2024 潤隆建設股份有限公司 永續報告書

潤隆建設
RUN LONG CONSTRUCTION

2024

永續報告書
Sustainability Report

CONTENTS

Message from the Chairman

Faced with a rapidly changing business environment and evolving challenges, Run Long Construction remains committed to its guiding philosophy of sustainable business practices. We are dedicated to fulfilling our commitments to environmental protection, social responsibility, and corporate governance, while simultaneously striving for operational excellence.

As a high carbon-emission industry, we recognize the critical importance of environmental responsibility. At Run Long Construction, we continue to promote green building concepts and incorporate environmental protection and energy-efficient design into the planning of every project. We also incorporate smart building technologies and use low-carbon materials and eco-friendly construction methods to reduce the carbon footprint across the building life cycle. In construction management, we have established a comprehensive environmental monitoring system. Through effective contractor management and regular inspections, we ensure the construction processes comply with environmental standards and minimizes impact on the surrounding environment.

By signing a Memorandum of Understanding (MOU) with the Taiwan Creative Content Agency (TAICCA), Run Long Construction and TAICCA have collaborated to generate impact in the areas of cultural content and cultural preservation related to construction, architecture, and building materials—for the benefit of both the environment and society. At Run Long Construction, we demonstrate our commitment to ecological conservation through concrete actions. We filmed and produced the documentary, "A Green Promise", which closely documents the ecological habitats of Taiwan's native tree frogs and the environmental challenges they face. Through professional videography, the delicate balance between human development and natural ecosystems is authentically portrayed. During project development, we actively protect and restore the habitat of the Taipei tree frog to minimize ecological impact. We plan to promote the documentary across campuses and local communities to share Run Long Construction's philosophy and raise public awareness of tree frog conservation.

Talent is the foundation of sustainable development. At Run Long Construction, we continue to invest in the professional growth and well-being of our employees. We have established a comprehensive education and training system, offer competitive compensation and benefits, and are committed to providing a safe and healthy work environment. Through diverse learning and development opportunities, along with structured career planning, we aim to grow alongside each of our employees and embrace future challenges together. In the area of occupational safety and health, we rigorously implement safety management systems to protect the well-being of every employee. This includes regular training, risk assessments, and continuous improvement measures.

In terms of social responsibility, Run Long Construction not only actively integrates its values into corporate operations but also implements a range of corporate social responsibility initiatives. In 2024, we continued our collaboration with local communities and non-profit organizations, dedicating ourselves to public welfare efforts such as supporting vulnerable groups and promoting disaster preparedness. We strive to harness the collective strength of our employees and the broader community to sustain a virtuous cycle of giving.

Looking ahead, despite ongoing challenges in the market—including global economic uncertainty, shifting policies, and intensifying industry competition—we remain cautiously optimistic about the long-term outlook for Taiwan's real estate sector. We will continue to focus on our core operations, strengthen product differentiation and competitive edge, and proactively pursue emerging market opportunities. On our journey toward sustainable growth, we are committed to advancing smart and green building practices, enhancing corporate governance, deepening community engagement, and delivering lasting value to all stakeholders. We believe that through ongoing innovation and steadfast commitment, Run Long Construction will continue to move forward on the path to sustainable development and establish itself as a leading enterprise in Taiwan's construction industry.

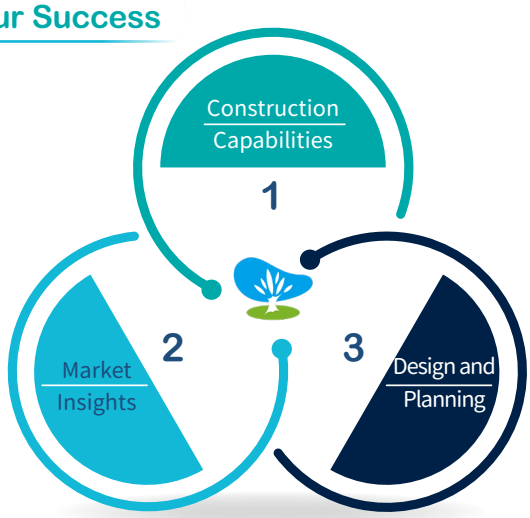
Chairman of Run Long Construction Co., Ltd.

About Run Long Construction

Corporate Philosophy and Development History

Run Long Construction was established in 1977, with an initial focus on the manufacturing, processing, and sale of various ceramic products and tiles. Since 2002, the company has actively transitioned into the environmental technology sector, primarily handling and improving the recycling of bottom ash from incinerators. In 2004, it further expanded into real estate development, launching distinctive architectural projects—from residences to commercial buildings—across Taiwan. We hold a strong sense of mission toward the industry and continuously refine our capabilities within the construction sector, striving for advancements in both design planning and construction. The value of the construction and building industry lies in our expertise and accumulated experience—particularly in construction capabilities, market insights, and architectural design and planning—which are irreplaceable assets. Run Long Construction's long-term goal is to expand its scale and enhance its construction capabilities, while providing comprehensive after-sales service and customer care to ultimately deliver ideal homes and quality living experiences for our customers.

Three Pillars of Our Success



Highwealth Group

- Highwealth Construction
- Chyi Yuh Construction
- Run Long Construction
- Jin Jyun Construction
- Aloft Tainan Anping
- The Bakery Factory

RUN LONG CONSTRUCTION CO., LTD.

Date of Establishment	January 10, 1977
Chairman	Chiu, Bing-Zhe
President	Lin, Wei-Chun
Headquarters Address	8F, No. 267, Lequn 2nd Road, Zhongshan District, Taipei City
Paid-in Capital	NT$9.923 billion

96 people
Total Number of Employees by the End of 2024

NT$8.788 billion
2024 Consolidated Revenue

About This Report

To advance corporate sustainability and enhance information transparency, we published our first English Sustainability Report (hereinafter referred to as "the Report") in 2024. Through this Report, we aim to provide stakeholders with insight into our initiatives and performance in areas such as integrity governance, environmental protection, occupational safety, and employee compensation and well-being—all aligned with our commitment to sustainable management. We invite stakeholders to stay engaged and share valuable feedback as we continue on our path toward long-term corporate sustainability.

Reporting Period and Publication Frequency

This report discloses the Environmental, Social, and Governance (ESG) and sustainability performance and outcomes of Run Long Construction for the 2024 fiscal year, covering the period from January 1 to December 31, 2024. The sustainability report is published annually, with the next edition expected in August 2026.

Reporting Boundaries and Scope

The entities disclosed in this report include Run Long Construction Co., Ltd. and Jin Jyun Construction Co., Ltd., with the scope of information covering financial, environmental, and social performance.

Data and Compilation Principles

The statistical data disclosed in this report is based on our own compilation and survey results, and is consistent with the consolidated report findings.

Reporting Guidelines and Standards

This report is prepared in accordance with the latest GRI Standards issued by the Global Reporting Initiative (GRI). In 2024, we also referenced the Sustainability Accounting Standards Board (SASB) standards and the Task Force on Climate-related Financial Disclosures (TCFD) framework to provide comprehensive information on Run Long Construction's ESG progress and trends.

Contact Information

If you have any questions or suggestions regarding this report, please feel free to contact us:

Company Headquarters Address: 8F, No. 267, Lequn 2nd Road, Zhongshan District, Taipei City

Contact Number: (02) 8501-5696 ext. 6288

E-mail: chin_ching@runlong.com.tw

Official Website: https://www.runlong.com.tw/

CH1

Sustainable Corporate Governance

1.1 Sustainability Management and Performance

Aspect	2024 ESG Performance Highlights
Governance	▪ Consolidated revenue of NT$8.788 billion. ▪ Corporate governance evaluation: Top 36–50% of TWSE-listed companies. ▪ No violations of laws or regulations were reported by personnel; no major violations were recorded; no major deficiencies were found in internal controls. ▪ No major security incidents resulting in business interruption occurred, and no personal data breaches were reported. ▪ In response to the "Green Finance Action Plan" and "Corporate Governance", the Company participated in a green deposit of NT$15 million with the Bank of Kaohsiung in 2024.
Environment	▪ No supply chain disruptions have occurred as a result of major violations of laws or regulations related to social responsibility, human rights, or occupational safety by our suppliers. ▪ Implemented the ISO 14064-1:2018 greenhouse gas inventory for Run Long Construction and Jin Jyun Construction, and obtained independent assurance report in accordance with ISAE 3410. ▪ Adopted aluminum formwork, which can be reused up to 300 times—compared to approximately 15 uses for traditional wooden formwork—significantly reducing construction waste.
Social	▪ No labor disputes were reported in 2024. ▪ Implemented occupational safety and health management in full compliance with the Occupational Safety and Health Act and related regulations, achieving 100% coverage for all workers. ▪ Free health checkups were provided to all employees. ▪ An on-site gym is available to support employees' fitness and well-being.

1.2 Materiality Analysis

At Run Long Construction, we follow the GRI Standards and the AA 1000SES (AA1000 Stakeholder Engagement Standard), and assess the economic, environmental, and human rights impacts of material topics according to the GRI Universal Standards 2021, which serves as the basis for the information disclosed in this report. The Company has established a materiality analysis methodology and process to identify the most critical issues for the Company and its stakeholders. This process defines the scope and content of this report, explains related management policies and performance, and ensures the report addresses the significant internal and external sustainability challenges facing Run Long Construction. It also serves as the foundation for developing sustainable management goals. In 2024, the Company's materiality disclosure was based on the identification and analysis results from the previous year.

Identification Process

Step 1 Stakeholder Questionnaire Survey

Identified 7 types of stakeholders closely related to the impacts of our operations, including employees, investors, customers, suppliers, government, public welfare organizations, and the community/society, and distributed the "Issues of Concern Assessment Questionnaire."
47 questionnaires were collected, with a total of 40 valid responses received.

Materiality Analysis Valid Questionnaire **40 responses**

Step 2 Operational Impact Analysis

The managers of each department at Run Long Construction were asked to complete the "Impact Materiality Assessment Questionnaire" to identify major internal issues.
38 questionnaires were collected, with a total of 33 valid responses received.

Impact Materiality Valid Questionnaire **33 responses**

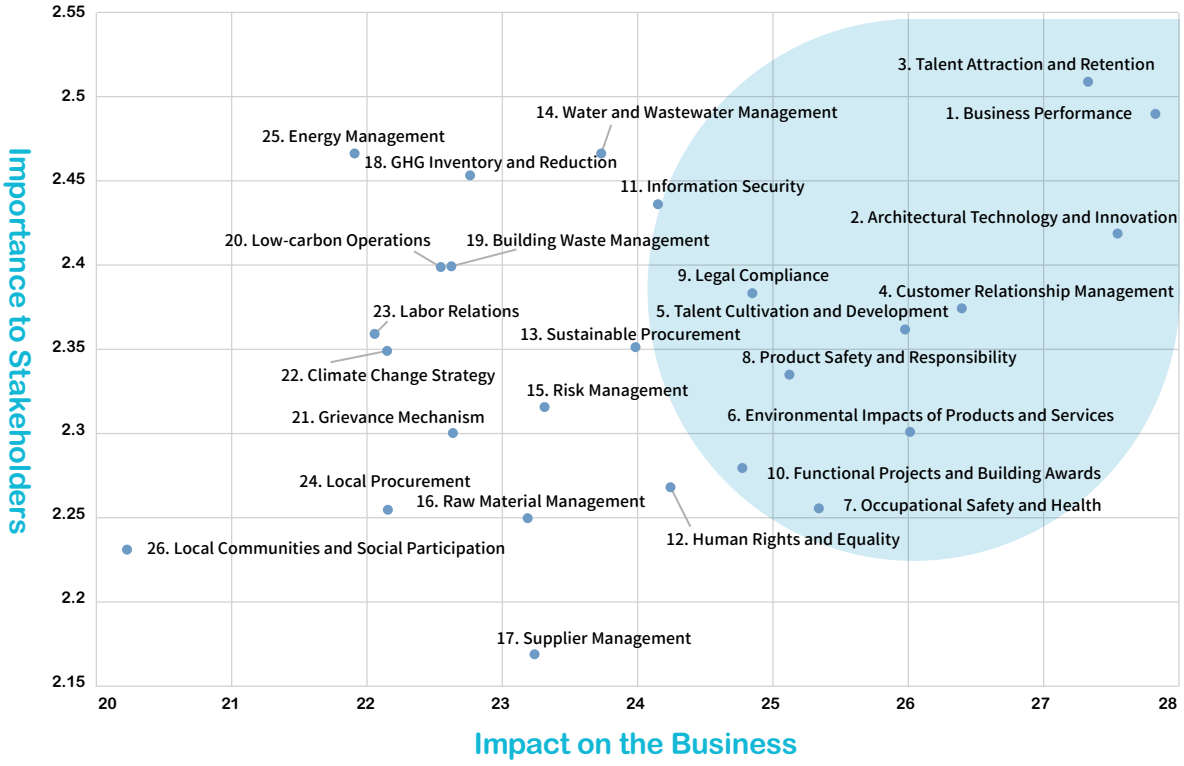
Step 3 Material Topic Analysis

Based on the survey results, 26 sustainability issues were consolidated into 11 material topics.
In accordance with the GRI Standards, this report disclosed the management approach, goals, action plans, performance evaluation, and grievance mechanisms for each material topic.
Identified 11 material topics and created a materiality matrix.

Material Topics **11 issues**

The Company's various departments discussed and formulated 26 sustainability issues, and distributed an online questionnaire to major stakeholders for completion. A total of 40 valid questionnaires were collected from shareholders, employees, general customers, suppliers, public welfare groups, community residents, and financial institutions. This allowed for the determination of the level of impact each sustainability issue has on these stakeholders. Subsequently, an online questionnaire was distributed to 38 of the Company's managers to assess the impact of each sustainability issue on the Company itself. The scores from both questionnaires were then compiled to create a materiality matrix. Run Long Construction should prioritize disclosing 10 major material topics concerning environmental, social, and economic aspects, and additionally selected local communities and social engagement as voluntary disclosure topics.

Run Long Construction Materiality Matrix



Material Topics	Environmental Perspective	Social Perspective	Economic Perspective
1. Business Performance 2. Architectural Technology and Innovation 3. Talent Attraction and Retention 4. Customer Relationship Management 5. Talent Cultivation and Development 6. Environmental Impacts of Products and Services 7. Occupational Safety and Health 8. Product Safety and Responsibility 9. Legal Compliance 10. Functional Projects and Building Awards 11. Local Communities and Social Participation	2. Architectural Technology and Innovation 6. Environmental Impacts of Products and Services 14. Water and Wastewater Management 18. GHG Inventory and Reduction 19. Building Waste Management 20. Low-carbon Operations 22. Climate Change Strategy 25. Energy Management	3. Talent Attraction and Retention 5. Talent Cultivation and Development 7. Occupational Safety and Health 8. Product Safety and Responsibility 12. Human Rights and Equality 23. Labor Relations 24. Local Procurement 26. Local Communities and Social Participation	1. Business Performance 4. Customer Relationship Management 9. Legal Compliance 10. Functional Projects and Building Awards 11. Information Security 13. Sustainable Procurement 15. Risk Management 16. Raw Material Management 17. Supplier Management 21. Grievance Mechanism

Material Topics and Sustainable Value Chain

Material Topics	Significance to Run Long Construction	Value Chain Impact Scope			Corresponding SDG	Corresponding GRI
		Upstream	Within the Organization	Downstream		
Business Performance	Harness strengths to improve shareholder returns and employee compensation, increase profit distribution, and enhance the company's reputation.	✓	✓	✓	8 DECENT WORK AND ECONOMIC GROWTH	GRI 201 Economic Performance
Architectural Technology and Innovation	Increase production efficiency and reduce environmental damage through innovative construction methods and materials.	✓	✓	✓	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Custom Themes
Talent Attraction and Retention	Talent is the foundation of Run Long Construction; we are committed to fostering a supportive work environment, offering fair and diverse compensation and benefits, while ensuring a healthy and safe workplace.		✓		8 DECENT WORK AND ECONOMIC GROWTH	GRI 404 Training and Education
Customer Relationship Management	By implementing fair customer service practices in marketing communications, respecting customer privacy, protecting personal information, and handling complaints effectively, the company ensures a trustworthy and customer-focused approach.		✓	✓	17 PARTNERSHIPS FOR THE GOALS	GRI 2 General Disclosure GRI 418 Customer Privacy
Talent Cultivation and Development	At Run Long Construction, we regard talent as fundamental to our sustainable growth and are committed to actively supporting employees' professional development and lifelong learning.		✓		4 QUALITY EDUCATION	GRI 404 Training and Education
Environmental Impacts of Products and Services	Implement environmental quality and health management, noise control, and reduce environmental impact and resource consumption at construction sites.	✓	✓	✓	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	GRI 308 Supplier Environmental Assessment
Occupational Safety and Health	Enhance the safety and health awareness of all employees and create a safe, healthy, and accident-free work environment.	✓	✓		8 DECENT WORK AND ECONOMIC GROWTH	GRI 403 Occupational Safety and Health
Product Safety and Responsibility	Foster customer trust through rigorous construction process controls and transparent information disclosure.	✓	✓	✓	3 GOOD HEALTH AND WELL-BEING	GRI 416 Customer Health and Safety
Legal Compliance	Compliance with laws and policies safeguards stable business operations, positioning the company for long-term sustainable growth.	✓	✓	✓	16 PEACE AND JUSTICE STRONG INSTITUTIONS	GRI 205 Anti-corruption GRI 206 Anti-competitive Behavior
Functional Projects and Building Awards	Enhance energy efficiency, community health, and the quality of life through thoughtful project design, development, and construction, while actively pursuing project awards.		✓		9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Custom Themes
Local Communities and Social Participation	Integrate local economic resources into social welfare activities.	✓	✓	✓	11 SUSTAINABLE CITIES AND COMMUNITIES	GRI 413 Local Communities

Material Topics Management Policy

Material Topics	Management Policies	Future Goals	2024 Actions	Corresponding Chapters
Business Performance	Continue to drive profitability by increasing operating revenue and optimizing cost structures, thereby delivering sustained value to our stakeholders.	▪ **Short-term:** Revenue and profit continue to grow steadily, creating stronger economic value. ▪ **Mid- and long-term:** Continue to develop projects aligned with brand values to maintain a leading position in the industry.	▪ Consolidated operating revenue of NT$8.788 billion. ▪ Consolidated earnings per share were NT$2.28.	2.2 Financial Performance
Architectural Technology and Innovation	Through architectural technology and innovation, we can shorten construction timelines, enhance building methods, reduce environmental impact, and boost overall efficiency. In parallel, continuously research and refine work processes, along with advancing innovative solutions in both software and hardware systems.	▪ **Short-term:** Utilize 3D Building Information Modeling (BIM) technology to enhance construction efficiency and accuracy. ▪ **Mid- and long-term:** Apply new materials and construction methods—such as modular building systems (aluminum formwork, Stone Plastic Composite flooring for indoor use), and 3D printing technology—to improve project quality and sustainability.	▪ Projects: 9 cases	4.1.1 Innovative Technologies and Services
Talent Attraction and Retention	Formulate and implement appropriate talent management policies to ensure a team of professionals with sufficient skills and experience to support the successful implementation of projects and the Company's long-term development.	▪ **Short-term:** Provide competitive compensation and benefits to attract and retain top talent. ▪ **Mid- and long-term:** Constantly improve and refine employee benefits policies and communication channels to enhance employee work efficiency and quality of life.	▪ The average benefits per employee in 2024 were NT$1.864 million. ▪ The average employee salary and expenses in 2024 reached NT$1.068 million. ▪ Establish diverse communication channels, such as the President's Mailbox, regular employee meetings, and a grievance mailbox, to foster open dialogue across the organization.	5.2 Salaries and Benefits

Customer Relationship Management	At Run Long Construction, we uphold a customer-first approach, working closely with the Planning Department to gain insight into client needs and leverage this understanding to guide continuous improvement.	▪ **Short-term:** Improve customer satisfaction. ▪ **Mid- and long-term:** Establish multiple communication channels, expand understanding of the target audience, and develop related projects.	▪ Establish effective communication channels, including email and telephone, so that customers can contact the company at any time. ▪ Regularly conduct customer satisfaction surveys to understand customer needs and opinions.	4.1.2 Customer Safety, Health, and Service Management
Talent Cultivation and Development	Through a comprehensive education and training program, we enhance employee and company-wide competitiveness. We are committed to providing our employees with professional skills training tailored to their roles, to ensure they can maximize their potential within the Company.	▪ **Short-term:** Establish a comprehensive education and training system and provide appropriate professional skills training to all new and current employees. ▪ **Mid- and long-term:** Aligned with the latest industry and sustainability trends, we are actively enhancing employees ' knowledge and its practical application across the organization.	▪ Employees received a total of 41 hours of occupational safety and health education and training. ▪ Employees completed a total of 213.5 hours of external education and training.	5.3 Talent Development and Cultivation
Environmental Impacts of Products and Services	At Run Long Construction, we are dedicated to offering our customer with friendly-housing solutions while making a lasting commitment to minimizing our environmental impacts.	▪ **Short-term:** Internal construction management standards are established and rigorously enforced. ▪ **Mid- and long-term:** Assign personnel to conduct regular or irregular inspections at each construction project, and plan related education and training.	Use reusable materials, such as aluminum formwork instead of wooden formwork, and align with government subsidy programs to plan sustainable projects.	4.3.1 Sustainable Housing Planning and Design
Occupational Safety and Health	The Company follows the Occupational Safety and Health Act, comprehensively implements the four major occupational safety and health plans, and promotes corporate disaster prevention, workplace bullying prevention, and the creation of a	▪ **Short-term:** Promote the policy of hiring legal workers and strictly enforce site access control. ▪ **Mid- and long-term:** Assign personnel to conduct regular or irregular inspections at each construction project and plan related education and training.	**Shanjie Section 76 Construction Plan:** ▪ Internal management operations ▪ Electric shock hazard prevention ▪ Stair safety and fall prevention	4.4 Safe Construction Projects

	friendly and diverse workplace environment. Fully strengthen the implementation of occupational safety and health responsibilities, comply with relevant laws and regulations, and provide workers with a safe and healthy working environment.			
Product Safety and Responsibility	At Run Long Construction, we prioritize the health and safety of our customers. We build with high-quality materials and incorporate user-centered design concepts, aiming to fulfill our customers' aspirations for a comfortable home and provide affordable housing for people of all ages and lifestyles.	▪ **Short-term:** Proactively monitor and comply with the latest laws and regulations to ensure excellent customer service. ▪ **Mid- and long-term:** Incorporate user needs into building design and planning, while prioritizing safety and contemporary standards.	▪ Implement quality control methods to establish standards and criteria for each item. ▪ The handover to the residents' committee is contingent upon independent third-party verification of the quality of the completed work before acceptance.	4.1.2 Customer Safety, Health, and Service Management
Legal Compliance	We take a rigorous approach to compliance with laws and regulations, closely monitor industry-related legislation, and ensure all business operations adhere to legal requirements.	▪ **Short-term:** Continue to monitor newly issued and revised laws and regulations. ▪ **Mid- and long-term:** Develop company policies and improvement measures to comply with legislation.	Reduce risk by carrying out irregular inspections.	2.3 Integrity Management
Functional Projects and Building Awards	We are dedicated to delivering a variety of development projects that meet customer and societal needs, while demonstrating our commitment to sustainable engineering through sustainability awards.	▪ **Short-term:** Understand project needs through market research. ▪ **Mid- and long-term:** Design green building projects and actively promote social sustainability.	▪ **Green Building Certificate:** Diamond level (candidate) - 1 case Gold Level - 1 case Silver Level - 1 case ▪ Qualified low-carbon Building - 1 case	4.3.1 Sustainable Housing Planning and Design

Local Communities and Social Participation	At Run Long Construction, we firmly believe that sustainable development and social welfare are inextricably linked. To that end, we have established a comprehensive social responsibility framework, integrating social welfare as a core component of our business strategy and embedding it throughout all levels of the company, our business operations, and our philanthropic endeavors.	▪ **Short-term:** **1. Local construction:** By participating in activities like park and road greening, and public welfare donations, we actively improve the environment around our sites and enhance the quality of life for local residents. **2. Community care:** We show care for vulnerable groups through charitable donations and community activities, fostering harmonious and stable community development. **3. Ecological conservation:** Protecting local biodiversity and maintaining ecological balance through ecological surveys, environmental protection measures, and ecological restoration programs. In 2024, the Company signed a Memorandum of Understanding with the Taiwan Creative Content Agency (TAICCA) to collaborate on initiatives related to urban mining, sustainable fashion, and ecological conservation, aiming to amplify the scale, depth, and influence of cultural impact. ▪ **Mid- and long-term:** Establish a continuous community outreach mechanism and collaborate with local community organizations to jointly promote community development and public welfare initiatives. In addition, we hope to foster a positive synergy between ecological conservation and economic development and are committed to adhering to international standards related to biodiversity.	▪ **Social care:** Donated charity supplies, participated in community activities to support vulnerable groups, and contributed 113.5 hours of public service. ▪ **Ecological conservation:** As the only construction company in Taiwan implementing the Wanfang Section Tree Frog Conservation Project, we only developed 300 pings (approximately 10,675 square feet) out of the original 8,870 pings (approximately 315,520 square feet) to demonstrate our commitment to biodiversity through concrete action.	5.6 Social Engagement

1.3 Stakeholder Engagement

At Run Long Construction, we adhere to the AA1000 Stakeholder Engagement Standard to review all stakeholders involved in the value chain and have identified six key stakeholder groups: employees, investors, customers, suppliers, public welfare organizations, and community/society. By actively listening to stakeholder needs through various communication channels, we integrate their concerns regarding sustainability into our operational strategies, thereby fulfilling their expectations of Run Long Construction.

Material Topics and Engagement Channels

Stakeholders	Material Topics	Significance and Value to Run Long Construction	Communication Performance
Employees	▪ Business performance ▪ Talent attraction and retention ▪ Talent cultivation and development ▪ Legal compliance ▪ Occupational safety and health	At Run Long Construction, employees are considered valuable assets. We are committed to providing fair compensation and benefits, along with a safe and healthy work environment, to foster employee retention.	▪ Internal website or internal email announcements: Periodic announcements regarding various employee benefits (health checkups, group medical examinations, etc.), welfare committee information, important company operational updates, education and training course details, and annual performance management procedures. ▪ External training for employees. ▪ Free health checkups and group insurance are provided to employees annually. ▪ Weekly/quarterly executive meetings.
Investors	▪ Business performance ▪ Risk management ▪ Product safety and responsibility ▪ Customer relationship management ▪ Architectural technology and innovation	Shareholders provide capital, assume the financial risks of the company, and drive its profitability—they are also the foundation of its sustainable growth.	Regularly ▪ Regular announcements of financial reports and related operational information. ▪ Hold annual shareholder meetings and provide annual reports. ▪ Annual Investor Conference. Irregularly ▪ Material information disclosures are published on the Market Observation Post System (MOPS). ▪ Occasionally invite investors to participate in domestic forums. ▪ The Company has set up email addresses and contact numbers on its website to establish a smooth communication channel between investors and the company.

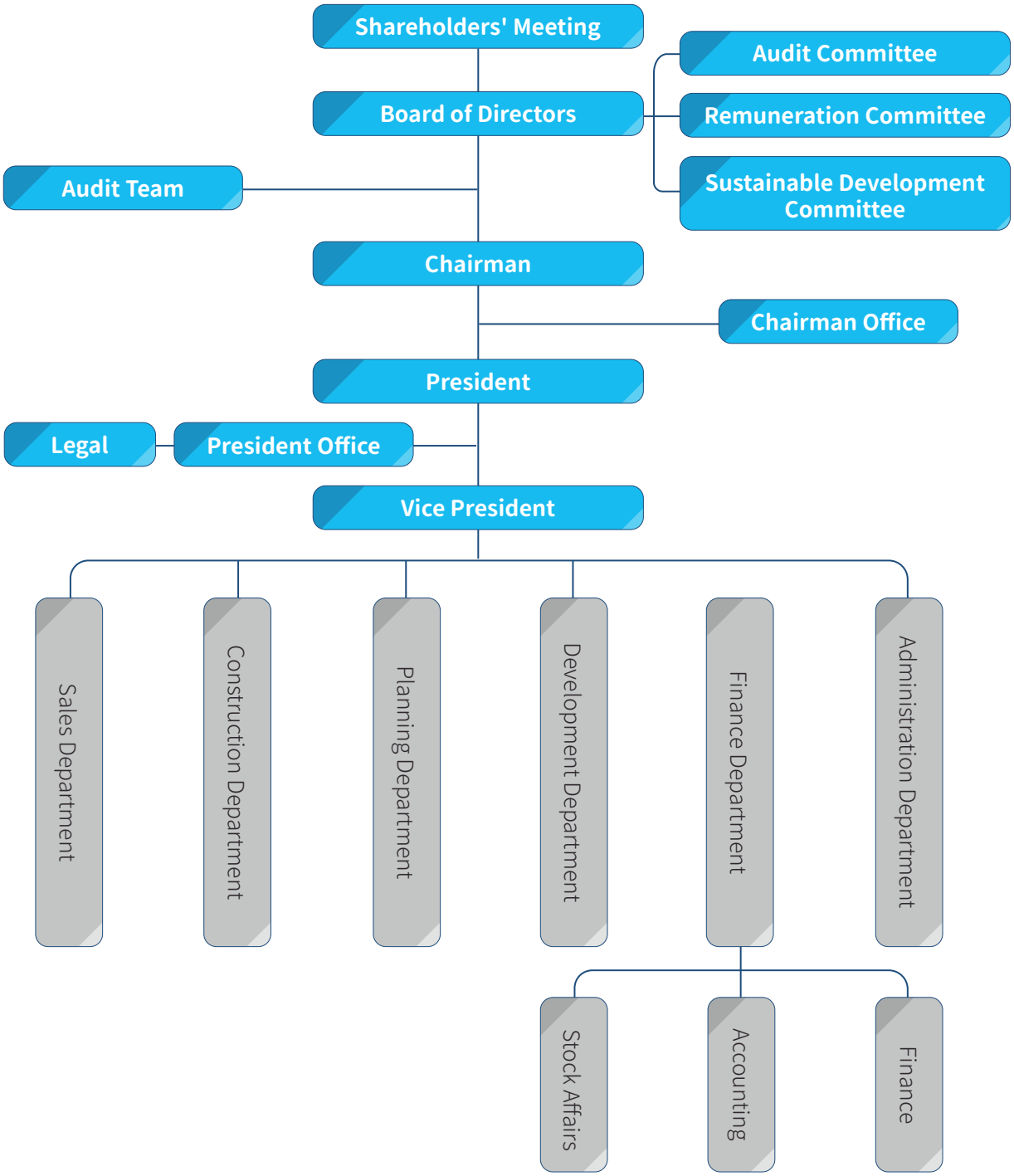
Customers	▪ Architectural technology and innovation ▪ Environmental impacts of products and services ▪ Product safety and responsibility ▪ Customer relationship management	At Run Long, we believe infrastructure is critically important and we are dedicated to providing safe, high-quality products to the public and our customers. Run Long adheres to fundamental building principles and takes pride in meticulously completing every project we undertake.	**Irregularly** ▪ Public relations and advertising, social media communication. ▪ Providing customers with multiple communication channels: a service hotline, a complaint hotline, and a website feedback form. ▪ Reservation hotline, after-sales service and customer care hotline, and questionnaire survey. ▪ Online customer service portal and corporate website.
Suppliers	▪ Grievance mechanism ▪ GHG inventory and reduction ▪ Information security ▪ Talent attraction and retention ▪ Labor relations	Developing strong partnerships takes time and commitment. Run Long Construction hopes to grow alongside its suppliers and fostering mutual success. We aim to maintain stable cooperative relationships based on mutual benefits.	▪ Regular or ad-hoc construction meetings are held for each project to review contractor progress, quality, and health and safety management. ▪ Internal supplier evaluation. ▪ Ad-hoc meetings with suppliers. ▪ Communication via various communication apps.
Public Welfare Organizations	▪ GHG inventory and reduction ▪ Talent attraction and retention ▪ Energy management ▪ Architectural technology and innovation	Public welfare organizations are a key communication channel for Run Long Construction, and maintaining good relationships will help to enhance its brand image.	▪ Visits and meetings with agency personnel for discussion. ▪ Phone/Visit Communication. ▪ Information Session.
Community/ Society	▪ GHG inventory and reduction ▪ Energy management ▪ Water and wastewater management ▪ Low-carbon operations	At Run Long Construction, we practice corporate social responsibility and maintain good relationships with local communities, actively giving back to enhance local well-being.	▪ Actively participate in activities organized by schools or social welfare organizations. ▪ Irregular sponsorship of public welfare activities and provision of scholarships. ▪ Sponsoring related organizations and groups. ▪ Newspapers and magazines. ▪ Corporate website.

CH2

Corporate Governance

2.1 Governance Structure

Organizational Chart of Run Long Construction



The Operation of the Board of Directors

At Run Long Construction, the Board of Directors serves as the highest governance unit, and the company has established an Audit Committee, a Remuneration Committee, and a Sustainable Development Committee. An Audit Team is established under the Board of Directors to support its oversight functions. Regular inspection results and audit reports are provided to the management and the Board of Directors for their annual review.

The Board of Directors of Run Long Construction is comprised of 7 seats, currently held by 5 men and 1 woman, with 1 seat pending election. Each director serves a 3-year term. The Board of Directors' primary responsibilities are to appoint and oversee the management team, safeguard stakeholder interests, and maximize shareholder value. A total of 15 meetings were held in 2024, and the average attendance rate for individual directors was 92.31%. The Board of Directors exercises its powers in accordance with applicable laws, the Articles of Incorporation, and the Board of Directors' Meeting Regulations. It leverages the expertise and industry experience of its members through mutual exchange and communication to fulfill its supervisory and management responsibilities. In 2024, directors and independent directors completed 63 hours of continuing education on integrity management, corporate governance, and legal compliance.

Sustainable Development Committee

On August 12, 2024, the Board of Directors resolved to establish the "Sustainable Development Committee," formulated the "Sustainability Committee Charter," and appointed the first Sustainable Development Committee members.

The Sustainable Development Committee convenes at least twice annually, and holds additional meetings as needed. Its main tasks are to improve corporate governance efficiency, fulfill corporate social responsibility, and implement environmental sustainability. The Sustainable Development Committee held two meetings in 2024. The Committee oversees the following areas:

1. Formulation of sustainable development policy.
2. Formulation of sustainable development strategy and plans.
3. Oversight and monitoring of the implementation, results, and impacts of sustainable development strategies and plans.
4. Other material topics of concern to stakeholders including investors, customers, suppliers, employees, government agencies, society, and the media.
5. Other matters instructed by the Board of Directors for the Committee to handle, and resolutions passed by the Committee shall be executed by the Sustainable Development Task Force and other functional task forces.

2.2 Financial Performance

In 2024, Run Long Construction focused on its core operations, consistently delivering higher-quality projects to clients and achieving strong performance growth. The company launched multiple development projects in major cities across Taiwan, actively driving sales and reducing unsold inventory. We also continued to expand land development efforts in central and southern Taiwan, while pursuing urban renewal opportunities in the north, aiming to improve overall development efficiency.

The subsidiary, Jin Jyun Construction, focuses on the construction of projects for affiliated companies, ensuring quality and schedule adherence through standardized management. The company maintains stable operations and healthy cash flow, reinforcing its ability to execute construction budgets and schedules effectively. It continuously enhances talent development and occupational health and safety management, strengthening sustainable operations.

Economic Income Distribution Table (Unit: NT$ thousands)

Economic value	Item/ Accounting title	2022	2023	2024
Direct economic income	Operating revenue	2,485,724	30,683,941	8,787,971
	Financial investment income	52,666	7,231	8,026
	Asset sales revenue	10,967	767	34,306
	Royalty income	-	-	-
	Acquired government subsidies	-	-	-
	Other income	111,811	100,491	152,788
Direct economic value generated		2,661,168	30,792,430	8,983,091
Economic distribution	Operating costs	2,027,240	20,876,679	5,561,050
	Payment to the investor	270,616	6,765,392	1,984,515
	Income tax	76,433	1,658,295	495,097
	Employee salary and benefits	237,903	328,423	340,683
	Community investment/donation	1,025	1,586	110
	Other expenses	161,931	225,901	328,181
Allocated economic value		2,775,148	29,856,276	8,709,636
Retained economic value		-113,980	936,154	273,455

2.3 Integrity Management

"Code of Ethical Business Conduct" have been established by Run Long Construction, and any formulation, amendment, or repeal of its articles requires approval by the Board of Directors. The Board of Directors shall exercise due diligence in its management duties, oversee the Company's efforts to prevent misconduct, and ensure the effective implementation of its integrity policies. In 2024, the Company and its personnel did not incur any penalties or identify any material deficiencies in violation of its internal control system regulations. No reports have been received, and no related illegal activity has been found. The Company reported on the implementation of its 2024 risk management plan to the Board of Directors and the Sustainability Development Committee on December 31, 2024. Please see the Company's annual report for further details.

2024 Implementation Results

1. Corporate Internal and External Training Initiatives

The legal affairs department regularly invites law firms to conduct online seminars on topics such as integrity management, insider trading, and anti-corruption.

2. Performance Evaluation System

Integrate integrity management into employee performance evaluations and human resources policies, and establish a clear internal disciplinary system.

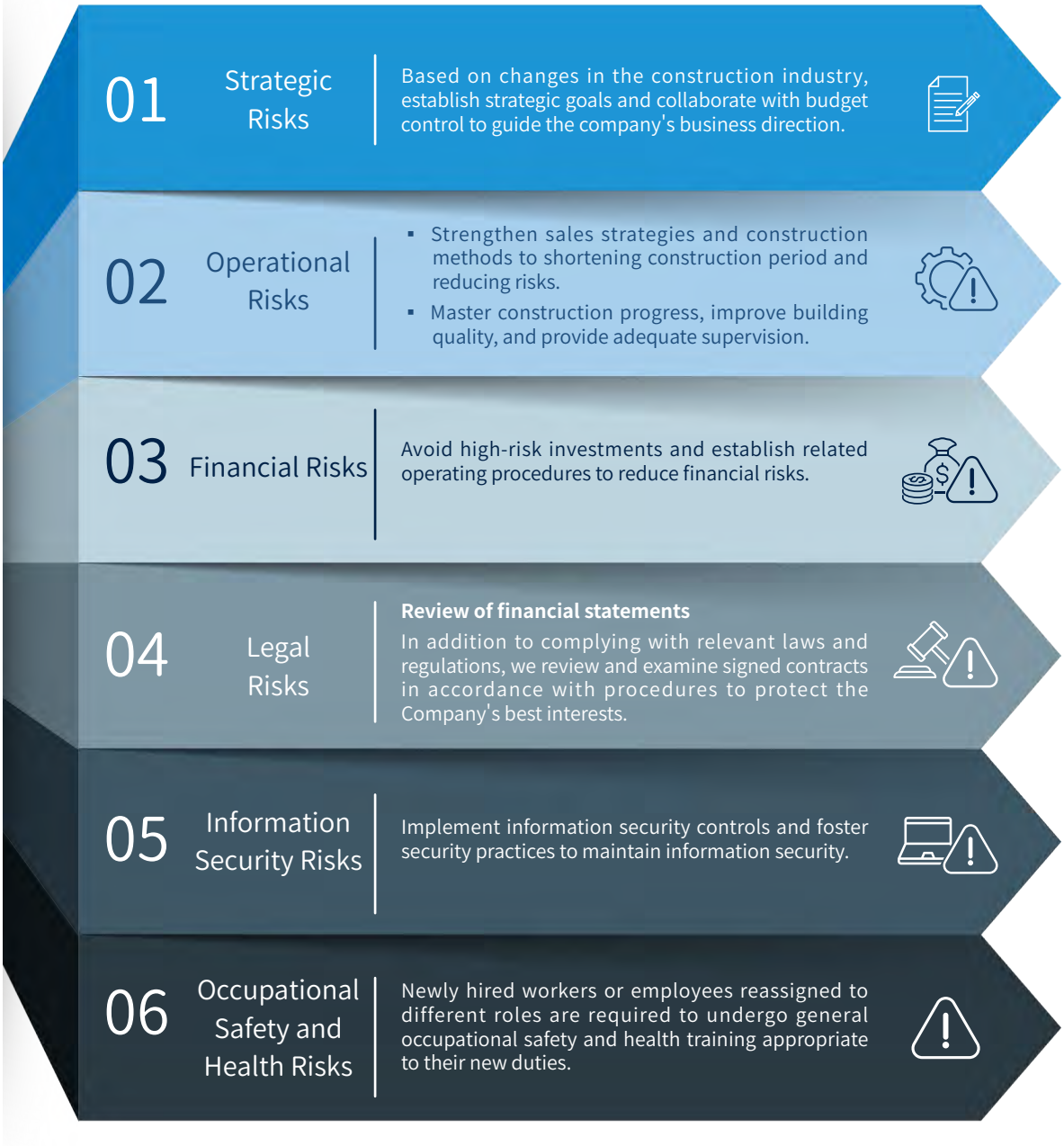
3. Establish a Whistleblowing Mechanism

The Company has established reporting channels on both its internal and external websites to receive reports of illegal or unethical conduct. An independent unit is designated to investigate such reports while ensuring the confidentiality of whistleblowers and the information provided. The Company is committed to protecting whistleblowers from any form of retaliation or improper treatment resulting from their disclosures.

2.4 Risk Management

Run Long Construction established a comprehensive risk management system to enhance corporate governance, improve operations, and advance sustainable development, laying the foundation for its risk management efforts. On October 21, 2021, the Board of Directors approved the "Risk Management Procedures," which serve as the company's highest guiding framework for risk management. The risk management system is structured around the responsibilities of individual departments, which conduct risk assessments based on the likelihood and potential impact of identified risks. Each department then develop mitigation strategies for high-risk areas to ensure the company's continued operation.

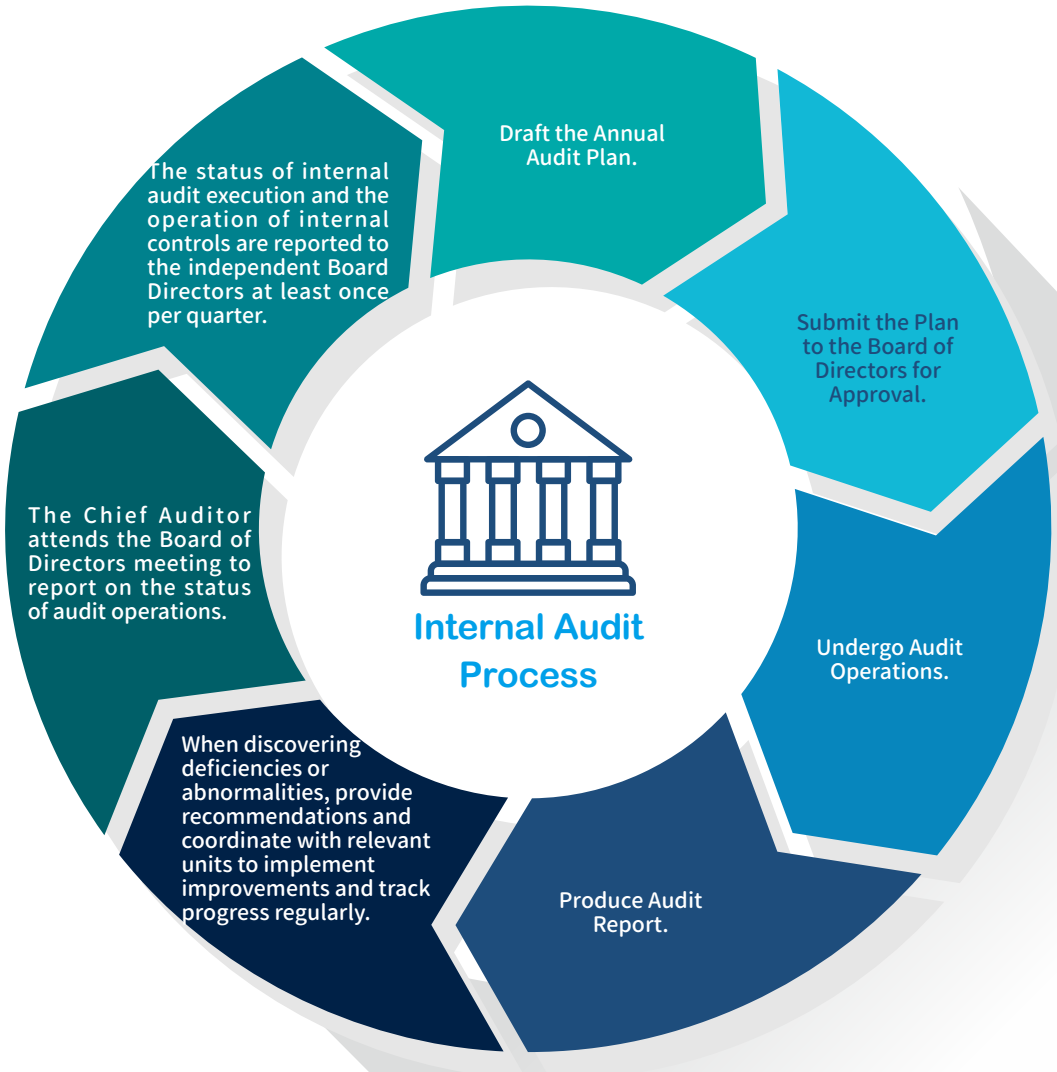
Operational Risk Management



Internal Audit

Run Long Construction conducts comprehensive self-assessments of its internal control systems. The Board of Directors and management annually review the self-assessment results from each department alongside the audit unit's reports. The audit team conducts an annual review of the self-assessment reports for internal control systems across all units and subsidiaries. It then reports to the Board of Directors and the President on identified internal control deficiencies, the status of corrective actions taken to address irregularities, and uses this information to evaluate the overall effectiveness of the internal control systems. This evaluation forms the basis for issuing a statement on the internal control system, thereby ensuring sound corporate governance and a robust control framework.

During the 2024 internal audit process, no significant non-conformities were identified. All minor issues detected were corrected and closed within the specified timeframe. To strengthen the auditors' professional capabilities, we continue to facilitate participation in internal audit courses organized by institutions authorized by the competent authorities, enhancing their expertise and improving audit quality and effectiveness. In 2024, two audit personnel completed a total of 24 hours of training.



Information Security

At Run Long Construction, we have established a comprehensive information security management policy covering various aspects such as network security, system access control, virus protection, and computer equipment security. We also conduct information security training to enhance all employees' awareness and encourage timely reporting and response, thereby ensuring a stable and secure information environment. We report to the Board of Directors annually on the status of information security risk management. In 2024, there were no incidents of customer privacy breaches or loss of customer data.

Information Security Management Measures

Activity	Description	2024 Quantitative Results
Online and In-Person Security Training Courses	Two employees are assigned each year to participate.	Information security manager: 7 hours Information security personnel: 13.5 hours Total of 20.5 hours
Information Security Awareness Campaign via Email	Conducted irregularly each year.	4 times
Social Engineering Simulation Exercise	Once annually	Once
System Data Backup and Disaster Recovery Drill	Once annually	Once

CH3

Environmental Sustainability

3.1 Ecological Conservation

1

We prioritize urban land development while deliberately avoiding construction in key ecological or protected zones.

Run Long Construction's Dual Commitments to Ecological Conservation

2

All development projects undergo ecological surveys and environmental assessments prior to construction, with subsequent planning guided by the principle of minimizing ecological impact.

We are committed to ecological conservation and have launched a tree frog restoration project in the Wanfang Section of Wenshan District, Taipei City. On a site of approximately 8,870 ping (≈ 315,520 sq ft) near the Xinyi Planning District, only one ecological residence was built on about 300 ping (≈ 10,675 sq ft) of the flat land. The surrounding environment was preserved to support the habitat and restoration of the Taipei tree frog, minimize impact on the local ecosystem, and promote a harmonious relationship between the community and nature. The project was divided into three phases, with specific implementation measures designed for each stage.

Step 1

- Conducted training for on-site personnel, covering topics such as the ecological habits of tree frogs, their habitat environment, and procedures for handling wildlife that accidentally enter the construction site.
- During site preparation, we adopted a segmented weeding approach, preserving retention ditches and maintaining grass around the site perimeter. Additionally, we installed ground-level fencing elevated at least 20 cm above the ground to minimize disturbance to frog habitats, and to allow animals to move freely through the site.

Step 2

- Avoid excavation during tree frog breeding season and refrain from large-scale construction simultaneously to minimize disturbance.
- Conduct regular inspections of the habitat to ensure adequate water levels in retention ditches and sufficient soil moisture in the surrounding grass, promoting healthy frog development.
- Immediately cover exposed soil after excavation and strengthen air pollution control measures to prevent dust dispersion and reduce its impact on plant growth.

Step 3

- Expanded the tree frog habitat preservation zone and planted shade-tolerant species such as trees, Alocasia odora, and Amischotolype hispida to maintain humidity and enhance habitat stability.
- Constructed an ecological pond to provide a suitable aquatic environment for the Taipei tree frogs.
- Carry out greening efforts, including regular watering and maintenance, while strictly prohibiting the use of chemical pesticides to protect the surrounding ecosystem.
- Regularly monitor species populations and consult with amphibian experts for recommendations on environmental improvements.

In addition, Run Long Construction has set specific goals for the tree frog restoration project at different stages:

Short-term Complete an ecological survey.

Mid-term Publish the results of the ecological survey and hold lectures or outreach events to raise public awareness about the Taipei tree frog and its habitat.

Long-term The Community Management Committee will establish an environmental management team to integrate habitat maintenance into the community's routine operations, allocating funds specifically for ecological upkeep. The team will regularly monitor key ecological indicators to ensure the long-term sustainability of restoration efforts.

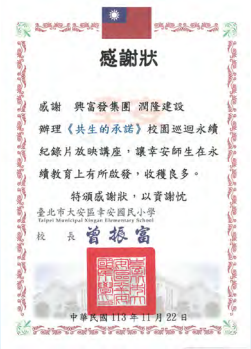
Ecological Conservation Advocacy

At Run Long Construction, we firmly believe that corporate sustainability should go hand-in-hand with cultural preservation. In 2024, we signed a MOU with the Taiwan Creative Content Agency (TAICCA) to collaborate with cultural professionals and businesses, with the goal of building a larger, lasting, and more profound cultural impact.

At Run Long Construction, we show our commitment to ecological conservation through concrete actions. We produced the documentary "A Green Promise" to capture the ecological behavior of Taipei tree frogs and highlight the environmental challenges they face. Through this film, we explored the impact of human development and the delicate balance between nature and ecology, underscoring the importance of environmental protection.

The documentary film
"A Green Promise"

To expand the reach of our ecological conservation efforts, we brought the documentary to schools and local communities, hosting screenings and lectures at numerous schools. Sharing knowledge about tree frog conservation and conveying the idea of a sustainable habitat through engaging and interactive Q&A sessions, to foster ecological awareness among younger generations. This initiative not only raises public awareness of the local ecosystem, but also highlights Run Long Construction's dedication to environmental education and social responsibility, setting an example for harmonious coexistence between the construction industry and the natural environment. In 2024, three documentary screenings with lectures were held and received positive feedbacks from students. Run Long Construction will continue to promote tree frog conservation initiatives in schools throughout 2025, broadening both its reach and impact.



感謝狀

感謝　興富發集團 潤隆建設
辦理《共生的承諾》校園巡迴永續
紀錄片放映講座，讓幸安師生在永
續教育上有所啟發，收穫良多。
特頒感謝狀，以資謝忱

臺北市大安區幸安國民小學
校　長　曾振富

中華民國113年11月22日

School	Number of Participants
Shih Hsin University	33
Zhong Zheng Elementary School	28
Xingan Elementary School	60

3.2 Environmental Policy and Regulatory Compliance

At Run Long Construction, we are dedicated to fulfilling our corporate environmental responsibilities and achieving a balanced development between business operations and environmental protection. We actively engage in environmental protection and sustainable development initiatives, committing to minimizing the environmental impact of our operations. Environmental protection principles are deeply embedded in our corporate culture, and we demonstrate our responsibility through concrete actions.

Aligned with government sustainable development policies, Run Long Construction is advancing toward environmental sustainability with a long-term vision of achieving zero-carbon construction. We continuously enhance our carbon reduction efforts and adopt low-carbon construction technologies. At our construction sites, we strictly comply with all relevant environmental laws and regulations, implementing comprehensive measures to prevent air, water, noise, and waste pollution—ensuring that our activities have minimal environmental impact. We remain committed to enhancing these environmental protection efforts, improving overall environmental performance, and reaching our sustainability targets. Additionally, our auditing team regularly monitors compliance with key environmental regulations to ensure ongoing accountability.

3.3 Mitigation of Environmental Impacts

Construction Site Environmental Management

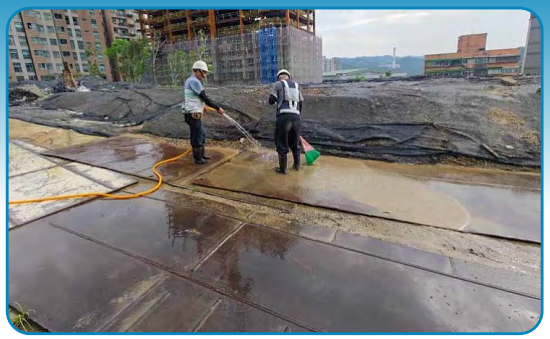
Run Long Construction strictly requires contractors to manage the construction site environment. Beyond minimum regulatory compliance, we have established a comprehensive construction site environmental management plan. This plan involves implementing appropriate construction methods tailored to site conditions to minimize noise and vibration, as well as installing sediment control nets around the site perimeter to reduce dust and prevent falling debris.

Construction Pollution Prevention Measures

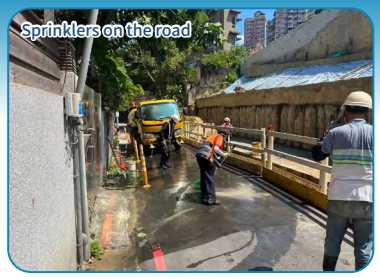
Vehicle entry and exit points at the construction site are equipped with washing facilities. All vehicles and machinery must have their tires and exteriors thoroughly cleaned before leaving the site.

Within the construction site, all roadways used by vehicles are paved with steel plates or concrete to ensure a stable and safe surface. These roadways are regularly kept clear of debris and equipped with adequate drainage systems to prevent standing water.


Steel plates are laid on the construction site roadway.



Humidity within the work zone is maintained at appropriate levels to prevent the spread of dust. When dust generation is anticipated near the site, water is sprayed on access roads to effectively suppress it.


Sprinklers on the road


Sprinklers watering the ground.

Prevention Plans for Structural Construction

All construction vehicles are fully covered with tarps and dust covers to prevent dust generation during transport.


Covering soil and rock transport vehicles with airtight, dust-proof plastic tarps.

Air Pollution Prevention

Around the construction site, a dust-proof fence at least 1.8 meters tall has been securely sealed to the ground at its base.

Install dust nets and an effective watering system.


Stockpiles covered with canvas to prevent dust dispersion.

Water Pollution and Waste Management

To effectively manage wastewater and waste generated during construction, the Company has established Site Wastewater and Waste Management Regulations that comply with relevant water pollution and waste laws. These regulations require construction contractors to properly handle wastewater and waste to prevent environmental damage.

Run Long Construction's Construction and Demolition Debris

Year	Total Weight of Construction Waste (metric ton)	Carbon Intensity (metric ton/million NT$)
2023	26,647.50	0.8710
2024	20,265.50	2.3131

Note 1: For 2023, the areas include Keelung De'an Section C, Zhonghe Yuantong 337, Taoyuan Shanjie 76, Taichung Hui'an 223, and Taichung Zhongzheng 228.
Note 2: For 2024, the areas included Zhonghe Yuantong 337, Taoyuan Shanjie 76, Taichung Hui'an 223, Taichung Zhongzheng 228, Taichung Wenshang 11, Tainan Xinnan 93.
Note 3: Construction waste generated from the Company's projects may vary depending on project size and construction progress.

The Company complies with all applicable waste management laws and regulations, sorting and disposing of waste in accordance with Highwealth Group's policies. To ensure effective waste treatment, contractors are strictly required to manage waste generated during construction activities and engage government-approved licensed vendors for disposal. Before each project begins, the Company assigns personnel to conduct on-site inspections of contractor-designated waste disposal sites to verify compliance with legal standards.

Noise and Vibration Management

To safeguard the quality of life of residents in the vicinity of the construction site, the Company rigorously manages noise and vibration in compliance with the Noise Control Act, Noise Control Act Enforcement Rules, and the Amendment to Noise Control Standards. Appropriate preventive measures are implemented for mechanical equipment known to generate noise and vibration during construction activities. Furthermore, the use of heavy machinery during necessary nighttime operations is minimized to reduce disturbances and preserve the nighttime tranquility of the surrounding community.

Energy Conservation

Considering the characteristics of the construction industry, mechanical equipment operation, lighting, and ventilation require substantial energy consumption during a project's construction phase. Adhering to the principles of energy conservation and environmental protection, we actively work to reduce carbon emissions while managing energy costs and complying with relevant environmental laws and regulations. Jin Jyun Construction proactively implements various energy-saving technologies, including energy-efficient generators, lighting, and air conditioning systems, to lower overall energy consumption. During the planning of construction projects, we optimize building configurations and layouts to maximize natural daylight and ventilation, thereby minimizing dependence on artificial lighting and ventilation systems. This approach supports our goals of energy conservation, carbon reduction, and environmental sustainability.

Air Pollution Prevention

The Company complies with relevant regulations under the Air Pollution Control Act and implements comprehensive air pollution management measures. In line with the Group's eight air pollution control policies, contractors are required to rigorously manage potential air pollution arising from construction sites.

Air Pollution Prevention Measures

3.4 Energy Resource Management

Energy and Greenhouse Gas Management

Electricity Consumption	2022	2023	2024
Total (kWh)	213,009	192,006	151,181
Annual Electricity Consumption Growth	-	-9.86%	-21.26%

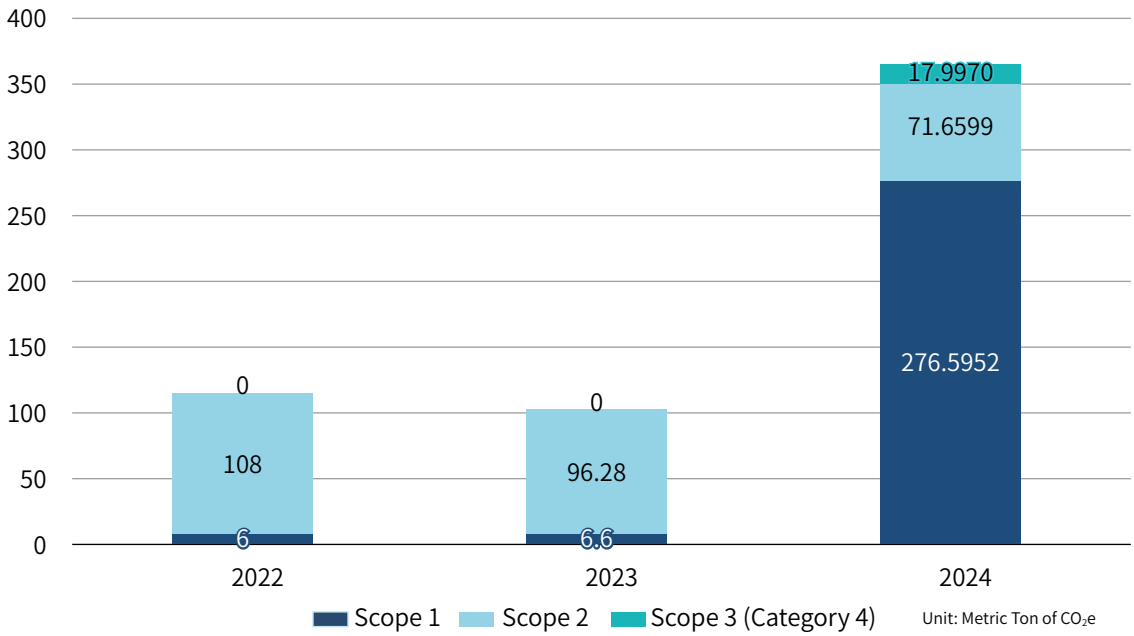
Energy Conservation and Carbon Reduction

Type	Action
Green Procurement	Invested NT$1.8 million in solar power equipment, with an annual power generation of 33.66 kW.
Green Deposit	We made a green deposit of NT$15 million with the Bank of Kaohsiung.

Emission of GHG

Unit: Ton/CO_2e	2022	2023	2024
Scope 1	6	6.6	276.5952
Scope 2	108	96.28	71.6599
Scope 3 (Category 4)	-	-	17.9970
Total Emissions	114	102.88	366.2521

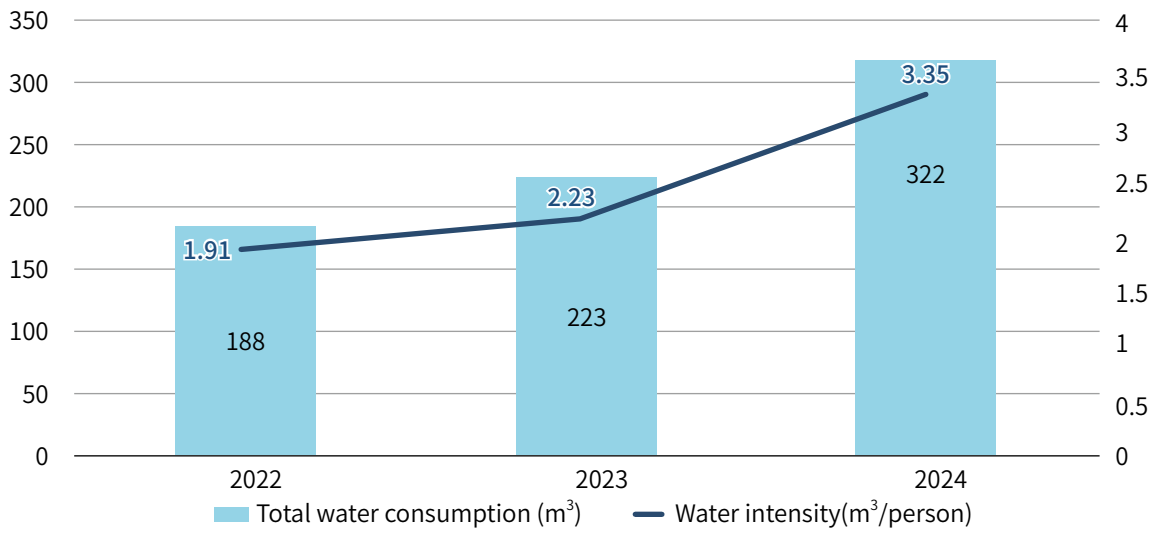
Note: The Company completed the 2024 GHG inventory in March 2025 and engaged a third party to complete the assurance process by the end of May 2025 (assurance scope covers Scope 1 and Scope 2 emissions).



Water Resource Management

Our company places great importance on water resource management by setting clear water conservation targets and implementing various measures to reduce water consumption. In 2024, Run Long Construction's total water usage amounted to 322 cubic meters. The Company's water consumption is primarily for employees' daily use. The increase in usage was mainly driven by a rise in employee headcount. As our office-based operations do not involve any manufacturing or industrial activities, no process-related or industrial wastewater is generated.

All water is sourced from local municipal water plants; groundwater and river water are not utilized. Water efficiency is reviewed monthly, and employees are regularly informed and encouraged to practice water conservation.



	2022	2023	2024
Total water consumption (m^3)	188	223	322
Annual water consumption growth rate (%)	-	18.62%	44.39%

3.5 Raw Material Management

Building materials are fundamental resources in the construction industry. Effective materials management helps reduce the consumption and extraction of natural resources, thereby preserving these valuable assets. At Run Long Construction, we exercise strict control over the quantity and usage of raw materials to minimize waste and material loss. While direct recycling of products and packaging materials during construction is not feasible, scrap steel and steel structure offcuts generated on site are sent to steel plants for recycling and reprocessing. This practice maximizes resource utilization and reduces material waste.

The Company's procurement department maintains regular communication with raw material suppliers to ensure a stable supply. Consequently, in the event of supply disruptions, alternative vendors can be promptly identified to prevent project delays.

2024 Procurement of Main Raw Materials by Jin Jyun Construction

Project name	Reinforcing steel (metric ton)	Steel structure (metric ton)	Concrete (m^3)	Cement (metric ton)	Sand (m^3)	Glass (m^2)	Stone (m^2)
Zhonghe Yuantong	5,245	84.9	27,259	832.7	2,393	365	1,727
Taichung Chungcheng	727.6	0	23,196.5	1174.3	1,712	0	11,030
Taichung Huian District	4,173.3	14,905.8	42,042.5	0	0	0	1,540
Taoyuan Shanjie	3,533.8	0	19,016	0	0	0	275

3.6 Climate-related Financial Disclosures

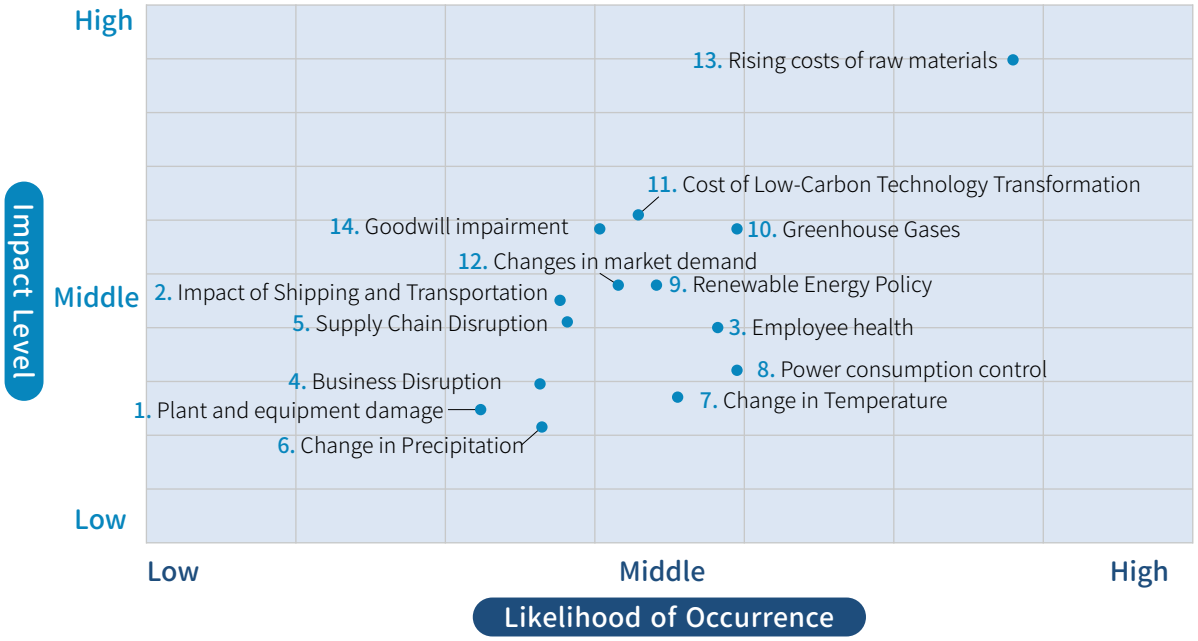
Climate Governance Framework

Governance Structure	Accountability Statement
The Board of Directors	As the head of risk management, the Board of Directors make decisions and provide guidance on climate-related risks and opportunities.
Report / Supervision	
Cross-Departmental Sustainability Team	Gather reports from each department on issues that may present risks to the company, and present the results of the risk assessment and identification to the Board of Directors.
Report / Management	
Functional Units and Departments	Responsible for collecting and compiling various risk issues, reporting them to the Sustainability Task Force, and implementing climate change risk response measures in daily operations.

Climate Action and Adaptation Strategies

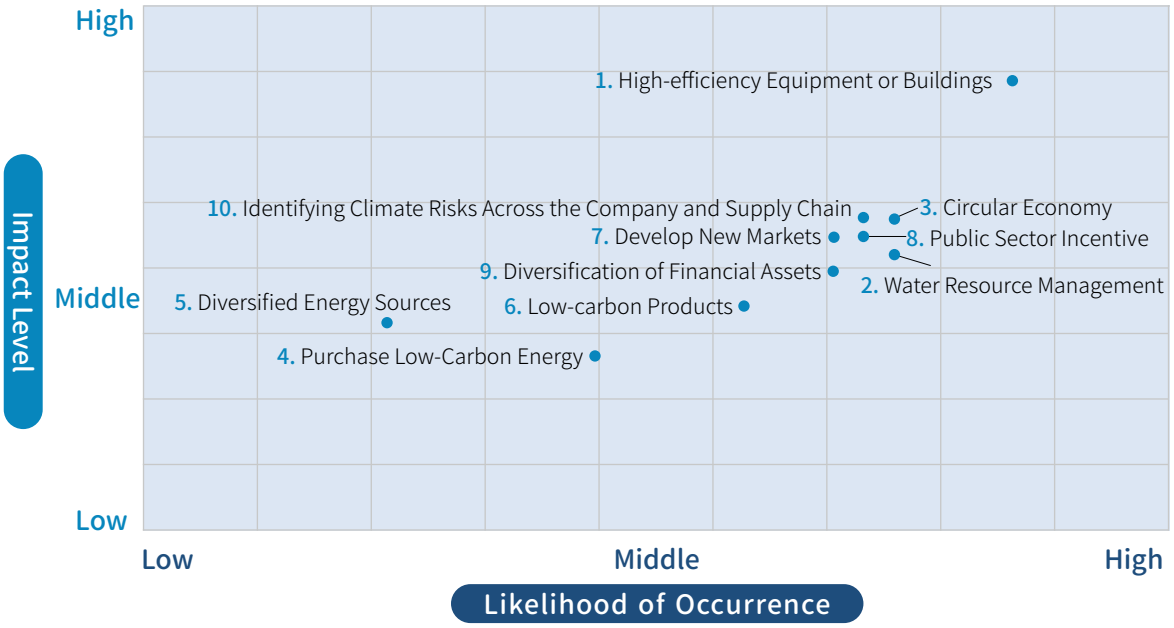
In 2024, the Company conducted a materiality analysis impacting its operations and identified 14 significant risk issues along with 10 climate change opportunities. This approach not only prepares and safeguards the Company against future risks but also identifies potential market opportunities to support Run Long Construction's sustainable development.

Climate Change Risk Matrix



Type	Category	Aspect	Risk Description
Physical Risks	Immediate Risks Extreme Weather Events	1. Damage to Plant Equipment	Extreme weather events such as typhoons, heavy rain, and strong winds may cause loss of assets – including machinery, personnel, facilities, and inventory – in high-risk areas.
		2. Impact of Shipping and Transportation	Extreme weather events such as typhoons, heavy rain, and strong winds may lead to transportation delays or interruptions, which could result in loss of goods or negatively impact customer relations.
		3. Employee Health and Safety	Extreme weather events such as typhoons, heavy rainfall, and strong winds may lead to impacts on labor management and planning (e.g., personnel safety, attendance).
		4. Business Disruption	Extreme weather events such as typhoons, heavy rain, and strong winds may cause power supply instability, outages, or interruptions due to damaged transformers, potentially affecting company operations.
		5. Supply Chain Disruption	Extreme weather events such as typhoons, heavy rain, and strong winds may cause supply chain disruptions, leading to shortages of raw materials or equipment and resulting in operational risks.
	Long-term Risks Long-term Climate Impacts	6. Changes in Precipitation	The shift from moderate rainfall to infrequent but intense precipitation increases the likelihood of water restrictions and supply interruptions, thereby elevating operational risks.
		7. Temperature Change	Higher average temperatures may shorten equipment lifespans and increase energy use (e.g., cooling), leading to higher maintenance and energy costs.
Transition Risks	Policy and Regulatory Risks	8. Power Consumption Control	The Company faces increased energy costs and operational risks resulting from electricity rate hikes, power rationing, and the implementation of energy conservation policies.
		9. Renewable Energy Policy	Under the Renewable Energy Development Act, large electricity users must install renewable energy systems equal to 10% of their capacity within five years (by 2026) or equip new buildings with solar panels, driving up mid-term energy costs.
		10. Greenhouse Gases	New carbon-related regulations may impose carbon taxes, fees, or emission caps, raising operational expenses.
	Technical Risk	11. Costs of Low-Carbon Technology Transition	Investing in or developing new technologies and equipment to produce low-carbon products may increase R&D and capital expenditures.
	Market Risk	12. Changes in Market Demand	Meeting customer expectations for low-carbon products—such as offering goods with lower carbon footprints or utilizing a designated proportion of green electricity in production—may lead to increased energy costs. Conversely, failure to meet these expectations could result in order cancellations and reduced revenue.
		13. Rising Raw Material Costs	Due to severe climate risks faced by suppliers, material supply and demand imbalances may arise, leading to increased raw material costs. Additionally, the pursuit of low-carbon or alternative materials may further raise Run Long Construction's material expenses.
	Reputational Risk	14. Goodwill Impairment	Customers' sustainability requirements for Run Long Construction are increasing. Failure to meet the standards could lead to increased negative feedback from customers.

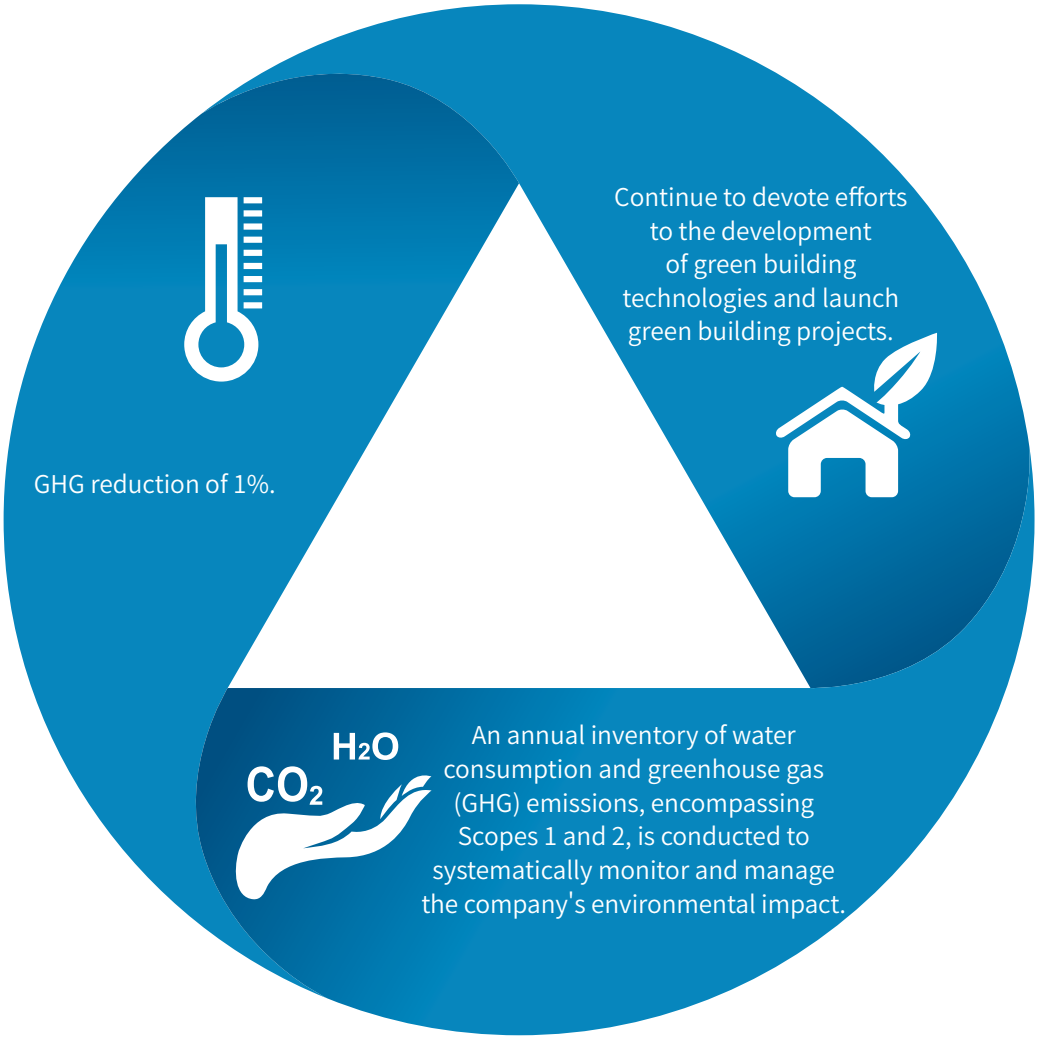
Climate Change Opportunity Matrix



Type	Aspect	Opportunity Description
Opportunity	1. High-efficiency Equipment or Buildings	Utilizing high-efficiency equipment or buildings to improve production efficiency, reduce energy costs, and lower greenhouse gas emissions.
	2. Water Resource Management	Implementing water-saving measures and improving water resource usage efficiency.
	3. Circular Economy	Increasing the use of recycled and reclaimed materials, as well as designing, developing, or modifying products based on circular economy principles, to reduce material costs and enhance customer purchasing interest.
	4. Purchase Low-Carbon Energy	Installing in-house renewable energy generation systems to reduce greenhouse gas emissions.
	5. Diversified Energy Sources	Procuring the latest energy-saving equipment (e.g. inverter air conditioning units) and establishing more efficient systems (e.g. energy monitoring systems).
	6. Low-carbon Products	Advancing low-carbon products, expanding product lines, or sourcing locally and using environmentally friendly materials to meet current market demand and enhance product competitiveness.
	7. Develop New Markets	Exploring low-carbon business opportunities through the R&D and production of new products, gaining market access.
	8. Public Sector Incentive	Receiving public sector subsidies or incentives for using energy-saving equipment or producing low-carbon products.
	9. Diversification of Financial Assets	Accessing preferential loan interest rates from banks based on Run Long Construction's sustainability or climate performance, or issuing green bonds to diversify funding sources.
	10. Identifying Climate Risks Across the Company and Supply Chain	By identifying climate-related risks and opportunities within the Company and its supply chain, Run Long can enhance its ability to respond to climate change and achieve sustainable operations.

Climate Risk and Opportunity Response Measures

Through cross-departmental meetings, the Company identifies climate-related risks and opportunities. These matters are further evaluated by relevant members organized into cross-functional task forces, with discussions structured in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Countermeasures are then designed to address transition risks, physical risks, and opportunities. Run Long Construction has set targets based on the indicators established for climate risks and opportunities according to the TCFD framework:



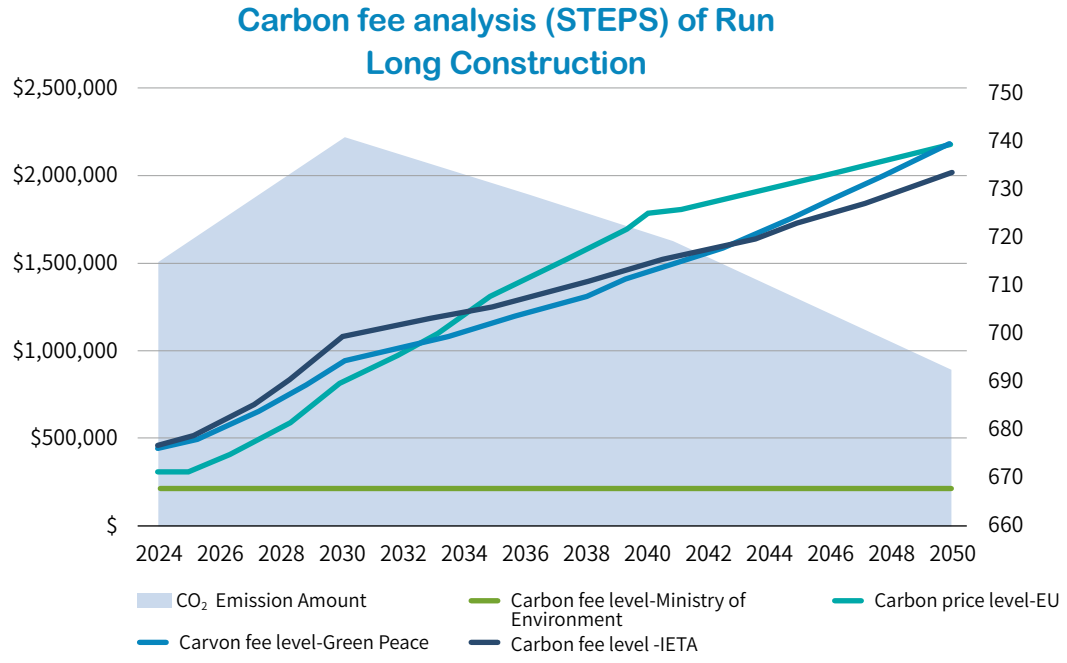
Climate Risk Scenario Analysis

In 2024, Run Long Construction's greenhouse gas emissions—comprising Scope 1, Scope 2, and Scope 3 (Category 4)—totaled 366.2521 metric tons of CO_2 equivalent. While the Company is not a major emitter of carbon dioxide, it is proactively strengthening climate risk management and preparing for potential government-imposed carbon fees. To assess future carbon impacts, we referenced the International Energy Agency (IEA)'s Stated Policies Scenario (STEPS) and Net Zero Emissions by 2050 Scenario (NZE) to estimate potential carbon emissions. These efforts support our ability to evaluate climate-related risks and enhance the Company's resilience and sustainable development.

Carbon Fee Risk Analysis - Established Policy Scenario STEPS

Under the IEA's Stated Policies Scenario (STEPS), Run Long Construction maintains its existing net-zero goals and uses 2023 as the base year for its initial carbon pricing scenario analysis. This approach enables the assessment of future maximum carbon emissions and the potential financial impact of carbon fees, serving as a strategic roadmap for carbon reduction efforts through 2050. Following the analysis, it is projected that—regardless of the carbon price level—Run Long Construction's carbon cost exposure will increase annually. By 2050, additional expenses could range from NT$200,000 to NT$2 million, depending on the prevailing carbon pricing.

	Taiwan Ministry of Environment	EU ETS	Green Peace	IETA
2030	$ 222,106	$ 818,830	$ 935,806	$ 1,082,396
2050	$ 207,628	$ 2,187,018	$ 2,187,018	$ 2,023,684

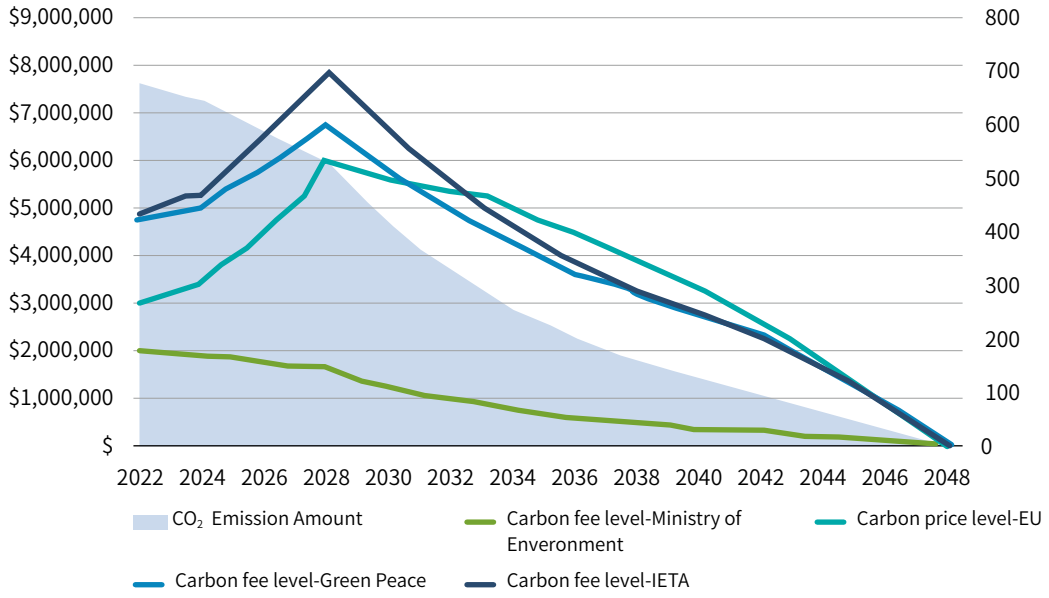


Carbon Price Risk Analysis - Net Zero Emissions Scenario (NZE)

In the IEA NZE scenario, Run Long Construction will achieve net-zero carbon emissions by 2050, following a pathway aligned with net-zero targets, and therefore will not be required to pay additional carbon fees in that year. However, depending on the carbon price level, it may still require additional expenses of NT$160,000 to NT$780,000 by 2030.

	Taiwan Ministry of Environment	EU ETS	Green Peace	IETA
2030	$ 160,709	$ 592,482	$ 677,122	$ 783,190
2050	0	0	0	0

Carbon fee analysis (NZE) of Run Long Construction



CH4

Sustainable Construction

4.1 Innovative Technologies and Services

Building Information Modeling (BIM)

The Founding Purpose of the BIM Center

- Reduce errors in the construction process
- Strengthen the ability of individual architectural firms to develop cohesive narratives
- Organize education and training for relevant departments

BIM Center's Future Development

1. Monitor project information, perform comparative analysis, and obtain accurate construction data in real time.
2. Assisting with the development and updating of construction standards, and implementing new construction methods for the Group.
3. Optimize the aluminum formwork solution by connecting BIM with suppliers' design and production systems. This shortens the time needed to adapt the product and helps ensure smooth and effective use on site.

Since 2011, the Group has established a BIM Center, integrating 3D modeling technology and introducing Building Information Modeling (BIM) systems into its construction projects. This makes it the first large-scale construction group in Taiwan to adopt BIM systems.

BIM Solutions

01 Simulate the construction process through a digital simulation using BIM to reduce errors and lower reliance on manpower.

02 Aluminum formwork is utilized in place of wood formwork due to its reusability, waste reduction , and environmentally friendly attributes.

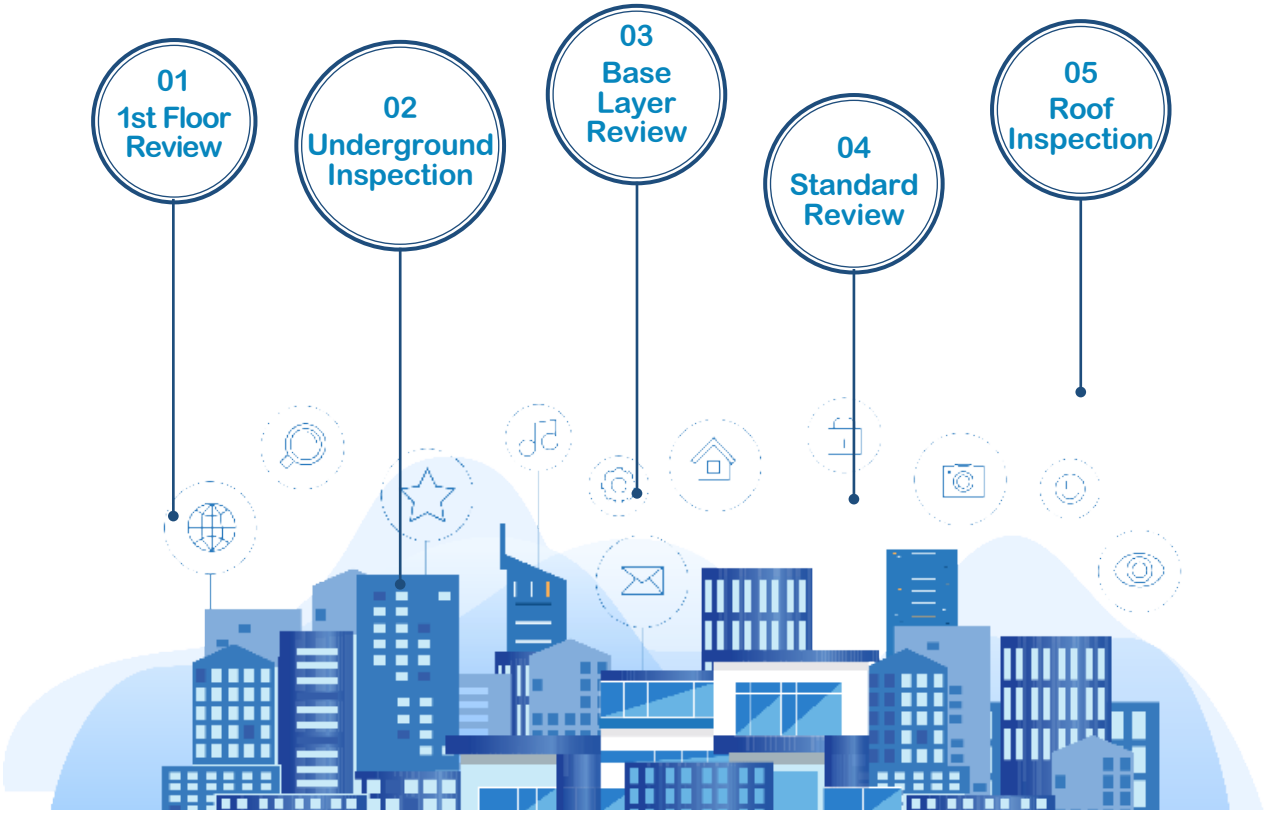
03 Prefabricated components, including precast concrete columns and preassembled reinforced steel columns, are manufactured in the factory and then transported to the site for installation and lifting.

04 Wood flooring is used instead of tiles, eliminating the need for sand transportation and material mixing, thereby reducing labor demands and construction waste.

05 Use electric scaffolding and robots to transport building materials.

BIM integrates architecture, engineering, and civil engineering, providing sufficient information to support lifecycle management and enabling analysis by computer applications. In recent years, property management companies have increasingly adopted BIM models for their operational management, implementing a visualized and information-based approach. For example, they use computer software to simulate pipelines, mechanical and electrical systems, structure, and architecture in 3D, facilitating optimal configuration and integration.

Five Stages of BIM Model Use



Adopting BIM models can improve efficiency and environmental protection of products and services. During the construction process, Run Long Construction promotes construction standardization by integrating BIM standard reviews with practical on-site implementation.

Additionally, the team can review construction designs and models on the platform, integrating feedback from all parties to prevent misunderstandings of the original design and minimize on-site construction issues. Using BIM models also enables more accurate cost estimation, reduces unnecessary waste, and lowers construction expenses. From an environmental perspective, Run Long Construction can decrease construction errors and material waste by conducting preliminary drawing reviews with the models.

The Role of BIM in Enhancing Corporate Sustainability

Talent Development

Promoting local employment opportunities.

Industry-academia Collaboration

Collaboration with public and private universities in Kaohsiung to help students transition into the practical field.

Technology Development

Driving Technology and Smart Applications in the Construction Industry in Kaohsiung.

Co-creation of Value

Applying BIM to workflows through exchange with Taiwanese industry counterparts to improve construction efficiency.

Sustainable Management

Using cloud storage and management, along with accessing files and models on tablets and mobile apps, contributes to reducing paper waste.

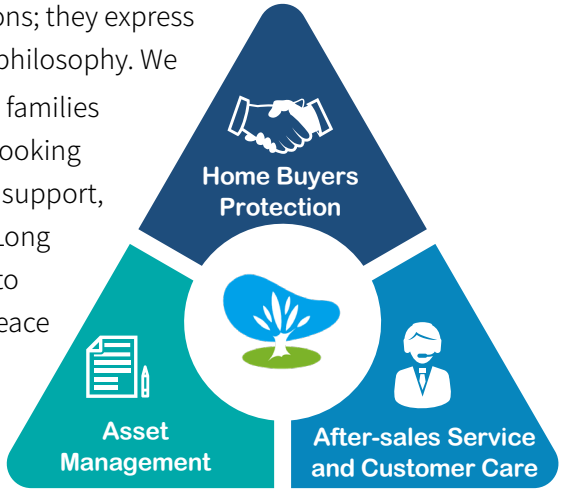
Customer Safety, Health, and Service Management

At Run Long Construction, we rigorously control the quality and safety of building materials to ensure every building offers customers a secure and comfortable living environment. Since September 2018, in line with the Highwealth Group's policy, Run Long Construction has used silver ions emulsion paint as the coating material for all residential projects. This commitment not only enhances safety but also marks a step toward more sustainable building practices.

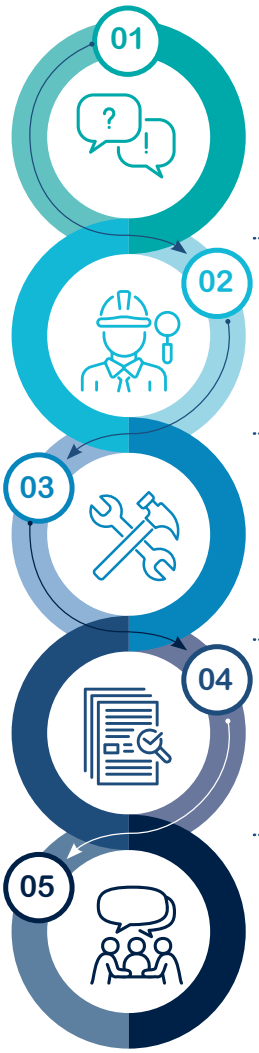
Three Main Service Pillars of Run Long Construction

Run Long Construction's three core service pillars—asset management, home buyers protection, and after-sales service and customer care—reflect more than operational functions; they express our commitment to integrity and a people-centered philosophy. We don't just provide buildings; we deliver spaces where families can grow, feel secure, and create lasting memories. Looking ahead, we will continue to strengthen our after-sales support, innovate our service delivery, and ensure that a Run Long home is not simply a place to "move in," but a place to truly "belong"—a home that offers lasting comfort, peace of mind, and meaningful living.

In 2024, there were no violations of health and safety laws related to our products or services.



After-sales Service and Customer Care



Report a Repair

- Provide multiple reporting channels.
- The operating instructions, warranty information, and manufacturer contact details are included in the home handover manual.

On-site Inspection

- Determine and classify the repair condition.

Repair

- Free repairs are provided for any equipment or structural issues within the residence during the warranty period.

Satisfaction Survey

- Annual satisfaction survey.
- Strive to attain high customer recognition and satisfaction for after-sales service.

After-sales Service and Customer Care Review Meeting

- Weekly review of problem resolution and periodic group discussion meetings.
- Overall, aiming to reduce the number of after-sales repair cases.

4.2 Supply Chain Management

The Production Processes of the Primary Products

At Run Long Construction, we actively pursue architectural innovation and sustainability by collaborating with professional teams to create buildings that meet diverse customer needs while adhering to sustainable practices. Throughout the entire construction process, we maintain strict quality control, prioritize project timelines, ensure the on-time delivery of high-quality developments, and provide comprehensive after-sales service and customer care to build strong, lasting customer relationships.

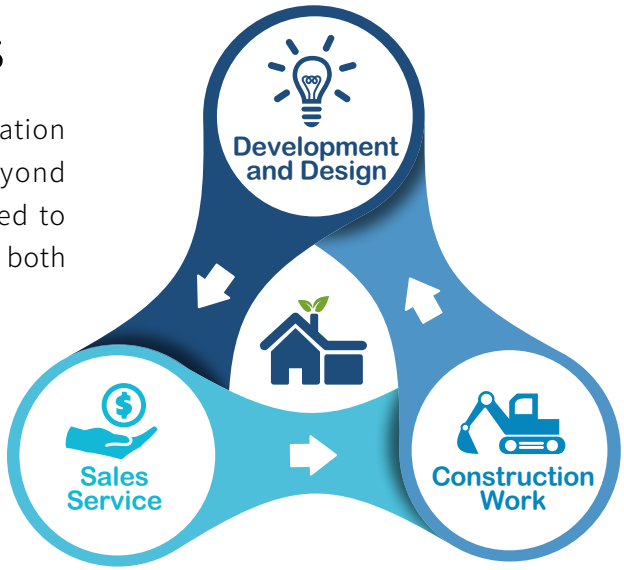
Quality Management

At Run Long Construction, we are committed to delivering homes that embody "hope, health, and happiness". To bring this vision of the ideal home to life, we uphold the highest standards of quality throughout every stage of production. Through rigorous quality control and cross-departmental collaboration, we drive continuous improvement, guided by our core principles of sustainable housing. In line with our long-standing commitment to sustainable construction, Run Long Construction also applies environmental criteria when selecting new suppliers.

Execution Phase	Quality Management Policy
Pre-project Preparations	1. Product configuration and building setup (including height settings)
	2. Facade design, landscaping, and common area planning
	3. Review of central and local regulations
	4. Mechanical and electrical systems: planning and setup of the five major pipelines
Permit Review Procedures	1. Preparation and review of reports on relevant review procedures
	2. Review of construction drawings for building permits
	3. Review of construction drawings (BIM model drawing review and correction)
Construction Commencement Inspection	1. Electrical and Mechanical Services (EMS) Five Major Pipeline Inspection
	2. Construction inspection and management of listed items
Construction Inspection Procedures	1. Construction drawings review and material confirmation
	2. Construction estimation and procurement
	3. Construction inspection and query resolution
	4. Review of construction and construction method
	5. Review of changes
Occupancy Permit and Regulatory Registration Procedures	1. As-built drawing review, completion defect rectification, and occupancy permit inspection
	2. Post-occupancy permit regulatory procedures (e.g., Green Building Label application)

4.3 Green Buildings

At Run Long Construction, our dedication to sustainable development extends beyond regulatory compliance. We are committed to providing customers with homes that are both comfortable and environmentally friendly, without compromising the quality or comfort of their living spaces, and to minimizing our long-term environmental impact.



Sustainable Housing Planning and Design

Building envelopes: Through the use of glazing that meets specified shading coefficient and reflectance standards, installation of shading devices such as eaves and fins, selection of thermal insulation materials for the roof, incorporation of natural ventilation design, and application of heat-insulating materials to reduce energy consumption.

Natural resources: Maximizing the use of solar energy and energy-efficient building envelopes helps reduce the demand for air conditioning. Additionally, natural ventilation-based cooling systems are installed, tailored to the local climate conditions.

Increase efficiency: Use resources and equipment efficiently, and prioritize the use of renewable resources.

Air conditioning system energy efficiency: Building orientation is configured facing north to south, with appropriately sized exterior windows to promote natural ventilation during summer and minimize cold wind infiltration in winter, thereby reducing the use of air conditioning systems.

Air conditioning system efficiency: Solar photovoltaic panels are installed to contribute to building a low-carbon society and city, fostering a new model of energy conservation and carbon reduction. Additionally, energy recovery ventilators (ERVs) are integrated with the air conditioning systems to enhance their efficiency.

Lighting system energy efficiency: High-efficiency and LED lighting fixtures are used, with a three-stage design for nighttime building illumination to reduce energy waste and lower electricity costs shared by residents.

Green Building Certification


綠建築標章證書

建築物名稱：竹科澗隆

建築物概要：地下 6 層，地上 29 層鋼筋混凝土造辦公廳及住宿類建築

建築執照字號：(112) 府都使字第 00071 號

建築基地地號：新竹市光武段 1050-1 地號等 1 筆

建築物門牌：新竹市東區埔頂里 25 鄰慈雲路 92 號等

有效期限：自 113 年 4 月 17 日至 118 年 4 月 16 日

評估版本：住宿類（2012 年版）

綠建築等級：黃金級

內政部 部長 林右昌

中華民國 113 年 4 月 17 日


綠建築標章證書

內政部 部長 劉世芳


候選綠建築證書

內政部 部長 劉世芳

Spotlight - Diamond-Level Green Building Nominee

Run Long Construction has applied for the diamond-level green building certification for the "Hsin-I Fu-Ching" project in Wenshan District, Taipei City, demonstrating its strong commitment to sustainable development. The project preserved over 45% of the site's natural slopes, creating a rare native habitat within Taipei City and successfully restoring six protected frog species—including the Taipei tree frog—to support biodiversity conservation. The building features an SC steel frame structure, low-density development, rainwater harvesting systems, and energy-saving design, seamlessly integrating green building principles with the local natural environment. These efforts reflect our concrete actions under the "environment" pillar of ESG. At Run Long Construction, we will continue to promote sustainable construction strategies and uphold our corporate social responsibilities to create livable communities where people and nature coexist.

Case Study - Building Carbon Footprint Accreditation Certificate

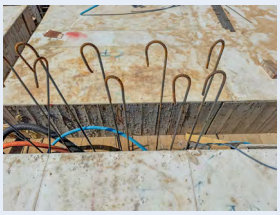
To support low-carbon building and environmental sustainability goals, the "Residential Building on Lot 11, WenShang Section, Xitun District" (31 floors above ground, 7 floors underground) constructed by Run Long Construction successfully obtained the building carbon footprint certification from the Low Carbon Building Alliance (LCBA) in August 2024. This achievement demonstrates our commitment to carbon management throughout the building's entire life cycle. The project achieved a total carbon reduction of 3,660 tCO_2e over 60 years. Additionally, rainwater is collected for irrigation, and all sanitary equipment installed carries water-saving labels. At Run Long Construction, we will continue to implement carbon footprint management systems in new projects, promote full transparency of project carbon data through the use of high-performance concrete and other low-carbon building materials, and enhance the competitiveness of our green products and low-carbon engineering solutions.

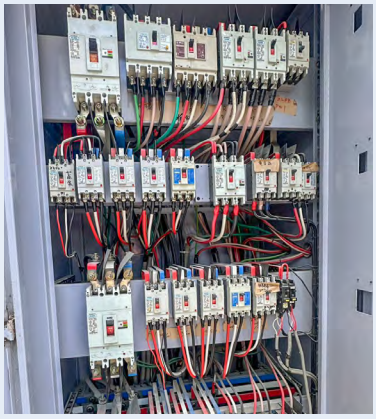
4.4 Safe Construction Projects

Internal Management and Labor Safety

At Run Long Construction, we are committed to providing a healthy and safe working environment for all personnel involved in our operations. We view occupational health and safety management as essential to our continued growth, resilience, and sustainable development.

Essential Safety Measures for Construction Site Management

Safety Management Practices for Construction Sites			Rebar Protection Work
Contractor Coordination Meeting	Hazard Briefing and Tool Box Meeting	Construction Site Supervisor Inspections	Bending of rebar
			

Electric Shock Hazard Prevention		
Leakage Current Detection Alarm (220V)	Leakage Current Test	Temporary Electrical Panel with Circuit Breaker
		

Falling Hazard Prevention			
Staircase Safety Nets	Elevator Shaft with Warning Signage	Staircase Handrails and Guardrails	Elevator Shaft Safety Net
			
Use of Safety Harness for Working at Heights	Toe Boards Installed at Floor Openings		
			

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Talent Development

5.1 Human Resources Overview

Number of Employees

Run Long Construction

Gender	Male	Female
Total	47	49
Total Number of Employees	96	

Note: The employee count does not include contract workers.

Jin Jyun Construction

Gender	Male	Female
Total	206	56
Total Number of Employees	262	

Note: The employee count does not include contract workers.

Age Distribution

Run Long Construction

Gender	Male	Female	Total
Average Years of Service	5.63	8.48	7.08
Average Age	45.3	40.2	42.7

Gender	Male	Female	Total
Under 30 Years Old	6	8	14
30-50 Years Old	26	33	59
51 Years Old and Above	15	8	23
Total	47	49	96

Jin Jyun Construction

Gender	Male	Female	Total
Average Years of Service	3.5	5	3.8
Average Age	39	37	38

Gender	Male	Female	Total
Under 30 Years Old	45	15	60
30-50 Years Old	143	37	180
51 Years Old and Above	18	4	22
Total	206	56	262

Education Distribution

Run Long Construction

Education Level	Male	Female	Total
Doctoral Degree	1	-	1
Master Degree	7	4	11
College and University	33	38	71
High School and Below	6	7	13

Jin Jyun Construction

Education Level	Male	Female	Total
Doctoral Degree	-	-	-
Master Degree	7	5	12
College and University	87	46	133
High School and Below	112	5	117

Gender and Position Distribution

Run Long Construction

Category	Male	Female	Total
General Personnel	24	42	66
Middle-level Management	8	5	13
Executive Management	15	2	17

Jin Jyun Construction

Category	Male	Female	Total
General Personnel	155	44	199
Middle-level Management	43	11	54
Executive Management	8	1	9

New Hires and Resignations

Run Long Construction

2024 New Employee Hire Rate: 31.3%

Gender	Male	Female
Under 30 Years Old	3	3
30-50 Years Old	9	11
51 Years Old and Above	4	-
Total	16	14
Total Number of Employees	96	
New Employee Hire Rate	31.3%	

2024 Employee Turnover Rate: 33.3%

Gender	Male	Female
Under 30 Years Old	4	5
30-50 Years Old	8	9
51 Years Old and Above	5	1
Total	17	15
Total Number of Employees	96	
Employee Turnover Rate	33.3%	

Jin Jyun Construction

2024 New Hire Rate: 38.9%

Gender	Male	Female
Under 30 Years Old	35	15
30-50 Years Old	37	11
51 Years Old and Above	4	0
Total	76	26
Total Number of Employees	262	
New Employee Hire Rate	38.9%	

2024 Employee Turnover Rate: 39.7%

Gender	Male	Female
Under 30 Years Old	30	16
30-50 Years Old	38	11
51 Years Old and Above	9	0
Total	77	27
Total Number of Employees	262	
Employee Turnover Rate	39.7%	

Parental Leave

Statistics on the number of employees on parental leave at Run Long Construction and Jin Jyun Construction

Parental Leave in 2024	Male	Female	Total
Total number of employees entitled to parental leave	4	7	11
Total number of employees who actually took parental leave	1	4	5
Total number of employees actually reinstated after parental leave	1	2	3
Total number of employees scheduled for reinstatement after parental leave	1	3	4
Total number of those employees still employed 12 months after reinstatement in 2023	1	1	2
Total number of employees reinstated after parental leave in 2023	1	2	3
Return-to-work rate	100%	66.7%	75%
Retention rate	100%	50%	66.7%

Note 1: The return-to-work rate is calculated by dividing the total number of employees who returned from parental leave in the year by the total number of employees expected to return.
Note 2: The retention rate is calculated as the total number of employees who remained employed 12 months after returning from parental leave divided by the total number of employees who returned from parental leave.

5.2 Salaries and Benefits

Compensation

The average salary of employees in 2024 decreased by NT$88,000 compared to 2023, while the average employee benefits increased by NT$363,000 compared to 2023. Run Long Construction remains committed to improving employee compensation and ensuring employee rights through clear promotion pathways. The overall average salary at Run Long Construction is NT$1,068,000.

	2023	2024	Year-over-year Comparison
Average employee benefits (NTD thousands)	1,501	1,864	24.18%
Average employee salary (NTD thousands)	1,156	1,068	-7.61%

Employee Benefits

Run Long Construction is dedicated to providing employees with a safe and supportive work environment, backed by comprehensive compensation and benefits. We adhere to all labor laws and regulations regarding labor insurance, vacation time, retirement plans, maternity leave, and health screenings. We also offer performance-based bonuses, year-end bonuses, and profit sharing to help employees feel secure in their positions. Recognizing the importance of work-life balance, we extend our care beyond the workplace with benefits like employee travel allowances, scholarships for children, and wellness programs through employee associations. Our goal is to support our employees' well-being both at work and in their personal lives. In 2024, we provided approximately NT$7 million in employee welfare subsidies, demonstrating our commitment to fostering personal and professional fulfillment among employees and their families.

Employee Benefits	
Holiday Bonuses	Children's Scholarships and Telecommunication Subsidy
Travel Subsidy	Volunteer Leave
Wedding and Funeral Subsidy	Flexible Working Hours for Parents
Health Checkups	Parental Adjustment Leave
Employee Uniforms	Parenting Seminars and Psychological Support
Employee Recreational Clubs	Emergency Loans and Assistance
Performance Bonuses and Profit Sharing	Team Building and Year-End Activities

Employee Communication Channels

Type	Description	Frequency
President's mailbox	Provide employees with a clear channel of communication with the president, ensuring that feedback is promptly conveyed to senior management and that the president remains informed of frontline perspectives.	Irregularly
Employee meeting	Employees are provided with opportunities to communicate directly about issues before or during meetings.	Regularly
Cross-departmental evaluation	An annual end-of-year cross-departmental assessment mechanism is implemented to promote healthy competition and exchange of opinions between departments.	Regularly
Grievance mailbox	Letters submitted to the mailbox will be treated as signed complaints and will initiate an internal investigation to verify the facts and determine the outcome.	Irregularly
Human resources communication channels	Employees' daily questions are answered and responded to via communication software, telephone, or email.	Irregularly

5.3 Talent Development and Cultivation

2024 Labor Safety Education and Training

Gender	Male	Female	Total
Number of People	5	8	13
Total Training Hours	15	26	41
Average Training Hours per Person	3	3.25	3.154

2024 Internal Education and Training

Gender	Male	Female	Total
Number of People	53	76	129
Total Training Hours	131	180	311
Average Training Hours per Person	2.47	2.37	2.41

2024 External Education and Training

Gender	Male	Female	Total
Number of People	23	27	50
Total Training Hours	79	134.5	213.5
Average Training Hours per Person	3.43	4.98	4.27

2024 Education and Training Program - Jin Jyun Construction

Number of Trained Personnel	Total Training Hours	Average Training Hours per Person	Training Expenses
337 people	1,420 hours	4.21 hours per person	NT$157,860

Internship - industry-academia Collaboration

To foster industry-academia collaboration and cultivate the next generation of talent, Jin Jyun Construction launched an internship program in partnership with five universities across Taiwan. As part of this initiative, the Company is actively recruiting interns from institutions including National Pingtung University of Science and Technology, National Chung Hsing University, Chien Hsin University of Science and Technology, Feng Chia University, and Chaoyang University of Technology. The program provides students preparing to enter the workforce with direct interaction and hands-on experience alongside Jin Jyun employees. This initiative also supports the Talent in Taiwan program and aligns with the broader efforts of Highwealth Construction Group.

Industry-academia Collaboration

At Run Long Construction, we partner with schools throughout Taiwan to offer BIM 3D modeling courses, teaching students about the application of BIM on construction sites and its related purposes. This year, Run Long Construction partnered with Catholic St. Joseph Technical High School to offer a specialized course on Building Information Modeling (BIM) applications, instructing students on using ArchiCAD software to create site drawings. Additionally, we collaborated with Cheng Shiu University and Chien Hsin University of Science and Technology to enhance students' future BIM software skills through BIM application seminars.

Cheng Shiu University BIM Lecture

Students attending classes at Cheng Shiu University

Students attending classes at Catholic St. Joseph Technical High School

Group photo at Catholic St. Joseph Technical High School

Employee Performance Evaluation

Evaluation Category	Implementation Method
General Evaluation	▪ The supervisor records and tracks employees' daily strengths and weaknesses. ▪ Submitted to the Chairman for review each quarter.
Annual Performance Evaluation	▪ Employee self-evaluation: Based on self-assessment and performance improvement planning. ▪ Annual work assessment: Supervisor assessment.
Personnel Evaluation Committee	▪ A meeting is convened by HR after finalizing attendance records and reward/penalty assessments. ▪ Attendees included the Chairman, President, the Chairman's Special Assistant, the President's Special Assistant, the President's Office, and department heads.

5.4 Human Rights Policy

Provide Safe and Healthy Working Environment

- The Company places great importance on employees' safety and health. It provides healthcare and assistance. The employees are entitled to group insurance and annual physical examination once a year.
- In accordance with the Labor Health Protection Regulations, the Group's Occupational Safety Office arranges four hours of on-site health services each month. These services include consultations regarding employee occupational injuries, personal health concerns, annual health check reports, recent epidemics, and maternity occupational protection. Employees are welcome to visit the occupational health nurses during these hours to ask questions and receive professional guidance and advice.

Assist the Employees in Keeping Physically/ Mentally Healthy and Maintaining a Balance Between Work and Life

- Implement a holiday system.
- Work-life balance: Subsidies for recreational clubs and travel subsidies.
- Parenting support: Parental leave without pay, contracting to registered babysitting institutions and breastfeeding rooms.
- Livelihood support: Group insurance for employees and their families, wedding subsidies, maternity subsidies, children's education subsidies, new year gifts, birthday allowance, employee injury and illness condolences and care, and subsidies for hospitalization and medical care.
- Work assistance: health checkups, meal allowances, and employee welfare fund contributions exceeding NT$7 million.

Prevent Discrimination to Ensure Availability of Equal Work Opportunities

- According to HR management criteria of the Company about employment, wages, benefits, training, promotion, termination, retirement or other labor rights and interests, the employees and the applicants shall not be unequally treated for their race, religion, belief, gender, marital or fertility status, age, political background, nationality, disability, sexual orientation, constellation or any other reasons which affect the recruitment process and decision or other discriminations.
- In 2024, the company employed a total of 96 staff members, of whom 48.96% were male and 51.04% were female. Supervisory personnel accounted for 31.25% of the workforce, with female supervisors representing 23.33% of that group. This demonstrates the company's commitment to providing a fair and competitive workplace free from gender discrimination, and to promoting gender equality.

Measures for Protecting Working Environment and Employees ' Personal Safety

- The Company has formulated the Management Measures for Whistleblowing and the Management Measures for Complaints, and set channels for the employees to file complaints, in order to protect personal safety of the employees. In 2024, the Company received no whistleblowing or complaints.
- The Company has established the "Implementation Rules for Mentors of New Employees" to help new hires understand the corporate culture, quickly integrate into their respective teams, and develop a sense of belonging and commitment to their work environment.

Educational Training

- All independent directors, company governance executives, accounting officers and internal audit officers shall take part in on-the-job educational training in accordance with pertinent ordinances.
- The Group regularly organizes ethics and integrity training each year: On December 5, 2024, training was provided to current directors, managers, and employees, covering topics such as common legal disputes and case studies in the construction industry, as well as gender equality issues. The course lasted 180 minutes, and a total of 26 participants from the Company and its subsidiaries attended.
- On September 4, 2024, the Company invited lecturers from the Taipei City Labor Bureau to conduct a three-hour training session on workplace sexual harassment prevention and the Act of Gender Equality in Employment. A total of 20 participants from the company attended this session.

Prohibit Forced Labor

- The Company's regulations regarding employees' daily and weekly regular working hours, overtime, rest periods, special leave, and other types of leave fully comply with legal requirements. The Company does not force or coerce any unwilling employee to perform labor.

In 2024, Run Long Construction employed 96 people, including 1 Indigenous employee and 2 employees with disabilities. Jin Jyun Construction employed 262 people, including 1 employee with disabilities and 103 foreign employees. The ratio of male to female employees at Run Long Construction is one-to-one, with no gender imbalance.

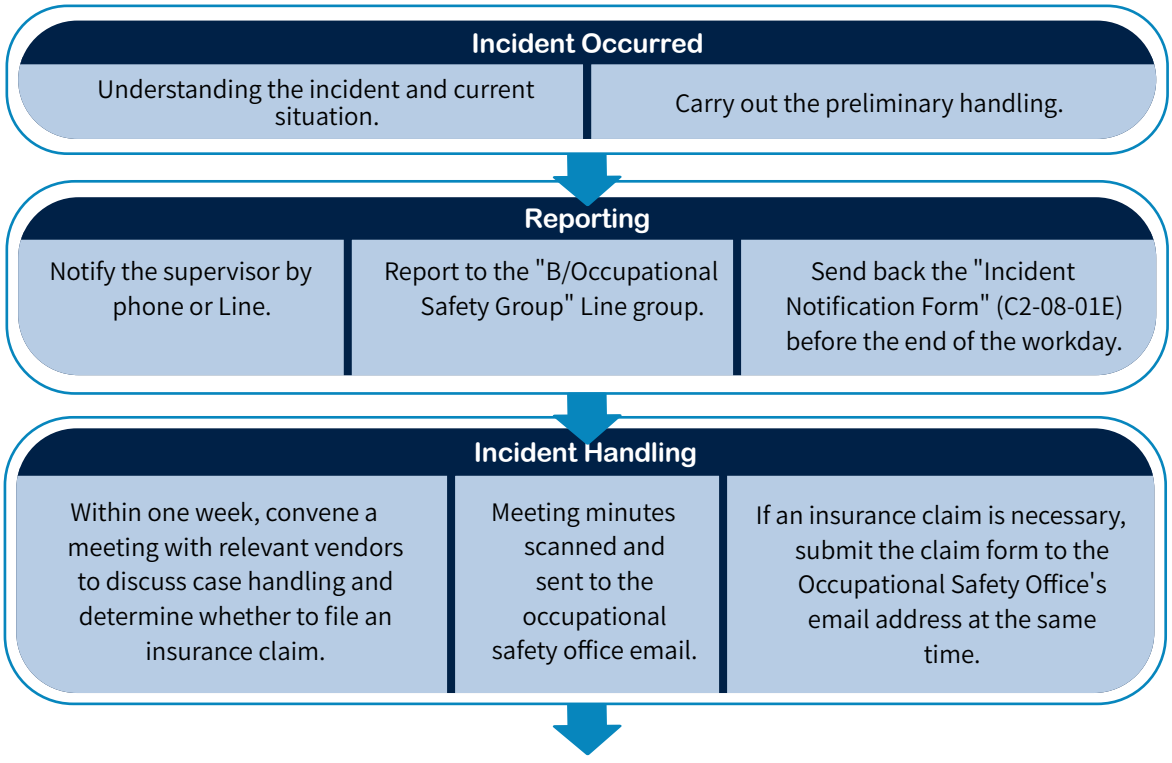
5.5 Occupational Safety and Health

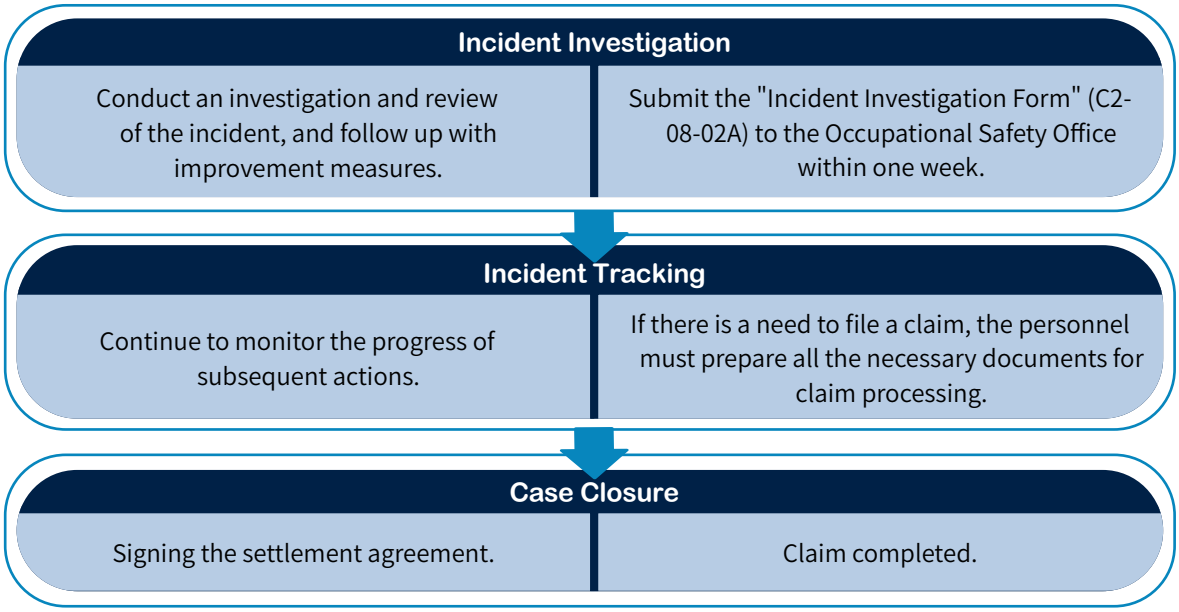
Occupational Safety and Health Management System

At Run Long Construction, we strictly comply with the Occupational Safety and Health Act and all related laws and regulations. In accordance with this Act, we have established Safety and Health Work Rules that apply to all 358 employees of Run Long Construction and its subsidiary, Jin Jyun Construction. Over the past three years, statistics and analyses of occupational injuries and illnesses indicate that Run Long Construction recorded no workplace injuries in 2024. Regarding occupational injuries at Jin Jyun Construction, all reported cases involved subcontractors, so working hours and incident rates for these cases cannot be calculated.

Hazard Identification, Risk Assessment, and Accident Investigation

Run Long Construction has identified common types of occupational injuries in daily operations, including falls, slips, falling objects, cuts, abrasions, collisions, and trips. When an occupational injury occurs, the company follows a standard procedure to ensure the injured employee's safety, investigate the cause of the incident, and implement measures to prevent recurrence.





Worker Participation and Communication

According to Article 5-1 of the "Occupational Safety and Health Management Regulations," Run Long Construction has established its Occupational Safety and Health Committee. According to the requirements of the law, the committee meets quarterly, and a certain proportion of its members are labor representatives. The Committee is responsible for reviewing and adjusting occupational safety policies, announcing the findings of investigations into recent workplace accidents, and reporting on improvement measures and follow-up actions to prevent similar incidents. Additionally, the Committee will research and develop preventative measures and improvements for common types of workplace accidents to protect employee safety.

5.6 Social Engagement

Local Construction

Before, during, and after the construction process, Run Long Construction actively pays attention to and cares for the environment and surroundings of its construction sites. In addition to environmental management during the pre-construction and construction phases, Run Long Construction wholeheartedly supports initiatives such as adopting nearby parks and green spaces, road maintenance, and charitable donations. Below are the local construction-related public welfare projects Run Long Construction has undertaken this year:

Adoption of parks, plazas, green spaces maintenance, beside Ciyun Road in Hsinchu City (Land No. 1065, Guangwu Section). The adoption period is from 2018 to 2027.
Agreement for the adoption of Phase I roads in De 'an Section, Keelung City, with a maintenance and management period commencing from September 2022 and continuing permanently.
Adoption and donation project for the integrated sidewalk construction in front of Lot 323, Xindu Section, Sanmin District, Kaohsiung City, at the intersection of Meidu Road and Desheng Street.

Community Care

Item	Quantitative Data/ Outcomes
Donation to Fo Guang Shan Monastery	NT$100,000
Donation to the Greater Taichung Medical Clinics Association	NT$10,000
ANDREW Charity Association - Food Bank Program	12hr
Taiwan Mix Care for Stray Animals Association – Cat Home Cleaning and Care	6hr
Jing Chuan Child Safety Foundation - Packing Transportation Safety Education Materials and Promotional Items	88hr
Eden Social Welfare Foundation - Recreation for People with Disabilities	7.5hr

Taiwan Mix Care For Stray Animals Association

Jing Chuan Child Safety Foundation

ANDREW Charity Food Bank Program

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Appendix

Appendix I: Index of Contents of Global Reporting Initiative (GRI) Standards for Sustainability Reporting

Statement of Use	Run Long Construction Co., Ltd. has followed the GRI Standards in reporting on its activities for the period of January 1, 2024, to December 31, 2024.
The GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	N/A

General Disclosure

GRI Standards	Disclosure items		Corresponding chapters	Page number	Remarks
GRI 2: General Disclosure 2021	Organization and Reporting Practices				
	2-1	Organizational Details	About this Report	06	
	2-2	Entities included in the organization's sustainability report	About this Report	07	
	2-3	Reporting period, frequency, and contact person	About this Report	07	
	2-4	Information restatement	About this Report	07	
	2-5	External assurance	About this Report	07	
	Activities and Workers				
	2-6	Activities, value chain, and other business relationships	2.1 Corporate Governance Organization	20	
	2-7	Employees	5.1 Human Resources Overview	57	
	2-8	Non-employee workers	5.1 Human Resources Overview	57	
	Governance				
	2-9	Governance structure and composition	2.1Corporate Governance Organization	21	
	2-10	Nomination and selection by the highest governing body	2.1Corporate Governance Organization	21	
	2-11	Chair of the highest governance body	2.1Corporate Governance Organization	21	
	2-12	Role of the highest governance body in overseeing impact management	2.1Corporate Governance Organization	21	
	2-13	Person responsible for impact management	2.1Corporate Governance Organization	21	
	2-14	Role of the highest governance body in sustainability reporting	2.1Corporate Governance Organization	21	

	2-15	Conflict of interest	2.1Corporate Governance Organization	21	
	2-16	Communication of material events	Material Topics and Engagement Channels	17	
	2-17	Collective intelligence of the highest governing body	2.1Corporate Governance Organization	21	
	2-18	Evaluation of the highest governance body	2.1Corporate Governance Organization	21	
	2-19	Remuneration policy	2.1Corporate Governance Organization	21	
	2-20	Remuneration determination process	2.1Corporate Governance Organization	21	
	2-21	Annual total remuneration ratio	2.1Corporate Governance Organization	21	
GRI 2 : Material Topics 2021	**Strategies, Policies and Practices**				
	2-22	Statement of sustainable development strategy	4.3 Green Building	51	
	2-23	Policy commitment	2.1 Corporate Governance Organization	21	
	2-24	Incorporation of policy commitments	2.1 Corporate Governance Organization	21	
	2-25	Procedures for mitigating negative impacts	2.1 Corporate Governance Organization	21	
	2-26	Mechanisms for seeking advice and raising concerns	2.3 Ethical Management	23	
	2-27	Legal compliance	2.3 Ethical Management	23	
	2-28	Membership in industry associations and public organizations	No corresponding chapter	-	
	Stakeholder Engagement				
	2-29	Stakeholder Engagement Policy	Stakeholder engagement	17	
	2-30	Collective bargaining agreement	1.2 Materiality Analysis	12	
Material Topics					

Appendix II: Sustainability Accounting Standards Board (SASB) Indicators Cross-Reference Table

According to the industry classification query results on the official SASB website, Run Long Construction selected applicable indicators from 11 sectors and 77 industries within the SASB Materiality Map and disclosed them.

Industry Sector: Infrastructure

Industry Standards: Home Builders

Disclosure Topics	Indicator code	Disclosure Indicators	Nature	Explanation
Land Use and Ecological Impacts	IF-HB-160a.1	Re-developed area: (1) quantity of land delivered (2) quantity of houses delivered	Quantification	See page 112 of the Company's 2024 Annual Report.
	IF-HB-160a.2	(Extremely) high water withdrawal area: (1) quantity of land delivered (2) quantity of houses delivered	Quantification	Taiwan is not located in a high water withdrawal area, and the Company does not own or lease any land within such areas.
	IF-HB-160a.3	Total monetary losses caused by legal proceedings related to environmental law compliance.	Quantification	No losses were incurred by Run Long Construction in 2024 due to environmental law-related litigation.
	IF-HB-160a.4	Discuss how to incorporate environmental considerations into site selection, location construction, and site development and construction.	Qualitative	See section 4.3 Green Building.
Worker Health and Safety	IF-HB-320a.1	(a) Direct employees and (b) contract employees' (1) TRIR and (2) fatality rate.	Quantification	See section 5.5 Occupational Safety and Health.
Building Resource Efficiency	IF-HB-410a.1	Number of (1) houses certified to the HERS® Index and (2) average score.	Quantification	No statistics or disclosures were made regarding this indicator.
	IF-HB-410a.2	Percentage of water devices certified to the WaterSense® standard	Quantification	No statistics or disclosures were made regarding this indicator.
	IF-HB-410a.3	Obtained third-party certification for green building. Number of standard houses delivered	Quantification	See section 4.3 Green Building.
	F-HB-410a.4	Describe how to integrate resource efficiency into home design to benefit customers, and outline the risks and opportunities involved.	Discussion and analysis	See section 4.3 Green Building.

Disclosure Topics	Indicator code	Disclosure Indicators	Nature	Explanation
Community Impact and Development	IF-HB-410b.1	Describe how the distance to infrastructure, services, and economic centers affects site selection and development decisions.	Discussion and analysis	4.4 Safe Construction Project
	IF-HB-410b.2	Developable land: (1) quantity of land delivered (2) quantity of houses delivered	Quantification	4.4 Safe Construction Project.
	IF-HB-410b.3	High-density development areas: (1) Quantity of houses delivered and (2) average density	Quantification	4.4 Safe Construction Project.
Climate Change Adaptation	IF-HB-420a.1	Area of land affected by 100-year floodplain	Quantification	Taiwan is not located in a 100-year floodplain, and the Company does not own any land within such areas.
	IF-HB-420a.2	Analysis of climate change risk exposure, describing the level of systemic risk exposure and strategies for risk mitigation.	Discussion and analysis	See 3.6 Climate-related financial disclosures.
Activity Indicators	IF-HB-000.A	Number of land contracts	Quantification	4.4 Safe Construction Project.
	IF-HB-000.B	Number of houses delivered	Quantification	4.4 Safe Construction Project.
		Number of active sales communities	Quantification	4.4 Safe Construction Project.

SASB Materiality Map:https://materiality.sasb.org/
SASB Official Website: https://www.sasb.org

Appendix III: TCFD Index

Aspects	Recommended Disclosures	Page number
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	Impacts of the organization's climate-related risks and opportunities on its business, strategy, and financial planning	41
	Organizational resilience in strategy, considering different climate-related scenarios	43
Risk management	Identification and assessment of climate-related risks	39
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	Scope 1, Scope 2, and Scope 3 (if applicable) GHG emissions and related risks	42
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Appendix IV: Auditor's Assurance Report

安永聯合會計師事務所
11012 台北市基隆路一段333號9樓
9F, No. 333, Sec. 1, Keelung Road
Taipei City, Taiwan, R.O.C.
Tel: 886 2 2757 8888
Fax: 886 2 2757 6050
www.ey.com/tw

會計師獨立確信報告

潤隆建設股份有限公司　公鑒

確信範圍

本會計師接受潤隆建設股份有限公司（以下簡稱潤隆建設）之委任，對2024年度永續報告書中所選定之永續績效資訊（以下稱「標的資訊」），執行財團法人中華民國會計研究發展基金會所發布之確信準則所定義之「有限確信案件」並出具報告。

標的資訊及其適用基準

有關潤隆建設之標的資訊及其適用基準詳列於附件一。

管理階層責任

潤隆建設管理階層之責任係依據適當之基準編製標的資訊，包括參考全球永續性報告協會(Global Reporting Initiatives, GRI)所發布之2021年GRI 準則(GRI Standards)，潤隆建設管理階層應選擇所適用之基準，並對標的資訊在所有重大方面是否依據該適用基準報導負責，此責任包括建立及維持與標的資訊編製有關之內部控制、維持適當之記錄並作成相關之估計，以確保標的資訊未存有導因於舞弊或錯誤之重大不實表達。

本事務所責任

本會計師之責任係依據所取得之證據對標的資訊作成結論。

本會計師依照財團法人中華民國會計研究發展基金會所發布之確信準則3000號「非屬歷史性財務資訊查核或核閱之確信案件」之要求規劃並執行有限確信工作，以對標的資訊是否存有重大不實表達出具有限確信報告。本會計師依據專業判斷，包括對導因於舞弊或錯誤之重大不實表達風險之評估，以決定確信程序之性質、時間及範圍。

本會計師相信已取得足夠及適切之證據，以作為表示有限確信結論之基礎。

會計師之獨立性及品質管理

本會計師及所隸屬組織遵循會計師職業道德規範中有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。

本事務所遵循品質管理準則1號「會計師事務所之品質管理」，該品質管理準則規定組織設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及適用之法令規範相關之政策或程序。

所執行程序之說明

有限確信案件中執行程序之性質及時間與適用於合理確信案件不同，其範圍亦較小，因此，有限確信案件中取得之確信程度明顯低於合理確信案件中取得者。本會計師所設計之程序係為取得有限確信並據此作成結論，並不提供合理確信必要之所有證據。

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EY安永
Building a better working world

儘管本會計師於決定確信程序之性質及範圍時曾考量潤隆建設內部控制之有效性，惟本確信案件並非對潤隆建設內部控制之有效性表示意見。本會計師所執行之程序不包括測試控制或執行與檢查資訊科技(IT)系統內資料之彙總或計算相關之程序。

有限確信案件包括進行查詢，主要係對負責編製標的資訊及相關資訊之人員進行查詢，並應用分析及其他適當程序。

本會計師所執行之程序包括：

- 與潤隆建設人員進行訪談，以瞭解潤隆建設之業務與履行永續發展之整體情況，以及永續報導流程；
- 透過訪談、檢查相關文件，以瞭解潤隆建設之主要利害關係人及利害關係人之期望與需求、雙方具體之溝通管道，以及潤隆建設如何回應該等期望與需求；
- 與潤隆建設攸關人員進行訪談，以瞭解用以蒐集、整理及報導標的資訊之相關流程；
- 檢查計算標準是否已依據適用基準中概述的方法正確應用；
- 針對報告中所選定之永續績效資訊進行分析性程序；蒐集並評估其他支持證據資料及所取得之管理階層聲明；如必要時，則抽選樣本進行測試；
- 閱讀潤隆建設之永續報告書，確認其與本會計師取得關於永續發展整體履行情況之瞭解一致。

先天限制

因永續報告中所包含之非財務資訊受到衡量不確定性之影響，選擇不同的衡量方式，可能導致績效衡量上之重大差異，且由於確信工作係採抽樣方式進行，任何內部控制均受有先天限制，故未必能查出所有業已存在之重大不實表達，無論是導因於舞弊或錯誤。

結論

依據所執行之程序及所取得之證據，本會計師未發現標的資訊有未依照適用基準編製而須作重大修正之情事。

其他事項

本確信報告出具後，潤隆建設對任何確信標的或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

安永聯合會計師事務所

會計師：呂倩雯

民國一一四年七月十八日

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Building a better working world

附件一：

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<tr><td>捐贈台中市台中都診所協會</td><td>新台幣 10,000 元</td></tr>
<tr><td>財團法人中華安德烈慈善協會-食物銀行計畫</td><td>12hr</td></tr>
<tr><td>社團法人台灣咪可斯關懷流浪動物協會-貓屋清潔與照護</td><td>6hr</td></tr>
<tr><td>財團法人靖娟兒童安全文教基金會-打包交通安全教育教材及宣導品</td><td>88hr</td></tr>
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2024 年度內部教育訓練
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<tr><td>總受訓時間</td><td>131</td><td>180</td><td>311</td></tr>
<tr><td>人均受訓時間</td><td>2.47</td><td>2.37</td><td>2.41</td></tr>
</table>
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<tr><th>性別</th><th>男</th><th>女</th><th>總計</th></tr>
<tr><td>人次</td><td>23</td><td>27</td><td>50</td></tr>
<tr><td>總受訓時間</td><td>79</td><td>134.5</td><td>213.5</td></tr>
<tr><td>人均受訓時間</td><td>3.43</td><td>4.98</td><td>4.27</td></tr>
</table>
</td><td>潤隆建設 2024 年度有關全年度之教育訓練時數統計</td></tr>
</table>

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編號	章節	內文標題	標的資訊	適用基準
4	2.1	公司治理組織	2024 年董事及獨立董事針對誠信經營、公司治理與法令遵循等相關課程，進修時數達 63 小時。	潤隆 2024 年度董事及獨立董事進修課程與時數證明

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Appendix V: Greenhouse Gas (GHG) Assurance Report

Deloitte.

勤業眾信
勤業眾信聯合會計師事務所
110421 台北市信義區松仁路100號20樓

Deloitte & Touche
20F, Taipei Nan Shan Plaza
No. 100, Songren Rd.,
Xinyi Dist., Taipei 110421, Taiwan

Tel :+886 (2) 2725-9988
Fax:+886 (2) 4051-6888
www.deloitte.com.tw

會計師有限確信報告

潤隆建設股份有限公司　公鑒：

本會計師受託執行潤隆建設股份有限公司（以下簡稱「潤隆建設公司」）民國 113 年 1 月 1 日至 12 月 31 日溫室氣體聲明之有限確信案件，該溫室氣體聲明請詳附件一。

潤隆建設公司對溫室氣體聲明之責任

潤隆建設公司之責任係依照國際標準組織(International Organization for Standardization, ISO)發布之 ISO 14064-1：2018「溫室氣體－第一部分：規範組織層級溫室氣體排放量及移除量之量化與報導」（以下簡稱 ISO 14064-1：2018）編製溫室氣體聲明，且設計、付諸實行及維持與溫室氣體聲明編製有關之內部控制，以確保溫室氣體聲明未存有導因於舞弊或錯誤之重大不實表達。

如溫室氣體聲明附註 6 所述，溫室氣體之量化受先天不確定性之影響，此主要係因用以決定排放係數之科學知識並不完整，以及報導之數值須彙總不同溫室氣體之排放。估計溫室氣體排放所依據之資料及使用的方法亦可能導致衡量不確定性，因不同的衡量技術可能產生重大不同的衡量結果，而使量化資訊受衡量不確定性的影響。

會計師之獨立性及品質管理規範

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

本會計師所隸屬會計師事務所適用品質管理準則 1 號「會計師事務所之品質管理」，該品質管理準則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令有關之政策或程序。

會計師之責任

本會計師之責任係依照確信準則 3410 號「溫室氣體聲明之確信案件」規劃及執行有限確信案件，基於所執行之程序與所獲取之證據，對第一段所述潤隆建設公司溫室氣體聲明是否未存有重大不實表達取得有限確信，並作成有限確信之結論。

依確信準則 3410 號之規定，本有限確信案件工作包括評估潤隆建設公司採用 ISO 14064-1：2018 編製溫室氣體聲明之妥適性、評估溫室氣體聲明導因於舞弊或錯誤之重大不實表達風險、依情況對所評估風險作出必要之因應，以及評估溫室氣體聲明之整體表達。有關風險評估程序（包括對內部控制之瞭解）及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。

本會計師對第一段所述潤隆建設股份有限公司溫室氣體聲明所執行之程序係基於專業判斷，該等程序包括查詢、對流程之觀察、文件之檢查、分析性程序、對量化方法與報導政策是否適當之評估，以及與相關紀錄之核對或調節。

基於本案件情況，本會計師於執行上述程序時：

1. 已透過查詢，取得對潤隆建設公司與排放量化及報導攸關之控制環境及資訊系統之瞭解，但並未評估特定控制作業之設計、取得該等控制作業付諸實行之證據或測試其執行有效性。
2. 已評估潤隆建設公司建立估計方法之適當性及一致性。然而，所執行程序並未包含測試估計所依據之資料或單獨建立會計師之估計，以評估潤隆建設公司所作之估計。
3. 已抽選實地訪查 1 個據點，以評估排放源之完整性、資料蒐集方法、排放源資料及該等據點所適用之攸關假設。對於執行實地訪查據點之選擇，已考量該等據點之排放對總排放之貢獻、排放源性質等。所執行程序不包含測試該等據點用以蒐集及彙整設施資料之資訊系統或控制。

相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。因此，本會計師不對潤隆建設公司溫室氣體聲明在所有重大方面，是否依照 ISO 14064-1：2018 編製，表示合理確信之意見。

有限確信之結論

依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述潤隆建設公司民國 113 年 1 月 1 日至 12 月 31 日溫室氣體聲明在所有重大方面有未依照國際標準組織（International Organization for Standardization, ISO）發布之 ISO 14064-1：2018「溫室氣體－第一部分：規範組織層級溫室氣體排放量及移除量之量化與報導」編製而須作修正之情事。

其他事項

本確信報告出具後，潤隆建設公司對任何確信標的或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

使用限制

本確信報告僅供潤隆建設股份有限公司使用，不得作為其他用途或分送其他人士。

勤業眾信聯合會計師事務所

會計師　楊　啟　聖

楊啟聖

中　華　民　國　114　年　7　月　31　日

潤隆建設
RUN LONG CONSTRUCTION

Tel : 02 8501 5696 | Fax : 02 8501 5711
Email : service@runlong.com.tw
地址 :10491 台北市中山區樂群二路 267 號 8F