

**2022 Longda Construction Co., Ltd.
ESG Sustainability Report**

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Operators' expectations

of building good homes , Longda always adheres to the lifelong belief of quality, innovation, safety and service, and continues to work hard to create high-quality homes, hoping to gain more recognition and affirmation from consumers. In the past nearly 40 years, From our experience in the construction industry, we know that providing consumers with high-quality construction products and quality services is the most important, so this is also our greatest wish.

We are committed to carrying forward the core values and ethical influence of the company, starting from the construction industry, developing services around residential life, striving to meet the residential needs of customers, and hoping to become a promoter of better community life. All colleagues will simultaneously provide good service, good work, and Based on a good life, we move forward steadily in the ever-changing environment.

In order to achieve sustainable operations, we will continue to look for high-quality construction sites or develop them through joint construction or joint ventures to explore business opportunities and create profits. We continue to focus on prime locations and carefully plan and build high-quality construction projects. While continuously improving operating results, we are also thinking about what we can do for this land. With the promotion of policies, the government calls for net-zero carbon emissions in 2050. We are also actively cooperating with the government order. The first is to issue the 2022 sustainability report. This is the first issue of Longda Construction Co., Ltd. and is also the starting point for the entire company. Let' s move towards the beginning of sustainable management together, and review the current status and create a sustainable blueprint for the future through the compilation of sustainability reports. Next, we will promote greenhouse gas inventory, and by understanding our own greenhouse gas emission status, we will formulate response strategies to achieve the purpose of risk control.

As information becomes more open and transparent, all stakeholders will have more confidence in Longda's future, and investors who care about Longda will be willing to participate in the company's growth and become the best construction company in southern Taiwan.



Chairman

陳北環

General Manager's Expectations

Longda has rich experience in the construction industry and has always adhered to high-quality self-requirements regarding consumer housing needs and construction services. It is also our greatest wish to continue to adhere to this ideal.

We are committed to developing services surrounding residential life and maintaining good relationships with local residents. Through excellent service reputation, we hope to become an intermediary for a better community life and bring positive benefits to the local community through the construction and development of land. Impact.

In recent years, the term "sustainable management" has been constantly exaggerated by major media, and stakeholders who are concerned about us are also constantly asking about Longda's sustainable actions. While continuing to explore business opportunities and create profits, it is also proactive in this regard. Layout, in order to let all colleagues understand, plan one project after another, unite colleagues to execute together, work together as one, and work hard for the company's next 40 years.

As Chinese people's requirements for living quality increase, we continue to focus on the careful planning of high-quality objects and create high-quality architectural projects to attract more potential customers. We also hope that through the government's net-zero path planning, we can design various The same green building saves energy for customers, contributes to Taiwan's next generation, and creates a comfortable and carbon-reducing living environment. This is the common vision of our company colleagues.

General Manager: Hong Maoyuan

**Please provide the signature and photo of the general manager
(The general manager will provide it after reviewing the report)**

Report editing principles

Compilation and Category

This report is the 2022 sustainability report of Longda Construction Co., Ltd. (hereinafter referred to as "Longda", "the Company", "we"), adhering to the principles of openness, transparency and integrity, with reference to global sustainability. The latest version of the GRI Standards (GRI Standards 2021 Edition) issued by the Global Reporting Initiative (GRI) discloses principles and structure, and uses the Task Force on Climate-related Financial Disclosures (TCFD) and SASB sustainable accounting Sustainability Accounting Standards Board (SASB).

The scope of information data covers financial, environmental and social performance. Faithfully express the status of Longda's communication with stakeholders and investment in sustainable issues in 2022. We hope that through this report, stakeholders who care about us can better understand our efforts and achievements in implementing sustainable development, respond to the business philosophy of taking from the society and giving back to the society, and improve the quality of life in the future environment.

Issue overview

The company will issue its first report for the first time in 2023. The information disclosure period is 2022 (January 1 to December 31, 2022). The scope of data and information disclosed, quarterly and annual financial reports, and future sustainability reports. The book is released annually. The content covers specific practices and performance data in various aspects of economy, governance, society and environment. In order to ensure the completeness of project and activity performance, some content will cover before January 1, 2022, and after December 31, 2022. The company focuses on steady development, so there have been no major operational changes in the past year. Since this report is issued for the first time, no data has been re-edited or any reporting changes have occurred.

contact method

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1. About Longda Construction

1.1 Stakeholder and identification communication

Possible stakeholders of companies that refer to the GRI Code of Longda include: business partners, civil society organizations, consumers, customers, employees and other workers, governments, local communities, non-governmental organizations, shareholders and other investors, suppliers, Trade unions, vulnerable groups , etc., as well as stakeholders with reference to the same industry, are sorted through external experts based on the company's actual negative impact, potential negative impact, actual positive impact, and potential positive impact scores on the stakeholders, and the overall total score is Those with a score greater than 10 will be regarded as important stakeholders of the company in 2022.

Through the assistance of external experts and discussions with the company's internal managers, six important stakeholders in 2022 were identified, including suppliers/contractors, financial institutions, shareholders and other investors, customers, employees and other workers, government agencies, etc. kind.

In order to maintain smooth communication channels with stakeholders, we maintain an open attitude and adopt different communication forms for each stakeholder to actively absorb diverse opinions and suggestions, strengthen information disclosure and communication on these issues, and understand their reasonable expectations and needs. Appropriately respond to important issues of concern and serve as a reference for responding and interacting with various stakeholders. The following table lists the communication methods used by the Company to interact with stakeholders:

interested parties	The significance of stakeholders to the company	communication channel	frequency	communication effectiveness
Supplier/Contractor	Suppliers and contractors provide high-quality products and services. Mutual trust and cooperation are important partners in company operations, enabling project progress to be effectively achieved, improving labor safety awareness and safety facilities , and maintaining quality	<ul style="list-style-type: none"> ✓ Conference discussion ✓ Contractor evaluation ✓ Longda Anwei Family Education and Training ✓ Factory visits ✓ e-mail 	<ul style="list-style-type: none"> ● per month ● Per year ● irregularly 	<ul style="list-style-type: none"> ◆ Each project will hold monthly safety and health agreement organization and project progress and quality review meetings with suppliers/contractors ◆ Longda Security Family Education and Training was held in 3 sessions totaling 12 hours.

	improvement.			
Financial Institutions	Financing provides funds and exchanges financing information from time to time, which has a significant impact on the company's capital flow.	<ul style="list-style-type: none"> ✓ Telephone ✓ interview ✓ e-mail 	<ul style="list-style-type: none"> ● irregularly ● immediate 	<ul style="list-style-type: none"> ◆ During the communication and coordination with the bank, the other party provided positive feedback in terms of quota and interest rate.
Shareholders and other investors	Create the greatest benefits and sustainable development together	<ul style="list-style-type: none"> ✓ shareholders meeting ✓ Corporate briefing session ✓ Important news announcements at domestic and foreign investor briefings ✓ Financial reports and annual reports ✓ Official website ✓ e-mail 	<ul style="list-style-type: none"> ● Per year ● regular ● irregularly 	<ul style="list-style-type: none"> ◆ The company's operations are transparent and shareholders understand the company ◆ The 2022 shareholders' meeting resolved to distribute cash dividends of 2 yuan per share from earnings in 2021.
client	The objects of the company's real estate sales directly affect the operation of Longda	<ul style="list-style-type: none"> ✓ Official website ✓ Customer Service Hotline ✓ e-mail 	<ul style="list-style-type: none"> ● irregularly ● immediate 	<ul style="list-style-type: none"> ◆ Deliver the house on schedule and increase customers' willingness to make immediate funds ◆ 2 The average score of the 2022 customer satisfaction survey is 9.3 (out of 10 points)
employees and other workers	Employees are the key to maintaining core competitiveness, our partners for sustainable growth , and an important asset of the company.	<ul style="list-style-type: none"> ✓ Meeting ✓ suggestion box ✓ e-mail ✓ Announcement letter ✓ Supervisor's mailbox 	<ul style="list-style-type: none"> ● regular ● irregularly ● quarterly ● immediate 	<ul style="list-style-type: none"> ◆ Safety and Health Committee meetings and labor-management meetings were held 4 times, and the completion rate of proposed projects was 100% ◆ The Welfare Committee convened 6 times,

				<p>and held 1 member family trip in 2022. The proposal completion rate was 100%.</p> <ul style="list-style-type: none"> ◆ There will be no labor disputes in the company in 2022 ◆ Expanded supervisory meetings are held twice a year under the chairmanship of the chairman
Government agencies	The competent authority for each operating project is the basis for the company's legal compliance .	<ul style="list-style-type: none"> ✓ Correspondence ✓ forum ✓ seminar 	<ul style="list-style-type: none"> ● irregularly ● immediate 	<ul style="list-style-type: none"> ◆ There will be labor inspection deficiencies in 2022, and we will immediately cooperate to complete the improvements, and cooperate to attend relevant environmental protection and safety and health promotion meetings.

1.2 Identification and management of major themes

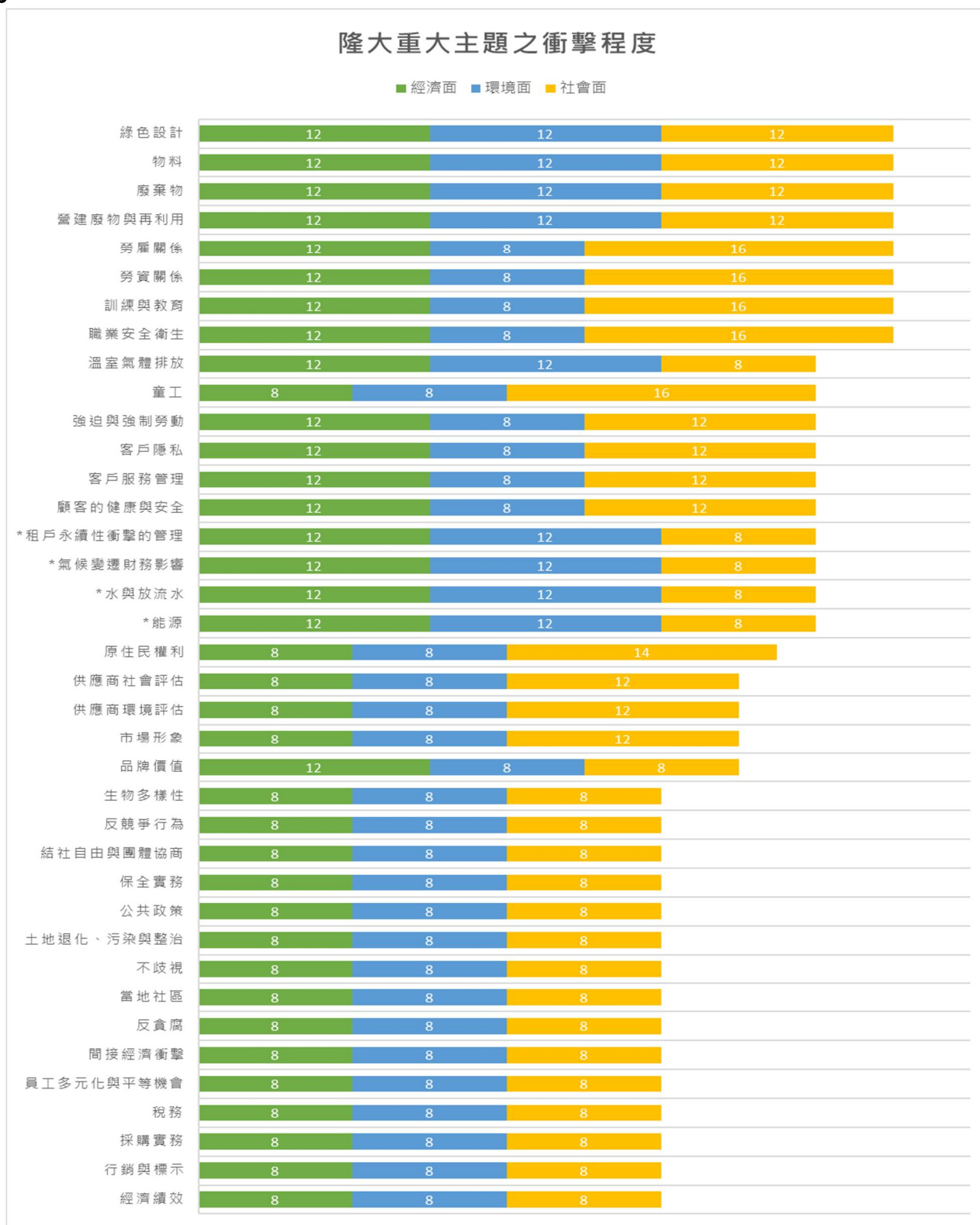
Longda Construction analyzes the issues of the company's operating activities, business relationships and sustainability through the major theme identification process, identifies major themes for 2022, and responds to issues of concern to all stakeholders in major theme management.

In order to make the information disclosed in the sustainability report meet the needs of stakeholders, through " understanding the organizational context ", " identifying the actual and potential impacts of sustainability issues ", " assessing the significance of the impact ", and " disclosure reporting on sustainability issues " " and other 4 major steps to decide on major sustainability themes.

Steps to identify major themes in 2022	
project	illustrate

<p>STEP 1 Understand the corporate context</p>	<p>In order to understand the organizational context and search for sustainability issues, Longda referred to the theme standards including the GRI Standards published by the Global Sustainability Reporting Initiative (GRI), the Sustainable Accounting Standards (SASB) and the United Nations Sustainable Development Goals (SDGs), etc., a total of 38 sustainability issues have been compiled, including three major sustainability aspects: economic, environmental, and social.</p>	<p>3 major aspects of sustainability 38 sustainability issues</p>
<p>STEP 2 Identify actual and potential impacts of material themes</p>	<p>External experts will rate the company's actual or potential negative impacts and positive impacts on the economy, environment, and society (people and human rights) based on the sustainability issues, and then compare the actual negative impacts, potential negative impacts, and actual positive impacts of each topic. , the scores of potential positive impacts on the economy, environment, and society (people and human rights) are added up and then ranked. Those with a total score greater than 30 are considered major themes . However, the themes listed by SASB will be prioritized and classified as major themes after scoring. .</p>	<p>13 major sustainability issues</p>
<p>STEP 3 Assessing impact significance</p>	<p>The scoring results were approved by external experts and internal company discussions at the meeting. Based on past operating experience, the significance and possibility of the impact of the issues were discussed , and 13 major themes for Longda were analyzed and determined .</p>	<p>Consolidated into 7 major themes</p>
<p>STEP 4 Exposed reporting on major topics</p>	<p>Based on the analysis results of major themes, external experts conducted a comprehensive assessment with various departments of the company based on the nature of the topic, and finally summarized the 13 major themes into 7 major theme management contents, and communicated and responded to stakeholders through the sustainability report . .</p>	

Major theme identification results



Sorting of major themes in Longda			
1. Occupational safety and health	2. training and education	3. Labour Relations	4. labor-employer relationship
5. green design	6. energy	7. water and flowing water	8. Climate change financial impact
9. emission of greenhouse gases	10. Managing Tenant Sustainability Shocks	11. Customer health and safety	12. Customer service management
13. Customer privacy			

Longda secondary theme ordering			
1. Construction waste and reuse	2. waste	3. materials	4. forced and compulsory labor
5. child labor	6. Aboriginal rights	7. Brand Value	8. market image
9. Supplier Environmental Assessment	10. Supplier Social Assessment	11. economic performance	12. Marketing and Labeling
13. Procurement Practice	14. tax	15. Anti-corruption	16. Employee Diversity and Equal Opportunities
17. indirect economic impact	18. local community	19. non-discrimination	20. Land degradation, pollution and remediation
21. public policy	22. Preservation Practice	23. Freedom of association and group consultation	24. anti-competitive behavior
25. biodiversity			

Major themes push boundaries

In 2022, Longda Construction Co., Ltd. identified 13 major themes after analysis and discussion, and used the value chain as the impact boundary analysis element. Longda will continue to strengthen management in the future and disclose relevant information in the sustainability report. .

major themes	Major Theme Value Chain Impacts Boundaries
Occupational safety and health	Longda (causing), supplier/contractor (facilitating), customer (directly related)
training and education labor- employer relationship Labour Relations	Longda (caused) , employees (directly related)
green design energy	Longda (causing), supplier/contractor (facilitating), customer (directly related)

water and flowing water	Longda (causing), supplier/contractor (facilitating)
Climate change financial impact emission of greenhouse gases	Longda (causing), supplier/contractor (facilitating)
Managing Tenant Sustainability Shocks Customer health and safety	Longda (causing), supplier/contractor (facilitating), customer (directly related)
Customer service management Customer privacy	Longda (causing), supplier/contractor (facilitating), customer (directly related)

List of major topics

List of major topics	Describing impact	actual/potential positive/negative	Main affected objects
Occupational safety and health	<ul style="list-style-type: none"> ● Economy: A friendly employment environment makes employees willing to stay, which indirectly promotes the vitality of local economic activities. ● People: Whether workplace safety is sound or not affects the frequency of employee injuries and can also stabilize employees' centripetal force. 	<ul style="list-style-type: none"> ➤ Positive: Provide a safe and healthy workplace space, promote employees' physical and mental health, and create a friendly workplace ➤ Negative: Neglecting workplace safety prevents employees from working with peace of mind, which may lead to high turnover. If an industrial safety accident occurs, you may be fined by the competent authority. 	staff
Training and Education&Labour-Management Relations&Labor-employer Relations	<ul style="list-style-type: none"> ● People: Employees' opinions can be conveyed to the company through labor-management meetings, creating harmonious labor-management relations and stable manpower, which can enable the sustainable development of the organization. 	<ul style="list-style-type: none"> ➤ Positive: Improve employees' abilities, sense of accomplishment and work performance through education and training. A high degree of employee identification with the company can reduce the turnover rate and enhance the company's positive image. ➤ Negative: High turnover of personnel affects the organizational development process. 	staff
Green Design & Energy	<ul style="list-style-type: none"> ● Economy: The company is a high- 	<ul style="list-style-type: none"> ➤ Positive: prompts companies to accelerate 	Employees, shareholders/investors/financial

	<p>energy-consuming industry. In order to develop operational activities, it will increase energy usage and affect global energy inventories.</p> <ul style="list-style-type: none"> ● Environment: High energy consumption produces greenhouse gases, air pollution and other emissions, causing the air pollution index to rise. ● People: Indirectly affected by the environment, there are health hazards 	<p>energy transition and reduce their use of traditional energy sources</p> <ul style="list-style-type: none"> ➤ Negative: Environmental regulations are becoming more stringent, increasing operating costs and compressing company profits. 	<p>institutions, suppliers/contractors, government authorities</p>
<p>water and flowing water</p>	<ul style="list-style-type: none"> ● Economic: Operational activities require the use of large amounts of water. If water charges increase, operating costs will increase. ● Environment: In recent years, extreme climate has affected rainfall, and the use of operational activities has affected the content of groundwater. 	<ul style="list-style-type: none"> ➤ Positive: Large amounts of water use prompt companies to actively develop recycled water or other energy-saving solutions ➤ Negative: Rising water costs will increase the company ' s operating costs 	<p>Employees, shareholders and other investors, government agencies</p>
<p>Climate change financial impact &emission of</p>	<ul style="list-style-type: none"> ● Economy: Continuous emissions of air 	<ul style="list-style-type: none"> ➤ Negative: Environmental regulations are becoming more 	<p>Employees, shareholders/investors/financial institutions,</p>

greenhouse gases	<p>pollution gases affect climate change and indirectly affect the development of economic activities.</p> <ul style="list-style-type: none"> ● Environment: The company's operating activities have increased, and greenhouse gas emissions have increased, affecting changes in the natural environment. ● People: Daily life is affected by extreme weather, and residential safety is worrying 	stringent, increasing operating costs and compressing company profits.	suppliers/contractors, government authorities
Managing Tenant Sustainability Impacts & Customer Health & Safety	<ul style="list-style-type: none"> ● Environment: Cooperate with policies and industrial development to control substances in products that may harm the environment to keep the impact on the environment within control. ● People: The requirements, statements and guidance for products in safety regulations are to avoid the occurrence of disasters and accidents due to improper use, 	➤ Positive: Opportunity to provide products with higher quality and safety standards, giving customers confidence in the company's products	Employees, shareholders/investors/financial institutions, customers

	which may in turn lead to losses of life and property.		
Customer service management & Customer Privacy	<ul style="list-style-type: none"> ● Economy: The quality of customer service management affects the company's market share . Good management has a higher market share , and vice versa. 	<ul style="list-style-type: none"> ➤ Positives: Excellent customer service management, creating highly satisfied customers, and increasing company performance ➤ Negative: Poor customer service management, low customer satisfaction, directly affecting company operations 	employees, customers

Major topic management

Major Theme: Occupational Safety and Health	
Big reasons for this topic	Safety and health are an important guarantee for an enterprise's human resources, the key to ensuring production and quality, and the guarantee for an enterprise's sustainable operations.
policy/strategy	Our company's safety and health policy: respect life and put safety first.
goals and objectives	<ul style="list-style-type: none"> ● Short-term goals (1~3 years): <ol style="list-style-type: none"> 1. Implement safety and health management measures and continuous improvement to cultivate safety culture. 2. Provide a reward mechanism to encourage employees to actively participate in independent safety and health improvement activities. 3. Promote education and publicity on environmental safety issues to ensure employees understand the impact of their work activities on environmental safety and health. Continuously review and improve to enhance the effectiveness of environmental safety and health management. 4. Reduce occupational disasters to: mild <4 incidents/year, moderate <3 incidents/year, major casualties <0 incidents/year (based on the average statistical value of 105~110) . ● Mid-term goals (3~5 years): <ol style="list-style-type: none"> 1. Continue to deepen the safety culture of all employees. 2. Cultivation of environmental, safety and health talents. 3. Reduce occupational disasters to: mild <3 incidents/year, moderate <2 incidents/year, major casualties <0 incidents/year (based on the average statistical value of 105~110) . ● Long-term goals (more than 5 years): <ol style="list-style-type: none"> 1. Zero occupational accidents occurred, and occupational safety and health management and sustainable operations were strengthened.

	<p>2. Return to the friendly relationship between man and nature, make good use of environmental features, and create a humane living space that is people-oriented and ecologically compliant.</p>																									
<p>Management evaluation mechanism</p>	<p>The company holds "Safety and Health Committee" meetings every quarter to discuss the performance of safety and health work and matters that need improvement, and conducts rectification and competition competitions.</p>																									
<p>Performance and Adjustment</p>	<p>The accident rate of each work case and the inspection deficiencies list of the labor inspection unit are reviewed every quarter and discussed at the "Safety and Health Committee Meeting" to reduce the incidence of labor accidents.</p>																									
<p>preventive or remedial measures</p>	<p>Preventive or remedial measures established by the Company.</p> <ul style="list-style-type: none"> ● Entry management : In order to implement occupational safety and health management in the workplace, entry management of personnel and machines should be implemented to build a line of defense before work. Those who are found to be non-compliant with legal requirements or have obvious unsafe factors during entry inspection should be prohibited from entering the workplace. Operation. After workers and machines enter the site, they should also be instructed to perform operations in compliance with occupational safety and health laws and construction site safety and health and other relevant regulations. <table border="1" data-bbox="357 974 1484 1391"> <thead> <tr> <th data-bbox="357 974 798 1025">Personnel entry control</th> <th data-bbox="798 974 1484 1025">Entry control of machinery and equipment</th> </tr> </thead> <tbody> <tr> <td data-bbox="357 1025 798 1391">For workers who are new to the construction site, education and training on work discipline, site environment, hazard factors and other necessary matters should be carried out and recorded before entering the work.</td> <td data-bbox="798 1025 1484 1391">for hoisting machinery, electrical equipment, work vehicles, mobile construction racks, ladders and construction machinery. The user must submit an application to the original business unit, and the original business unit shall confirm that the safety facilities comply with the law. Only after stipulations are issued and an operation permit is issued, can one enter the site for operation.</td> </tr> </tbody> </table> <ul style="list-style-type: none"> ● Control of operation permits : For the following operations, necessary control measures should be taken before operation: <table border="1" data-bbox="357 1482 1484 2033"> <tbody> <tr> <td data-bbox="357 1482 734 1579">✓ Elevated work</td> <td data-bbox="734 1482 1117 1579">✓ Construction rack assembly and disassembly operations</td> <td data-bbox="1117 1482 1484 1579">✓ Bridge work vehicle advances operations</td> </tr> <tr> <td data-bbox="357 1579 734 1675">✓ Electrical connection work</td> <td data-bbox="734 1579 1117 1675">✓ Night or holiday construction</td> <td data-bbox="1117 1579 1484 1675">✓ Other high-risk operations, etc.</td> </tr> <tr> <td data-bbox="357 1675 734 1771">✓ Hot Work</td> <td data-bbox="734 1675 1117 1771">✓ Excavation work</td> <td data-bbox="1117 1675 1484 1771">✓ tunnel construction</td> </tr> <tr> <td data-bbox="357 1771 734 1868">✓ Confined space operations</td> <td data-bbox="734 1771 1117 1868">✓ Structure demolition work</td> <td data-bbox="1117 1771 1484 1868">✓ Working with dangerous and harmful substances</td> </tr> <tr> <td data-bbox="357 1868 734 1917">✓ Elevator work</td> <td data-bbox="734 1868 1117 1917">✓ Compression method</td> <td data-bbox="1117 1868 1484 1917">✓ blasting operations</td> </tr> <tr> <td colspan="3" data-bbox="357 1917 1484 1966">✓ Suspension operations for large components or adjacent to roads</td> </tr> <tr> <td colspan="3" data-bbox="357 1966 1484 2033">✓ Tower crane and construction elevator climbing and demolition</td> </tr> </tbody> </table> ● Occupational safety and health education and training : In accordance with Article 32 of the Occupational Safety and Health Law and the 	Personnel entry control	Entry control of machinery and equipment	For workers who are new to the construction site, education and training on work discipline, site environment, hazard factors and other necessary matters should be carried out and recorded before entering the work.	for hoisting machinery, electrical equipment, work vehicles, mobile construction racks, ladders and construction machinery. The user must submit an application to the original business unit, and the original business unit shall confirm that the safety facilities comply with the law. Only after stipulations are issued and an operation permit is issued, can one enter the site for operation.	✓ Elevated work	✓ Construction rack assembly and disassembly operations	✓ Bridge work vehicle advances operations	✓ Electrical connection work	✓ Night or holiday construction	✓ Other high-risk operations, etc.	✓ Hot Work	✓ Excavation work	✓ tunnel construction	✓ Confined space operations	✓ Structure demolition work	✓ Working with dangerous and harmful substances	✓ Elevator work	✓ Compression method	✓ blasting operations	✓ Suspension operations for large components or adjacent to roads			✓ Tower crane and construction elevator climbing and demolition		
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Occupational Safety and Health Education and Training Rules, new employees, existing workers and workers who have been transferred from job to job shall be implemented in accordance with the proposed safety and health education and training plan. Workers shall fully understand the operating procedures and methods, and Be familiar with hazards in the working environment and develop emergency response capabilities.

- Automatic check :
Actively identify unsafe factors in related operations, working environment, facilities, use of mechanical equipment and appliances, and specific matters, and immediately start to improve and prevent accidents, in accordance with Article 23 of the Occupational Safety and Health Law and Article 79 of the Occupational Safety and Health Management Measures stipulate and formulate an automatic safety and health inspection plan.
- Daily construction safety cycle :
All personnel working together on the construction site (including various professional construction institutions) shall finalize the implementation matters from the daily operation until the completion of the work meeting at the end of the operation, and implement safety and health in the construction of the project, so that participants in the project can All personnel understand their respective job responsibilities and perform them effectively.
- Fall : Disaster prevention measures:
 1. Employers should install protective equipment such as guardrails, protective covers, or safety nets when workers are at risk of falling when working in openings with a height of more than 2 meters. (Article 19, Item 1, of the Standards for Building Safe and Healthy Facilities and Article 6, Item 1 of the Occupational Safety and Health Act)
 2. When employers allow workers to work on construction structures with a height of more than two meters, they should comply with the following regulations:
 - A workbench of sufficient strength should be provided.
 - The width of the workbench should be at least 40 centimeters and should be covered with closely connected treads. There should be at least two support points and should be tied and fixed so that there is no risk of falling off or shifting. The gap between the treads should not be larger than three centimeters.
 - When wooden boards are used for movable treads, the width should be more than 20 centimeters, the thickness should be more than 3.5 centimeters, and the length should be more than 3.6 meters; when the width is more than 30 centimeters, the thickness should be more than 6 centimeters and the length should be more than 6 centimeters. It should be more than four meters, and its support points should be at least three places. The length of the protruding support points at the end of the board should be more than ten centimeters, but not longer than one-eighteenth of the board length. When the pedals

overlap in the length direction of the board, they should be in The support points overlap, and the length of the overlap shall not be less than 20 centimeters.

- The workbench should be at least one meter lower than the top of the construction frame column.
- Necessary occupational safety and health education and training should be provided to workers.

3. Automatic inspections should be implemented.

- Electric shock : Disaster prevention measures:

1. Employers require workers to engage in installation, disassembly, inspection, repair, painting and other operations of work items and ancillary operations in places close to overhead wires or electrical equipment circuits or use vehicles such as construction machinery, mobile cranes, aerial work vehicles and other During relevant operations, if the machinery, vehicles or workers used in the operation are at risk of being electrocuted due to contact with or being close to the circuit during operation or while passing through, the employer shall, in addition to keeping the workers at the prescribed proximity limit distance from the electrified objects. , and a guard should be set up, or insulating protective equipment and other equipment should be installed around the circuit, or measures should be taken to remove the circuit. (Article 263 of the Occupational Safety and Health Facilities Regulations and Article 6, Item 1 of the Occupational Safety and Health Law) .
2. If the employer is working at a height of more than two meters and workers are at risk of falling, they should ensure that workers use safety belts, safety helmets and other necessary protective equipment. (Article 281, paragraph 1, of the Occupational Safety and Health Facilities Regulations and Article 6, paragraph 1, of the Occupational Safety and Health Law) .

- Collapse, collapse : Disaster prevention measures:

demolishing walls, columns or other similar structures of structures , employers should comply with the following regulations:

1. Those who design, manufacture or import machinery, equipment, appliances, raw materials, materials and other objects, as well as those who design or construct projects, should conduct risk assessments during the design, manufacturing, import or construction planning stages and strive to prevent the use or construction of these objects. During construction, an occupational disaster occurred. (Article 5, Paragraph 2 of the Occupational Safety and Health Act)
2. Employers should provide appropriate safety helmets for workers entering the maintenance work site and make them wear them correctly. (Article 11-1 of the Standards for Building Safety and Health Facilities and Article 6, Item 1 of the Occupational Safety and Health Act)
3. From top to bottom, dismantle one by one. When dismantling unsupported walls, columns or other similar structures, they should be properly supported or controlled to avoid arbitrary collapse. ...(Article 161 Paragraphs 1 and 2 of

	the Standards for Construction of Safety and Health Facilities and Article 6 Paragraph 1 of the Occupational Safety and Health Act)
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Major Topics: Training and Education&Labor-Management Relations& Labor- employer Relations	
Big reasons for this topic	Employees are an important asset of a company
policy/strategy	A happy and healthy workplace, a learning and growing workplace
goals and objectives	<ul style="list-style-type: none"> ● Short-term goals (1~3 years): <ol style="list-style-type: none"> 1. Continue to promote healthy stretching exercises for 8 to 10 minutes twice a day in the office 2. Continuously conduct regular employee health examinations 3. Handle diversified family activities 4. Continuously conduct on-the-job training for employees ● Mid-term goal (3~5 years): Maintain harmonious labor-management relations ● Long-term goal (more than 5 years): Maintain harmonious labor-management relations
Management evaluation mechanism	Training director-level supervisor serves as lecturer
Performance and Adjustment	Overall remuneration is at average level among peers
preventive or remedial measures	Develop a diversified education and training system

Major Theme: Green Design & Energy	
Big reasons for this topic	Construction development often impacts the environment. Companies must implement safety, energy-saving, and ecological building plans to improve the competitiveness of products on sustainability issues.
policy/strategy	Avoid unnecessary consumption of natural resources and regularly review the company's resource usage efficiency.
goals and objectives	<ul style="list-style-type: none"> ◆ In the short term, implement construction waste flow management. ◆ In the mid-term, circular economy and green building planning will be combined. ◆ In the long term, we will take corporate development and environmental co-prosperity as the main axis and continue to work towards the goal of sustainable management.
Management evaluation mechanism	Each case of our company is reviewed and handled in accordance with the Green Building Autonomy Ordinance and Regulations.
Performance and Adjustment	Our company' s cases this year are designed to comply with regulations.
preventive or remedial	Regularly review the risk control mechanism to effectively implement risk control procedures

measures	
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Major theme: water and flowing water	
Big reasons for this topic	For the discharge of runoff water, it is very important to comply with environmental regulations such as wastewater discharge. If not managed, the company may face penalties and image damage under relevant regulations in the future. Responsible discharge management can reduce operating costs and improve the image.
policy/strategy	Strengthen the management of pollution prevention and operational safety, and continuously improve to achieve the environmental, safety and health goals.
goals and objectives	Comply with relevant environmental protection regulations and move towards sustainable development of the enterprise.
Management evaluation mechanism	Properly manage the quality of discharged water to prevent abnormal water quality from causing environmental pollution.
Performance and Adjustment	For water quality testing of discharged water from each construction site, if the water quality test is abnormal, contact the site immediately to understand and eliminate the abnormal situation, and stabilize the water quality of the discharged water in compliance with regulatory standards.
preventive or remedial measures	Train department staff and contractors to increase awareness and knowledge of water contamination and water releases to ensure everyone is able to comply with relevant regulations and company regulations.

Key Topic: Financial Impact of Climate Change & Greenhouse Gas Emissions	
Big reasons for this topic	After analyzing the communication attention and impact degree of stakeholders, the emission topic is relatively important to the company. According to the "Sustainable Development Roadmap for Listed OTC Companies" plan, Longda Company is a company with an actual capital amount of less than 5 billion yuan, and is suitable for completing the third phase of greenhouse gas inventory (2026) and greenhouse gas confirmation or verification (2028)), the company will continue to follow the reference guidelines and relevant regulations of the competent authority to complete the establishment of full-time (part-time) units, detailed promotion schedules for each project, and the formulation of inventory procedures and verification of the implementation content of each stage of the project. Responsible emission management can reduce the company's cost risks and improve the competitiveness of products on sustainability issues.
policy/strategy	The impact of greenhouse gases on the global climate environment is gradually increasing. The company has begun to review the related operations of greenhouse gases, promote the inventory and verification of the total amount of greenhouse gases emitted by the company's operating activities in phases, in order to comply with the implementation of relevant government laws, and continue to cultivate employees while Encourage the implementation of energy conservation and carbon reduction, fulfill social responsibilities, and pursue sustainable management of the company.
goals and objectives	After completing the greenhouse gas inventory and confirming the total emissions of the previous year each year, the implementation committee should implement data quality

	management for that year and formulate reduction targets.
Management evaluation mechanism	After completing the greenhouse gas inventory and confirming the total emissions of the previous year each year, the implementation committee should implement data quality management for that year and formulate reduction targets.
Performance and Adjustment	2022 is the base year for the company to start implementation. It is currently not possible to compare whether emissions have been effectively reduced. In the future, emissions issues will continue to be managed. After completing the annual greenhouse gas inventory and confirming the total emissions, the implementation committee will implement the annual data quality management. And develop reduction targets.
preventive or remedial measures	<ul style="list-style-type: none"> ● Carry out greenhouse gas inventory and aim to complete the greenhouse gas inventory before 2026 . ● After completing the greenhouse gas inventory, actively plan the setting of greenhouse gas reduction targets and reduction methods. Refer to the relevant guidelines for the establishment and implementation of corporate carbon reduction targets, formulate reduction targets, submit reduction targets and publish reduction targets. After setting the goal, actively plan a specific carbon reduction roadmap and take concrete actions. ● Change your thinking. Non-financial indicators and financial indicators have the same impact on organizational performance. Management expenditures to reduce greenhouse gas emissions are not an increase in the cost of goods sold, but an investment in future competitiveness. Fulfilling environmental responsibilities is not only for the world. Wenhua is doing its part to enable the company to continue to make profits in the future, to create sustainable operations, to care for the earth and environmental protection, and to fulfill its corporate responsibilities. ● Design and develop friendly buildings and healthy residences (green buildings) : improve the quality of living through architectural design, adopt environmentally friendly building materials and construction methods that reduce environmental burdens, and use space planning to enjoy natural lighting, ventilation, dehumidification and heating, and reduce environmental pollution Reliance on electrical equipment reduces the basic electrical energy usage of each household.

Key Topics: Managing Tenant Sustainability Impacts & Customer Health & Safety	
Big reasons for this topic	The company attaches great importance to the safety of building structures, environmental comfort, and construction quality and safety. We strive to make every aspect perfect and create the most practical and good house.
policy/strategy	The company has established a management structure, organization and system, set access rights according to functional division, and maintain safety management and supervision.
goals and objectives	The company takes "Environment - towards net zero carbon emissions , society - towards common good , symbiosis, and co-creation, governance - towards a sustainable enterprise, supply chain management - an appointment with corporate ethics" as its sustainable vision and development principle . Consider the sustainable development goals and the opportunities and risks they bring, and determine the sustainable development goals that can have the greatest impact through sustainability strategies, so

	that the company can make core contributions to achieving the sustainable development goals.
Management evaluation mechanism	Regularly conduct customer satisfaction surveys to understand and improve our management strategies, strengthen the protection of customer rights and service quality, and thereby improve customer satisfaction.
Performance and Adjustment	Rigorous "sales and service operation process" provides strong after-sales service so that customers can contact and receive responses in time when they encounter any problems.
preventive or remedial measures	When developing a project, an environmental impact assessment will be conducted to evaluate the impact of the project on the surrounding environment and communities to ensure that the project will not cause a permanent impact on the local environment.

Major Topics: Customer Service Management & Customer Privacy	
Big reasons for this topic	<ul style="list-style-type: none"> ✓ After analyzing the attention and impact of communication with stakeholders, the topics of customer service and privacy management are very important to the future improvement of the company's brand image. ✓ Providing customers with high-quality service management, protecting customer privacy, and improving customer satisfaction will help establish the company's brand image, help the company expand customer sources, and obtain more potential customers, which are the company's sustainable management principles.
policy/strategy	In the process of contacting customers, our company never forgets to provide customers with quality, healthy and safe software and hardware services. We will also uphold the principle of promoting a reasonable, safe and efficient trading environment and continue to innovate services to safeguard customer privacy and related rights and interests. The company will also implement specific policies related to the personal information protection law within the company.
goals and objectives	The company aims to achieve zero customer complaints and avoid providing customers' personal information to the outside world without the customer's consent.
Management evaluation mechanism	<p>The company conducts service classification management based on customer demands, which are divided into general administration, after-sales warranty services, and dispute management.</p> <p>Customer personal information is managed through the computer system with usage rights.</p>
Performance and Adjustment	<ul style="list-style-type: none"> ● Compared with 2020, the company's customer complaint cases have increased. After verification, the main reason is the increase in sales volume and the majority of customer complaints are concerns about project quality and pre-sale drawings and descriptions. In the future, the company will improve and improve construction quality control and sales introduction. Strengthen the education and training of on-site engineering personnel. ● Every construction process is the key to determining quality, and strengthening "quality in the most delicate places" is the most important goal. Up to now, customer privacy has been handled in accordance with the company's internal control procedures and complies with relevant company and legal regulations.
preventive or	<ul style="list-style-type: none"> ● In order to comply with and implement the personal data management,

remedial measures	<p>maintenance and execution stipulated in the Personal Data Protection Act and other laws and regulations related to personal data protection, the Company has specially formulated personal data protection management measures and conducts personal data protection awareness promotion and information from time to time. release.</p> <ul style="list-style-type: none">● The company provides a purchase and sale price performance guarantee mechanism, a five-year waterproof warranty system, etc. to allow customers to buy a house with peace of mind and start a happy family.
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1.3 Introduction to Longda Enterprise

Longda Construction's four major business philosophies:

- **QualityQuality**

Every person and every process is the key to "delivering quality in the most delicate places". This is the belief of Longda Construction from top to bottom.

Every person, every hand, every movement, every process is the key to quality.

In January 1998, Longda mobilized its entire team to successfully obtain the "ISO 9002 International Quality Certification". In 2003, it continued its efforts and passed the "ISO 9001 International Quality Certification".

For Longda, quality is not a slogan, but a belief and the most important goal. At the same time, we also firmly believe that "people" and "attitude" are the foundation of quality. Everyone at Longda Construction not only has to do the right thing, but also does it right the first time. In each case, we use a professional and responsible attitude to create the best quality.

- **InnovationInnovation**

Without innovation, architecture is just a project and cannot become an art. Therefore, every time we start, we will continue to challenge ourselves and break through existing achievements. Think about how to cleverly integrate the needs of residents with the local cultural environment and natural resources; how to improve the quality of living, and how to create houses one after another that the residents will appreciate and the city will be proud of.

Innovation is not only a subject for designers, but also a challenge for professional constructors; innovation is not a sudden miracle, but a long-term effort and persistence, and it requires close cooperation with different professional teams. Innovation is to constantly challenge ourselves to make the best products. We must use the power of innovation to realize more ideals.

- **SafetySafety**

What we build is a good place for generations to live, so "safety" is the most important goal we always keep in mind. The safety of residents and the safety of builders are equally important to us. Therefore, we require careful and complete planning of the working environment and the actual execution of every construction process to ensure that safety becomes the most important value in our daily work.

"Zero Disaster on Construction Sites" is not a reminder hanging on the wall, but a goal that we must implement every day. Winning awards, large and small, is proof of Longda's dedication to safety.

- **ServiceService**

We are not only engaged in the construction industry, but more often, we are engaged in the service industry. Because we are in the service industry, we care about our customers' needs and even more about their satisfaction. Therefore, we not only provide products but also provide owners and customers with overall services from pre-design, construction, to after-sales. In addition, we also actively promote the construction management information network to provide more professional technical services.

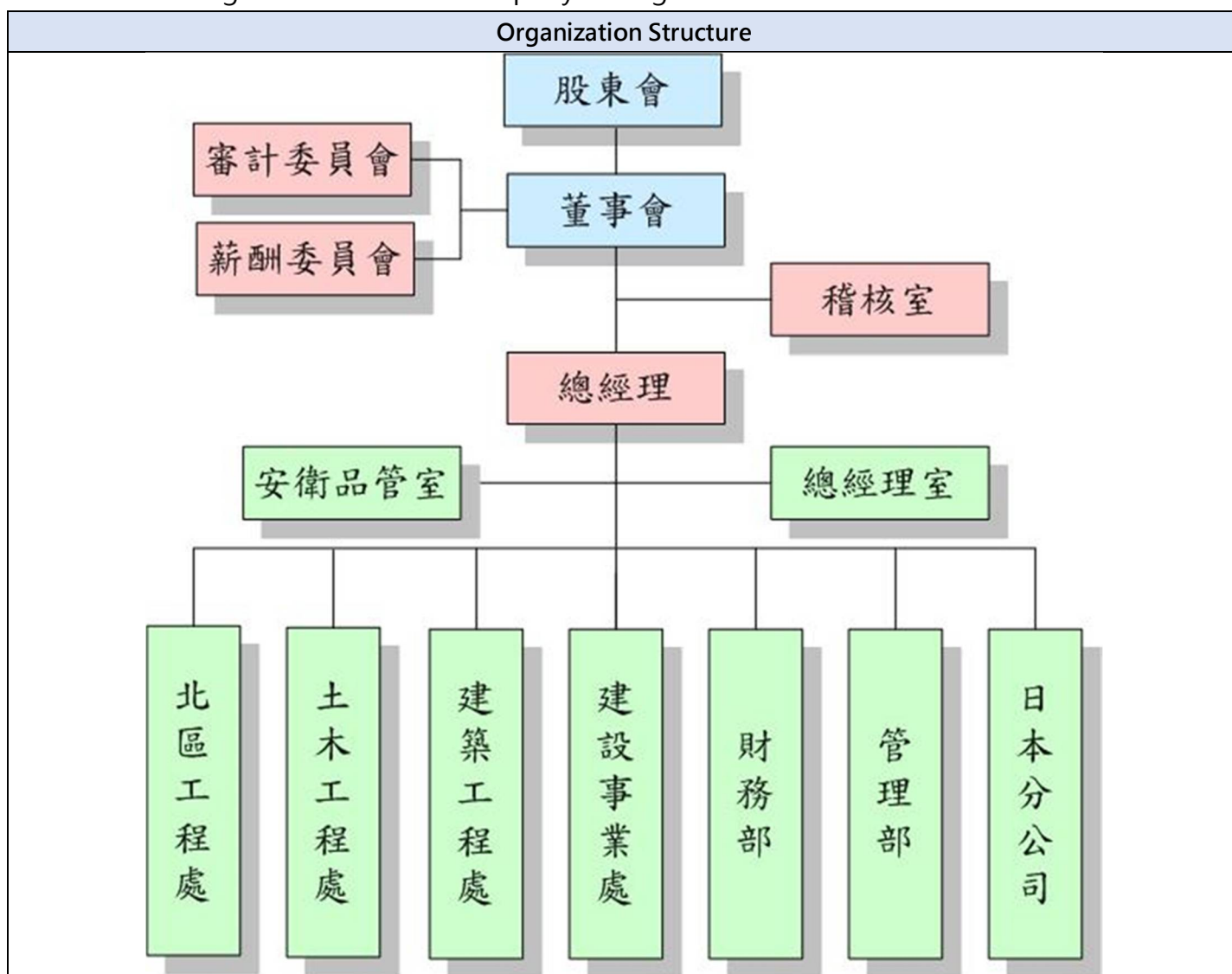
Because of our considerate service and excellent reputation, as well as our active participation in various social-care activities, Longda is not only a good company, but also everyone's most trusted partner!

Introduction to Longda Construction Co., Ltd.	
Established	Established on April 30, 1982
headquarter	18th Floor, No. 380, Minquan 2nd Road, Qianzhen District, Kaohsiung City
Capital amount	NT\$2,191,971,800
principal	Chen Wucong
Number of employees	97 people
Industry	Construction industry
Stock code	Listed 5519
Main business items	Comprehensive construction industry, residential and building development and leasing industry, industrial plant development industry, investment and construction of public construction industry, real estate leasing industry
Product or service sales	Taiwan region
Other partner types	Newly built housing agency sales company, Yuwu entrusted housing agency business
Customer Type - Home Construction Sales	Military and police, public education, medical care, lawyers, electronics industry, financial industry, self-employed traders, service industry, industry, household management, etc.
Customer Type- Building	Public works, private construction business, etc.



Corporate sustainability is one of the important components of Longda Construction's business strategy. By implementing sustainable development strategies, companies can maintain their long-term competitiveness and economic stability while creating sustainable economic, environmental and social values. The practice of corporate sustainability requires a top-down governance structure. Everyone from top management to employees must actively participate in and support it. This is not only the key to the long-term stable development of the company, but also a manifestation of responsibility for society and the environment.

The following table shows the company's organizational structure:



Shareholder structure	
shareholder	Shareholding ratio
Investment by domestic financial institutions	0.3%
Domestic corporate legal person investment	42.5%
Investment by other domestic legal persons	0.02%
Qiaowai Securities Investment Trust Fund Investment	4.65%
Domestic natural person investment	51.89%
Investment by overseas Chinese natural persons	0.64%
Deadline: April 30, 2022	

Board of Directors

of the company's board of directors are: Chairman Chen Wucong and General Manager Hong Maoyuan. Its members are diverse and include different professional experiences, work fields and backgrounds. In order to strengthen corporate governance and promote the sound development of the composition and structure of the board of directors, the company formulated the "Corporate Governance Code of Practice" on November 1, 2016, and revised it on March 16, 2018. Article 19 of the Corporate Governance Code of Practice Item 2 covers the "Policy on Diversity of Board Members". The relevant content and implementation are as follows:

- The composition of the board of directors considers diversity:

Develop appropriate diversified policies based on its own operations, operating types and development needs, including:

1. Basic conditions and values: gender, age, nationality and culture,
2. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industrial experience, etc.
3. The company's independent directors should obtain one of the following professional qualifications and have more than five years of work experience:
 - (1) Lecturer or above in public or private colleges and universities in business, legal affairs, finance, accounting or related subjects required for company business.
 - (2) Judges, prosecutors, lawyers, accountants or other professional and technical personnel who have passed the national examination and obtained certificates required for company business.
 - (3) Have required work experience in business, legal affairs, finance, accounting or corporate affairs.

- Board Nomination Process:

The election of directors of the company is carried out in accordance with the provisions of Article 192-1 of the Company Law through the candidate nomination system. Nominations are made by shareholders with more than 1% or the board of directors. The qualifications of independent directors are handled in accordance with the provisions of the same article. In order to review the directors Regarding the qualifications, academic background, and whether the supervisor candidates have any of the circumstances listed in Article 30 of the Company Law, etc., other qualification documents shall not be added arbitrarily, and the review results shall be provided to shareholders for reference. The company's directors are elected in accordance with the quotas stipulated in the company's articles of association. The elections of independent directors and non-independent directors should be held together and

calculated separately. Those with the greater number of electoral votes will be elected in sequence. If two or more people have the same number of votes, they will be elected. If the number of seats exceeds the prescribed quota, the number of candidates with the same number of votes will be determined by drawing lots. For those who did not attend, the chairman will draw lots on his behalf. The company's current board of directors consists of 7 directors, including 4 directors and 3 independent directors. The members have rich experience and expertise in business, management, construction, law and other fields.

Directors should maintain a high degree of self-discipline. If they are interested in the proposals listed on the board of directors and themselves or the legal persons they represent, they should explain the important content of their interests at the current board meeting. If there is a risk of harming the interests of the company, they should not join in. Discuss and vote, and shall abstain from discussions and voting, and shall not act on behalf of other directors to exercise their votes.

Board member information				
job title	Name	Initial (optional) date of appointment	Main learning experience	Currently holding positions in the company and other companies
Chairman	Chen Wucong	2021/07/06	Pingtung Huazhou Industrial and Commercial	Director of Phoenix Japan Co., Ltd., Chairman of Acer Construction , Chairman of Dajin Investment, Chairman of Huasheng Holdings , Chairman of Phoenix Investment
Vice Chairman	Chen Youqi	2021/07/06	Department of Architecture and Urban Planning, Chung Hua University	Executive Deputy General Manager of the Company's Construction Division, Director of Phoenix Japan Co., Ltd., Director of Acer Construction , Director of Dajin Investment, and Director of Phoenix Investment
director	Guo Hanlong	2021/07/06	Department of Civil Engineering, National Chung Hsing University	Consultant of our company
director	Lin Zhefeng	2021/07/06	Sun Yat-sen University EMBA	Chairman of Shengong Construction, Director of Yigong Construction Industry, Supervisor of Yigong Construction, Supervisor of Yigong Investment
independent director	Lin Xiangkai	2021/07/06	Ph.D. in Economics from Carnegie Mellon University	of the company's salary and remuneration committee and audit committee, consultant of Heku Bank Financial Co., Ltd.
independent director	Jiang Yongzheng	2021/07/06	Department of Law, Soochow University	Member of the Company's Remuneration Committee and Audit Committee, lawyer of Zhengyang Law Firm, independent director of Nanbao Resin Chemical Factory (Co., Ltd.), independent director of Zhongxing Baoquan Technology Co., Ltd., and independent director of Taipu High Precision Imaging Co., Ltd.
independent director	Chen Jinde	2021/07/06	Master's degree from the Institute of Chemical Engineering, National Taiwan University	Member of the company's salary and remuneration committee and audit committee, consultant of Jialong Technology Engineering Co., Ltd.

job title	Name	Diversified core projects													
		basic component					Professional Experience			background					
		gender	age			Term and tenure of independent directors		construction and development	Bank financial holding	Law and justice	Finance	architecture	law	public administration	Business management
30 to 50	50 to 60		60 and above	Less than 3 years	over 3 years										
Chairman	Chen Wucong	male			✓			✓					✓		✓
Vice Chairman	Chen Youqi	male	✓					✓					✓		✓
director	Lin Zhefeng	male	✓					✓					✓		✓
director	Guo Hanlong	male			✓			✓					✓		✓
independent director	Lin Xiangkai	male			✓		✓		✓		✓			✓	
independent director	Jiang Yongzheng	male			✓		✓			✓			✓		
independent director	Chen Jinde	male		✓		✓								✓	✓

Longda Construction's promotion of sustainable development covers the three major areas of "corporate governance", "environmental protection" and "social welfare". For stakeholders such as shareholders, customers, suppliers, employees, government agencies, operating communities and the general public, With tireless practice and long-term commitment from all stakeholders.

The company promotes the establishment of a sustainable operation and development committee based on relevant businesses. It is scheduled that the corporate governance manager will assist each department in conducting risk assessment and management of relevant issues and formulate management policies based on the principle of materiality, and handle them according to the following five implementation priorities:

1. Formulate the company's corporate social responsibility and sustainable management related systems and revise them in accordance with relevant regulations.

2. Supervise the company' s corporate social responsibility and sustainable development policy directions and promotion plans, and regularly track the implementation progress.

3. Regularly evaluate the implementation effectiveness of the company's corporate social responsibility and sustainability plans, and report annual implementation results to the board of directors every year.

4. Review and approve the sustainability report and greenhouse gas inventory report.

5. Other matters that the committee is directed to handle by resolution of the board of directors.

Matters decided by this committee shall be transferred to relevant departments or work promotion groups, and the corporate governance manager shall be responsible for overseeing the affairs of this committee and integrating various work promotion groups to compile and implement the annual plan. The implementation results of the aforementioned annual plan shall be submitted to the Board of Directors after discussion by this committee. Currently, there are no functional committees (such as risk management committee, etc.) other than statutory (remuneration committee and audit committee).

Main products and services

Products/Services				
Product or service items	sales area	Customer type	sales volume	sales unit
Home construction sales revenue	Taiwan 92.46%	general public	4,338,952 _	Thousand yuan
construction project income	Taiwan 7.54%	Government agencies/private enterprises	374 , 754	Thousand yuan

Involvement of external organizations

The company not only focuses on the development of its own business, but also actively participates in various public associations and associations. Through exchanges and learning with peers, it can not only enhance the company's capabilities and competitiveness, but also maintain good industrial relations and understand market trends. and future development directions. We believe that through continuous learning and participation, we can ensure the company's sustainable operations and provide customers with better products and services. The public associations that Longda has joined are listed in the table below.

Industry associations, other member associations and national or international advocacy organizations	membership
Taiwan Comprehensive Construction Industry Association	general member
Kaohsiung City Real Estate Development Business Association	general member
Taoyuan City Real Estate Development Business Association	general member
Kaohsiung City Housing Market Research Association	general member

1.4 Operating results

"Profitability" is one of the key factors for the company's sustainable operation. Although the general economic environment has been poor in recent years, the Chinese national mentality of "settlement" has continued to demand for home purchases, and the company has actively deployed carbon reduction , energy conservation, bucking the trend and creating increasing gross profit results year by year. The operating conditions of the past three years are as follows, and during the reporting period, Longda did not receive financial or non-financial subsidies from the government.

Project/Year	2020	2021	2022
Operating income (thousand yuan)	3,409,980	4,740,983	4,713,706
Operating costs (thousand yuan)	2,707,819	3,657,870	3,267,629
Operating gross profit (thousand yuan)	702,161	1,083,113	1,446,076
Operating profit and loss (thousand yuan)	515,407	738,332	1,042,071
Non-operating income and expenses (thousand yuan)	22,727	2,416	-1,834
Net income before tax (thousand yuan)	538,134	740,748	1,040,237
Net profit after tax for the current period (thousand yuan)	453,059	598,707	905,830
Total comprehensive profit and loss for the current period (thousand yuan)	453,710	608,495	910,088
Earnings per share (yuan)	2.07	2.73	4.13
Amount of employee benefits (thousand yuan)	5,867	23,418	7,281
Dividends (thousand yuan)	394,555	438,394	4 60,314
Employee salary (including employee benefits) (thousand yuan)	131,143	142,513	157,158
Retained economic value (thousand yuan)	87,643	410,030	673,415
Payment to investors (thousand yuan)	394,555	438,394	4 60,314
Payment to the government (thousand yuan)	85,810	83,230	143,998
Community investment (thousand yuan)	3,010	8,946	11,191

Note:

1. Payments to investors refer to dividends paid to all shareholders, plus interest paid to lenders (including interest on any form of debt and borrowing) and unpaid dividends payable to shareholders of special shares.
2. Payments to the government refer to all taxes (including business tax, income tax, property tax) and fines.
3. Employee benefits in "Employee Salary (Including Employee Benefits)" include labor and health insurance expenses/pension expenses, etc., and the total amount of benefits provided to employees in the form of money (excluding the cost of education and training, protective equipment or those directly related to the employee's job responsibilities) Relevant other cost items); the other "employee welfare amount" refers to the welfare expenses allocated to the welfare committee by the company for employees, such as: employee travel, health examinations, three-day gift boxes, etc., which are provided to employees in non-monetary form The total cost of benefits.
4. Community investment refers to donations and donations.
5. The currency is New Taiwan Dollar.
6. Retained economic value: "Direct economic value generated" - "Economic value distributed"

The directors of the company should maintain a high degree of self-discipline. If they are interested in the proposals listed on the board of directors and themselves or the legal persons they represent, they should explain the important contents of their interests to the current board meeting. If there is a risk of harming the interests of the company, they should not be allowed to participate in discussions and voting, and should avoid discussions and voting, and are not allowed to exercise their voting rights on behalf of other directors; directors should also be self-disciplined and not support each other. If a director's spouse, second-degree blood relative, or a company that has a controlling or subordinate relationship with the director has an interest in a matter at the meeting, the director will be deemed to have an interest in the matter. If a director participates in voting in violation of the recusal matters, his voting rights will be invalid. Directors who are not allowed to exercise voting rights in resolutions of the board of directors will not be counted in the number of voting rights that have attended the board of directors. The implementation status of directors' recusal from proposals concerning interests in 2022 is as shown in the table below:

<p>The 6th meeting of the 16th Board of Directors on March 17, 2022</p>	<p>A. Discussion content: Manager's year-end bonus case. Execution situation: Chairman Chen Wucong, Director Chen Youqi, General Manager Hong Maoyuan, Deputy General Manager Feng Shuqing, and Deputy General Manager Xie Yingxian are managers of the company. They are not allowed to participate in discussions and voting due to interests and interests. After being approved by the Acting Chairman (Independent Director Lin Xiangkai) After consultation with other directors present, the resolution was passed without objection.</p> <p>proposal for directors' remuneration and distribution of directors' remuneration in 2021 . Execution situation: Chairman Chen Wucong, Director Chen Youqi, Director Lin Zhefeng and Director Guo Hanlong were not allowed to participate in discussions and voting due to their interests and interests. After consultation with the acting chairman (independent director Lin Xiangkai), the resolution was adopted without objection from the remaining directors present.</p> <p>C. Contents of discussion: The company's 2021 manager's employee remuneration distribution proposal. Execution situation: Chairman Chen Wucong, Director Chen Youqi, General Manager Hong Maoyuan, Deputy General Manager Feng Shuqing, and Deputy General Manager Xie Yingxian are managers of the company. They are not allowed to participate in discussions and voting due to interests and interests. After being approved by the Acting Chairman (Independent Director Lin Xiangkai)</p>
<p>The 9th meeting of the 16th Board of Directors on August 9, 2022</p>	<p>Contents of the discussion: The related parties contracted the advertising sales case of the company's "Phoenix Crown" case. Execution situation: After the interested party (Chairman Chen Wucong is a second-degree relative of the person in charge of Haoliang Advertising Co., Ltd.) recused himself from the case, the acting chairman (independent director Lin Xiangkai) consulted the other directors present and passed the case without objection.</p>

<p>The 10th meeting of the 16th Board of Directors on November 8, 2022</p>	<p>Contents of the discussion: The related parties contracted the advertising sales case of the company's "Longda Phoenix Phase 3-1".</p> <p>Execution situation: After the interested party (Chairman Chen Wucong is a second-degree relative of the person in charge of Haoliang Advertising Co., Ltd.) recused himself from the case, the acting chairman (independent director Lin Xiangkai) consulted the other directors present and passed the case without objection.</p>
<p>The 11th meeting of the 16th Board of Directors on February 23, 2023</p>	<p>A. Discussion content: Manager's year-end bonus case.</p> <p>Execution situation: Chairman Chen Wucong, Director Chen Youqi, General Manager Hong Maoyuan, Deputy General Manager Feng Shuqing, and Deputy General Manager Xie Yingxian are managers of the company. They are not allowed to participate in discussions and voting due to interests and interests. After being approved by the Acting Chairman (Independent Director Lin Xiangkai) After consultation with other directors present, the resolution was passed without objection.</p>
	<p>proposal for directors' remuneration and director's remuneration distribution in 2022 .</p> <p>Execution situation: Chairman Chen Wucong, Director Chen Youqi, Director Lin Zhefeng and Director Guo Hanlong were not allowed to participate in discussions and voting due to their interests and interests. After consultation with the acting chairman (independent director Lin Xiangkai), the resolution was adopted without objection from the remaining directors present.</p>
	<p>C. Contents of discussion: The salary adjustment of the company's manager, Vice Chairman Chen Youqi.</p> <p>Execution situation: After the interested parties (Chairman Chen Wucong and Vice Chairman Chen Youqi) recused themselves from the case, the acting chairman (independent director Lin Xiangkai) consulted the remaining directors present and passed the case without objection.</p>
	<p>D. Contents of discussion: It is planned to appoint a related party to undertake the advertising sales of the company's "Plot No. 1300, Qiaotou Xinzhuang Section" and "Plot No. 43, Xinyi Section, Okayama".</p> <p>Execution situation: After the interested party (Chairman Chen Wucong is a second-degree relative of the person in charge of Haoyan Advertising Co., Ltd.) recused himself from the case, the acting chairman (independent director Lin Xiangkai) consulted the other directors present and passed the case without objection.</p>

corporate governance, while enhancing investor confidence and achieving long-term sustainable business operations. The company adheres to the following goals: creating value, serving society, protecting the environment, respecting human rights, and promoting diversity. Good corporate governance establishes and maintains appropriate culture, values and ethical standards of conduct at all levels of the Company, helping to enhance long-term shareholder value while taking into account the interests of stakeholders.

The Company has identified major risk factors related to our business or that may affect the direction of our business development. These risk factors include market competition, technological changes, regulatory changes, supply chain disruptions, etc. The Company has established an effective and complete risk management system and process, and regularly evaluates and adopts necessary control measures or response strategies under the supervision of the Board of Directors.

Longda attaches great importance to interaction and communication with all stakeholders. We believe that interested parties refer to parties that have a direct or indirect impact on or are affected by the company. These stakeholders include shareholders, customers, employees, suppliers, communities, etc. The company has established diversified and effective communication channels and platforms to openly and transparently disclose relevant information and respond to the reasonable expectations of stakeholders without violating legal regulations or commercial confidentiality principles.

serial number	year	Case type	Reason	Communication content	Communication results
1	2022	Phoenix Tianmu II	Customers have different understandings of the house inspection standards after house repairs , and are unwilling to pay the house payment and other payments.	Cooperated with customers for a total of 9 re- inspections. Based on the content of the customer's response, the company formally replied 7 times.	The customer pays the house payment in full according to the contract. If there are any questions about the condition of the house after handing over the house, both parties agree to handle it according to the warranty agreement.

Board of Directors training

The Company believes that members of the Board of Directors must keep abreast of the latest business and relevant information on developments of all parties in order to effectively serve and contribute to the Board of Directors. All directors have many years of experience in corporate governance and are familiar with their duties and responsibilities as directors. In addition, each person is required to accumulate 6 hours of training per year. The company also provides opportunities for them to develop and maintain their skills and knowledge as directors, including visiting the group 's operating locations and meeting with the

management to increase their understanding of the company's business and strategies. understanding.

The following table presents detailed information on various education and training courses that members of the Company's Board of Directors participated in during the reporting period. Through the study of these courses, we hope that board members can enhance their knowledge and insights on the company's business and related issues, and be able to effectively formulate and implement operating strategies that are consistent with the concept of sustainable development.

job title	Name	Further study date	organizer	Course Title	Hours of further study	total hours
deputy general manager	Xie Yingxian	2022.04.11	Accounting Research and Development Foundation of the Republic of China	Analysis of legal responsibilities and cases related to "competition for management rights"	3 hours	3 hours
deputy general manager	Xie Yingxian	2022.05.23	Accounting Research and Development Foundation of the Republic of China	Analysis of legal responsibilities and practical cases of "Business Secret Protection"	3 hours	3 hours
deputy general manager	Xie Yingxian	2022.08.10	Internal Audit Association of the Republic of China	Things to note and practical analysis on "Shareholders' Meeting" and "Company Law"	6 hours	6 hours
independent director	Chen Jinde	2022.03.23	Taiwan Financial Research and Training Institute	the responsibilities and obligations of enterprises and directors and supervisors from the perspective of the Securities and Exchange Law	3 hours	3 hours
independent director	Chen Jinde	2022.10.26	Securities and Futures Market Development Foundation of the Republic of China	2022 Legal Compliance Promotion Briefing on Insider Equity Transactions	3 hours	3 hours
independent director	Lin Xiangkai	2022.11.13~14	2022 Cathay Sustainable Finance and Climate Change	2022 Cathay Sustainable Finance and Climate Change	6 hours	6 hours

			Summit Forum	Summit Forum		
independent director	Jiang Yongzheng	2022.02.25	TIRI Taiwan Investor Relations Association	Director and Supervisor Credit Certification Course-Corporate Governance Series Courses	6 hours	6 hours
Chairman	Chen Wucong	2022.05.09	Internal Audit Association of the Republic of China	"Shareholders' meetings" and "Company Law" should pay attention to advance and practical analysis	6 hours	6 hours
director	Chen Youqi	2022.04.26	China Corporate Governance Association	Labor dispute prevention and corporate governance	3 hours	3 hours
director	Chen Youqi	2022.05.20	Securities and Futures Market Development Foundation of the Republic of China	2022 Insider Trading Prevention Promotion Conference	3 hours	3 hours
director	Lin Zhefeng	2022.05.20	Securities and Futures Market Development Foundation of the Republic of China	2022 Insider Trading Prevention Promotion Conference	3 hours	3 hours
director	Lin Zhefeng	2022.10.12	Securities and Futures Market Development Foundation of the Republic of China	2022 Legal Compliance Promotion Briefing on Insider Equity Transactions	3 hours	3 hours
director	Guo Hanlong	2022.05.23	Accounting Research and Development Foundation of the Republic of China	Analysis of legal responsibilities and practical cases of "Business Secret Protection"	3 hours	3 hours
director	Guo Hanlong	2022.05.20	Securities and Futures Market Development Foundation of the Republic of China	2022 Insider Trading Prevention Promotion Conference	3 hours	3 hours

Board performance evaluation

The performance evaluation method of the company's highest governance unit is as follows:

<p>Longda Construction Co., Ltd. Board performance evaluation method</p>
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Article 1 (Purpose and Basis of Establishment)

In order to implement corporate governance and enhance the functions of the company's board of directors and functional committees, and establish performance targets to enhance the operational efficiency of the board of directors and functional committees, these measures are formulated in accordance with the "Board of Directors Performance Evaluation Methods" of the Taiwan Stock Exchange for compliance.

The company may separately formulate appropriate assessment methods for different rated units.

Article 2 (Regulations to be observed)

The performance evaluation method of the company's board of directors, its main evaluation cycle, evaluation period, evaluation scope and method, evaluation execution unit, evaluation procedure and other matters that should be followed shall be handled in accordance with the provisions of these regulations.

The company's functional committees include the Audit Committee and the Salary and Remuneration Committee.

Article 3 (Evaluation Cycle and Period)

The company's board of directors shall conduct an internal board performance evaluation based on the evaluation procedures and evaluation indicators in Articles 6 and 7 every year.

The results of the board of directors' performance evaluation should be completed before the end of the first quarter of the next year.

Article 4 (Scope and Method of Assessment)

The scope of the company's board of directors evaluation includes the performance evaluation of the board of directors and functional committees and individual board members. The methods of evaluation include self-evaluation by the board of directors and functional committees, self-evaluation by directors, peer evaluation, or other appropriate methods for performance evaluation.

Article 5 (Evaluation execution unit)

of the company's board of directors' performance evaluation should clearly understand the operation of the unit being evaluated and have a fair, objective and independent role when performing this performance evaluation.

the functional committee of the company is slightly different due to the operation of each committee.

Depending on the organizational structure of the department, the evaluation is adjusted by different execution units. The execution unit should be fair, objective and independent from the operation of the evaluated unit.

Directly interested persons or entities.

The performance evaluation of the company's board of directors should be conducted by an external professional independent agency or external experts and scholars at least once every three years.

The external evaluation unit, processing timetable, evaluation methods and other matters mentioned in the preceding paragraph shall be approved by the authorized chairman. Those who have outsourced the performance evaluation in the current year may be exempted from internal performance evaluation.

Article 6 (Evaluation Procedure)

The performance evaluation procedures of the Company's Board of Directors are explained as follows:

1. Establish the units and scope to be assessed in the current year.
2. Establish an evaluation method.
3. Select the appropriate assessment execution unit.
4. At the end of each year, each evaluation execution unit collects information related to the activities of the board of directors and functional committees, and fills in Appendix 1 "Board of Directors Performance Appraisal Self-Evaluation Questionnaire" and Appendix 2 "Director Member Performance Appraisal" according to the distribution of the units being evaluated. Self-evaluation Questionnaire", Schedule 3 "Self-evaluation Questionnaire for Audit Committee Performance

Appraisal" and Schedule 4 "Self-evaluation Questionnaire for Salary and Remuneration Committee Performance Appraisal" and other related self-evaluation questionnaires will be collected and collected by the coordinating execution unit. Article 7 : Formulate the evaluation index scores, record the evaluation results report, and submit it to the board of directors for review and improvement.

Article 7 (Evaluation Indicators and Scoring Criteria)

The company should consider the company's situation and needs to formulate measurement items for the board of directors' performance evaluation, which should at least cover the following five aspects:

1. Degree of participation in company operations.
2. Improve the decision-making quality of the board of directors/functional committees.
3. Composition and structure of the board of directors/functional committees.
4. Selection and continuing education of directors/functional committee members.
5. Internal control.

The measurement items in the performance evaluation of board members should at least cover the following six aspects:

1. Mastery of company goals and tasks.
2. Cognition of directors' responsibilities.
3. Degree of participation in company operations.
4. Internal relationship management and communication.
5. Professional and continuing education of directors.
6. Internal control.

The indicators for the board of directors' performance evaluation should be set based on the company's operations and needs and be consistent with and suitable for the company's performance evaluation.

The scoring standards can be revised and adjusted according to the needs of the company, and can also be scored in a weighted manner based on each measurement aspect . Article 8 (Annual Report Information Disclosure)

The company should disclose the board of directors' performance evaluation method, implementation status and evaluation method of the board of directors' performance evaluation in the annual report.

Article 9 (Method of Disclosure)

The performance evaluation methods established by the company are fully disclosed on the company website for inquiries.

Article 10 (Implementation)

These Measures shall come into effect after being discussed and approved by the Board of Directors, and the same shall apply when amended.

The company's board of directors' performance evaluation covers aspects related to the economy, environment and people. Evaluation projects such as the "Longda Construction Co., Ltd. Annual Board of Directors Performance Appraisal Self-Evaluation Questionnaire" are conducted once a year and reported to the board of directors. The key points of the self-assessment questionnaire are shown in the table below:

exam topic	Assessment results	Remark
A. Degree of participation in company operations		
B. Improve the quality of board decision-making		

C. Board composition and structure
D. Selection and continuing education of directors
E. Internal controls
F. Other items (please evaluate and determine by yourself)

Note 1: The evaluation period is from January 1 to December 31 of the year under evaluation.

Note 2: The evaluation period should be completed before the latest board of directors meeting after the end of the year under evaluation.

Remuneration Committee

The Remuneration Committee of Longda Construction reviews and recommends remuneration packages for directors and key managers, which include various forms of remuneration and refer to the salary levels of peers and comparable companies to ensure fairness, with a view to providing long-term incentives, loyalty and interest alignment.

The management regulations of the Salary and Remuneration Committee and the Audit Committee shall be implemented in accordance with the provisions of the Organizational Rules of the Company's Salary and Remuneration Committee. This committee has three members appointed by the board of directors, one of whom is the convener. The term of office of the members of this Committee shall be the same as the term of the Board of Directors for which they were appointed. The members of the Salary and Remuneration Committee and the Audit Committee are as follows:

convener	Lin Xiangkai	Longda Construction Co., Ltd.	independent director
member	Jiang Yongzheng	Longda Construction Co., Ltd.	independent director
member	Chen Jinde	Longda Construction Co., Ltd.	independent director

During the reporting period, the attendance rate of members of the Salary and Remuneration Committee and Audit Committee meetings was 100%.

Salary setting principles

The company's governance and operational management policies are not only aimed at achieving substantial operating results, but also in detail from management indicators, department work goals and personal performance, fully integrating sustainability indicators and taking the practice of corporate social responsibility as its mission; in addition to striving to achieve corporate goals In addition to profitability, what is more important is that the entire company must take every step from top to bottom to be environmentally friendly and for the benefit of society. To this end , an incentive reward system is designed to reward hard-working colleagues.

salary structure	Employees enjoy variable remuneration such as employee remuneration, annual salary increases, and year-end bonuses.
employee compensation	3% to 4% will be allocated based on the current year's profits), effectively motivating colleagues. Evaluate the performance appraisal of colleagues for the current year, and combine it with various indicator projects (such as: digital transformation, green and energy saving, carbon reduction, quality indicators, certification...etc.) to continuously integrate social responsibility into the company's operations to achieve sustainability business
annual salary increase	Annual salary adjustments are set based on the company's operating conditions, domestic economic growth rate, price index, industry salary adjustments and other factors, and based on individual performance appraisal scores (such as weighted calculations such as work

	goals, job abilities, teamwork, etc.) range, and annual salary adjustments will be made based on the company's operating conditions.
Year-end bonuses	are allocated based on the company's operating conditions and are based on employee performance appraisal results as a reference for the issuance of year-end bonuses.

The company's board of directors and top management's compensation system decision-making process

- The Committee shall faithfully perform the following duties and powers with the care of a good steward, and submit its recommendations to the Board of Directors for discussion:
 1. Formulate and regularly review policies, systems, standards and structures for performance evaluation and salary remuneration of directors and managers.
 2. Regularly evaluate and set the remuneration of directors and managers.
- When performing the functions and powers mentioned in the preceding paragraph, this committee shall do so in accordance with the following principles:
 1. The performance evaluation and salary remuneration of directors and managers should refer to the normal payment situation of peers, and consider the reasonableness of the relationship with individual performance, company operating performance and future risks.
 2. Directors and managers should not be led to engage in behavior that exceeds the company's risk appetite in pursuit of salary remuneration.
 3. The proportion of bonuses and the payment timing of partial variable salary remuneration for directors and senior managers based on their short-term performance should be determined by taking into account the characteristics of the industry and the nature of the company's business.
- The salary and remuneration referred to in the first two items include cash remuneration, stock options, dividends, retirement benefits or severance benefits, various allowances and other measures with substantial incentives; their scope should be consistent with the standards for matters that should be recorded in the annual report of a publicly listed company. The remuneration of directors and managers is consistent.
- When discussing the committee's recommendations, the board of directors should comprehensively consider such matters as the amount of salary and remuneration, the method of payment, and the company's future risks.
- If the board of directors does not adopt or amend the recommendations of this committee, more than two-thirds of all directors shall be present, and more than half of the directors present shall agree to do so, and the resolution shall be based on the comprehensive consideration and detailed explanation of the salary and remuneration approved in the preceding paragraph. recommendations of this committee.
- If the salary and remuneration approved by the board of directors is better than the recommendation of the committee, in addition to the discrepancy and the reasons for it, the discrepancy should be stated in the minutes of the board of directors meeting, and an announcement should be made on the information reporting website designated by the competent authority within two days from the date of approval by the board of directors.
- If the salary and remuneration matters of the directors and managers of the company's subsidiaries are subject to the approval of the company's board of directors according to the subsidiaries' hierarchical responsibility, the company's committee should first make recommendations and then submit them to the board of directors for discussion.

risk link

When the Salary and Remuneration Committee performs its duties, the principles it follows are:

1. The performance evaluation and salary remuneration of directors and managers should refer to the normal payment situation of peers, and consider the reasonableness of the correlation with personal performance, company operating performance and future risks.

2. Directors and managers should not be led to engage in behavior that exceeds the company's risks in pursuit of salary remuneration.
3. The proportion of dividends paid to directors and senior managers and the timing of partial variable salary remuneration payment should be determined by taking into account the characteristics of the industry and the nature of the company's business.

The connection between pay and performance

staff	<ul style="list-style-type: none"> ✓ Annual salary adjustment: Based on the company's operating conditions, domestic economic growth rate, price index, industry salary adjustment status and other factors, and based on individual performance appraisal scores (such as: work goals, job abilities, teamwork, etc., weighted calculations), the calculation is Determine the annual salary adjustment range and conduct annual salary adjustments based on the company's operating conditions. ✓ is allocated based on the company's operating conditions , and the basis for the year-end bonus is based on employee performance appraisal results.
director	<ul style="list-style-type: none"> ✓ Develop and conduct annual director performance self-evaluations and report the status of performance evaluations to the board of directors. ✓ Evaluate the achievement of performance targets of directors and managers, and determine the content and amount of their individual salary remuneration based on the evaluation results obtained from the performance evaluation standards.

1.5 Risks and Regulations

Sustainable Development Strategies and Codes

In order to implement the company's ethical behavior and honest management, and to facilitate the company's sustainable development, the company has formulated and regularly announced various codes of conduct, such as the "Ethical Code of Conduct", "Integrity Business Code", and "Corporate Social Responsibility Code of Practice" etc., so that colleagues can have a clearer direction when dealing with various stakeholders. described as follows:

"Ethical Code of Conduct": Directors, supervisors or managers of the company and its subsidiaries (including general manager, deputy general manager, department and manager level and other equivalent levels, financial department heads, accounting department heads, and other promising The person who manages the company's affairs and has the right to sign) shall behave in accordance with ethical standards and enable the company's stakeholders to better understand the ethical standards of the company and its subsidiaries.

"Code of Integrity Management": This code is specified in order to establish a corporate culture of honest management and sound development, so as to establish a good business operation model. The scope of application of this Code includes its subsidiaries, consortiums, and other institutions or legal persons with substantial control capabilities, including group companies and organizations whose direct or indirect donation funds exceed 50%. Based on the business philosophy of integrity, transparency and responsibility, the company should formulate policies based on integrity, which should be approved by the board of directors, and establish good corporate governance and risk control mechanisms to create a business environment for sustainable development.

"Corporate Social Responsibility Code of Practice": In order to practice corporate social responsibility, promote the sustainable development of society and the environment, and take into account the company's industrial characteristics, this code is formulated for compliance. The applicable objects and scope of this Code include the overall operating activities of the company and group companies. While engaged in business operations, we actively practice corporate social responsibility in order to comply with the international trend of balancing the environment, social welfare and corporate governance development, and through corporate citizenship, we enhance the national economic contribution, improve the quality of life of employees, communities, and society, and promote the Competitive advantage based on corporate responsibility .

本公司履行企業社會責任，應本於尊重社會倫理與注意其他利害關係人之權益，在追求永續經營與獲利之同時，重視環境、社會與公司治理之因素，並將其納入公司管理與 operations.

Longda's principles for the practice of corporate social responsibility are as follows:

- Implement and promote corporate governance.

- Develop a sustainable environment.
- Maintain social welfare.
- Strengthen corporate social responsibility information disclosure.

Relevant and reliable corporate social responsibility-related information should be fully disclosed to enhance information transparency.

human rights policy

In order to fulfill corporate social responsibilities and protect the basic human rights of all employees, Longda supports and follows internationally recognized human rights norms and principles, including the Universal Declaration of Human Rights and the United Nations Global Compact.), etc., formulated a human rights protection policy on June 26, 2022, prohibiting forced labor and child labor, respecting employees' freedom of assembly, association, and religious belief, opposing discrimination, bullying, harassment, etc., and providing safety, hygiene, and health. The working environment must comply with local labor regulations and prevent violations of human rights. We are also committed to providing each employee with appropriate care and attention, implementing employee care, and providing smooth communication channels to promote workplace harmony. Do not discriminate and treat every employee fairly.

Longda Construction Co., Ltd.
Human Rights Protection Policy

Set: June 26, 20

First, the purpose

In accordance with the domestic "Labor Standards Act", "Gender Equality at Work Act", "Occupational Safety and Health Act" and other relevant labor laws, the company recognizes and supports the "United Nations Universal Declaration of Human Rights" and the International Labor Organization's "Basic Principles and Practices at Work" Declaration of Rights] and other internationally recognized human rights standards formulate human rights policies to prevent any infringement and violation of human rights so that all current employees of the company can be treated reasonably and with dignity.

2. Management plan

1. Establish employee communication channels and a friendly workplace environment

- Provide a caring communication channel for colleagues to handle human rights-related issues.
- Pay attention to the needs of employees, promote health promotion activities and provide diverse activities, and encourage colleagues to participate independently.

2. Provide a safe working environment

- The company provides a complete environmental and occupational safety and health management structure. Establish management goals and plans, implement management goals, and pursue sustainable operations. The Safety and Health Quality Control Office coordinates the management of occupational safety, health, environmental protection and other related matters and continuously improves the working environment and sanitary conditions, striving to reduce the incidence of occupational disasters and provide a safe working environment for employees.

3. Eliminate illegal discrimination and ensure equal job opportunities

- Comply with government labor laws and ensure no discrimination based on race, gender, age, disability, politics, religion, or pregnancy.

4. Ban child labor

- employed workers over the age of 15 but under the age of 16) and anyone under the age of 15 to perform work, and the employees who are hired will be inspected.

5. Prohibition of forced labor

➤ All work should be voluntary, and no unwilling person should be forced or coerced to perform labor.

3. Implementation

The company's human rights protection policy is implemented after approval by the chairman of the board, and the same applies to revisions.

Risk Management

The company attaches great importance to risk control management. Based on operating activities, we judge the frequency and impact of events through experience, and identify risks that may affect operations and profits, mainly involving construction safety, construction project sales, land development evaluation, operating finance, Considerations such as labor safety, personal data, and information security, coupled with the extreme weather caused by global warming, in order to cope with the impact of climate change, refer to TCFD (climate-related The Financial Disclosure Proposal (Task Force on Climate-related Financial Disclosures) framework will be used to assess climate change risks and opportunities. Based on the assessment results, management strategies and greenhouse gas inventory plans will be formulated, which are expected to be implemented after approval by the board of directors. It is expected to achieve environmental protection, energy conservation, We have a deep-rooted awareness of safety, health and conservation, and fulfill our corporate social responsibilities. Please see the table below for the impacts that the Company may face in the future and its countermeasures.

Governance unit	The Board of Directors of Longda is the highest governance unit for risk control. However, the powers and responsibilities are assigned to relevant units for management according to different risk categories (for example : operational financial risks are assessed and controlled by the company's finance department , and construction safety risks are assessed and controlled by the company's construction engineering department. Control , construction development, investment and sales risks are assessed and controlled by the Construction Division), monitored by the Management Department, and reported to the Board of Directors from time to time.	
risk category	Responsible unit	describe
construction safety risks	Construction Engineering Office	Due to lack of work, lack of materials, major accidents on the construction site and natural disasters (typhoons, earthquakes, heavy rains), etc., the construction cost has increased and has greatly diverged from the original planning schedule and budget.
Project sales risks	Construction Division	The pricing of construction projects is adjusted in a timely manner according to the market and sales boom to avoid the situation where the sales period is too long or too short, which will affect the company's expected profits.
land development risks		Before acquiring the land, whether the planning, design, construction, and sales of the product have been evaluated reasonably and effectively to avoid future land development costs exceeding expectations and affecting subsequent development benefits.
operational financial risk	Finance Department	Changes in domestic and foreign economic and financial conditions will affect the company's revenue, maintenance costs, exchange rates and interest rates, etc., and in turn affect the company's profits and losses and cash flow, including: capital losses, funding gaps, credit risks, etc.

Labor safety risks	Management	Failure to comply with relevant labor management regulations or other non-specific reasons, resulting in uncertain events such as temporary or permanent accidental injuries to workers, including: failure to obtain labor/health insurance in accordance with the law , overtime work/abnormal shift schedules, employee welfare violations, etc.
Personal data risk		Uncertain events that cause damage to the rights and interests of non-specific individuals due to personal data leakage , including: improper use of personal data leakage, failure to store personal data in accordance with regulations, etc.
Information security risks	information group	Information systems, crashes, malfunctions, data corruption or intrusion, etc., cause the company's operations to be interrupted or misappropriated, and have an impact on the company's operations, including: hacking, data theft, information system damage and inoperability, system abnormalities, etc.

<p>Strategy (risk category)</p> <p>The table on the right is filled out by Jianqun . Please confirm whether the content is in line with the company's current situation.</p>	Formulate responses to climate change risks .		
	short term	medium term	long
	<ul style="list-style-type: none"> Transformation risks : market information uncertainty (construction, development, investment and sales risks, operational financial risks , construction safety risks) , and the first greenhouse gas inventory is expected to be conducted in 2023. Physical risks : Due to lack of work, lack of materials, major accidents on the construction site and natural disasters (typhoons, earthquakes, heavy rains), etc., the construction costs have increased and the differences are too large from the original planning schedule and budget (construction 	<ul style="list-style-type: none"> Transition risks : planning carbon reduction strategies , costs of transitioning to a low-carbon economy , changes in customer behavior , increases in stakeholder concerns and negative feedback. Market Opportunities : Building green buildings and obtaining incentives from the public sector. 	<ul style="list-style-type: none"> Transition risk : Increase in the price of greenhouse gas emissions (cap control / carbon tax / energy tax) . Physical risk : rising average temperatures. Market opportunities : whether construction, sales, etc. have been evaluated reasonably and effectively.

	<p>development investment and sales risks).</p> <ul style="list-style-type: none"> ● Market opportunities : Use of low-carbon building materials, supportive policy incentives. 								
<p>Strategy (opportunity category) The table on the right is filled out by Jianqun . Please confirm whether the content is in line with the company's current situation and add relevant matters.</p>	<p>The Company faces significant climate risks that could have a severe impact on our operations; an increase in extreme weather events, such as floods and hurricanes, which could cause site damage, project delays and increased costs; and changes in climate adaptation regulations that could require us to adjust our construction Designing to meet more stringent standards increases cost and time; unstable resource supply, such as energy and raw material shortages, may have a negative impact on projects and costs. In addition, if we fail to address climate change and promote environmental protection measures, our corporate value and market position may decline, and investor attention and capital investment may decrease. The company is committed to risk assessment, climate adaptability, environmental protection, energy conservation and sustainable development to ensure the long-term stability and prosperity of the business.</p>								
	<table border="1"> <thead> <tr> <th data-bbox="344 1016 711 1061">Key transition risks</th> </tr> </thead> <tbody> <tr> <td data-bbox="344 1061 711 2105"> <p>In order to cope with the risks of changes in relevant green regulations , the Company actively responds to relevant international norms and uses relevant green building materials.</p> <p>We actively use reusable materials and have begun to use aluminum formwork. This type of material is reusable and will not produce formwork waste at the construction site, which can effectively reduce waste generation.</p> </td> </tr> </tbody> </table>	Key transition risks	<p>In order to cope with the risks of changes in relevant green regulations , the Company actively responds to relevant international norms and uses relevant green building materials.</p> <p>We actively use reusable materials and have begun to use aluminum formwork. This type of material is reusable and will not produce formwork waste at the construction site, which can effectively reduce waste generation.</p>	<table border="1"> <thead> <tr> <th data-bbox="727 1016 1086 1061">Main physical risks</th> </tr> </thead> <tbody> <tr> <td data-bbox="727 1061 1086 2105"> <p>In order to reduce the impact of drought events , relevant factories have successively invested in water-saving facilities , strengthened the recycling of water resources , and extended insurance to relevant coverage . At the same time , emergency response plans have been formulated to reduce operational losses caused by disaster risks .</p> <p>If the company encounters a shortage of workers or materials, it will take the following response measures:</p> <ol style="list-style-type: none"> 1. Add third parties. 2. Find alternative materials. 3. Extend the construction </td> </tr> </tbody> </table>	Main physical risks	<p>In order to reduce the impact of drought events , relevant factories have successively invested in water-saving facilities , strengthened the recycling of water resources , and extended insurance to relevant coverage . At the same time , emergency response plans have been formulated to reduce operational losses caused by disaster risks .</p> <p>If the company encounters a shortage of workers or materials, it will take the following response measures:</p> <ol style="list-style-type: none"> 1. Add third parties. 2. Find alternative materials. 3. Extend the construction 	<table border="1"> <thead> <tr> <th data-bbox="1102 1016 1487 1061">Key climate opportunities</th> </tr> </thead> <tbody> <tr> <td data-bbox="1102 1061 1487 2105"> <p>The company has been working hard for sustainable management for a long time , maintaining close trusting relationships with customers , and actively using green building materials . Therefore, when the sustainability wave rises , it will have the opportunity to gain priority from customers and increase revenue .</p> <p>At present, the company's selection of construction materials gives priority to materials that have the smallest load on the earth's environment and are harmless to human health during the collection,</p> </td> </tr> </tbody> </table>	Key climate opportunities	<p>The company has been working hard for sustainable management for a long time , maintaining close trusting relationships with customers , and actively using green building materials . Therefore, when the sustainability wave rises , it will have the opportunity to gain priority from customers and increase revenue .</p> <p>At present, the company's selection of construction materials gives priority to materials that have the smallest load on the earth's environment and are harmless to human health during the collection,</p>
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<p>In order to reduce the impact of drought events , relevant factories have successively invested in water-saving facilities , strengthened the recycling of water resources , and extended insurance to relevant coverage . At the same time , emergency response plans have been formulated to reduce operational losses caused by disaster risks .</p> <p>If the company encounters a shortage of workers or materials, it will take the following response measures:</p> <ol style="list-style-type: none"> 1. Add third parties. 2. Find alternative materials. 3. Extend the construction 									
Key climate opportunities									
<p>The company has been working hard for sustainable management for a long time , maintaining close trusting relationships with customers , and actively using green building materials . Therefore, when the sustainability wave rises , it will have the opportunity to gain priority from customers and increase revenue .</p> <p>At present, the company's selection of construction materials gives priority to materials that have the smallest load on the earth's environment and are harmless to human health during the collection,</p>									

		<p>period.</p>	<p>product manufacturing, application and recycling cycles after use. Currently, construction and building materials have obtained green certification. Certification of building materials is available for selection. If there is not much difference with the execution budget, priority will be given after comprehensive consideration, so it will not have a big impact on the increase in financial costs.</p>
<p>Based on this, we develop a greenhouse gas reduction plan and estimate future carbon reductions as a reference for operating strategy adjustments.</p>			
<p>Risk Management</p> <p>The table on the right is filled out by Jianqun . Please confirm whether the content is in line with the company's current situation and add relevant matters.</p>	<p>The impact of greenhouse gases on the global climate environment is gradually increasing. The company has begun to review the related operations of greenhouse gases, promote the inventory and verification of the total amount of greenhouse gases emitted by the company's operating activities in phases, in order to comply with the implementation of relevant government laws, and continue to cultivate employees while Encourage the implementation of energy conservation and carbon reduction, fulfill social responsibilities, and pursue sustainable management of the company.</p> <p>The impact of interest rates, exchange rate changes, and inflation on the company's profits and losses and future response measures:</p> <ol style="list-style-type: none"> 1 . In terms of interest rates : maintain the diversification of financing banks in order to obtain more favorable interest rates. 2 . In terms of exchange rates and inflation: pay attention to the international price trends of important materials and enter into long- and short-term supply contracts, and reduce adverse effects through measures such as trade associations and seeking price index subsidies. <p>Policies for engaging in high-risk, high-leverage investments, lending funds to others, endorsement guarantees, and derivatives transactions, the main reasons for profits or losses, and future countermeasures:</p> <p>The Company prohibits high-risk and high-leverage investments ; lending funds to others, endorsement guarantees, and derivatives transactions shall be handled in accordance with the relevant regulations formulated by the Company .</p> <p>The company's operating results are submitted to the board of directors in accordance with procedures .</p> <p>The Environmental Sustainability Sub-Committee and the Risk Management Sub-</p>		

	Committee identify major risks and discuss relevant countermeasures with each business unit of the company . Related risk assessments are also reported to the Risk Management Group, Sustainability Development Committee and Audit Committee for supervision. The chairman of the audit committee regularly reports to the board of directors based on the risk management and assessment results .
Metrics and Goals	<p>1. 2022 is the base year for the company to start implementation. It is currently not possible to compare whether emissions have been effectively reduced. In the future, emissions issues will continue to be managed. After completing the annual greenhouse gas inventory and confirming the total emissions, the implementation committee will implement the annual data. Quality management and development of reduction targets.</p> <p>2. Carry out greenhouse gas inventory and aim to complete the greenhouse gas inventory by 2026.</p>
Greenhouse Gas Inventory Plan	The first greenhouse gas inventory is expected to be conducted in 2023

The Company reviews the integrity of the aforementioned enterprise risk management and the effectiveness of risk control, identifies risk categories, and establishes feasible methods and management mechanisms to continuously improve and reduce enterprise risks. If there is a negative impact on the economy, environment, and society (including human rights), the responsible unit shall manage the insurance according to each risk category, take appropriate response measures, and record the risk management procedures and implementation results through meeting operations, and report to the board of directors Improvements and remedial measures.

Case	Construction safety risks.
Reason	The company will build a project in Kaohsiung in 2022. Road collapse occurred due to diaphragm wall construction.
remedial measures	<ol style="list-style-type: none"> 1. Provide it immediately, convene relevant personnel from the company and the contractor to review the cause of the problem, set up a blockade on site, and instruct construction personnel and contractors to carry out rescue operations on site. 2. The surrounding environment and road surface were restored. 3. Cooperate with the competent authorities to handle suspension investigations and submit resumption plans for review. 4. The company held an internal meeting to review the reasons and formulate relevant preventive measures in the future.

Compliance

The company completely prohibits any form of forced or compulsory labor. In addition, it also requires its suppliers and partners to operate operations to ensure that basic human rights are not violated, that everyone can be treated fairly and with dignity, and that there are no incidents of discrimination, child labor, or child labor. Major human rights incidents such as forced labor incidents, failure to impede freedom of association and assembly, and punishment without complaint in 2022.

The management measures for Longda Construction and Contractors to prevent forcing employees to work overtime and overtime are as listed in the following convention:

Contract for manufacturer' s construction site safety, health and environmental protection	
1.	Basis: Articles 26 and 27 of the Occupational Safety and Health Law, standards for building safety and health facilities, rules for occupational safety and health facilities, environmental protection regulations and the company's safety and health management regulations.
2.	Organization and personnel reporting: When contracting this project, the contractor shall, in accordance with the labor safety and health management organization and automatic inspection methods, report the contracted project to the local labor inspection agency for management (unit) personnel for reference.
3.	Construction safety assessment: If this case is a hazardous workplace, workers are not allowed to work in the site without review or passing the inspection by the labor inspection agency; the contractor needs to assist in the implementation of the safety assessment report submitted by the company.
4.	Safety work standards: Contractors need to supervise and require their workers to perform construction according to their own safety work standard procedures.
5.	Safety and health equipment: The contractor shall install protective equipment that meets safety standards in the workplace for the part of the contract.
6.	Personal protective equipment: Contractors must control their workers and wear personal protective equipment such as hard hats, safety belts, safety shoes , etc. when entering the construction site (protective equipment is provided by the contractor). Entry is prohibited if the equipment is not well equipped, and a detailed sign-in is required every day. Register for future reference.
7.	Working environment measurement: Before entering confined spaces such as raft foundations, tunnels, pipelines, underground spaces, etc., ventilation and necessary harmful gas concentration measurements must be carried out, and a partner system must be implemented to avoid hypoxia, poisoning, gas

explosions, and fires.

8. Garbage classification and resource recycling: After finishing work every day, the contractor should clean up the mud stains and garbage from the construction site on that day to the designated location for classification and disposal, and perform resource recycling.
9. Control of hazardous substances and hazardous substances: When contractors want to use hazardous substances and hazardous substances, they must mark them, formulate a hazard communication plan, prepare a list of hazardous substances, and establish material safety information in accordance with the regulations on communication of hazardous substances and hazardous substances before construction. Submit the form to the construction office for review.
10. Immediate danger handling: When there is a risk of immediate danger in the workplace, the contractor's representative should immediately stop the work, ask the workers to retreat to a safe place, count the number of people, report to the construction site director quickly, and cooperate in handling related matters.
11. Special hazard operations: high temperature, abnormal air pressure, elevated, precision, heavy physical labor operations or other operations that pose special hazards to the workers involved. Working hours should be reduced in accordance with regulations and appropriate rest should be provided.
12. Health management: Contractors are required to conduct physical health examinations for their workers and establish a health examination manual for reference.
13. Personnel management: Workers with mental disorders, alcoholism, physical discomfort, serious illness, infectious diseases, and those over 65 years old are not allowed to enter the construction site.
14. Automatic inspection: All mechanical equipment leased by our company will be automatically inspected by the owner in accordance with the law. The same is true for those leased by each contractor. A copy of all inspection records should be kept at the construction site for reference; other contractors of this project will also same.
15. Management of hazardous machinery and equipment: Manufacturers that provide hazardous machinery and equipment must pass various inspections by legal agencies before they can request payment; after installation, experienced and qualified personnel are required to conduct inspections in accordance with the legal frequency (when requesting payment) A complete inspection record must be attached); the contractors used must have qualified certificates before they can be appointed (the certificates should be kept at the construction site for future reference).
16. Contract Responsibility: The contractor shall bear the employer's responsibility for safety and health for all tasks contracted.
17. Safety notification: Before the contractor enters the site, the contractor should inform them in writing, with diagrams, etc., of the working environment and hazardous factors, and the measures that should be taken to prevent occupational disasters (the company's safety notification notice is detailed in the contract) appendix).
18. Safety and health measures: The contractor must designate an on-site representative to be responsible for work command, coordination, inspections, safety and health education, implementation of automatic inspections, correct use of construction machinery, maintenance of all protective facilities and other occupational disaster prevention matters.
19. Electrical equipment management: Electric tools, cables and welding operations used by contractors need to be maintained frequently, and leakage circuit breakers, plugs, sockets, and qualified automatic electric shock prevention devices must be used; construction site electricity regulations must be followed and implemented regularly Conduct inspections and keep a copy of the inspection record at

- the construction site for future reference.
20. Protection of child labor and female workers: Contractors are prohibited from employing child labor (employed workers over 15 years old and under 16 years old) and anyone under the age of 15 to work; and shall not use female workers, pregnant women or those under one year old after giving birth. Female workers in 2000 are engaged in dangerous or harmful work such as working in pits, exploding flammable substances, spreading harmful radiation and dust, etc.
 21. Qualified personnel management: Contractors must have qualified safety and health-related operations supervisors (supervisors for open-air excavation, retaining support, formwork support, tunnel excavation, tunnel lining, construction frame assembly, and steel structure assembly operations). Perform supervision, command, and supervision responsibilities during construction operations, and keep copies of certificates and licenses at the construction site for reference (a copy is attached to this contract).
 22. Environmental protection: Before the contractor's vehicles leave the construction site, they should send personnel to clean the tires and other dirt, and cover the vehicle body with dust-proof and leak-proof facilities to avoid polluting the environment; hazardous waste must be disposed of in accordance with the law to avoid environmental pollution. .
 23. Education and training: Workers entering the site must receive safety and health education and training and disaster rescue drills held at the construction site.
 24. Safety and health publicity: The contractor shall be responsible for publicizing labor safety and health, environmental protection-related laws and precedents, as well as the safety, health and environmental protection information announced by the company, inspection notices, and matters resolved by the construction site council, so that workers are well aware of them.
 25. Reporting of safety and health work codes: In accordance with Article 34 of the Occupational Safety and Health Law, the contractor shall, together with its labor representatives, formulate a safety and health work code and submit it to the labor inspection agency for review and announcement for implementation; the contractor and its workers shall, during the construction period , You should also abide by the safety and health work regulations set by this construction site.
 26. Safety and Health Council: The contractor who undertakes this project is an ex-officio member of the Council. During the construction period, he shall regularly attend the safety and health meetings held by the construction site on the second day of the lunar calendar every month and abide by the resolutions of the Council.
 27. Safety and health inspections: Our company's safety and health department or construction site personnel will conduct safety and health inspections and audits of factory contractors' on-site workers from time to time, and may issue manufacturer safety and health inspection notices, impose deadlines for improvements, fines, and stop payment requests Or a suspension of work. If the construction period is delayed due to the suspension of work, penalties will be accumulated based on the delayed construction period.
 28. Occupational disaster management: If an occupational disaster occurs in the workplace, the contractor should immediately take necessary first aid and rescue measures. If more than one person suffers or dies from the disaster, the site cannot be moved or damaged without permission from judicial or inspection agencies.
 29. Insurance: If the contractor's workers suffer an occupational accident, they must purchase labor insurance before they can enter the construction site for work.
 30. Labor complaints: If workers find that their employer has violated labor safety and health regulations,

they may appeal to the employer, the competent authority, or the inspection agency; the contractor employer shall not take any adverse action against the complaining worker without sufficient reasons within six months .

31. Penalties: If the contractor's workers violate the regulations, the company will impose fines on the contractor (the penalties may be consecutive).
32. Penalties: If the contractor fails to comply with safety and health regulations and is fined by a notice, if it causes losses to the company or the construction company hires workers to deal with it, it will be deducted from the current assessment fee without further notice ; the rest will be included in the use of the association fund.
33. Manufacturer evaluation: Our company's construction site personnel will conduct manufacturer evaluation from time to time. Those who are classified as D level (with a score of 59 or less on the manufacturer evaluation form) will be disqualified as qualified manufacturers and will not be allowed to contract the company's projects.
34. Excellent manufacturers: Those who have good safety and health cooperation implementation will be listed as priority contracting manufacturers.

Based on the premise of respecting employees and creating harmonious labor relations, the company has established a transparent and smooth communication mechanism so that employees can have the opportunity to fully express their opinions and fully understand the company's business management direction and decision-making information. However, we provide various response channels. For major operational changes that may affect employees' rights and interests, in addition to notifying employees in advance, we also allow supervisors and employees to fully communicate through relevant meetings. Therefore, so far, no major labor disputes have occurred. Love affair.

● **Grievance mechanism**

In response to employees' voices, a fixed complaint and illegal behavior reporting mechanism has been established.

When employees encounter sexual harassment, they can lodge a complaint with the company's "Sexual Harassment Complaint Handling Committee" through the "Sexual Harassment Complaint Hotline."

● **Chairman's mailbox**

There is a "Chairman's Mailbox" where employees can express their opinions and suggestions directly to the Chairman.

● **Legal consultation and reporting**

If any employee violates the Code of Integrity or engages in inappropriate behavior, he or she can report it through the audit office or email, and the relevant windows will review and handle the matter in accordance with the company's rules and regulations.

If employees have legal issues arising from the execution of company business, they can report to the company's legal staff and obtain consultation opinions.

Information about the company's complaint channels or reporting channels is as follows:

reporting unit	Management
Report address	18th Floor, No. 380, Minquan 2nd Road, Qianzhen District, Kaohsiung City
Report phone number	(07)336-7041
Report mailbox	audit@longda.com.tw

Major violation

Our company defines major violations as the following situations due to environmental pollution, safety incidents or other major incidents:

1. Those who cause significant damage or impact to the company.
2. Those who have been ordered by relevant authorities to suspend operations, cease operations, abolish or revoke pollution-related permits.
3. The cumulative amount of fines in a single incident exceeds NT\$1,000,000.


During the reporting period, no major environmental or non-environmental

violations occurred in Longda.

Anti-corruption

The company fully promotes the anti-corruption action plan. In order to improve the company's anti-corruption indicators, it specifically conducts various risk assessment operations to gain an in-depth understanding of the business prone to fraud, strengthens the internal control system, and gives full play to the early warning function. For the operational activities of projects under construction in the Construction Engineering Department, which is an important operating base, the audit office conducts internal control inspections and legal compliance self-assessments every year to conduct risk assessments on corruption-related matters to achieve effective control and implementation, joint management and prevention of dishonesty the production of behavior. So far, no corruption or anti-competitive behavior has occurred, and there have been no legal cases arising from anti-competitive behavior, anti-trust and monopoly behavior.

In order to publicize anti-corruption policies and related procedures, the company's electronic information equipment is used to implement multiple publicity methods such as online publicity and E - mail notices so that company employees can understand relevant integrity regulations. The implementation status in 2022 is as follows: An E - mail notice will be issued to managers and all employees on April 29 of that year, and an annual promotion will be conducted.


Major announcements are posted on the company's website for colleagues to refer to and follow.	
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tax compliance

Taxation is the basis for the government to provide infrastructure and public services, and it is also an important source of funds to achieve sustainable development goals. Longda adheres to the tax collection law and implementation rules, the income tax law and implementation rules, the basic income tax regulations and implementation rules, and value-added Type and non-value-added business tax laws and implementation details, income tax assessment standards for profit-making enterprises and unified invoice usage methods, in order to fulfill social corporate responsibilities, pay taxes honestly and give back to the society. The tax governance report is publicly disclosed on the official website and annual report every year to implement information transparency, establish a good communication channel with stakeholders, and fulfill corporate citizenship obligations to respond to the expectations of

society and sustainable development.

The company's tax operations are all handled by the Finance Department, which is responsible for complying with tax laws and regulations, declaring profit-seeking enterprise income taxes and entrusting accountants to verify visas, honestly reporting taxes within the prescribed time limit, and disclosing tax information in financial statements in accordance with regulations to ensure information transparency.

<p>The annual report or financial report announcement is placed in the company' s investor area</p>	
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2. Gain trust in quality

2.1 Delicate quality

Longda has always adhered to the spirit of sustainable business operations and established long-term cooperative relationships with suppliers. It hopes to work with suppliers to fulfill corporate social responsibilities. It adheres to the principle of purchasing Taiwanese products from Taiwan and selects suppliers and partners to ensure the supply chain. Stability, and carefully select manufacturers that are well-known in the industry and have sustainable operating capabilities as partners, and regularly review whether the supplier's supply quality, delivery period, price, service and financial soundness meet the requirements to ensure stable supply. Yu.

Contract type	Purchasing area	2021		2022	
		Number of households	of this purchase amount to the total purchase amount (%)	Number of households	of this purchase amount to the total purchase amount (%)
Labor services (contracting and services)	domestic	15	43	73	19
Property (raw materials)	domestic	70	56	194	78
Engineering (Construction and Equipment)	domestic	137	1	64	3
total		222	100	331	100

2.2 Customer service management

The construction industry is a conscientious enterprise. Longda Construction shoulders social responsibilities. In order to maintain high-quality construction standards, various regulations on quality control of all building materials have been formulated. Quality control of suppliers must be required to protect the health and safety of future owners. Maintain the quality of project construction and meet the service life and quality requirements of the project design.

<p style="text-align: center;">預拌混凝土品質保證書</p> <p>切結本公司(工廠)所提供之預拌混凝土品質符合契約所訂規格及中華民國國家標準及相關規範，並在下列範圍內，立書人願負法律上完全之責任，為恐口說無憑，謹切結保證。</p> <p>一、工程名稱：隆大管建(孔風段)透天新建工程 二、工程地址(建造號碼)： 三、施工(澆置)範圍： 四、數量：6.9 M³ 五、規格：210 kgf/cm² 六、施工(澆置)時間： 年 月 日</p> <p>立書人之公司(工廠)名稱：國產建材實業股份有限公司鳳山廠 公司(工廠)地址：高雄市大寮區江山路八十一號 經濟部工廠登記證字號：99-661250-00 負責人：張振益 國民身分證統一編號：S120213394 地址：高雄市大寮區中庄里民安街82號</p> <p style="text-align: center;">中華民國 年 月 日</p> <p style="text-align: right;">S03-16-A</p>	<p style="text-align: center;">協勝發鋼鐵廠(股)公司 SHYEH SHENG FUAT STEEL & IRON WORKS CO., LTD</p> <p style="text-align: right;">1/1</p> <p style="text-align: center;">無放射性污染證明書 編號：221130D0074</p> <p style="text-align: center;">THE CERTIFICATE OF NON-RADIATIVE CONTAMINATION 茲證明下列產品符合「放射性污染建築物事件規範及處理辦法」之規定，無放射性污染現象， WE HEREBY CERTIFY THAT MATERIAL HAS BEEN TESTED AND PROVED TO BE FREE FROM RADIATIVE CONTAMINATION IN ACCORDANCE WITH THE REGULATION OF ATOMIC ENERGY COUNCIL OF R.O.C.</p> <p>買受人名稱：泰怡企業股份有限公司 產品名稱規格：熱軋竹節鋼筋</p> <table border="1"> <thead> <tr> <th>製程</th> <th>爐號</th> <th>鋼種</th> <th>規格</th> <th>長度(M)</th> <th>捆數</th> <th>重量(TON)</th> </tr> </thead> <tbody> <tr> <td>熱軋</td> <td>FB0704</td> <td>S580W</td> <td>300</td> <td>12.00</td> <td>8</td> <td>20.000</td> </tr> <tr> <td colspan="5" style="text-align: right;">合計</td> <td>8</td> <td>20.000</td> </tr> </tbody> </table> <p>製造商(經銷商)名稱：協勝發鋼鐵股份有限公司 原子能委員會合格證明文號：鋼輻字第100號 偵檢人員：楊雅華 偵檢人員證書字號：鋼偵類(備檢)字第1070016號 品質管制主管：李文宏 偵檢日期：111年11月30日</p> <p>製造商或經銷商負責人：黃煌瑋 地址：高雄市小港區光蘭街7號 中華民國111年11月30日</p> <p style="text-align: center;">副 聯</p> <p>一、茲保證上開無放射性污染證明書影本，係經原製造商(經銷商)同意影印，且各項記載資料均與正本無異。</p> <p>二、本證明書影本所列產品中之 20 噸批號：B000704 確於 111 年 11 月 30 日售予(隆大管建事業(股)公司孔風段透天一期)</p> <p>經銷商負責人：黃王金珍 泰怡企業股份有限公司 高雄市新興區信守街178號 地址： 中華民國 11 年 11 月 30 日 註：本格式偵檢人員及品質管制主管僅列姓名即可，不必簽章。</p>	製程	爐號	鋼種	規格	長度(M)	捆數	重量(TON)	熱軋	FB0704	S580W	300	12.00	8	20.000	合計					8	20.000
製程	爐號	鋼種	規格	長度(M)	捆數	重量(TON)																
熱軋	FB0704	S580W	300	12.00	8	20.000																
合計					8	20.000																
Chloride-free certification	No radiation certificate																					

Through safety and quality control at all stages, we have not been fined for violating the "Regulations on Product and Service Safety Information Labeling and Marketing" and "Related Regulations on Marketing and Promotion" in 2022.

Customer Satisfaction/Customer Privacy

We continue to pursue customer satisfaction and innovation. We hope to improve every construction engineering service with the highest quality and best service to meet the needs of every customer. We use professional ability and positive attitude to deal with it and find the best solution. , hoping to fully satisfy customers, improve customer satisfaction, and establish the best reputation and trust.

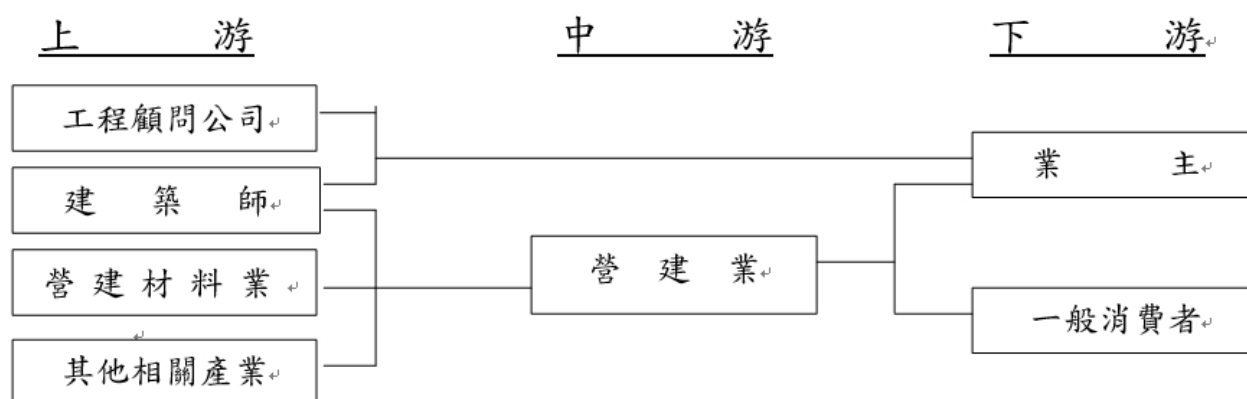
The company attaches great importance to the protection of customer privacy. The company has internally formulated "Advertising Agency - Advertising Planning and Sales Contract: Personal Data Protection Statement" and "Customer - Real Estate Sales Contract: Notification and Consent for Collection, Processing and Utilization of Personal Data" "Relevant information security standard management system manages the protection of personal data of advertising companies and customers. During the reporting period in 2022, no information leakage, theft or loss of customer data occurred.

2.3 Supply chain management

We uphold the spirit of sustainable management and establish long-term cooperative relationships with suppliers. We hope to fulfill our corporate social responsibilities with our suppliers and carefully select suppliers and partners to ensure the stability of the supply chain.

upstream industry	Engineering consultants and architects: Engineering consulting company: Responsible for the engineering design of buildings, bridges, roads and factories, as well as the research and development of technology and construction methods. Architect: Responsible for the engineering design and construction supervision of the building.
	Construction materials industry: Iron and Steel Industry: Supplying steel bars, steel frames and other raw materials for civil engineering and construction engineering structures. Cement and gravel industry: supply cement, concrete and other raw materials for civil engineering and construction engineering structures. Mechanical and electrical industry: Coordinate with the construction of building structures to configure water and electricity pipelines, and configure elevators and other facilities after the structure is completed. Other building materials industry: After the building structure is completed, it supplies tiles, glass, sanitary ware, kitchenware, doors, windows, wood and other related building materials industries.
	Construction machinery and equipment industry: Providing construction tools, machinery and equipment required for construction projects.
	, masonry and other related professional engineering industries during the construction process .
Downstream industries	Banking, insurance, intermediary, sales, advertising, landscape, etc.

營建體系上、中、下游關聯圖



Supply chain diagram of upstream, midstream and downstream

Supplier evaluation

In addition to the code of conduct requirements for suppliers, the company mainly includes integrity issues, safety first, local procurement, etc. It also has a positive impact on suppliers through actual purchasing behavior. When selecting new suppliers, in addition to meeting the company's needs, considering quality, price, delivery time, origin, etc., the supplier's integrity management status will also be considered in the selection, and the selection will be based on the "Third Party Supplier Rating Table" Evaluation of existing third parties. No new suppliers were evaluated during the 2022 annual reporting period; 34 manufacturers were evaluated for existing suppliers, and none of them were listed as those that will no longer be used.

- Assessment grading and recommended treatment methods for domestic manufacturers: The evaluation results are divided into four levels: A , B , C , and D. Level A is an "excellent manufacturer", level B is an "ordinary manufacturer", level C is a "coaching manufacturer", and level D is an "inferior manufacturer". Those with an assessment score of 90 or above are classified as "excellent manufacturers", those with scores from 70 to 89 are classified as "ordinary manufacturers", those with scores from 60 to 69 are classified as "counseling manufacturers", and those with scores of 59 to 60 are classified as "counseling manufacturers". The following categories are classified as "inferior manufacturers".

Those who are evaluated as "excellent manufacturers" will have priority in contracting our company's projects; those who are evaluated as "inferior manufacturers" will have their qualifications as qualified third-party vendors revoked. Those who are evaluated as "ordinary manufacturers" will not be rewarded or punished; those who are evaluated as "counseling-level manufacturers" will be included in the watch list. If there are no A or B grades available, they will be included in the contracting targets.

The company evaluates suppliers through documents , strengthens supervision and guidance on improvement measures, encourages third parties, and provides necessary assistance to those with poor audit status, arranging reviews to ensure compliance. If the standards are not met, the transaction volume will be reduced or the transaction will be terminated. .

Time limit for improvement: If a supplier is identified as having any concerns about violating labor practices or sustainability clauses, it will be required to make improvements within a time limit, submit a written report, and accept irregular audits and coaching. (Contract termination: If the supplier cannot make concrete improvements within the time limit, the contract relationship will be terminated.)

During the reporting period, Longda Construction did not have any suppliers suspended

due to production quality or delivery delays, and there were no suppliers with significant or potential environmental impact on the environment.

For detailed information, please refer to the company's supplier management regulations



3. Sustainable environmental management

3.1 Energy and waste

Quantitative indicators	unit	2022 __
Electricity usage	degree/year	606,447
	GJ	2,183.21
Gasoline usage	L/year	13,224.9
	GJ	431.60
Organization specific metrics	Number of employees	97

illustrate:

Please fill in the specific measurement unit of the organization. In principle, the unit should not change every year. The unit can be filled in:

1. Product unit
2. Production volume (e.g. metric tons, liters, or million watts)
3. Size (e.g. floor area in square meters)
4. Number of full-time employees
5. Monetary unit (revenue or sales)

The calorific value of electricity is converted to 1kWh=0.0036GJ.

The source of the conversion coefficient is calculated using the Environmental Protection Agency's gas emission coefficient management table version 6.0.4 to calculate the calorific value of fuel. Gasoline is 7,800 kcal/L; diesel is 8,400 kcal/L; natural gas is 8,000 kcal/m³; 1 kcal=4.184 KJ.

Energy saving and carbon reduction design

In the spirit of being friendly to the earth and the environment, Longda strives to reduce the consumption of raw materials and energy. In order to save energy and do our part for the environment, we increase manufacturing efficiency. With the concepts of energy saving, pollution reduction and consumption reduction , we take necessary measures. Measures are taken to reduce the impact on the natural environment. Our products limit the use of harmful substances to maintain the natural environment and ecology, reduce waste generation, and reduce the impact on the environment. We hope to achieve safe product use, safe production and minimum energy consumption. , reduce waste output, and protect the environment. During the reporting period, the company had specific action plans to reduce energy consumption as follows:

Construction site: Use reusable aluminum formwork for grouting.

At present, the energy consumption of the company's office building is mainly based on air conditioning and lighting, which does not cause a large amount of energy use and impact. However, in order to fulfill our corporate social responsibilities, we are still trying to think about how to implement energy saving and carbon reduction measures in the operation process . The relevant instructions are as follows :

Energy saving measures	Energy consumption reduction instructions
Lighting uses energy-saving LED T5 lamps	It is estimated that 200 lamps will be installed, and the air-conditioning equipment will adopt a variable frequency energy-saving host. The office air-conditioning temperature is set at 26°C. The approximate degree saved = 99,351 degrees/year, the amount saved = 9,935 degrees/year * 3.4 yuan = 33.779 yuan, and the CO ₂ emission will be suppressed. Amount=9,935 degrees*0.000528=5.25 metric tons
Air conditioning equipment adopts frequency conversion energy-saving host	
The office air conditioner temperature is set to 26°C	
Control the amount of paper used for business and various printed matter, and implement paperless measures	Approximately 30 boxes*A4 (total 15,000 sheets) of paper are saved per year. The emission of one piece of A4 paper is 18 grams of CO ₂ . Carbon emissions reduction: 15,000 sheets of paper*18 grams of CO ₂ =270,000 grams of CO ₂

In addition to saving energy in the company office, Longda also strives to reduce energy consumption for customers for the products it sells, and works hand in hand with customers to be friendly to the earth. The relevant measures are as follows:

- LED lamps can save 50% energy, and T5 lamps can save 25% energy.
- Solar power generation equipment can reduce 38% of the heat energy from direct sunlight on the roof, and can also lower the indoor temperature by 3-5°C.
- The construction project is changed to use water-saving toilets, and the average water saving rate is about 30-65%.

waste management

The waste problem poses an urgent threat to the environment. We are committed to promoting source management, that is, waste reduction. The company's main waste comes from the waste at the construction site project site. The waste soil generated by the construction project in the basement excavation or demolition of the new project In addition to the remaining mud, soil, sand, stones, bricks, tiles and concrete blocks generated during the construction process, all remaining mud, soil, sand, stones, bricks, tiles and concrete blocks are contracted and entrusted to local qualified removal companies for legal disposal. They will never be discarded at will, and waste reduction and resource recycling mechanisms will be actively implemented. In related work, we strive to fulfill our basic responsibilities of complying with the law and ensure that environmental pollution at construction sites such as waste and noise will not damage the local community. Through the efforts of all responsible units, the company did not have any environmental violations or waste during the reporting period. We will continue to prevent serious leakage of materials in the future. The following is a statistical table of waste and treatment methods in Longda:

Waste statistics table			
Waste composition project	Harmful/Non Harmful	Leave	
		Waste generation (tons)	Processing method

waste soil	Not harmful	133,749.406 _ _	Other disposal operations
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3.2 Greenhouse gas emissions

project	2022
Category 1 : Direct greenhouse gas emissions (kgCO ₂ e)	31,194.70
Category 2: Indirect greenhouse gas emissions (kgCO ₂ e)	308,681.52
Total emissions = Category 1 + Category 2 (kgCO ₂ e)	339,876.22
Greenhouse gas emission intensity (kgCO ₂ e/number of employees)	3.5039
<p>Note :</p> <ol style="list-style-type: none"> 1. Category 1 refers to emissions sources directly from the company owned or controlled, including stationary combustion sources, process emissions, mobile combustion sources in transportation and fugitive emission sources. The emission coefficients are based on the latest emissions from the Energy Bureau of the Ministry of Economic Affairs. Calculated based on announcement data version 6.0.4 (IPCC Sixth Assessment Report). 2. Category 2 refers to emissions between energy sources, such as purchased electricity. 3. Types of greenhouse gas emissions: carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). 4. The purchased electricity refers to the electricity emission coefficient announced by the Energy Bureau of the Ministry of Economic Affairs. The electricity emission coefficient in 2019 and 2021 = 0.509 kgCO₂e/kWh; the electricity emission coefficient in 2020 = 0.502 kgCO₂e/kWh. 	

3.3 Materials and water management

Longda belongs to the construction industry, and there are strict regulations on the safety of materials used. Although with the promotion of recycling and new materials, the raw materials are still more traditional steel bars, cement mortar, etc., we still continue to Pay attention to world trends and work together to create a sustainable living environment for our next generation .

Raw material name	unit	Is it renewable?	2021	2022
cement	Bag	Nonrenewable	63,934	40,557
ready mix concrete	M ³	Nonrenewable	43,313	66,115
Rebar material	T	Nonrenewable	16,981	18,810
sand	M ³	Nonrenewable	13,360	5,921

Water discharge situation

Using the water resources risk assessment tool, the water resources risk in the area where Longda is located is Low – Medium . Generally speaking, the company's water use is divided into two major areas, one is domestic water in the office building, and the other is water at the construction site. Due to the limitations of the facilities at the operating location, it is difficult to install rainwater recovery or recycling equipment. , so the water usage is equal to the drainage volume and water consumption. The usage situation in the past two years is explained in the table below. The wastewater discharged is daily wastewater and will not have any impact on the environment or ecology.

year	2022
Water intake (million liters)	8,517 __
Organization-specific measures (number of employees)	97
water density	87.80

Note : water intake = water discharge = water consumption

The organization has a fixed measurement unit. In principle, the unit should not change every year. The unit can be filled in:

1. Product unit.
2. Output (such as tons , liters, or hundred watts) .
3. Size (e.g. floor area in square meters).
4. Number of full-time employees.
5. Monetary unit (income or sales).

4. Touch creates value

4.1 Talent composition structure

Employees are the rock of Longda's steady development. We firmly believe that only healthy employees and a safe working environment can continue to provide customers with high-quality products and services. Therefore, at Longda Construction, we are committed to promoting equality and safety in the workplace, actively taking care of the physical and mental health of our employees, and striving to provide employees with complete benefits to create a happy and beautiful workplace environment.

First, we value workplace equality and safety. We respect the rights and dignity of every employee regardless of gender, age, race or religious belief. We also regularly check various equipment and protective measures to ensure that employees work in a safe and sound condition; secondly, we care about our employees' Physical and mental health. We provide employees with regular health examinations, psychological consultations and various sports activities to enable employees to maintain physical health and mental balance. We also encourage employees to help each other and provide support and encouragement in times of difficulty; finally, we provide employees with a comprehensive welfare system. In addition to reasonable and competitive salaries, we also provide year-end bonuses, three-month gifts, birthday gift certificates and other subsidies and allowances. In addition, we also regularly hold travel activities and dinner meetings to enhance the feelings and cohesion among employees.

In Longdali, every employee is a family member. In this big family, they will definitely be able to find their own happy and beautiful career. During the reporting period, we did not hire temporary or part-time employees, and the employment status of employees and non-employees is as follows:

Number of employees (person)				
Region/Type		female	male	total
Taiwan	employee count	31	66	97
	Number of full-time employees	31	66	97
	Number of full-time employees	31	66	97

Company non-employee worker information		
worker type	Contractual relationship with the company	Total number of workers (person)
Security personnel	Undertake	15
Worker	Undertake	242,115

The company's senior management level and above, the proportion of local residents

employed: 100% in Taiwan.

year		2020	2021	2022	
Item/Gender	age	Number of people	Number of people	Number of people	
Supervisor	male	Under 30 years old	0	0	0
		30-50 years old	3	3	2
		Over 51 years old	8	8	7
	female	Under 30 years old	0	0	0
		30-50 years old	0	0	0
		Over 51 years old	1	1	1
Total number of supervisors		12	12	10	
Non-chief managers	male	Under 30 years old	9	9	12
		30-50 years old	36	twenty four	31
		Over 51 years old	11	12	14
	female	Under 30 years old	3	1	2
		30-50 years old	19	18	18
		Over 51 years old	8	9	10
Total non-chief managers		86	73	87	
Total number of full-time employees		98	85	97	

The company does not affect the recruitment process and decisions based on any factors such as race, religion, belief, gender, marital or parental status, age, political background, nationality, disability, sexual orientation, zodiac sign, blood type, etc. Our company also employs people with disabilities in compliance with the "Act on the Protection of Rights and Interests of Persons with Disabilities". The current number of employees is 1.

year		2022	
Item/Gender	age	Number of people	
minority or disadvantaged groups	male	Under 30 years old	0
		30-50 years old	1
		Over 51 years old	0
	female	Under 30 years old	0
		30-50 years old	0
		Over 51 years old	0

New employee' s resignation situation

year	2020				2021				2022			
gender	male		female		male		female		male		female	
Age\project	Number of people	New entry rate (%)	Number of people	New entry rate (%)	Number of people	New entry rate (%)	Number of people	New entry rate (%)	Number of people	New entry rate (%)	Number of people	New entry rate (%)
Under 30 years old	7	7.14	2	2.04	6	6.32	0	-	7	7.37	2	2.11
30-50 years old	2	2.04	1	1.02	2	2.11	1	1.05	2	2.11	4	4.21
Over 51 years old	0	-	0	-	1	1.05	0	-	1	1.05	0	-
Total number of new entrants	12				10				16			
Total number of employees	98				95				97			
Total new admission rate (%)	12.24				10.53				16.67			

Note:

1. The number of new employees does not include those who leave midway.
2. The new recruitment rate of male (female) employees in this age group = the number of new male (female) employees in this age group that year/the total number of people in the operating base at the end of the year
3. Total new employee hiring rate = number of new employees in the year/total number of employees in the operating base at the end of the year

year	2020				2021				2022			
gender	male		female		male		female		male		female	
Age\project	Number of people	Turnover rate (%)	Number of people	Turnover rate (%)	Number of people	Turnover rate (%)	Number of people	Turnover rate (%)	Number of people	Turnover rate (%)	Number of people	Turnover rate (%)
Under 30 years old	3	3.06	0	-	4	4.210	0	-	3	3.09	2	2.06
30-50 years old	1	1.02	0	-	4	4.210	2	1.05	4	4.12	3	3.09
Over 51	2	2.04	0	-	3	3.160	1	1.05	2	2.06	0	-

years old												
Total number of resignations	6			14			14					
Total number of employees	98			95			97					
Total turnover rate (%)	6.12			14.74			14.43					

Note:

1. The turnover rate of male (female) employees in this age group = the number of male (female) employees in this age group who resigned that year/the total number of male (female) employees in this age group at the end of the year
2. Total employment rate of retired employees = number of employees who resigned during the year/total number of employees at the operating base at the end of the year

Minimum Announcement Period for Operational Changes

In order to retain outstanding talents, the company strives to establish a friendly working environment, pay attention to work-life balance, provide employee training and development opportunities, etc., and encourage employees to continuously improve themselves. In order to truly protect employees' work rights and interests, the company will comply with the relevant laws and regulations of the Labor Standards Act. In the future If major operational changes occur, or the employment relationship with employees is to be terminated, and the labor contract is terminated in accordance with Article 16 of the Labor Standards Law , the notice period shall be in accordance with the provisions of the following paragraphs:

If the company terminates the labor contract in accordance with regulations, the notice period shall be in accordance with the following provisions:

1. If the employee continues to work for more than 3 months but less than 1 year, notice shall be given 10 days in advance.
2. If the employee continues to work for more than 1 year but less than 3 years, notice shall be given 20 days in advance.
3. For those who continue to work for more than 3 years, notice shall be given 30 days in advance.

Education Training

Longda attaches great importance to the development of work skills and lifelong learning of each employee. We believe that employees' continuous learning and growth in their positions is the company's most important asset and the foundation for sustainable operations. It is also the most important factor for the company's continued growth and competitiveness. Important sources. Based on the different positions and grades of employees, the company formulates training plans and strives to cultivate professionals with innovative thinking and continuous improvement. It implements measures to promote a promotion system and combine education and training so that every employee can progress step by step . , self-transcendence growth experience, improve the job functions and skills of employees, and cultivate their correct work attitude.

New staff	Once every six months, the main content is company management regulations, welfare measures, information security, safety and health, etc., so that new employees can adapt to the situation and provide consultation and guidance.
on the job training	It is divided into internal training and external training. Each department shall apply for education and training according to their work needs, so as to apply it in work and improve work quality and efficiency.

The following table shows the investment in education and training resources for various levels of personnel during the reporting period . The reason for the difference in the average training hours between women and men is the gap caused by the application based on work needs.

Item category		management position		Non-managerial position		Indirect personnel	
		male	female	male	female	male	female
total number of visitors	Visitors	7	1	70	34	77	35
Total hours of training	Hour	34	12	1,224	193	1,258	205
average training hours	hours/person	4.86	12	17.49	5.68	16.34	5.86
Training fee	Yuan	58,458	8,000	79,863	26,029	138,321	34,029

The company's security system is partially handled by a professional security agency. The appointment of security personnel is handled in accordance with Article 10-2 of the Security Industry Act. The security personnel receive relevant professional training every year in accordance with the Occupational Safety and Health Act. The content of the course is based on the content of the signed contract. host.

4.2 Employee safety, workplace and health

We have an unshirkable responsibility to protect the safety of our employees. The company is committed to improving employees' safety and health awareness, and has specially established a "Labor Safety and Health Committee" to improve workplace safety training into a self-management and self-training training model starting from employee entry, and expand to all levels. training to improve adaptability and awareness of personal abilities, and to implement the goal of 100% safety for all employees. We are people-oriented and pay attention to and care for the health and safety of our colleagues. The safety and health management mechanism of Longda University is as follows.

Safety and health management system	
1.	The "Labor Safety and Health Committee" established by the company is of a consulting and research meeting nature. It is a staff organization that discusses , coordinates and makes recommendations on labor safety and health matters within the company's safety and health management system. It is handled by convening regular meetings or temporary meetings. Conference affairs.
2.	The company has established a "safety and health quality control room " to comprehensively manage the company's safety, health and quality management work. Its main duties include: formulating labor safety and health management regulations, handling labor safety and health committee matters, quality inspection during the construction phase, and safety and health during the construction phase. Check.

all workplaces in offices and construction sites outside . However, the hazard identification and risk assessment part applies to all routine or non-routine activities of the company, or activities or services including the company's employees, contractors, suppliers, visitors, etc. entering the workplace, and Facilities provided by organizations or other units in the workplace.

Hierarchy	Responsibilities	
Chairman or General Manager	<ul style="list-style-type: none"> ● Comprehensive management of all safety and health related business of the company. ● Served as Chairman of the Labor Safety and Health Committee. ● Instruct the safety and health quality control room to plan and promote relevant safety and health business. 	<ul style="list-style-type: none"> ● Instruct all units to perform relevant safety and health work. ● Approve the safety and health promotion work plan and safety and health management regulations. ● Designate the deputy general manager to assist in handling the company's safety and health business.
Heads of departments	<ul style="list-style-type: none"> ● Occupational disaster prevention planning matters. ● Safety and health management implementation matters. ● Regular inspections, key inspections, inspections and other related inspection and supervision matters. ● Conduct regular or irregular inspections. 	<ul style="list-style-type: none"> ● Provide ways to improve work. ● Develop safe work standards. ● Educate and supervise subordinates to implement safe working methods. ● Relevant safety and health management matters shall be assigned by other employers.
Safety and	<ul style="list-style-type: none"> ● Develop occupational disaster 	<ul style="list-style-type: none"> ● Plan labor health inspections and

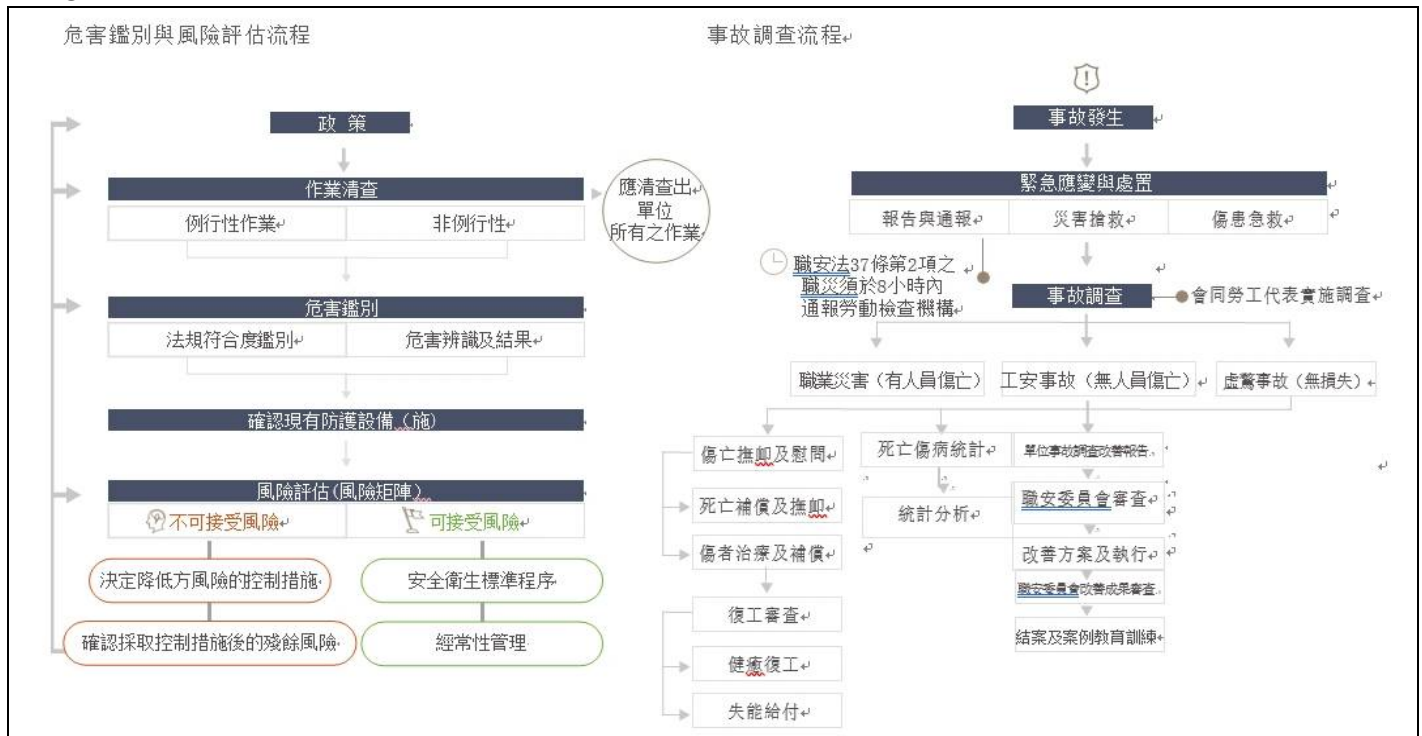
<p>health quality control room , safety and health personnel</p>	<p>prevention plans and guide relevant departments in their implementation.</p> <ul style="list-style-type: none"> ● Plan and supervise the labor safety and health management of various departments. ● Plan and supervise inspections and inspections of safety and health facilities. ● Guide and supervise relevant personnel to carry out inspections, regular inspections, key inspections and operating environment measurements. ● Plan and implement labor safety and health education and training. 	<p>implement health management (this item is the responsibility of the management department).</p> <ul style="list-style-type: none"> ● Supervise the investigation and handling of occupational disasters, and handle occupational disaster statistics. ● Provide employers with information and suggestions on labor safety and health management. ● Other relevant labor safety and health management information and suggestions.
<p>Construction manager</p>	<ul style="list-style-type: none"> ● Occupational disaster prevention planning matters. ● Safety and health management implementation matters. ● Regular inspections, key inspections, inspections and other related inspection and supervision matters. ● Conduct regular or irregular inspections. 	<ul style="list-style-type: none"> ● Provide ways to improve work. ● Develop safe work standards. ● Educate and supervise subordinates to implement safe working methods. ● Relevant safety and health management matters shall be assigned by other employers.
<p>Engineers, third parties</p>	<ul style="list-style-type: none"> ● Regular inspections, key inspections, inspections and other related inspection and supervision matters. ● Conduct regular or irregular inspections. ● Teach and supervise workers to follow safe working methods. 	<ul style="list-style-type: none"> ● Relevant safety and health management matters shall be assigned by other employers. ● Provide ways to improve work. ● Complete safety and health logs and safety and health inspection forms.
<p>On-site workers</p>	<ul style="list-style-type: none"> ● Make sure to check the operating environment and equipment before starting the operation. If any abnormalities are found, they should be dealt with immediately or reported to superiors. ● Safety operating standards and the relevant provisions of this code should be strictly followed during operations. ● Wear protective equipment as required. 	<ul style="list-style-type: none"> ● Receive health inspections and comply with the recommendations resulting from the inspections. ● Receive labor safety and health education and training. ● Persons without qualified operator qualifications are not allowed to operate hazardous machinery and equipment.

We attach great importance to the health and safety of our colleagues in the workplace,

so we have established a risk assessment process for work safety. Evaluate the exposure rate of workers and the severity of consequences through the hazard identification flow chart, identify the risk level accordingly, effectively control risks by formulating relevant control measures, and continue to review and improve relevant operating procedures, hoping to be able to respond to emergencies when an emergency occurs. Perfect response and proper handling. The following is the company' s process for identifying work hazards, risk assessment and accident investigation:

<p>Early review</p>	<p>A preliminary review of existing occupational safety and health management systems and related practices should include:</p> <ol style="list-style-type: none"> 1. Identify, predict, and evaluate current or anticipated operating environments and hazards and risks that exist in the organization. 2. Determine existing or proposed control measures that can effectively eliminate hazards or control risks.
<p>Occupational safety and health goals</p>	<p>Occupational safety and health goals The organization sets specific, measurable and achievable occupational safety and health goals that are in compliance with relevant safety and health laws and regulations based on occupational safety and health policies, the results of preliminary reviews or management reviews, and issues of concern to stakeholders .</p>
<p>Prevention and control measures</p>	<p>Establish and maintain appropriate procedures to continuously identify and evaluate hazards and risks affecting employee safety and health, and prevent and control them in the following priority order:</p> <ol style="list-style-type: none"> 1. Eliminate hazards and risks. 2. Control hazards and risks from the source through engineering controls or management controls. 3. Design safe operating systems, including administrative measures to minimize the impact of hazards and risks. 4. When the above methods still cannot control the residual hazards and risks, the employer should provide appropriate personal protective equipment free of charge and take measures to ensure the use and maintenance of protective equipment. 5. The frequency of execution is before the start of the project , as well as daily on-site engineering personnel inspections, irregular safety and health quality control room inspections , and department supervisors inspecting the construction site every 2 months.

The execution of the above processes, continuous review and refinement of relevant work processes are based on the following actions, which are applied to the continuous improvement of the occupational safety and health system. Employees can stop or leave on their own when there is an immediate hazard when performing work. When employees have concerns about work safety and health, we provide efficient and smooth reporting channels and processes to ensure employee safety, and ensure that employees are not punished by the company in accordance with employee work codes and human rights policies. The following is the hazard identification and risk assessment process & accident investigation flow chart of



Our company is in the construction industry, and each construction site is a major source of occupational health hazards and risks. Therefore, our company has formulated safety and health work codes at the construction sites and submitted them to the competent authority for approval. The work codes include special chapters on health guidance and management measures. This code applies to all colleagues of Longda. The relevant regulations are explained as follows:

1. Designated personnel handle labor health protection matters:
 - ✓ Health management: measures such as hierarchical management of general and special health examinations, statistical analysis of occupational injuries and health risk assessments.
 - ✓ Health promotion: such as labor health, health education and guidance, cancer screening, three-high prevention, work stress relief and employee
 - ✓ Assistance programs and other physical and mental health promotion measures.
 - ✓ Assist relevant departments in occupational disease prevention: Strengthen occupational safety and health business managers to enter the workplace, inspect the work site frequently, discover potential health hazards in the manufacturing process, and provide on-site occupational health and health consultation and other tasks.
 - ✓ New workers should undergo physical examinations, and existing workers should accept various regular health examinations scheduled by the company to maintain workers' health in accordance with regulations.
2. On-the-job workers should receive regular health examinations in accordance with the following regulations:
 - ✓ Those over 65 years old should have regular inspections once a year.
 - ✓ Those aged 40 and under 65 should undergo regular examinations every three years.
 - ✓ Those under the age of 40 should have regular inspections every five years.
3. After workers undergo a general physical examination, special physical examination, general health examination, special health examination or health follow-up examination, the following measures

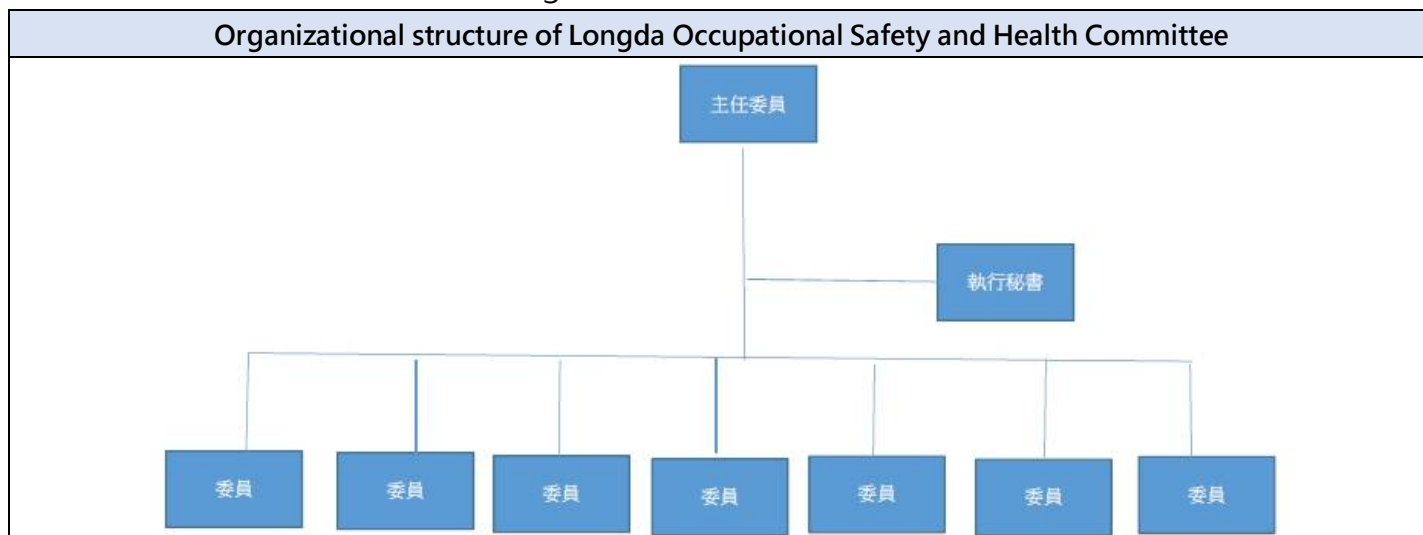
should be taken:

- ✓ Follow the doctor's advice, inform workers, and appropriately arrange workers to work in the workplace.
 - ✓ Workers with abnormal test results should be provided with health guidance by medical staff; if they are unable to adapt to their original work after a doctor's health assessment, they should follow the doctor's advice to change their workplace, change jobs, or shorten their working hours, and Take health management measures.
 - ✓ Send the inspection results to the inspected workers.
 - ✓ Compile the health examination records of inspected workers into a health examination manual.
4. Employees of our company can participate in the company's sports clubs or activities, and the safety and health quality control room can organize health promotion lectures and other related activities to promote the physical and mental health of employees.
 5. Preventive and protective measures should be taken in accordance with regulations to prevent diseases caused by repetitive tasks, shifts, night work, long working hours, etc., or if you are illegally harmed due to the actions of others while performing your duties.
 6. If our company's workers feel unwell or abnormal, please report it immediately to the person in charge of the workplace at all levels and the safety and health quality control room .

Occupational safety and health management

Providing a good workplace and work safety for those we work with is not only a legal requirement but also a moral, responsibility and obligation. The company has established an occupational safety and health organization in accordance with the occupational safety and health management regulations. The occupational safety and health committee formulates the company's safety and health policies and Management system makes recommendations, and reviews, coordinates and recommends safety and health related matters.

The committee consists of 4 representatives from both labor and management. It holds a meeting every three months to discuss, coordinate, plan and make decisions on occupational safety and health-related issues with the management. It implements employee participation, consultation and communication, which not only protects employees' valuable Life, health and safety can also be achieved, and a better corporate reputation and success can be obtained. The members of the organizational structure of the Company' s Safety and Health Committee are listed in the following table:



List of occupational safety and health committee members			
job title	Name	Current position	Remark
Chairman	Hong Maoyuan	President	
member	Chen Youqi	Executive Vice President	
member	Chen Junyuan	Vice President	
member	Xie Yingxian	Vice President	
member	Wu Yuwen	Vice President	
member	Su Bingan	Associate	labor representative
member	Feng Huizhong	Associate	labor representative
member	Dong Ziling	deputy director	labor representative
executive Secretary	Gao Liting	deputy commissioner	

Responsibilities of each member of the Occupational Safety and Health Committee

Chairman	Manage the affairs of the committee on behalf of the committee and preside over meetings of the committee.
secretary	Handle the administrative affairs of the committee and carry out tracking and control of resolution matters.
member	<ul style="list-style-type: none"> ● Represent the company in the committee's deliberations on safety and health-related matters . ● Submit the "Report Form of the Labor Safety and Health Committee" and the "Recommendations of the Labor Safety and Health Committee" one week before the regular quarterly meeting for the committee to discuss . ● discuss and decide on the following task groups : <ol style="list-style-type: none"> 1. Disaster Prevention Group: Safety protection measures, prevention of raw materials for machinery and equipment, and working environment measurement matters. 2. Legal Affairs Group: Safety and health regulations. Coordination of occupational disaster affairs. Health management matters. 3. Education Management Group: Implementation of safety and health education.

In view of the fact that most accidents are related to human negligence, how to train employees' work habits to avoid human negligence and improve employees' culture, cognition and ability of safety and health are the focus of safety and health education and training. Company colleagues should receive occupational safety and health-related education and training necessary for work and disaster prevention. The statistics of the company' s internal training during the reporting period are as follows:

Occupational safety and health training project statistics			
Training project name	Number of trainees	Fee (yuan)	Remark
Safety and health education and training for new employees in 2022	9	2000	
Longda Anwei Family Education and Training	45	0	Kaohsiung City Government Pays Lecturer Fees
"Construction Site Labor Safety Promotion" organized by the Kaohsiung City Government's Labor Inspection Department	20	0	Kaohsiung City Government Pays Lecturer Fees
Office self-defense fire marshaling training	15	0	Practice on your own without hiring an instructor
Construction site fire drill	20	0	Self-guided fire drills at construction sites without inviting instructors
6-hour safety and health education training for workers entering the construction site	60	0	The director of each work case will inspect the workers entering the site



fire training





Longda Security Family Training

Injury incident management

In order to prevent hazards, risks and negative impacts related to occupational safety and health caused by suppliers and contractors to the company, the company carries out the following management and audit measures for suppliers and contractors to protect the rights and obligations of both parties. We work in accordance with laws and regulations Safety and health management covers 100% of all employees and contractors.

The contract between the company and the contractor has an additional construction site safety, health and environmental protection convention, which clearly stipulates that the contractor should insure each of its employees with labor insurance and commercial insurance to protect the basic work-related rights and interests of workers. All merchants implement assessments. For manufacturers rated as D grade, their qualifications will be cancelled, and they will not be allowed to undertake various projects of the company.

During the reporting period, several occupational injuries occurred to employees and non-employee workers. Detailed descriptions and remedial measures are as follows:

- Employee injury accident: A car accident occurred while on a business trip for lunch
- Non-employee injury accidents:
 1. On that day, construction elevator dismantling work was carried out at the construction site. Three employees of the construction manufacturer Tumark were carrying out the dismantling work on the high floor, and two other employees were loading materials onto the vehicle on the first floor. One of them was injured by a steel pipe falling from above.
 2. The formwork construction workers used a 5-foot A- shaped ladder to set up the side formwork for the B7 beam . During the construction, they accidentally fell to the concrete slab on the 18th floor and died.
- Improve strategy:
 1. Strengthen the promotion of driving safety among colleagues and encourage unified ordering of meals to reduce the chance of going out.
 2. wearing of protective gear at construction sites , and remind on-site construction workers to pay attention to the dynamics of high-altitude suspension operations and pay attention to their own safety at all times.

Occupational injuries in 2022			
category	project	staff	non-employee
Total working hours	Women' s total working hours	69 , 120	46,080 __
	Total hours worked by men	15,667 __	345 , 600
	Total working hours experienced	225,792 __	391 , 680
Number of fatalities caused by occupational injuries	Number of female deaths	0	0
	Number of male deaths	0	2
	Total number of deaths	0	2
Number of serious occupational injuries (excluding fatalities)	Total number of serious occupational injuries to women	1	0
	Total number of serious occupational injuries for men (times)	0	0
	Total number of serious occupational injuries (times)	1	0
The number of recordable occupational injuries (including the number of fatalities and the number of serious occupational injuries)	The total number of occupational injuries (times) for women	1	0
	Total number of occupational injuries for men (times)	0	2
	Total number of occupational injuries (times)	1	2

Death rate due to occupational injuries	-	5.1
serious occupational injury rate	4.43	-
recordable occupational injury rate	4.43	5.1

Note:

1. Death ratio caused by occupational injuries = (number of fatalities caused by occupational injuries/working hours) * 1,000,000.
2. Serious occupational injury ratio = [Number of serious occupational injuries (excluding fatalities)/working hours]*1,000,000.
3. Recordable occupational injury ratio = [Number of recordable occupational injuries (including the number of fatalities and serious occupational injuries)/working hours]*1,000,000.

employee health

Our company's management mechanism for the prevention of occupational diseases: In order to protect employees from the hazards of harmful substances in the working environment, ensure that exposure conditions comply with legal standards, and provide employees with a healthy and comfortable working environment, we carry out work environment monitoring work every six months in accordance with the law. , formulate operating environment monitoring procedures. It refers to the work inventory, hazard identification and other information compiled by each unit to identify possible hazards in the relevant work area and environmental characteristics. The safety and health office should plan regular or irregular environmental testing plans and environmental testing projects that should be implemented based on the results of the preliminary review or the environmental testing recommendations made by the on-site supervisor and workers. Before planning the environmental testing plan, the safety and health office should confirm whether there are any changes or changes in relevant regulations and standards according to the safety and health regulations identification and management procedures.

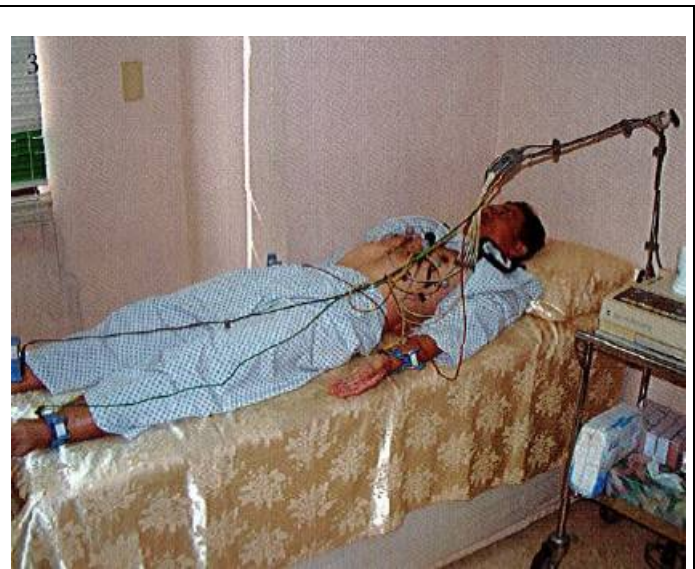
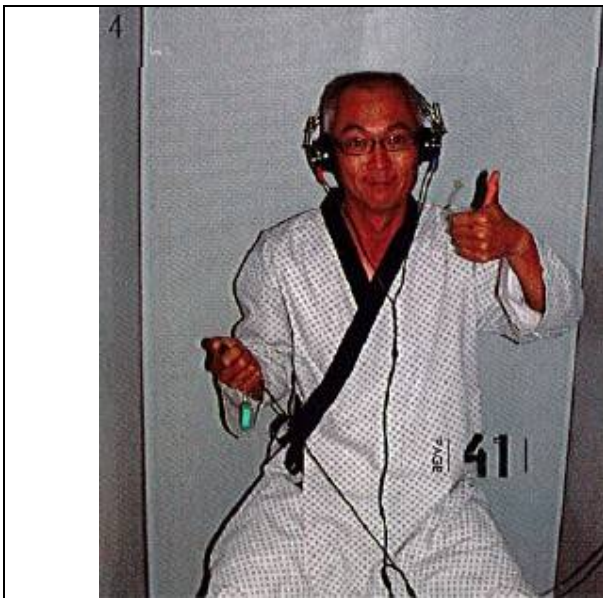
In addition, in order to prevent the occurrence of occupational diseases and maintain the health of colleagues, the company regularly conducts general health examinations and physical examinations for new employees in accordance with relevant laws and regulations to maintain and take care of the health of all employees, and has formulated employee health management procedures. In accordance with the "Labor Health Protection Regulations", new employees are notified by the company to go to the hospital for a general physical examination before starting work. The inspection items refer to the inspection items specified in the "Labor Health Protection Regulations". If, as a result of the inspection, the inspection report finds that a worker is not suitable for a job included in the particularly hazardous work items, he or she shall not be employed for that job.

Employees shall comply with the "Labor Health Protection Rules", or it may be implemented regularly every year depending on the company's operating conditions. Inspection items: refer to the inspection items of the "General Physical Examination and Health Examination Record Form" for workers. The safety office should compile the examination results and personal health precautions into a health examination manual and distribute it to workers, and should properly keep the company's employee health examination information. For those with abnormal results in special health examinations, review and improvement suggestions should be made in accordance with legal provisions. If it is found that the employee's health condition cannot adapt to the original job, in addition to providing medical treatment, the on-site labor health physician should evaluate and recommend changing jobs, changing the workplace, shortening working hours, or taking other appropriate measures. If

company employees engage in operations that are particularly hazardous to health, they should establish health management information and implement health management at different levels in accordance with laws and regulations. During the reporting period, no occupational diseases occurred among employees and non-employees.

Summary table of employee health examination number and cost statistics	
General health check	
Check item	Physical examination (general examination, vision examination, intraocular pressure examination, internal medicine examination), routine blood tests, white blood cell classification, routine urine tests, blood biochemistry (liver function test, kidney function test, diabetes test, gout test, blood fat test), thyroid function, hepatitis test, tumor markers, heart examination, ultrasound, X-ray examination, micro-radiation lung cancer CT/endoscopy, etc.
Number of people to check (person)	86
Inspection fee (thousand yuan)	993
Special health check	
Check item	low-dose lung tomography
Number of people to check (person)	86
Inspection fee (thousand yuan)	430





health promotion activities

In order to promote the physical and mental health of employees, the company leads employees to resist stress, relieve stress and improve their own health and hygiene management, encourages employees to exercise and enjoy sports independently; at the same time, it assists employees to discover and solve problems that affect their personal work performance. The following is the company's Relevant health promotion services and measures provided to workers are applicable to all employees:

- There are aerobics activities every day at 10:30 am and 03:30 pm , allowing all employees to stretch and prevent prolonged sitting in the office from affecting their physical and mental health.
- The biennial complete health examination costs RMB 12,000 per person . (Including low-dose tomography of the lungs)
- Free health consultation after physical examination.
- COVID-19 vaccinations.

health promotion activities

1. In September 2022, he participated in the "Team Walk Healthy Enterprise Awards - Walking Activity" organized by Taiwan Life Insurance and won two awards including " First Place for Best Walking " and

"Second Place for Best Healthy Enterprise Award". Employees and their families actively participate in activities to cultivate daily exercise habits and pay attention to physical and mental health.

2. On September 25, 2022, the company held a walking event for the family members of Longda members - Qingcheng Lake.
3. 2022 Yilan Family Travel: Stimulate employees' physical and mental health after work, go into nature, relieve stress, and adjust the balance between work and leisure.



Team Walk Healthy Enterprise Awards organized by Taiwan Life Insurance - Walking Activity



Qingcheng Lake walking activity

4.3 Salary, benefits and retirement

Pay and performance

The company attaches great importance to fairness and measures employee remuneration based on performance. There will be no inequality of rights based on gender. Instead, remuneration and matching will be measured based on job titles. The salary standards for all employees are regardless of gender, race, nationality, age and other conditions. When hiring female and male employees with the same position and grade, the basic salary ratio is 1:1, and will be adjusted year by year based on work performance, expertise and other conditions. Salary increases and promotions will be given accordingly. According to salary records, the average basic salary and salary increase ratios of female and male employees of the company are as shown in the following table:

Salary ratio by job category	Number of people		salary ratio	
	female	male	female	male
management position	1	9	0.59	1
Non-managerial position	30	57	0.73	1
Indirect personnel	31	66	0.57	1

During the reporting period, 100% of the company's employees received performance appraisals by category and gender.

project	management position	Non-managerial position	Indirect personnel
Proportion of male employees who receive appraisals	100	100	100
Proportion of female employees receiving appraisals	100	100	100

country / region	The ratio of the annual total compensation of the company's highest-paid individual to the median annual total compensation of employees (excluding the highest-paid individual)	The increase ratio between the annual total remuneration of the company's highest-paid individual and the annual total remuneration of employees (excluding the highest-paid individual)
Taiwan	3.85	2.12

Remark:

1. The chairman of the board is not considered the highest paid individual, unless he is also the general manager/CEO.
2. The formula for calculating the annual median salary ratio: the annual salary of the individual with the highest annual salary in that year/the annual salary of the individual with the median annual salary in that year.
3. The annual salary increase rate calculation formula is: the annual salary increase percentage of the individual with the highest annual salary in that year/the annual salary increase percentage of the individual with the median annual salary in that year.

Employee Benefits and Retirement

Our company has established an Employee Welfare Committee, which regularly allocates

employee welfare funds every year, including three-month bonuses, birthday gifts, maternity allowances, provides employees with training subsidies, organizes employee activities, etc., and cares for employees in many aspects, hoping to gather internal cohesion and enhance recognition. While providing a sense of comfort, it can also relieve employees from the pressure of hard work and maintain a balance in life.

In addition to implementing employee welfare measures in accordance with laws and regulations stipulated by government agencies, the company also implements various welfare policies and establishes an employee welfare committee for implementation. The main welfare measures are as follows:

- | | | | |
|--|---|--|---|
| ● New Year's greetings | ● Labor Day Bonus | ● Organize employee travel every year | ● Organize year-end dinner party for employees |
| ● Dragon Boat Festival and Mid-Autumn Festival bonuses | ● Weddings, funerals and various emergency assistance | ● Conduct regular employee health checks | ● Establish various cultural and recreational societies |
| ● birthday gift | | | |

The company formulates employee retirement measures in accordance with the "Labor Standards Act" and the "Labor Pension Ordinance". The company has a sound financial system to ensure that employees have stable pension provisions and payments. The proportion of pension provision to salary is: 6% under the new system and 2% under the old system, allowing colleagues to enjoy a guaranteed retirement life.





babysitting stay

The company's implementation of childcare leave and suspension of pay in the past three years is as follows:

year	2020			2021			2022		
Gender/Total	male	female	total	male	female	total	male	female	total
who are eligible to apply for childcare stay A	2	0	2	2	0	2	1	2	3
actual number of people applying for babysitting stay in the year B	0	0	0	0	0	0	0	1	1
who should be reinstated after childcare leave in the current year C	0	0	0	0	0	0	0	1	1
actual number of people reinstated after childcare leave in the current year D	0	0	0	0	0	0	0	1	1
Actual number of people reinstated from child care leave in the previous year E	0	0	0	0	0	0	0	0	0
Number of people who continued to work for one year after being reinstated after being suspended for childcare in the previous year F	0	0	0	0	0	0	0	0	0
Resumption rate of childcare leave in the current year % (D/C)	-	-	-	-	-	-	-	100	100
Current year' s child care retention rate % (F/E)	-	-	-	-	-	-	-	-	-

Note:

1. The number of people who should be reinstated = the number of people who are expected to be reinstated in the current year if their jobs are suspended without pay.
2. The number of people retained in 2022 = the number of people actually reinstated in 2021 and still employed on December 31, 2022.
3. Reinstatement rate on child care leave in the current year % = actual number of people who have been reinstated on child care leave in the current year/number of people who should be reinstated on child care leave in the current year (D/C).

4. The retention rate of child care leave in the current year % = the number of people who continued to work for one year after being reinstated from child care leave in the previous year / the actual number of people who were reinstated from child care leave in the previous year (F/E).

4.4 Promotion of social welfare

Longda Construction Co., Ltd. sponsors the Kaohsiung Municipal Library to promote the concept of equal rights in reading, develop diversified reading activities, and comprehensively cater for the needs of all ages and ethnic groups. Starting from 2022, the Kaohsiung Municipal Library will combine the three major aspects of urban reading, social welfare, and corporate responsibility through the library website to provide readers with high-quality and sustainable digital reading services. It will gradually seek corporate support for the online reading resource platform plan to provide readers with a post- epidemic era Provide citizens with more complete and high-quality digital reading services. Kaohsiung City Library collection link website:

<p>Read: Sustainability, social welfare and corporate ESG are flourishing in the high market</p>	
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<p>Sponsor the Kaohsiung Municipal Library to promote the concept of equal rights in reading</p>	

In addition to being committed to providing customers with high-quality products and services, Longda Construction also actively participates in social welfare activities to promote community development and give back to the society, and to allow community people to enhance their emotional connection with the company, fulfill corporate social responsibilities, and create quality Corporate image. The charity activities participated in during the reporting period are as follows:

Charity activity name	Amount (NT\$)	illustrate
Kaohsiung Municipal Library	200,000	Taiwan Picture Book Zone and Cloud Library
Eden Foundation	50,000	Believe in Love, Fly Slowly and No Hinder Charity Concert
Heart Path Foundation	50,000	Carefully guard the charity concert

		all the way
Catholic Church Taichung Diocese Second Parish District Huanshan Catholic Church	150,000	Donate audio equipment
Taichung City Heping District Ping Ping Elementary School	300,000	Sponsor the school' s Atayal traditional clothing
Taichung City Heping District Huanshan Community Development Association	148,500	Measuring equipment at Huanshan Culture and Health Station
Keelung City Government Police Department	500,000	Barrier-free elevator project
Kaohsiung City Government Police Volunteer Criminal Police Brigade	100,000	Assist the Kaohsiung City Police Department in service and business promotion
Huashan Foundation	50,000	Dragon Boat Festival activities
Kaohsiung City Police Alumni Association	1,000,000	Subsidizing Police Officers' Health Examination
Kaohsiung City Government Tourism Bureau	4,000,000	New Zoo Sports Renovation Project
Taiwan-Japan Industrial Economic Friendship Promotion Association	50,000	conference fund

appendix

Appendix 1 : GRI Sustainability Reporting Guidelines (GRI Guidelines) Comparison Table

Statement of use	Longda Construction Co., Ltd. has reported the information quoted in the GRI content index table during the period from 2022.01.01 to 2022.12.31 with reference to the GRI standards.
GRI 1 use	GRI 1: Basics 2021
GRI industry guidelines apply	N/A

GRI Code Categories/Topics	serial number	GRI Code Disclosures	Corresponding chapter	page number	Omit/remark
1. Organization and reporting practices					
GRI 2 General Disclosure 2021	2-1	Organization details	1.3 Introduction to Longda Enterprise	16	
	2-2	Entities included in organizational sustainability reporting	Report editing principles	5	
	2-3	Reporting period, frequency and contact person	Report editing principles	5	
	2-4	Information rearrangement	Report editing principles	5	
	2-5	external assurance/assurance	Report editing principles	5	
2. Activities and Workers					
GRI 2 General Disclosure 2021	2-6	Activities, value chains and other business relationships	1.3 Introduction to Longda Enterprise	16	
	2-7	staff	4.1 Talent composition structure	46	

GRI Code Categories/Topics	serial number	GRI Code Disclosures	Corresponding chapter	page number	Omit/remark
	2-8	non-employee workers	4.1 Talent composition structure	46	
3. Governance					
GRI 2 General Disclosure 2021	2-9	Governance structure and composition	1.3 Introduction to Longda Enterprise	16	
	2-10	Nomination and selection of top management committee	1.3 Introduction to Longda Enterprise	16	
	2-11	Chairman of the highest governance unit	1.3 Introduction to Longda Enterprise	16	
	2-12	The role of the highest governance unit in monitoring impact management	-	-	none
	2-13	Head of Impact Management	-	-	none
	2-14	The role of the highest governance unit in sustainable reporting	-	-	none
	2-15	conflict of interest	1.4 Operating results	twenty two	
	2-16	Communicate key events	1.4 Operating results	twenty two	
	2-17	Crowd intelligence in the highest governance unit	1.4 Operating results	twenty two	
	2-18	Performance evaluation of the highest governance unit	1.4 Operating results	twenty two	
	2-19	remuneration policy	1.4 Operating results	twenty two	
	2-20	Salary Decision Process	1.4 Operating results	twenty two	
2-21	annual total compensation ratio	4.3 Salary, benefits and retirement	61		
4. Strategy, policy and practice					
GRI 2 General Disclosure 2021	2-22	Statement on sustainable development strategy	Operators expectations	3	
	2-23	policy commitments	1.5 Risks and Regulations	29	
	2-24	Incorporate policy commitments	1.5 Risks and Regulations	29	
	2-25	Procedures for remediating negative shocks	1.5 Risks and Regulations	29	
	2-26	Mechanisms for seeking advice and raising concerns	1.5 Risks and Regulations	29	
	2-27	Compliance	1.5 Risks and Regulations	29	
	2-28	Membership of public associations	1.3 Introduction to Longda Enterprise	16	
5. Discussion among stakeholders					
GRI 2 General Disclosure 2021	2-29	Stakeholder discussion policy	1.1 Stakeholder and identification communication	6	
	2-30	group agreement	-	-	none

Subject-Specific Guidelines: 200 Series (Economic Subjects)

economic performance					
GRI 201 Economic Performance Theme Revealed 2016	201-1	The direct economic value generated and distributed by the organization	1.4 Operating results	twenty two	
	201-2	Financial impacts and other risks and opportunities arising from climate change	1.5 Risks and Regulations	29	
	201-3	Defining Benefit Obligations and Other Retirement Plans	4.3 Salary, benefits and retirement	61	
	201-4	Financial assistance from the government	1.4 Operating results	twenty two	
market status					
GRI 202 Market Position Theme Revealed 2016	202-1	Ratio of standard salary to local minimum wage for entry-level staff of different genders	-	-	none
	202-2	Proportion of local residents employed as senior managers	4.1 Talent composition structure	46	
indirect economic impact					
GRI 203 Indirect Economic Impact Theme Revealed 2016	203-1	Development and impact of infrastructure investment and support services	4.4 Promotion of social welfare	64	
	203-2	Significant indirect economic impact	4.4 Promotion of social welfare	64	
Procurement Practice					
GRI 204 Procurement Practice Topics Revealed 2016	204-1	Proportion of procurement spend from local suppliers	2.1 Delicate quality	38	
Anti-corruption					
GRI 205 Anti-corruption theme revealed 2016	205-1	Operational locations that have undergone corruption risk assessments	1.5 Risks and Regulations	29	
	205-2	Communication and training on anti-corruption policies and procedures	1.5 Risks and Regulations	29	
	205-3	Confirmed corruption incidents and actions taken	1.5 Risks and Regulations	29	
anti-competitive behavior					
GRI 206 Anti-Competitive Conduct Theme Disclosure 2016	206-1	Legal Action for Anti-Competitive Conduct, Antitrust and Monopolistic Conduct	1.5 Risks and Regulations	29	
tax					
GRI 207 Tax Topic Management Disclosure 2019	207-1	tax policy	1.5 Risks and Regulations	29	
	207-2	Tax governance, control and risk management	1.5 Risks and Regulations	29	
	207-3	Stakeholder communication and management on tax-related issues	1.5 Risks and Regulations	29	
GRI 207 Tax Topics Revealed 2019	207-4	country report	-	-	none

Subject-Specific Guidelines: Series 300 (Environmental Subjects)

materials					
GRI 301 Material Theme Revealed 2016	301-1	Weight or volume of materials used	3.3 Materials and water management	44	
	301-2	Use recycled materials	3.3 Materials and water management	44	
	301-3	Recycled products and packaging materials	3.3 Materials and water management	44	

biodiversity					
GRI 304 Biodiversity Theme Revealed 2016	304-1	The operating sites or adjacent areas owned, leased or managed by the organization are located in environmental protection areas or other areas of high biodiversity value	-	-	none
	304-2	activities, products and services that have a significant impact on biodiversity	-	-	none
	304-3	Protected or restored habitat	-	-	none
	304-4	Among the habitats affected by the operation, species that have been included in the IUCN Red List and national conservation lists	-	-	none
waste					
GRI 306 Waste Topic Management Revealed 2020	306-1	Waste generation and significant waste-related impacts	3.1 Energy and waste	42	
	306-2	Managing significant waste-related impacts	-	-	none
GRI 306 Waste Theme Revealed 2020	306-3	waste generation	3.1 Energy and waste	42	
	306-4	Waste disposal and transfer	3.1 Energy and waste	42	
	306-5	Direct disposal of waste	-	-	none
GRI 306 Sewage and Waste Topics Revealed 2016	306-3	serious leak	3.1 Energy and waste	42	
Supplier Environmental Assessment					
0 GRI 308 Supplier Environmental Assessment Topic Disclosure 2016	308-1	Use environmental criteria to screen new suppliers	2.3 Supply chain management	40	
	308-2	Negative environmental shocks in supply chains and actions taken	2.3 Supply chain management	40	
Subject Specific Guidelines: 400 Series (Social Subjects)					
Employee Diversity and Equal Opportunities					
GRI 405 Employee Diversity and Equal Opportunities Theme Revealed 2016	405-1	Diversity of governance units and employees	4.1 Talent composition structure	44	
	405-2	Female to male base salary to salary ratio	4.3 Salary, benefits and retirement	61	
non-discrimination					
GRI 406 Non-Discrimination Theme Revealed 2016	406-1	Incidents of discrimination and actions taken by the organization to improve	1.5 Risks and Regulations	29	
Freedom of association and group consultation					
GRI 407 Freedom of association and group consultation Theme Revealed 2016	407-1	Operational sites or suppliers that may be at risk for freedom of association and group negotiation	1.5 Risks and Regulations	29	
child labor					
GRI 408 Child Labor Theme Revealed 2016	408-1	Significant risks of child labor at our operations and suppliers	1.5 Risks and Regulations	29	
forced or compulsory labor					
GRI 409 Forced or Compulsory Labor Topics Revealed 2016	409-1	Operational sites and suppliers with significant risks of forced and compulsory labor incidents	1.5 Risks and Regulations	29	
Preservation Practice					
GRI 410 Preservation practice	410-1	Security personnel receive training on human rights policies or procedures	4.1 Talent composition structure	46	

theme disclosure 2016					
Aboriginal rights					
GRI 411 Aboriginal Rights Topics Revealed 2016	411-1	Incidents involving violations of indigenous rights	-	-	none
local community					
GRI 413 Local Community Theme Revealed 2016	413-1	Operational activities subject to local community consultation , impact assessment and development planning	4.4 Promotion of social welfare	64	
	413-2	Operational activities that have significant actual or potential negative impacts on local communities	-	-	none
Supplier Social Assessment					
GRI 414 Supplier Social Assessment Topic Disclosure 2016	414-1	Use social criteria to screen new suppliers	2.3 Supply chain management	40	
	414-2	Negative social impacts in supply chains and actions taken	2.3 Supply chain management	40	
public policy					
GRI 415 Public Policy Topics Revealed 2016	415-1	political contributions	-	-	none
Marketing and Labeling					
GRI 417 Marketing and Signage Topics Revealed 2016	417-1	Product and service information and labeling requirements	2.2 Customer service management	38	
	417-2	Incidents of failure to comply with laws and regulations regarding information and labeling of products and services	-	-	none
	417-3	Incidents of failure to comply with laws and regulations regarding marketing communications	2.2 Customer service management	38	

Big Topics Revealed

GRI number	issue	Industry Code Number	serial number	GRI Code Disclosures	Corresponding chapter	page number	Omit/re mark
GRI 3: Key Themes 2021	management policy	-	3-1	Process for deciding major topics	1.2 Identification and management of major themes	7	
GRI 3: Key Themes 2021	management policy	-	3-2	List of major topics	1.2 Identification and management of major themes	7	
Major Topic: Occupational Safety and Health (GRI 403)							
GRI 3: Key Themes 2021	Occupational Safety and Health management policy	-	3-3	Major topic management	1.2 Identification and management of major themes	11	
GRI 403	Occupational safety and health Topic Management Revealed 2018	-	403-1	Occupational safety and health management system	4.2 Employee safety, workplace and health	50	
		-	403-2	Hazard identification, risk assessment and accident investigation	4.2 Employee safety, workplace and health	50	
		-	403-3	occupational health services	4.2 Employee safety, workplace and health	50	
		-	403-4	Worker participation, consultation and communication on occupational safety and health	4.2 Employee safety, workplace and health	50	
		-	403-5	Worker training on occupational safety and health	4.2 Employee safety, workplace and health	50	
		-	403-6	worker health promotion	4.2 Employee safety, workplace and health	50	
		-	403-7	Prevent and mitigate occupational safety and health impacts directly related to business relationships	4.2 Employee safety, workplace and health	50	
	Occupational safety and health Topic Revealed 2018	-	403-8	Workers covered by the occupational safety and health management system	4.2 Employee safety, workplace and health	50	
		-	403-9	occupational injuries	4.2 Employee safety, workplace and health	50	
		-	403-10	occupational diseases	4.2 Employee safety, workplace and health	50	

Major topics: training and education, labor- employer relations, labor /management relations (training and education GRI 40 4, labor -employer relations GRI 40 1, labor /management relations GRI 403)

GRI 3: Key Themes 2021	Training and education, labor-employer relations, labor /management relations management policy	-	3-3	Major topic management	1.2 Identification and management of major themes	13	
GRI 404	Training and Education Topic Revealed 2016	-	404-1	Average hours of training per employee per year	4.1 Talent composition structure	46	
		-	404-2	Enhancement of employee functions and transition assistance programs	-	-	none
		-	404-3	Percentage of employees who receive regular performance and career development reviews	4.3 Salary, benefits and retirement	61	
GRI 401	Employment Relations Theme Revealed 2016	-	401-1	New and retired employees	4.1 Talent composition structure	46	
		-	401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	4.3 Salary, benefits and retirement	61	
		-	401-3	parental leave	4.3 Salary, benefits and retirement	61	
GRI 402	Labor /Management Relations Theme Revealed 2016	-	402-1	Minimum notice period for operational changes	4.1 Talent composition structure	46	

Major Themes: Green Design, Energy (GRI 302)

GRI 3: Key Themes 2021	Green design, energy management policy	-	3-3	Major topic management	1.2 Identification and management of major themes	13	
GRI 302	Energy Theme Revealed 2016	-	302-1	Energy consumption within the organization	3.1 Energy and waste	42	
		-	302-2	Energy consumption outside the organization	-	-	none
		-	302-3	energy intensity	3.1 Energy and waste	42	
		-	302-4	Reduce energy consumption	3.1 Energy and waste	42	
		-	302-5	Reduce the energy requirements of products and services	3.1 Energy and waste	42	

Major Topic: Water and Water Release (GRI 303)

GRI 3: Key Themes 2021	Water and Drainage Management Policy	-	3-3	Major topic management	1.2 Identification and management of major themes	13	
GRI 303	Water and drainage theme management	-	303-1	Interactions among shared water resources	3.3 Materials and water management	44	

	revealed 2018	-	303-2	Management of drainage-related impacts	3.3 Materials and water management	44	
	Water and flowing water theme revealed 2018	-	303-3	Water intake	3.3 Materials and water management	44	
		-	303-4	Displacement	3.3 Materials and water management	44	
		-	303-5	Water Consumption	3.3 Materials and water management	44	
Key themes: Financial impacts of climate change, greenhouse gas emissions (Emissions GRI 305)							
GRI 3: Key Themes 2021	Financial Impact of Climate Change, Greenhouse Gas Emissions (Emissions GRI 303) Management Policy	-	3-3	Major topic management	1.2 Identification and management of major themes	14	
GRI 305	Emissions Topic Revealed 2016	-	305-1	Direct (Scope 1) greenhouse gas emissions	3.2 Greenhouse gas emissions	44	
		-	305-2	Energy indirect (scope 2) greenhouse gas emissions	3.2 Greenhouse gas emissions	44	
		-	305-3	Other indirect (Scope 3) greenhouse gas emissions	3.2 Greenhouse gas emissions	44	
		-	305-4	Greenhouse gas emission intensity	3.2 Greenhouse gas emissions	44	
			305-5	Greenhouse gas emission reduction	3.2 Greenhouse gas emissions	44	
		-	305-6	Emissions of Ozone Depleting Substances (ODS)	3.2 Greenhouse gas emissions	44	
		-	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant gas emissions	3.2 Greenhouse gas emissions	44	
Major Topics: Management of Tenant Sustainability Impacts, Customer Health and Safety (Customer Health and Safety GRI 416)							
GRI 3: Key Themes 2021	Management of Tenant Sustainability Impacts, Customer Health and Safety (Customer Health and Safety GRI 416) Management Policy	-	3-3	Major topic management	1.2 Identification and management of major themes	14	
GRI 416	Customer Health and Safety Topics	-	416-1	Assess the impact of product and service categories on health and safety	2.2 Customer service management	38	

	Revealed 2016	-	416-2	Breach of health and safety regulations regarding products and services	2.2 Customer service management	38	
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Major Topics: Customer Service Management, Customer Privacy (Customer Privacy GRI 418)							
GRI 3: Key Themes 2021	Customer Service Management, Customer Privacy (Customer Privacy GRI 418) Management Policy	-	3-3	Major topic management	1.2 Identification and management of major themes	15	
GRI 418	Customer Privacy Topic Disclosure 2016	-	418-1	Complaints of substantiated breach of customer privacy or loss of customer information	2.2 Customer service management	38	

Appendix 2: SASB Comparison Table of Sustainable Accounting Standards

Industry category: Real Estate

theme	accounting indicators	category	serial number	Corresponding chapter	page number
energy management	Energy consumption data coverage by property type as a percentage of total floor space	Quantify	IF-RE-130a.1	3.1 Energy and waste	42
	By property type: (1) Total energy consumption, together with data coverage, (2) percentage of grid electricity usage, and (3) percentage of renewable energy	Quantify	IF-RE-130a.2	3.1 Energy and waste	42
	Period percentage change in energy consumption by property type and its data coverage	Quantify	IF-RE-130a.3	3.1 Energy and waste	42
	By property type: (1) Percentage of property portfolio with energy rating and (2) Percentage of property portfolio rated ENERGY STAR	Quantify	IF-RE-130a.4	3.1 Energy and waste	42
	Explain how to incorporate building energy management factors into property investment analysis and operating strategies	Description and analysis	IF-RE-130a.5	3.1 Energy and waste	42
water resources management	(1) Water withdrawal data coverage as a percentage of the total construction area, (2) By property type, water withdrawal data coverage as a percentage of the total construction area from high or extremely high baseline water pressure	Quantify	IF-RE-140a.1	3.3 Materials and water management	4 4
	(1) Data coverage of total water withdrawals by property portfolio by area, and (2) Percentage of water withdrawn from areas with high or very high baseline water stress, by property type	Quantify	IF-RE-140a.2	3.3 Materials and water management	4 4
	Percentage change over the same period in water withdrawals by property portfolio area by property type along with data coverage	Quantify	IF-RE-140a.3	3.3 Materials and water management	4 4
	Describe water management risks and discuss strategies and actions to mitigate these risks	Description and analysis	IF-RE-140a.4	3.3 Materials and water management	4 4
Managing	By property type:	Quantify	IF-RE-	3.3 Materials and water	4 4

Tenant Sustainability Shocks	(1) The percentage of new leases that include cost recovery provisions to facilitate resource efficiency-related capital improvements, and (2) the relevant lettable floor area		410a.1	management	
	By property type, tenants are independently or sub-measured : (1) percentage of grid electricity consumption, and (2) percentage of water withdrawals	Quantify	IF-RE-410a.2	3.3 Materials and water management	4 4
	Describe the approach to measuring, motivating and ameliorating tenant sustainability impacts	Description and analysis	IF-RE-410a.3	3.3 Materials and water management	4 4
climate change adaptation	Area of property located in 100-year flood plain , by property type	Quantify	IF-RE-450a.1	1.5 Risks and Regulations	29
	Describes analysis of climate change risk exposure, extent of systemic portfolio exposure, and risk reduction strategies	Description and analysis	IF-RE-450a.2	1.5 Risks and Regulations	29

Appendix 3 : Comparison table of climate-related information required by the stock exchange for listed companies

The risks and opportunities that climate change poses to the company and the relevant response measures taken by the company	Report content chapter comparison	page number
1. Describe the board and management' s oversight and governance of climate-related risks and opportunities.	1.5 Risks and Regulations	29
2. Describe how the identified climate risks and opportunities affect the company's business, strategy and finance (short-term, medium-term, long-term).	1.5 Risks and Regulations	29
3. Describe the financial impact of extreme climate events and transition actions.	1.5 Risks and Regulations	29
4. Describe how climate risk identification, assessment and management processes are integrated into the overall risk management system.	1.5 Risks and Regulations	29
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and main financial impacts used should be explained.	-	-
6. If there is a transformation plan to manage climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transformation risks.	-	-
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	-	-
8. If climate-related goals are set, information such as the activities covered, greenhouse gas emission scope, planning schedule, annual achievement progress, etc. should be explained; if carbon offsets or renewable energy certificates (RECs) are used to achieve relevant goals, information such as Explain the source and quantity of carbon reduction credits or the quantity of renewable energy certificates (RECs) being redeemed .	-	-
9. Greenhouse gas inventory and confirmation status	1.5 Risks and Regulations	29