasing. 	<ul style="list-style-type: none"> More than 95 percent of the cases are procured locally. Green procurement gradually requires suppliers to apply for certification and increase the proportion of green procurement.
	Supply chain management	<ul style="list-style-type: none"> Solar power generation equipment will be built in phases from 2024 to reduce the carbon emissions of the project with green electricity. Apply for low-carbon construction methods, expected to reduce construction carbon emissions by 10-20%. 	<ul style="list-style-type: none"> According to the results of the carbon emission inventory, carbon reduction methods and targets are formulated, and they are reviewed and improved year by year. Carry out carbon emission calculation on the construction site, and review and improve it year by year.
	Climate change governance	<ul style="list-style-type: none"> Implement garbage classification, and entrust qualified waste removal and transportation manufacturers to be responsible for recycling. 	<ul style="list-style-type: none"> Through the management of material allocation, the efficiency of the use of various resources can be effectively improved, the waste of resources and the environmental impact can be reduced. Reduce unnecessary waste building materials and packaging materials.
	Energy and greenhouse gas management	<ul style="list-style-type: none"> Frequency Rate (FR) of Disabling Injuries < 1; Severity Rate (SR) of Disabling Injuries < 100. There were zero major occupational safety accidents and violations. 	<ul style="list-style-type: none"> There were zero major occupational safety accidents and violations.
	Waste management	<ul style="list-style-type: none"> The turnover rate is less than 15%. The employee satisfaction score is above 90 points 	<ul style="list-style-type: none"> Continue to increase the subsidy fee for professional licenses. Establish career planning for talents and promote sustainable development.
	Occupational health and safety		
Compensation and benefits and labor communication			



2 Honest Business Enterprise

2.1 Corporate Governance

Governance structure and composition of the Board of Directors
Board of Directors Rewards and Performance Evaluation
Functional committees

2.2 integrity management

Code of Ethical Business Conduct and Integrity
Specifically, implement integrity management

2.3 Information Security Management

2.4 Regulatory Compliance





Policies & Commitments

Based on the business philosophy of transparency and responsibility, RTC has established a good corporate governance and risk control mechanism based on the principles of fairness, honesty, and trustworthiness, and abides by the Company Law, Securities and Exchange Law, and other relevant laws and regulations as the basic spirit of the Company's implementation of integrity management. RTC implements five practices in corporate governance: the first is to be open-minded and decisive, to be open-minded when discussing problems, to encourage colleagues to put forward more ideas and opinions, fully discuss, and implement the case after it is finalized, without discounting; the second is strong leadership and good communication; The third is steel discipline, which must be carried out strictly and reliably; the fourth is to employ meritocracy; The purpose of punishment is to correct and correct thoughts and behaviors, and the main purpose is to help correct behaviors and avoid mistakes. The policies related to corporate governance are as follows :

- [Code of Corporate Governance Practices](#)
- [Code of Practice for Sustainable Development](#)
- [Code of Ethical Conduct](#)
- [Code of Ethical Management](#)
- [Ethical Management Operating Procedures and Code of Conduct](#)

Annual Actions & Performance

- Directors participated in a total of 75 hours of refresher courses, with an average of more than 8 hours per director, which is higher than the regulatory recommendations.
- 407 suppliers signed the General Terms and Conditions of the Contract (covering anti-corruption provisions of the anti-commission clause)
- All directors, employees and business partners are free from violations of ethical conduct, corruption and bribery, anti-competition, antitrust and monopoly laws; There have been no reports or complaints of dishonesty or immorality.



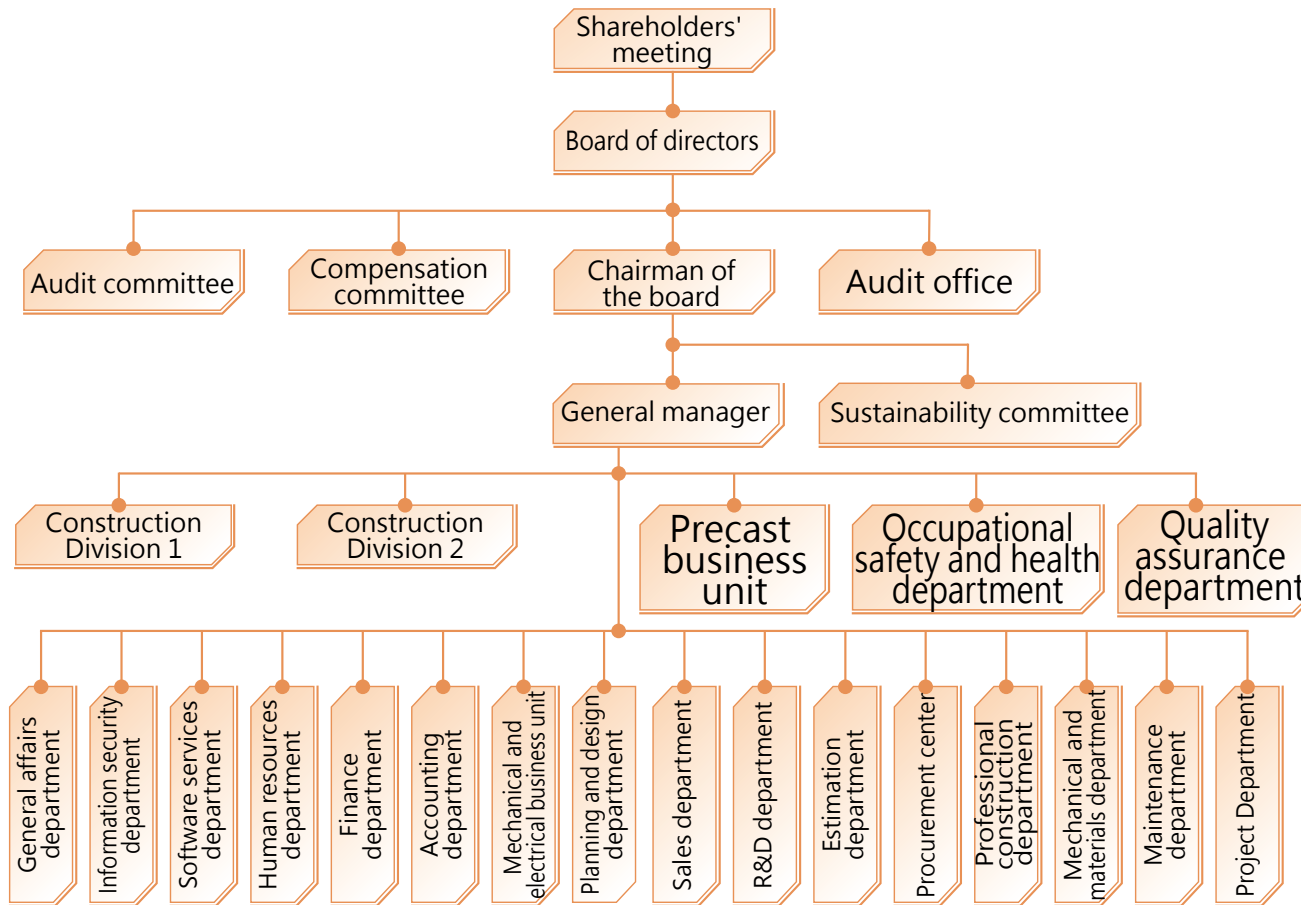


2.1 Corporate Governance

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

Governance structure and composition of the Board of Directors

In order to continuously strengthen the effectiveness of corporate governance, RTC has formulated the "Corporate Governance Practice Code" with reference to the "Best Practice Code for Corporate Governance on the OTC Listed Company", which not only complies with the provisions of the Company Law, the Securities and Exchange Law and other laws and regulations and articles of association, but also cooperates with the new version of the corporate governance blueprint and follows the principles of strengthening the functions of the board of directors and functional committees, respecting and protecting the rights and interests of shareholders and stakeholders, and improving information transparency. At the same time, we remain attentive to the development of corporate governance systems both domestically and internationally, regularly reviewing and enhancing the company's established governance structure and systems to ensure continuous improvement.



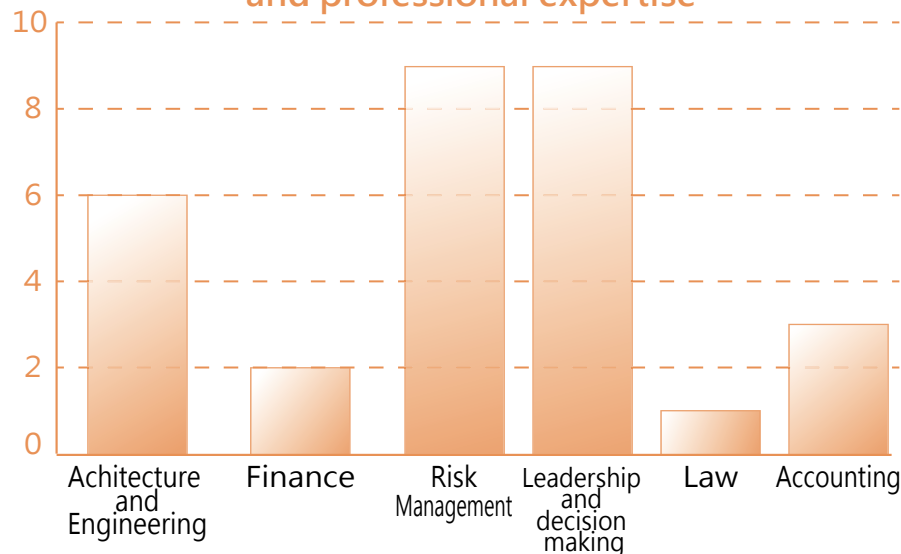
The highest governance and management decision-making unit of RTC is the board of directors, which is responsible for the shareholders' meeting. The operations and arrangements of the corporate governance system shall ensure that the board of Directors exercises its functions and powers in accordance with the rules of the board of Directors, laws and regulations, the articles of association or the resolutions of the shareholders' meeting, including reviewing the company's business plan, financial reports and planning for future development directions; Formulating or amending internal control systems and effectiveness assessments, management policies, and procedures for handling major financial and business behaviors; the appointment, dismissal and supervision of the chairman of the board of directors or senior executives; Resolutions of shareholders' meetings or major matters stipulated by the competent authorities, etc. In 2023, a total of 8 meetings were held, with an average actual attendance rate of 88.89%. The nomination and selection of the members of the Board of Directors are by the provisions of the Company's Articles of Association and related regulations, such as the "Regulations for the Election of Directors" and the "Code of Corporate Governance Practices", and the nomination system for the election of directors is adopted. The shareholders are recommended to be elected by shareholders from the list of candidates. The election adopts a cumulative voting system, and the term of office is three years for re-election. The Board of Directors is composed of more than two-thirds of the directors present and more than half of the directors present agree to recommend one chairman, currently Mr. Li Zhihong. Note: The Chairman of the Board of Directors of the Company does not concurrently hold the positions of General Manager and other senior management. In addition, RTC also has a succession plan for the board of directors and senior management, in which the successor must not only have excellent work ability, but also have values that are consistent with the company, and personality traits must include integrity, commitment, innovation and customer trust. With regard to the succession planning of the Board of Directors, the Company has cultivated senior managers to join the Board of Directors, so that they can be familiar with the operation of the Board and the business of each unit, and deepen their industry experience through job rotation. The company has a sound agency system, and all positions are operated smoothly in accordance with the agency system and duties, and it is planned to cultivate the ability to formulate strategies, and then select candidates to succeed the board of directors. The training mode of senior management successors is divided into management ability, professional ability, personal development plan and job rotation, etc., which includes human resources, financial risk, overseas dispatch, etc., through the professional ability training program, integrated application, to cultivate decision-making and judgment ability



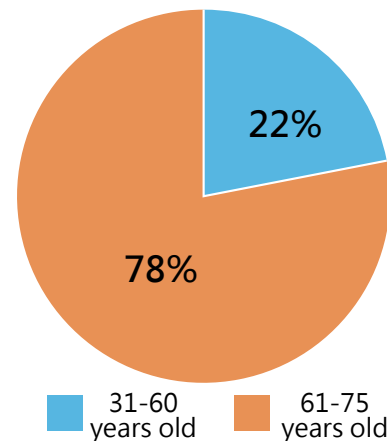
In order to avoid conflicts of interest, RTC clearly stipulates in the "Rules of Procedure of the Board of Directors" that directors shall not participate in the discussion and voting on matters of the meeting with their own or the legal person they represent if there is a risk of harm to the interests of the company, and shall recuse themselves from discussion and voting, and shall not exercise their voting rights on behalf of other directors. In addition to complying with the regulations on the establishment of independent directors in public companies and the matters to be followed, independent directors must be lecturers or above in colleges and universities in relevant disciplines required for legal affairs, financial accounting, and corporate business, and maintain their independence within the scope of their business, and must not have direct or indirect interests with the company.

In order to strengthen corporate governance and promote the sound development of the composition and structure of the Board of Directors, RTC also advocates and respects the "Director Diversity Policy", except that no more than one-third of the directors are also managers of the Company (currently accounting for 22 directors). In addition, the board of directors shall formulate an appropriate diversity policy based on the company's operation, operation style and development needs, including the consideration of basic conditions and values such as age, gender, nationality and culture, and shall possess the knowledge, skills and qualities necessary to perform their duties, such as industry-academia experience in construction project management, civil engineering, financial accounting, law, safety, and health, as well as business judgment, operation and risk management, leadership decision-making and crisis management. To ensure that the board members have cross-industry competence complementarity and diversity. In 2023, there will be a total of 9 members of the Board of Directors (including 3 independent directors, accounting for 33%), with 7 directors aged 61-75 and 2 directors aged 31-60 aged in the age distribution range, both with a term of 3 years, of which 1 is a female director, accounting for 11%. The upcoming board elections are expected to retain at least one female board member seat to promote gender equality in the composition of the board.

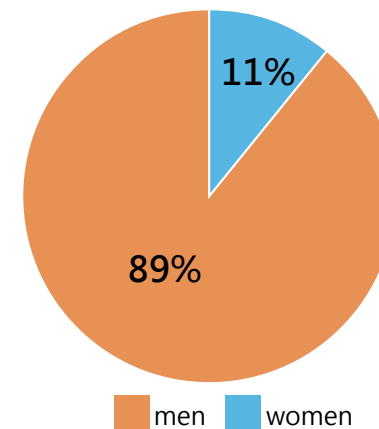
Board members' industry experience and professional expertise



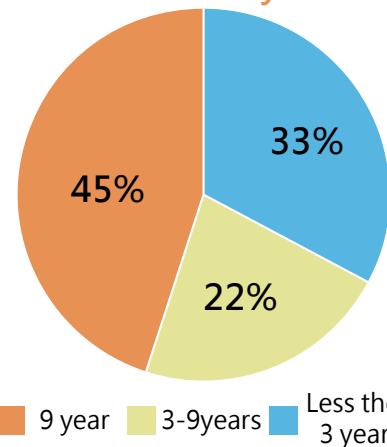
Age distribution



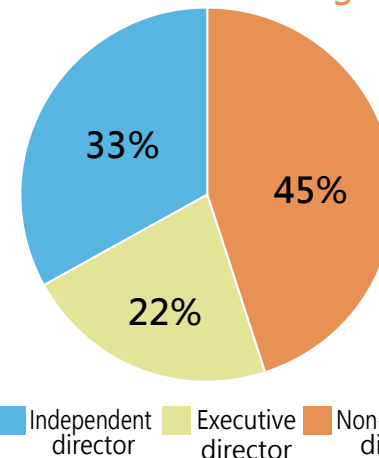
Gender ratio



Seniority



Board member category



Additionally, to continuously enhance the board members' professional knowledge, legal literacy, and alignment with international trends, RTC arranges various regular training programs for its board members each year. In 2023, board members collectively participated in 75 hours of training courses, averaging over 8 hours per director, exceeding the recommended guidelines for board directors and supervisors of listed companies. The course content covered professional studies on corporate governance and securities regulations, trends and challenges in information security governance, strategies for corporate low-carbon transformation, ESG risk management, and building sustainable competitiveness. They also participated in ESG activities such as the Climate Change Summit of the Sustainable Finance Season, the Action Plan for Sustainable Development Promotion Conference, and the Corporate Governance Forum. For more detailed information on training and other board member data, please refer to the 2023 Annual Shareholders' Report.



Board of Directors Rewards and Performance Evaluation

The procedure for determining the remuneration of directors and senior executives follows the "Regulations of the Compensation Committee" and the company's articles of association. In addition to considering the company's overall operational performance, industry risks, and future development trends, it also takes into account individual factors such as time commitment, responsibilities, achievement of personal goals, and the

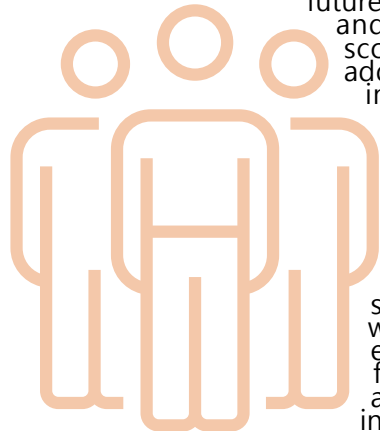
term business objectives, financial condition, and performance evaluation. The correlation between individual performance, company operational performance, and future risk is assessed for reasonableness. Performance evaluations and compensation rationality are reviewed by both the Compensation Committee and the Board of Directors. Furthermore, the compensation system is reviewed periodically, taking into account the

balance between sustainable business operations and risk management. Note: Remuneration includes cash remuneration, stock options, dividends, retirement benefits or severance payments, allowances and other measures with substantial incentives.

In order to implement corporate governance and enhance the functions of the Board of Directors of the Company, and to establish performance targets to enhance the operational efficiency of the Board of Directors, RTC has formulated the "Board Performance Evaluation Method". Appropriate assessment methods may also be prescribed for different rated units. At least once a year, the overall operation of the board of directors and the performance of individual directors are evaluated, which is carried out by the accounting department, and the evaluation methods include internal self-evaluation of the board of directors, self-evaluation of directors, and self-evaluation of functional committees, which are carried out in the form of questionnaires. The latest evaluation report is on February 2, 2024, the results of the performance evaluation of the board of directors, for the company's operational participation, the attendance rate of each director in the board of directors and shareholders' meetings is not 100%, and the time when all directors can attend the meeting will be coordinated in the

future, so that all directors can attend the meeting, and the rest of the evaluation aspects are full scores, with a total average of 4.96 points ;

In addition, in terms of the degree of participation in the company's operations, some directors concurrently hold the positions of directors and supervisors of other companies, and one of the eight directors did not reach the full score in the self-evaluation of internal relations and communication, directors' professional and continuing education and internal control, with an overall average of 4.89 points. The results of the evaluation showed that the Board was functioning well, and the results of the performance evaluation were used as a reference for the future selection or nomination of directors and the determination of the remuneration of individual directors.



Results of the Board's performance evaluation

Assessment orientation	Number of questions	Score percentage	Average score
The degree of involvement in the company's operations	12	27%	4.83
Improve the quality of decision-making of the board of directors	12	27%	5
Composition and structure of the Board of Directors	7	15%	5
Election of Directors and Continuing Education	7	15%	5
Internal Controls	7	16%	5

The results of the self-assessment of the directors

Assessment orientation	Title	Percentage of fractions	Average score
Mastery of the company's goals and tasks	3	13%	5
Awareness of directors' responsibilities	3	13%	5
The degree of involvement in the company's operations	8	35%	4.82
Internal relationship management and communication	3	13%	4.89
Professional and continuing education of Directors	3	13%	4.89
Internal Controls	3	13%	4.89



Functional committees

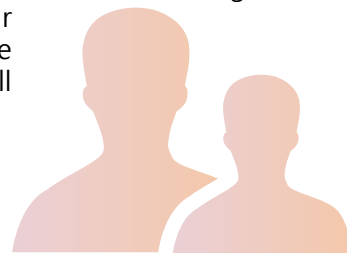
Remuneration Committee

At the end of 2011, RTC set up a remuneration committee, which meets at least twice a year, and is composed of three directors (more than half of the independent directors), which has been re-elected to the fifth term. In 2023, the Remuneration Committee held 3 meetings, with a 100% attendance rate of all members, and the main communication and implementation items of the year included reviewing the performance objectives of directors and managers and the setting of remuneration policies, systems, standards and structures, and evaluating the achievement of performance targets of directors and managers and the content and amount of individual remuneration, and then submitting the recommendations to the Board of Directors for discussion. The 2023 Remuneration Committee performance evaluation received full marks in all aspects.



Audit Committee

Since 2020, RTC has set up an audit committee, which meets at least once a quarter, and is composed of all independent directors and the number of members shall not be less than three, one of whom shall be the convener, and at least one of them shall have accounting or financial expertise. It has now been re-elected for the second term. In 2023, the Audit Committee held a total of 8 meetings, with a 100% participation rate of all members, and the main communication and implementation items of the year included the fair expression of the company's financial reports, the appointment (dismissal) of certified accountants, the independence and performance of the certified public accountants, the effective implementation of the company's internal control, the company's compliance with relevant laws and regulations, and the control of the company's existing or potential risks. The 2023 Audit Committee performance evaluation received full marks in all aspects.



Results of the performance evaluation of the Remuneration Committee

Assessment orientation	Title	Percentage of fractions	Average score
The degree of involvement in the company's operations	4	21%	5
Functional Committee Responsibilities Awareness	5	26%	5
Improve the quality of decision-making in functional committees	7	37%	5
Composition and selection of members of the functional committee	3	16%	5

Results of the performance evaluation of the Audit Committee

Assessment orientation	Title	Percentage of fractions	Average score
The degree of involvement in the company's operations	4	18%	5
Functional Committee Responsibilities Awareness	5	23%	5
Improve the quality of decision-making in functional committees	7	32%	5
Composition and selection of members of the functional committee	3	14%	5
Internal Controls	3	14%	5



2.2 integrity management

GRI : 2-23 · 2-24 · 2-26 · 205-1 · 205-2 · 205-3 · 206-1

SASB : IF-EN-510a.2 · IF-EN-510a.3

Code of Ethical Business Conduct and Integrity

The company has formulated a code of conduct for ethical management, operating procedures and guidelines for ethical management, a code of ethical conduct, etc., to standardize the practice of ethical management and a plan to prevent dishonest behavior, and the project department and the human resources department are responsible for the formulation, supervision and implementation of the integrity management policy and prevention plan and review its effectiveness, and report the relevant implementation status to the audit committee and the board of directors every year.

In order to ensure the implementation of honest management, RTC has established an effective accounting system and internal control system, and the internal auditors conduct regular audits every year, check the compliance of the plan to prevent dishonest behaviors and formulate relevant audit plans according to the assessment results of the risk of dishonest behavior, and issue internal audit reports to the audit committee and the board of directors to disclose on the company's website, and the accountants also review the implementation of the company's internal control system every year. In addition, we will establish an assessment mechanism for the risk of dishonest behavior, regularly analyze and evaluate business activities with a high risk of dishonest behavior within the business scope, formulate prevention plans accordingly, and regularly review the appropriateness and effectiveness of prevention plans. In 2022 and 2023, we have conducted risk assessments related to corruption and dishonesty at all operating sites, and no significant corruption risks have been identified.

Note: The operating bases include the Taipei head office and the Yangmei pre-foundry.

In addition, in order to comply with the legal norms of anti-trust, anti-competitive and monopolistic behaviors, RTC conducts business activities in a transparent and fair manner for the upstream, downstream and partners of the value chain, and avoids transactions with customers, suppliers and other transaction partners with dishonest behavior. The action of price comparison and negotiation can only be contracted and signed, so all suppliers are treated equally, and there is no behavior to benefit a certain supplier.



Specifically implement integrity management

In order to establish the unanimous belief of all colleagues, and comply with the Company Law, the Securities and Exchange Law, the Political Contribution Law, the Anti-Corruption Regulations, the Government Procurement Law, the Law on the Avoidance of Conflicts of Interest of Public Officials, the relevant regulations of the listing counter or other relevant laws and regulations on business conduct, in order to promote the implementation of the company's integrity management policy and prevention results, in addition to regular annual audits, it will also hold internal and external education and training related to integrity management issues, or through irregular meetings such as the Thai Cooperation Council (Note) and the issuance of announcements. E-mail is used to promote and communicate with others to prevent dishonest behavior, and for details of the implementation of integrity management, please refer to the 2023 Repeated Integrity Management Report.

Note: TCC organizes meetings with upstream, downstream and partners in the supply chain for RTC.

Execution results

object	project	content	2022 results	2023 Performance
Member of the Board of Directors	Internal and external education and training	The course content includes laws and regulations related to insider trading and insider equity, corporate governance, internal control of trade secrets, internal control design and audit skills to prevent false financial statements and corruption of enterprises	9 people (100%)	9 people (100%)
All colleagues			995 people (100%)	1,016 people (100%)
New colleagues	Internal education and training	The on-the-job elite training course for new employees includes the introduction of corporate culture - the values and systems of integrity	A total of 38 lessons 140 people participated	A total of 34 lessons 89 people participated
Business Partners	The works contractor signs the general terms and conditions of the works contract	Ban clause: Anti-corruption regulations for suppliers	279 (100%)	407 (73%)



Whistleblowing system

In order to maintain the company's reputation, protect the safety of property, and prevent corruption, theft, embezzlement or other violations of laws and disciplines, which damage the rights and interests of shareholders, employees and partners, the "whistleblowing system" is as follows, the company's internal employees can report to the head of the department directly under the company, and can also report to the human resources department, and there is a whistleblower mailbox and service hotline for the company's internal and external personnel to use, and the company's website to disclose the company's internal. The system and method of reporting illegal and unethical behavior by outsiders. In 2022 and 2023, all directors, employees and business partners of RTC and Runyang did not have any violations of business integrity, corruption and bribery, anti-competition laws, antitrust and monopoly laws, nor received reports or complaints of dishonesty or immorality, which were reported to the Audit Committee and the Board of Directors on December 26, 2023.

Whistleblowing channels	The Company has established and announced an independent whistleblower mailbox and a dedicated hotline on the company and its internal website for internal and external stakeholders to use. Phone: (02) 8161-9999 Email: RT010010@mail.ruentex.com.tw, RT013993@mail.ruentex.com.tw
Responsible for the group	General employee whistleblowing cases: department heads, special units Whistleblowing cases involving directors or senior management: Reported to the independent directors or the audit committee
Acceptance process	<pre> graph LR A["1. The responsible unit and the head of the department to be reported shall immediately ascertain the relevant facts, and if necessary, the compliance and other relevant departments shall provide assistance."] --> B["2. If it is confirmed that the reported person has indeed violated laws and regulations or company regulations, the reported person shall be required to stop the relevant acts immediately, and the follow-up measures that should be taken according to the severity of the circumstances shall be reported to the competent authority or transferred to the judicial authority for investigation if necessary; In addition, the relevant units should review the relevant internal control systems and operating procedures, and propose improvement measures to prevent the recurrence of the same behavior."] B --> C["3. The responsible unit will report to the Board of Directors on the report, handling methods and follow-up review and improvement measures."] </pre>
Protection and reward mechanisms	The relevant personnel who handle the report shall keep the identity and content of the report confidential in a written statement, and the company promises to protect the whistleblower from being improperly disposed of due to the report, and set up a reward facility for the whistleblower.





2.3 Information security management

GRI : 418-1

In response to the issue of information security risks, RTC has formulated the "Information Security Management Operating Procedures", and established an information security room in 2023 to clearly define the information security management policy and operation management, and also establish various information security defense and control solutions, including network firewalls, email security systems and anti-virus systems and other security measures, and conduct information security publicity to all employees from time to time to reduce information security risks.

RTC will promote asset management through the following three dimensions:

1. Policy and management

- Establish management specifications for personnel equipment and use
- Establish procedures for outsourcing information operations management
- Establish an internal information security audit mechanism
- Business continuity drills, establishment of backup mechanisms and off-site redundancy plans.
- The identification law complies with the requirements of the contract.
- ICT system security inventory and risk assessment.

2. Technical

In response to the frequent incidents of ransomware and hacker attacks in recent years, RTC spent 1.26 million yuan in 2021 to complete the construction of firewalls at various project sites to strengthen information security, planned to update the firewall of Taipei Operation Headquarters in 2022 to strengthen the network intranet and information security mechanism, and completed the integration of firewalls for headquarters, factories, construction sites and personal SSLVPN in 2023.

- Regularly check and patch system weaknesses
- Information security protection and control
- Physical security control
- Information security requirements are included in the specifications for the development and maintenance of information communication systems (including outsourced information communication systems)

3. Information security cognitive training and social engineering

In order to let all employees understand the importance of information security and that all employees are a member of information security, in addition to information security courses and tests for new employees, we plan to conduct regular information security education and training for all employees in the future, so as to improve their awareness of information security and maintain their awareness of information security at work.

- Regular information security education and training
- IT security personnel will receive external training in cybersecurity professional courses (e.g., CISSP, CISM, CEH)
- Plan regular email social engineering test drills.

Specific implementation measures related to information security

project	How to manage it
Firewall protection	1. The firewall sets the connection rules. 2. If there are special needs, additional applications are required 3. Monitor and analyze firewall data reports
User access control mechanism	1. Use an automatic website protection system to control users' online behavior. 2. Automatically filters users from websites that may be linked to Trojan horses, ransomware viruses or malicious programs.
Anti-virus software	Use a variety of anti-virus software and automatically update the virus pattern to reduce the chance of virus infection.
Operating system updates	The operating system is automatically updated, and if it is not updated for any reason, the information department will assist in the update
Email security control	1. Automatic email scanning threat protection protects users from unsafe attachments, phishing emails, and spam before they receive emails, and expands the scope of protection against malicious links. 2. When the PC accepts the email, the anti-virus software also scans it for unsafe attachments.
Website protection mechanism	The website has a firewall to block external cyber attacks.
Data backup mechanism	Databases of important information systems are set up with daily full backups and hourly differential backups.
Off-site storage	The backup files of the server and the information system are stored separately.
Important file upload server	The important files of each department in the company are uploaded to the server for storage, and are backed up and stored by the information department.
Information Center Check Record Form	The information center checks the records of the temperature and humidity of the computer room, data backup, anti-virus software updates, network traffic, etc.



Due to the increasingly severe computer hacking attacks and the emergence of new attack methods, which have a huge impact on the company's information system, RTC has established information security incident notification procedures and contingency plans to ensure the normal operation of the company's information information systems in order to strengthen information security anti-hacking drills to improve the ability of internal personnel to respond to emergencies and coordinate and communicate.

1. Internal security incidents:

When a dangerous safety incident such as malicious vandalism or careless operation is discovered or suspected, the impact of the incident and the extent of the damage should be quickly ascertained, and the backup data, procedures or relevant measures of the backup plan should be activated to restore normal operation as soon as possible.

2. Virus Infection Events:

After the virus is invaded, immediately contact the anti-virus maintenance vendor to help grasp the latest developments of computer virus infection, isolate the virus, and avoid the spread of the epidemic; At the same time, obtain the required virus removal procedures as soon as possible, and complete the virus removal and repair and recovery work according to the virus repair procedures.

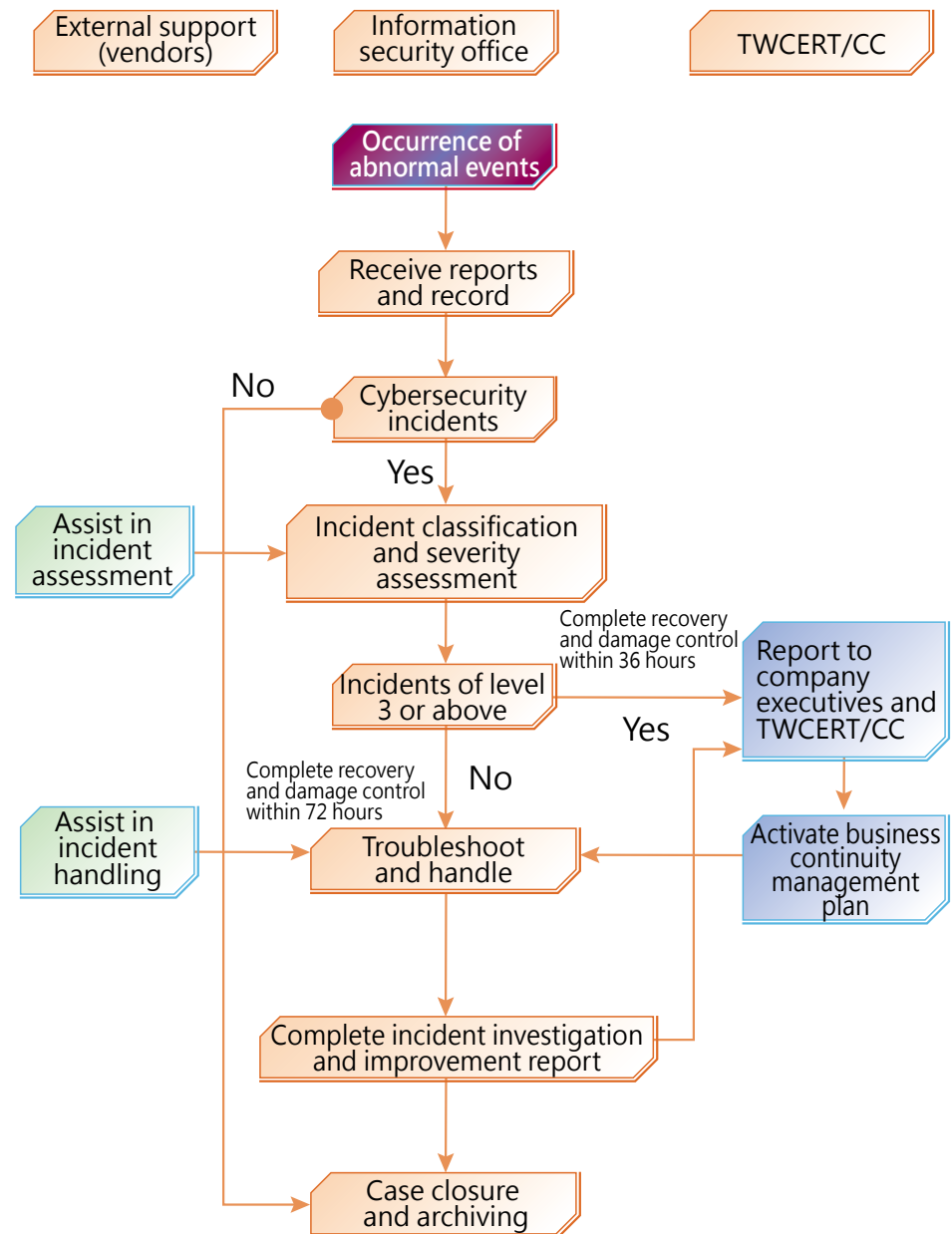
3. Hacker attacks or illegal intrusions

- When an attack or intrusion is discovered, immediately isolate the compromised system and deny any access to the intruder, such as cutting off the physical connection of the intruder or adjusting the firewall settings, etc., to prevent further intrusion by hackers, and quickly activate the backup system or program.
- If the damage to the information system reaches the third level (inclusive) or above, report to the Taiwan Computer Network Crisis Management and Coordination Center and request support from external professional vendors.
- Comprehensively review network security measures, patch security vulnerabilities or amend firewall settings to prevent similar intrusions or attacks from happening again.
- Record the intrusion situation, statistical analysis of hacked and damage assessment and other information for the reference of protection and early warning, and reflect to the competent authority or the police unit.

4. Procedures for responding to natural disasters or major emergencies

- Earthquakes, wind disasters, floods, explosions, and major incidents should be quickly left with important information and procedures to allow the system to be reset and restored.
- In case of interruption of the backbone (backbone bandwidth) of the information and communication network system, the line rental and network maintenance vendor should be immediately contacted to identify the obstacle points, affected areas and scopes, activate the response mechanism, urgently allocate the backup system or alternative routes, implement traffic control, and carry out emergency repair operations.

In 2023, RTC did not have any losses to the company's finances and business due to information security incidents, nor did there be any complaints about infringement of customer privacy or loss of customer information.





2.4 Regulatory Compliance

GRI : 2-27 · 416-2 · 417-2 · 417-3

RTC carefully abides by the Company Law, Securities and Exchange Law or other relevant regulations related to listing and listing on the OTC Market, such as the Construction Industry Law, occupational safety and health and other government laws and regulations related to its own business behaviors, and pays attention to the development trends and changes in laws and regulations of domestic and foreign companies and the construction industry at any time to keep abreast of changes in laws, policies and market environment for easy response. Each department of the company is responsible for the compliance and identification of its business, first focusing on the important legal vision related to the company's business, screening the priority implementation scope, and each department shall establish an appropriate legal communication, consultation, coordination and communication system, and the operation and management regulations shall be updated in a timely manner in accordance with relevant laws and regulations, so that the business activities comply with the provisions of laws and regulations, and each department shall handle the self-assessment operation once every six months, and the head of the department shall appoint personnel to fill in the "legal summary form". Follow-up to the personnel of each department to carry out appropriate and appropriate legal training.

In 2023, RTC paid a total of NT\$5,884,935 in fines. Among them, there was one major violation of social and environmental related laws and regulations (Note 1), which was a violation of Article 18-1, Paragraph 1 and Article 7, Paragraph 1 of the Water Pollution Prevention and Control Act (Note 2), and a single fine of NT\$3,024,000. \$254,532 for water pollution improvement related works. The number of non-major violations of laws and regulations is 81, mainly for occupational safety and health, noise, waste disposal and other projects, for violations of environmental protection laws and regulations, has strengthened the environmental protection education and training of colleagues, environmental protection concepts and maintenance of site hygiene, and regularly sent personnel to participate in various seminars held by the municipal government; In response to violations of labor safety laws and regulations, we have raised the safety awareness of manufacturers' operations, inspected the construction environment, strengthened the control of the use of qualified tools, ensured that workers wear safety equipment, and implemented publicity and assistance to factory workers to carry out relevant education and training before entering the site.

Note 1: The definition of material violations includes:

(1) those who cause significant damage or impact to the company, (2) those who are ordered by the relevant authorities to suspend work, suspend business, suspend business, revoke or revoke pollution-related permits, and (3) those who have been fined for a single incident with an aggregate amount of NT\$1 million or more.

(Note 2) Paragraph 1 of Article 18-1 of the Water Pollution Prevention and Control Act: Waste (sewage) water generated by a business or sewage sewer system shall be discharged into the sewage sewer through the approved and registered collection and treatment unit and process, or discharged into the sewage sewer according to the discharge port approved by the sewer management authority (organization), and shall not be discharged around the stream; Article 7, Paragraph 1: Waste (sewage) water discharged from surface water bodies by enterprises, sewage sewer systems or building sewage treatment facilities shall comply with the discharge water standards.





3 Innovative construction methods and excellent quality

3.1 Low-carbon and labor-saving construction

Create low-carbon buildings
Labor-saving construction

3.2 Quality and supply chain management

Engineering quality management
Supply chain management
Green procurement vs. local procurement

3.3 Customer Relations

Quality of customer service
Customer privacy and information security management





Corresponding to major issues: raw material management, sustainable innovative products and services, supply chain management Policies & Commitments

Adhering to the principle of creating maximum value for owners, RTC provides a full range of value-added services in terms of materials, design, manufacturing and construction, adheres to quality, attaches importance to commitment and warranty services, and makes good use of information and communication technology and artificial intelligence to improve integration and management efficiency. The company has a complete team, which can provide comprehensive and complete services from the whole life cycle of the building, adhere to high-quality projects, and provide customers with the best products and services. In order to maintain excellent project quality, RTC has established relevant supplier management specifications, and carefully defines and selects qualified suppliers through rigorous standards to ensure that they meet product and environmental safety and health requirements.

Annual Actions & Performance

- By the end of 2023, RTC has obtained a total of 74 5 patents in 19 countries around the world.
- The company's low-carbon intelligent financial inventory check, there are pre-casting, multi-screw stirrups, aluminum formwork, NewRC, PCS and other construction methods, and the carbon reduction ratio is 5~10%.
- In 2023, 69% of the company's construction projects will adopt the above-mentioned low-carbon construction method, and the total carbon reduction in 2014~2023 will be 38,452 tons of CO₂.
- All 557 suppliers completed the evaluation, with a total of 1,028 evaluations, and the evaluation pass rate reached 99.6%.
- The proportion of local procurement reached 99.9%.
- Green procurement amounted to NT\$1.027 billion, an increase of 43.8 percent from last year.
- The satisfaction rate of the owners of the project cases reached 93.43 points, and the return rate reached 53.33%.
- It is expected to complete the verification of the carbon footprint of ISO14067 precast components by the end of 2024.
- The main source of steel bars is steel produced from recycled steel billets, accounting for 88.39% of the total steel bar consumption

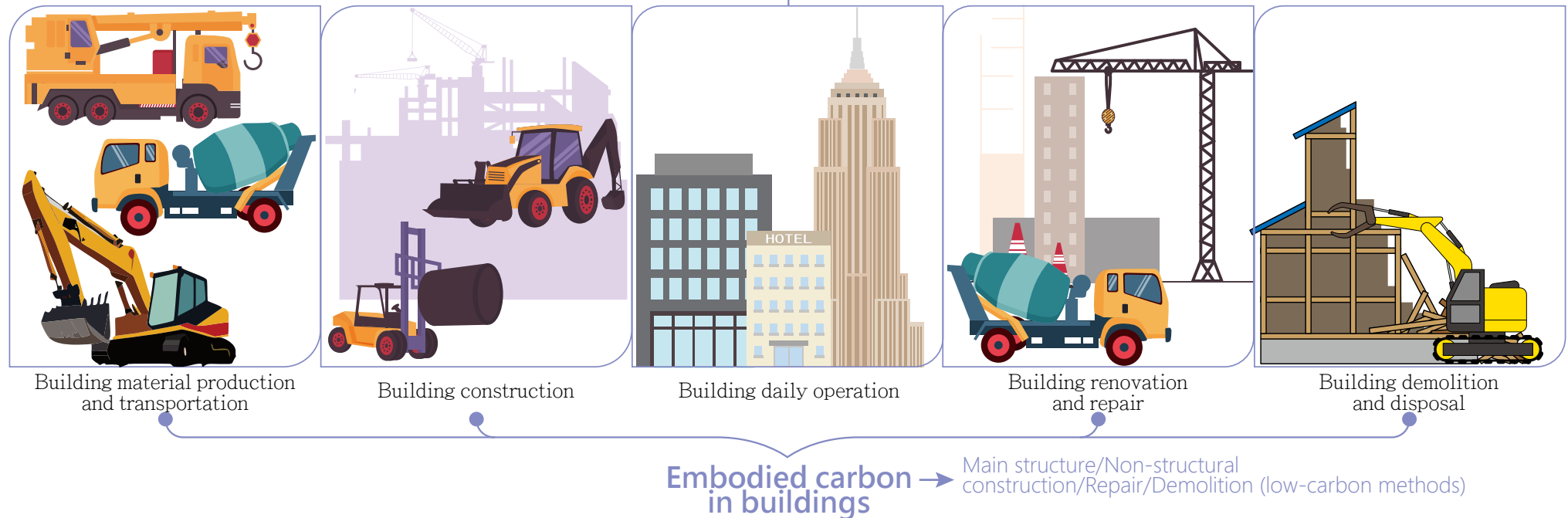




3.1 Low-carbon and labor-saving construction

SASB : IF-EN-410a.1

Building energy efficiency



According to the 2021 report of the International Energy Agency, the building sector accounts for about 38% of global greenhouse gas emissions, and the greenhouse gas emissions in the whole life cycle of buildings include "use carbon emissions" and "contained carbon emissions", with operational carbon emissions (OC) in the daily use phase accounting for about 28%, and embodied carbon emissions (EC) in the construction and renovation and demolition stages Emissions account for about 10 percent.

Construction engineering is the main business of RTC, and the development and introduction of carbon reduction or labor-saving technologies in the core business are the main focus of the company's research and development in 2023 to cope with the increasingly severe global greenhouse gas effect and create the problem of labor shortage. In terms of carbon reduction, RTC takes a two-pronged approach from the two aspects of low-carbon building projects (EC) and low-energy buildings (OC), through investigation and adjustment of the carbon footprint and carbon volume of the supply chain, customers and products, and all-round integration with new materials, new designs, new construction methods, new equipment and new technologies, in order to create buildings with lower carbon content and more energy-saving and environmentally friendly buildings.

Taiwan's population is growing negatively, making the problem of labor shortage more and more serious, which is a problem that RTC must seriously address and try to solve in pursuit of corporate sustainability. To solve the shortage of construction workers, we can develop labor-saving technologies from the existing knowledge fields, introduce or learn from the practices of domestic and foreign counterparts, adopt mechanized and automated tools or equipment to reduce the manpower demand for operations, use software and AI technology to reduce the manpower requirements of drawing, design or engineers, and continue to pursue design rationalization, construction labor-saving, production intelligence and management informatization, etc., so as to lay the foundation for the operation of the company from generation to generation.



Create low-carbon buildings

Low-carbon buildings (low-carbon construction method)

Low-carbon construction method project

illustrate

Pre-casting method



The vast majority of the work that was originally carried out in the field was moved to the factory, including the main components such as beams, columns, and plates. Compared with the traditional on-site application, it can greatly reduce the cost of manpower and construction time, and at the same time, the completion of pre-cast products is high, which can reduce the scaffolding support, primer powdering, and steel mold reuse, which can greatly shorten the construction period, reduce manpower, waste and reduce carbon emissions. It has been used in 29 construction projects in 2023.

Multi-screw stirrup method



A method of making a steel bar into a spiral shape by means of a propulsion device. The multi-screw stirrup has excellent seismic resistance, which can replace the traditional square stirrup, reduce the amount of stirrups by 50%, improve the deformation resistance of the column by 60%, and reduce the stirrup operation hours on site by 70%, which helps to reduce carbon emissions. It has been used in 21 projects in 2023.

Aluminum formwork construction method



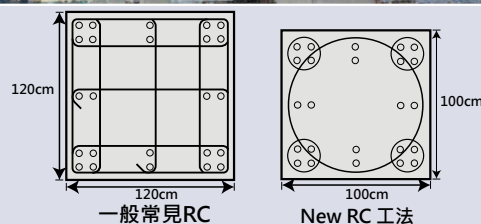
The strength of aluminum formwork is better than that of traditional wood formwork, in addition to being reused several times, it also has the positive characteristics of non-absorbent concrete ratio, smooth metal surface and easy demoulding, non-flammable, and high recovery residual value, so there is no need to apply mud after mold removal, which has the advantages of saving construction manpower, improving construction quality and reducing carbon emissions. It has been used in 2 construction projects in 2023.

PCS method



The frame system composed of reinforced concrete columns and steel beams, and the beams and columns in the frame system are made of steel-reinforced concrete composite joints, which can reduce the amount of column steel bones and greatly shorten the construction period of the structure compared with the traditional SRC. It has been used in 2 construction projects in 2023.

New RC method



It is a combination of high-strength concrete (design strength of 840 kgf/cm²) and high-strength column main reinforcement (SD690 threaded reinforcement), which reduces the size and number of main reinforcements compared with common reinforced concrete structures, which helps to reduce the carbon emissions of the structure. It has been used in 2 construction projects in 2023.

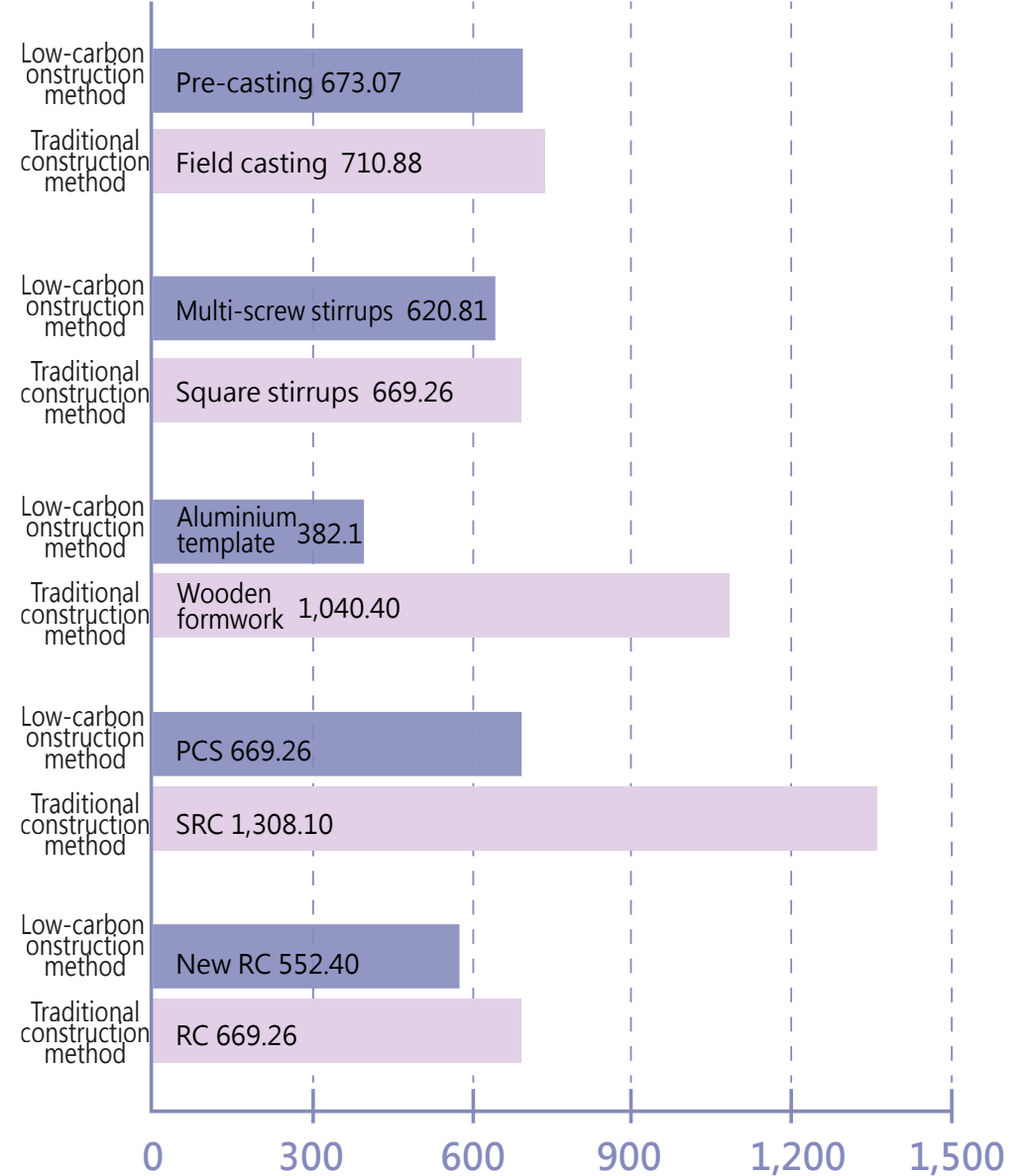


Carbon reduction by low-carbon construction method

Low-carbon construction method Carbon emissions	Traditional construction method Carbon emissions	Compared with the traditional construction method, the carbon reduction is reduced	Percentage of carbon reduction	unit
Pre-casting 673.07	Field casting 710.88	37.8	5%	kgCO2e/per cubic meter
Multi-screw stirrups 620.81	Square stirrups 669.26	48.4	7%	kgCO2e/per cubic meter
Aluminium template 382.10	Wooden formwork 1,040.40	6.6	63%	kgCO2e/per 100 square meters
PCS 669.26	SRC 1,308.10	638.8	49%	kgCO2e/per cubic meter
New RC 552.40	RC 669.26	116.9	17%	kgCO2e/per cubic meter

According to the statistics of RTC Construction Project from 2014 to 2023, the use of the above low-carbon construction method will reduce a total of 38,452 tons of carbon dioxide emissions, equivalent to 99The annual carbon sequestration of 97 Daan Forest Parks.

Comparison of Carbon Emissions Between Low-Carbon and Traditional Construction Methods





Near-zero-energy buildings

In response to the global net-zero action and Taiwan's 2050 net-zero emission policy, RTC develops carbon reduction countermeasures with its own technology, from improving the energy efficiency of building equipment, creating carbon reduction technologies and construction methods to develop and apply, aiming to reduce the carbon footprint of construction and engineering activities on the environment, including the use of environmentally friendly construction materials, promoting energy efficiency, promoting the application of renewable energy, and reducing waste generation, and actively assisting customers to complete green buildings, low-carbon buildings, Planning, design and construction of smart buildings. In addition, RTC has also cooperated with ITRI to develop building energy consumption analysis software, which can be used as a tool to optimize building energy consumption at the early stage of design and planning, which is expected to reduce building energy consumption by 5 to 20%.



Net-zero carbon building design mechanism

Step 01	Development of basic building design			
	Site environmental analysis Confirm usage categories Building volume and scale		Structural behavior design Selection of structural form Preliminary estimation of building equipment specifications and quantities	
Step 02	New Building Energy Efficiency Evaluation System (BERSn)		Residential Energy Efficiency Evaluation System R-BERS (Applicable only to new residential buildings)	
	Target Audience and Functions: Design energy efficiency disclosure for six categories and twelve groups of new buildings. Evaluation Criteria: Building envelope energy efficiency design (EEV) Air conditioning system design efficiency (EAC) Lighting energy efficiency design (EL)		Evaluation Criteria: Building envelope energy efficiency design (EEV) Eight fixed equipment system design efficiencies.	
Step 03	1. Building Layout Energy Consumption Analysis	2. Exclusion of areas not subject to evaluation	3. Air Conditioning Zones Year-round air conditioning Intermittent air conditioning	4. Building Layout Energy Consumption Analysis
	Confirmation of design plan			
Step 04	Selection of Building Envelope Facade Type and Materials		Selection of Building Equipment Specifications and Quantities	

Energy saving and carbon reduction design of equipment (building energy efficiency OC)

Energy-saving and carbon-reducing design elements	illustrate	Photo
<p>Energy-efficient lighting in public areas (2-wire control)</p>	<p>The lighting of the whole case adopts LED energy-saving lamps, and public areas such as stairwells and parking spaces are equipped with infrared induction automatic opening and closing, and can be</p>	<p>Energy-saving Lights with Infrared Sensors (Lobbies) Energy-saving Lights with Infrared Sensors (Parking) Two-wire Control Master Unit</p>
<p>Energy-saving public facilities</p>	<p>The air conditioner in the public area adopts multi-inverter VRF The air exchange in the common area adopts a full heat exchanger The sanitary equipment of the whole case has a water-saving label Pumping and pressurizing pumps have the function of slowing down and changing frequency The exhaust fan of the elevator machine room is equipped with a temperature detection device to start operation automatically Parking lot ventilation time and CO concentration control</p>	<p>VRF Air Conditioning (Public Areas) Energy Recovery Ventilators (ERVs) Water-saving Sanitary Equipment</p> <p>Grundfos Pumps (Soft Start, Variable Frequency) Elevator Room Fans with Thermostatic Controls CO Detectors</p>



Energy saving and carbon reduction design of equipment (building energy efficiency OC)

Energy-saving and carbon-reducing design elements

illustrate

Photo

electric car

Plan dedicated parking spaces for electric vehicles and reserve charging power sources



Dedicated EV Parking Spaces



EV Charging Spaces with Power Reserved



Electric Scooter Charging Stations



Electric Scooter Charging Area

Circular economy : Rent in-room air conditioners and water heaters

The indoor air conditioner of the residential building adopts a separate inverter air conditioner
Residential buildings are equipped with thermostat energy heaters.



Split-Type Variable Frequency AC



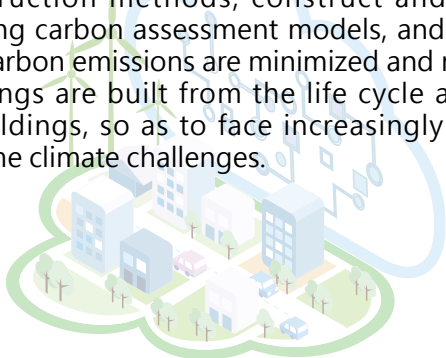
Energy-saving Thermostatic Water Heater



Green Buildings and Smart Buildings

In order to reduce the energy consumption and carbon emissions of buildings, the construction industry reduces energy consumption and carbon footprint in different ways, pursues the effective use and management of buildings and resources, and pays attention to the indoor and outdoor environmental quality of buildings, so as to obtain green buildings and smart buildings and other labels, reduce the negative impact on the environment, and achieve sustainable development of the earth. In 2023, RTC obtained 1 silver and 2 bronze grades of candidate green building certificates and 1 bronze and 1 qualified grade of candidate intelligent building certificates ; In the future, it is expected that a total of 24 projects will be built with the sustainability certification mark, including 2 green building gold grades, 9 candidate green building gold and 6 silver grades 1 Diamond, 1 Silver and 1 Bronze for Smart Buildings, 1 LEED Platinum, 2 for Gold and 1 for Qualified.

RTC has completed the ISO14064-1 organizational inventory in the first half of 2024, with a total greenhouse gas emission of 39,689 metric tons of CO2e in 2023, and is expected to complete the ISO14067 of pre-cast component products by the end of 2024 In the future, the company will gradually build a more complete carbon data database, formulate carbon governance policies, apply and certify low-carbon construction methods, construct and revise building carbon assessment models, and ensure that carbon emissions are minimized and resilient buildings are built from the life cycle analysis of buildings, so as to face increasingly severe extreme climate challenges.



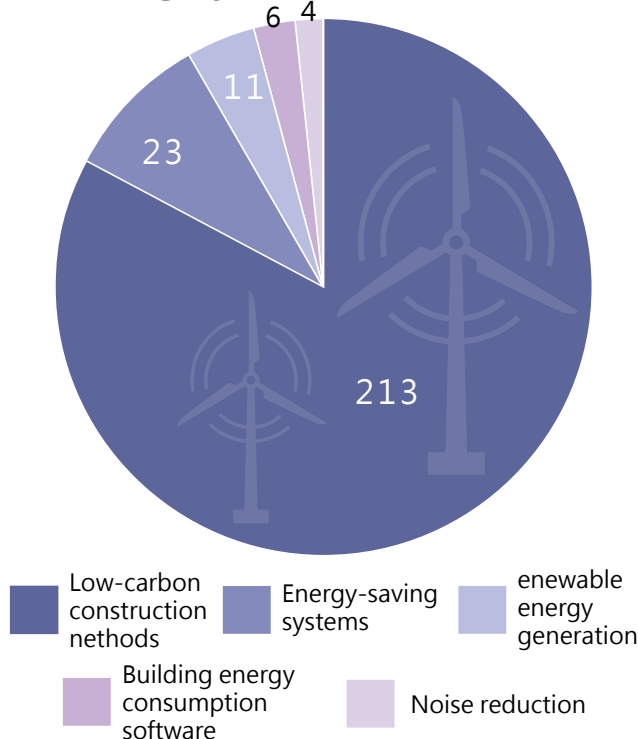
The Perpetual Label	level	In 2023	It is expected to be obtained in the coming year	
Green Building	Gold	Zhongli No. 1	Ternary Energy Ruentex Central North	
Candidate for Green Building	Gold	Ternary Energy Ruentex Yang North	Nanhai Section Ruentex Xinyi Ruentex Left Bank Nangang Yucheng section Ruentex Left Bank Living	MS-TPE03 Songjiang Road Urban Renewal Project Lite-On Phase II Global Life Headquarters
	Silver	Pu Sheng Bamboo Innovation Project Sanchong MRT Line 6	Ruentex Da'an fuyang Aotian 618 M project TCP2	Rong Zong dormitory Sanchong MRT Line 6 Nangang Star
	Bronze	RDE Hua Teng		
Smart Buildings	Diamond	Nangang Yucheng section		
	Silver	Qingtian 618		
	Bronze	RDE		
Candidate for Smart Building	Diamond	Nangang Yucheng section		
	Bronze	RDE		
	Qualification level	Wanhua Community House		
LEED	Platinum	Lite-On Phase II		
	Gold	Ternary Energy M project TCP2		
	Qualification level	Hua Teng		



Continuous innovation and R&D

From the perspective of the building life cycle, the main goal is to reduce the carbon content of the building, and the technology development is based on pre-casting, and the technology development is based on pre-casting, and the development of corresponding patented technologies for major business markets such as residential, office buildings, factories, etc. Among them, the more distinctive ones are the pre-cast laminated layer construction method, the pre-cast lattice board construction method and the pre-cast seismic isolation layer construction method, etc., and these technologies have gradually become a differentiated tool for the company's business to win orders over the years. By the end of 2023, RTC had obtained a total of 745 patents in 19 countries around the world, of which 257 patents (including patents pending) were closely related to ESG (refer to the table on the right).

Category-wise count statistics



category	Relevance to ESG or sustainability labels
Low-carbon construction method	Low-carbon construction methods such as pre-cutting, multi-screw hoops, aluminum formwork, New RC, PCS, etc., can reduce the carbon content in the project.
Energy-saving system	Since 2007, RTC has obtained energy-saving patents for building air conditioners, including heat exchange energy-saving foundation piles, heating furnace heat recovery devices, household appliance waste heat recovery devices, refrigerator heat recovery systems and residential heat balance systems, etc., which are integrated design for building energy conservation, and recycle the waste heat generated by household appliances and equipment in the building space to reduce the use of electricity; Using the characteristics of underground constant temperature, adjust the indoor temperature to achieve the effect of warm in winter and cool in summer; Introduce hot and cold outdoor air in a timely manner to adjust the indoor temperature and reduce the electricity consumption of air conditioning; It can also reduce the energy intensity of buildings, some of which have been integrated into the design of building air conditioning, and some of the potential technologies are still being developed, which is believed to contribute to the future of net-zero buildings.
Green power generation	RTC has a total of 11 patents in tidal power generation and wind power infrastructure, of which tidal power generation is the use of blade fans to convert the current energy of the sea and the ocean into electricity, with a total of 3 patents; The wind power patent is a concrete floating platform structure for offshore wind power, a total of 8 pieces, which replaces the underwater foundation pile structure with a concrete floating platform, which is more economical and environmentally friendly, and can resist the erosion of seawater more than the steel structure, and is suitable for the next stage of offshore wind power construction in the far area.
Building Energy Software	It can quickly analyze and evaluate the electricity density of buildings at the early stage of building design to optimize the energy consumption of buildings.
Noise reduction	Noise reduction patents, such as acoustic booths, which can significantly reduce the impact of construction sites on the neighbouring housing environment, have been applied at construction sites in two metro areas.

On the road of sustainable management, RTC continues to innovate and break through the status quo, make good use of information technology, and has excellent talents and flexible R&D organization, strong R&D energy, on these basis, it has better conditions than its peers to reduce the carbon contained in the building from raw materials, design, manufacturing and construction, and smoothly widen the gap with competitors. From the perspective of the sustainability of the whole life cycle of buildings, in addition to taking stock of the carbon reduction achievements of existing technologies, we will also continue to develop pragmatic and reasonable low-carbon engineering technologies.

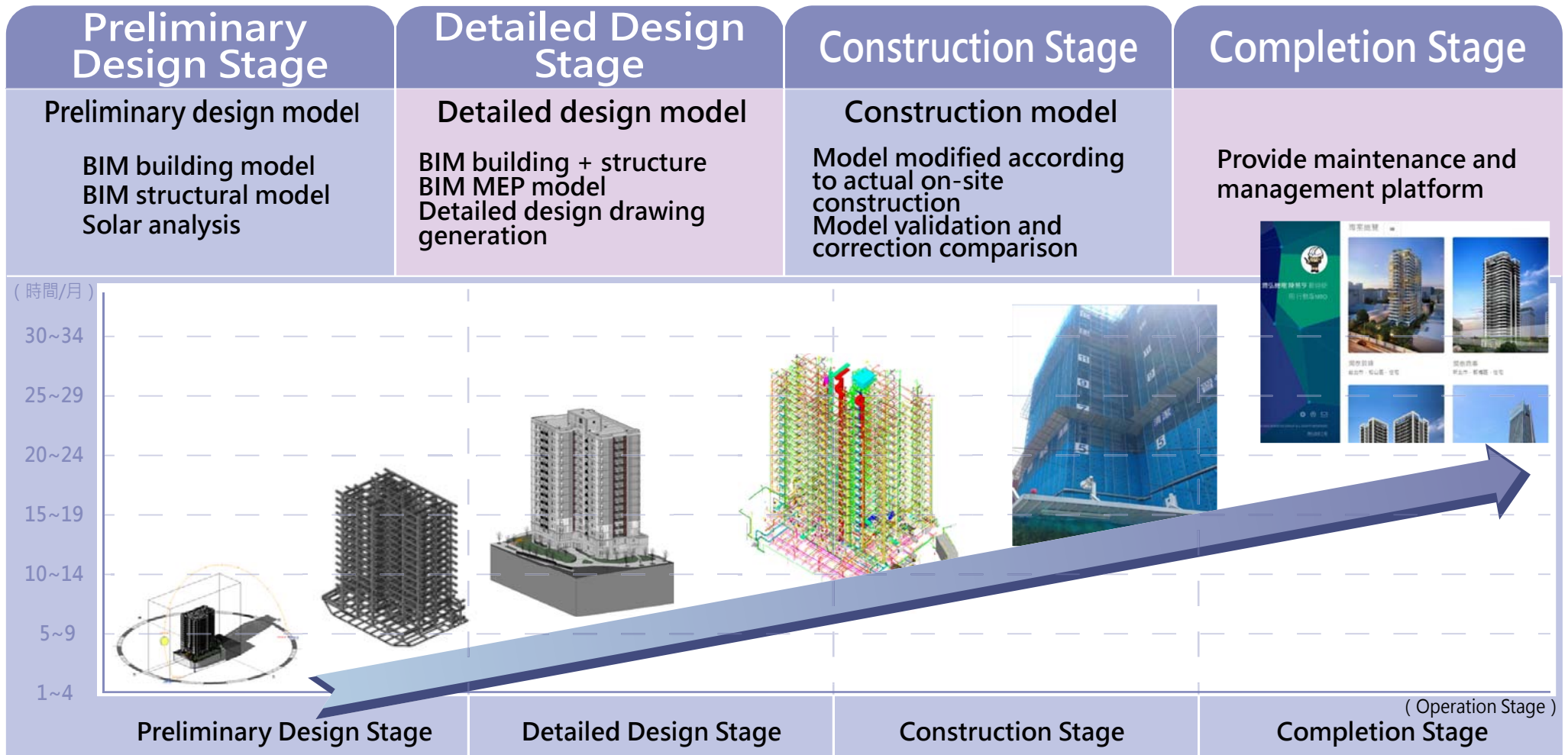


Labor-saving construction

Engineering BIM system application

Since 2000, RTC has fully introduced 3D modeling, through the BIM building information modeling system process, the problems that need to be dealt with in the construction stage in the traditional construction process can only be dealt with in the construction stage, and through all-round vertical integration and horizontal integration, the operation process and system integration that are different from other construction businesses in the industry have been created, so as to improve construction efficiency, reduce waste of energy resources, no rework, reduce construction errors, effectively reduce costs and increase the value of owners. With the climate change in recent years, we have begun to pay attention to the earth's ecology and realize the importance of carbon reduction, we have developed BIM automation and intelligent analysis to manage auxiliary work, so as to reduce the loss of building materials and waste in the construction process, and then achieve the goal of carbon reduction, so that RTC's buildings, in addition to providing owners with safe and comfortable buildings, also contribute to the earth's energy conservation and carbon reduction.

RTC will set up a software service department in 2023, which is responsible for the planning, development, hardware procurement, construction and maintenance of enterprise information systems, and uses the system to process the company's business, reduce manpower operation time and achieve labor-saving benefits.





2013

Real-time information sharing

Quality Audit System (RTPAD) :

Through the Quality Audit System (RTPAD), the status of each construction site is managed in real time, and through the assistance of the system, the management burden of employees is simplified, and various management data can be accurately grasped.



2015

BIM in the Internet of Things: :

The Internet of Things technology is used to connect the BIM maintenance platform to the digital meter information, which can monitor the electricity consumption information in real time in the system. In addition to electricity consumption information, it can also display information such as temperature and CO2 concentration in the field.

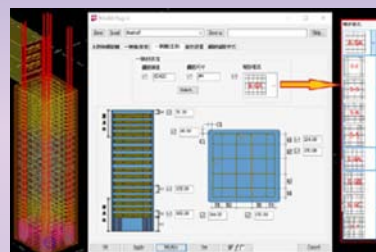


2017

Boost productivity

Precast Design Programming Optimization :

Optimize precast design software, reduce the time spent on drafting and errors, improve the overall design process, and shorten project modeling time.



Optimization of electromechanical drawing operation mode :

Optimize BIM-Revit model and AutoCAD operation mode to improve drawing efficiency and drawing accuracy.



2020

Strengthen product quality

BIM maintenance platform :

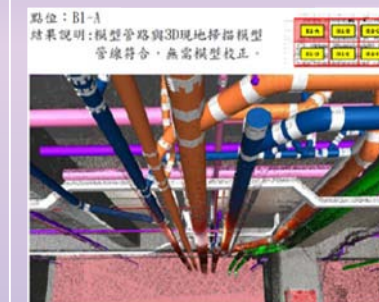
Adhering to the concept of sustainable development and after-sales service, the completion data is collected in the "BIM equipment maintenance information management platform" to provide owners with maintenance and operation management and use, so that the building will last for a long time.



2022

Image 3D modeling :




In order to ensure that the completed site is consistent with the BIM model, RTC imported a 3D laser scanner for inspection.





Labor-saving equipment for pre-casters

As the leader of the pre-casting method, RTC has not only reached a certain level in quality and technology, but also has continuously developed a number of equipment and tools over the years, hoping to make further progress in quality, speed and cost reduction. At present, in addition to the equipment for steel processing, there are many special machines and equipment with special functions, which can help operators to be more efficient on the one hand, and improve the automation of pre-casting production on the other hand.

Equipment and instructions	Photo	Labor-saving ratio	Save man-hours/year
<p>Large (small) round screw hoop forming machine</p> <p>This machine is used to produce large and small round screw hoops in the steel cage every year, and can produce continuous round screw hoops with different sizes and spacing. Compared with traditional stirrup application, it can also greatly reduce the cost of manpower and construction time, and at the same time reduce the amount of steel bar, so it can greatly shorten the construction period, reduce manpower and man-hours, and reduce carbon emissions. In 2023, the number of employees has been reduced by about 2.</p>		<p>tradition 1 hour / 4 people</p> <p>Situation 1 hour / 2 people</p> <p>The labor-saving ratio is 2:1</p>	<p>14,289 man-hours</p>
<p>A hoop processing molding machine</p> <p>This machine is for the production of one-time completed column stirrups, replacing the traditional stirrup type (about 10 minutes/stirrup), making the production more automated and efficient, compared with the traditional on-site application, it can greatly reduce the cost of manpower and construction time (about 2~3 minutes/stirrup), so it can greatly shorten the construction period. Reduce manpower and man-hours, and reduce carbon emissions. In 2023, the number of employees has been reduced by about 2.</p>		<p>radition : 1 hour / 4 people</p> <p>Situation 1.5 hours / 2 people</p> <p>Labor-saving ratio 2:1</p>	<p>7,149 man-hours</p>
<p>Rebar friction machine</p> <p>This machine is a joint machine between the male and female splicers of steel bars and anchor plates, which can be spliced with different sizes of splicing types. Compared with the traditional rebar splicing, lap joints are required, which can greatly reduce the cost of manpower and construction time, and at the same time reduce the amount of rebar, so it can greatly shorten the construction period, reduce manpower and man-hours, and reduce carbon emissions. In 2023, the number of employees has been reduced by about 1.</p>		<p>Tradition : 2 hours / 2 people</p> <p>Situation 1.5 hours / 2 people</p> <p>Labor-saving ratio 1:1</p>	<p>28,551 man-hours</p>



Equipment and instructions

Photo

Labor-saving ratio

Save man-hours/year

Steel mesh bending machine

This machine is a standard steel mesh bending machine, which replaces the traditional use of straight ribs to assemble the mesh to make the operation more efficient, and can greatly reduce the cost of manpower and construction time compared with traditional operations, so it can greatly shorten the construction period, reduce manpower and man-hours, and reduce carbon emissions



Tradition :
2 hours / 2
people

Situation
1 hour / 2
people

Labor-saving
ratio
1:1

5,582
man-hours

Horizontal stirrup processing forming machine

This machine is a large-scale column stirrup or continuous stirrup that can be completed at one time, replacing the traditional stirrup type (about 10 minutes/stirrup), making the production more automatic and labor-saving, and greatly reducing the cost of manpower and construction time (about 3~5 minutes/stirrup) compared with the traditional on-site application), so it can greatly shorten the construction period, reduce manpower and man-hours, and reduce carbon emissions. In 2023, the number of employees has been reduced by about 2.



Tradition :
1 hour / 4
people

Situation
1.5 hours / 2
people

Labor-saving
ratio
2:1

7,149
man-hours



Equipment and instructions	Photo	Labor-saving ratio	Save man-hours/year
<p>Universal stirrup processing machine</p> <p>This machine is for the production of continuous stirrup cages, replacing the traditional operation of assembling stirrup cages with single stirrups, making production more automated and labor-saving, compared with traditional on-site construction can greatly reduce the cost of manpower and construction time, so it can greatly shorten the construction period, reduce manpower and man-hours and reduce carbon emissions. In 2023, the number of employees has been reduced by about 1.</p>		<p>Tradition : 2 hours / 2 people</p> <p>Situation 1 hour / 1 person</p> <p>Labor-saving ratio 2:1</p>	<p>64,206 man-hours</p>
<p>Stirrups flash to pick up the machine</p> <p>This machine is used to produce sealing hoops without bending, replacing the traditional stirrups with bending types, making production more automated and accurate, and greatly reducing the cost of manpower and construction time compared with traditional application, so it can greatly shorten the construction period, reduce manpower and man-hours. It also reduces the amount of materials used and lowers carbon emissions.</p>		<p>Tradition : 2.5 hours for 2 people</p> <p>Situation 2 hours / 2 people</p> <p>Labor-saving ratio 1:1</p>	<p>21,402 man-hours</p>

Note 1: The labor-saving ratio is the difference in the number of people, traditional: the current situation
 Note 2: The number of man-hours saved is the difference between man-hours, the traditional number of people - the number of current personnel (man-hours) * the number of components (years) = the number of man-hours saved (years), and the number of components is column 7, 149 beams, 9,822 beams and 11,580 plates 5582 tablets calculated

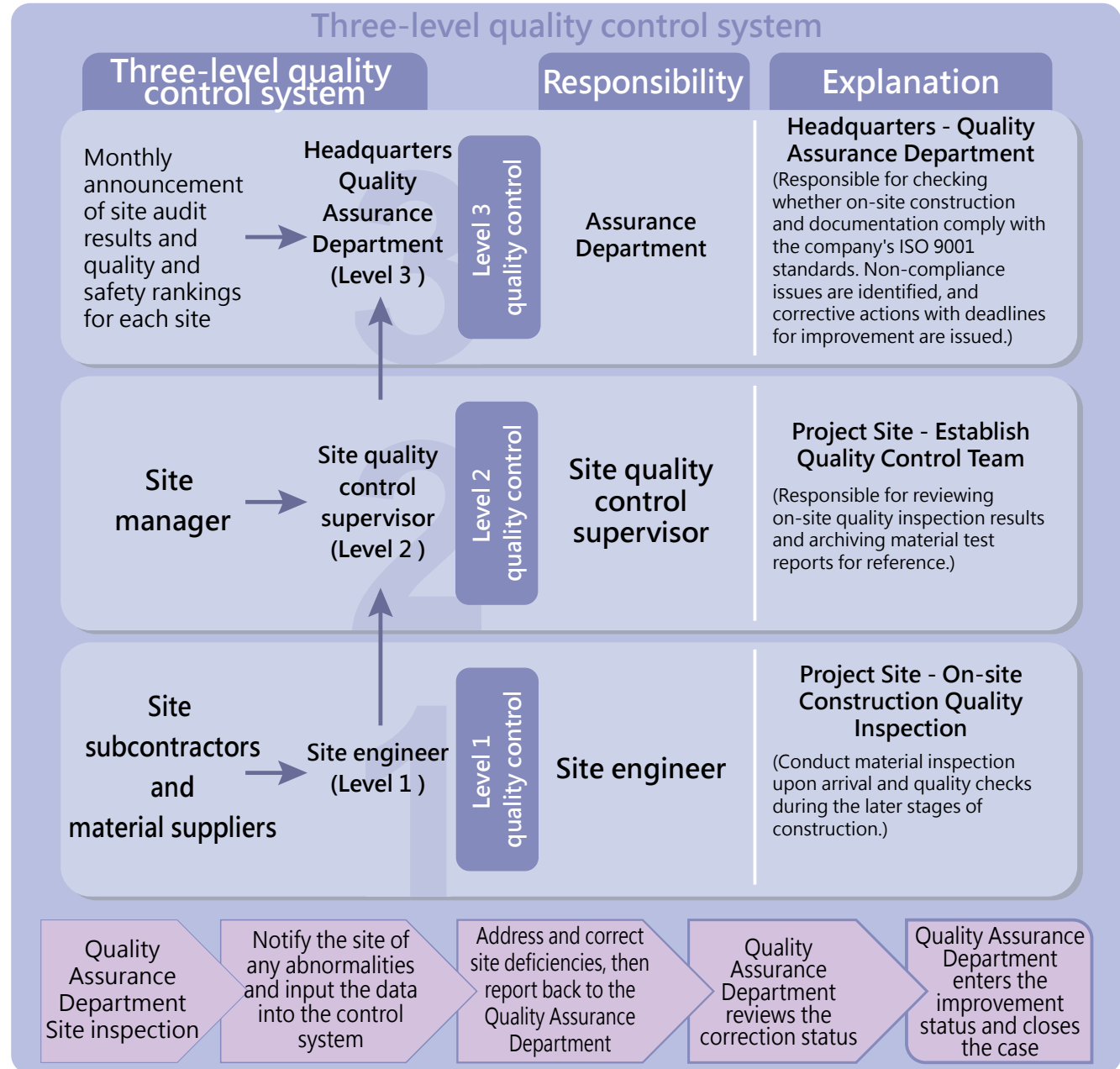


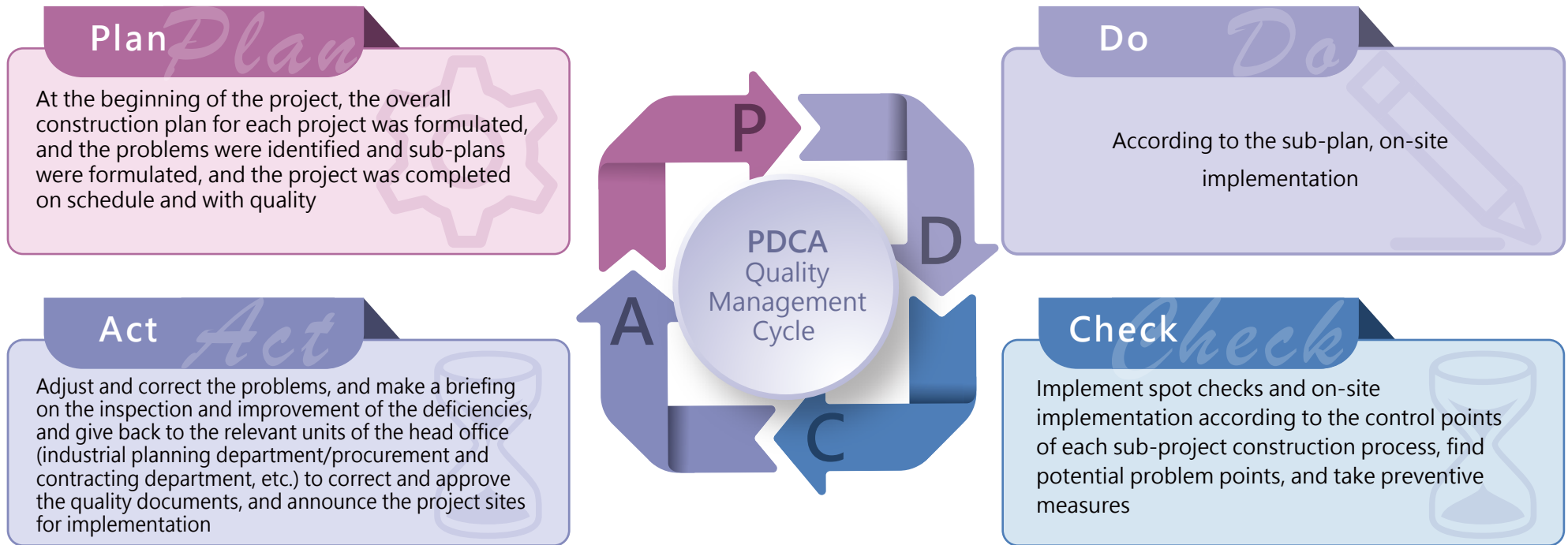
3.2 Quality and supply chain management

GRI : GRI 204-1、301-1、301-2、308-2、414-2、416-1、417-1

Engineering quality management

RTC has never slackened its requirements for quality, adheres to the belief of "creating value for customers", and has established a word of Mouth and reputation with a steady strategy, combining professional experience and innovative technology, as evidenced by its continuous award-winning record. In order to achieve high efficiency and maintain stable engineering quality services, RTC has developed an operation process and system integration that is different from other construction businesses in the industry, and provides customers with more comprehensive and perfect design and planning through accurate planning and precise construction. RTC, pre-casting factories and 100% of their engineering bases have established a three-level quality control system and passed the annual verification of the "ISO9001 Quality Management System" to ensure the quality management of factories and engineering bases. In addition to the continuous implementation of ISO 9001 construction quality every year, RTC also follows the Plan, Do, Check and Act(PDCA) management cycle mechanism, through internal monthly construction meetings, supervisor meetings, pre-entry briefings of the project site, etc., to review and track the effectiveness of the construction quality, and the quality assurance/occupational safety and health department will conduct irregular inspections to assist in the quality control of the project site, and the following quality management measures at each stage to ensure the construction quality.





Quality management measures

Contract Period	Before signing the contract, provide the contractor with the company's internal construction specifications or inform the construction requirements, explaining the company's requirements for quality, progress and construction standards.
Pre-construction preparations	The daily work coordination meeting (morning meeting) coordinates the use of work, space, circulation and materials, maximizes the efficiency of the service period, and reduces the conflict and interference of each work.
Construction phase inspections	During the construction operation of the manufacturer, colleagues will adopt walk-around management according to the plan/drawings and the construction site, carry out quality inspection on the manufacturer's construction, and immediately correct and improve if there is any inconsistency with the drawings
Post-construction review	A public works meeting is held every afternoon to review the quality, quantity, safety and health and interface between types of work completed on that day, so as to facilitate the planning of the next day's work.
Education and training	Improve the quality, safety and health professional knowledge, skills and cognition of colleagues and manufacturers' construction personnel



Supply chain management

In order to pursue excellent engineering quality, RTC carefully selects material and equipment suppliers and third-party engineering suppliers (the number of suppliers in 2023 will be 60 and 497 respectively), pay attention to engineering experience, professionalism and joint planning and full communication with relevant third parties before entering the site, and establish a good cooperative relationship based on the principle of integrity. We have formulated the "Supplier Related Management Specifications", and all suppliers shall abide by the terms of the "Contractor Site Safety and Health Regulations" when signing contracts, and regularly assess and manage suppliers in accordance with the procedures through the "New Third Party Assessment Form", "Contractor Third Party Evaluation Form" and other supplier management and evaluation related measures, and guide and replace suppliers with scoring results to maintain the highest level of project quality.

Supplier evaluation

In order to maintain the high quality of the project, we have established a comprehensive supplier evaluation process, and planned rigorous screening projects for both new and existing manufacturers.

1. Before the manufacturer quotes

New vendors add new methods	New Vendor Assessment (Allocation).	Those who pass the assessment will be adopted
<ul style="list-style-type: none"> Peer visits/peer introductions Scene visits 	New Third Party Evaluation Form : <ul style="list-style-type: none"> •Business (Finance, Credit)(15) •Quality (Construction, Products) (20) •Progress (duration, delivery)(20) •Health and environmental protection (20) •Ability to manage cooperation(15) •Factory equipment scale(10) 	A score of 60 or more is passed

Starting from 2024, RTC will revise the new third-party evaluation form, adding two new items: "local, green procurement" and "social responsibility and employee care", to evaluate the relevant sustainability actions of new suppliers when they are introduced, so as to reduce the potential impact of suppliers on the environment, society and human rights from the source.

2. Completion Evaluation

Completion evaluation of existing manufacturers	Existing Vendor Assessment Items (Allocation Points).	Evaluation results
For the existing manufacturers, after the completion of the project, before the final payment, the site host engineer will conduct an evaluation, adopt computer archiving and be controlled and managed by the procurement and contracting department. Through this mechanism, excellent manufacturers are left behind, and unsuitable manufacturers are eliminated.	Contracted third-party evaluation form : <ul style="list-style-type: none"> • Quality (20) • Duration(20) • Cost (20) • Anwei(20) • Fit (20) 	Grade A: 90 points or above (strategic alliance manufacturers) Grade B: 81~90 points (excellent) C: 71~80 points (average) D: 61~70 points (acceptable) E: 51~60 points (observation) F level: 50 points or less (observation).

Starting from 2024, RTC will update the third-party evaluation form of contracting and join the sustainable management project to improve the sustainable value together with suppliers.

face	Key points of the evaluation content
Corporate Governance	<ul style="list-style-type: none"> • Financially sound, no arrears, no ticket stickers • Honest management, strictly prohibit commissions, no improper interests
Social responsibility	<ul style="list-style-type: none"> • Illegal workers are prohibited • Working hours and treatment are in line with government regulations • Occupational injury prevention measures are employed
environmental protection	<ul style="list-style-type: none"> • Local procurement • The use of materials and equipment meets the relevant requirements of energy saving, water saving, and carbon emission reduction • Waste reduction and legal disposal, environmental pollution prevention and control (air, noise, discharge water, roads)



In 2023, 557 suppliers have been evaluated, with 1,028 evaluations (Note), and a total of 349 A-level evaluations, accounting for 33.9%; A total of 514 cases were evaluated as B, accounting for 50.0%; A total of 135 cases were evaluated as C, accounting for 13.1%; A total of 24 D-level supplier partners were evaluated, accounting for 2.3%; A total of 6 E and F grades were evaluated, accounting for 0.6%. We have targeted E-level and F-rated suppliers to provide guidance and improvement, but in 2023, there are still two suppliers on the watch list due to poor cooperation and insufficient number of employees. In 2023, the evaluation pass rate will reach 99.4%, and the vast majority of supplier partners can meet the requirements of RTC's high quality and high safety and health, and grow and thrive together with RTC. Please refer to the following table for the results of supplier evaluation in the past two years.

Note: RTC is evaluated on a contract basis, and a supplier may have more than one contract in the same reporting year, so the number of supplier evaluations is greater than the number of suppliers.



Supplier evaluation results in the past two years

project	In 2022	In 2023	
Number of supplier evaluations	439	1,028	
Percentage of qualified (%) (Note 1)	98.6%	99.4%	
qualified	Grade A: 90 points or more	128	349
	Grade B: 81~90 points	203	514
	Grade C: 71~80 points	88	135
	Grade D: 61~70 points	14	24
Proportion of unqualified evaluations (%)	1.37%	0.58%	
Unqualified	Grade E: 51~60 points	3	4
	F grade: 50 minutes or less	3	2
The number of major deficiencies in the audit is significant	6	6	
The number of suppliers with major shortfalls mentioned above has been improved	3	4	
The number of above-mentioned suppliers with material deficiencies who have not been improved and have been placed on the watch list	3	2	

(Note 1) Percentage of qualified = number of qualified items in the evaluation result / total number of evaluations in the current year



Excellent Supplier Awards

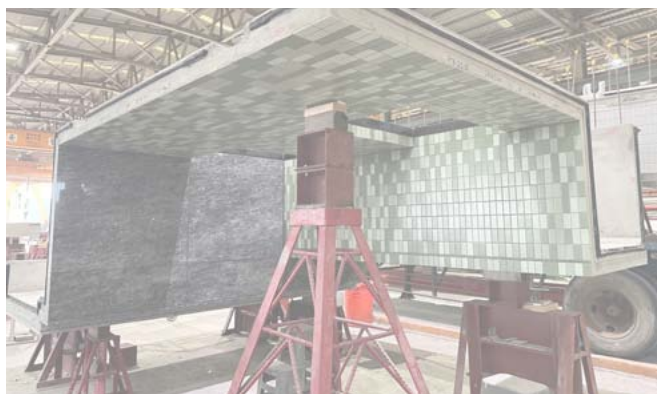
In order to motivate suppliers to maintain their excellent performance and maintain long-term and stable cooperative relations with excellent suppliers, suppliers with excellent evaluation during procurement and contract issuance will be given priority to participate in the bidding competition. Excellent manufacturers who have cooperated with each other for a long time can be exempted from the performance guarantee ticket (except for specific projects).

Green procurement vs. local procurement

RTC is well aware that the earth's natural resources are finite and precious assets, so in order to grasp the use of key raw materials, effectively use raw material resources and realize resource recycling, we track the use of raw materials, and promise to reduce the impact on the environment by increasing the proportion of green procurement and implementing local procurement year by year.

Material usage statistics

RTC raw materials are mainly used for construction materials, with a total of 1,197,284 metric tons used in 2023; The top three raw material types were concrete, coarse and fine granular materials (aggregates) and steel bars, accounting for 89.94%, 4.75% and 4.09% respectively. Among them, the main source of steel bars is steel produced from recycled steel billets, accounting for 88.39% of the total steel bar consumption. Depending on the type of case and the material demand of the project, the use of various types of raw materials will fluctuate every year.



In 2023	rebar	coarse and fine granular materials (aggregates)	Concrete	cement	Stencil	Furnace stone powder	Total (t).
Total Materials Used (Tons)	48,992	56,866	1,076,870	11,154	5,930	3,056	1,202,686
Ratio of total materials %	4.07%	4.73%	89.53%	0.93%	0.49%	0.25%	100%
Recycled materials (tonnes)	43,305	0	56,780	2,975	5,930	3,056	106,462
Recycling rate %	88.39%	0 %	5.27%	26.67%	100%	100%	8.89%

In order to support local development, except for a small amount of stone and tile materials, the suppliers of major bulk building materials (concrete, coarse and fine granular materials (aggregates) and steel bars) are located in Taiwan, with a local procurement ratio of 99.9%



Green procurement

In response to the trend of low-carbon buildings, in addition to considering the functions of building materials such as thermal insulation, aesthetics, durability or seismic resistance, on the basis of compliance with laws and regulations and reasonable costs, in recent years, new projects will give priority to the procurement of materials that have passed the certifications of green building materials, water saving, energy conservation and environmental protection labels, etc., and the amount of purchases that meet green standards in 2022 and 2023 will be 714 million NTD and 1.027 billion NTD respectively, an increase of 43.8% over last year.

	2022 year	2023 year
Green Procurement Amount (NT\$ billion)	7.14	10.27
The proportion of green procurement amount to total procurement amount	8.32%	8.20%

From 2024 onwards, RTC will strengthen the promotion of green procurement, and in order to ensure that the project process is environmentally friendly and sustainable in the process of selecting suppliers for quotation, all manufacturers are required to fill in the green procurement questionnaire in detail. The Green Procurement Questionnaire will be used to assess whether the products or services provided by the manufacturer meet specific environmental certification standards and the degree of environmental impact.

Manufacturers should clearly list in the questionnaire any green certifications owned by their products or services, including the "Green Building Materials Label", "Environmental Protection Label", "Water Saving Label", "Energy Saving Label", "Energy Saving Label", "Renewable Energy" certified by the National Renewable Energy Certification Center, and "Green Products for Resource Recycling" reviewed and approved by the Industrial Development Bureau of the Ministry of Economic Affairs. In addition to providing green certification information, manufacturers also need to explain the proportion of green procurement amount in their overall business, which helps RTC understand the manufacturer's investment in sustainable products and services, and serves as an important reference index for evaluating manufacturers' bids. After the award of the bid, RTC requires the manufacturer to provide relevant certification documents and provide statistics on the amount of green procurement after the completion of the project to prove the manufacturer's commitment to sustainable procurement.

In addition, in order to further promote the transparency and responsibility of sustainable procurement, RTC will complete the declaration of the green

procurement amount of the previous year on the green procurement declaration platform of the Ministry of Environment in January each year, which will help track RTC's environmental performance in the selection of suppliers and inquiry, and promote the environmental awareness and practice of manufacturers, and the green procurement amount of RTC in 2023 will be in line with the "112 Private Enterprises with a Green Procurement Amount of More than 5 Million NTD", and was publicly commended and awarded by the Environmental Protection Bureau of Taipei City Government.





3.3 Customer Relations

Quality of customer service

Customer rights and service quality are the cornerstone of RTC's development, in order to meet the relevant needs in the first time and ensure that any deficiencies can be improved, RTC actively listens and tries to meet the needs of customers.

Engineering cases

At the end of each year, RTC will send out a customer satisfaction survey form to the owners by e-mail, and conduct a survey on 100% of the construction sites, and the survey items and results are as follows :

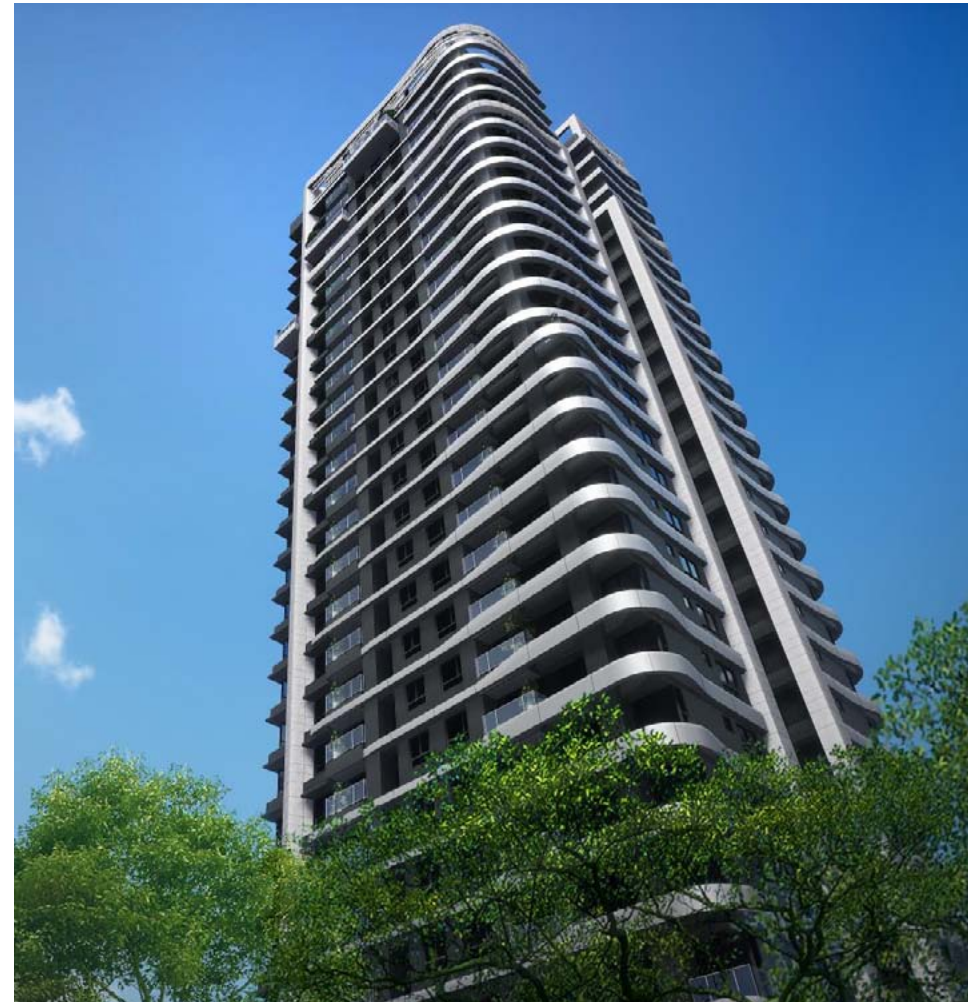
Investigate the project	2022年度	2023年度
Contract Enforcement (10%)	9.13	9.48
Quality & Health (30%)	27.00	27.57
Service Attitude (25%)	23.63	23.76
Progress control (20%)	17.75	18.52
Professionalism (15%)	13.94	14.10
Overall customer satisfaction	91.45	93.43

Every time the entrusted case is completed, RTC understands the customer's evaluation of its own services and products by investigating the customer's opinions and feedback, so as to continuously improve and enhance its own quality and service level. According to the results of the 2023 customer satisfaction survey, RTC's scores in each rating item have improved compared with 2022, and the return customer rate (Note) has reached 53.33%. At the same time, we also communicate with the cases with low scores after the fact, analyze the problems and review and improve, and in the future, RTC will continue to spur ourselves to achieve a full score of customer satisfaction.

Note: Number of new projects contracted with existing customers in 2023 / Total number of new projects contracted in 2023

Repair cases

In 2023, 100% of the repair cases completed in the previous month have been surveyed in the next month, with a satisfaction score of 96.6, and if there is a customer response during the telephone visit, the nature of the repair case will be repaired, and a total of 1,381 repair cases will be received in 2023; If there are other comments, an opinion list will also be issued, and no negative comments will be received in 2023.





4 Practices Environmental Sustainability

4.1 Climate and environmental management

Climate change management

Energy & Greenhouse Gas Management

4.2 Green Operations

Waste management

Water management





Corresponding to major issues: climate change management, energy and greenhouse gas management, waste management

Policies & Commitments

In order to practice environmental sustainability, RTC considers all stages of its own operation value chain and follows the Task Force on Climate-related Financial Disclosures (TCFD) framework to manage and respond to the impact of climate change from the four major frameworks of governance, strategy, risk management, indicators and targets. RTC has also set environmental management goals and policies related to energy, greenhouse gases, waste and water resources, comprehensively built near-zero buildings and enterprises that coexist with nature, and gradually implemented the vision of low-carbon and sustainable construction projects.

Annual Actions & Performance

- In 2023, a TCFD project team will be established to disclose climate risk-related information in accordance with the TCFD framework.
- Completed the 2023 greenhouse gas inventory operation in accordance with ISO14064 1:2018 for the first time.
- In 2023, 80 traditional lamps and lanterns at the headquarters will be replaced with energy-saving LED lamps, which can reduce electricity consumption by about 6,073 kWh and reduce carbon dioxide emissions by about 3,006 kg per year.
- In 2023, the "Implementation Measures for the Reduction of Waste" will be formulated to improve the management of waste.





4.1 Climate and environmental management

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

SASB : IF-EN-410b.1

In the face of increasingly severe climate change risks and challenges, RTC actively implements energy conservation and carbon reduction and other related projects in combination with the strategies and response plans of economic development, environmental protection and sustainable development, identifies and reduces the risks related to climate change, and continues to innovate and develop low-carbon products and construction methods to provide customers with high-quality products and products that are in line with the trend of sustainable and low-carbon. It also enhances climate resilience and builds a culture of environmental sustainability.

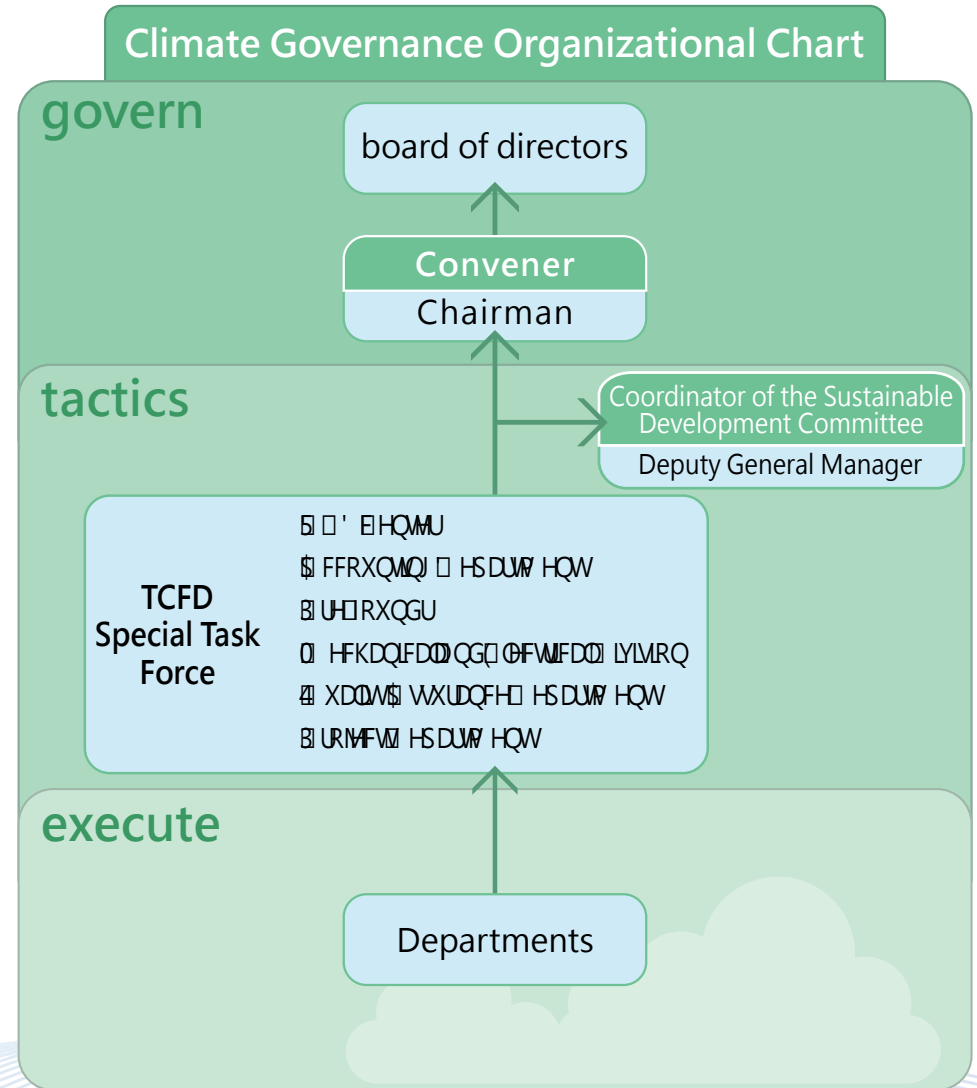
Climate change management

Climate governance

Since 2023, RTC has been disclosing climate-related information in accordance with the Task Force on Climate-Related Financial Disclosures (TCFD) framework. The Board of Directors is also a key player in the resolution of the Company's climate commitments and goals, discusses the current climate risk opportunity trends from time to time, proposes specific strategies for the Group as a whole, and regularly reviews the progress report of the implementation of the Sustainable Development Committee, communicates the goals of sustainable construction and low-carbon building materials, so as to comply with the Company's sustainable development strategy and maintain the Company's sustainable operation in a stable manner.

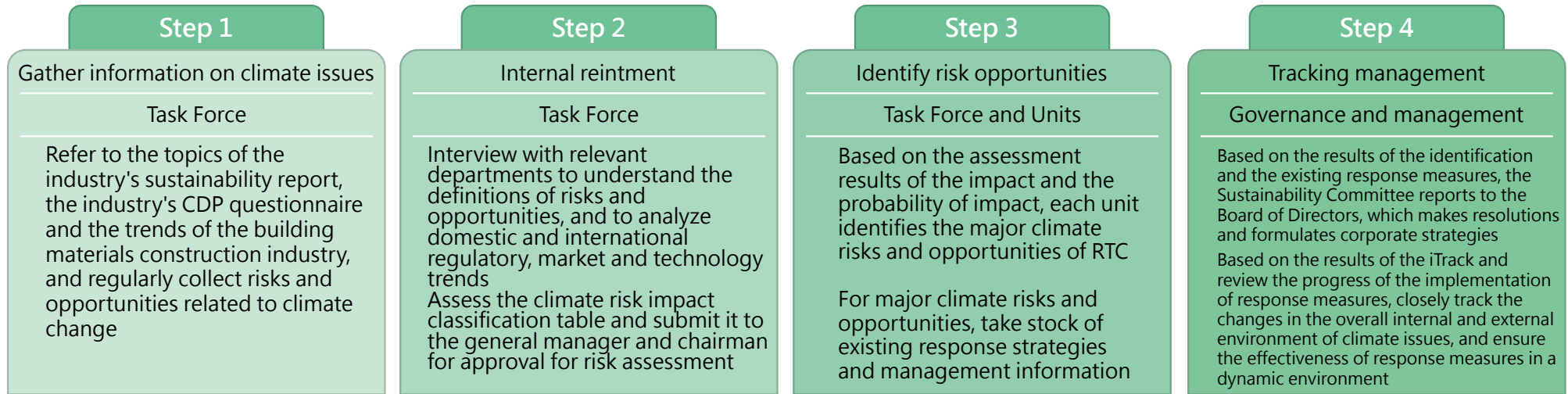
In order to improve the management and identification of climate-related risk and opportunity issues, RTC will set up a task-oriented sustainable development committee composed of a task force in 2023, with the chairman of the board of directors as the convener of the sustainable development committee and the top director of the R&D department as the leader of the overall group.

Climate Governance Organizational Chart

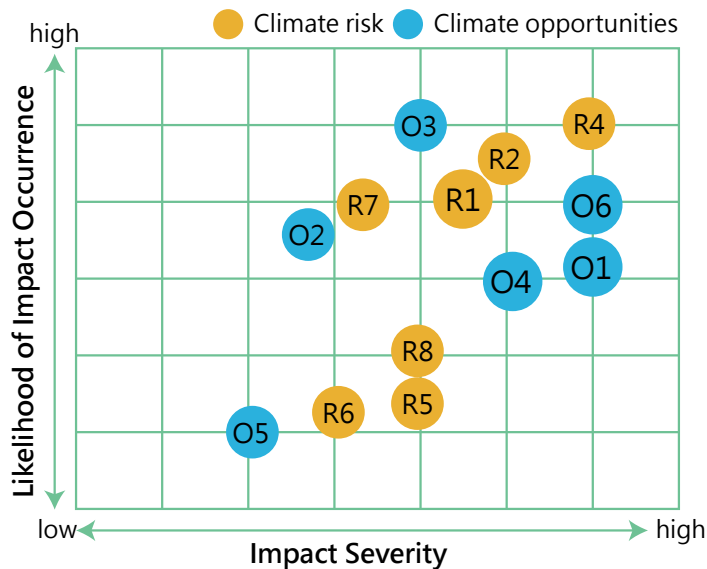


Climate risk and opportunity assessment and response strategies

In order to fully understand and grasp the current key climate opportunities and risks, RTC refers to the relevant guidelines issued by TCFD to identify the risks and opportunities that may have a significant financial impact, and the identification process is as follows :



Significant climate risks and opportunities



Climate-related issues (3 significant risks and 3 significant opportunities)						
No	Type of risk/opportunity	Risk/opportunity issues	No	Type of risk/opportunity	Risk/opportunity issues	
R1	Transition risk	Authorization and regulation of existing products and services	O1	Climate opportunities	Energy sources	
R2		Carbon pricing mechanisms	O2		Resource efficiency	
R3		Technical Risks	The cost of transitioning to low-carbon technologies		O3	Products & Services
R4		Market Risk	Rising raw material costs		O4	market
R5	Shifting customer preferences		O5			
R6	Immediacy risk	Extreme weather events such as typhoons and floods are increasing in severity and frequency	O6			
R7			Physical Risk	Chronic risk		Use of public sector incentives
R8		Changes in rainfall (water) patterns and climate patterns				Entering new markets



RTC collected 8 climate-related risks and 6 climate-related opportunities that are critical, conducted a materiality ranking quantitative analysis and control based on the multiplication of "impact degree" and "occurrence probability", and screened out the top 3 major climate risks and opportunities, and deeply identified their impact period and potential financial impact on RTC, so as to serve as the basis for relevant response measures and risk management. RTC adopts the "people-oriented" business philosophy to set climate risk and opportunity-related management goals, please refer to "1.2 Corporate Sustainability Governance" and the "Energy and Greenhouse Gas Management" section later in this chapter.

The list of major climate-related risks

sort	risk	Scope of impact	Period of Impact	Potential financial impact	Strategic action
1	R4 Rising raw material costs	Upstream suppliers, own operations	short term	The increase in the cost of construction raw materials due to climate change and transformation or the impact of physical risks leads to repricing, and the increase in procurement costs is prioritized and profits are reduced	In terms of materials, it can reduce the use and loss of steel materials, and the low-carbon pre-casting will further develop and improve the high-carbon emission components, which will help reduce the carbon contained in the building and reduce the impact of rising raw material prices on the business. RTC will continue to pay attention to the price changes in the raw material market and strengthen the procurement bidding strategy.
2	R2 Carbon pricing mechanisms	Upstream suppliers, own operations	short term	The government has imposed carbon levy or total emission caps, some of which are reflected in the use of high-carbon raw materials (e.g. steel reinforcement and cement), increasing operating costs.	Develop low-carbon products to reduce the amount of raw materials levied on carbon fees and avoid the cost pass-on of upstream carbon fees.
3	R1 Authorization and regulation of existing products and services	own operations	medium term	In order to comply with the latest laws and regulations, or to replace low-carbon products and equipment, the operating costs will increase.	Starting from 2023, we will conduct a greenhouse gas inventory and product carbon footprint calculation, and set emission reduction targets, which will be used as the basis for the calculation of future carbon credits and operating cost reduction. The office replaced and used energy-saving label products, and the project site construction planning and procurement gave priority to green buildings and low-carbon emission raw materials

A list of significant climate-related opportunities

sort	opportunity	Scope of impact	Period of Impact	Potential financial impact	Strategic action
1	O6 Entering new markets	own operations	Long term	Upfront investment in new markets results in increased capital expenditures, but it can improve a company's reputation and increase future revenues.	RTC, together with the Energy Bureau and the Industrial Technology Research Institute, developed the "Building Energy Consumption Analysis and Evaluation Subsystem", which starts the energy consumption analysis of buildings from the source of architectural design in the planning and design stage, and puts the building BIM model into the energy consumption analysis software for energy consumption analysis and trial calculation, so as to obtain a building design model with lower energy consumption, so as to effectively improve the energy efficiency of the building, and invest in a new market for integrating energy conservation, carbon reduction and engineering information.
2	O1 Use low-carbon energy sources	own operations	medium term	Use renewable energy to reduce the impact of carbon pricing on operating costs.	RTC will lay solar panels in the pre-casting factory for self-consumption and increase the use of green electricity.
3	O3 Development and/or expansion of low-carbon products	own operations	short term	Invest in R&D for innovative low-carbon products, and at the same time enhance RTC's competitiveness and increase revenue.	Expand the pre-cast differentiated business and maintain a competitive advantage in the competitive market. Continue to invest in the research and development of low-carbon construction methods, and obtain relevant patents to reduce the amount of carbon contained in the product.

The definition of the period in the above table is: less than 3 years (inclusive) is short-term, more than 3 years to 5 years (inclusive) is medium-term, and more than 5 years is long-term.

Energy & Greenhouse Gas Management

energy management

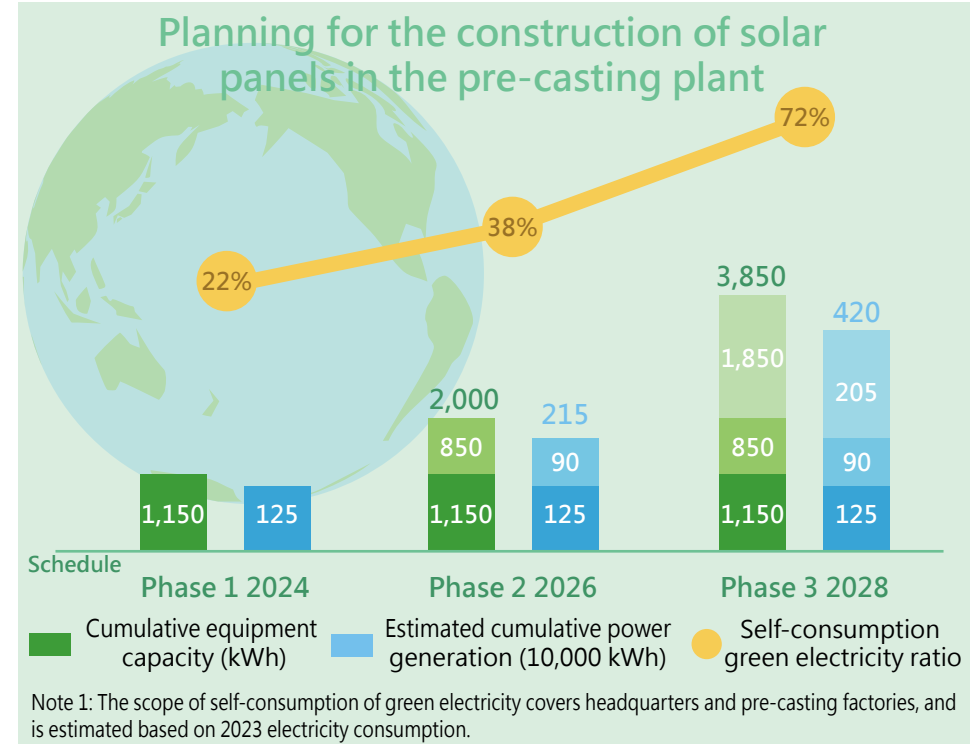
The 28th Conference of the Parties (COP28) to the United Nations Conference on Climate Change in 2023 conducted the first inventory of global carbon reduction results, and the results showed that the global progress in carbon reduction is significantly lagging behind, and the implementation performance of the Paris Agreement is not up to standard in terms of mitigation or adaptation, and there is still a certain gap between the goal of limiting the temperature rise to 1.5° C. To this end, enterprises and governments have strengthened the implementation of carbon management and carbon reduction regulations.

In 2023, Taiwan also passed the Greenhouse Gas Reduction and Management Act to amend the Climate Change Response Act, and included the 2050 net-zero emission target, codified climate governance, and promoted corporate emission reduction and reduction countermeasures, so that enterprises must formally incorporate carbon reduction actions into their business actions. In order to achieve the goal, RTC also strives to minimize the impact of its own operations on the environment, and regards carbon reduction and energy conservation as important issues in current management.

In order to strengthen the internal energy and greenhouse gas management, RTC starts from the two aspects of "operation base" and "low-carbon products", cooperates with the national net-zero emission path and strategy, carries out various strategies and implementation plans, and the Sustainable Development Committee formulates various carbon reduction implementation plans and sustainable low-carbon projects.

Energy conservation and carbon reduction strategies for operating sites

Since the main energy use of the headquarters is purchased electricity, we plan to improve energy efficiency and use renewable energy from the perspective of power conservation. Among them, from 2024, Yunhong plans to take advantage of the unsheltered surroundings of the Yang Mei Preliminary Drilling Plant to install solar panels on the roof, and after completion, in addition to providing them for their own use, they may be sold to Taiwan Power or transferred to the parent company for use by the parent company according to the law.



Energy saving and carbon reduction strategies for low-carbon products

Construction projects have long relied on high-energy-consuming building materials such as steel bars and concrete, among which the overall amount of concrete is large, and the cementing materials contained in concrete materials account for up to 90% of carbon emissions. With carbon in buildings as the main axis, RTC fully cooperates with the government's policies on energy conservation, carbon reduction and greenhouse gas emissions through various energy-saving and carbon-reduction actions such as low-carbon concrete, green pre-casting production, low-carbon construction methods and green supply chain.

RTC plans to develop low-carbon precast concrete, change the proportion of cementing materials in the current concrete, reduce the amount of cement, so as to reduce the energy consumption of fuel and electricity in the firing stage of cement clinker, and it is estimated that each ton of cemented material can reduce carbon emissions by about 57%, which has become the most direct and effective way to reduce the carbon contained in buildings. In addition, the unique low-carbon construction method, which integrates the differentiated technology of RTC Intelligent Property and "Know-How", has made significant contributions to reducing carbon content in buildings, creating resilient buildings, shortening construction periods, reducing environmental impacts, and reducing manpower to cope with the declining birthrate trend.

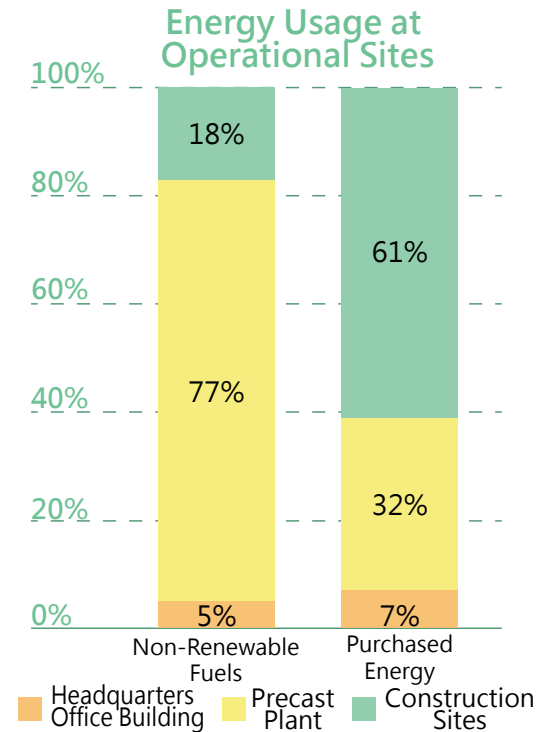
Carbon reduction strategies	Course of action
Improve energy efficiency	Low-energy LED lighting is used in areas such as the headquarters office space The bayberry pre-casting plant has set a Sunday lighting limit to reduce energy consumption
Promote renewable energy	The Yangmei pre-foundry is planned to replace non-renewable energy with solar photovoltaic panels and be used by the headquarters



Energy use and the effectiveness of energy conservation measures

In 2023, the total energy consumption of RTC will be 28,533.954 GJ, which is mainly consumed by purchased electricity, accounting for about 73.59% of the total energy consumption, followed by fuel oil for the provision of machinery, accounting for about 13.52%, in the future, RTC will continue to track the use and trend of various energy sources, and reflect on energy-saving solutions.

Total internal energy consumption		Headquarters office building	Pre-foundry	building site	2023 Total	
Non-Renewable	gas	Liter(L)	10,084.050	9,061.130	0.000	19,145.180
		Gigajoules (GJ)	329.315	295.910	0.000	625.225
	die	Liter(L)	1,894.590	46,881.110	37,971.900	86,747.600
		Gigajoules (GJ)	66.631	1,648.767	1,335.438	3,050.836
	fuel	Cubic meters (m3)	0.000	96,000.000	0.000	96,000.000
		Gigajoules (GJ)	0.000	3,858.555	0.000	3,858.555
Purch	electri	degree	420,718.526	2,030,293.000	3,780,403.485	6,231,415.011
		Gigajoules (GJ)	1,514.859	7,310.370	13,611.902	22,437.131
Total calorific value of energy consumed by the operating sites		Gigajoules (GJ)		29,971.747		
Total energy intensity of the operating site		Gigajoules (GJ) per million revenue		1.747		



According to the energy conservation and carbon reduction strategy of the operation base, RTC has successively replaced the traditional lamps and lanterns in the headquarters office building and Yangmei pre-casting factory with energy-saving LED lamps since 2022, and the number of replacement has been a total of 566 lamps as of December 2023, among which 1,500W large-scale lighting fixtures in the outdoor storage area of the factory have been replaced with 150W LED lamps, and it is estimated that in 2023, the electricity consumption of the headquarters building will be reduced by about 6,073 kWh (about 21.86 GJ). The Yangmei plant is expected to reduce electricity consumption by about 540,000 kWh (about 1,940 GJ) per year in the future.

Note 1: The scope of energy consumption statistics includes: headquarters office buildings, pre-foundries and construction sites in Taiwan.

Note 2: The calorific value of gasoline = 7,800 kcal/L, diesel = 8,400 kcal/L, fuel oil = 9,600 kcal/L, electricity = 860 kcal/kWh. These coefficients are sourced from the Ministry of Economic Affairs Energy Bureau's energy product unit calorific value table.

Note 3: The liter of oil used on the construction site is calculated based on the oil price on the date of payment.

Note 4: If part of the electricity consumption of the construction site is lost, the lost data is calculated based on the average monthly electricity consumption of the construction site in 2023 after the sum of other months.



Greenhouse gas management

In 2024, RTC will complete the greenhouse gas inventory operation in 2023 in accordance with ISO14064 1:2018 for the first time, and will check the greenhouse gas emissions of RTC year by year in the future, and set medium and long-term carbon reduction targets.

RTC's total greenhouse gas emissions in 2023 will be 39,649 metric tons of CO₂e, with Category 1 direct emissions accounting for 1% of the total, mainly from stationary fuel combustion sources; Category 2 Indirect energy emissions account for 3% of the total, mainly from electricity consumption at the operating sites; RTC's carbon emission intensity is 009 (CO₂e/million revenues); Category 3~6 emissions account for 96% of the total, and are derived from goods procured by Category 4 organizations, including steel bar, cement, furnace stone powder, sand and concrete. In the future, based on the results of the 2023 carbon emission inventory, we will formulate carbon reduction methods and targets, and track the achievement of short-, medium- and long-term carbon reduction goals through routine carbon inventory, so as to make a contribution to global carbon reduction.

Product carbon footprint

With the goal of green pre-casting production, RTC has transformed the pre-casting factory into greening, and has invested in product carbon footprint verification since 2023, responding to the global attention to product carbon footprint in recent years. In accordance with the principles of ISO 14067, RTC reviews the methodological framework, sets a reasonable calculation methodology for the raw materials, manufacturing, use, distribution and sales, disposal and other stages of the life cycle of pre-casting construction, and expects to complete the first product verification in mid-2024, while collecting and establishing benchmark carbon data, clarifying the emissions of products in the life cycle stage, so as to reduce greenhouse gases from the pain points



item	Headquarters office building (Metric tons CO ₂ e)	Pre-foundry (Metric tons CO ₂ e)	Total (Metric tons CO ₂ e)	Proportion (%)
Category I Direct emissions	30	505	535	1
Category 1 Subtotal (Metric tons CO ₂ e)	535			1
Category II Indirect emissions from purchased energy	119	894	1,013	3
Class 1 and Class 2 subtotals (Metric tons CO ₂ e)	1,549			4
Category III Indirect emissions from upstream and downstream transportation	0	1,615	1,615	4
Category IV Emissions from purchased goods	0	36,485	36,485	92
Category V Indirect emissions from the products of the use organization	0	0	-	-
Category VI Other indirect emissions	0	0	-	-
Category 3~6 subtotal (Metric tons CO ₂ e)	38,100			96
total (Metric tons CO ₂ e)	39,648			100
Category 1 and Category 2 Intensity (CO ₂ e/million revenue)				0.09

Note 1: Greenhouse gas coefficient citation: Ministry of Environment Greenhouse Gas Emission Factor Management Table Version 6.0.4, Ministry of Environment Product Carbon Footprint Information Network, etc.

Note 2: Greenhouse Gas Inventory Scope: Carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃), comprising a total of 7 greenhouse gases.

Note 3: RTC's greenhouse gas data is self-checked in accordance with ISO 14064-1:2018 and has not been externally verified.

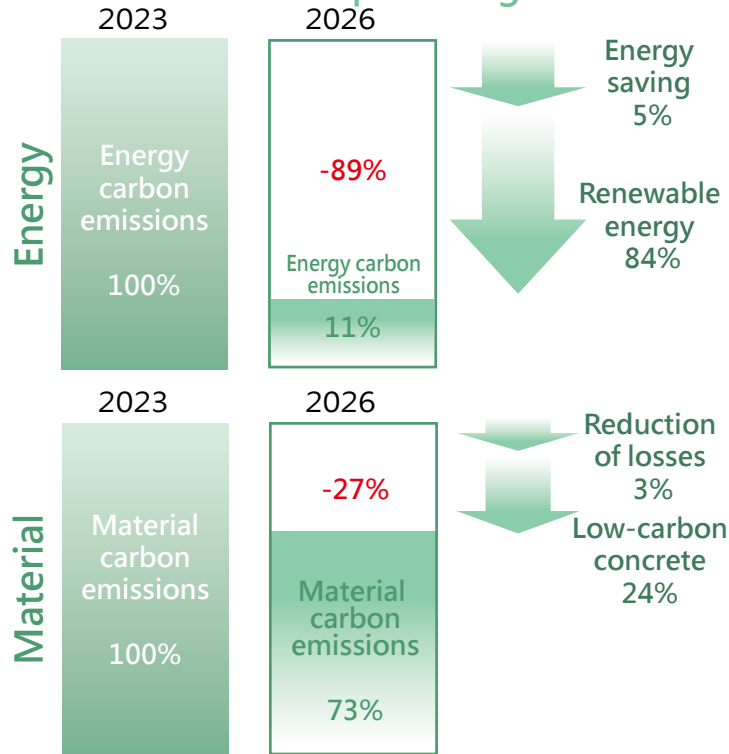
Note 4: Greenhouse Gas Inventory Boundary: The greenhouse gas inventory is carried out using the operational control method. The boundary is set to the headquarters office building of "RUENTEX ENGINEERING & CONSTRUCTION CO., LTD." (including the same floor of Runyang Construction Co., Ltd.) and the bayberry pre-casting yard.



Effectiveness of greenhouse gas reduction measures

After replacing the lamps, if the national electricity emission coefficient in 2023 is 0.494 kg-CO₂e/kWh, it is estimated that the office building of RTC headquarters will be reduced by 3,000 kg-CO₂e in 2023. The bayberry precast plant will reduce CO₂e by 266,278 kg-CO₂e per year in the future. In addition, after the completion of the solar panel installation, the Yangmei plant will provide about 1.6 million kWh of electricity for self-consumption, which can reduce about 790,400 kg-CO₂e per year, and can effectively track the carbon footprint reduction changes of a single product in the future when calculating the carbon footprint of precast products according to the ISO 14067 methodology. With 2023 as the base year, RTC plans to reduce greenhouse gas emissions by 89% by 2026 through energy conservation and the introduction of renewable energy. In terms of materials, the bayberry pre-casting plant will be transformed into a green factory by reducing greenhouse gas emissions by 27% by 2026 through loss reduction and research and development of low-carbon concrete.

Green factory carbon reduction plan diagram



In addition to planning the construction of the company's internal solar version, RTC chose to invest resources in renewable energy-related projects under the limited construction resources. With its own technology, RTC helps renewable energy related owners quickly complete the construction of the plant and accelerate the promotion of renewable energy production in Taiwan. In 2023, the backlog of renewable energy-related projects is NT\$939 million.

Investment in major green energy projects

project	Project Description	Completion in 2023	Contribution and Benefits
Wind power casting manufacturers set up factories	The main products of this project are large castings for offshore wind turbines of more than 14 MW, and a factory has been set up in Taiwan in response to the government's wind turbine localization policy. RTC assists in accelerating the construction of wind turbine parts base and promoting the development of offshore wind power.	Completed	Completed on schedule, allowing owners to invest in the offshore wind supply chain on schedule.
Energy technology company battery plant	This project is the construction of a large-scale battery manufacturing plant in the south, and the civil works are contracted by RTC, and the project period is compact, only about 2/3 of the similar scale cases. RTC assists the owner to build a local battery production base to supply domestic and foreign green electricity and energy storage needs in real time.	Completed	It will be completed as scheduled, assisting the owner to establish a local battery manufacturing base, with an estimated annual production capacity of 1.8GWh.
Offshore wind company substation	RTC contracted the civil works of the offshore wind power company's substation, which is an onshore substation, and is expected to adopt the pre-casting construction method to shorten the construction period and reduce construction waste by 50% while implementing quality, environmental safety and health management.	Ongoing	The total installed capacity expected by the owner is as high as 2.4 GW.
Energy storage cabinets	This project is a new type of energy storage cabinet manufacturing project, RTC with pre-casting manufacturing expertise, and the owner to design and manufacture energy storage cabinets, as a sample of subsequent energy storage cabinets.	Done	Completed on schedule and has been displayed on the main premises.

4.2 Green Operations

GRI : 303-1、303-2、303-3、306-1、306-2、306-3、306-4、306-5

SASB : IF-EN-410a.2、IF-EN-160a.2

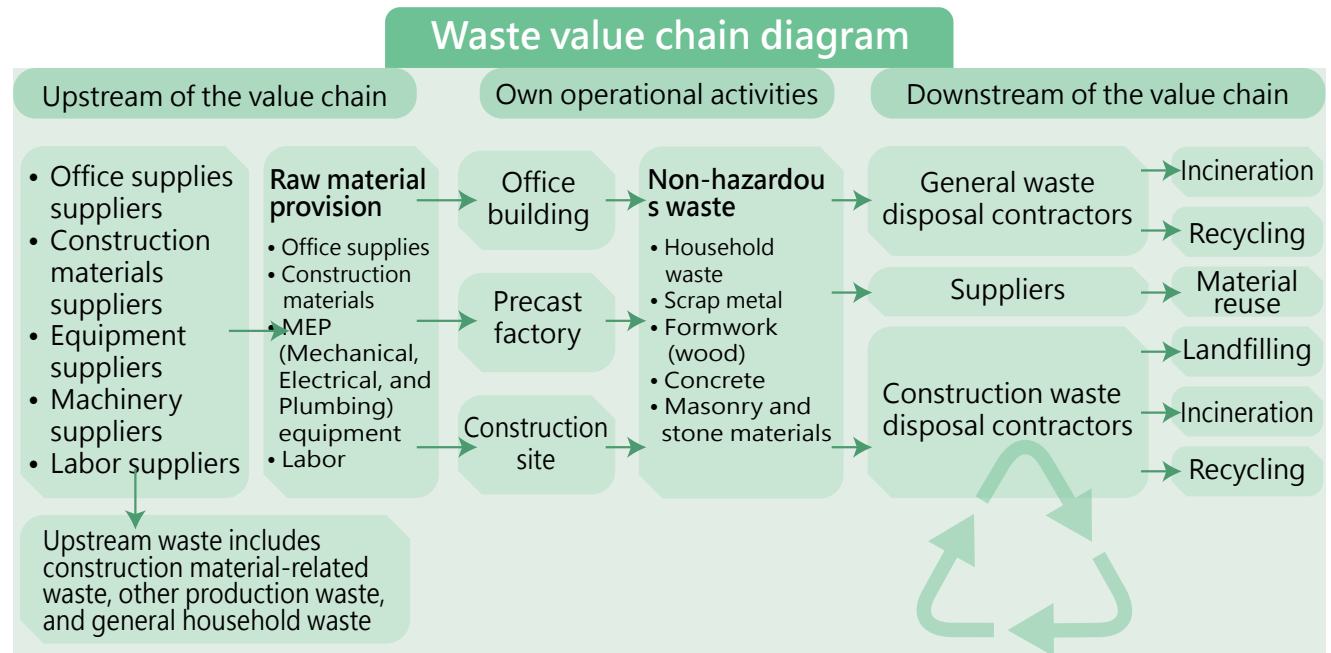
Waste management

The construction waste generated in the construction process is the main source of waste for RTC. In 2023, RTC will improve the management level of industrial waste to achieve the goal of zero waste of industrial waste, formulate the "Implementation Measures for Waste Reduction", and take "Source Reduction and Classification" and "Resource Recycling" as the main management policies of industrial waste, so as to effectively recycle resources. At the same time, according to the announcement of the Ministry of Environment, the "Administrative Measures for the Review of the Industrial Waste Clean-up Plan", fill in the industrial waste clean-up plan, and declare the waste clean-up and construction residual earth and rock flow certification documents to ensure compliance with laws and regulations to avoid other impacts on the environment.

The waste that may be generated from construction sites and prefabrication plants includes civilian waste, generally harmless construction waste, and other construction demolition residues. At the beginning of each project, RTC plans the waste generated at each stage of the project, and the plan should be announced after being approved by the construction manager and the project manager, and strengthened publicity and requirements in the construction briefing, agreement organization and closing meeting before entering the site. RTC procurement unit has the responsibility to establish the information of recycling manufacturers and formulate manufacturer contracts for the reference, implementation and use of each construction site project, so as to meet the requirements of the waste reduction implementation measures.

RTC waste value chain diagram

RTC strictly abides by the construction waste management strategy of the Ministry of Environment, actively controls the pollution sources of the construction site, and practices the reduction, classification and recycling of waste. At the same time, we have a good grasp of the waste value chain to ensure that waste is not illegally disposed of, thereby reducing the negative impact on the environment.



Note 1: The construction process of the construction site is not an intermediate product that requires chemical reactions in the process, so no hazardous industrial waste is generated.

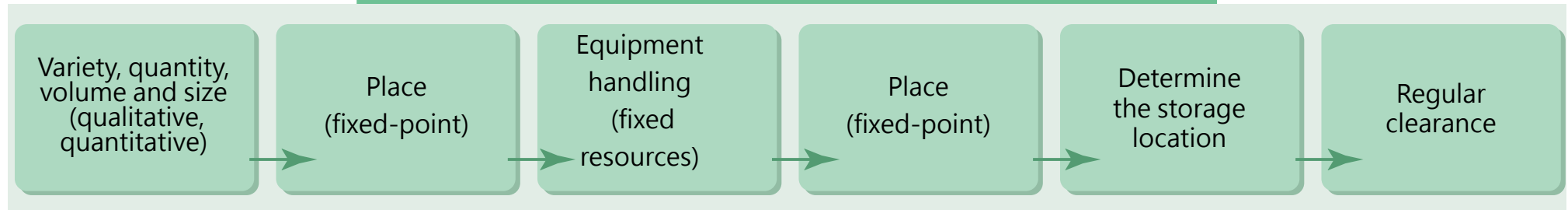
Note 2: The scrap formwork generated by the construction site is recycled by the manufacturer, and the scrap iron is sold by the site to a nearby recycling factory.



RTC waste reduction and transportation operation process

In order to reduce the negative impact of waste on the environment, RTC has formulated a waste reduction and transportation operation process to fully grasp the trend of waste and implement waste management.

waste reduction and transportation operation process



Waste sorting operations	Waste classification is explained on the page
Qualitative	Check the type of waste
ration	Confirm the quantity, volume, and size of waste
fixed point	Confirm where the waste is currently being placed
resources	Appropriate machinery and equipment are selected to assist in the removal of waste
Route	Select the appropriate waste lifting route and sequence
Determine the storage location	Select the best location for waste storage
timing	Confirm the clearance schedule





The amount of waste generated by RTC

Operational bases	Type of waste	Waste generation (tons)	
		In 2022	In 2023
Headquarters office building	Non-hazardous waste	71.65	76.29
	Hazardous waste	0.00	0.00
building site	Non-hazardous waste	18,364.77	27,531.79
	Hazardous waste	0.00	0.00
Pre-foundry	Non-hazardous waste	4,830.87	5,095.29
	Hazardous waste	0.00	0.00
sum	Non-hazardous waste	23,267.29	32,703.37
	Hazardous waste	0.00	0.00
waste density (ton/million NTD)		1.13	1.91

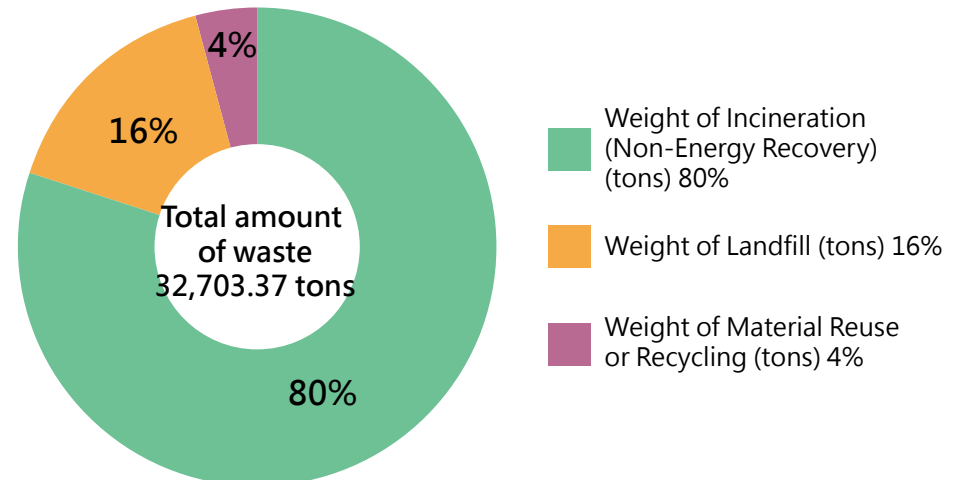
Note 1 : The scope of non-hazardous waste in office buildings includes RTC and Runyang non-hazardous waste

Note 2 : The non-recyclable livelihood waste of office buildings is estimated based on the average daily general waste generation per person in 2022 and 2023 as announced by the Ministry of Environment of 1.32 kg/day and 1.377 kg/day respectively. The number of employees is calculated based on the number of employees as of 12/31 in the current year; The number of days is calculated based on the number of working days in the current year announced by the General Office of Personnel Administration of the administrative body, which is 250 days in 2022 and 249 days in 2023.

Amount of waste disposed of

year	In 2022	In 2023
Incineration (non-energy recovery) weight (ton)	3,284.61	5,106.43
IBuried weight (ton)	813.37	1,342.82
Reuse raw materials or recycle weight (tons)	19,169.31	26,254.12
Total weight of waste (tons)	23,267.29	32,703.37

Waste Disposal Methods in 2023





Water management

Taiwan is mountainous and has short rivers, which cannot store effective rainfall, and in recent years, due to climate change, the frequency of extreme weather has become more and more frequent, and drought and heavy rain have alternated. As a result, the issue of water resources management is becoming increasingly important in Taiwan, and RTC is well aware of the value of water resources and attaches great importance to the management of water resources.

Since 2023, RTC has successively begun to take stock of the water resources use of each operating base, and the main business activities and water use areas are concentrated in the greater Taipei area and Taoyuan area, which are divided into office building water for people's livelihood and pre-foundry industrial water, and the water source is Taipei Water Supply Office and Taiwan Water Company, and the source is Xindian Creek and Dahan Creek, according to the World Wide Fund for Nature (World Wide Fund). for Natur (WWF) water stress area, RTC water use areas are all from low water stress areas.

Water use at the operating sites

Operational bases		Headquarters office building	Pre-foundry	building site	Total water withdrawal (m3)	Water intensity (m3/ million revenue)
2022年	Water Withdrawal (m ³)	-	38,585.00	57,382.50	95,967.50	4.68
	Displacement (m ³)	-	6,273.70	57,382.50		
	Water consumption (m ³)	-	32,311.30	0.00		
2023年	Water Withdrawal (m ³)	2,710.52	34,432.00	119,870.10	157,012.62	9.15
	Displacement (m ³)	2,710.52	6,871.50	119,870.10		
	Water consumption (m ³)	0.00	27,560.50	0.00		

Note 1: The water consumption of RTC and Runyang office buildings has been counted since 2023, so there is no 2022 annual data for the headquarters office buildings.

Note 2: Water Consumption = Water Intake - Drainage. The headquarters office building does not consume water due to production activities, but only produces domestic sewage, so the water intake is regarded as a full discharge; There is no consumption of water on the construction site in the product, so the water withdrawn is considered to be a total discharge.

Note 3: Water use intensity = Total water withdrawal / (million) operating income

Note 4: There will be a new construction site in 2023, so the water consumption will be higher than that in 2022.



The wastewater of RTC Headquarters Office Building is a general domestic wastewater, which is discharged through the sewage and sewer system legally, and does not cause any negative impact on the surrounding environment and water sources. Yangmei pre-casting plant is a business wastewater, which needs to control the discharge of sewage in accordance with the Water Pollution Prevention and Control Law, and set up process wastewater treatment facilities to meet the "discharge water standard". At the beginning of 2023, due to the violation of the Water Pollution Prevention and Control Law by the operation wastewater flowing into the rainwater ditch in the factory and discharged to the outside of the plant through the runoff wastewater discharge outlet, RTC Research plans to separate the rainwater from the sewage and set up a new centralized treatment plant to treat it to improve water pollution negligence. In addition, in terms of construction sites, the construction wastewater needs to be treated in accordance with the construction site runoff wastewater pollution reduction plan approved by the Environmental Protection Bureau. RTC manages the wastewater generated on the construction site, and treats it at the construction site after collection, or outsources treatment to meet the discharge water standards before discharging.

Water Conservation Actions

In 2023, the toilets in the headquarters office building will be replaced with sensor-activated faucets, which is not only more in line with modern facilities, but also can effectively save water and reduce water waste. At the end of the year, the pantry and toilet at the bayberry pre-casting plant were replaced with water-saving faucets, which improved the comfort of the working environment and reduced the consumption of water resources.

In the future, RTC will continue to invest in water-saving actions related to water reduction and rainwater recycling in pre-casting plants. Among them, through the establishment and operation of a recycling system, it will be possible to maximize the use of water resources at the construction site, realize the recycling and reuse of water resources, and reduce the dependence on natural water sources.





5 Promotes an Inclusive Community

5.1 Manpower Employment and Policies

5.2 Remuneration and benefits and labor-management communication

Compensation & Performance Management
Welfare system
Labor-management communication

5.3 Talent development and cultivation

5.4 Occupational safety and health

Occupational health and safety management system
Statistics on occupational hazards
Health promotion activities

5.5 Community Care and Social Participation





Corresponding to major issues: occupational safety and health management, compensation and benefits, and labor-management communication

Policies & Commitments

RTC regards employees as important assets of the company, in addition to attaching importance to the occupational health and safety of employees, it also provides a series of complete benefits to protect the rights of employees.

In terms of occupational safety and health, we will implement the requirements of occupational safety and health-related laws and regulations and ISO 45001, and formulate occupational safety and health management regulations. In the face of the safety management of the construction site, RTC has compiled an occupational safety and health manual (including 9 categories and 45 types of safety and health operation specifications) for the reference and implementation of each project site, so that the manufacturer's construction personnel are subject to safety and health operation specifications from entering the site to completing the exit period, so as to reduce the occurrence of accidents.

- Regulations on the management of occupational safety and health
- Occupational Safety and Health Handbook

In terms of remuneration and benefits and labor-management communication, RTC strictly abides by relevant labor laws and regulations, and follows the company's internal management and control system for the appointment, dismissal, transfer, salary, rewards and punishments, education and training of employees, so as to protect the basic rights and interests of employees, uphold the principle of frank communication on labor-management policies, and actively strive for benefits for employees.

Annual Actions & Performance

- Employees hold 373 professional licenses.
- The average annual salary of non-supervisors is 1,146 thousand yuan, which is 1.05 times the average of Taiwan's listed construction industry.
- Employee satisfaction averaged 94.5 points.
- The number of hours of education and training for employees of local nationality reached 19,939, with an average of 25.30 hours of education and training per employee.
- He was awarded the "17th Vocational Safety and Health Excellence Project, Jin'an Award, Private Engineering Group Excellence", etc
- The frequency of non-employee disability injuries was 0.5229 and the employee disability injury rate was 0, both of which were better than the ratio of 1.59 by the Occupational Health Administration of the Ministry of Labor in the same industry.



5.1 Manpower Employment and Policies

GRI : 2-7 · 2-8 · 401-1 · 405-1

Composition of the staff

As of December 31, 2023, the total number of employees of RTC (including its subsidiary Runyang) was 1,016, all of whom were full-time employees. Based on the characteristics of the industry, 81% of the employees are men, 19% are women, of which 228 are foreigners, all of whom are men, and 788 are local employees. There were three types of non-employee workers, mainly 798 contractors hired through contractors, followed by 134 cleaning personnel and 32 maintenance personnel hired externally, for a total of 964 people, all of whom had a contractual relationship with RTC as a point worker or contractor.

Employee statistics

category	male	female	total
Total number of employees	821	195	1,016
Permanent employment of employees	593	195	788
Number of temporary employees	228	0	228

Statistics on non-employee workers

Worker type	Number of people (Note).	Type of work
clean	134	Forwarders
save from damage	32	Forwarders
Contractors	798	Forwarders
sum	964	

Note: The statistics are based on the number of workers on the last working day of the reporting period

New and former employees

In 2023, RTC will recruit a total of 77 new employees, with a new recruitment rate of 9.77%; A total of 101 employees resigned, with a turnover rate of 12.82%, which was lower than the 15% turnover rate set this year and lower than that of peers. At the same time, the reason for resignation is investigated for the departing employees, mainly based on the nature of work, personal education or entrepreneurship, health factors and other factors. In this regard, we also carry out improvement measures according to the reasons, such as: conducting interviews when personnel are transferred, understanding the situation of employees' families, so as to facilitate subsequent adjustments.

gender	age	In 2023			
		Number of new entrants	Percentage of employees	Number of separations	Percentage of employees
female	<30 years old	11	1.40%	10	1.27%
	31~50 years old	4	0.51%	7	0.89%
	> 51 years old	1	0.13%	2	0.25%
man	<30 years old	34	4.31%	30	3.81%
	31~50 years old	23	2.92%	33	4.19%
	> 51 years old	4	0.51%	19	2.41%
total		77	9.77%	101	12.82%

Note: The denominator of the new employment rate and turnover rate is based on local employees, excluding the number of foreign employees.

A diverse workforce

In terms of the age group of employees of this nationality, the number of employees under the age group of 30 is about 22.59%; about 50.51% of the population was over 30 years old to under 50 years old; About 26.9% were over 50 years old. By rank, 3.43 per cent were senior executives, 17 per cent were mid-level executives and 79.57 per cent were general staff. In 2023, 6 employees with disabilities will be employed, including 2 managers and 4 general staff, in accordance with the relevant provisions of the Law on the Protection of the Rights and Interests of Persons with Disabilities, so as to protect the right to work of persons with disabilities. RTC also attaches great importance to the professional ability of employees, hires and encourages employees to obtain various professional licenses, and apply professional knowledge to the company's operation and management, with 373 professional licenses in 2023.

Employee category	Under 30 years of age		Over 30~under 50 years old		Over 50 years old		sum
	man	female	man	female	man	female	
Senior executives (Note 1)	0	0	1	0	25	1	27
Middle-level supervisors (Note 2)	0	0	35	9	73	17	134
General Staff (Note 3)	124	54	265	88	70	26	627
sum	124	54	301	97	168	44	788
	178		398		212		788

Note 1: Senior supervisors are at grade 9 and above.

Note 2: The middle supervisor is 6~8 grades.

Note 3: General personnel are 0~5 grades.

Note 4: This table does not include foreign employees

Types and number of licenses held by employees in 2023





5.2 Remuneration and benefits and labor-management communication

GRI : 2-21 · 401-2 · 401-3 · 402-1

RTC complies with relevant labor laws and regulations and adheres to the principle of honest communication between labor and management policies, and provides employees with the best benefits to protect their rights and interests. We regard employees as an important asset for the company's sustainable development, so we are committed to attaching importance to employees' remuneration and benefits and labor-management communication, and creating a win-win situation and forming a good cycle through regular review and timely adjustment.

Compensation & Performance Management

RTC has set a remuneration system, which determines the salary level based on seniority and experience and employees' personal performance, provides reasonable and market-competitive salary, and reviews it in a timely manner according to the actual business conditions and relevant laws and regulations, so as to seek a balance between the company's sustainable operation and risk control. In order to maintain fairness and reasonableness, the standard starting salary for men and women is also set as equal pay for equal work, so that there is no difference in salary, performance appraisal, promotion, employee benefits and other aspects on the basis of gender and age.

In 2023, the average salary of full-time employees who are not in supervisory positions and the median salary of full-time employees who are not in supervisory positions are 1,146 yuan and 961 thousand yuan, respectively, and the average salary is XXX times the average of Taiwan's listed construction industry. The median salary is XXX times the average of Taiwan's listed construction industry. The highest annual total remuneration for individuals in 2023 is 19.67 times the median annual total remuneration of other employees; The annual total compensation increase rate of the highest-paid individual is XXX times the median annual total compensation increase rate of other employees.

Welfare system

In addition to providing labor insurance, national health insurance, group life insurance, accident insurance, medical insurance, group medical insurance for employees' spouses and children, RTC also has an employee welfare committee to provide employees with subsidies for weddings, birthdays, maternity, funerals, hospitalization, disability, annual travel, etc. At the same time, employees are entitled to parental leave benefits, employee training subsidies, 7 days of sick leave with full pay, health check-ups twice a year, employee assistance programs, employee travel, club activities, etc., to promote the physical and mental health of the company's employees through a variety of welfare programs, and can also connect with each other. Employee benefits are mainly formulated by the Employee Welfare Committee, which actively promotes various welfare initiatives and activities through regular quarterly meetings.



Description of the benefit program

Insurance system

In order to take the greatest care of colleagues and provide the most economic protection in the event of an accident, in addition to the labor insurance and national health insurance stipulated by law, the company automatically insures group life insurance, accident insurance and medical insurance for all employees after they arrive at work, and group medical insurance for employees' spouses and children. In addition to the company's fully covered group insurance, it also provides preferential rates for employees, spouses, children and parents to pay their own insurance, so that colleagues and families have more choices and more protection in the face of accidents.

Retirement system

RTC has set up a Labor Retirement Reserve Supervision Committee, which is responsible for the review of employees' retirement qualifications and the payment of pensions. The retirement system is based on the provisions of the Labor Standards Act, and the retirement reserve is allocated every month to employees who adopt the old retirement system. In addition, in accordance with the "Labor Pension Ordinance", employees who choose the new labor retirement system can contribute 6% of the monthly pension with an insurance grade and can voluntarily contribute 0% to 6% to the special individual pension account set up by the Labor Insurance Bureau.

The specific content and implementation of the company's retirement system

In addition to the relevant provisions of the Labor Standards Law, the Company's retirement system is superior to the following parts:

Applying for voluntary retirement is eligible :

Those who have accumulated more than 10 years of working experience in affiliated enterprises.

The worker will be eligible for more than 15 years of service, 55 years of age or more than 25 years of service within five years.

Over the age of 45 who are unable to work due to health reasons.

2. The company's pension is withdrawn, the total monthly amount of the old system is 2% according to the salary of employees, and the new system is 6% of the retirement reserve pension, in 2023, the new system of colleagues will account for 99%, the old system of colleagues will account for 1%, and the total amount of the new and old system in 2023 will be NT\$44,163,469, Among them, the new system accounted for 93%, and the old system accounted for 7%.

Employee Assistance Program

On July 1, 2023, the EAP program was officially introduced to assist employees in solving personal problems (including health, marriage, family, law, emotion, etc.) that may affect work effectiveness, and 11 employees will be served from 2023 to the end of December. In addition, we provide monthly articles on different topics for colleagues and supervisors to help them relieve the pressure of work and life. So far, 6 articles have been shared by the supervisor, 6 colleagues, and 6 articles.





Employee travel

On April 1, 2022, due to the epidemic, the Employee Welfare Committee introduced the PayEasy self-service welfare platform to allow employees to freely choose the benefits they want, in order to reduce human contact and allow employees to have more diversified choices. The existing employee travel fund of 5,000 yuan (points) is included in the welfare platform, and the number of welfare points will be increased every year due to the increase in revenue, and this year it has been increased twice, each time it is 2,000 yuan (points), and in order to unite the centripetal force of colleagues, each colleague also has a departmental dinner subsidy of 2,000 yuan at the end of the year.

Club activities

Encourage the establishment of clubs, so that colleagues who can have common interests can learn together and cultivate friendship, the existing clubs include: cycling club, basketball club, badminton club, etc. and road running activities.

Basketball Club



Badminton Club



Road running activities



Bicycle Club




Expatriate employee management

Since foreign employees account for 22.44% of the total employees, we must take care of these people who work hard in Taiwan. In addition to providing due insurance benefits, we also assist foreign employees in providing education and training before work, and have established a grievance channel for foreign employees as a bridge of communication with supervisors. When signing a contract with a foreign employee, we will comply with laws and regulations and internal regulations, and adhere to the principle of equal treatment, so that foreign employees can also enjoy the same social welfare protection as domestic employees. Through the management and assistance of foreign employees, the work can be more worry-free and the risks faced at work can be reduced.


Relevant training and advocacy in 2023	Training & Advocacy Essentials	Number	Hours	Session
Newcomer training	Learn about the work and the environment	51 people	6	5
Fire drills	Teach migrant workers fire prevention awareness and fire extinguishing operation	157 people	4	1
Spring Festival advocacy	Strengthen advocacy before the holiday to prevent the occurrence of disasters and accidents during the consecutive holidays	167 people	1	1
Daily work reminders and training for on-site engineers	Daily safety cycle reminders to prevent work disasters	164 people	1	248
Every Monday, we gather policy and safety advocacy	Advocate for government laws and corporate policies	164 people	1	47
External education and training of professional courses and regular retraining	According to the needs of the work site, personnel are trained and obtain government licenses to facilitate on-site work scheduling	11 people	49	1

New Employee Training




2023/09/12

Fire Drill




Spring Festival Awareness




2024/2/5

Daily Work Reminder (Welding Gloves)



Weekly Monday Assembly: Policy and Safety & Health Promotion



2024/04/15

Note: The headcount method is the average number of foreign employees in 2023



Parenting leave

In order to sympathize with the needs of employees to raise children, RTC has set up a good parental leave mechanism, and can apply for childcare leave without pay before the child reaches the age of three, and can apply for up to two years. In 2023, a total of 37 employees were entitled to parental leave, 9 employees actually used parental leave, and 2 employees returned to work in 2022.

item	Number of males	Number of women	total
Total number of employees eligible for parental leave in FY2023 (A)	29	8	37
Total number of employees who actually applied for parental leave in FY2023 (B)	4	5	9
Total number of employees expected to return to work after taking childcare leave in FY2023 (C)	4	3	7
Total number of employees who actually returned to work after taking parental leave in FY2023 (D)	1	3	4
Total number of employees who actually returned to work after completing parental leave in 2022(E)	1	1	2
Total number of employees who completed parental leave in FY2022 and remained in service 12 months after returning to work (F)	1	1	2
Parental leave without pay rate (B / A)	14%	63%	24%
Return-to-work rate (D/C)	25%	100%	57%
Retention Rate (F/E)	100%	100%	100%

Labor-management communication

RTC attaches great importance to communication with employees and adheres to the principle of open communication, which enables employees to reflect the situation in a timely manner and receive appropriate assistance and adjustment. Through open and transparent channels, we promote a sense of consensus within the organization and increase employee trust in the company. In addition, we have established a corporate labor union and held regular general meetings and board meetings to discuss the rights and obligations of both employers and employees, promote labor-management activities, and strengthen labor-management communication.

Trade union activities in enterprises

In 2023, we held 1 General Meeting meeting with a 93% attendance rate and 5 Board of Directors meetings with a 100% attendance rate, which were held to discuss the rights and obligations of both employers and employees. Since no request for a group agreement has been made to the company, the group agreement has not been signed. In addition, if the company anticipates any material changes, RTC will fully comply with the notice period stipulated by laws and regulations to protect the rights and interests of employees. For major changes, we will give advance notice to ensure that employees have the right to know.

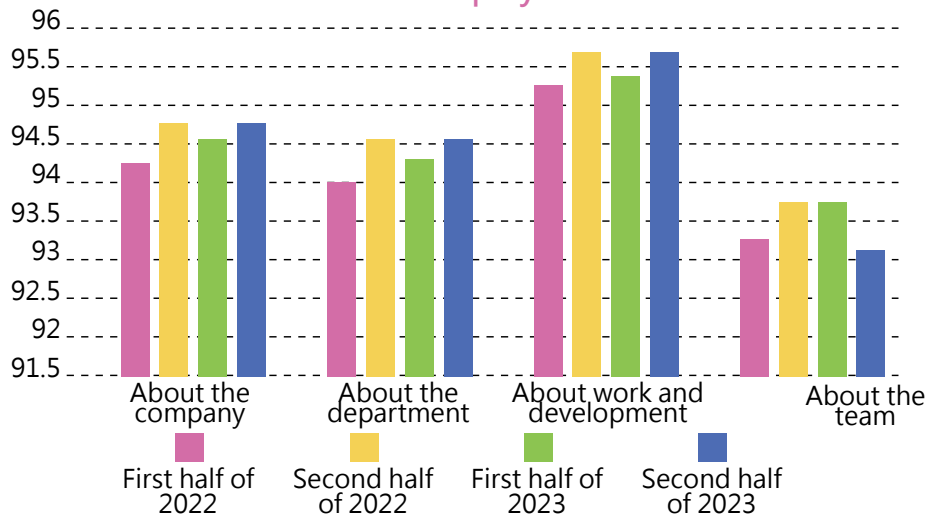


Employee satisfaction surveys

We conduct an employee satisfaction survey every six months to evaluate employees' satisfaction with all aspects of the company, and respond to employees' questions and suggestions in a timely manner to make appropriate adjustments and improvements. Here are the results of the Employee Satisfaction Survey from 2022 to 2023, which have maintained a stable performance over the past two years :

Topic content	Structure	On 2022	2022 next	On 2023	2023 next
About the company	Customer satisfaction/sincerity/policy/image	94.2	94.7	94.6	94.7
About the department	Organizational atmosphere/communication/crossing the line	93.9	94.5	94.3	94.5
About work and development	Loyalty/Enthusiasm/Morale/Recognition	95.2	95.6	95.3	95.6
About the team	Quality/Process/Attitude	93.2	93.7	93.7	93.1
Average employee satisfaction score		94.1	94.6	94.5	94.5

2022-2023 Employee Satisfaction



Improvement measures

RTC is committed to improving the effectiveness of labor-management communication to ensure that employees can fully express their opinions and concerns, and that the company can respond in a timely manner and make appropriate adjustments and improvements. In response to the problems reflected in the employee satisfaction survey, we have developed the following improvement measures :

- Strengthen internal communication channels: Continuously improve the transparency and frequency of internal communication in the company, so that employees can keep abreast of the company's latest developments and decisions, and further promote a sense of consensus and trust within the organization.
- Provide continuous training: We will continue to provide leadership training and communication skills training for supervisors to help them better understand and meet the needs of their employees and establish better communication and interaction models.
- Optimize Workflows: Regularly review and optimize workflows to improve work efficiency and employee satisfaction.
- Continuous improvement of compensation and benefits: We will continue to care about employees' suggestions on compensation and benefits, and make corresponding adjustments according to market trends and company performance to ensure that employees' labor value is fully affirmed and rewarded.

Through the implementation of the above improvement measures, RTC will continue to strengthen labor-management communication, improve employee satisfaction, and promote the sustainable and healthy development of the company.



5.3 Talent development and cultivation

GRI : 404-1 · 404-2 · 404-3

RTC attaches great importance to the career development and professional ability cultivation of employees, and has a series of newcomer education and training courses and care measures from the beginning of entry, so that newcomers can better adapt to the working environment and enter the workplace as soon as possible.

Newcomer Care Program

project	illustrate
Newcomers report for education and training	On the day of registration, education and training will be carried out to assist newcomers in the registration process
Newcomer's "Work Diary"	3 months before the newcomer arrives, we will ask the new recruits to fill out the newcomer counseling interview form and the newcomer's "work log" to record the 3 months of work status, explain the daily work projects, obstacles and difficulties encountered, and the counselor will assist in communicating and solving the situation.
Work Coaching Program	Keep track of job coaching programs and provide assistance to newcomers
Three-month probationary end care	Interview or call the newcomer to the probationary period to adapt to the situation and care, and conduct a care questionnaire to help the supervisor understand the work status of the new recruit

The company will also hold courses and training courses for various professional competencies every year, such as accounting, occupational safety, information and other majors, to provide employees with good training and further education opportunities. RTC actively promotes training courses, hoping that colleagues can acquire new knowledge, increase professionalism, and even improve their own strength in the learning process, so that employees can feel the company's attention

Annual educational training and courses

project	Content description	The main development ability
General Studies	Newcomer training and health-related lectures	Basic Workplace Principles, Health Knowledge
Safety and health	Knowledge of occupational safety	Knowledge of occupational safety
Administration and General Affairs	Administrative assignments	Administrative Assignment Skills
Finance and Accounting Professional	Accounting supervisor continuing education and internal control treatment standards	Expertise in financial accounting
Information Professional	Information security-related courses, Oracle operations	Information operations and information security
Management (Leadership)	Excellent supervisor training, grassroots supervisor training	Supervisor management related training
Construction Professiona	Civil, mechanical and electrical related professional training	Civil, mechanical and electrical professional construction technology

As of December 31, 2023, RTC has offered 550 courses with 19,939 hours of education and training, with an average of 25.30 hours of education and training per employee of this nationality. Compared with 2022, the average number of hours of education and training received by each employee has increased by about 8.35 hours, and the results of attaching importance to talent cultivation year by year have been achieved.

2023 staff training hours statistics

Breakdown by gender of employees

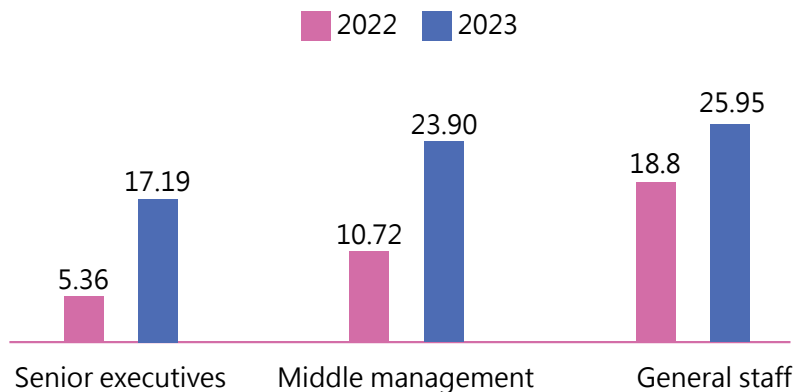
	male	female	total
Total number of training hours received	16,539	3,400	19,939
Total number of employees	593	195	788
The average number of hours of training per employee	27.89	17.44	25.30

Differentiated by employee rank

	Executives	Mid-level executives	General staff	total
Total number of training hours received	464	3,202	16,273	19,939
Total number of employees	27	134	627	788
The average number of hours of training per employee	17.19	23.90	25.95	25.30

Note: The total number of employees in this table does not include foreign employees.

Average training hours per employee



Employee performance management

For the part of the existing employees, RTC regularly evaluates every six months, and the project is mainly divided into two parts: "implementation of the group's common values" and "work goal plan and results", through employee self-evaluation and supervisor evaluation and face-to-face interviews, establish a two-way communication channel, deeply understand the employees' recognition of the company and encourage employees to put forward opinions, if there is a significant impact on the employee's situation, immediately explain to the employee. In 2023, 100% of employees have completed the annual performance review, except for new employees and foreign employees who have been less than three months old.



5.4 Occupational safety and health

GRI : 403-1~403-9

SASB : IF-EN-320a.1

As a member of the construction industry, RTC has always regarded the safety and health of employees as the most important resource of the enterprise (people-oriented), and set the overall goal of occupational safety and health in 2023 to zero major occupational accidents. Through a series of training and management measures (facilities), we ensure that every employee can work in a safe and healthy environment, and at the same time develop a corporate culture that focuses on safety awareness and teamwork. In 2023, in the award of occupational safety and health, RTC won the "17th Occupational Safety and Health Excellent Engineering Jin'an Award for Private Engineering Group Excellence" in 112, the "National Safety and Health Excellent Unit Award" in 111, and the "12th New Taipei City Industrial Safety Award Excellent Unit Award (Group A)" in 111 - Excellent. Through the recognition of the award, RTC continues to work hard in occupational safety and health to provide a comfortable and safe working environment for employees.

We uphold the principle that providing an effective occupational safety and health management system is to protect the rights and interests of employees, and that the implementation of good occupational safety and health management will help enhance the company's reputation and employees' trust in the company.

Occupational health and safety management system

Occupational health and safety management system

RTC follows the "Occupational Safety and Health Act" and the "Regulations on Safety and Health in Construction Operations" to carry out on-site management, and has passed the ISO 45001 occupational safety and health management system certification, conducts hazard identification and risk assessment for construction sites, and conducts improvement operations based on the assessment results to reduce the risk of occupational accidents. In 2023, in accordance with the ISO 45001 occupational safety and health management system, the management system covers all project site employees and workers (contractors and sub-contractors), covering 23 project sites, including 1,980 employees and workers, including 1,016 employees and 964 workers.

Occupational Safety and Health Committee

RTC has set up a safety and health committee, which holds regular meetings with labor representatives every quarter to discuss, communicate and vote on major issues related to occupational safety. In 2023, there will be a total of 43 members, with 70% of the members being labour representatives and 30% being management representatives. In 2023, a total of four meetings will be held to discuss the contents of the meeting, including: reviewing and revising the occupational safety and health policy and management plan, reviewing the implementation plan of safety and health education and training, monitoring results and countermeasures of labor working environment, health promotion and management matters, audit matters of public institutions, hazard prevention measures, occupational disaster investigation reports, on-site safety and health management performance appraisal, etc.

name	frequency	Number of meetings held in 2023	participator
Project site safety and health agreement organization meeting	time/month	276	The person in charge of the project site, occupational safety and health personnel, engineers, and third-party leaders
Occupational Safety and Health Committee Meeting	time/quarter	4	Chairman of the Occupational Safety and Health Committee, Occupational Safety and Health Department, all project site supervisors, occupational safety and health personnel, and labor representatives

Hazard identification and risk assessment

RTC conducts at least 10 risk assessments every year, and risk assessors are required to have a certificate of completion for occupational safety and health risk assessment personnel to ensure the quality of risk identification and response processes.

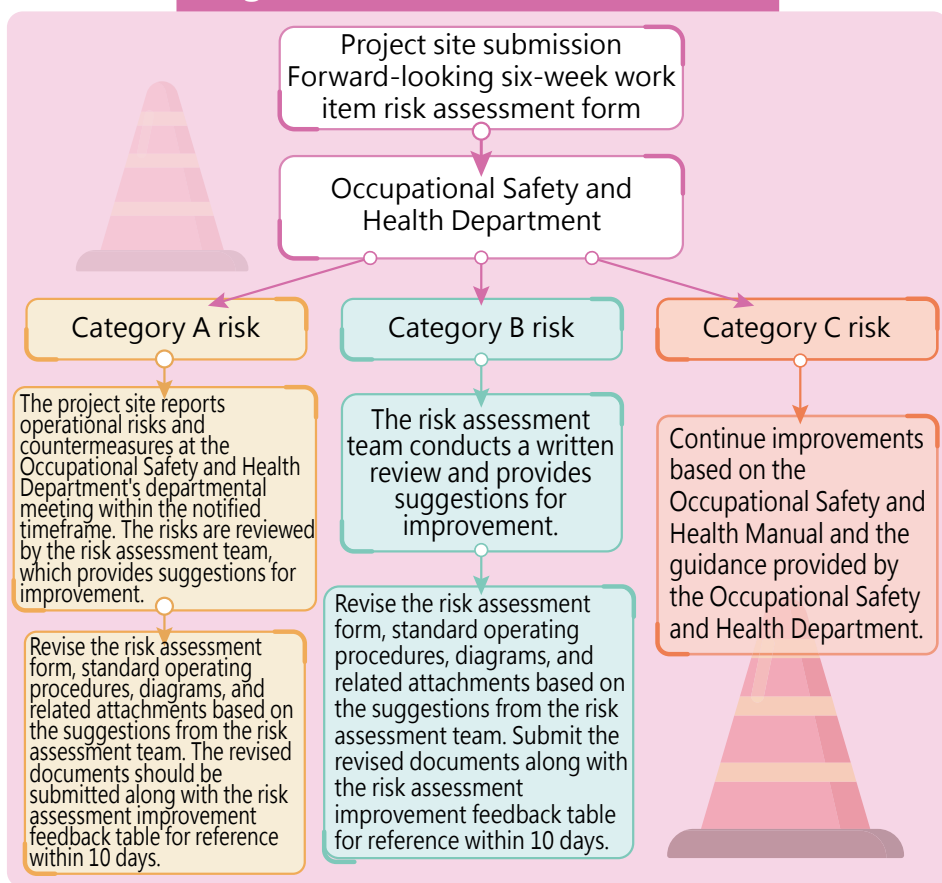
In the morning meeting of each project site, the type of high-risk hazard submitted for the six-week prospect is reported, and the follow-up treatment of this risk is determined according to the process through the classification of ABC risk degree type (as shown in the table and description below).

In 2023, 13 construction sites such as Nangang Yucheng Case, Sanzhong Jieliu and Wanhua Community House were evaluated, and a total of 3 hazard categories were identified, mainly with falling, falling objects, and fire as high-risk items.

1. Falling: When there is a concern about the hazard of falling at the project site at a height or during the operation of the construction frame, the hazard identification shall be carried out, which shall be classified as a Class A risk, and the head office shall be briefed on the project.
2. Falling objects: For items that are likely to fall after construction, such as hanging operations, openings or materials on construction racks, hazard identification is carried out, listed as a category B risk, and a briefing is prepared for internal discussion by the risk assessment team.
3. Fire: For the possibility of burning and fire in the material placement area, the entry of combustible materials, and the waste dumping area after construction or engineering, which is classified as a Class C risk, opinions will be given in accordance with the company's safety and health manual (fire extinguisher installation) and on-site control (fire control, smoking area setting). Improvement ways.

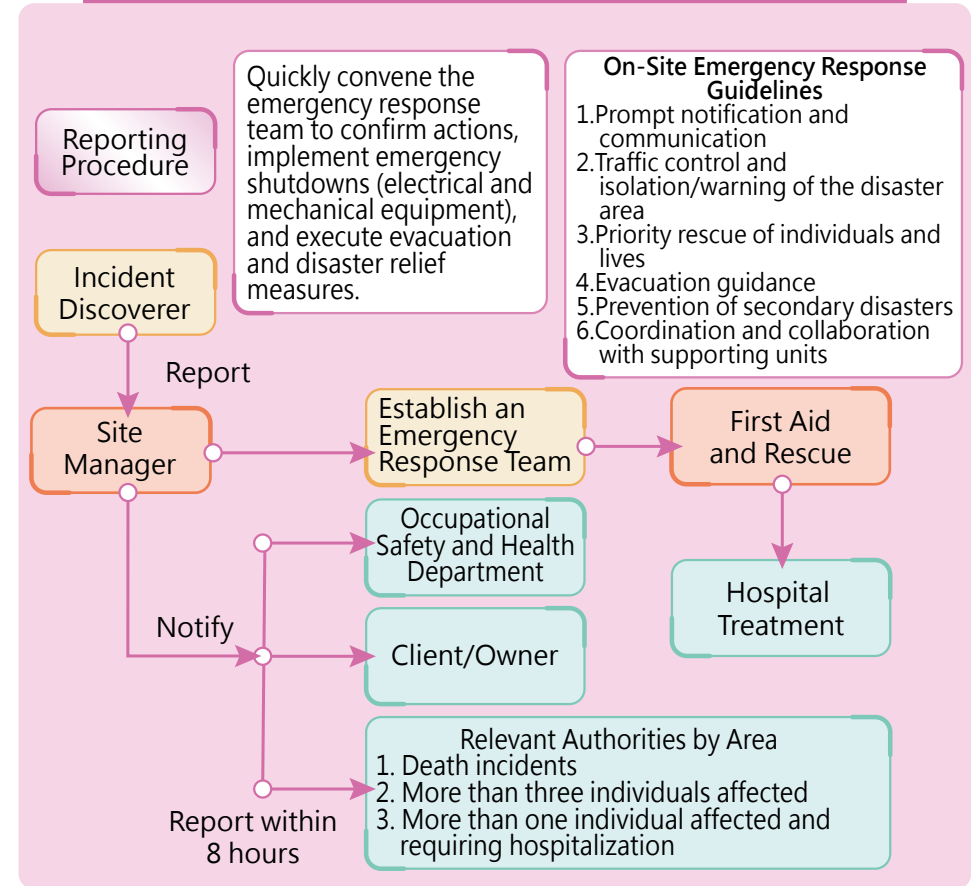
Category ABC risks are assessed and briefed by the project site for the project that requires risk assessment, and the Occupational Safety and Health Department evaluates its attributes according to the risk of the project, such as Category A must be briefed to the head office for the project, Category B is the briefing after the briefing is made and discussed internally by the assessment team, and Category C is improved after giving opinions according to the company's safety and health manual and on-site implementation.

High-risk assessment flowchart



In order to reduce the probability of occupational accidents for employees, the project site service disaster prevention notification regulations are used to grasp the on-site conditions and follow-up actions in case of industrial safety incidents in real time, so as to formulate an occupational accident reporting process. When an accident occurs, immediately inform the site director, who will then notify the owner, the occupational safety and health department and the competent authorities, and set up an emergency response team to immediately carry out first aid and send to the hospital for treatment. This process covers all employees and engineers on all project sites, and the occupational safety and health department will also regularly inspect the project site to continuously track and supervise the improvement of unsafe environments and behaviors.

Occupational Incident Reporting Flowchart





Statistics on occupational hazards

In 2023, a total of 9 non-employee workers suffered occupational injuries, the main types of injuries were falls, falls, cuts/clips/collisions, and all of them were sent to the hospital for treatment as soon as possible, and continued to advocate safety concepts and defensive measures to reduce the incidence of occupational injuries. In 2023, the frequency of non-employee disability injuries is 0.5229, which is better than the ratio of 1.59 according to the Occupational Health Administration of the Ministry of Labor in the same industry.

Junhiro 2023 Occupational Injury Statistics

	employee	Non-employees
Total elapsed hours Note 1	2,015,744	1,912,576
Number of Occupational Injuries Note 2	0	0
Occupational injury fatalities Note 3	0	0
Recordable Occupational Injury Ratio Note 4	0	1
Number of serious occupational injury incidents Note 5	0	0.1046
Serious occupational injury rate Note 6	0	9
Disabling Injury Frequency Note 7	0	0.9411
Severity of disabling injuries Note 8	0	0.5229
Disabling injury severity rate Note 9	0	94.1139

Note 1: Full-time and part-time employees of RTC and Runyang. Contract employees include supplier employees (security, cleaning personnel, external dispatch personnel, etc.) of RTC and Runyang.

Note 2: The number of recordable occupational injuries includes the number of fatalities caused by occupational injuries.

Note 3: Number of fatalities due to occupational injuries.

Note 4: Recordable occupational injury ratio = (number of occupational injuries / total working hours) * 200,000.

Note 5: A serious occupational injury is an injury that makes it difficult for a worker to return to his or her pre-injury state of health within 6 months, excluding the number of fatalities.

Note 6: Serious work-related injury ratio = (number of serious work-related injuries / total working hours) * 200,000.

Note 7: Disabling injury frequency (F.R) = number of disabling injuries * 1,000,000 / total elapsed man-hours.

Note 8: Disabling injury severity rate (S.R) = number of disabling injury days * 1,000,000 / total hours worked.

Types of occupational injuries in 2023

Type of disaster	illustrate	Number
Cut	When climbing the aluminum ladder, he accidentally stepped on the empty foot and slipped on his lower leg, and after treatment, he received two stitches and recuperated	1
Clipped	When the screws are loosened, the hand is placed on the connecting plate, causing the slanted lever to slide down and pinch the fingers	1
fall	Due to the crack at the joint of the PC version of the pavement, the injury caused by the collapse after stepping on the joint, he was immediately sent to the hospital for treatment and stayed in the hospital for observation Due to the instability of the center of gravity of the pipe, he fell and went to the hospital for surgery He slipped and fell while walking on the stairs on a rainy road and was sent to the hospital for surgery	3
Fall	When stepping on the second layer of pedals to remove the third layer of frame, because the handrail first guard got stuck in the mixed soil, it accidentally fell to the ground together with the handrail first guard, and was immediately sent to the doctor for surgery The dismantled components of the construction frame were moved indoors, and they accidentally slipped and fell through the opening of the exposed beam, and were hospitalized for surgery after being sent to the hospital	2
Hit	When operating the steel bending machine, the bending is too large, and the injury is accidentally rebounded, and it is immediately sent to the hospital for treatment	1
Objects fly down	When adjusting the bracket, the construction frame bracket and the section steel are fixed without screws, resulting in the overturning of the section steel, resulting in injury, and returning home to recuperate after being sent to the hospital for treatment	1



Career promotion activities

RTC provides a number of health service measures to employees, which is helpful to identify and eliminate hazards, minimize occupational safety risks, and enable employees to work in a state of physical and mental health, and fulfill the company's responsibility to take care of employees.

Prevention of human-caused hazards	Maternal Labor Health Protection Program	Abnormal workloads contribute to disease	Prevention of unlawful infringement in the performance of duties
<p>Target: All colleagues</p> <p>Employees fill out a questionnaire on their perceived musculoskeletal symptoms (suspected hazards) and establish a tracking list.</p> <p>Regular health talks for physiotherapists.</p> <p>Share health information through internal email from time to time. ◦</p>	<p>Target: All colleagues</p> <p>Hold health lectures, care for pregnant colleagues, and provide precautions during pregnancy.</p>	<p>Target: All colleagues</p> <p>Conduct regular health check-ups that go beyond regulations.</p> <p>Hold health talks and provide one-on-one health follow-up by physicians and nurses.</p> <p>Share health information through internal email and from time to time.</p>	<p>Target: All colleagues</p> <p>Announcements are available on the bulletin board and in the staff section of the company's official website for employees' reference.</p>
<p>Performance :</p> <p>In the 2023 musculoskeletal symptom questionnaire survey, a total of 2 people with a score of 3 points were revisited, and the score was 2~3 points after the nurse revisited, so it is recommended that the rehabilitation department continue to follow up ◦</p> <p>In 2023, 6 health talks will be held (4 RTC; 2 sessions of Runyang), and daily suggestions are made by physiotherapists after class to reduce the occurrence of occupational injuries.</p>	<p>Performance :</p> <p>In 2023, a health seminar will be held, and a colleague is pregnant, so we will give care to the pregnant colleague and remind the precautions.</p>	<p>Performance :</p> <p>Health check-up services are provided twice a year.</p> <p>In 2023, a total of 7 health lectures will be held (4 RTC; 3 Runyang).</p>	<p>Performance :</p> <p>Regularly update information to reduce the occurrence of illegal infringement of duties.</p>









Health promotion activities

Healthy employees are the key to the company's sustainable operation, so RTC pays attention to the physical health of employees, conducts regular employee health examinations, and continues to track those with abnormal physical conditions; When necessary, nurses and physicians will also be provided with consulting services to ensure that colleagues can better understand and care about their own health. In addition to providing health check-ups that exceed the regulations, RTC also organizes health promotion activities, including a weight-loss-walking competition in 2023, which has been enthusiastically responded to by colleagues and has achieved the walking standard (50,000 steps per week and 8,000 steps at least five days a week). The company values the health of its employees and regards employees as an important asset of the company, so this activity can not only maintain physical and mental health, but also restore self-confidence.

project	illustrate	object	Risks of resolution	2023 Performance
Health check tracking	Superior to laws and regulations and industry health screening standards	All colleagues	By detecting the physical health condition, it can prevent the occurrence of diseases, and can detect abnormalities at an early stage, and adjust and treat them early. We have also signed a health consultation contract with Shutian Clinic to provide health and medical information twice a month and follow-up risk tracking and control of physical examinations.	In 2023, RTC will subsidize a total of 3,000 yuan for the health examination expenses of full-time employees. The annual subsidy for managers and above is 64,000 yuan, and the vice president level or above can participate in the membership and subsidize 164,000 yuan.
Employee health check-up items (first-half & second-half check-up items; Only the first half of the year will inspect the items; inspection items in the second half of the year).				
Urinalysis Urine appearance, specific gravity, occult blood, glucose, bilirubin, ketone bodies, pH, protein, red blood cells, leukocytes, leukoglobulin amidine, urobilinogen, nitrite, epithelial cells, pus cells, crystals, cylinders, bacteria, mucus glands		Routine blood tests Leukocytes, erythrocytes, hemoglobin, hematovolume ratio, coefficient of variation of red blood cell distribution width, mean erythrocyte volume/heme volume/heme concentration, platelet count, lymphocyte/monocyte percentage, neutrophil/eosinophil/basophil, leukocyte percentage		Serum biochemistry Total cholesterol, triglycerides, HDL/LDL, total protein, albumin, globulin A/G, blood glucose, glycosylated hemoglobin, hypersensitivity C-reactive protein, uric acid test, thyroid-stimulating hormone (TSH).
General & Instrumental Examination Height, weight, abdominal circumference Hearing, visual acuity, color discrimination, fundus photography without mydriasis Pulse, blood pressure, blood oxygen concentration Chest X-ray Epigastric ultrasound 10-year cardiovascular risk assessment		Hepatic/gallbladder/renal function SGOT · SGPT · ALK-P · r-GT Total bilirubin, straight bilirubin Urea nitrogen, creatinine, kidney bulb overload rate		Tumor markers Man : AFP · CEA · CA199 · PSA (Aged 45 and above) Women : AFP · CEA · CA199 · CA125



project	illustrate	object	Risks of resolution	2023 Performance
<p>Nurses consult with physicians</p>	<p>In line with the requirements of laws and regulations, there are nurses to perform on-site health services, and open colleagues to register for health consultations.</p>	<p>All colleagues</p>	<p>Through the professional medical staff using their professional knowledge of human health and diseases, combined with the results of on-site risk identification, all information is integrated, the potential environmental and occupational health hazards are clarified, and further assistance is made to improve the work, so that employees can work more at ease and maintain a good health state when they enter middle and old age. Improve the health care rate of employees, implement occupational injury and disease prevention, physical and mental health protection, health management and promotion, etc.</p>	<p>On-site service statistics of nurses: 86 hours of service in Yangmei factory; The Taipei office is available for 120 hours. As a result, the fatty liver, dyslipidemia and high blood pressure of my colleagues decreased significantly compared with last year. Physician's on-site service statistics: 7 hours of service in Yangmei factory; The Taipei office is open for 11 hours. Let the colleagues' concept of medical health gradually improve, and also let the colleagues face their health problems more positively.</p>
				
<p>Massage for the visually impaired</p>	<p>In order to promote employee relations and improve the company's brand and image, the company uses visually impaired masseurs to serve employees, and opens up employees to register for massage services.</p>	<p>All colleagues</p>	<p>Employees are the company's greatest asset, and massage can solve the fatigue caused by work and relax the body, mind and spirit.</p>	<p>Starting from January 1, 2024, massage services will be offered twice a week, with 15-minute massages for 12 employees every Wednesday and Friday from 2 pm to 5:20 pm.</p>
				



project	illustrate	object	Risks of resolution	2023 Performance
<p>Weight-loss walking activities</p>	<p>The company organizes health promotion activities related to weight-loss and walking competitions, with 29% of colleagues participating in brisk walking and about 17% participating in weight-loss competitions. The company held it for the first time this year, and the participation was enthusiastic, and it successfully made colleagues pay attention to their physical health and love sports.</p>	<p>All colleagues</p>	<p>Through the organization of brisk walking exercise, colleagues can not only adjust their body posture, but also pay more attention to their physical condition and promote health.</p>	<p>On November 6, 2023, a weight-loss and brisk walking activity was held, and as of January 10, 2024, 139 people had lost weight, with an employee coverage rate of 17.64% and a total weight loss of 51205 kg, and a weight loss bonus is issued.</p> <p>There are 577 people who have achieved the walking standard (5,000 steps per week and 8,000 steps at least five days a week), with an employee coverage rate of 73.22%, and a bonus for achieving the standard.</p>
<div data-bbox="815 667 1182 946" data-label="Image"> </div> <div data-bbox="1258 667 1626 946" data-label="Image"> </div> <div data-bbox="1700 667 2067 946" data-label="Image"> </div>				



Occupational safety and health education and training

RTC strengthens employees' concept of occupational safety and health through a series of education and training courses, and sets up corresponding education and training courses for different majors, including: high-risk operation training, construction site education and training, fire drills, etc., and actively promotes online learning, and sets up many courses on the company's education platform so that colleagues can learn conveniently. RTC has formulated strict safety standards and procedures, and since 2000, RTC has formulated a safety, health and environmental protection management manual, which has been revised several times, and is divided into 45 operation items in 9 categories in 2023, and established standard operating procedures (SOP), which are included in the company's safety and environmental protection management manual. These manuals not only provide guidance, but also emphasize the company's high priority on the safety of every employee.

RTC promotes the Seven Determinations of Management, emphasizing that through prior planning and management, efficiency can be improved, waste can be reduced, quality can be improved, and workplace safety can be ensured. At the same time, combined with the 6S principle, the working environment is consolidated and orderly. The combination of these two management methods improves work efficiency while also creating a safe and orderly working environment. Results: Implement the three-level management system of occupational safety and health, the implementation of the 7 fixed and 6S regular inspections by the Occupational Safety and Health Department, and the prevention and correction of the construction site for lack of guidance, and the evaluation according to the implementation of the construction site and include it in the KPI score. In the future, RTC will continue to be committed to this mission and continue to innovate to ensure that every employee can thrive in the safest and healthiest environment

project	object	illustrate	2023 Performance
Acquaintance with the culture of Ruentex safety and health	New colleagues	Description of Ruentex safety and health culture (6S)	A total of 33 sessions were held, with a total of 81 participants
High-risk operation control publicity	Colleagues on the construction site	Before the start of high-risk operations, we will carry out pre-publicity and remind the precautions	A total of 19 sessions were held, with a total of 266 participants
Education and training at the new construction site	Colleagues on the construction site	Description of Ruentex safety and health culture (6S).	A total of 33 sessions were held, with a total of 81 participants
On-the-job training for security personnel	Holders of safety and health certificates	Regular return training in accordance with the rules for occupational safety and health education and training	A total of 42 people participated, with an average of 12 hours of commitment per person
Fire drills and AED use	All colleagues	Fire drills and AED operation instructions	1 fire drill was held, with a total of 10 participants; A total of 4 AED teaching sessions were held, with a total of 108 participants
On-the-Job Training (OJT) Physical In-Service Training Courses	All colleagues	RTC pays special attention to the safety and health of the working environment, and through the course, it not only provides theoretical knowledge, but also cultivates employees' operational skills in practical scenarios and improves their ability to respond to emergencies	Forty-six physical on-the-job training courses were held at various construction sites



Occupational Safety Card Course

In 2023, in response to the Ministry of Labor, the "Taiwan Occupational Safety Card" will be promoted to enhance the disaster prevention awareness of workers in the construction industry. RTC is trained by a qualified lecturer from the Ministry of Occupational Safety and Health to handle the education and training of the occupational safety card in the company and the construction site, and after receiving 6 hours of training, and passing the online test, the "Taiwan Occupational Safety Card" will be issued to prove that the general occupational safety and health education and training is qualified.



Online learning platform

RTC actively promotes online learning, and places 11 lessons on safety, health and corporate values on the company's e-Learning learning website. In 2023, a total of 770 people participated in workplace safety courses (6 new sessions), with a total of 713.93 hours.





5.5 Community Care and Social Participation

GRI : 413-1

As we are in the construction industry, and the operation activities of various construction sites are the main source of revenue for the Company, so the smooth implementation of the project is our primary goal, in addition to ensuring that the project is completed on schedule, and we are also committed to reducing the impact on the society and the surrounding environment during the construction process. After discussion with relevant departments, the risks and opportunities of RTC to the community are assessed as follows, and it is proposed to give priority to the following risks and opportunities for community care and social participation :

risk	opportunity
Complaints from nearby communities	Reinvent the community and give it new value
Work stoppage due to work accidents	Create a new community-friendly environment
The construction process caused traffic shocks	Reshape the cityscape and clean up traffic
Pollution to the surrounding environment	Increase local employment opportunities

After the above-mentioned risk and opportunity assessment, the company will take measures to the adjacent areas during the implementation of the project, such as the adoption and maintenance of green space, road cleaning, traffic management, road surface improvement, sprinkling water to reduce dust, and provide prize sponsorship and other related social feedback measures for the activities of the people, so that the project can be carried out smoothly and completed on schedule, so that the community can be renewed.

The Company also attaches great importance to the work of employees in the place where they are registered, and the countermeasures taken are that when there is a construction site in a certain area, it will try to dispatch employees with local household registration to the construction site to take up their posts, and the Company will recruit local personnel, including engineers and contractors, to engage

The specific measures include assistance in traffic control control, sponsorship of community activities, repair of community facilities, improvement of green space and environment, noise reduction and pollution prevention, etc., with a total of 99 measures taken, with a total investment amount of NT\$48,211,762 and a total of 5,187 people invested in 2023 :

Traffic control and control

In 2023, the company invested a total of NT\$17,398,720 and 2,113 person-times in assisting in traffic diversion and control in the community.

Event Sponsorship

The company pays attention to the emotional connection of the community, and provides event sponsorship for the New Year festival activities in nearby communities, temple religious activities, Zhongyuan Pudu purchase offerings for distribution to disadvantaged families, Mid-Autumn Festival, Mother's Day activities, and winter relief, with a total investment of NT\$158,003 and 4 person-times

Facility renovations

The Company pays attention to the health of community facilities, and has invested a total of NT\$9,288,482 and 261 person-times in the renovation of public facilities, roads, rain shelters, urinals, AC paving, barrier-free ramps on sidewalks, partial renovation of road pavement, and beautification of MRT stations.

The environment is clean and tidy

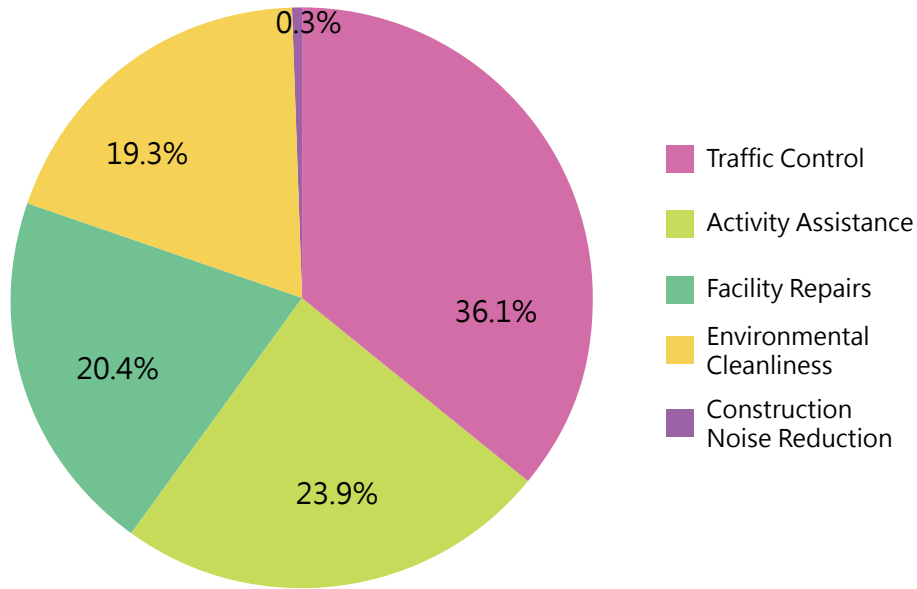
The company pays attention to the cleanliness of the community, and RTC emphasizes 6S (safety, tidying, rectification, cleaning, cleaning and habits), and is obliged to perform operations such as ditch and culvert dredging, environmental mosquito control, park maintenance, sidewalk cleaning, and floor cleaning in fire lanes in nearby communities, with a total investment of NT\$9,833,729 and 2,757 person-times.

Construction noise reduction

The company pays attention to the tranquility of the community, and uses soundproof canvas, soundproof air cushions and other equipment during the construction process, and cooperates with the surrounding neighbors during the holiday break period to greatly reduce the surrounding construction noise, with a total investment of NT\$11,532,828 and 52 person-times.



Proportion of investment in each measure

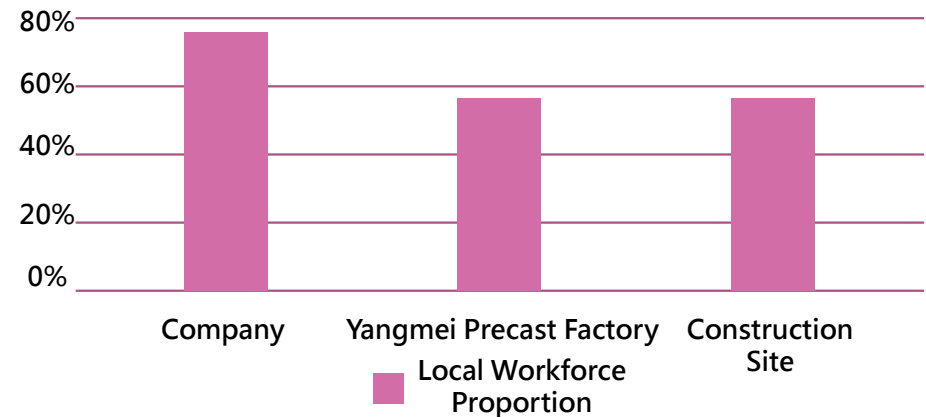


Appropriate employment of manpower in the places where the company operates

As the company's construction sites are located all over Taiwan, we will appropriately hire talents from the places where we operate when hiring manpower, bringing local employment opportunities, and the average ratio of local manpower employed in each operation base in 2023 is 63%

Place of work		Total number of people	Number of people on the ground	Proportion of local manpower
firm	Shuangbei	227	174	77%
Bayberry pre-foundry	Tao yuan	108	62	58%
building site	All over Taiwan	453	264	58%
total		788	500	63%

Note: Local manpower is defined as the employee's work area is the same as his or her household registration.



Cooperative Church Building

In order to support local education and increase students' practical work experience, the Company actively cooperates with tertiary institutions in the construction of education, and arranges a total of 9 students to receive practical work training in 2023.

Appendix 1 GRI Standards Indicator Mapping Table

Notices of Use	RTC has reported the content for the period from 3/1/1/2022 to 12/31/2023 in accordance with the GRI guidelines.
GRI 1 used	GRI 1 : Basic 2021
Applicable GRI Industry Guidelines	not

General Revealed: 2021

GRI	Expose the project	Corresponding chapters and supplementary notes	page number
Organizing and reporting practices			
2-1	Organizational details	1.1 About RTC	9
2-2	Entities included in organizational sustainability reporting	About this report:	1
2-3	Duration, frequency and contact person for coverage	About this report:	1
2-4	Information recompilation	N/A: The sustainability report was published in the first year, and there was no information recompilation	-
2-5	External assurance/ assurance	About this report; Appendix Summary table of confident projects Appendix Accountants Limited Assurance Report	1 104 105
Activities & Workers			
2-6	activities, value chains, and other business relationships	1.1 About RTC	9
2-7	employee	5.1 Talent employment and policies	74
2-8	Workers who are not employees	5.1 Talent employment and policies	74

govern			
2-9	Governance structure and composition	2.1 Corporate Governance	27
2-10	Nomination and selection of the highest governance unit	2.1 Corporate Governance	27
2-11	The chairman of the highest governance unit	2.1 Corporate Governance	27
2-12	The role of the highest governance unit in overseeing impact management	1.2 Corporate sustainability governance	16
2-13	Head of impact management	1.2 Corporate sustainability governance	16
2-14	The role of the highest governance unit in perpetual reporting	About this report	1
2-15	conflict of interest	2.1 Corporate Governance	28
2-16	Communicate key milestones	1.2 Corporate sustainability governance	16
2-17	The collective intellect of the highest governance unit	2.1 Corporate Governance	28
2-18	Performance evaluation of the highest governance unit	2.1 Corporate Governance	29
2-19	Remuneration Policy	2.1 Corporate Governance	29
2-20	Compensation Decision Process	2.1 Corporate Governance	29
2-21	Total annual compensation ratio	5.2 Remuneration and benefits and labor-management communication	76



Strategies, Policies and Practices

2-22	A statement on the sustainability strategy	Chairman's words	2
2-23	Policy commitments	2.2 integrity management	31
2-24	Incorporate policy commitments	2.2 integrity management	31
2-25	Procedures for remedying negative shocks	1.2 Corporate sustainability governance	21
2-26	A mechanism for seeking advice and raising concerns	1.2 Corporate sustainable governance, 2.2 Integrity management	18 32
2-27	compliance	2.4. Regulatory compliance	35
2-28	Membership in public associations	1.1 About RTC	15
Stakeholders agree			
2-29	Stakeholders agree on the policy	1.2 Corporate sustainability governance	18
2-30	Group Agreements	N/A: The company does not have a group agreement	80

Major issues revealed

GRI Indicators		Itemized disclosure items	Corresponding chapters and supplementary notes	page number
GRI 3 Major issues	3-1	The process for deciding on major issues	1.2 Corporate sustainability governance	17
	3-2	List of major issues	1.2 Corporate sustainability governance	20
	3-3	Management of major issues	1.2 Corporate sustainable governance, the cover of each chapter	21
Climate change management/energy and greenhouse gas management				
GRI 302 energy	302-1	Internal energy consumption within the organization	4.1 Climate and environmental management	64
	302-3	Energy intensity	4.1 Climate and environmental management	64
GRI 305 emission	305-1	Direct (Scope 1) greenhouse gas emissions	4.1 Climate and environmental management	65
	305-2	Energy indirect (scope 2) greenhouse gas emissions	4.1 Climate and environmental management	65
	305-3	Other indirect (Scope 3) greenhouse gas emissions	4.1 Climate and environmental management	65
	305-4	Greenhouse gas emissions intensity	4.1 Climate and environmental management	65
	305-5	Reduction of greenhouse gas emissions	4.1 Climate and environmental management	65
Use of raw materials				
GRI 301 material	301-1	The weight or volume of the material used	3.2 Quality and Supply Chain Management	55
	301-2	Use recycled materials	3.2 Quality and Supply Chain Management	55
Waste management				
GRI 306 castoff	306-1	Waste generation has a significant impact on waste	4.2 Green Operation	67
	306-2	Management of significant impacts related to waste	4.2 Green Operation	67
	306-3	Waste generation	4.2 Green Operation	69
	306-4	Disposal and transfer of waste	4.2 Green Operation	69
	306-5	Direct disposal of waste	4.2 Green Operation	69



GRI Indicators		Itemized disclosure items	Corresponding chapters and supplementary notes	page number
Supply chain management				
GRI 204 Procurement Practices	204-1	Proportion of procurement spend from local suppliers	3.2 Supply chain management	55
GRI 308 Supplier environmental assessment	308-2	The negative impact of the supply chain on the environment, and the actions taken	3.2 Supply chain management The results of the 2023 supplier evaluation did not have a negative impact on the environment.	53
GRI 414 Supplier Social assessment	414-2	The negative impact of the supply chain on society, and the actions taken	3.2 Supply chain management The results of the 2023 supplier evaluation did not have a negative impact on society.	53
Sustainable innovation products and services				
Sustainable innovation products and services	NA	NA	3.2 Low-carbon and labor-saving construction	38
Occupational health and safety				
GRI 403 Occupational Safety and Health: 2018	403-1	Occupational health and safety management system	5.4 Occupational safety and health	84
	403-2	Hazard identification, risk assessment, and accident investigation	5.4 Occupational safety and health	85
	403-3	Occupational health services	5.4 Occupational safety and health	88
	403-4	Participation, consultation and communication with workers related to occupational safety and health	5.4 Occupational safety and health	84
	403-5	Worker training on occupational safety and health	5.4 Occupational safety and health	92

GRI Indicators		Itemized disclosure items	Corresponding chapters and supplementary notes	page number
GRI 3 major issues	403-6	Worker health promotion	5.4 Occupational safety and health	89
	403-7	Prevent and mitigate the impact of occupational health and safety directly related to business relationships	5.4 Occupational safety and health	92
	403-8	Workers covered by the Occupational Health and Safety Management System	5.4 Occupational safety and health	84
	403-9	Occupational injuries	5.4 Occupational safety and health	87
Compensation and benefits and labor communication				
GRI 401 Employment-employment relations	401-2	Benefits offered to full-time employees, excluding temporary or part-time employees	5.2 Salary, benefits and labor communication	76
	401-3	Parental leave	5.2 Salary, benefits and labor communication	80
GRI 402 Industrial Relations	402-1	Minimum notice period for changes in operations	5.2 Salary, benefits and labor communication	80



General Theme Disclosure

GRI Indicators		Itemized disclosure items	Corresponding chapters and supplementary notes	page number
Operations and Financial Condition				
GRI 201 Economic performance	201-1	The direct economic value generated and distributed by the organization	1.1 About RTC	14
Ethical integrity				
GRI 205 Anti-corrup-tion	205-1	Operations that have conducted corruption risk assessments	2.2 integrity management	31
	205-2	Communication and training on anti-corruption policies and procedures	2.2 integrity management	31
	205-3	Identified incidents of corruption and actions taken	2.2 integrity management There have been no such incidents in 2023.	32
GRI 206 Anti-competi-tive conduct	205-3	Legal action against competitive conduct, antitrust and monopolistic conduct	2.2 integrity management There have been no such incidents in 2023.	
risk management				
risk manage-ment	NA	NA	1.1 About RTC	22
Water management				
GRI 303 Water vs. exiled water	303-1	Mutual impact of shared water resources	4.2 Green Operations	70
	303-2	Management of drainage-related shocks	4.2 Green Operations	71
	303-3	Water withdrawal	4.2 Green Operations	70
Employment-employment relations				
GRI 401 Employment-relations	401-1	New and former employees	5.1 Talent employment and policies	74

GRI Indicators		Itemized disclosure items	Corresponding chapters and supplementary notes	page number
Talent development and nurturing				
GRI 404 Training & Education	404-1	The average number of training hours per employee per year	5.3 Talent development and cultivation	83
	404-2	Enhance staff functions and transition assistance programs	5.3 Talent development and cultivation	82
	404-3	Proportion of employees who receive regular performance and career development reviews	5.3 Talent development and cultivation	83
Employee diversity and equal opportunity				
GRI 405 Employee diversity and equal opportunity	405-1	Governance of the diversity of the unit and employees	2.1 Corporate Governance 5.1 Talent employment and policies	28
Social Welfare and Community Engagement				
GRI 413 Local communities	413-1	Operational activities agreed upon by the local community, impact assessment and development plan	5.5 Community Care and Social Participation	94
Customer Health & Safety				
GRI 416 Customer health with security	416-1	Assess the impact of product and service categories on health and safety	3.1 Low-carbon and labor-saving construction	51
	416-2	Incidents of non-compliance with health and safety regulations relating to products and services	2.3 Regulatory Compliance There have been no such incidents in 2023.	35
GRI 417 Marketing & Labeling	417-1	Requirements for product and service information and labeling	3.1 Low-carbon and labor-saving construction	51
	417-2	Failure to comply with laws and regulations related to information and labeling of products and services	2.3 Regulatory Compliance There have been no such incidents in 2023.	35
Customer rights and service quality				
GRI 417 Marketing & Labeling	417-3	Incidents in which regulations relating to marketing communications are not followed	2.3 Regulatory Compliance There have been no such incidents in 2023.	35
GRI 418 Customer Privacy	418-1	Complaints of substantiated infringement of customer privacy or loss of customer information	2.3 Information Security Management There have been no such incidents in 2023.	34



Appendix 2 SASB Standards Disclosure Index Engineering & Construction Services

SASB Topics	SASB indicators		2023 Reveal Information	page number
Environmental impact of the project	IF-EN-160a.1	Number of cases of non-compliance with environmental permits, standards or regulations	60 PCS	-
	IF-EN-160a.2	Discuss the process of environmental risk management and assessment in the design, site selection and construction of a project	The parent company is responsible for the design and site selection of the RTC project, and the environmental risk management of the construction is detailed in 4.2 Green Operation	67
Structural integrity and safety of the	IF-EN-250a.1	Re-construction costs related to defects and safety	In 2023, there were no re-construction incidents related to defects and safety	-
	IF-EN-250a.2	Number of cases of non-compliance with environmental permits, standards or regulations	In 2023, there were no legal proceedings due to defects and safety-related reconstruction	-
Health and safety of workers	IF-EN-320a.1	of direct employees (1) Recordable occupational injury ratio (2) Death rate	(1)0 (2)0	87
		Contract Employees (1) Recordable occupational injury ratio (2) Death rate	(1)0.9411 (2)0	87
Life Cycle Assessment of Buildings	IF-EN-410a.1	(1)The number of projects that have been certified by third-party sustainability standards	5 cases For details, see 3.1 low-carbon and labor-saving construction	44
		(2)Number of projects seeking such certification	24 cases For details, see 3.1 low-carbon and labor-saving construction	44
	IF-EN-410a.2	Describe water management risks and discuss strategies and measures to mitigate these risks	For details on water management, please refer to 4.2 Green Operations	70
Climate shocks	IF-EN-410b.1	The total amount of fossil fuel and renewable energy projects under construction	NT\$1.054 billion For details, see 4.1 Climate and Environmental Management	66
	IF-EN-410b.2	The amount of fossil fuel projects to be cancelled in construction in progress	Fossil fuel-free projects or the elimination of fossil fuel projects	-
	IF-EN-410b.3	The total amount of non-energy projects related to climate change mitigation in construction	There are no non-energy projects related to climate change mitigation	-



SASB Topics	SASB indicators		2023 Reveal Information	page number
Business Ethics	IF-EN-510a.1	Number and value of ongoing construction projects in the 20 lowest-ranked countries in the Transparency International Corruption Perception Index	There were no projects under construction in these countries in 2023	-
	IF-EN-510a.2	The total amount of monetary losses resulting from legal proceedings arising from violations of bribery, corruption and anti-competitive practices regulations	For details, please refer to 2.2 Integrity Management There were no legal proceedings arising from violations of the Bribery, Corruption and Anti-Competitive Practices Regulations in 2023	31
	IF-EN-510a.3	Describe policies and specific actions to prevent (1) bribery/corruption and (2) anti-competitive conduct in the bidding process	For details, see 2.2 Integrity Management and 3.2 Supply Chain Management	31
Activity metrics	IF-EN-000.A	Number of projects under construction	35 cases	11
	IF-EN-000.B	Number of completed works	7 cases	11
	IF-EN-000.C	The amount of construction in progress	33.3 billion yuan	11



Appendix 3 Climate-related Financial Disclosures (TCFD) and Index of Climate-related


Climate-related information for listed companies	TCFD Disclosure Essentials	TCFD Recommends Disclosure	Corresponding chapters and supplementary notes	page number
1. Describe the oversight and governance of climate-related risks and opportunities by the Board of Directors and management.	govern	How the Board oversees this issue	4.1 Climate and environmental management - climate change management	60
		How the management assesses and manages this issue.		60
2. Describe how the identified climate risks and opportunities affect the business, strategy and finances (short, medium and long term).	tactics	short-, medium- and long-term climate-related risks and opportunities identified by the Company.	4.1 Climate and environmental management - climate change management	62
3. Describe the financial impact of extreme weather events and transition actions.		Describe the financial impact of extreme weather events and transition actions.		62
4. Describe how the process of identifying, assessing and managing climate risks is integrated into the overall risk management system.	risk management	Processes for identifying and assessing climate-related risks	4.1 Climate and environmental management - climate change management	61
		Processes for managing climate-related risks.		61
		Explain how the above risk identification and management processes are integrated into the company's overall risk management system.		61
If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and key financial impacts used should be described.	tactics	Scenario analysis (including scenarios at 2°C or worse).	RTC did not use scenario analysis to assess resilience to climate change risks	-



Climate-related information for listed companies	TCFD Disclosure Essentials	TCFD Recommends Disclosure	Corresponding chapters and supplementary notes	page number
6.If there is a transition plan to address and manage climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical and transition risks.	Indicators with target	Evaluate whether the metrics are consistent with the company's strategy and risk management. °	4.1 Climate and environmental greenhouse gas management	63
7.If internal carbon pricing is used as a planning tool, the basis for pricing should be stated.		Management objectives and associated performance. °		
8.If climate-related targets are set, information such as the activities covered, the scope of greenhouse gas emissions, the planning timeline, and the progress of achieving them each year should be explained; If carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon reduction credits or renewable energy certificates (RECs) to be exchanged should be stated.			RTC does not use internal carbon pricing as a planning tool, and does not use carbon offsets and renewable energy certificates.	-
9.Temperature check and confirmation of the temperature.		Disclose Scope 1, Scope 2 and Scope 3 (as applicable) greenhouse gas emissions and associated risks.	4.1 Climate and environmental greenhouse gas management	65



Appendix 4 Summary of Confidence Projects



確信項目彙總表

編號	確信標的資訊	適用基準
1	供應商簽署工程承攬契約適則條款(禁例條款：供應商反貪腐相關規定)	依據已簽署禁例條款之供應商家數統計。
2	已通過第三方永續標準認證的專案數目(SASB IF-EN-410a.1)	依據已通過永續標準認證專案數統計。
3	供應商評鑑	依據已完成供應商評鑑之作數統計。
4	再生能源及節能相關專案的總額金額	依據期末在建工程之再生能源及節能有關專案之尚未認列之合約收入計算。
5	在線學習平台：國弘積極推動在線學習，將關於安全、健康和企業價值觀的 11 堂課放置於公司的 e-Learning 學習網站	依據 112 年參與在線學習平台之人數與投入時數統計。

Appendix 5 Accountants' Limited Assurance Report



會計師有限確信報告

資會綜字第 24002450 號

潤弘精密工程事業股份有限公司 公鑒：

本會計師受潤弘精密工程事業股份有限公司(以下簡稱「貴公司」)之委任，對貴公司選定 2023 年度永續報告書所報導之關鍵績效指標(以下簡稱「所選定之關鍵績效指標」)執行確信程序。本會計師業已確信完畢，並依據結果出具有限確信報告。

標的資訊與適用基準

本確信案件之標的資訊係 貴公司上開所選定之關鍵績效指標，有關所選定之關鍵績效指標及其適用基準詳列於 貴公司 2023 年度永續報告書第 104 頁之「確信項目彙地表」。前述所選定之關鍵績效指標之報導範圍關於永續報告書第 1 頁之「報告書範疇與邊界」段落述明。

管理階層之責任

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

先天限制

本業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實質性解釋，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選擇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。

資誠聯合會計師事務所 PricewaterhouseCoopers, Taiwan
110208 臺北市信義區基隆路一段 333 號 27 樓
27F, No. 333, Sec. 1, Keelung Rd., Xinyi Dist., Taipei 110208, Taiwan
T: +886 (2) 2729 6666, F: +886 (2) 2729 6686, www.pwc.tw



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。

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 貴公司採用通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，以及放寬之內部控制，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包括查詢、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，並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，是否依照通用基準編製，表示合理確信之意見。

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



有限確信之結論

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

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 黃金達

中華民國 113 年 7 月 26 日



RUENTEX GROUP

RUENTEX ENGINEERING & CONSTRUCTION CO., LTD

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