



GOLDSUN

2022 **Sustainability Report** Environmental , Social , Governance



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Contents of the Report

Report Overview & Publication Frequency

This 9th edition of the Goldsun Building Materials Co., Ltd. ("Goldsun") Sustainability Report highlights Goldsun's activities and impacts of different ESG initiatives from 2022. Goldsun promises that it will issue this report every year, and shall publish it in the investor service area of its website for stakeholders to download and read. The 2022 ESG report has already been published, while the 2022 Sustainability Report is scheduled for publication in October 2022. We expect the next report to follow in June 2023. The information provided in this report is based on a previous report and is not remade.



Reporting Boundaries and Coverage

The information provided in this report dates from January 1 to December 31 2022 and includes the headquarters, plants in Taiwan, and partial information of subsidiaries.

The performance statistics of the economics section in this report stems from Goldsun's 2022 annual report financial statements. The GHG emission scopes declared here include the headquarters, 10 subsidiaries, and production sites. Other environmental data covers the headquarters and three plants (Xizhi, Taichung, and Tainan plants). The primary scope of disclosure is the headquarters and the Xizhi, Taichung, and Tainan plants. Environmental information relates to the headquarters only. The information section in the society category and more specific information about affiliated companies can be found in Goldsun's 2022 Annual Report. No important changes were made regarding the organization scale, structure, ownership, or supply chains in the period covered in this report.

Compilation Guidelines

This Report is compiled based on GRI Standards. 2021 version applies to the general standards, while GRI 303 and GRI 403 refers to GRI Standard 2018, version 2020 for GRI 306, with the remaining topics based on 2016 version. The GRI index is composed in Appendix.

Department in charge and quality management methods

To ensure the integrity and creditability of our report, we follow the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, and established procedures for sustainability report compilation and internal audits and/or independent assurance. The procedures are then reported to the Board of Directors for inspection and approval regarding suitability.

Process	Method	Department (title)
Compilation	The Administration Department is responsible for the overall planning of this report. Data and information, strategic objectives, and performance indicators disclosed in the report are provided by relevant departments and are then edited and reviewed by the Corporate Governance Department Office.	Division of Corporate Governance
Internal Review	This report must be confirmed by each department and authenticated by the director of each department.	All department
External Assurance	<p>To further support the accuracy and credibility of this report</p> <ul style="list-style-type: none"> • The financial data, which adheres to the IFRI and is calculated in Taiwan dollars, is audited and assured by Ernst & Young. • We contracted BSI, a mutual independent, non-financially-related third party examiner to assure our accordance with GRI Standards and AA1000AP (2018) in terms of report content in the context of AA1000AS v3 and using Type 1 and The Moderate Assurance as guiding rules. The senior management team was involved in 2022 sustainability report entity assurance to ensure the adequacy of Goldsun's 2022 Sustainability Report. 	<p>Ernst & Young Global Limited</p> <p>British Standards Institution (BSI)</p>
Finalization	The final report was submitted by the Division of Corporate Governance to the board for review and authorization prior to publication.	<p>Division of Corporate Governance</p> <p>Board of Directors</p>

Contact Information

Should any suggestions and/or inquiries arise in regards to Goldsun's 2022 Sustainability Report, please feel free to contact us using the following contact information. The report will also feature on our website in the interests of full disclosure.

GOLDSUN BUILDING MATERIAL CO., LTD.

Address: 7F, No.8, Xinhu 1st Rd., Neihu Dist., Taipei City, Taiwan

Official Website: <http://www.gdc.com.tw/index.aspx>

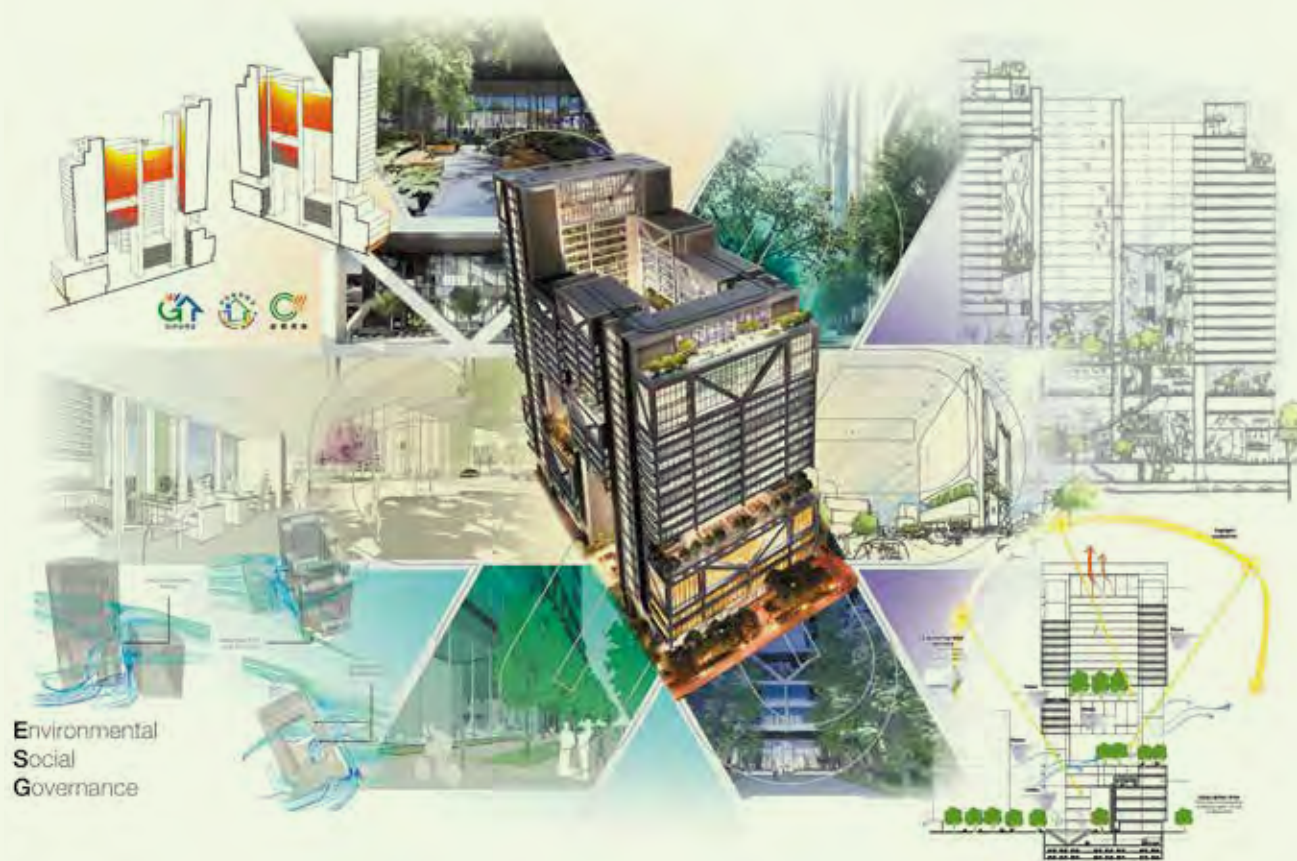
Contact: Goldsun Building Material Co., Ltd. (Public Relations Office)

Telephone No.: (02) 8792-8088 # 710

Investor Relations: <http://www.gdc.com.tw/investor.aspx>

Special Issue
1

Goldsun's ESG ecosystem to support eco-cities



Riding the global wave of eco-sustainability, our never-ending quest for eco-friendly building materials seeks to lower the negative impact of operations on the environment. We action this concept in our material selection, production, processes, service, and customers, together with high-quality concrete products and technologies that ensure that all our customers' needs are met. Our materials are currently supplied in green buildings throughout the country as another effort to support environmental friendliness and reducing our carbon footprint. Furthermore, we are one of the main material suppliers in the wind power business, a green energy alternative emerging in Taiwan. We also take part in urban renewal projects by providing high-end concrete to many social housing construction projects. Our powerful quality management enables housing resource circulation and better protects the right to housing for more people. With the capabilities of a corporation, we focus on the development of green concrete products and carbon inventory and verification with the aim of environmental sustainable development and proper execution of CSR initiatives.

Active participation in green building projects

We understand the importance of environmental protection and take action to join green building activities. With a specific ratio, we successfully increased renewable materials in concrete making, and the end result not only emits less carbon, but also improves health and safety in buildings.

The Ministry of the Interior approved green concrete that is now used in large volumes in projects across north, central, and south Taiwan. As of 2022, we have participated in 15 certified green buildings, of which three are diamond rated, two are gold rated, and 10 are silver rated. Sky Garden, one of the diamond projects on Dun Hua N. Rd, Taipei, used high-strength concrete for the main structure and impermeable concrete for the diaphragm wall, both made by Goldsun, promising a long-lasting structure and excellent waterproof performance.



Sky Garden, a diamond rated green building

Offices and plants for wind power and green energy development

Our mass placements, highly collaborative engagements, and effective coordination and management of resources are key to winning quality-based technology corporate plants and benchmark construction projects. Our proprietary Peace-of-Mind Building Materials Traceability system and Traceability Management has enhanced material quality and ensures a transparent manufacturing process and use of strong technology corporate buildings, public projects, and many other key constructions.

In recent years, Goldsun has become a partner of numerous green energy operators and supplies their construction projects with quality concrete. The steel-pipe-foundation-pile plant of Century Iron & Steel's wind turbine construction at Taipei Port, the underwater facilities of the CSC offshore wind turbine, the purchase and installation of generators for the CPC Yungan plant, and rooftop solar panels and outdoor sports court solar energy construction in Chungshan JH, Tainan City, are some examples of our participation in green and renewable energy development within Taiwan.



Underwater Infrastructure Plant of the CSC Wind Power Facility at Xingda Port

Sustainable social housing partner

We support housing justice policy and promote sustainable, eco-friendly social housing. In recent years, our materials for projects have involved green concrete, a circular economy in social housing to help realize social justice among generations to come. Our strong QC ability has been recognized in social housing projects many times over. The main structure of the Pingzhen No. 1 Social House in Taoyuan is made of compressive concrete (4,000 Psi strength) to ensure structural safety for residents, winning one of the most privileged Taiwan Real Estate Excellence Awards and Best Social Housing Awards. Others include a silver-rated social housing project on Jinzhou St. and Fuhsing House in Wanhua District. In the coming years, we will continue with the development and mass production of high-performance, low-carbon concrete for specific and professional purposes to meet the needs of each project.



Using Goldsun's concrete in the structure, Jinzhou St.'s social housing is a silver green-rated building.

Case
highlight**The Nankang urban renewal project launches asset revitalization, realizing sustainable corporate vision.**

Our key land development in Nangang Center kicked off in November 2022. The premises are set to become Goldsun's headquarters to speed up asset revitalization and new business development. Construction is expected to be completed in 2027.

The major development is a Foster+Partners design carried out with suspension system and buckling-restrained brace (BRB) to fortify the damping capacity. The project is the first to ever use Goldsun's state-of-the-art eco-concrete, making the project greener and better. The spacious, square interior is pillarless, taking in natural light from both ends, allowing a bright view but lower room temperature thanks to the insulating glass wall. Solar panels, rainwater recycling, and detention facilities are also in place with built-in Taiwan Secom's energy equipment and management system. Such technology has been supporting our path towards smart, energy-saving buildings.

Taking a look at the green environment, on the 5th, 14th, and 16th floors of the headquarters we elevated the ceiling line with a large open

space on a terrace; the thriving native trees and Taiwan cherry blossoms on the ground level reach up to connect the green outdoors with the interior no matter the altitude. Trees serve as carbon absorbers and temperature regulators in public spaces, providing a natural, cozy, green area. The elevated ceiling helps circulation so that visitors on the ground level feel relaxed while walking around the building. In the premises we circled an area as an eco-park and will be responsible for managing it. The ground level of the park will be adorned with greenery and connected to other areas close-by to make a new eco-park – a green corridor in the city.

Management services will work with other tenant companies on carbon neutralization and control to better support the realization of ESG by all building users. The Goldsun headquarters aims to be a certified smart, green, earthquake-resistant office. Goldsun assumes the redevelopment responsibility of government-owned land as part of our CSR efforts. The Goldsun headquarters represents regional culture and modern lifestyle, exhibiting a new, green, smart landmark of technology, ecology, and sophistication in the Nangang area.



Special
Issue
2

Industry-leading low carbon products to facilitate sustainable development

Climate change is a global priority, and as a traditional business, we focus on materials and energy consumption in the process of building materials. Our green process program aims to develop novel byproducts and product alternatives, such as green concrete, Autoclaved Lightweight Concrete (ALC), and carbon mineralization, targeting low-carbon emission and reuse of materials.

Green concrete that cuts carbon in half

To align with international trend of net zero by 2050, all newly constructed buildings and 85% of existing buildings are targeted to achieve net zero by 2050. In Taiwan, all construction and housing markets have been actively preparing to meet the relevant carbon neutralization goal.

Over the years, Goldsun has engaged in the niche high-strength green market, and works with CarbonCure Technologies to bring in eco-friendlier, sturdier materials - Taiwan's first concrete innovation. Our green concrete combines quenched blast-furnace (BF) slag and fly ash, and high-performance water reducing agent to fulfill a durability-based green design. The final product requires less energy and fewer materials, therefore has less of a negative impact on the environment. Green concrete is a BSI-certified product with 46.62% less carbon footprint from 451.371 kgCO₂e to 240.928 kgCO₂e under the same construction requirements. Taking an average 4,000 m³ concrete apartment building as an example, it emits 841,772 less kgCO₂e; the equivalent of 2.16 Daan Parks of carbon sequestration in one year. Renwu Plant's high-end brand concrete is another global carbon footprint certified product that strengthens our carbon reduction capabilities. Green concrete is a powerful component that helps reduce the construction of technology company plants, enables developers and construction companies to obtain green building certificates and volume rewards. The market value and demand of the product is rising in the fields of building and housing.

Renwu Plant's Green Concrete received a carbon footprint certificate

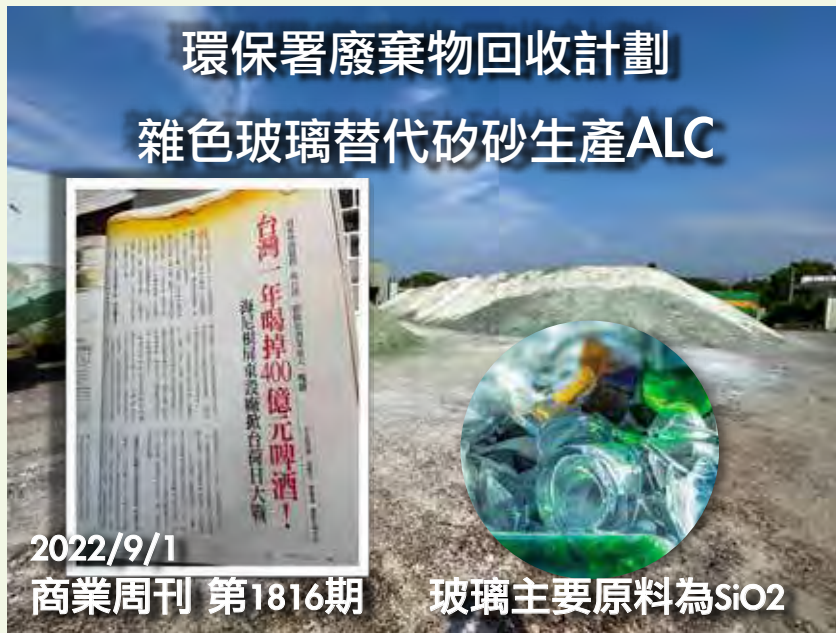
One of Renwu Plant's best carbon cutter products, high-end concrete, received the BSI carbon footprint certificate in 2022 and MOI Green Building Material Proof. The outstanding low-carbon footprint feature creates an advantage for Goldsun's future business. Today, TSMC is extending its plants in Nantsi Industrial Park and construction is set to begin in August. Following TSMC's footsteps we are seeing ASE investment in the area as well, forming a semi-conductor S-corridor in south Taiwan. Goldsun expects to take care of the technology industry and residence construction needs with its carbon footprint-certified, high-end concrete, and engage in the highly collaborative, efficient supply chain.



Autoclaved Lightweight Concrete (ALC) in the circular economy

Goldsun Group advocates the circular economy, and has completed an AI-based ALC (Autoclaved Lightweight Concrete) line in the Goyu Chiayi Plant – Taiwan's first ALC manufacturer. Made of silica sand, cement, and quicklime, the mixture is mainly used in light partitions. When a building reaches its life cycle, the torn down ALC blocks can be demolished and completely recovered for unlimited use, showcasing a truly green building material. In addition, the lightweight brick

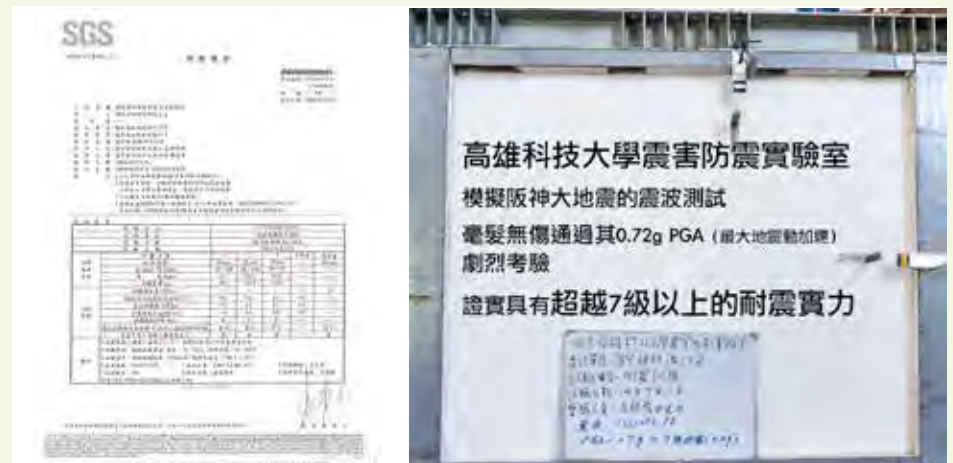
under the EPA-funded "Waste recycle, treatment, and research project" is a design that incorporates SiO₂ glass to replace silica sand in the process. Not only using glass recovery, the process produces less carbon and fulfills the concept of the circular economy. ALC has the properties of low thermal conductivity due to its porous structure, making it better heat insulation, retaining temperature, and saving on air conditioning costs, all of which contribute to green building efforts.



The production of ALC lightweight bricks involves replacing a portion of the main raw materials with recycled glass, thereby reducing carbon emissions.

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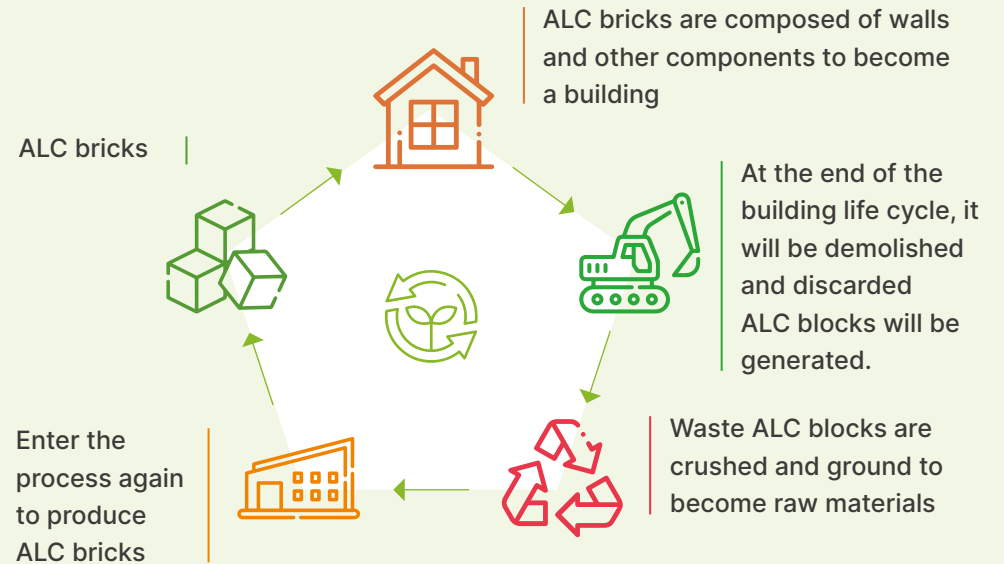
Eight distinctive features of ALC lightweight bricks



ALC shows outstanding results in fireproof and seismic tests.

ALC uses waste and is fireproof, seismic-resistant, and soundproof. It can be customized into various forms, such as nano bricks with water resistance, or ALC plates with good soundproof and noise absorbability for use in MRT and THSR station walls. The demand-based solution caters for constructors and is generally applicable to the housing construction market. It is also preferred among semi-conductor businesses in Taiwan and has become the favorite alternative of technology companies and construction projects. Today, ALC has partnered in 18 projects, including a five-star hotel, a technology brand, and other well-known buildings. The excellent performance of ALC has seen Goyu awarded with multiple certificates, such as ISO 9001, CNS, MIT Smile, and MOI green building material label. The design is en route to apply its environmentally-friendly label and win a Taiwan Excellence Award.

● ALC adopts an eco-friendly process and contributes to the circular economy.



ALC is CNS and green material certified.



The manufacturing process of ALC lightweight bricks adopts full AI automation.

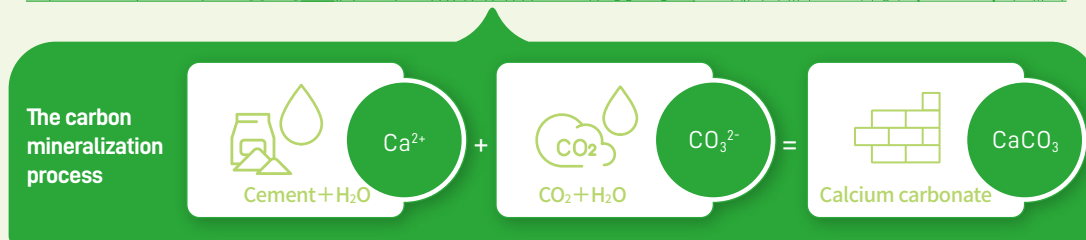
Innovative carbon sequestration technology – Carbon mineralization

To stress a sustainable future and product advantages, we take the initiative to develop industrial byproducts and alternatives. We worked together with TCRI in June 2019 on the two-year academic-industry research "carbon sequestration in fresh concrete" project to look into the feasibility of such technology.

In 2021, we then furthered our research with Canadian company CarbonCure Technologies to explore the execution of carbon sequestration. We started by capturing industry-emitted CO₂, putting it into ready-mix concrete and transforming it into CaCO₃, which shares the same content as limestone and shell. It is then embedded into concrete just like gravel, and removed from the atmosphere, achieving carbon sequestration. The concrete is eventually torn down

and crushed, and the CO₂ remains mineralized and stays effectively, practically, and eternally sequestered. It also serves as a solid agent in concrete mix and elevates the concrete stress level, reducing the reliance on natural materials and negative impact on the environment.

When we combine concrete materials with liquidized CO₂ they react and produce calcium carbonate (Ca²⁺), which dissolves in water (H₂O) with CO₂ to produce CO₃²⁻. Carbonization happens when the two unite, producing nano calcium carbonate (CaCO₃).



To process mass production and validate its effectiveness, we located the equipment at the Xizhi and Tainan sites in 2022 and are running tests for consolidation. In the future, the technology will be used in all concrete plants. We will also seek industry and academic projects to establish carbon capture technology and extend the application.



Adoption of carbon mineralization at the Xizhi plant.

Letter from the Chairman

In March, 2022, the National Development Council published the "Taiwan's Pathway to Net-Zero Emissions in 2050" which provides action pathway to achieve net-zero goal emissions. The Russia-Ukraine war, climate change, high inflation, and climbing prices are posing challenges to the globe economy. Despite such challenges, Goldsun has exhibited strong resilience and delivered brilliant ESG results, fully leveraging our business impact and giving our best to global sustainability.

Goldsun has been the leader in providing high quality RMC (Ready-Mix Concrete). It is our belief to offer people "safe homes for a lifetime." The Traceability Management System and Tech-control Center was established to master real-time transport dispatch. We have also been promoting the Traceable Building Material Platform to give our customers assurance of product status. To date, construction companies and home builders all over Taiwan have posted more than 2,476 projects on this platform. Aside from the well-planned progress of e-business development, we have been recently largely devoted our efforts to ESG initiatives.

Our ESG highlights of 2022 include the development of low-carbon green concrete, which emits 46.62% less carbon per unit; the Renwu Plant received carbon footprint certification and MOI Green Building Material Label; the lightweight brick ALC made of recovered waste also received MOI Building

Material Label; the carbon mineralization technology jointly developed with Canadian concrete company CarbonCure Technologies is estimated to reduce 17kg less carbon per square meter of concrete, effectively reducing the impact on the environment. Goldsun has been committed in carbon reduction throughout our operation. In 2022, the energy intensity dropped by 7.4% as compared with 2020. In 2023, we plan to pass ISO 14064-1 certification, 100% wastewater recycling at our plants, and continue to apply TCFD in describing our climate risk strategy and goals.

On social aspect, our human rights policy entails fair treatment of every employee, with advantageous salary structure and well-organized benefits. A NT\$15-million fund has been allocated as employee subsidies, helping all colleagues to achieve work-life balance in the company. Moreover, capacity cultivation is also the key to corporate growth. Our five OJT schematics and Goldsun Digital Material Learning Center are built to provide diversified training programs with cross-field training units and speakers for all job grades. In 2022, every employee received an average of 13.12 training hours. Regarding occupational health and safety, we hosted a series of health speeches and provided professional medical expertise. In 2022, we budgeted NT\$3.05 million for employee health checks, three times more than last year, boosting our support for employees' health.

For more than 30 years, Goldsun's Linteng Charity Cultural and Educational Foundation has been committed in talent development. As of 2022, we have established the Linteng Technology Education Center, the Linteng Robot Training Center, the Linteng Network Configuration Center, and the Intelligence Incubation Center, developing the vocational skills and talent of Yilan.

In terms of corporate governance, Goldsun achieved robust growth in earnings in 2022. The consolidated revenue reached NT\$21.3 billion, with the profit after tax of NT\$4.2 billion and EPS of NT\$3.51. All of which are record highs over the past three years. We also devoted ourselves to business ethics and professional conduct, from compliance to overall training and setting up a misconduct reporting e-mail box. We all affirm that zero tolerance of corruption is highly valued in our corporation. In 2022, 284 hours of business ethics courses were conducted and all board members attended relevant training.












In the future, Goldsun will continue to realize ESG initiatives to drive towards sustainable development. Our business operations and products play a prominent role in promoting sustainability in the industry. Our goal is to fulfill the expectations and interests of every stakeholder, and build a better society to create a sustainable future for our next generations.

Goldsun Building Materials Co Ltd. Chairman

Lan-Ying Hsu



Sustainable ESG Highlights

Dimension	Environmental	Social	Governance
UN SDGs	  	   	   
SDGs Initiative & Action of the year	<ul style="list-style-type: none"> • Include renewable energy such as solar panels, which generate 447 mWh/year, and reduce emission from coal fire-based power. • Promotion of low carbon transportation. Replacement of old vehicles with 17 EURO-V quality construction vehicles. • Promotion of low carbon products. Every unit of green concrete emits 46.62% less carbon. • Improve the circular economy of renewable content in concrete to 8.45%. • Renwu Plant's green concrete received ISO 14067 Carbon footprint of products verification. • Goyu lightweight brick becomes Taiwan's first labeled ALC green material. • Through Task Force on Climate-related Financial Disclosures(TCFD), we effectively manage climate risks. In 2022, we invested NT\$18.25 million in the research and development of low-carbon products. 	<ul style="list-style-type: none"> • No discrimination, child labor, forced labor, or other violation against human right in 2022. • 42.5% bonus raise in 2022. • Employee benefit fund increased by 1.39% to NT\$15.36 M than in 2021. • 13.12 training hours per employee, increased by 4.67 hrs than in 2021. • 9.37% turnover rate (dropped by 1.83% than 2021). • Over NT\$43 M study aids funded by Linteng Foundation till date. • 3 Intelligence incubation centers at Yilan HS by Linteng Foundation. • 1,600 kg custard apple for low income families, under-privileged communities and Goldsun employees. 	<ul style="list-style-type: none"> • NT\$21.3 B consolidated revenue 2022, NT\$4.2 B profit after tax; NT\$3.51 EPS. • 79% locally sourced. • 86% main suppliers are ISO 45001 Occupational Health and Safety Management System certified. • 86% main suppliers are ISO 14064-1 GHS Intensity Standard certified. • 99.8/100 customer satisfaction (scored 99.5 for 7 years straight).

Sustainable Management

We follow the GRI, SASB-specific sustainability topics to identify material topics in terms of Inclusivity, Materiality, Responsiveness and Impact according to the 2018 AA 1000 AccountAbility Principles. The topics are then put into order based on the GRI 2021, and the impact, management strategy, and actual practice are disclosed for each one. The results are used to recalibrate our sustainable goals and strategies, enhancing the effectiveness of external communications.



Stakeholder Engagement



Considering business nature and industry, we took the five principles of Stakeholder Engagement Standard 2015 (SES) to assess the dependency, responsibility, tension, influence, and diverse perspectives between stakeholders and the Company, and determined six stakeholders: (1) Employees, (2) Shareholders/Investors, (3) Government, (4) Business Partners, (5) Suppliers, (6) Non-profit Organizations/ESG experts.

We learn about stakeholders concerns, topics that have a potential and actual impact on their concerns, and the level of impact so that we can determine preventative and mitigation measures for such potential impact. In everyday operations, we have initiated various, ongoing forms of two-way communication with stakeholders to gather and respond to their concerns.

In addition, we take into consideration national policy trends, international standards (SASB, TCFD), and initiatives (UN SDGs, 14 sustainable topics, including economic, social, and environmental aspects that are highly relevant to the Company) to design a questionnaire about stakeholders' concerns. The survey results are analyzed and reported to the Corporate Governance Division for further discussion based on the company's development strategy, industry status, value chain practice, and experts' opinions. The procedure determines the level of impact of concerned topics on the economy, environment, people and their rights, and identifies and prioritizes material topics of the year for the report to use as the focus of disclosures, which enable stakeholders to conduct effective evaluations and decisions.



Stakeholder	Significance and purpose of communication	Matters of concerns	Methods of Communication	Frequency of Communication	2022 Results
 Business partner	In addition to growing revenue, we work with partners to facilitate mutual interests. Our products and services are superior and proactive, supporting the corporate vision "buying a house with a resume, living a lifetime with peace of mind."	Customer service R&D and Product Quality Circular economy	Visit Telephone email Business promotion Product conference Educational lecture Open House Written letters Company website Company social platform	When appropriate	<ul style="list-style-type: none"> • 41,327 customer satisfaction surveys • 99.8% satisfaction on average • Two invention patents and 2 new type patents acquired • Application made for TAF certification • Business visits to more than 676 customers in 2022
 Shareholder/ investor	Stockholders share ownership of Goldsun. The investor provides operational funds to enable a smooth, consistent, profitable business.	Product quality Customer satisfaction Business performance Corporate governance Business ethics	Shareholder meeting Annual report Quarterly financial statement Operation Overview Telephone Important information announcement through email Press release Earnings call Company website	Yearly Quarterly Monthly When appropriate	<ul style="list-style-type: none"> • 44 important messages announcement in mandarin and English • 82 press releases • 1 shareholders meeting • 5 board meetings • We were invited to two investor conferences. • All shareholders queries answered

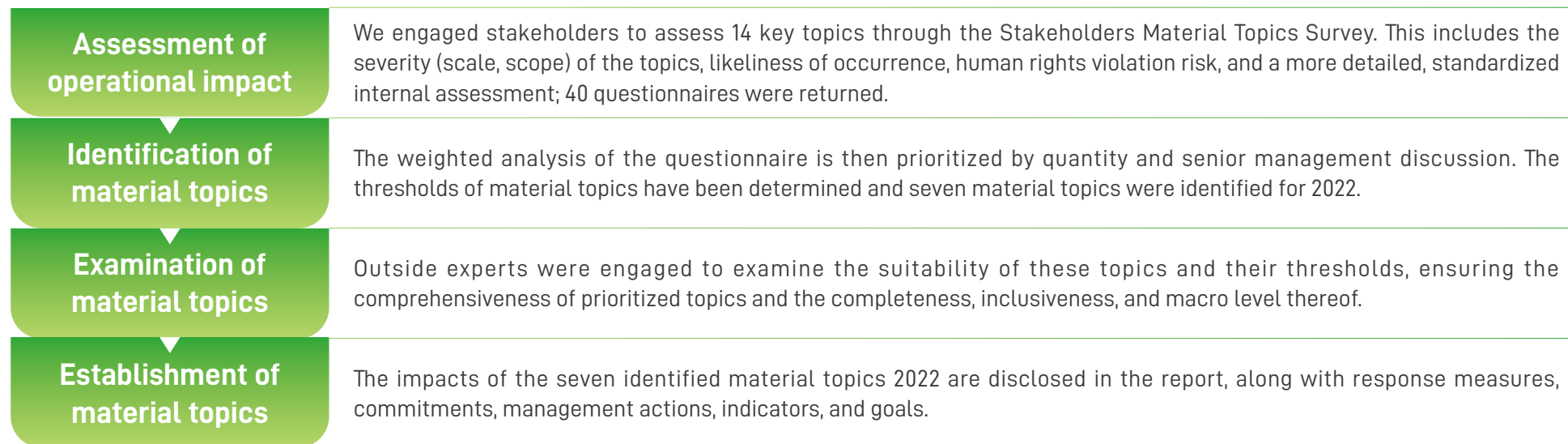
Stakeholder	Significance and purpose of communication	Matters of concerns	Methods of Communication	Frequency of Communication	2022 Results
 Supplier	Quality, sufficient sources rely on close partnership between Goldsun and all suppliers to achieve common prosperity.	Business strategy Supply chain management Product quality Occupational Safety and Health (OSH)	Supplier management and audit <hr/> Visit Telephone email Field trip Questionnaire survey	As per contract <hr/> When appropriate	<ul style="list-style-type: none"> • 219 contracts (including CSR) signed by September 2022 • 100% signed for and abided by good faith principle
 NPO/ESG experts	Goldsun returns favors to the community through years of collaboration with NPOs and ESG experts, strengthening Goldsun's competency and building a sustainable society.	Social care and public welfare activities Environmental & ecological protection Business and academic collaboration	Visit Telephone email Academia-Industry Cooperation visits	When appropriate	<ul style="list-style-type: none"> • The Linteng Technology Education Center cultivates young talent. • A ballast tank has been installed in our fleet to protect marine biology. • A Carbon Inventory and Reduction Task Force has been assigned to facilitate GHG inventory assistance and independent assurance work in 2022.

Identification and prioritization of material topics

After engaging stakeholders, we commence evaluation of business impact and identification, inspection, and validation of material topics. The internal evaluation follows standards and is quantified based on the results of the Stakeholder Material Topics Survey. Seven material topics have been identified and prioritized in this report, including two environmental, three social, and two economic topics. Departments and external experts then gather to inspect and discuss the suitability of the procedure and standards.

The compilation continues upon verification that there are no concerns overlooked from these topics.

To ensure quality communication between the company with shareholders, investors and stakeholders, and any inquiry, suggestion or demand regarding the information and content of material topics and the ESR report, feel free to contact us through <https://www.gdc.com.tw/zh-TW/investor.php?id=26>.



Material Topics in 2022

In 2022, our assessment of material topics involved referencing the sustainability issues identified by the GRI, and utilized the recommendations provided by the updated GRI framework. Additionally, stakeholder questionnaires were used to

evaluate material topics, resulting in slight adjustments and modifications to some topics, including their names.

Goldsun's Changes to Material Topics in 2022

2021 Major Issues	2022 Material topic	Changes
Business Performance	Business Performance	Merge topics
Product Quality		
Environmental Protection	Energy & GHG Intensity Management	Change of title
-	Green Product	New title
Employment Relations and Employee Welfare	Human Right	Update to meet latest GRI content
Sustainable Supply Chain	Supply Chain Management	Change of title
Talent Cultivation	Talent Cultivation & Recruitment	Change of title
-	Social Welfare	New title

Material topic list

Material Topic	Positive & Negative Impact	GRI Indicators	Significance and Importance to Goldsun	Value Chain Impact			Chapter
				Up-stream	Goldsun	Down-stream	
1 Business Performance	<p>Positive: Stable profit and quality products to create benefits for stakeholders.</p> <p>Negative: The decline in profits has affected the confidence of investors and shareholders, and reduced expenditures on sustainability-related initiatives.</p>	201-1	Outstanding economic results drive operations. We will continue innovation and development of products, and asset revitalization to improve overall performance.		●		Ch1 About Goldsun
2 Supply Chain Management	<p>Positive: Standards to request quantity and quality of supplies for quality of final products.</p> <p>Negative: Develop multiple suppliers to manage shipment delays due to temporary shortages of main raw material supply sources.</p>	308-1 414-1	Consistent supply of quality and quantity meet standards; follow up with suppliers' policies and actions to the environment and society to build a sustainable vision.	●	●	●	Ch3 Supply Chain Management
3 Energy & GHG Intensity Management	<p>Positive: Lower carbon footprint through active energy-saving plans throughout operations to boost efficiency.</p> <p>Negative: Productivity loss due to increased operational costs caused by extreme weather.</p>	302-1 302-3 305-1 305-2 305-4	GHG inventory and independent validation; active carbon reduction and low-carbon transition throughout operational activities, driving the corporate vision of environmental protection and sustainability.		●	●	Ch4 Environmental Sustainability

Material Topic	Positive & Negative Impact	GRI Indicators	Significance and Importance to Goldsun	Value Chain Impact			Chapter
				Up-stream	Goldsun	Down-stream	
4 Green Product	<p>Positive: Expand the budget for green product development and applications.</p> <p>Negative: Failure to meet customers' increased demand for low carbon, affecting profits and brand image.</p>	301-1	Technology innovation-based low-carbon product development, including green concrete and ALC, to further reduce carbon footprint for environmental protection.		●	●	Special Issue 2 Ch4 Environmental Sustainability
5 Talent Cultivation & Recruitment	<p>Positive: Helps enhance competence, value career planning, and develop the company competitively.</p> <p>Negative: Large environmental factors such as declining birthrate and aging population have made it difficult for companies to find suitable talent.</p>	404-1 404-2 404-3	Emphasize employee training and growth by cultivating all-encompassing occupational skills. Regular reviews and promotions encourage talent development.		●		Ch5 Social Inclusion

Material Topic	Positive & Negative Impact	GRI Indicators	Significance and Importance to Goldsun	Value Chain Impact			Chapter
				Up-stream	Goldsun	Down-stream	
6 Human Right	<p>Positive: Follow human rights norms, formulate human rights policies and measures internally, create a friendly and inclusive workplace, and improve the efficiency of Goldsun's operations.</p> <p>Negative: Pay attention to and protect the basic human rights of employees and all business partners to reduce the impact of operations on human rights.</p>	<p>406-1 407-1 408-1 409-1</p>	<p>Comply with global human rights and labor standards; follow up and protect employees and business partners' basic human rights, and mitigate relevant impacts throughout operations.</p>	●	●	●	Ch5 Social Inclusion
7 Social Welfare	<p>Positive: Provide relevant resources to the local community, and support various issues to create a shared society.</p> <p>Negative: Continue to invest in specific issues and give back to the local community to reduce overall social inequality.</p>	<p>203-1</p>	<p>Adhere to the concept of taking from society and doing good for society, we will expand social participation and investment, provide relevant assistance to support local students, and practice the social vision of symbiosis and co-prosperity.</p>			●	Ch5 Social Inclusion

Sustainability Strategy and Goals

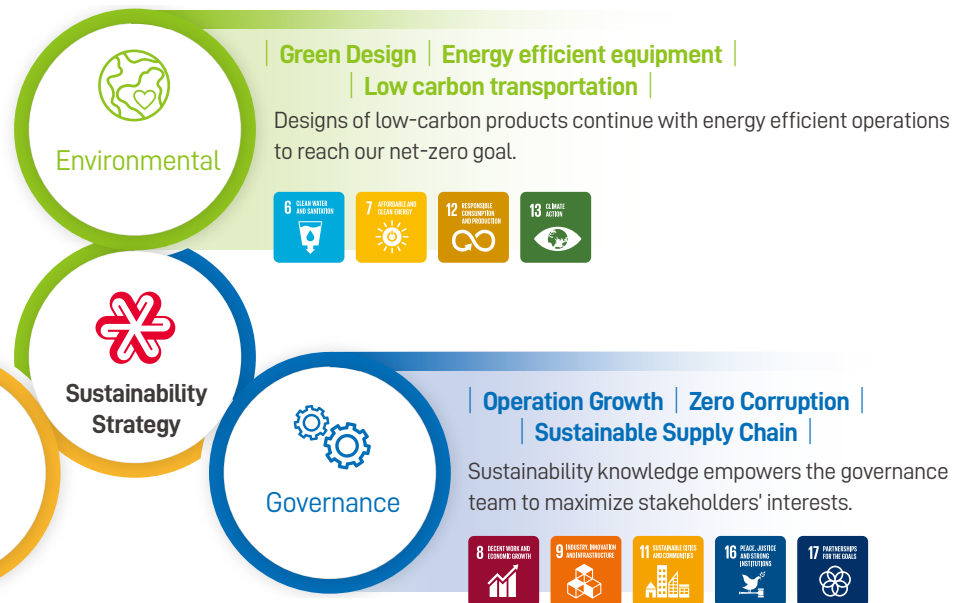
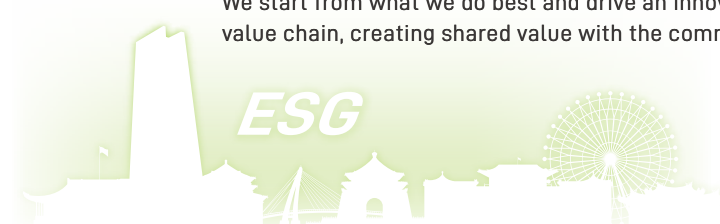
We promote sustainable corporate development and consider it part of business decisions. Our management and actions are reviewed against the ESG framework to develop Goldsun's sustainable strategies to enable sustainable operations and corporate social responsibility.

We follow ethics principles and aim to produce quality, state-of-the-art products and innovative services. From materials to process to service, we connect every aspect to ESG content so as a corporation we can value and incorporate environmental protection, contribute to communities, set an example of long-term human benefit and living standards, and fulfill the unlimited possibilities in future sustainable cities.

To deepen the vision of corporate sustainability, Goldsun's Chairman regularly convenes operational summits to address environmental, social, and corporate governance issues related to the company's operations. We develop strategies and work policies, allocate budgets to sustainability and various organizational aspects, devise and execute annual plans, and monitor progress and overall performance to ensure that sustainability strategies are fully integrated into the company's daily operations. Each year, regular reports on the execution status are presented to the Board of Directors who evaluate the feasibility and progress of the plan, and urge the management team to make timely adjustments in accordance with regulatory and environmental changes.

Sustainability vision and mission

We start from what we do best and drive an innovative, sustainable value chain, creating shared value with the community.



Sustainable Value Chain of Goldsun

Through understanding and identifying priority SDGs, setting goals, evaluating performance and for disclosure and communication, we aligned the Company's values with the UN's Sustainable Development Goals (SDGs), and included them into our core operations. From there, the impact and key development opportunities are verified based on the industry value chain to determine a sustainable development roadmap and strategy. Core competence builds the bridge to sustainability, inclusive economic growth, community development, and environmental health. These three steps work effectively to drive corporate sustainability values, share contributions to global sustainability, and guide us to a green and sustainable world.

Understanding Goldsun ESG Values



Goldsun Sustainable Value Chain

Increases positive impact

Lowers negative impact

SDG 12 Responsible Consumption and Production

Concrete made with recycled materials; green product design (green concrete, Autoclaved Lightweight Concrete)




Raw material

SDG 17 Partnerships to reach goals


Partnerships to develop carbon mineralization




Manufacturing

SDG 1 No Poverty SDG 3 Good health and wellbeing SDG 5 Gender Equality SDG 8 Decent Work and Economic Growth


Perfect workplace with welfare and care, equal job development

Operation

SDG 11 Sustainable Cities and Communities

Peace-of-Mind Building Materials Traceability for a home with peace of mind for a lifetime

After sale service

SDG 1 No Poverty SDG 4 Quality Education SDG 10 Reduced Inequality

Our Linteng Charity Cultural and Educational Foundation is a supporter of talent cultivation and better education in rural areas




Social engagements

SDG 6 Clean Water and Sanitation

For all Wastewater and sewage reduction, higher wastewater reclamation



SDG 7 Affordable and Clean Energy

The solar panels at our manufacturing locations generate more green energy and cause less pollution than coal-based electricity



SDG 13 Climate action

Use of an eco-tractor that generates less carbon in logistics



Goldsun Sustainable Strategy Blueprint

	Strategic long-term goal	Stakeholders	SDGs	Management index	2022 performance	Strategic short-term goal (5 years)	Strategic middle term goal (6~10 years)
Environmental	Designs of low-carbon products continue with energy efficient operations to reach our net-zero goals.	Government Supplier NPO/ESG expert	SDG 7 SDG 12 SDG 13	<ul style="list-style-type: none"> GHG emission intensity (tonCO₂e/thousand NT\$ revenue) Development of low carbon technology and products 	<ul style="list-style-type: none"> 0.003 (tonCO₂e/ thousand NT\$ revenue) Deployment of carbon mineralization technology and equipment in Xizhi & Tainan plants 	Inclusion of ISO 14064-1 to abate GHG intensity	Focus on reduction of top carbon sources Continue to replace outdated systems
Social	Employee rights and broader social engagement to build a common good and prosperous society.	Employee	SDG 4	Avg. training hours	13.12 training hours	Provide different learning channels. Include diverse topics at Goldsun	Goldsun College to conduct large-scale training courses to enhance occupational competence
			SDG 3 SDG 5	Bonus raise	+42.5%	Positive growth	Positive growth
			SDG 8	Turnover	9.37%	<10%	<8.5%

Strategic long-term goal	Stakeholders	SDGs	Management index	2022 performance	Strategic short-term goal (5 years)	Strategic middle term goal (6~10 years)
Governance Sustainability knowledge empowers the governance team to maximize stakeholders' interests.	Employee Business partner Shareholder/ investor Government	SDG 8	Business Profit	Revenue NT\$ 21.3 billion	Keep positive profit	Keep positive profit
	Business partner Shareholder/ investor	SDG 16	Locations subject to corruption assessment	100%	100%	100%
	Supplier	SDG 10 SDG 13 SDG 17	Local Purchase Number	79%	80% and above	85% and above
	Business partner Shareholder/ investor Supplier	SDG 9 SDG 11 SDG 12	Quality Management Certification	<ul style="list-style-type: none"> •ISO 9001 Certified •Green building materials label •Good Ready-Mixed Concrete Certification (GRMC) 	TAF certified material testing laboratory	Become the top concrete provider




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About us

About Goldsun
External Engagement

Management Approach
Management of Goldsun's "Economic Performance" in Material Topic in 2022

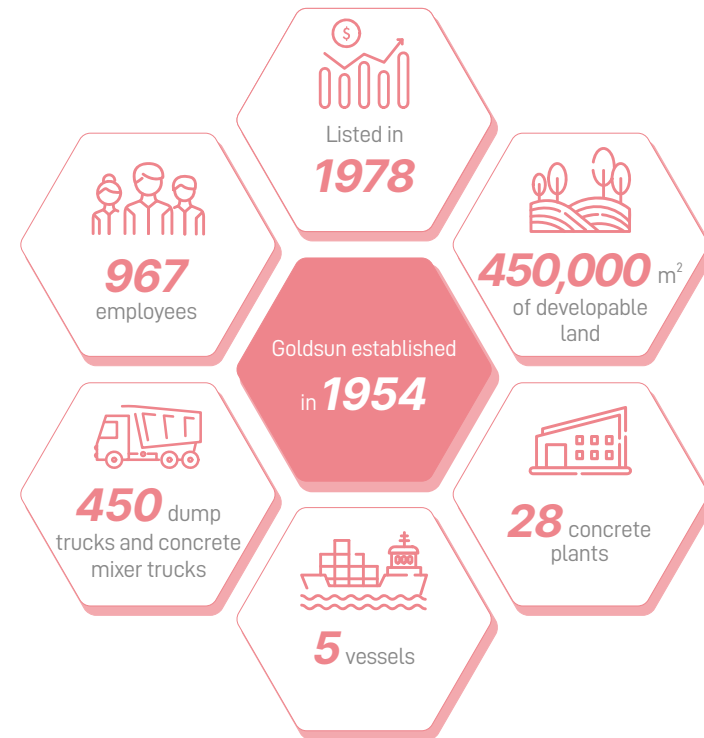
Material topic	Economic Performance
Corresponding GRI Index	201-1 Direct economic value generated and distributed
SDGs	
Policies and Commitment	Goldsun is committed in product R&D, optimizing manufacturing processes and asset activation management, continuously adjusting business strategies and opening up new markets, moving towards internationalization and diversification, while stabilizing the financial structure to ensure company growth and achieve sustainable management.
Goals and Targets	<p>Short-term goal: through innovative research and asset revitalization, the brand image is elevated and overall revenue increased, ensuring constant positive profit.</p> <p>Mid-long term goal: uncover new demands to expand business; protect stakeholders' rights.</p>
Effectiveness tracking system	<ul style="list-style-type: none"> ◀ Regular publication of CPA audited and attested financial statements ◀ Regular meeting to review business results
Responsibilities and Resources	◀ 2022 consolidated revenue at NT\$21.3 B; NT\$4.2 B after tax; NT\$3.51 EPS

About Goldsun

In 1954, Goldsun began concrete manufacturing and transportation with a paid-in capital of NT\$11.8 billion. We focus on the production of ready-mix concrete for construction companies, builders, and public projects in the country. In 2022 Goldsun had a market cap of NT\$29.8 billion with a consolidated revenue of NT\$21.3 billion. Ready-mix concrete accounts for 89.72% of sales, followed by flame-proof materials at 4.85%. We have high-end technology and a resourceful development energy that separates us from other concrete makers. Our quality products, mass concrete that blocks radiation, and green materials made of recycled glass for light partition, are our strength and the reason we stay ahead in the industry.

Goldsun Building Materials is a limited company registered in accordance with the Company Act of the Republic of China, Headquarter in 7F, No.8, Xinhua 1st Rd., Neihu Dist., Taipei City. The number of permanent employees reached 629 in 2022, including 12 directors. We also possess 450,000 m² of developable land, 28 concrete plants, five vessels, and 450 dump trucks and concrete mixer trucks. The efficient Traceability Management system integrates top to bottom business activities from mineral mountain investment for a quality source, to sea/ inland fleets for material and product transportation. The second hub at Taipei Port Terminal is our receiving dock and transportation station of "Peace-of-Mind"

building materials. Our streamlined deployment bolsters consistent growth of sales of concrete every year. By December 31, 2022, sales volumes for the year were 6.3 million m³, or 779 10-12 story buildings. Goldsun has produced 185.7 million m³ of concrete to date, catering to more than 14% of the market. One in seven structures are built using Goldsun concrete.



**Case
highlight**

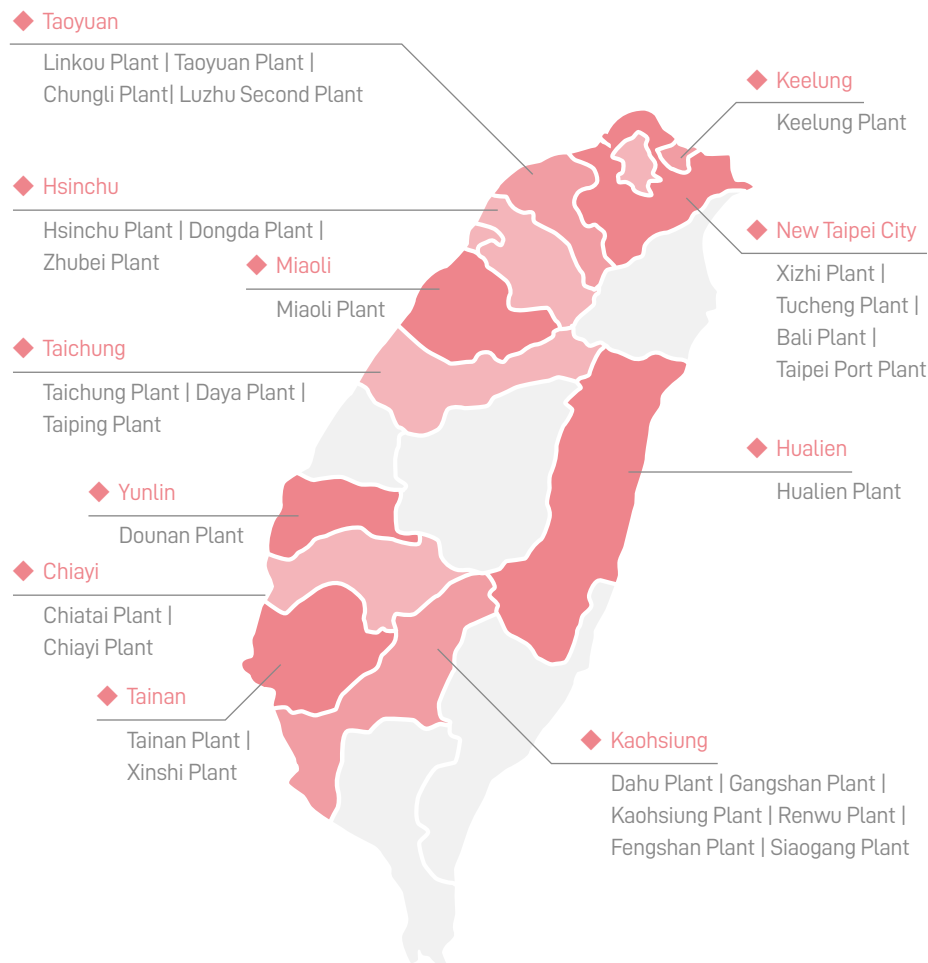
Goldsun invests NT\$1.1 B on new plant and green concrete to reinforce sustainability

With the net-zero emission by 2050 established by the government, Goldsun made investment in equipment to meet energy saving and low carbon emission requirements. In addition to water recovery system and use of renewable materials, our NT\$1.1 Billion project is set to bring new plants in Rende and Xizhi plants, additional 40 local workers, expansion of Renwu and Fengshan plants, process optimization, energy savings and carbon cutdowns, green concrete development, GPS logistic transportation system to echo Government's "Welcome Back Action Plan" and enhance corporate competence for the future.



Business Location

With ethics and healthy growth in mind, we seek quality, advanced technology and service innovation to build up a firm foundation. Goldsun Headquarters in Neihsu and 28 plants across mainly west Taiwan from north to central to south area collaborate seamlessly to provide massive ready-mix concrete placing in shortest time.



Concrete Plant		Location
Keelung	Keelung Plant	Qidu District
	Xizhi Plant	Xizhi District
New Taipei City	Tucheng Plant	Tucheng District
	Bali Plant	Bali District
	Taipei Port Plant	Bali District
Hualien	Hualien Plant	Ji'an Township
	Linkou Plant	Guishan District
Taoyuan	Taoyuan Plant	Bade District
	Chungli Plant	Pingzhen District
	Luzhu Second Plant	Luzhu District
Hsinchu	Hsinchu Plant	Chung-Hua Road
	Dongda Plant	Dongda Road
	Zhubei Plant	Zhubei City

Concrete Plant		Location
Miaoli	Miaoli Plant	Tongluo Township
Taichung	Taichung Plant	Nantun District
	Daya Plant	Daya District
	Taiping Plant	Taiping District
Yunlin	Dounan Plant	Dounan Township
Chiayi	Chiatai Plant	Taibao City
	Chiayi Plant	Minsyong Township
Tainan	Tainan Plant	Yongkang District
	Xinshi Plant	Shanhua District
Kaohsiung	Dahu Plant	Hunei District
	Gangshan Plant	Gangshan District
	Kaohsiung Plant	Zuoying District
	Renwu Plant	Renwu District
	Fengshan Plant	Daliao District
	Siaogang Plant	Siaogang District

Note : The Taipei plant ceased operations in September 2022 for urban renewal development.

Products and know-how

Double-certified quality concrete

To enhance our competitiveness and meet customers' needs, we founded Concrete Development Center in July 2001 and develop 9 types of special concrete with innovative technology. Our advisory solution helps locate customers' needs and through which we are able to customize service with effective communication.

The Development Center ensures quality and credibility of our products. Goldsun ready-mix concrete production is certified by CNS. We are certified by GRMC (Good Ready-Mixed Concrete), which undergo vigorous preliminary review, paperwork inspection and onsite assessment by independent party, and other follow-up measures to certify a product of national quality. As of 2022, the following plants have been certified as GRMC providers: Bali, Xizhi, Taichung, Dahu, Chungli, Tainan and Taipei Port plant.

The 9 types of Goldsun high-end concrete have been adopted in public construction, green building and residential apartment, winning superior and excellence concrete awards for four consecutive years, an honorable record supporting our persistence. On the design innovation, with affiliated party we share patents of 3 inventions (method and system for manufacturing iced concrete; method for detecting granular materials for concrete), and 6 utility models (High-pressure steam curing light-weight bubble concrete brick). The results reflect top notch quality and a winning start to market expansion and product applications. Learn more about Goldsun concretes here <https://www.gdc.com.tw/zh-TW/products.php>



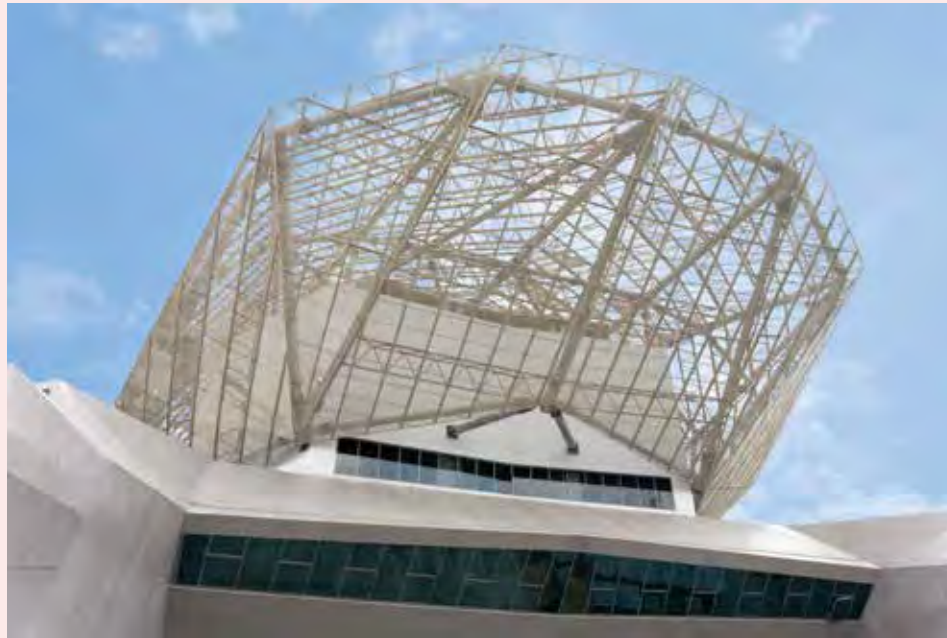
GRMC-certified quality concrete reassures Goldsun product quality

● Goldsun patents

Patent name	
Invention	Method for detecting granular materials for concrete
Invention	Method and system for manufacturing iced concrete
Invention	Preparation method of fragrant concrete
New type	High-pressure steam curing light-weight bubble concrete brick, building component and combination of building components
New type	Granule sieving plate and granule sieving device
New type	Cement-based material battery capable of serial connection and parallel connection
New type	Transparent concrete plate
New type	Light emitting concrete plate
New type	Mirage concrete plate

Case
highlight**TMC south base is winner of TCI Concrete Engineering Award 2022 with Goldsun High-end Concrete**

Taipei Music Center, also known as "The Most Beautiful Landmark", is the first music hall in Taiwan dedicated to modern music. The impressive design is futuristic with air dynamic. The crystal shaped south base uses Goldsun high-end concrete for its main structure. With multiple twisted beams attached to each column, the unique design required high level skills. BIM was much used to verify structure status and define escalating order of concrete in the beginning of the construction. The project has won Goldsun the biannual TCI Concrete Engineering Award, the Oscar Award in construction business, crowning Goldsun the only concrete provider of 4-timer winner within eight years, a true acknowledgement of our innovation and technique capacity.

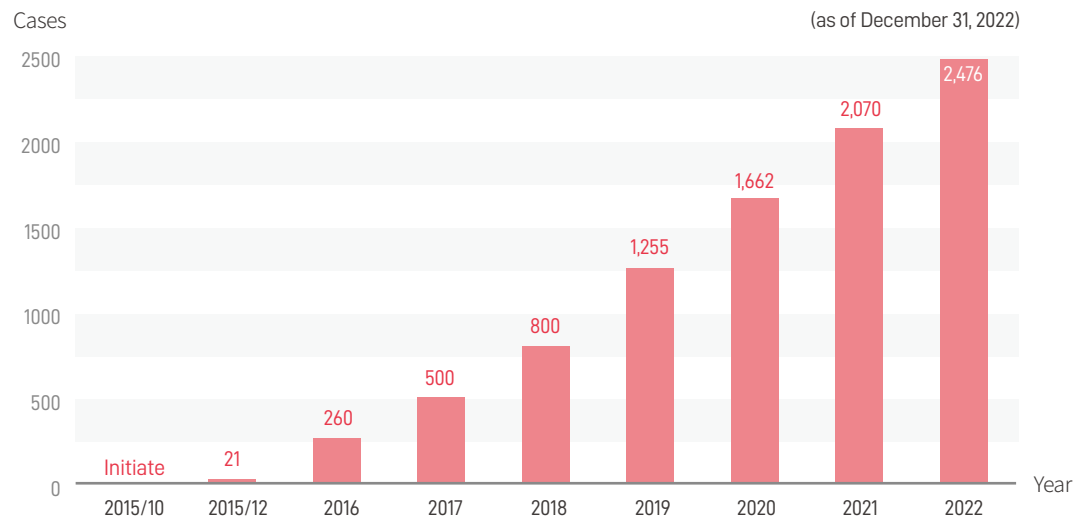


Peace-of-Mind Building Materials Assurance

With rich experience in both management and expertise, GoldSun establishes a standardized operational procedure to ensure that every batch of products comes with excellent quality. Since October 2015, we have been collaborating with the Institute for Information Industry to promote the "Goldsun Peace-of-Mind Building Materials Traceability System" built entirely from cloud technology. This comprehensive process records and discloses every detail, from the source of minerals to manufacturing and final shipment, serving as an identification card for the concrete. Consumers may scan the QR code of product resume with their smartphones to view the inspection records of chloride ions, pH acidity and

alkalinity values, and compressive strength encompassing seven checkpoints, including mining, loading, transportation, warehousing, factory sampling, and construction sites. By the end of December 2022, a total of 2,476 construction and engineering companies across Taiwan have responded to the Goldsun Peace-of-Mind Building Materials Traceability System initiative, achieving a customer satisfaction rate of over 99.8%. Together, we strive to ensure building safety and realize the corporate vision of "buying a house with a resume, living a lifetime with peace of mind."

● **The Goldsun Peace-of-Mind Building Materials Traceability System has been adopted by many in the industry, and the numbers are still growing**



The cloud - Powered Goldsun Peace-of-Mind Building Materials Traceability System allows users from construction companies to housing agents and consumers to get a quick view of the inspection results of the ready-mix concrete used in a building by simply scanning a QR-Code.

7 QC Procedures and 3 Steps to admitting a seismic resistant material

To promote the "Goldsun Peace-of-Mind Building Materials Traceability System," we have established a "7 QC Procedures and 3 Steps" system for autonomous traceability and quality control throughout our entire factory area. In terms of preventing the use of marine sand, we have set up seven checkpoints to inspect chloride ion levels. We have dedicated personnel to control the sand and gravel source from the initial investment stage. Before loading onto ships, we inspect the chloride ion content and ensure it is unaffected by seawater salt during transportation. Upon arrival at the port, we inspect the transportation process. Prior to entering the production stage, we conduct inspections to confirm that the quality is up to standard before accepting the materials. We perform daily analysis and screening of sand and gravel to maintain stable concrete quality and chloride ion levels, ensuring proper quality control before all products leave the factory.

To prevent the harmful effects of furnace slag on buildings, we conduct daily sampling on the sand and gravel intake trucks. We record and photograph the pH measurement results, which are then uploaded to the ERP system for supervisor review. In case of any abnormalities, immediate actions are taken, including returning the goods, clearing the inventory, and retaining samples for further analysis. Additionally, we send samples to our research and development center to create cement mortar bars. These bars undergo the "pH Value-Accelerated Expansion Testing Method," an exclusive testing method developed by Goldsun

and certified by the Construction & Planning Agency, Ministry of the Interior. Through thermal compression and expansion tests, we quickly identify furnace slag in the sand and gravel, effectively preventing its intrusion into buildings and ensuring the high level of concrete quality.

We have established a rigorous system of seven checkpoints that leave no room for error, reinforced by three stages of protection: the "Quality Assurance Certificate" from Goldsun (GMB), "Chloride Ion Testing Report" from third-party materials and laboratory (SGS), and quality certification from the Taiwan Construction Research Institute (TCRI). These measures ensure meticulous consumer oversight and embody the core principle of trusted construction materials. We leave no detail overlooked in our assessments, guaranteeing a comprehensive evaluation coverage of all Goldsun products.



ISO 9001 certified pits

Sand and gravel account for 70% of the volume of concrete and are crucial for high-quality concrete production. Goldsun is dedicated to recognizing the value of each and every grain of sand and gravel, taking on the responsibility to strengthen our roots and expand our business development. Together, we form a tower of aggregated sand, shouldering a mission of stability and a steadfast commitment. The Fuzhou mine, which we have invested in, is composed of quartz andesite (also known as tuff), a remarkably solid rock type that provides the required strength for high-quality concrete. In addition to the seven checkpoints for chloride ion inspection, we have also obtained ISO 9001 certification for our quality management system.

Our lab at Taipei Port benefits from rapid, instant feedback on data and the nature of mine grit. The lab results are passed to the purchase and process teams for reference and process adjustment. All apparatus in the lab is acquired in line with national standards for material tests, including cementitious material (cement, furnace slag, fly ash), coarse and fine aggregates, and chemical admixture. The lab also features mixers, molds, cutters, grinders and compression testers for nature tests of cement mortar and concrete final products. The lab will apply for TAF certification the following year.



Goldsun quality management is ISO 9001:2015 certified.

Technology control and services

Our Technology Control and Services Office (TCSO) manages the production process and coordinates trustworthy plants across Taiwan. We are capable of large-quantity concrete placement with short turnaround times to satisfy technology plants and benchmark project needs. For specific structures, our concrete series tackles unique demands with its nine different features. With three docks and five vessels at Taipei Port, 28 concrete plants, 130 dump trucks, and 320 ready-mix concrete trucks across Taiwan, Goldsun is among the largest

in the industry. We track all movement with the TCSO, linking GPS with grit carriers, dump trucks and ready-mixed concrete trucks. Each of our 320 ready-mix concrete trucks is installed with four live cameras to limit traffic time to within 90 minutes from departure to arrival, a cash-truck competing standard. TCSO enables itself and customers to follow all routes of a batch delivery on a PC or smartphone, track delivery times and reach 100% customer satisfaction.



TCSO coordinates schedules to arrange cross-zone support, boosting best worksite delivery results in Taiwan.

Construction of the Year

Goldsun Makes Concrete of Choice for Hakka New Landmark, Yungan Conch Hall

Surrounded in the hill, the white wave of the structure oozes simplicity, shining under bright sky. In Shin Wu, the home of sea and farm produce to Taoyuan, Yung An is the only Hakka fishing port in Taiwan, developing various approaches like beach seine, conch blow and fishing farm to catch fish. Embedded with historic Hakka culture, Yung An Conch Cultural Zone adopted such background and becomes tourists' favorite spot today.

Yung An Conch Cultural Zone takes 5.6 hectare area next to Yung An Fishing Port and the idea of "Conch Blow", a Hakka ceremony before ships sail out for fishing. The rooftop and eaves of the conch building are designed with neither beams nor columns, only curvy pattern plates, increasing the complexity of techniques. Taking into consideration lightweightness and engineering, the stripping-free wire mesh is bended and fixed before grouting with Goldsun high strength concrete. Casting aesthetic movement and guiding light into the building through French window, the finished look creates openings for the interior and invites people into the building.

As sea wind may cause erosion, we selected low temperature, low alkali concrete so that the building is acidity and alkaline resistant, embodying lasting strength to the culture carrier. The outstanding building has also won German Iconic Awards 2022 Innovative Design and US The Architecture Master Prize, presenting the unity of design and nature.





Danhai new found land: Goldsun concrete completes the tallest, fair-faced concrete church

Danhai Hall took Tamkang Church 10 years and NT\$450 M to complete. Now it is the tallest fair-faced church in Taiwan, rising as the shape of a cross. The building has, since its completion, been landmark of Tamkang. 150 years ago, when Missionary Mackay began his service in Tamsui, Danhai Hall, situated near by the Tamsui River exit, became lighthouse to northern Taiwanese, overlooking their belief and everyday life. Cross opening on the ceiling is panned with geometric pieces, declaring a promised land from God.

Danhai Hall goes down to two levels and up to nine, with main structure poured with Goldsun fair-faced concrete. In order to maintain its visual balance, concrete must be pre-mixed with the same mixer, and the aggregate choice has to be of top quality. To avoid caking, it takes longer to reach homogeneity. Daily volume pushes up to only 350 m³, makes it time consuming procedure as opposed to 1,500 m³ daily output of general concrete. To ensure best workability, slump flow must be tested before shipping and upon arrival. The acceptance falls within 60 ± 5 cm.

The entirety is surfaced with fair-faced concrete; columnless ground level is paneled with French window to bring people closer; walls and staircase beautifully capture simplified aesthetics. Follow the way up, every window and cut-out constitute its one-of-a-kind view.

Economic Performance

Goldsun is committed to improving operational efficiency, continuously adjusting operational strategies and developing new markets to drive internalization, diversification and stable financial structure. In 2022, the operating performance remained excellent, with consolidated revenue of 21.3 billion, operating profit of 4.2 billion and EPS 3.51.

Consolidated Revenue for
the Financial Year 2022

21.3 billion

Non-Income for the Year

4.2 billion

Earnings Per Share

NT\$ **3.51**



● Consolidated financial performance of Goldsun in the past three years

Unit: NT\$

Item	2020	2021	2022
Operating Revenue	18,877,800	21,801,699	21,278,780
Gross Profit	3,133,447	4,106,129	4,302,120
Operating Profit	2,323,557	3,244,392	3,349,475
Non-Operating Income and Expenses	382,237	401,938	1,778,524
Non-Income for the Year	2,550,807	2,933,244	4,236,108
Earnings Per Share (Unit: NT\$)	1.90	2.42	3.51

Note: The scope of consolidated financial statements includes all Goldsun operational entities.

● The direct economic value created and distributed by the organization

Unit: NT\$

Item (Unit: Thousand)	2020	2021	2022
Direct Economic Value Created			
Operating Revenue	18,877,800	21,801,699	21,278,780
Non-Operating Income and Expenses	382,237	401,938	1,778,524
Economic Value Distributed			
Operating Costs	15,744,353	17,695,570	16,976,660
Employee Salaries and Benefits	1,277,276	1,400,533	1,625,605
Payment to government	154,987	713,086	891,891
Community Investment	1,324	7,942	1,393
Economic Value Reserved	2,082,097	2,386,506	3,561,755

Note: Reserved Economic Value = Direct Economic Value Created – Economic Value Distributed

External Engagement

External initiative

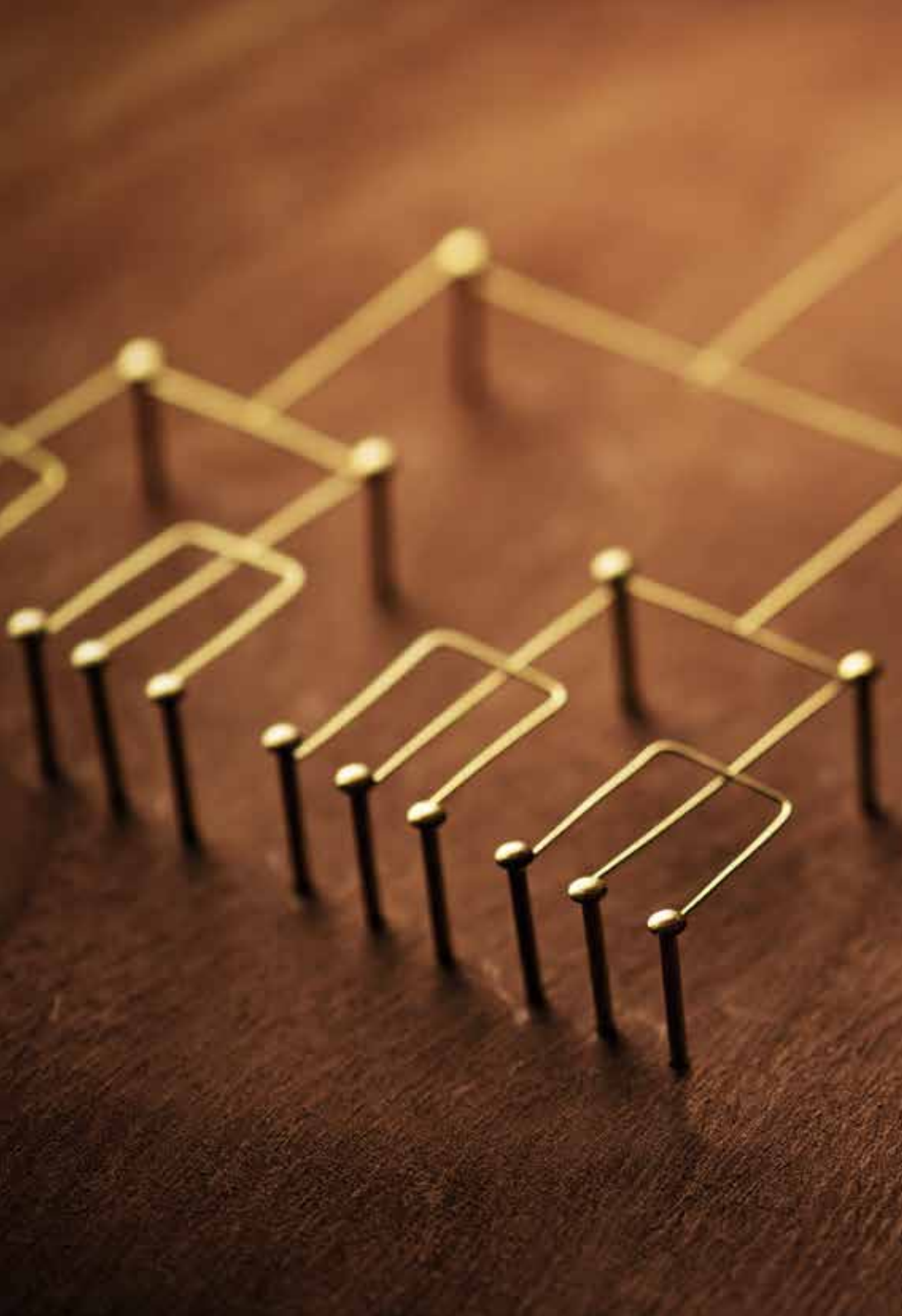
● International Initiatives Supported by Goldsun

 <p>ESG</p>	<p>The UN 17 SDGs are initiatives coordinating sustainable indicators on society, economy and environment, and work with the world to reach sustainability.</p>
 <p>Environmental Side</p>	<p>Task Force on Climate-related Financial Disclosures (TCFD) assists investors and decision makers understand climate related risks, opportunities and financial impact so as to allow organization to overcome transitional challenges.</p>
 <p>Social Side</p>	<ul style="list-style-type: none"> • International Labour Organization continues the improvement over coworkers' work condition and life condition, and protects their rights. • Guiding Principles on Business and Human Rights and International Labor Organization Standards. Supports and adheres to human right initiatives.

Membership of associations

● Associations and initiative organizations of great participatory importance are listed below.

Item	Name of the organization	Membership of associations
1	Industrial Association of Taipei City (IATC)	Group
2	New Taipei City Industrial Association (NTCIA)	Group
3	Taiwan Ready-Mixed Concrete Industry Association (TRMC)	Group
4	Taiwan Concrete Institute	Group
5	Taiwan Society for Circular Economy	Group
6	American Concrete Institute (ACI)	Group
7	Chinese National Association of Industry and Commerce, Taiwan (CNAIC)	Group Member B
8	The Third Wednesday Club	-
9	Straits Economics & Cultural Interchange Association	-
10	The World Lin's Association	General
11	Taiwan-Japan Cultural and Economic Association (TJCEA)	Group
12	The Real Estate Development Association of Taipei	Group



2

Corporate Governance

Governance Structure

Authorization

Risk Management

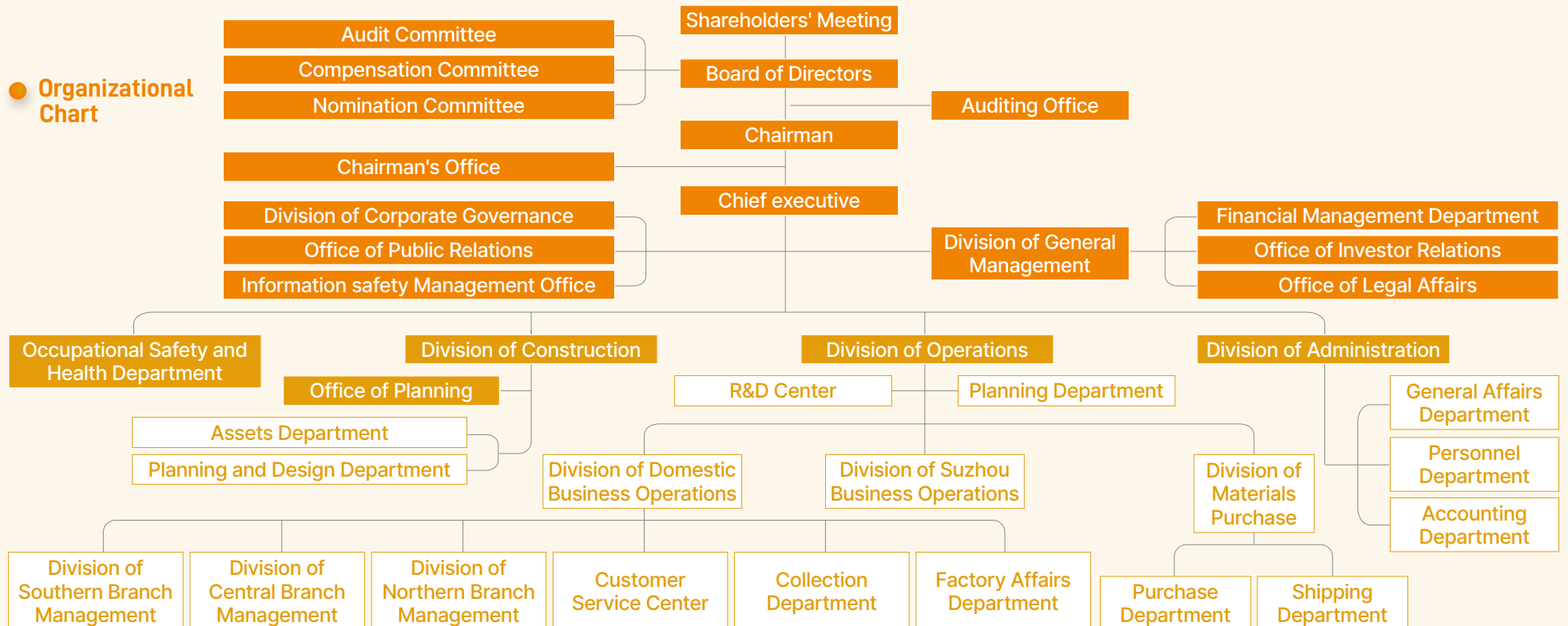
Ethical corporate

Information security

Governance Structure

Goldsun considers the long-term interests of the Company and all shareholders as the priority. The "Corporate Governance Best Practice Principles" is in place for effective corporate governance structure and strong board function. Board members uphold the spirit of objectivity and independence to exercise their duties and action good corporate governance practices. The Board of Directors is organized via voting of all shareholders. There are different functional committees subordinated to the Board

and independent directors to reinforce the competence of the Board and ensure efficient operations of the Board. Goldsun has established Corporate Governance Department and has appointed the corporate governance officer to manage corporate governance related affairs. A total of five Board meetings, five Audit Committee meetings, two Remuneration Committee meetings, one Nominating Committee meeting and one Shareholders' meeting were held in 2021.



Policy commitment

Goldsun adheres to the following initiatives and adopts "Development Best Practice Principles" in order to navigate towards sustainable development, and incorporate economic governance, care for human rights, humanity and ecology on the road of ESG development. We commit business operation that is aligned with responsible business conduct:

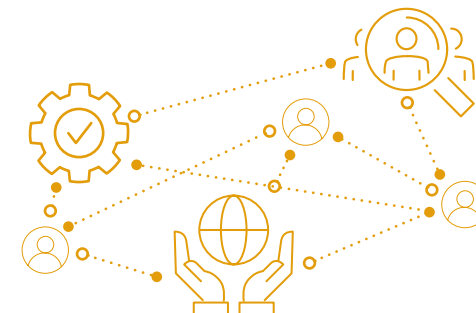
- United Nations (UN) / UN Guiding Principles on Business and Human Rights (UNGPs)
- Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
- Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies
- Ethical Corporation Management Best Practice Principles for TWSE/GTSM
- Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/GTSM Listed Companies

The aforesaid criteria/policies have been reviewed and approved by the Board of Directors and announced and executed by the stock agency. They apply to the whole Company and are communicated with internal and external stakeholders by means of email, meetings, the official website or intranet, and contractual provisions.

These principles have covered due diligence and precaution principles, particularly our endeavor to human rights. Guided by Guiding Principles on Business and Human Rights, and International Labor Organization Standards, we parallel economic numbers as well human rights as a company within and extend it outwardly.

When executing the policy commitment to sustainability, we have formulated relevant content and internal documents, and summarized and integrated such codes into the Company's operating policies, procedures, and internal control system. Furthermore, the Board of Directors is designated as the top level for supervising and executing this policy commitment and the auditing department is responsible for regular audits.

To effectively fulfill our policy commitment to sustainable development, we require our external supply chain and customers to sign the "For suppliers' co-effort to enhance CSR regulation" with the aim that commitment to sustainability can be jointly practiced through the integration of the upstream and downstream resources of the industry.



Professional Board of Directors

Based on the business nature and comprehensive governance policy, the composition of the Board consists of different industrial and academic experts. In 2022, 12 directors were elected for the 23rd Board of Directors while Hsu Lan-ying serve as the chair of the Board and monitor overall corporate governance. The board meeting shall be held every quarter. In order to enhance the supervisory function of the Board, an additional independent director is added, which the total of independent directors are 4, accounted for 33% of the total board members. To achieve corporate governance, all board members are equipped with the knowledge, background, skills, qualities and overall abilities. The most recent

re-election took place on May 31, 2022, with newly erected Audit Committee, Remuneration Committee, and Nomination Committee.

5 board meetings were held in 2022, with an average of once every three month. The meetings reviewed Company performance and internal audit. It also assigned, validated the authorities of various matters and post-meeting follow-ups for progress. As disclosed in Goldsun Annual Report 2022, the board meetings of the year have reviewed and discussed the purchases of 2 vessels, one land development, and one land acquisition topic.



Board meetings were held in 2022

5 Times

Communication of Significant Events in 2022

4 Matters



● Attendance record of two meetings held by the 22nd board of directors in 2022

Title	Name	Gender	Age	Actual attendance	Attended by agent	Actual attendance rate	Term of Service	Assuming other director position
Chairman	Lan-Ying Hsu	Female	More than 51	2	0	100%	3 years	No
Vice Chairman	Ming-Sheng Lin	Male	31-50	1	1	50%	3 years	Yes
Director	Taiwan Secom Co., Ltd. Representative: Frank Lin	Male	31-50	2	0	100%	3 years	No
Director	Chuang-Yen Wang	Male	More than 51	0	2	0%	3 years	No
Director	Tai-Hung Lin	Male	More than 51	1	1	50%	3 years	No
Director	Po-Hsi Liao	Male	More than 51	1	1	50%	3 years	No
Director	Shih-Tsung Chang	Male	More than 51	2	0	100%	3 years	No
Director	Yu-Feng Lin	Male	More than 51	2	0	100%	3 years	No
Director	Shang Jing Investment Co., Ltd. Representative: HongJun Lin	Male	31-50	2	0	100%	3 years	No
Independent Director	Wen-Che Tseng	Male	More than 51	2	0	100%	3 years	Yes
Independent Director	Yin-Wen Chan	Male	More than 51	2	0	100%	3 years	No
Independent Director	Chi-Te Hung	Male	More than 51	2	0	100%	3 years	No

Note: served as independent directors in another public offering companies

● Attendance record of three meetings held by 23rd board of directors in 2022

Title	Name	Gender	Age	Actual attendance	Attended by agent	Actual attendance rate	Term of Service	Assuming other director position
Chairman	Lan-Ying Hsu	Female	More than 51	3	0	100%	3 years	No
Vice Chairman	YUAN XIN INVESTMENT CO., LTD Representative: Ming-Sheng Lin	Male	31-50	3	0	100%	3 years	Yes
Director	Taiwan Secom Co., Ltd. Representative: Yu-Feng Lin	Male	More than 51	3	0	100%	3 years	No
Director	Sheng-Hong Wang	Male	31-50	3	0	100%	3 years	No
Director	HONGXIU INVESTMENT CO., LTD Representative: Xiu-Liang Lin	Male	31-50	3	0	100%	3 years	No
Director	CHIUNG MING DEVELOPMENT & TRADING CO Representative: Shih-Tsung Chang	Male	More than 51	3	0	100%	3 years	No
Director	Cheng Shih Investment Co., Ltd. Representative: Chien-Han Lin	Male	31-50	3	0	100%	3 years	No
Director	Shang Jing Investment Co., Ltd. Representative: HongJun Lin	Male	31-50	3	0	100%	3 years	No
Independent Director	Wen-Che Tseng	Male	More than 51	3	0	100%	3 years	Yes
Independent Director	Tai-Rang Chen	Male	More than 51	3	0	100%	3 years	No
Independent Director	Yin-Wen Chan	Male	More than 51	3	0	100%	3 years	No
Independent Director	Chi-Te Hung	Male	More than 51	3	0	100%	3 years	No

Note: served as independent directors in another public offering companies

Conflicts of Interest

The chair of the highest governance unit of Goldsun is the chair of the Board of Directors and does not hold a concurrent post of any other senior management position; a nomination system is applied to all members of the Board of Directors of the Company. The Board of Directors has established the Ethical Corporate Management Principles and Guidelines for Conduct, and standardized the principle of avoiding conflicts of interest of directors in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. The Company currently does not have a risk of conflicts of interest. The Company adopts a complete conflict of interest avoidance principle and requires members

of the Board of Directors to fulfill their moral obligations and faithfully execute their duties and responsibilities as managers with a high degree of self-discipline and a cautious attitude. The Company also regulates that directors who have an interest in the matters to be discussed at meetings, either personally or as a legal representative of others, shall explain the important contents related to the relationship in the board meeting. If such contents cause a certain risk to the Company's interests, the directors involved shall not attend the discussion or vote, but shall excuse themselves. Such directors shall also not act as proxies of other directors to exercise their voting rights.

● Procedure for Goldsun board of directors avoidance of interests



Education of directors

Goldsun continuously advances the sustainable knowledge at governance level. The study courses of Board members include international taxes, ethical corporations, ESG courses to understand dynamic market trends, effectively responding to rapid changes in the external environment and carrying out operational management and physical action for risk control to satisfy stakeholder interests and achieve the mission and vision of sustainable operations.

To enhance the knowledge on ESG topics of highest governance body, Goldsun continues to organise training programme for board members, covering climate change, net zero, corporate governance, and securities regulations. It is aimed to improve their understanding of market trend and proper responses in such fast-paced environment. Thus the board members can truly execute the corporate governance and risk management policies of Goldsun and creates the best interest for our stakeholders and fulfill sustainable operation as its mission and vision. With a minimum of 6 board-training hours each year, all members received at least 6 hours of training in 2022.

● 2022 Courses of continuing education of directors

Unit: hour

Courses Title	Director	Lan-Ying Hsu	Ming-Sheng Lin	Frank Lin	Sheng-Hong Wang*	Shih-Tsung Chang	Yu-Feng Lin	Hong-Jun Lin	Hsiu-Liang Lin*	Wen-Che Tseng	Tai-Jan Chen*	Yin-Wen Chan	Chi-Te Hung	Training Hours
Risks and opportunities of climate change and net zero policy to corporate business		3	3	3	3	3	3	3	3	3	3	3	3	36
Corporate Governance and Securities Regulations		3	3	3	3	3	3	3	3	3	3	3	3	36
Announcement of Reference Guide of 2022 Independent Directors and Audit Committees Exercising Authorities cum Directors and Supervisors Reminders		-	-	-	3	-	-	3	-	-	-	-	-	6

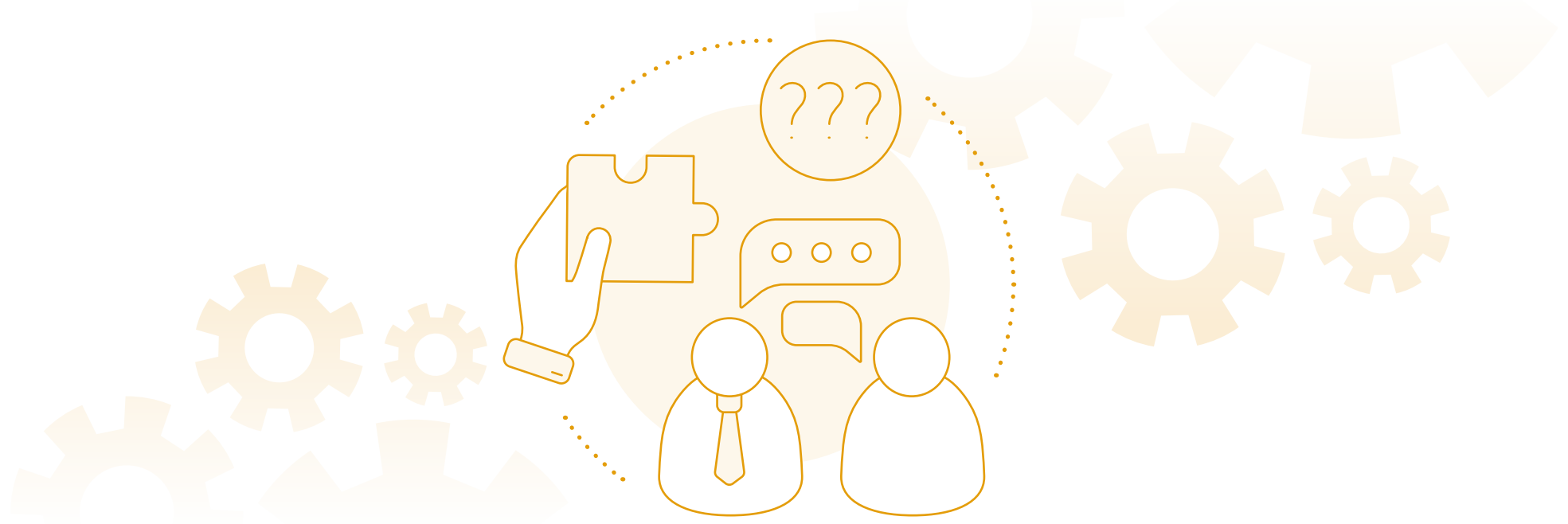
Courses Title	Director	Lan-Ying Hsu	Ming-Sheng Lin	Frank Lin	Sheng-Hong Wang*	Shih-Tsung Chang	Yu-Feng Lin	Hong-Jun Lin	Hsiu-Liang Lin*	Wen-Che Tseng	Tai-Jan Chen*	Yin-Wen Chan	Chi-Te Hung	Training Hours
Senior conference on Directors and Supervisors (Independent Included) cum Corporate Governance Management Practice - On the enhancement of credibility of Company Sustainability Report		-	-	-	3	-	-	3	-	-	-	-	-	6
On Corporate Governance cum Corporate Sustainable Operation		-	-	-	-	-	-	-	-	3	-	-	-	3
ESG legal issues Board of Directors Should Consider		-	-	-	-	-	-	-	-	3	-	-	-	3
On the Core Capabilities of Next Generation in the Changing Era		-	-	-	-	-	-	-	-	3	-	-	-	3
Taishin 30 Sustainability and Net Zero Summit - Best Effort into Net Zero for 2030 Sustainability		-	-	-	-	-	-	-	-	-	3	-	-	3
Sustainable Development Roadmap and Industry Themed Reminder		-	-	-	-	-	-	-	-	-	2	-	-	2
The risks and opportunities of climate change and net zero policy to corporate business		-	-	-	-	-	-	-	-	-	3	-	-	3
Total Hours of All Courses		6	6	6	12	6	6	12	6	15	14	6	6	101

Note: * the newly onboard 23rd director/independent director

Performance Evaluation of Boards of Directors

To carry out corporate governance and enhance the functions of the Board, performance targets have been established to improve the operational efficiency of the Board. Goldsun has established Performance Evaluation of Board of Directors in accordance with the Ethical Corporation Management Best Practice Principles for TWSE/GTSM Listed Companies to regulate the performance assessment of the Board. Every year, the Board, directors, functional committees conduct self-evaluation. External institution, professionals or other appropriate organization is invited to conduct performance assessment every three years. 45 internal assessment were held in 2022, the result was around 4.84~5, where

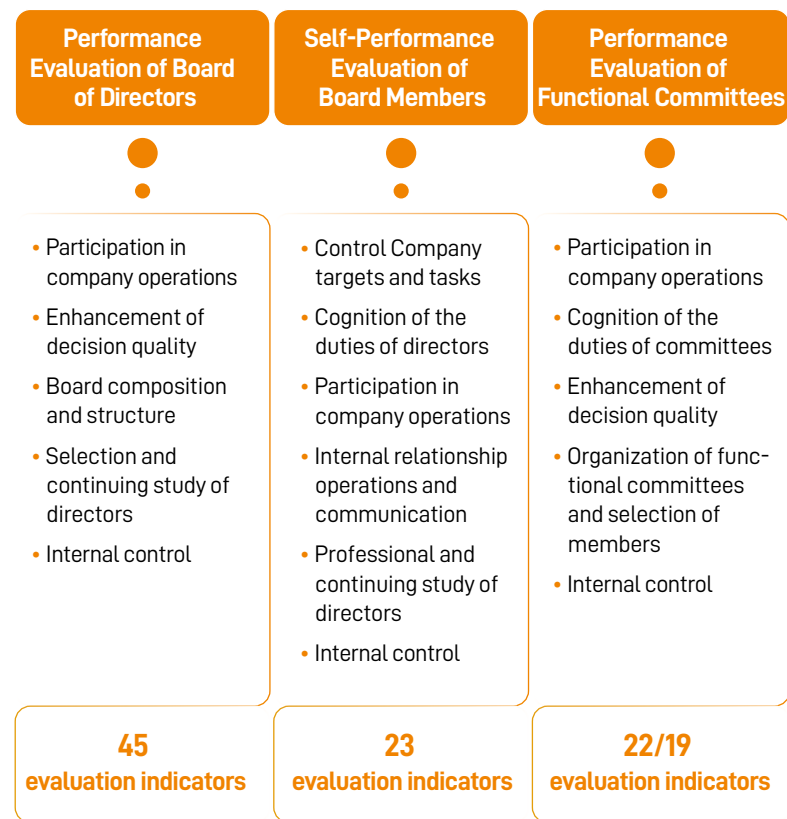
5 being the highest score. Board members mostly recognise the performance indicators work for each evaluation. The results showed positive feedback to overall operation of the board and each functional committee, with their practice in line with corporate governance, and the work has successfully enhanced board function and shareholders' interests. In the coming board performance evaluation, we plan on featuring environment and human right in the performance evaluation, linking up board performance with sustainability on different aspect.



● **Performance evaluation of the Board and functional committees in 2022**

Evaluation cycle	Period	Range	Method	Content	Results
Annually	111/1/1~111/12/31	The Board	Self evaluation as a board	<ol style="list-style-type: none"> 1. Level of involvement in Company operation 2. Quality enhancement of board decision 3. Board composition and structure 4. Board election, appointment and continuous education 5. Internal control 	<p>5.00 in average (5 being the highest)</p>
Annually	111/1/1~111/12/31	Individual members	Self-evaluation by individual board members	<ol style="list-style-type: none"> 1. Understanding Company goal and missions 2. Director's function acknowledgement 3. Level of involvement in Company operation 4. Engagement and communication of internal relation 5. Director professionalism and continuous continuous education 6. Internal control 	<p>4.84 in average (5 being the highest)</p>
Annually	111/1/1~111/12/31	Audit Committee	Self-evaluation	<ol style="list-style-type: none"> 1. Level of involvement in Company operation 2. Audit Committee function acknowledgement 3. Quality enhancement of Committee decision 4. The composition and election of functional committee 5. Internal control 	<p>5.00 in average (5 being the highest)</p>
Annually	111/1/1~111/12/31	Remuneration Committee	Self-evaluation	<ol style="list-style-type: none"> 1. Level of involvement in Company operation 2. Remuneration Committee function acknowledgement 3. Quality enhancement of Remuneration Committee decision 4. The composition and election of functional committee 	<p>5.00 in average (5 being the highest)</p>

● Performance evaluation indicators of the Board



Remuneration of Managers and Directors

The remuneration policy, system, standard and structure of directors and senior managers are determined and reviewed by Remuneration Committee. The Committee is consisted of independent directors, who bring in external perspectives and opinions. The Committee must held at least two meetings to examine and ensure the competitiveness of the current remuneration structure. In addition, stakeholders such as shareholders will also examine the justifiability of the remuneration structure in the shareholder's meeting. The annual pay of board members covers salary, bonus, and severance pay. A detail of the remuneration is disclosed in Company annual report. For the policy and standard of remuneration and composition, the procedure of combination and adoption of remuneration, and its link to business performance, please refers to Goldsun Annual Report 2022.

To encourage board members and senior managers to move towards Company sustainable goals, we might incorporate sustainable performance in inside or external assessment to improve the remuneration policy and standards of board members. We hope to make practical recognition to their work and dedication for Company sustainable development, and encourage their long term commitment in climate resilience, talent incubation, and CSR execution.

Other than abovementioned remuneration, the senior managers also share the same retirement system with non-management employees which aligns with the current laws and regulation.

To improve employee conduct, work ethics and expertise, our Code of Conduct specifies punishments of misbehaviours, such as violation of Code will be held against laws and Company regulations, with position title, name, content, violations of violators, and the punishment disclosed on MOPS.

Functional Committees

It is important to manage risks and impact of operation, identify the impact of Company to economy, the surrounding and people, and supervise its procedure. We established the Audit Committee, Remuneration Committee and Nominating Committee under the Board. These functional committees collect major incidents or suggestions and feedbacks of stakeholders through standard communication channel, Company meetings, surveys, questionnaire, signed documents and current complaint system. The functional committees are also responsible to develop, approve and update strategies and policies for impacts, of which the management procedures and results made by functional committees are supervised by the board, and its validity examined in report meeting(s) every year.



Compensation Committee

The Committee consists of a director as the convener and four members. The Remuneration Committee assists the Board with evaluating the connection between the remuneration level of directors, Independent Director and managers, and the operational performance of the Company to determine the distribution ratio, evaluate whether the remuneration of managers and company remuneration policies are appropriate, and propose suggestions related to remuneration based on the competition environment, company operational performance and benchmark market standards.

In addition, the Company routinely refers to salary investigations in the industry via consulting companies and designs its own incentive system. The proposal concerning the distribution of remuneration to employees, directors and supervisors is submitted to the shareholders' meeting and disclosed in the annual report of the Company. The Remuneration Committee held two meetings in 2022. The tenure of office of the Remuneration Committee is May 31, 2022 to May 30, 2025.



● 2022 Compensation Committee

Title	Name	Expected attendance	Attendance	Attendance rate
Independent Director (Convener)	Wen-Che Tseng	2 (re-elected)	2	100%
Independent Director	Yin-Wen Chan	2 (re-elected)	2	100%
Independent Director	Tai-Jan Chen	2 (re-elected)	2	100%
Independent Director	Chi-Te Hung	1 (Newly elected)	1	100%

Audit Committee

The Audit Committee is composed of four independent directors. This committee is responsible for reviewing financial statements, auditing, the acquisition or disposal of major assets or derivative transactions, a material monetary loan, endorsement or provision of guarantee, the offering, issuance, or private placement of any equity-type securities, legal compliance, determining whether related-party transactions exist and possible conflicts of interests involving managers and directors through fraud investigation reports and risk management for the Company. It is also responsible for hiring and dismissal of an attesting CPA and the compensation awarded thereto, and the appointment or discharge of a financial, accounting, or internal auditing officer.

Internal audit team formulates annual audit plan and conduct based on risk assessment results. The internal audit is carried out monthly while the report (attached with work script and document) is submitted to independent directors for review. Quarterly report will consists of audit result, shortages and action

plans. Company audit management will make immediate discussion regarding questions raised by independent directors about audit report. By the end of 2022, there have been 5 Audit Committee meetings. The term of the Committee is from May 31, 2022, to May 30, 2025.



● 2022 Audit Committee

Title	Name	Expected attendance	Expected attendance	Attendance rate
Independent Director (Convener)	Wen-Che Tseng	5 re-elected	5	100%
Independent Director	Tai-Jan Chen	3 Newly elected	3	100%
Independent Director	Yin-Wen Chan	5 re-elected	5	100%
Independent Director	Chi-Te Hung	5 re-elected	5	100%

Nominating Committee

To ensure the sustainable development of the Company and improve the efficacy and management system of the Board, the 15th meeting of the 21st Board of Directors on November 9, 2021 determined that a Nominating Committee will be established. The Committee should consist of three directors (including two independent directors) recommended by the Board. The Nominating Committee shall held the meeting at least once every year and submit suggestions to the Board for discussion. As of December 31, 2022, the Audit Committee had convened two meeting. The term of the Audit Committee is from May 31, 2022 to May 30, 2025.

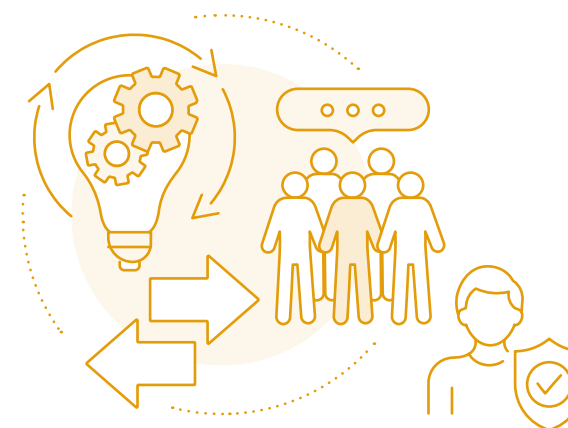
Duties and responsibilities of the nomination committee include:

- Formulate a diverse panel across professional knowledge, technology, experience, gender, background, and independence as required by members of the Board and executive managers as a basis for seeking, review and nominating candidates as directors and executive managers.

● 2022 Nominating Committee

Title	Name	Expected attendance	Attendance	Attendance rate
Independent Director (Convener)	Wen-Che Tseng	2 (re-elected)	2	100%
Independent Director	Chi-Te Hung	2 (re-elected)	2	100%
Independent Director	Yin-Wen Chan	1 (Newly elected)	1	100%
Independent Director	Tai-Jan Chen	1 (Newly elected)	1	100%

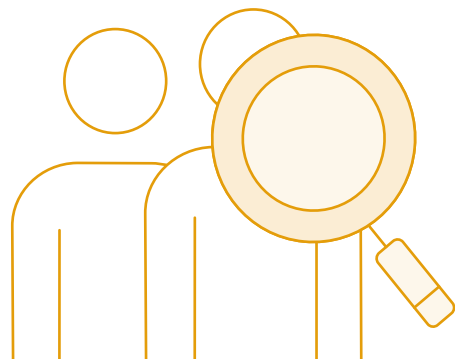
- Create and develop an organizational structure of the Board and all Committees to conduct performance evaluations for all committees, directors and executive managers and assess the independence of independent directors.
- Establish and review the study plan for directors and the succession plan for directors and executive managers.
- Establish corporate governance best practice principles of the Company.



Ethical Corporation

To establish a good corporate governance system and structure, guide the actions of directors and managers of the Company in satisfactory ethical standards, and carry out our corporate social responsibility, Goldsun has established the "Corporate Governance Best Practice Principles", the Sustainable Development Best Practice Principles, the Code of Conduct, the Ethical Corporation Management Best Practice Principles, and the Procedures for Ethical Management and Guidelines for Conduct in accordance with the regulations promulgated by the SEC and TPEX. These guidelines are published on our official website for the convenience of investors.

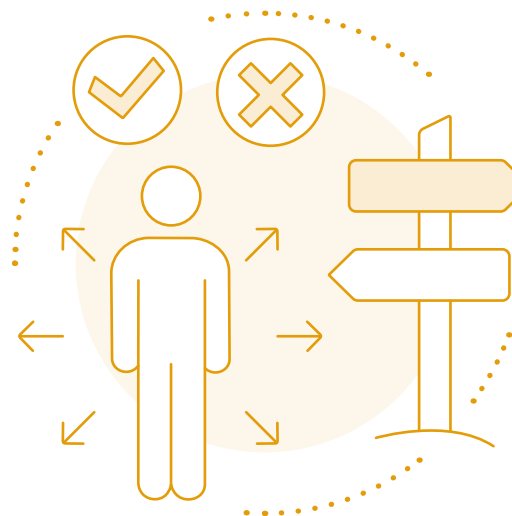
The formulation and supervision of the ethical corporation policies and prevention plans are mainly executed by the Division of Administration, which summarizes and reports the implementation results in relation to ethical corporation issues to the Board of Directors at least once every quarter. No violation was reported at Goldsun in 2022.



Zero-Corruption & Anti-Bribery Policy

To promote ethical and moral business practices and ensure compliance with relevant legal requirements, the Company has formulated the Procedures for Ethical Management and Guidelines for Conduct in accordance with the Ethical Corporation Management Best Practice Principles for TWSE/GTSM Listed Companies. Our directors, managers, and employees are all highly disciplined, and this is reflected in their professional behavior and ethics.

In addition to asking employees to ensure compliance with the code of conduct for professional ethics, Goldsun also asks suppliers to comply. The supplier/contractor contract includes integrity requirements, which entails a statement of guarantee for anti-corruption related risks assessment of the Company. Goldsun conducted corruption-related risk assessments for the headquarters and all operational sites in Taiwan, accounting for 100% of operation sites.



Goldsun ethical management achievement 2022

- **Ethical Corporation reminder** : Procedures for Ethical Management and Guidelines for Conduct, disclosed on intranet website.
- **Education training** : organise regular "integrity value" related courses, covering topics including professional ethics, duty of confidentiality and related case studies. A total of three stages were organized in 2022, with 201 trainees and completing 284 training hours. Executive managers attended ethical corporation courses:

Corporate governance and securities regulations, "Release of 2022 Reference Guidelines for Exercising Powers of Independent Directors and Audit Committee and Publicity Meeting for Directors and Supervisors", "Directors and Supervisors (Including Independents) and Advanced Seminar on Corporate Governance Supervisor Practice - How to Improve the Credibility of Corporate Sustainability Reports" wait. In 2022, 12 members of the board of directors will participate in anti-corruption training, accounting for 100%, and the total number of training hours will be 36 hours.

- **Newcomer orientation** : each newcomer must accept the Ethical Corporation Policy on their first day of registration.
- **Reporting system** : the Procedures for Ethical Management and Guidelines for Conduct have been established. It clearly defines the whistleblowing system and complaint channels, keeps the identity and reporting content confidential to protect whistleblowers from improper disposition as a result of whistleblowing. No report letter nor case of corruption occurred in 2022.
- **Business partner anti-corruption communication** : explain and promote anti-corruption related polices with major material suppliers to improve the resilience of Goldsun's supply chain.
- **Identify potential dishonest risks in operational activities** :interviewed units with higher risk of dishonest behavior and evaluated the risk to their operational activities. The assessment result showed a low risk.

Prevention of Insider Trading

Insider trading is strictly prohibited, which being specified in our internal control system. In accordance with Article 157-1 of the Securities and Exchange Act, when a specific target learn about the news that has a major impact on the stock price of the company that issued the stock, after the news is clarified, before it is made public or within 18 hours after it is made public, it is not allowed to The company's listed or traded stocks or other securities with equity nature can be bought or sold by itself or in the name of others, which means that company insiders are prohibited from using unpublished information on the market to buy and sell securities, in order to maintain Shareholder rights and interests, implement equal treatment of shareholders.

There is at least one session to remind current directors, managers and employees of insider trading and its regulation. Same session for newly recruited will be conducted within one month since their employment, ensuring legal compliance. Company's "Insider Trading Management Procedure" is updated by the board on August 5, 2022, to revise content including (but not limited to) prohibiting a director from trading its shares during the closed period of 30 days prior to the publication of the annual financial reports and 15 days prior to the publication of the quarterly financial reports.

● Goldsun insider trading awareness 2022

Course	Content	Hours	No. of attendee
1. Insider trading	<ol style="list-style-type: none"> <ul style="list-style-type: none"> The definition of insider trading Material information Investigator's case study <ul style="list-style-type: none"> Company operation and anti-trust 	2	41
2. Business understanding about Fair Trade Act	<ul style="list-style-type: none"> What is concerted action Examples of concerted action often seen Penalty for concerted action How to ensure no violation against laws when doing business with peer companies 		
Disgorgement of insider trading and short swing	<ol style="list-style-type: none"> The meaning of insider trading Short swing and disgorgement Elements Liability and case study 	2	42

Internal control & Internal Audit

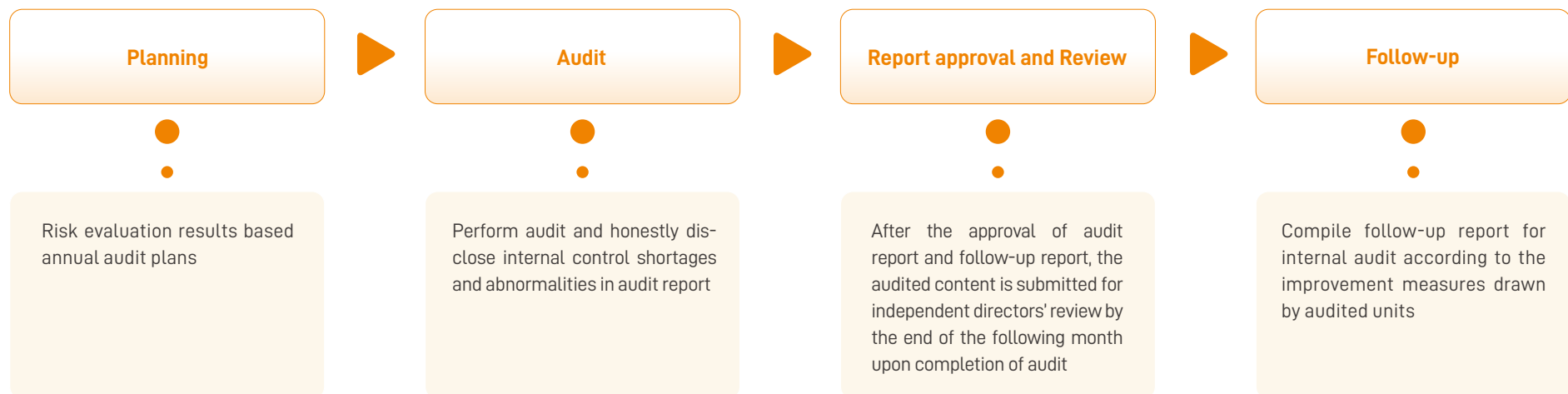
Goldsun has established a dedicated audit unit under the Board of Directors, and appointed two full-time auditors (including one audit officer and one auditor). These auditors are required to take charge of internal audits and regulatory compliance to ensure smooth operations in the spirit of independence and with an objective and impartial standpoint in accordance with the internal control system and corporate regulations.

The audit targets include the Company and its subsidiaries. The scope of audits covers all financial and business operations and management. Audits are also implemented according to the annual audit plan, and project audits are be

implemented as needed. Internal auditors shall faithfully disclose audit findings in the audit report, present them to the responsible officer and supervisor, and regularly track the improvements. The audit officer reports to the Board of Directors as a nonvoting party to fulfill the spirit of corporate governance.

Self-evaluations of each unit are checked during internal audits, and used as the main basis for the chair and the president to evaluate the overall effectiveness of the internal control system and issue a statement on the internal control system together with improvements identified during an audit.

● Procedure for internal audit



Regulatory Compliance

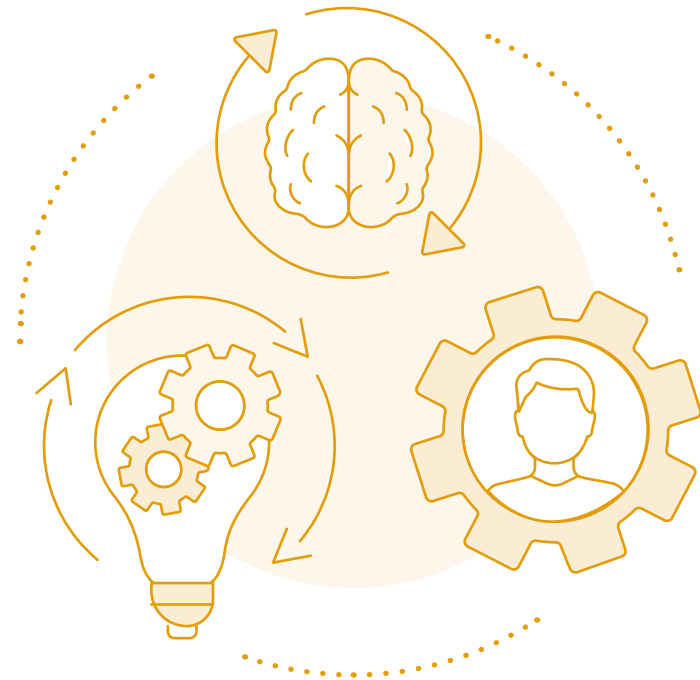
The Goldsun management team continuously pays close attention to domestic and foreign policies and laws which might affect financing and business operations. Law compliance procedures have also been established and the legal affairs unit summarizes and reviews compliance. No corporate governance or ethical corporation laws or regulations have been violated and Goldsun did not receive any material fine or other non-monetary punishment for a violation of laws in 2022.

Furthermore, seeing the diversification of businesses in the group, Goldsun has contracted with external legal consultants in north, central and south areas to provide consultation services to allow employees to understand changes to laws and regulations in relevant industries to efficiently reduce legal risks.



Compliance Training

Our legal team and commissioned consultants across Taiwan answer inquiries from employees and keep updated about latest changes in regulations. Legal knowledge and trainings, reminders and share of latest applicable information ensure employees' awareness and best practice in their job tasks, preventing violation due to lack of relevant knowledge. This also enhances legal compliance and ethical awareness, fulfilling CSR as a whole.



● **Legal compliance trainings of recent 3 years**

Year	Training and courses	Purpose and effect of the course	Training subjects
2020	Impact and solutions of the implementation of Labor Incident Act in 2020 on management measures	Explain the details, implementation and execution of the Labor Incident Act to make sure business operation fulfills the latest regulations.	HR Department
	Regulation of Administration of Shareholder Services of Public Companies	Insight to the keys to the Administration of Shareholder Services of Public Companies, revisions and practical issues.	Applicable workers
	Analysis of the legal risks of financial supervisors with practical cases	To bring awareness to applicable positions on ethical operation and legal responsibilities through dishonest financial report and insider trading cases.	Senior managers
	General Terms and Execution of Contracts - Taking Licensing Contracts as an Example	Cultivate colleagues to establish concepts, audit contracting objects in advance, review and reply during the process, and implement professional knowledge after contracting.	Senior managers
	Labor Incident Act examples and exercises	Through exercise it looks into the potential impact of laws and regulations to HR management, as well recommends measures for employers and laborers.	Audit office manager
	Insider trading, labor incident law... and other legal studies	Through the analysis of major laws and regulations, the supervisor's awareness of laws and regulations and the industrial environment can be improved, and preventive strategies can be constructed in advance.	Mid- high-level leaders
2021	STLI X Formosan Brothers - Corporate governance IP compliance 2021	On corporate governance practice principle and corporate governance assessment indicators surrounding IP management projects, assisting to develop IP strategy thinking.	Senior managers
	On Legal Risks and Responses of Directors, Supervisors and Insiders from Major Corporate Malpractice Cases	Directors and high level managers' awareness of insider trading regulations, liabilities, preventing company or insider lawsuit and loss of reputation as a result of negligence.	Managers of general operation offices, regional heads and factory heads

Year	Training and courses	Purpose and effect of the course	Training subjects
2021	Continuous Learning of Principal Accounting Officers of Issuers, Securities Firms, and Securities Exchanges (course package) (digital classroom)	Company financial report issues, info-security responsibility, governance practice on related party transaction, and how ESG creates company value.	Accounting managers
	Corporate governance and corporate ethics (Securities Exchange Act)	Corporate governance according to "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies" to minimize legal risks.	All directors
2022	The function and missions of corporate governance personnel under corporate governance roadmap	Professional advancement, workers' consistent compliance with updated central regulation to enhance corporate governance.	Audit office
	HQ Admiral law workshop 2022	Enhance professional knowledge and get to know about the revision of Admiral law as well precedent elaboration.	Applicable workers and managers
	Insider trading courses: disgorgement of insider trading and short swing	The definition of insider trading, elements, differences between short swing and insider trading, and liabilities.	Appointed participation by departments
	Insider trading courses: common cases and response measures	Insight of insider trading through case study, how corporates prevent insider trading and negligence.	Managers of general operation offices, regional heads and factory heads
	Corporate governance: corporate governance and securities regulations	Corporate governance study and major laws topics according to "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies".	All directors
	Legal competence: ethical operation, insider trading, short swing	Raise awareness of insider trading, disgorgement, Procedures for Ethical Management among workers to facilitate compliance in everyday operation.	All HQ workers

Voicing complaints and suggestions

Corporate sustainable operations are based on honesty and responsible business actions. In view of this, we adopt various approaches for reporting cases and suggestions, and encourage stakeholders to report, complain, or make suggestions regarding any unethical behavior or dishonest operations that impact the environment, the economy, society, and human rights.

Goldsun has established dedicated areas on our website for investors, customers and suppliers. There are also spokesman system and employee complaint system (email: service@gdc.com.tw/ Employee feedback: suggestion@gdc.com.tw), through which we answer key CSR issues raised by stakeholders. Both internal and external parties are able to make report on illegal actions through above approaches. We also provide anonymous report system where the investigating team must keep the identity of reporter and the incident confidential. No information can be provided to unrelated parties unless required by the investigation so as to prevent unfair, unfavorable treatment. In "Procedures for Ethical Management and Guidelines for Conduct", protection system, case reception procedure and punishment directions for violation are specified that case processors have to keep confidential of reporters' identities and the reported content in paper form. Goldsun is committed to protect reporters from mistreat because of the report.



Email
service@gdc.com.tw

Employee feedback
suggestion@gdc.com.tw

Risk Management

Operational summits are convened by the Chairman two times every month to work on risk management based on current operation. Each responsible team makes strategy and progress report according to risk elements. Aligning with principle of materiality, risk management and strategies are drawn to address environmental, social and corporate governance issues. All units pay close attention to risk issues so as to protect the interest of the Company, employees, shareholders and stakeholder and achieve the vision of building a sustainable society.



● Table of Goldsun's risk management

Risk Items	Risk Description	Department Responsibility	Strategy Formulation and Implementation
Operation Risks	<ul style="list-style-type: none"> Operational guidelines, organizational innovation, development, major changes in laws and policies, marketing strategies related risks 	Division of Operations R&D Center	<ul style="list-style-type: none"> Annual review conference, summits and cross-departmental meetings to adopt operating strategy and responsive measures on business policy, operation results and changes of central regulations, so as to ensure smooth operation. Improve production technologies to meet the diversified need of our customers and achieve market segmentation. Assesses customers operation status every month to reduce risks of collectible debt by shipping suspension or pay-on-delivery. Deepens customer relations through visits and talks, avoiding risks of sole customer and concentrated sales. EIS system is in place to follow real-time production and delivery of each site, new order reception, operating data and costs, as well better data management. Gathers market information, analyzes trends to make decisions. For new investment, assessment, analysis, asset disposal procedure should be made to avoid targets of high risk, high leverage. Constant review of salary market, rich recruitment approaches and talent incubation to reduce risk of insufficient manpower.
Financial Risks	<ul style="list-style-type: none"> The effects of interest rates, exchange fluctuations, inflation to company profits or loss and countermeasures in the future The effects of interest rates, exchange fluctuations, inflation to company profits or loss and countermeasures in the future 	Financial Management Department, Accounting Department	<ul style="list-style-type: none"> Monitors global and domestic interest rates and world economy to adjust tenor and quota accordingly in minimizing financing cost. Monitors Company cash flow needs, precast and ensure adequate fund for operation. Stays alert on local political and economic status and across the world, as well new central regulations. Adopts strategies to follow central policies and navigate sustainable development. For unexpectable and irresistible matters, take property insurance to transfer risk of loss. Limits endorsement/guarantee and loaning of funds within affiliated parties that are included in consolidated statement for flexible funding.

Risk Items	Risk Description	Department Responsibility	Strategy Formulation and Implementation
Legal Risks	<ul style="list-style-type: none"> The risks of governmental laws aimed at relevant industries 	Legal Affairs Office of all units	<ul style="list-style-type: none"> Commissioned legal consultants across Taiwan to stay informed of latest industrial regulations. Independent attorneys to assist with legal inquiries and the legality of adopted systems. Central, independent and Company trainings also reinforce legal compliance. Legal office writes, draws up, reviews the legal paperwork of all transactions by being a gatekeeper and taking in the background, facts, purpose of reaching agreement of a transaction, so as to give feasible suggestions and prevent default risk.
Information Security Risks	<ul style="list-style-type: none"> Computer virus attacks, hacker intrusion, destruction of data, database anomalies and crisis handling mechanism 	Information Security Management Office	<ul style="list-style-type: none"> Information Security Office is in place to take charge of information safety and risk management. Information Safety Management Committee holds a meeting every year, and so does the audit team. Commissions professional advices on the improvement of Company info-security system. Refreshes awareness of info-security among employees and increases crisis identification ability. ISO 27001 aligned ISMS (Information Security Management System) is adopted and procedure introduced at HQ and Information Center to ensure info-security policy. Annual inventory of information asset to ensure the accuracy and integrity of information asset. Annual risk assessment also provides reference for risk management and improvement. Antivirus protection throughout all computers in Company Remote backup system to respond abnormalities See "Information security and personal information risks" for detail info-security measures

Risk Items	Risk Description	Department Responsibility	Strategy Formulation and Implementation
Climate Change Risks	<ul style="list-style-type: none"> The restriction of the government on carbon emission related laws and international initiatives may result in risk of laws and reputation 	Division of Operations Division of Administration R&D Center	<ul style="list-style-type: none"> Adoption of eco-friendly vehicles to reduce emission. Use of green and eco energy (ex., solar energy, natural gas) Carbon footprint rate for increasing products to create footprint traceability and database. Collaboration to develop carbon sequestration technique in concrete. GHG inventory to trace impact of emission of operation process on environment. We will seek independent party accreditation for 2023 operation, holding it as basics for future carbon reduction. Close attention to changes of energy and carbon management policy and regulation. Increasing coverage of green energy (such as solar panel, storage system). Assessment of emission cutdown with e-vehicles Taipei Port, one of the affiliated companies, is to renovate air stove combustion system to reduce carbon emission from combustion. Training to bring awareness of carbon management and carbon inventory to familiarize workers with GHG management.

Risk Items	Risk Description	Department Responsibility	Strategy Formulation and Implementation
Occupational Safety Risks	<ul style="list-style-type: none"> • Accident occurs in production process • Safety risks caused by hardware in the office building or plant • The risks of noise and air pollution in the workplace 	Administration Division of Operations	<ul style="list-style-type: none"> • Occupational Health and Safety Committee is in place to safeguard employer and laborers through routine meetings. • OHS personnel receives training every year, with practical group training accommodating each function. • AEDs and emergency alarms at each level of our offices. • The "Operational Measures for Emergency Notification of Natural Disasters and Accidents" indicates that incidents should be reported, investigated, reviewed, improved through follow up to prevent reoccurrence. • "Preparation and Contingency Procedure for Emergency" is adopted to follow on accidents and emergency and minimize injury. • Fire drill and safety training are performed and each factory plans employees emergency training. • Annual training of environmental safety, equipment prediction and maintenance to enhance workplace safety, prediction and maintenance, PMS and environmental safety regulations updates. • On-site health care service is introduced in 2022 to enhance physical and mental health and workability.
Supply Chain Management Risks	<ul style="list-style-type: none"> • The risks of supply chains violating related governmental laws 	Division of Materials Purchase	<ul style="list-style-type: none"> • Immediate risk investigation and assessment is activated upon any violation against laws or initiatives by suppliers to determine whether to end partnership.

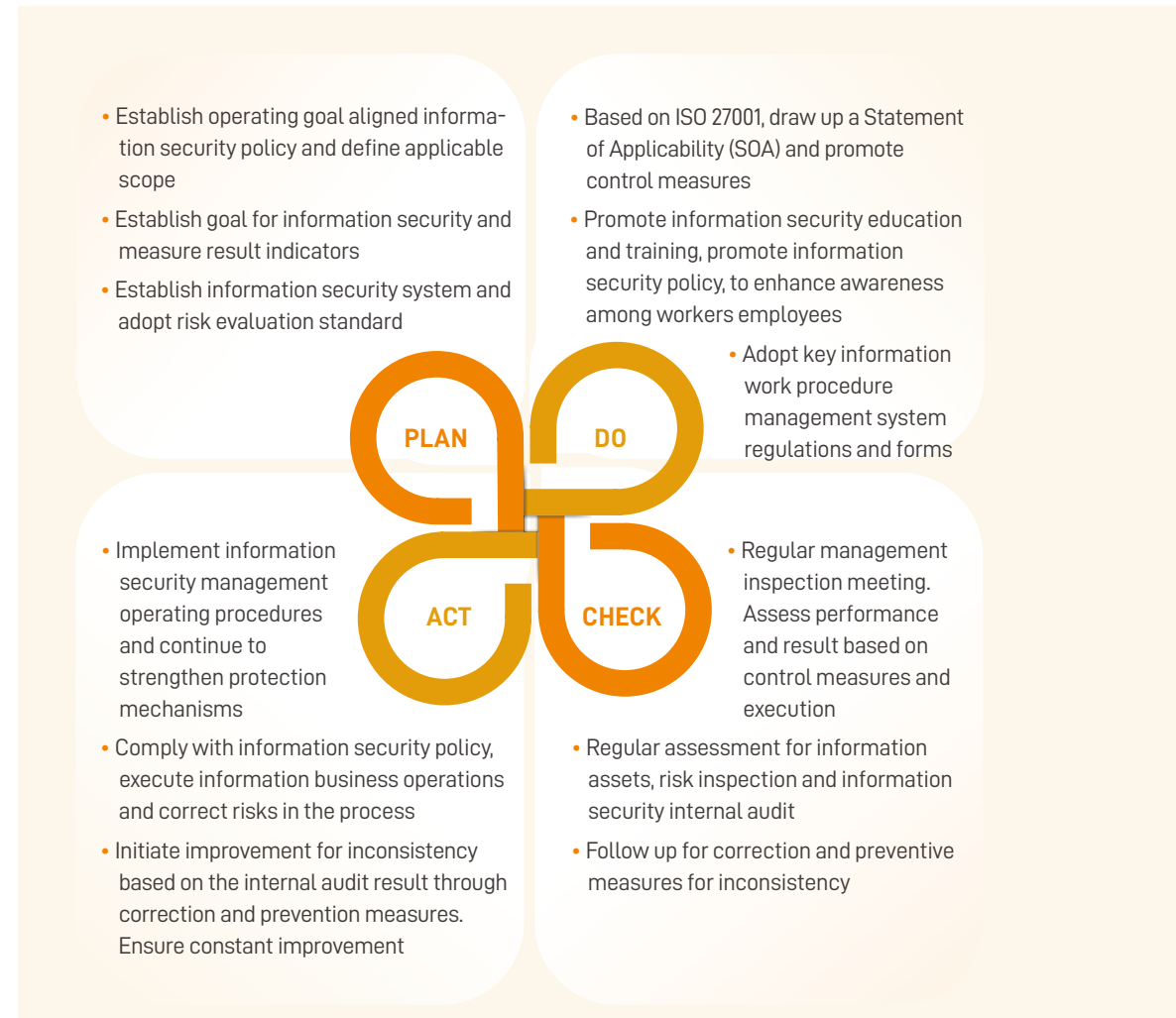
Risk Items	Risk Description	Department Responsibility	Strategy Formulation and Implementation
Ethical Risk	<ul style="list-style-type: none"> Honesty and legal compliance are the principle of good corporate governance. Operational transparency makes the commitment and assumes responsibility to employees, stockholders and customers. 	Division of Operations Division of Administration R&D Center	<ul style="list-style-type: none"> Honest operation is reinforced through "Ethical Corporation Management Best Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct". The board of directors validates Company long-term operational strategy in a professional and independent manner, gives proper guidance throughout decision making by management team, and supervises the execution of each sustainable development work. Honest operation is incorporated into daily operation. All personnel works with ethics, transparent conduct and avoids interests. Corruption and fraudulence are minimized for operating activities of high risk of dishonesty through internal control and audit, and plain, open report approaches. Digitalization, effective accounting system and internal control system to ensure honest operation.
Others Risk	<ul style="list-style-type: none"> Control measures and reacting plans for COVID19 	Division of Operations Division of Administration	<ul style="list-style-type: none"> Follows CDC Covid-19 prevention key points to declare measures by General Affairs department on preventive items, flexible work shifts, training, and meeting regulations, ensuring normal operation. Measures are adopted for Company and factories according to local authorities' preventive regulation. Emphasized environmental disinfection and cleaning.

Information security & Personal Information Risk

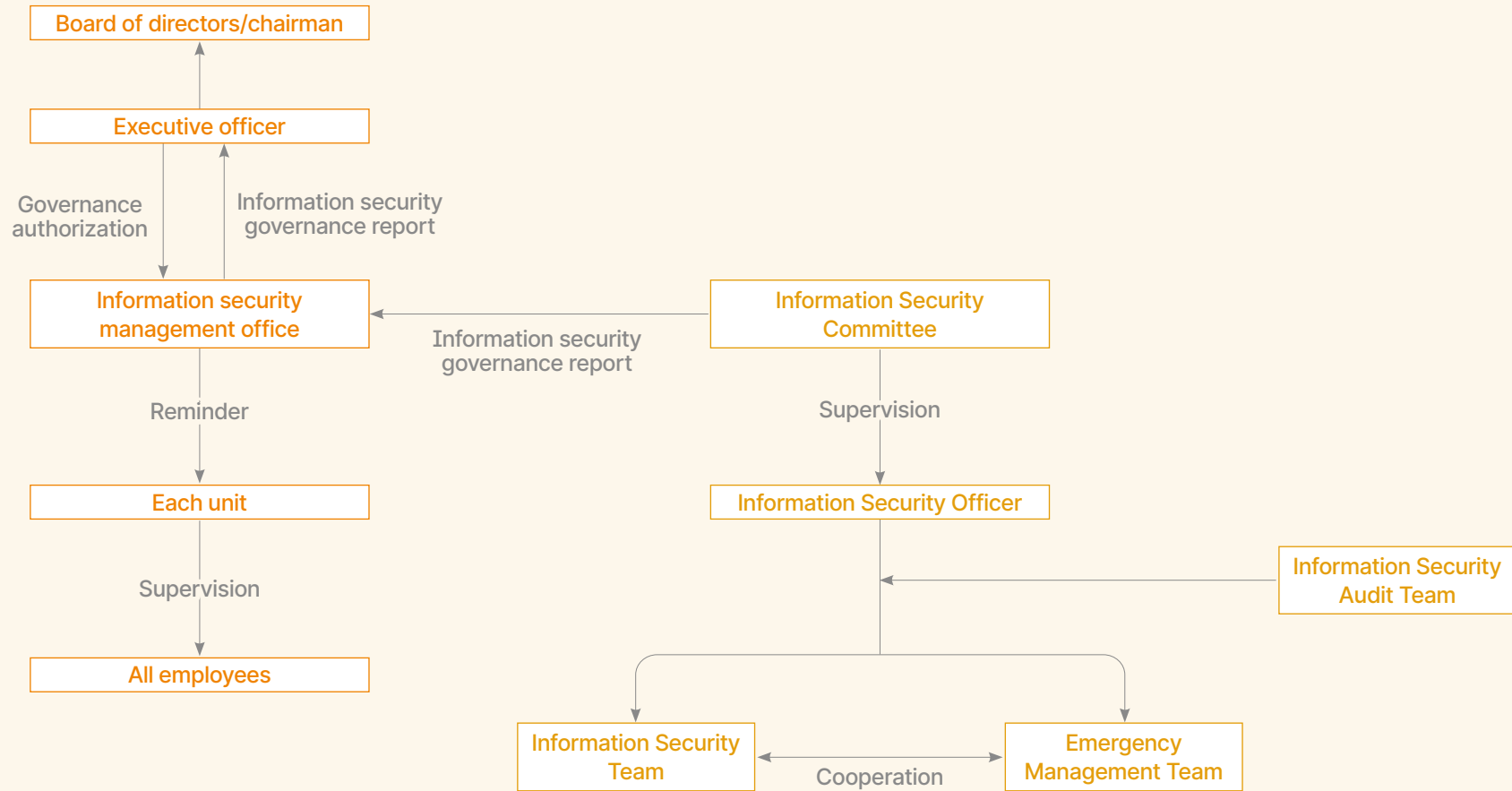
Information security Policy

To enhance effectiveness of info-security management, in 2022, we follow "Regulations Governing Establishment of Internal Control Systems by Public Companies" and the letter of Financial Supervision Commission, to establish Information Security Management Office, under which there are head of information security, managers and two info-security members, taking charge of Company's info-security governance policy, supervising info-security management operation, preparing applicable legal document and risk management measure. The "Information Security Commission" is established and info-security officer and work force appointed, audit team making regular risk inspection, reminder for relevant policy and work procedure, training for staff, weaving all-encompassing protection system and enhancing good info-security awareness among fellow workers.

We refer to ISO 27001 framework and complete 4 levels of documentation. It plans to introduce and adopt ISMS in 2023, holding it as the standard guideline of info-security management. All relevant work adheres to ISO 27001's PDCA (Plan-Do-Check-Act) pattern; we stress policy and implementation procedure, give personnel training and ensure solid introduction and practice of info-security policy. Any shortage will be raised for improvement plans by relevant units, with result traced regularly for effective management system.



● Goldsun security framework



Information security management measures

In addition to information security policy and work procedure to regulate relevant behavior, we also carry out routine internal audit, analyze internal risk level and make timely adjustment, so as to reinforce the management of Company information security. All forms of protective system are also in place to enhance the safety of entire information environment.

To cope the challenges we face in information security, every year we run the security inspection, information communication security check, and use firewall, antivirus and IPS to fortify overall information security protection. Through these approaches it enables prevention in a timely manner, detecting and stopping expansion. In addition, regarding the information risk during the pandemic, to

enhance information security outside office, VPN connection is employed to ensure online data privacy safe from hacking, ISP and other parties' effect. One Time Password also secures remote connection on to a good level of information security protection.

To enhance employees' relevant knowledge and expertise, and minimize risks of information security incidents, all employees were given 1-hour information security education in 2022. The learning introduced Network safety and information security; Threats to information security; methods to protect emails from social engineering attack; Information security management goals; and, internal notification procedures on the cyber security incident.

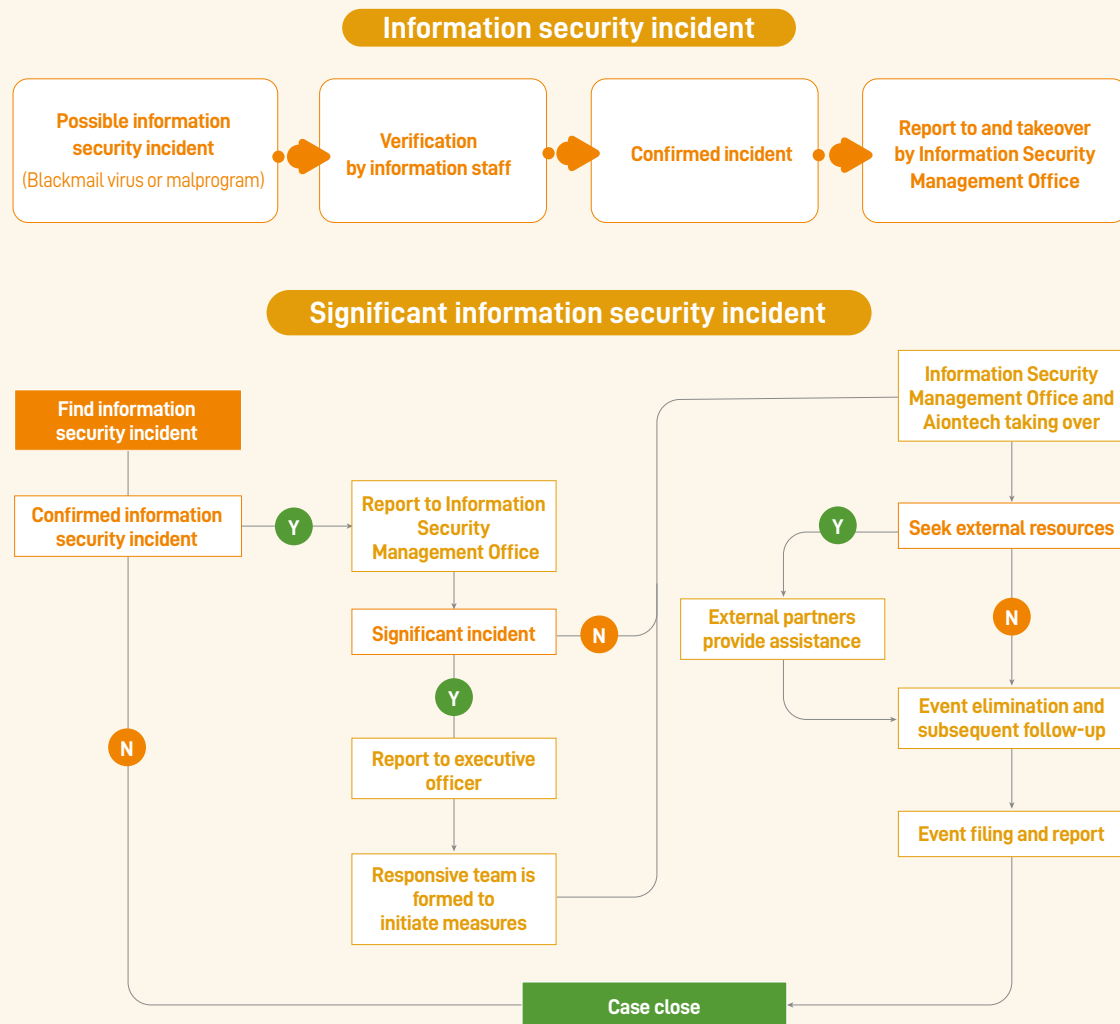
● Information security management report process



● **Nine major dimensions of Goldsun's information security management**



● Information security incident notification procedures



Personal Data Management Policy

To ensure proper protection of operation related confidential and personal information, we continue to enhance protection strength. In addition to the adoption of information security policy, we raise awareness among employees of relevant protection work, including:

- Proper approaches and concept of office e-paper and paper information process.
- Complete shutdown of computer and screen after work. Screen off or password-protected when not in seat; confidential paperwork, memo, personal information contained paper should be kept away; avoid desktop file of well sorted data to prevent peeping.
- Proper protection for manual delivery of confidential paperwork. No recycle for confidential data and shred properly.
- Important data, in paper form or e-file, should be backed up as a routine and kept in separated locations. Confirm availability as part of routine work.
- Above procedures is part of employee and newly recruited training to enhance information security awareness and ability.



3

Supply Chain Management

Sustainable Value Chain

Sustainable Procurement

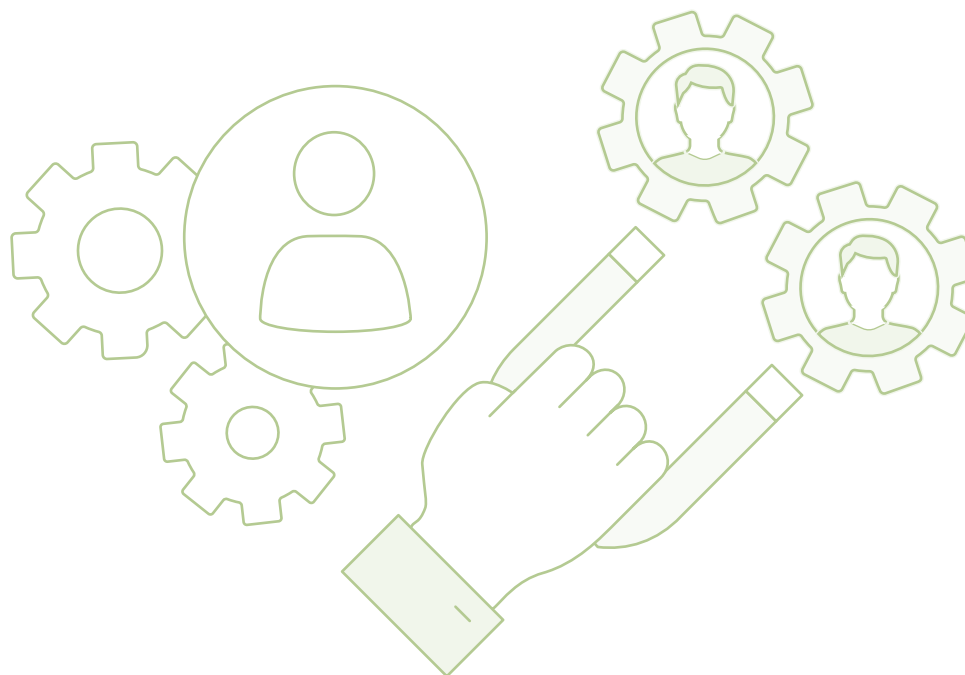
Evaluation & Audit of Supply Chain

Customer Service

Management Approach
Management of Goldsun's "Supply Chain Management" in Material Topic in 2022

Material topic	Supply Chain Management
Corresponding GRI Index	204-1、308-1、414-1
SDGs	
Policies and Commitment	<p>While working to expand local sourcing, we also focus on the quality and consistency of supply. We adopt an External Supply Process to ensure CNS certified suppliers, a purchase risk management plan to minimize purchase risks and for suppliers to invest efforts to enhance CSR regulation to ensure ESG performance, impacting the industry in a positive way and building resilience.</p>
Goals and Targets	<p>Short-term goals: Raw materials purchased locally to account for more than 80%. Medium-term goals: Raw materials purchased locally to account for more than 85%. Long-term goals: Sustainability with combined efforts and resources along ready mix business partners and contractors.</p>
Effectiveness tracking system	<ul style="list-style-type: none"> ◀ External Supply Process for supplier evaluation ◀ Purchase risk management plan ◀ Suppliers effort to enhance CSR regulation ◀ Supply chain and customer satisfaction survey

Material topic	Supply Chain Management
<p>Annual action and measure</p>	<ul style="list-style-type: none"> ◀ To reduce the potential negative impact on the environment and society in Goldsun relation through suppliers effort to enhance CSR regulation and effectively manage major suppliers' ESG actions, 86% of the major suppliers passed the ISO 14064-1 Greenhouse gases inventory standard, and 86% of major suppliers have passed the ISO 45001 Occupational health and safety management systems certification. ◀ To ensure product quality, Goldsun's audits are carried out on all 40 suppliers with an audit completion rate of 100%. ◀ In 2022, the proportion of local procurement reached 79%. ◀ In 2022, the proportion of green procurement amount reached 8%. ◀ In 2022, the customer satisfaction was 99.8 points, and maintained a high satisfaction performance of 99.5 points or more for seven consecutive years.

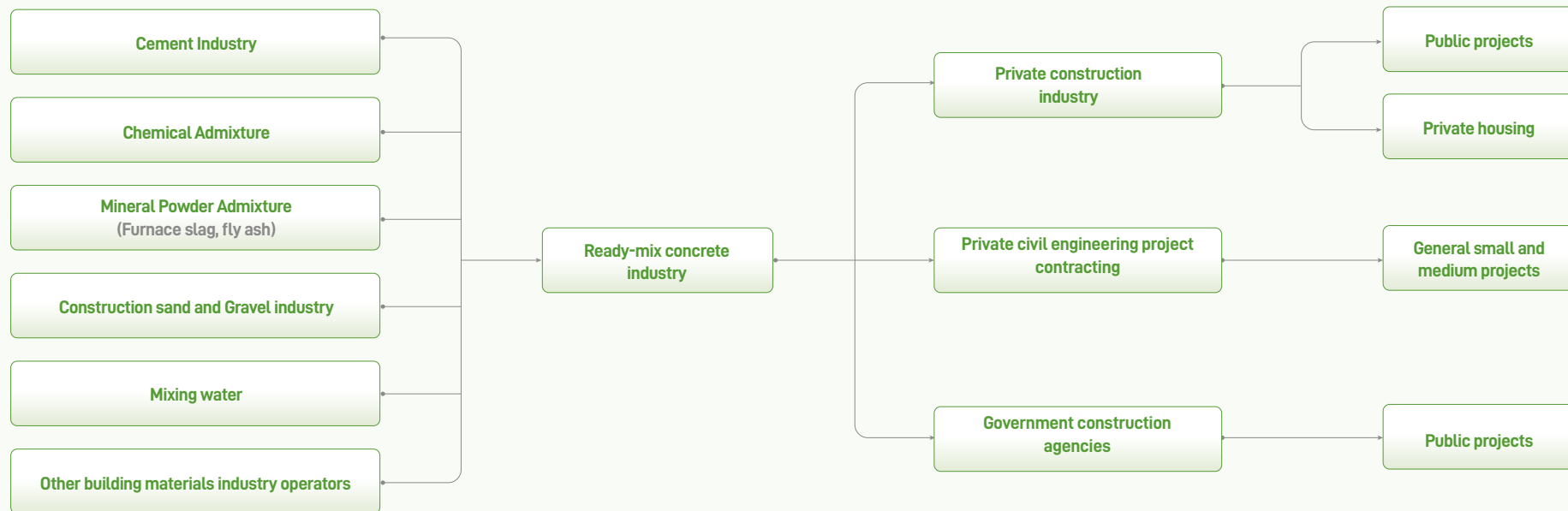


Sustainable Value Chain

The ready mix business is a local domestic need-based processor of cement. It sits higher in the supply chain of the national construction system. The opposite end is the construction business and public works across Taiwan. In 2022, no significant changes occurred among the company, upstream, downstream, supply chain, or customers.

To ensure supply chain management, Goldsun will continue to advance construction and related technology. We enhance partnerships with all vendors and buyers, and improve their ESG actions. By regularly sharing insights among the management team, self-evaluation, management, and audit, we expect stronger partnerships to development quality products and services, creating promising, sustainable value.

● Supply Chain Structure



Suppliers Management Strategies

To ensure product material quality and consistent supplies, the External Supply Process indicated that the products of suppliers must be CNS-approved, the registration and operation of suppliers must be entirely legal, suppliers will be considered on the level of technology, price, and transportation, and location and sample inspections are used as criteria for a qualified supplier. Monthly inspections grade suppliers with supply consistency and material quality, and determine future purchase conditions.

We work to best develop green products, make new material purchases, and explore new suppliers. In practicing CSR, the board has passed the suppliers' effort to enhance CSR regulation to further environmental protection together with suppliers. The teaming up also sets a benchmark for a higher standard

for the environment, and health and safety in the industry. We give explicit requests through these policies that active involvement and communication on the environment, and health and safety between Goldsun and suppliers or contractors should encourage performance on related issues, navigating vendors on the path towards lowering their environmental impact through supply chain activities. We plan to incorporate ESG screening standards into new supplier management regulations to build a sustainable supply chain and a better industry.

By the end of the year, 100% of suppliers' audits were completed, with all 40 of Goldsun's suppliers passing the paper audit; 18 suppliers further completed an on-location audit. No major deficiencies or risks were uncovered.

● Our suppliers meet relevant ESG standards

Aspects	Items	Numbers	Percentage(%)
Environmental Side	ISO 14001 Environmental Management Systems, EMS	5	71
	ISO 14064-1 Greenhouse Gases	6	86
	ISO 50001 Energy Management Systems	3	43
	ISO 8001 Circular Economy	2	29
	ISO 14046 Environmental management-Water footprint	3	43
	ISO 14067 Greenhouse gases-Carbon footprint of product	2	29
Social Side	ISO 45001/OHSAS 18001 Occupational Health and Safety Management Systems	6	86
Governing Side	ISO 9001 Quality Management Systems	7	100

Note : 1. Data based on seven major concrete vendors of Taiwan. 2. Goldsun did not have any new suppliers in 2022.

Sustainable Procurement

To ensure effective management of purchase risks, proper purchase orders, purchase efficiency and function, and minimal human error, Goldsun's purchase risk management plan follows the Regulations Governing the Establishment of

Internal Control Systems by Public Companies and ISO 9001:2015's 6.1 Actions To Address Risks And Opportunities". The Plan follows the below procedure and its expected benefits are as follows.

● Purchase risk management plan

	Establishment of system to assess purchase risk	Specific steps
Plan actions	<ol style="list-style-type: none"> 1. Comprehensive analysis of purchases to locate issues 2. Active awareness of risk factors and forms 3. Implementation of purchase team professionalism and risk assessment 4. Propose countermeasures according to assessed risks 	<ol style="list-style-type: none"> 1. Better transparency and openness in purchase information 2. Training for better purchase professionalism and risk assessment ability 3. Ensure supervision of purchase 4. Regular review of purchases to analyze risk patterns 5. Exercise precaution 6. Dedicated purchase inspection 7. Study and discussion of purchase risks and fraud 8. Purchase training and rewards for honesty
Expected benefits	By putting forward an effective assessment system through this plan, precautions can be exercised and systematic actions promoted to minimize purchase risks and human error while elevating the Company image of honesty.	
Follow up and management	<ol style="list-style-type: none"> 1. Purchase team will execute the plan while the Audit Office gathering results, signing, and issuing reports. 2. When the Audit Office discovers risks in any purchase, it makes timely suggestions to the purchase team, and a dedicated meeting is held as a follow-up when necessary. 	

Our key operation sites (including the business scopes specified on this Report) prioritize local sourcing to reduce emissions from transportation, while supporting area development. This year, 79% of the budget covered local purchases.

● Goldsun local raw material purchase spending proportion in the past three year (Unit: Thousand NT\$/%)

Year	2020	2021	2022
Local purchase amount	7,247,891	8,144,756	8,144,990
Total purchase amount	9,363,172	9,897,696	10,272,416
Proportion of local raw material purchase	77	82	79

Note: Local purchase indicates items were sourced in Taiwan.

● Goldsun green purchase spending proportion in the past three year (Unit: Thousand NT\$/%)

Year	2020	2021	2022
Green purchase amount	827,386	848,638	839,663
Total purchase amount	9,363,172	9,897,696	10,272,416
Proportion of green purchase	9	9	8

Note: The purchase amount of furnace slag and fly ash.

Evaluation & Audit of Supply Chain

Evaluation of Suppliers & Contractors

Goldsun conducts a monthly evaluation of the supply conditions of suppliers who are required to be evaluated in compliance with the "External Supply Process". The assessment distinguishes the supplier's level mainly according to the "Number of truck returns" and the "Number of material shortages". Follow-up work is executed according to the handling method. No major deficiencies or risks were found in the 2021 audit and assessment.

● Goldsun's Supplier Evaluation Method

Level	Results of Evaluation	Handling Method
A	Two truck returns or no shortage of materials	Increasing procurement percentage; priority procurement
B	Four truck returns or less than two incidences of a shortage of materials	No handling. Continue to conduct business with the supplier without the need to make changes.
C	More than four truck returns or more than three incidences of a shortage of materials	Request the supplier to make improvements. If no improvements are made, reduce the procurement percentage or cancel the supplier qualification.

Customer service

Business team with first-level appraisal certification

The Goldsun manufacturing process adopts a strict quality control system that incorporates "7 QC Procedures and 3 Steps" system (for further details about "7 QC Procedures and 3 Steps" system, go to Products and know-how in Chapter 1). Our sales personnel in the field are expected to explain the convenience and advantages of Goldsun Building Materials to customers and as such, to strengthen the professional knowledge of colleagues, the company conducts systematic education and training, and also requires that quality control personnel must pass the third-level quality control appraisal. Sales personnel must pass the first-level appraisal, and the certification is conducted once every two years.

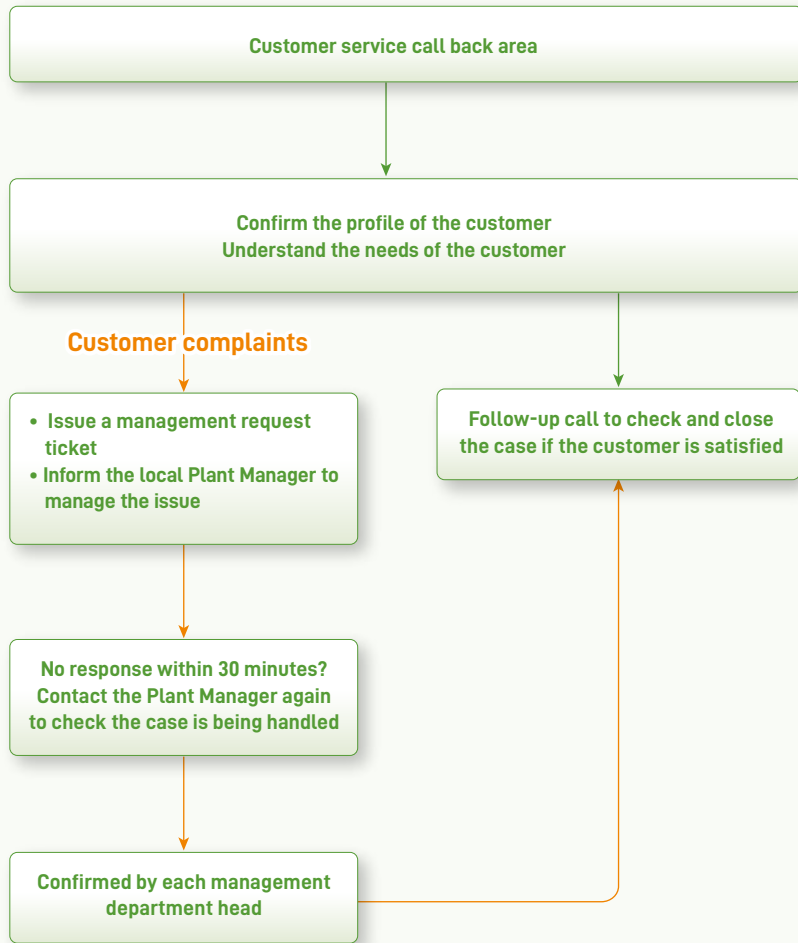


Real-time professional services provided by the customer service center

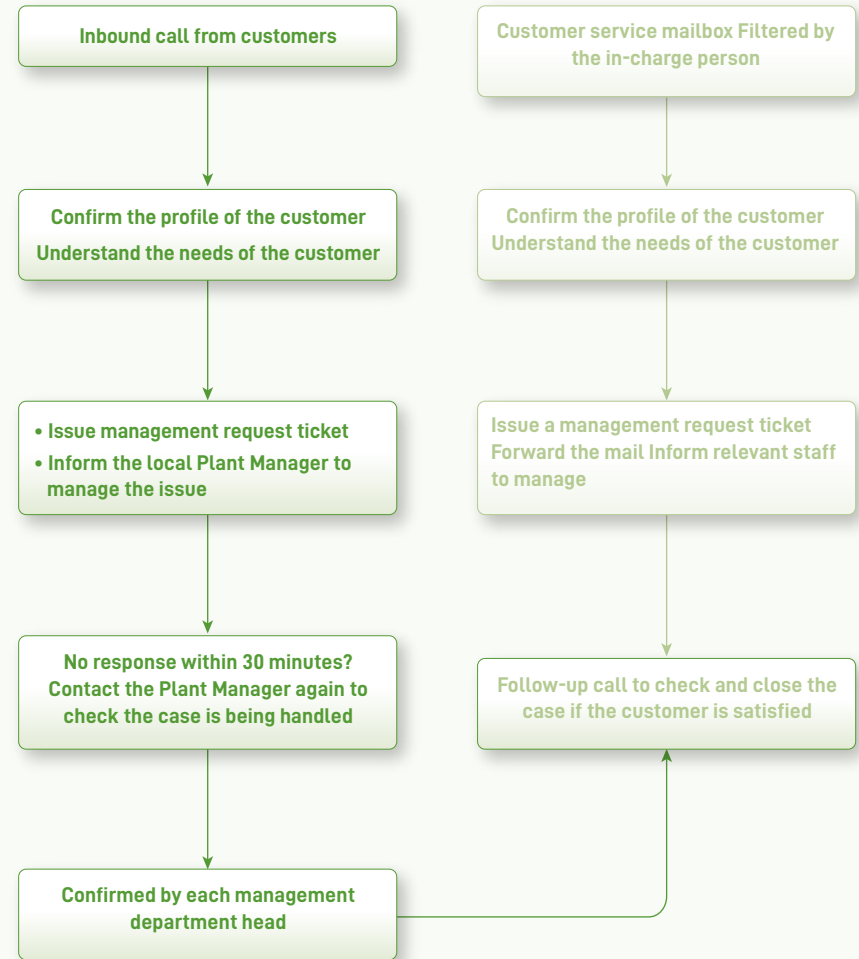
Goldsun's customer service center has integrated the information technology of Technology Control and Services Office (TCSO) and multiple communication channels to provide the most accurate, (see Products and know-how in Chapter 1 About Us for more about Technology Control and Services Office (TCSO)) real-time ready mixed projects and troubleshooting consultations. We proactively find solutions to customers' needs and track progress within the deadline. Customer feedback is announced to company employees to increase overall service quality and efficiency. Goldsun's customer service center provides the following services:

- Answers customer calls and complaints and works to resolve them as soon as possible.
- Calls customers the day after shipment to check the customer is satisfied and actions any improvements required.
- Tracks overall service satisfaction statistics and analysis.
- Plans and establishes the centralized dispatching system of trucks and staff.

● Customer call back workflow



● Customer complaint management flow



Customer satisfaction survey

Goldsun considers customer feedback an important foundation for refining customer relationship development. We try to understand our customers' needs through different channels and check the customer's thoughts regularly. By analyzing feedback, we formulate an improvement plan to complete the

management process and respond to customers' needs. This year Goldsun scored 99.8% in customer satisfaction from 41,327 surveys across 676 vendors and business partners, maintaining a 99.5% rate for seven years in a row.

● Goldsun customer satisfaction survey results in the past three years

Year	2020	2021	2022
Survey Returns (Cases)	45,196	42,381	41,327
Return Rate	99.25%	99.55%	99.48%
Average Customer Satisfaction Scores	99.7	99.7	99.8



2022 Average Customer Satisfaction Scores Reached

99.8 %

Consistently achieving high satisfaction performance for

7 years

4 Environmental Sustainability

**Task Force on Climate-related
Financial Disclosures (TCFD)**

Energy Management




GHG Emissions

Water Stewardship

Waste Disposal






Management Approach
Management of Goldsun's "Energy and GHG Management" in Material Topic in 2022

Material topic	Energy and GHG Management
Corresponding GRI Index	302-1、302-3、305-1、305-2、305-4
SDGs	  
Policies and Commitment	Minimize negative environmental impact through control of operational consumption of energy, regular feedback on GHG emissions, and reduce carbon hotspots.
Goals and Targets	<p>Short-term goals : The launch of ISO14064-1 in 2023 requires yearly GHG emission inventory to keep records of progress.</p> <p>Medium-term goals :</p> <ul style="list-style-type: none"> ◀ Retirement of equipment for better carbon reduction ◀ Circular economy to design recyclable products with less footprint ◀ Logistic optimization for a smaller transit footprint <p>Long term goals : Heading toward the national 2050 Net Zero goal with low carbon, strongly competitive operations.</p>
Effectiveness tracking system	Independent accreditation of GHG inventory
Annual action and measure	<ul style="list-style-type: none"> ◀ The use of TCFD continues to assist control of climate risks on Goldsun and its financial impact. ◀ Goyu and Taipei Port rooftop panels output 447,000 kWh renewable energy each year, replacing part of coal power emission. ◀ 17 EU-5 quality engineer vehicles to support low emission transport ◀ Smart vessel to support green shipping with low emission ◀ 7.4% less energy intensity in 2022 compared to 2020. ◀ 0.003 (tonCO₂e/NT\$ thousand revenue) GHG intensity in 2022

Management Approach

Management of Goldsun's "Green Products" in Material Topic in 2022

Material topic	Green Products
Corresponding GRI Index	301-1
SDGs	  
Policies and Commitment	Low carbon product lines help reduce emissions during manufacturing and in projects, contributing positively to the industry and our environment.
Goals and Targets	<p>Short-medium term goals: Support and assist all ready-mix plants to obtain ISO 14067 certification.</p> <p>Long term goals: Novel technology to create diverse low-carbon products and reduce product emissions.</p>
Effectiveness tracking system	<ul style="list-style-type: none"> ◀ Annual funding of low carbon product design ◀ Independent accreditation of product footprint
Annual action and measure	<ul style="list-style-type: none"> ◀ Expand the use of green concrete, which emits 46.62% less emissions per unit. ◀ Higher number of slag and fly ash in concrete. This year we reached 8.45% in terms of renewability. ◀ Renwu plant's green concrete is ISO 14067 certified ◀ Taiwan's first ALC green building material labeled Goyu lightweight brick. ◀ Settings and equipment in the Xizhi and Tainan plants to produce carbon mineralized concrete.

Task Force on Climate-related Financial Disclosures (TCFD)

In recent years, the frequency of climate change-induced disasters has been increasing. To proactively address climate-related disasters and prevent potential financial losses, we have adopted the climate-related financial disclosure recommendations developed by the Task Force on Climate-related Financial Disclosures (TCFD), a global organization established by the Financial Stability Board (FSB) in 2015. We voluntarily disclose our company's proposed policies and preventive measures in response to climate-related risks and appropriately disclose the financial impact caused by such risks. Furthermore, after taking effective climate adaptation and disaster recovery measures, we identify opportunities to ensure profitability and strengthen our company's climate resilience in order to cope with the subsequent climate disasters that may arise.

TCFD Four Core Elements

● Core Elements of TCFD

Core Elements	Action Plan
Governance	<ul style="list-style-type: none"> ◀ Every year with all relevant departments, the headquarters looks into the potential impact of each topic on internal and external organizations. This includes climate change risks identification and evaluations, and response to climate impact. High-level management then examine climate-related risks and opportunities, providing improvement measures to mitigate relevant financial risks, while locating financial opportunities. ◀ The Division of Corporate Governance generates an annual ESG report of performance to the board, who then validate short-, medium- and long-term goals, including climate change topics.
Strategy	<p>We first examine our business and current operations. From there, we identify physical and transitional risks and opportunities, and continue to initiate our green energy policy. Our policy is to manage the impact due to global climate change and GHG, and includes energy conservation and carbon reduction actions. We adopt measures for carbon reduction, green process machines, office and common area energy-saving plans, waste reduction, and green and eco-purchases. In product design, both recyclable processes and sequestration technology enhance our competence in low-carbon markets. The GHG inventory passed accreditation in April 2023, elevating our strength in carbon reduction. To drive toward the goal of overall carbon reduction, we have scheduled solar panels installation at production sites to replace partially outsourced power, bringing us one step closer to our 2050 Net Zero goal.</p> <p>For detailed information on our major short, medium, and long-term risks and opportunities, please refer to "Climate-Related Risks, Opportunities and Financial Impacts"</p>
Risk management	<p>To identify and evaluate operational material impact and risks, the Division of Operations conducts regular assessments of climate risks to forecast potential financial impact, and uses it as the basis for policy and setting goals. We also establish comprehensive climate management procedures, including identification, assessment, management, recovery, and adaptation, all of which are monitored by the Audit Unit.</p>

Core Elements	Action Plan
Goals and Targets	<p>We are aware of the impact and risks of climate change, and to mitigate such negative impact, we have a set of indicators and goals to help us manage the risks and opportunities brought by extreme weather.</p> <ul style="list-style-type: none"> ◀ Electricity: When presented with alternatives, we opt for light sources that promote power efficiency. Lighting and air conditioning in meeting rooms are switched on only when rooms are in use, and unnecessary outlets are switched off in offices and common areas during lunch breaks. Energy efficiency is also prioritized when replacing equipment in production sites. In 2022, energy intensity reached 0.529 MJ/NT\$thousand of revenue. ◀ Water: We not only promote water conservation, but also take action by regulating the output of faucets and replacing faucets and water closets with Water Efficiency Labeled parts and products. Other improvements include routine inspections of pumps, water tanks, faucets, water connections, and checks for leakages in walls or underground pipes. The sedimentation tank also helps increase wastewater recovery and water efficiency. This year we generated full wastewater recovery at the Xizhi, Taichung and Tainan sites (everyday sewage not included). ◀ Waste: We collected waste from the production of concrete, and formed it into blocks for reuse and sale. We sold 8,020 blocks this year. ◀ GHG: We gather energy from operations, product design and processes to ensure that we always choose better to minimize our carbon footprint. We are scheduled to use solar power generated from solar panels at our manufacturing locations to further increase our use of renewable energy and remove carbon from overall emissions. In 2022, Goldsun Group (headquarters, 28 ready-mix plants, Tainan shopping mall, 10 subsidiaries and their plants) generated 30,951.5818 tonCO₂e (Scope 1, Category 1), and 29,913.5441 tonCO₂e (Scope 2, Category 2).

Climate Scenario Analysis

Climate Change Risks Simulation

The Division of Operations has evaluated the potential impacts of climate disasters based on the selected RCP climate scenarios within a range of 2.4°C to 4.4°C . Using publicly available climate models and mapping platforms such as the "Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP)" and the "Disaster Potential Map," we have simulated climate scenarios ranging from RCP2.6 to RCP8.5. Based on these simulations, we have estimated that the increase in average maximum daily rainfall by the end of the century does not exceed the disaster threshold set by the "Disaster Potential Map" at 650 millimeters of rainfall within 24 hours. Therefore, our company does not face an immediate risk of flooding due to heavy rainfall. However, we

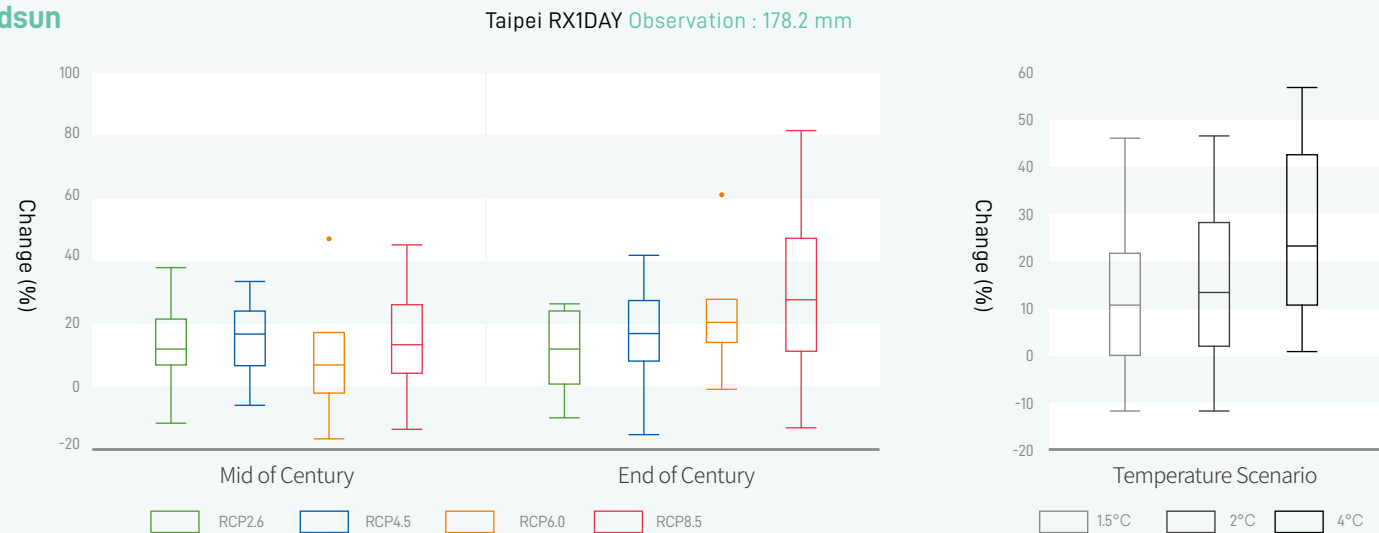
acknowledge that natural disasters such as typhoons may still pose potential risks, including work suspensions, transportation difficulties, supply chain disruptions, and employee absenteeism. We will remain vigilant and prepared to address these challenges as they arise.

● Climate scenarios and related indicators adopted by our company based on the IPCC RCP framework

Situation	RCP 2.6	RCP 8.5
Temperature Rise	~2.4 °C	~4.4 °C
Climate-Related data index	Highest volumes of rainfall 204.3mm Annual average temperature is 23.8 degrees	Highest volumes of rainfall 2259.5mm Annual average temperature is 25.9 degrees

● Highest daily rainfall estimates at Goldsun

Source: Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP)



● The flood risk map for the maximum daily rainfall in Goldsun

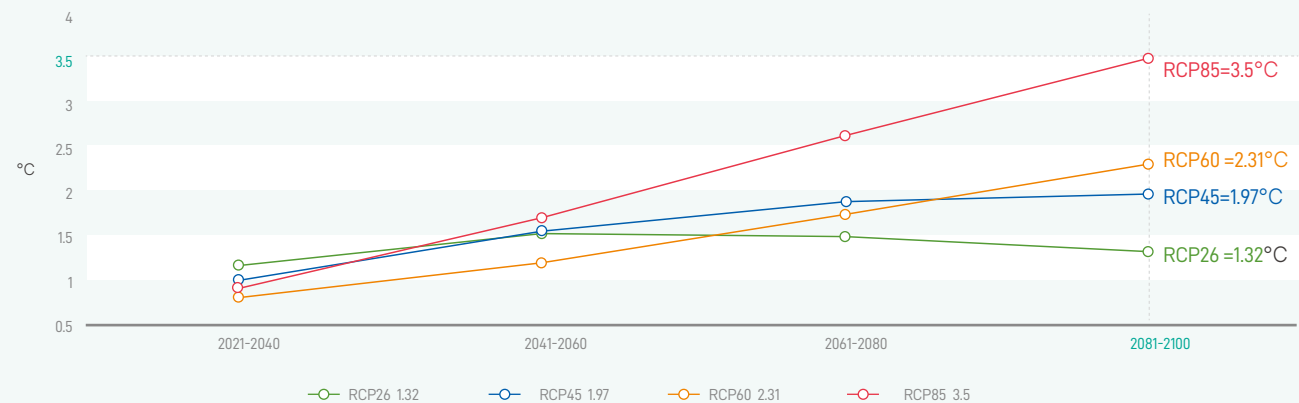
Source: 3D Disaster Potential Map



In terms of annual average temperature, although the county where our office is located is not estimated to reach a 2-degree Celsius temperature increase before 2060 in various scenarios, it may still have implications such as increased air conditioning costs, reduced lifespan of instruments and equipment, write-offs and premature retirement of existing assets, increased costs of infrastructure, and potential reduction in the production of certain goods.

● Mean annual temperature estimate at Goldsun

Source: Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP)



Transition Climate Risk Simulation

We did a calculation based on the NDCs (Nationally Determined Contributions) and national regulations (the Climate Change Response Act, and the Renewable Energy Development Act) as to the impact the future cost of electricity will have on our finances. With the goal of reducing GHG by 50% for business as usual (BAU) processes in 2030, Taiwan will increase its renewable energy from 5.6% in 2019 to 40% by 2030, as National Energy Policy regulates. Considering the higher cost of renewable energy in Taiwan, we project power costs to increase from NT\$2.63/kWh in 2019 to 3.88 in 2030, based on outsourced electricity.

In 2022, outsourced power totaled 2,785,020 kWh. The cost of energy could go as high as NT\$10,805,877 in 2030. The scenario analyzes the potential impact of power outsourcing, and encourages continuous carbon reduction effort to minimize power impact.

Climate-Related Risks, Opportunities, and Financial Impacts

We have assessed climate risks and opportunities, and ranked them based on the degree of impact and chance of occurrence, where the former is categorized into low, medium and high, and the latter not likely, likely, and very likely. Each risk is mapped and issued with a response or measure to build our resilience toward the positive as well as undesirable impacts of climate change.

Matrix of climate-related risks and opportunities

Degree of Impact	High		② ②	
	Medium	①	① ③	
	Low		③ ④ ⑤ ⑥	
		Not likely	Likely	Very likely
		Chance of occurrence		

List of climate-related risks and opportunities

Climate change risks		Climate change opportunities
① Renewable energy and carbon reduction regulations	④ Collaboration with high carbon emission suppliers	① Better energy and resource efficiency
② Cost of low carbon technology and services	⑤ Climate abnormalities (storms, typhoons)	② More low carbon products and services
③ Customers demand for low carbon products	⑥ Climate abnormalities (increase in average temperature)	③ increase in the renewable energy ratio

After risk assessment, our company has analyzed the financial impacts of climate change and identified the annual adaptation measures. The disclosure of "Climate-related risks and financial impacts" and "Climate-related opportunities and financial impacts" is as follows:

● Climate related risks and financial impact

Type	Climate related risk	Impact period	Description of Risk Content	Potential financial impact	2022 Reaction
Transitional risk	Policy and regulation				
	Standard of energy saving product	Long-term	<ul style="list-style-type: none"> According to the Renewable Energy Act's provisions for large electricity consumers that came into effect in 2021, electricity consumers with a contracted capacity of 5,000 kW or above are required to self-generate 10% of their electricity from green sources within 5 years. 	<ul style="list-style-type: none"> Higher energy cost 	We have an installation on the Goyu and Taipei Port rooftop, and are planning installations in concrete plants for self-use.
	Local regulation	Medium-term	<ul style="list-style-type: none"> Taiwan "Climate Change Response Act" 	<ul style="list-style-type: none"> Higher carbon reduction costs Rising costs from carbon fees 	<ul style="list-style-type: none"> In 2022, we founded the carbon inventory and reduction team to initiate group carbon inventory, which passed ISO 14064-1 in April, 2023. The consultation and accreditation has a NT\$2,000,000 budget.

Type	Climate related risk	Impact period	Description of Risk Content	Potential financial impact	2022 Reaction
Transitional risk	Technology				
	Cost of low carbon technology transition	Medium-term	<ul style="list-style-type: none"> Company investment for the design of low-carbon construction 	<ul style="list-style-type: none"> Increasing design cost 	<ul style="list-style-type: none"> Promotion of green concrete. In 2022, the Renwu plant obtained an ISO 14067 carbon footprint product certificate TCFD gives consistent control on climate risks, with NT\$18.25m allocated to low-carbon product design. Goyu allocated NT\$400m to work on expanding the product line with higher recycled materials such as ALC bricks.
	Brand reputation				
	Replacement of existing products and services with low carbon ones	Short-term	<ul style="list-style-type: none"> Partnerships with high carbon suppliers may lose customers' trust. Climate resilience can have an impact on investors and stakeholders' trust in the Company. 	<ul style="list-style-type: none"> Unfavorable impression among stakeholders; reduced funding from investors 	<ul style="list-style-type: none"> Attention to supplier's performance in the environment. This year 71% of main suppliers passed ISO 14001.

Type	Climate related risk	Impact period	Description of Risk Content	Potential financial impact	2022 Reaction
Physical risk	Immediate				
	Typhoon. Flood e.g., extreme weather	Short-term	<ul style="list-style-type: none"> • Potential production suspension • Impact on workforce attendance • Disruption in transportation and potential loss of goods 	<ul style="list-style-type: none"> • Delay on work schedule • Equipment & personnel loss • Paid on typhoon days: NT\$942,485 (OT not included)/day 	<ul style="list-style-type: none"> • We have a total of NT\$ 5 billion fire insurance from across all locations in Taiwan to manage typhoon and flood damage. Through insurance we can effectively shift risks and mitigate impact to operations. • The budget every year covered a total of USD 47,780,000 in insurance for vessel natural disasters.
	Chronic				
	Changes in rainfall patterns	Medium-term	<ul style="list-style-type: none"> • Flooding 	<ul style="list-style-type: none"> • Purchase of sand bags and pumps 	<ul style="list-style-type: none"> • We apply a simulation tool (3D Disaster Potential Map) to calculate climate change risks across Company locations. • Operation support plan: we have contingency plans for situations such as water and power shortages so we can resume operations quickly and production is not interrupted. • Dispatch center: through monitoring instant logistics information, we can immediately dispatch and make arrangements for maximum utility.
Annual increase in average temperature	Long-term	<ul style="list-style-type: none"> • AC requires better cooling ability 	<ul style="list-style-type: none"> • Increased expenditure on equipment procurement • Increased electricity costs 		

● **Climate related opportunities and financial impact**

Type	Climate related opportunities	Potential financial impact	2022 Reaction
Resource efficiency	<ul style="list-style-type: none"> Improved energy performance equipment Wastewater recycling 	<ul style="list-style-type: none"> Better energy and resource efficiency for reduced operating costs 	<ul style="list-style-type: none"> Choice of production equipment and eco-vehicles with better energy efficiency 100% LED lighting in office area Sedimentation tank to improve wastewater recycle. Xizhi, Taichung and Tainan reached 100% recycle rate in 2022. The waste is transformed into building blocks and sold to parking lots and gravel plants as building materials. In 2022, a total of 8,020 units were sold, generating a revenue of up to NT\$4.08 million.
Energy source	<ul style="list-style-type: none"> Use of low carbon energy 	<ul style="list-style-type: none"> Electricity from rooftop solar panels at production sites for and a reduction in power costs Better efficiency in transit 	<ul style="list-style-type: none"> Switching the air heating furnace at Taipei Port Terminal to LPG Purchase of low carbon transportation
Product & service	<ul style="list-style-type: none"> Investment in low carbon products and services 	<ul style="list-style-type: none"> Innovation requires investment and cost, but enables collaboration with others to generate higher revenues. 	<ul style="list-style-type: none"> Collaboration with Canadian company Carbon Cure Technologies on carbon mineralization, including CO₂ in the concrete formula while reinforcing strength of the concrete
Marketing	<ul style="list-style-type: none"> Market exploration Shifts in customer preference 	<ul style="list-style-type: none"> We examine and follow market trends by increasing low carbon services to build a good reputation and increased profits. 	<ul style="list-style-type: none"> Participation in wind turbine projects and as a concrete supplier to Century Iron & Steel's wind turbine construction and offshore underwater wind turbine at Xingda Port.
Resilience	<ul style="list-style-type: none"> Include climate change risks into operation management scope. 	<ul style="list-style-type: none"> Build resilience against climate change to abate subsequent losses and disruption to supply chains. 	<ul style="list-style-type: none"> Create a dedicated sustainability team for climate risk management and better operation resilience as a group Continuing with solar energy generation at all production sites. Consider participation in the carbon credit trading market. Taking environment-related standards into the assessment of suppliers so that we build a sustainable supply chain and holistic, sustainable industry together.

Renewable materials

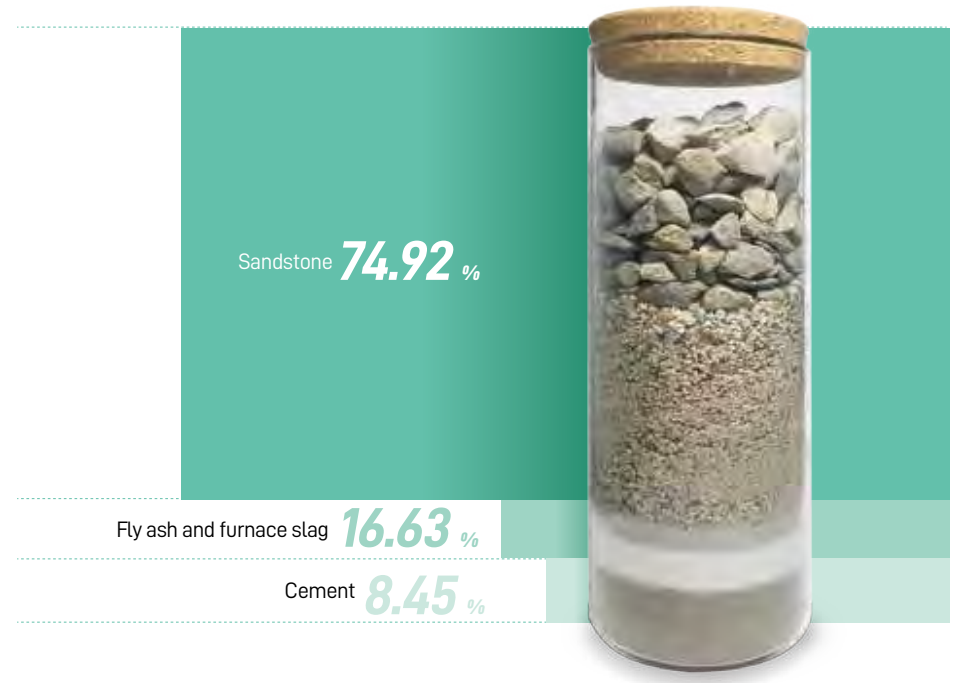
We advocate and promote low-carbon products and the circular economy . Of the main ingredients, sandstone, cement, slag and fly ash, we use for concrete manufacturing, and slag and fly ash comprise part of renewable materials. The types and number of materials we use reflect our reliance on natural resources, and the impact of availability on our operations. To facilitate green processes, we have increased the content of slag and fly ash. By 2022, we reached 8.45% in renewability, showing a green product development trend in Goldsun Group.

● Goldsun building material renewability rate

	Material	Weight (tons)	Percentage (%)
Renewable materials	Fly ash	412,516	2.79
	Furnace slag	832,001	5.62
	Furnace ash	5,961	0.04
Non-renewable materials	Sandstone	11,090,831	74.92
	Cement	1,251,579	8.45
	Chemical admixtures	25,915	0.18
	Water	1,184,244	8.00
Total		14,803,047	100

The rate of renewable materials in 2022 reached

8.45%



Energy Management

The energy used by the headquarters, Xizhi, Taichung, and Tainan plants are mostly outsourced, with a total of 11,253,960 MJ annual consumption in 2022. In energy intensity, we saw a 7.4% reduction from 2020. The strong result shows our active work in energy management.

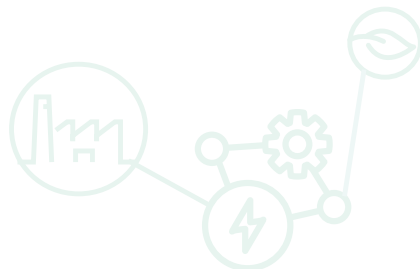
Internal energy consumption of Goldsun

(Unit: megajoules)


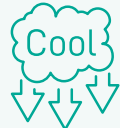
Type of energy		2020	2021	2022
Non-renewable energy	Outsourced electricity	10,787,400	10,221,408	11,253,960
Energy consumed		10,787,400	10,221,408	11,253,960
Intensity		0.571	0.469	0.529

Note :

1. The energy conversion factor is sourced from the EPA Greenhouse Gas Emission Factor Management Table 6.0.4.
2. The formula for energy intensity is: Energy consumption (GJ) / annual total revenue (in thousand dollars).
3. The consumption includes Xizhi, Taichung and Tainan plants.



● Goldsun energy measures

Category	Approaches
 <p>Lighting</p>	<ul style="list-style-type: none"> • Timers and motion sensors activated in the basement parking lot to control lighting • Switched off every other light in hallways • Choosing energy-efficient lighting for office areas
 <p>Air conditioning</p>	<ul style="list-style-type: none"> • Fixed temperature at 26°C -28°C in the office area to avoid energy waste from unnecessary low temperatures • Routine maintenance of air conditioners to maintain efficiency • Prioritizing green marked and energy labeled products when purchasing air conditioners and electronic devices

Green energy factory

Other than through lighting and air conditioning, we participate in Taipower's off-peak deal to boost power efficiency and power grid stability to reduce energy consumption in office areas. This also contributes to less power generator acquisition, meeting low carbon trends. In addition, as a pioneer, the Goyu and

Taipei Port Terminal leases its rooftop for solar panels, generating 900 kWp (Goyu), around 117,000 kWh/year; and 373.1 KWp (Taipei Port Terminal), around 330,000 kWh/year. We evaluate the installation at each site for self-use, improving our own renewable energy rate, and lowering emissions from coal combustion.



Solar panels on Goldsun Group's rooftops harness renewable energy and greatly improve decarbonization efforts, making it an environmentally friendly approach to generating power.

GHG emission

We work to minimize emissions in operations, achieving carbon reduction as a long-term goal. We adopt the approach of ISO 14064-1 and perform carbon inventory across Goldsun and 10 subsidiaries, 40 operation sites in total; We will invite third party accreditation instituion to perform GHG emissions inventory

assessment in scope I (Category 1), II (Category 2), III (Category 3&4). it is aims to eventually become an ISO 14064-1:2018 qualified operator with GHG Emissions Verification Opinion Statement. This year, we quoted scope 1: 30,951.5818 tonCO₂e, scope 2: 29,913.5441 tonCO₂e, and totaling 60,865.1259 tonCO₂e.

● Goldsun's GHG emissions and intensity

 Unit: Tons CO₂e

Total emission		2022
Scope 1 (Category 1)	Fixed combustion	16,367.5505
	Mobile combustion	14,071.2291
	Industrial processes	38.5100
	Escaped emission	474.2922
Scope 2 (Category 2)	Outsourced electricity	29,913.5441
Total GHG emission		60,865.1259
Amount (Thousand)		20,231,077
GHG intensity (tonCO₂e/NT\$ thousand revenue)		0.003



Notes:

1. Conversion factor sourced from the EPA GHG emission factor management table 6.0.4.
2. The integration of GHG volume is subject to the control method.
3. The GWP of each category of GHG undergoes valuations in the IPCC Sixth Assessment Report.
4. The power coefficient is sourced from data provided by the Energy Administration, Ministry of Economic Affairs. The 2022 value has not been announced. The Report uses the 2021 value, which is 0.509 kgCO₂e/kWh.
5. Carbon intensity calculation: total GHG emissions (tonCO₂ e)/revenue (NT\$ thousand).
6. The benchmark year for GHG emissions is set to be 2022, the year when Goldsun first performed GHG accreditation.

Low carbon transportation

Eco in-land transit

Our processes take environmentally friendliness into consideration. Efficiency and low carbon transportation is also one of our priorities. To reduce our transportation footprint, we own five sandstone vessels, 320 ready-mix concrete trucks, and 130 dump trucks. As a leader in the business, we first made a significant investment in introducing EURO 5 ready-mix concrete trucks in 2014. As of 2022, we have a fleet of 160 trucks and replaced 17 vehicles this year with EU-5 trucks; with Goldsun Express & Logistics we introduced a smart GPS dispatch system and the logistic management platform of Technology Control and Services Office (TCSO) to improve transit performance, while greatly reducing carbon footprint and pollution volume. In addition, our dump truck carbon cutdown project further promotes fuel savings and models for the ready-mix industry.



● Goldsun EURO 5 concrete truck procurement over the years

Year	2014	2015	2016	2017	2018	2019	2020	2021	2022
Quantity	45	35	0	0	1	14	26	39	Note 2
Total	45	80	80	80	81	95	121	160	160

Note :

1. Data includes only the number of concrete trucks delivered, not other eco-vehicles (e.g., QC engineering trucks)
2. One year late delivery of 20 eco-trucks due to a shortage of chips in 2022.

Green shipping

Our own fleet uses Low Sulfur Marine Residual Fuels & Marine Gas Oil, of which sulfur content is less than 0.5% and 0.1%, reducing SOx emissions. In addition, to achieve a 40% shipping carbon reduction by 2030, as indicated by IMP and MEPC, our ships work to meet EEXI¹ & CII² to satisfy EEXI's demand of existing ships³ by using speed limiters to reduce nominal output power. For CII requests, in addition to energy efficiency measures, we route according to currents, monsoon, sea conditions, port conditions, and adjust output and trim based on environmental conditions. We also clean the ship hull and propeller.

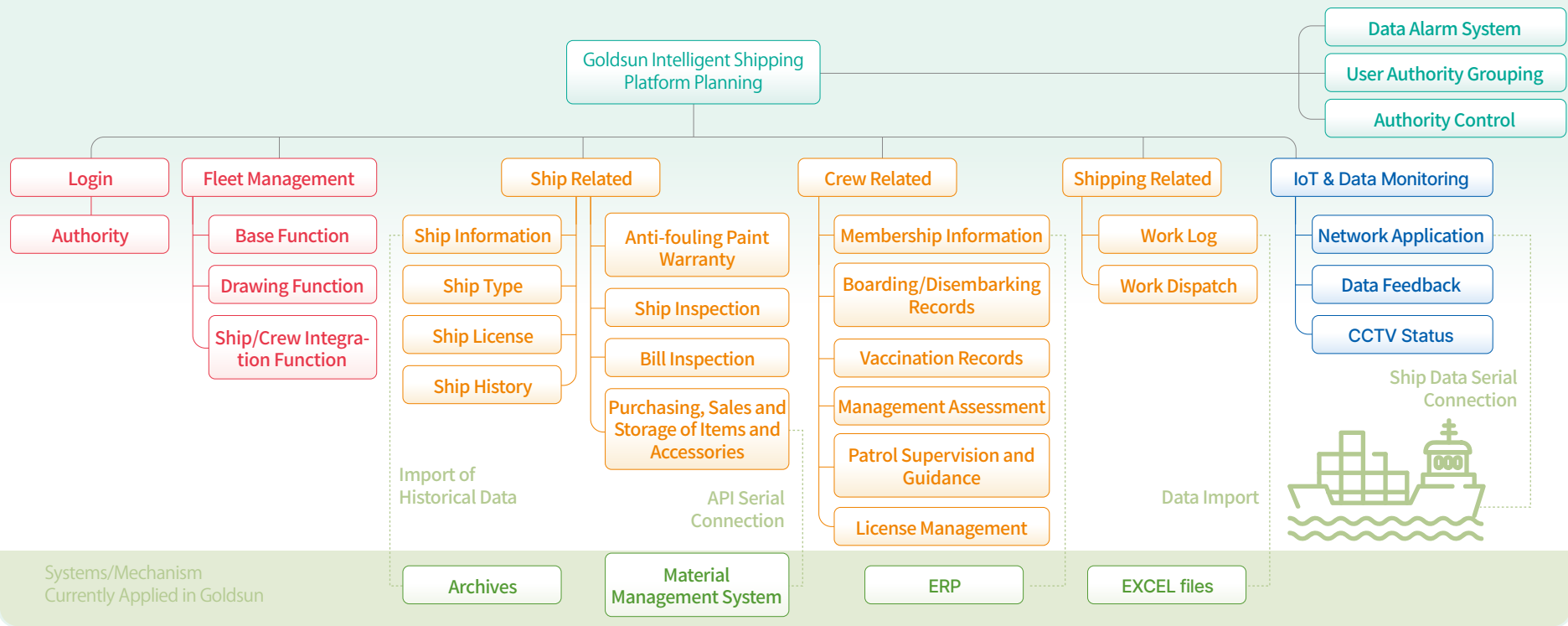
1. Short for Energy Efficiency Existing Ship Index, means energy efficiency index of existing ship.
2. Short for Carbon Intensity Indicator, a carbon intensity index that rates the level of a ship.
3. Existing Ship refers to a vessel that is not newly constructed.

Case highlight

We plan to introduce smart ships in 2023 to achieve green shipping and sustainability.

For green shipping, we are assessing the use of SRP, a smart ship management system, which uses satellite to improve shipping efficiency and safety. Digital technology helps the shipping transformation to accommodate corporate ESG sustainability.

The system, through smart IoT and visualized data management, improves decision precision, reaches better business efficiency and lower risks, while effectively reducing energy wastage, and overall carbon emission in operations.



Air pollution control

We have a qualified air pollution prevention officer at each location to take charge of relevant tasks such as air pollution prevention, safety and security, and emergency protection. Dispersed particulates are restrained through highly-efficient pulse jet bag filters, in which the cement materials are transported. To transport and store fine and coarse aggregates, we have closed-type equipment to minimize pollution during production. At the Keelung, Bali, Chungli, Hsinchu, Tainan, Xinshi, Gangshan, Kaohsiung, Renwu, Fongshan and Xiaogang plants, we continue to enhance dust collecting efficiency, and monitor discharge content for compliance so air quality in the area is duly maintained.

The cleaning pool also ensures that vehicles used for material transportation have clean tires before going on the road. Sprinklers are used when necessary to keep the air clean and free from fugitive dust outside plants and in the neighboring communities. As the Air Pollution Control Act prescribes, our disclosure includes an allowance of particulate pollutants and dust, and volumes are declared. From emissions of major plants, we can see that all data is within standards. In recent years, the Tainan plant has expanded its output to meet the increased demand for concrete, and thus higher particle emissions. We are working to manage the number within standards, and reduce pollution.

● Goldsun's PM discharge volume in the past three years

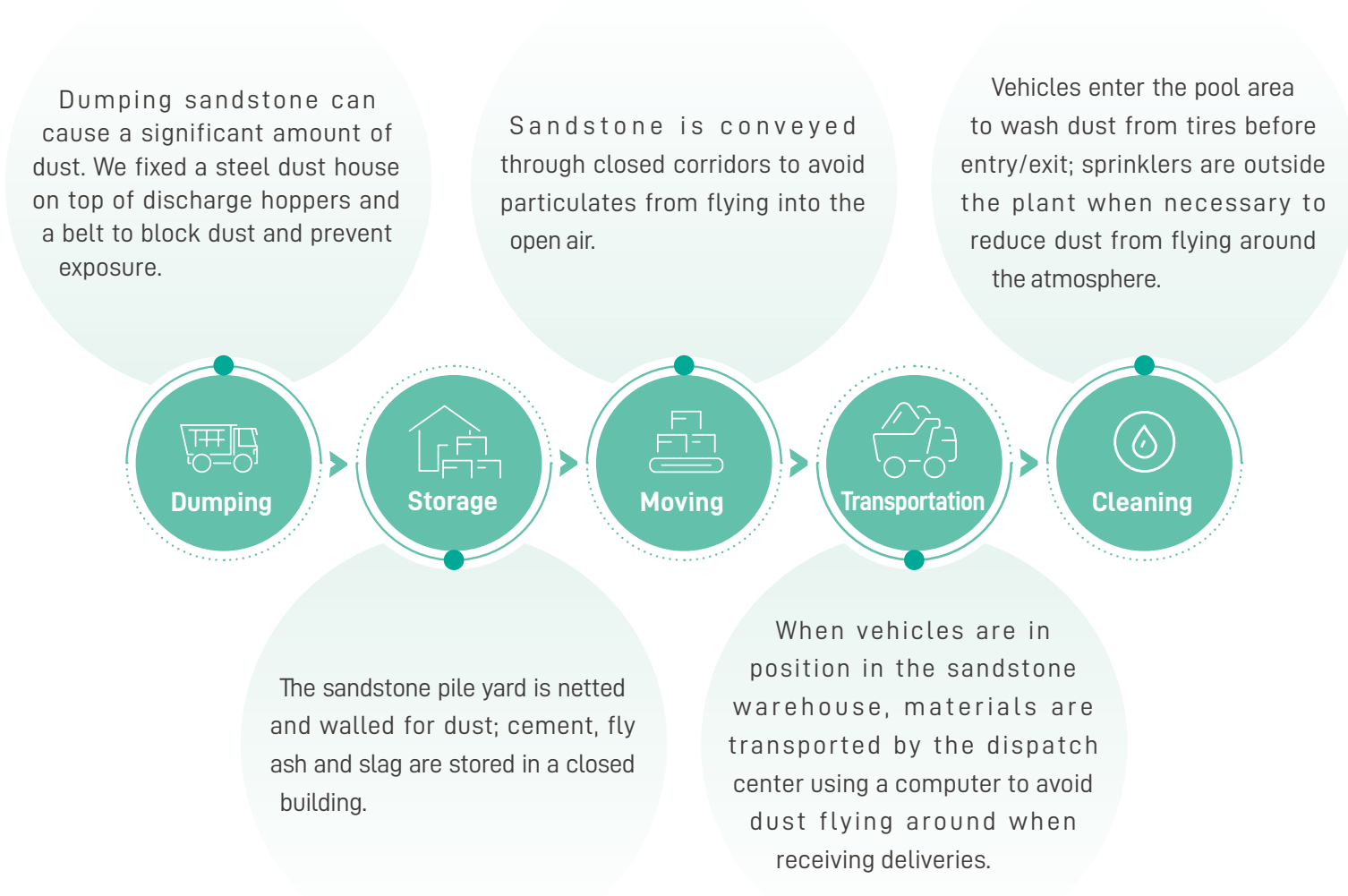
Unit: ton/year

Plant		2020	2021	2022
Xizhi plant	Authorized volume	8.40225	8.40225	8.40225
	Declared volume	1.59323	1.78356	1.74558
Taichung plant	Authorized volume	3.7819	2.479	2.479
	Declared volume	1.27492	0.83741	0.7714
Tainan plant	Authorized volume	4.006	4.006	4.006
	Declared volume	0.08	1.804	2.1646



Note: The calculation refers to the Xizhi, Taichung and Tainan plants; three major plants discharge volumes.

● Goldsun's Dust collection measures



Goldsun works to prevent air pollution. Our dust collectors minimize dust pollution during processes.

Water stewardship

The World Resources Institute's 2019 report declared that one-quarter of the world – 17 countries – are suffering from water scarcity. Goldsun therefore values water usage disclosure. The water Goldsun uses is extracted from a third party operator (tap water sourced), and is never extracted from a water pressure area.

We make sure all individuals have access to and ensure sustainable management of water and hygiene measures by mitigating the impact of extraction, consumption and discharge of water/wastewater. The reservoirs we have are for processing specific formulas. Those at Taichung, Xizhi and Tainan have a capacity of 1,100 tons, which impact the water environment less in the neighborhood. Our

operation aligns with the maximum discharge limits of COD and SS for the earth-rock processing business, which are 100mg/L and 50 mg/L respectively. The "Sewage agitator tank" further improve recycling rates, alleviating the impact on the resource through water efficiency.

To reduce the risk of transferring invasive aquatic species, our own ships have BWTS installed to remove and destroy/inactive biological organisms from ballast water, complying with international marine biology conservation requirements. To date, four out of our five ships have completed the installation, and the remaining one will be completed by 2023 to ensure we do our part for ocean sustainability.

● Goldsun's water consumption in the past three years

Year	2020	2021	2022
Total m³	172,392	153,970	176,970
Total consumption (million litre)	172.392	153.970	176.970
Total consumption (million litre)	0	0	0



Note: The amount of water consumption includes headquarter, Xinzi, Taichung and Tainan plants.



Water scarcity

We are aware of water scarcity, and to physically conserve the resource, faucets in office areas have been replaced with water efficient ones that regulate water flow. Reinforced inspections also help detect any leakages and posters are placed at every sink to remind restrooms users of the unnecessary use of water.

To maximize water reuse, a sewage mixing tank is devised in our plants to collect all wastewater and wastes during operations. The water used for cleaning tires,

and for washing waste cleaned from ready-mix trunks captured by the sandstone grader, which is then guided to the sewage treatment plant for mixing and reuse in concrete production. We also use it for cleaning truck trunks, facilitating the circular economy. We had 100% wastewater recovery at the Xizhi, Taichung and Tainan plants in 2022.

● Water conservation approach

Location	Plant	Office
<p>Conservation measures and result</p>	<p>Sedimentation tanks and recycling mixer water and vehicle cleaning water help reduce consumption.</p> <p>In 2022 we added wastewater recycle equipment, including three sandstone graders and two sumps.</p> <p>Wastewater recovery results at the plants:</p> <ul style="list-style-type: none"> • 5,993 tons recovered at the Xizhi plant, 100% recovery rate • 11,752 tons recovered at the Taichung plant, 100% recovery rate • 14,686 tons recovered at the Tainan plant, 100% recovery rate  <p>Sewage agitator tank</p>	<ul style="list-style-type: none"> • Water efficient faucets, faucet parts to reduce water use, reinforced inspections of water leakages. • Replaced with a water-saving flush • Recovering wastewater generated from the water dispenser to clean the toilets. • Drinking water extractor, low energy use, high water efficiency, using air. <div data-bbox="1473 1013 1848 1380"> <p>Safe Water Source</p> <p>Utilizing air as the source material and undergoing a multi-stage filtration and sterilization system produces higher-quality drinking water than conventional water purifiers.</p> </div> 

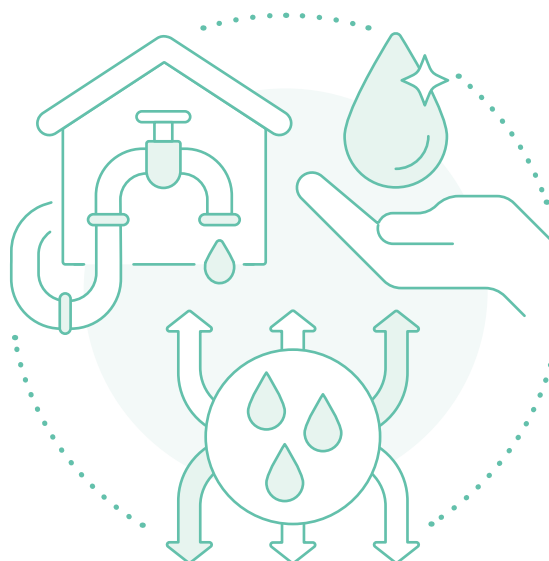
Contingency to water restrictions

Climate is worsening, and Taiwan is experiencing the critical situation of low water supply across the country. For corporations, the impact on process water and daily use can cause interruption and great company loss. In view of this,

Goldsun installed strategies across plants to tackle the water shortage, including a reservoir at a water recycle point and nearby plant to ensure limited impact and operation continuity.

● Goldsun's water restriction contingency at Xizhi, Taichung and Tainan plants

Location	Contingency
Xizhi plant	A reservoir with 500 tons capacity for during water limitation; replenish at the Taipei or Keelung plant.
Taichung plant	A 600 tons capacity reservoir for water limitation
Tainan plant	Water supply available at the Annan, Huweilliao, and Anping water recycle stations, Tainan City



Waste disposal

Among the compositions of our ready-mix concrete, cement leaves the greatest footprint. We seek a balance between quality and ecology by revamping the ratio of cement, and exploring the Green Concrete formula to significantly reduce our impact. The waste generated in the production of ready-mix concrete is mostly defective, waste materials from plant-mix and test mix, which causes minimal impact on the environment. Our disposal methods follow the Waste Disposal Act and commission legal agents to remove and reuse waste. All are properly reported as part of routine work. Our cubic-meter waste blocks are materials used for the walls of parking lots, sandstone yards and/or pile yards; they are also for sale. We made NT\$4.08 million in income by selling 8,020 blocks in 2022 alone.

To ensure we act in line with the Methods and Facilities Standards for the Storage, Clearance and Disposal of Industrial Waste, waste is handled by reuse priority. The

concrete delivered by trucks is first classified through graders to separate sand and stones for recycling; a step that minimizes waste volume. Non-recoverable waste is accumulated up to a certain amount before commissioning a legal agent for disposal.

We installed a bonus plan to encourage waste reduction and material efficiency among plants, expecting maximum performance in decarbonization and resource regeneration through a collaborative effort. This year, a total of 18,446 tons of waste was generated and processed in non-hazardous, reusable methods. No hazardous waste was produced. Violations in 2022 against the Air Pollution Control Act, Waste Disposal Act, and Water Pollution Control Act have been improved.

● Composition classified waste

Unit: ton

Composition	Total volume of waste	Total of waste diverted from disposal	Total of waste directed to disposal
Sandstone	15,057	0	15,057
Cement	1,699	0	1,699
Fly ash	560	0	560
Slag	1,130	0	1,130
Total quantity	18,446	0	18,446

A group of people, mostly men, are holding hands in a circle. They are wearing light-colored shirts and dark pants. The background is a bright, hazy outdoor setting, possibly a field or park, with a warm, golden light. The image is split vertically by a thin white line.

5

Social Inclusion

Profile of Enterprise Manpower

Employee Rights and Treatment

Human Resources Management

Safe Workplace Environment





Social Care and Welfare

Management Approach
Management of Goldsun's "Talent Attraction and Recruitment" in Material Topic in 2022


Material topic	Talent Attraction and Recruitment
Corresponding GRI Index	404-1、404-2、404-3
SDGs	 
Policies and Commitment	Employees receive well-organized training and courses to enhance competence and knowledge, strengthening the Company's competitiveness.
Goals and Targets	<p>Short-term goal: Yearly increase of training through diverse learning approaches to expand Goldsun College content.</p> <p>Medium to long-term Goals: Goldsun College's upscaled training helps build strong occupational competence. There is also the Employee Transition Assistance Program for employees in need.</p>
Effectiveness tracking system	<ul style="list-style-type: none"> ◀ Goldsun's five training systems ◀ Annual examination of training hours ◀ Regular examination of performance and career development.
Annual action and measure	<ul style="list-style-type: none"> ◀ 13.12 training hours per employee (8.45 hours in 2021). ◀ 97% employees in 2022 underwent regular performance and competence reviews. ◀ The Goldsun Building Material Digital Learning Center provides professional classes anytime, anywhere for continuous learning.

Management Approach

Management of Goldsun's "Human Rights" in Material Topic in 2022

Material topic	Human Rights
Corresponding GRI Index	406-1、407-1、408-1、409-1
SDGs	   
Policies and Commitment	Compliance with international human rights and International labor standards helps create equal labor relations. Attention to employees and business partners' basic human rights also minimizes impact on employees during operations.
Goals and Targets	<p>Short-term goal: Implementation of human rights policy within the organization, keeping updated with international human rights and the latest labor initiatives to promote human rights based labor policies.</p> <p>Medium to long-term goals: Group and partners' compliance with human rights to continue with economic development.</p>
Effectiveness tracking system	<ul style="list-style-type: none"> ◀ Human rights policy within the organization. ◀ Labor communication channels and meetings as needed.
Annual action and measure	<ul style="list-style-type: none"> ◀ Headquarters recruited four employees with mental/physical disabilities which align with existing legal requirements. ◀ No discrimination, use of child labor, forced labor, or other significant violations against labor human rights occurred in Goldsun or suppliers in 2022.

Management Approach
Management of Goldsun's "Social welfare" in Material Topic in 2022

Material topic	Social welfare
Corresponding GRI Index	203-1
SDGs	   
Policies and Commitment	The Linteng Foundation supports and donates to local educational bodies, cultivating future talent, and contributing to our society of common good and sustainability.
Goals and Targets	<p>Short-term goal: Continue supporting local educational bodies.</p> <p>Medium to long-term goals: Include social welfare topics in corporate business strategies, developing social responsibility in company culture to form part of our sustainable operations and add value.</p>
Effectiveness tracking system	Annual budget of academic collaboration from the Linteng Foundation.
Annual action and measure	<ul style="list-style-type: none"> ◀ Scholarships and study aids from the Linteng Foundation have exceeded NT\$43m. ◀ To enrich IT manpower, the Linteng Foundation has supported the establishment of three development centers: the ICT Smart Robot Incubation Center, Linteng Technology Education Center, and Linteng Network Configuration and Incubation Center. ◀ To develop young Yilan talent, Goldsun has donated NTD 3 million in establishing the Linteng Technology Education Center and committed to provide NT\$1m every year for educational purposes. ◀ Lanteng Star supported 149 students in English competence (25% growth compared to 2022). ◀ 1,600 kg of sugar apples were provided to low-income families, underrepresented groups in Sanchong, Luzhou, and our employees.

Profile of Enterprise Manpower

We work our best to offer a diverse, friendly, equal workplace without discrimination. Equality and plurality navigate our recruitment policy, and we do not treat anyone differently on the basis of race, nationality, sex, age, political stance, or religious affiliation. We value talent development, competitive pay, and welfare packages, and emphasize employee growth and talent to provide a mutually beneficial situation that generates performance and value.

Distribution of Manpower

There are 629 employees around global locations as of year-end 2022, 14 more than the previous year, and divided into 506 male (80.4%) and 123 female (19.6%). We work to ensure a diverse and rich labor pool, vacancies for mentally/physically disabled people, and high-level management by more local people at overseas locations, enhancing plurality and Company competence.

Employee composition at Goldsun locations in 2022

Location		North		Central		South		Headquarters	
Employee classification (Unit: Number of employees)		Male	Female	Male	Female	Male	Female	Male	Female
As per contract	Permanently hired employees (non-fixed-term contract)	201	20	113	22	127	28	65	53
	Contracted employees (fixed-term contract)	0	0	0	0	0	0	0	0
Per working hour	Full-time employees (full-time)	201	20	113	22	127	28	65	53
	Part-time employees (part-time)	0	0	0	0	0	0	0	0
	Non-guaranteed hours employees (temporary workers)	0	0	0	0	0	0	0	0
Total per gender in each region		201	20	113	22	127	28	65	53

Notes:

1. Part-time employees: Employees who work less than 40 hours a week.
2. Non-guaranteed hours employees: Employees whose contracts do not stipulate minimum or fixed working hours, e.g., temporary workers and on-call employees.
3. The northern area includes all employees of locations north of Chungli and the Division of Northern Branch Management; the central area includes all employees of locations south of Hsinchu, north of Chiayi, and the Division of Central Branch Management; the southern area includes all employees of locations south of Tainan and the Division of Southern Branch Management; and the headquarters includes all employees working at the Neihu Headquarters.

● Changes of the Number of Workers of Goldsun over the Past Three Years

Category of worker	2020	2021	2022
Employees	595	615	629
Non-employee workers	52	52	52
Total	647	667	681

Notes:

1. Number of employees is counted as the number of people.
2. Based on the numbers as of end of December 2022.
3. Securities are counted as non-employee workers; statistics exclude periodic and temporary workers as the data fluctuates.

● Diversified Distribution of Position Categories of Employees of Goldsun

Position	diversity category	Gender		Age		
		Male	Female	under 30	31-50	over 51
Employees	Number	427 ¹	123 ²	83	299	168
	Ratio	78%	22%	15%	54%	31%
Technician	Number	48 ³	0	9	36	3
	Ratio	100%	0	19%	75%	6%
Driver	Number	31	0	0	2	29
	Ratio	100%	0	0	6%	94%
Number of employees in each diverse category		506	123	92	337	200
Ratio to the total number of employees		80%	20%	15%	53%	32%

Notes:

1. Male includes 2 employees with disabilities, accounting for 0.3% of all employees.
2. Women includes 2 employees with disabilities, accounting for 0.3% of all employees.
3. Including 46 foreign employees, accounting for 7.3% of the total number of employees.

Diversified Job Opportunities

Equal employment is provided regardless of sex and age. Vacancies are available for ethnic minorities as regulated by local governments, improving employment diversity. Managers at the end of the year comprised 17% females; 32% aged 51 or older; and four mentally/physically disabled employees, meeting legal requirements.

Local prosperity is one of our key goals. For important locations, we increase the number of local talent as assistant managers, deputy managers, and above. There are 24 people in total, accounting for 100% of high management positions.



Turnover

New Employees

To meet employment demand for Company growth, 73 employees were recruited in 2022, of which 59 were male and 14 female, and 6.67% are 31-50 years old or younger, accounting for most employees.

Turnover and Retention

With respect to employee retention, there were 59 employees who left the Company in 2022, including 49 male employees and 10 female employees, totaling a rate of approximately 9.37%. The Company will continue strengthen work-life balance, improve supervisors' capabilities, and improve employees' career development opportunities to promote retention rates.

● Statistics of Distribution of Gender and Age of New Employees

Category	Male		Female		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
Under 30	20	3.17%	7	1.11%	27	4.29%
Age 31-50	35	5.56%	6	0.95%	41	6.67%
Older than 51	4	0.64%	1	0.16%	5	0.79%
Total of new Employees	59	9.37%	14	2.22%	73	11.6%

Notes: New entry rate = Number of new employees / Total number of employees at the end of the year

● Statistics of Distribution of Gender and Age of Employees Leaving the Company

Category	Male		Female		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
Under 30	12	1.91%	2	0.31%	14	2.23%
Age 31-50	22	3.49%	4	0.64%	26	4.13%
Older than 51	15	2.38%	4	0.64%	19	3.02%
Total of employees Leaving	49	7.79%	10	1.58%	59	9.37%

Note:

1. Turnover: The number of resigned employees by category/total number of employees by category.
2. Employees who have left include employees who have left the Company voluntarily, or left due to dismissal, retirement, or death while in service

Unpaid Parental Leave

The Company legally executes Gender Equality in Employment Act, advocates SDG 5 Gender Equality, supports employees' right to give birth and raise children, and safeguards colleagues' right to unpaid parental leave. An employee who has worked for the Company for six months may apply for unpaid parental leave

before each of his/her children is aged three, without the duration of unpaid parental leave exceeding two years. During the period of unpaid parental leave, employees may continue to participate in social insurance.

● Statistics of Number of Employees on Unpaid Parental Leave in 2022

Category	Male	Female	Total
Number of employees who qualified in 2022¹ (a)	11	5	16
Number of employees who applied in 2022 (b)	1	1	2
UPL application rate (b/a)	9%	20%	12.5%
Number of reinstatement estimates in 2022 (c)	1	0	1
Number of employees reinstated in 2022 (d)	0	0	0
Reinstatement rate (d/c)	0	0	0
Number of reinstatements in 2021 (e)	0	0	0
Number of employees remaining at least one year after reinstatement in 2021² (f)	0	0	0
UPL retention rate (f/e)	0	0	0

Note:

1. Based on employees that applied for maternity or paternity leave in the past three years (2020-2022).

2. Reinstatement date in 2021 and remaining for at least one year.

Employee Rights and Treatment

Guarantee of Human Rights and Labor Rights

In addition to compliance with international human right conventions, we also adopt the ILO Declaration of Fundamental Principles and Rights at Work as our top guideline for labor relations, establishing labor equality through the legal realization of labor rights and obligation, creating equal labor relations, and a good structure for recruitment, employment and retainment. Goldsun aligns with the ILO and OECD's Labor/Management Relations, and our locally compliant counseling practice lives up to international standards. Goldsun HQ employed four new employees with a disability in 2022, comply with statutory quota standards.

Our well-established communication approaches are dedicated to counseling between the organization and employees and their representatives. Labor meetings are scheduled as needed, including extraordinary meetings, to facilitate labor collaboration and coordination, improve labor conditions, and communicate on labor welfare planning, among other agenda items. Moreover, our pension based on the Labor Act continues to be updated through supervisory members meetings. During the reporting period, we experienced positive labor relations, and no labor disputes resulted in losses.

Goldsun adopts the UN's Guiding Principles on Business and Human Rights, and the ILO's International Labor Organization Standards on the stipulation of human rights policy, which form the basis for human rights across all locations. We also extend these code of conduct to our suppliers. During the 2022 reporting period, there were no discrimination-related incidents, a decline of unionization or collective dealing rights; and no incidents of child labor, coerced or forced labor.



● Descriptions of Measures Adopted by Goldsun to Protect Workers' Rights and Interests

Working hours	<ul style="list-style-type: none"> • Regular employees work for eight hours a day, 40 hours a week normally. • If overtime is needed under special circumstances, the total daily working time shall not exceed 12 hours, and the upper limit of overtime is 46 hours on a monthly basis. • In accordance with the provisions of the Labor Standards Act, overtime shall be paid to those works beyond eight hours. The Company does not force its employees to work overtime. 					
Measures for severance and retirement	<ul style="list-style-type: none"> • When terminating employment, the Company follows the provisions of Article 16 of the Labor Standards Act, terminates employment with advance notice, and gives the affected employee severance pay and job-seeking leave. 					
Labor agreements	<ul style="list-style-type: none"> • We have several routine labor meetings each year. Joined by a certain number of labor representatives, targeted topics were discussed in the meetings to ensure the right to collective bargaining, enhancing employee participation in critical decision-making, and building positive labor relations. • During the four labor meetings of the year, six topics were discussed, covering 629 people, accounting for 100% of employees. <div data-bbox="465 967 2069 1174" style="border: 1px solid #ccc; padding: 10px; margin-top: 10px;"> <p>Labor meetings in 2022</p> <table style="width: 100%; text-align: center;"> <tr> <td style="width: 20%;">5 Participants labor representatives</td> <td style="width: 20%;">5 Participants employer representatives</td> <td style="width: 20%;">4 years Term</td> <td style="width: 20%;">4 meetings Number of meetings</td> <td style="width: 20%;">6 topics Topics</td> </tr> </table> </div>	5 Participants labor representatives	5 Participants employer representatives	4 years Term	4 meetings Number of meetings	6 topics Topics
5 Participants labor representatives	5 Participants employer representatives	4 years Term	4 meetings Number of meetings	6 topics Topics		
Major operating changes	<p>When significant changes to operations are on the horizon, to ensure employment rights, protect labor conditions, and minimize impact, we follow Article 16 of the Labor Act and give the required minimum notification period of termination of employment. No significant changes to operations occurred during the reporting period.</p>					

Remuneration

Goldsun provides competitive remuneration. The Company stresses the value of equal pay for equal work and overall remuneration does not differ based on gender. Pay consists of a base salary and bonuses: the base salary is paid on a monthly basis, with a review of industry standards, labor market statistics, and shifts according to position, job content, expertise, as well labor supply and demand. Bonuses are closely related to operational results and covers a year-end bonus, employee compensation, and performance bonus.

The Company has established the Measures for Salary Management and Measures for Performance Bonuses, and communicates them to employees through education and training when starting the Company and via the internal mail system so all employees have a full understanding of the Company's remuneration system. In addition, the Company has established relevant measures for performance objectives, remuneration policy, system, standards, and structure, etc. The remuneration and welfare of personnel at manager level and above are proposed to the Compensation Committee and Board of Directors for approval to improve corporate governance and remuneration transparency.

In 2022, the ratio of basic salary to salary for men and women was 0.91:1. In addition, the median annual total compensation ratio of the highest paid individual to all employees is 8.86:1; a ratio increase between the two of 1.32:1.

Pay Level of Basic-level Personnel of Goldsun in Important Operating Sites in the Last Three Years

Unit: NT\$ (Thousand)

Year	Average standard salary of basic-level personnel		Average standard salary of basic-level personnel/ Local minimum wage	
	Male	Female	Male	Female
2020	894	790	3.1:1	2.7:1
2021	938	847	3.3:1	2.9:1
2022	1,026	948	3.4:1	3.1:1

Notes:

- "Important operating sites" defined by the Company are the scope of operations disclosed in this report.
- The Company established the salaries of employees and other workers with reference to the announcement of the Ministry of Labor on basic wages in the current year and ensured that these salaries were not lower than the basic wage.
- The 2020-2022 local basic salary by law was, respectively, NT\$23,800, NT\$24,000 and NT\$25,250.
- Manager position: The definition of manager is based on Authority Letter No. 920001301 of March 27, 2003 regulating the scope of manager, which corresponds to that disclosed in our annual report.

Employee compensation over the past three years

Unit: NT\$ (Dollar)

Category	2020	2021	2022	Increase from 2021 (%)
Total	79,985,212	110,850,142	157,939,238	42.5%

Note: Based on Article 25 of the Articles of Association, 3% of the profit of a year shall be set aside as employee compensation. The amount above indicates the sum set aside in each year for such purpose.

Welfare Measures

We aim to provide a friendly work environment that is happy and harmonious. With a well-built welfare system, we maintain proper communication between colleagues and employer, and work as a team. Other than welfare and events,

to further employees' physical and mental wellbeing, we adopted the Employee Welfare Fund Act and established the Welfare Committee to set aside welfare funds. In 2022, Goldsun supported employees with a total of NT\$15,361,194.

● Employee Welfare Measures of Goldsun

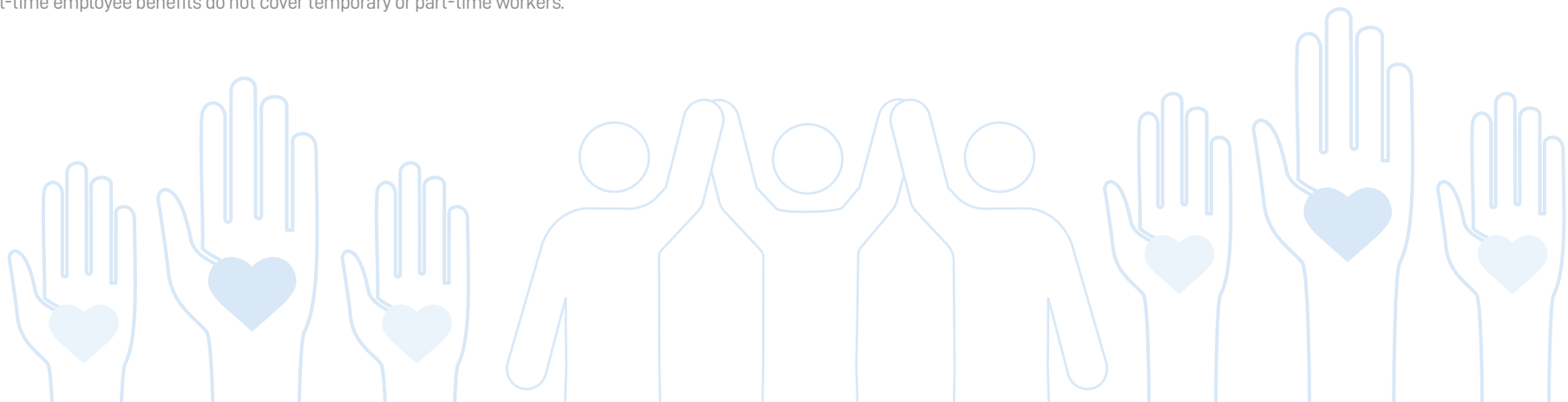
Bonus	Includes a year-end bonus, and three festival bonuses (spring festival, dragon boat festival and mid-autumn festival).
Operation performance based	Employee incentives and special incentives as required.
Leave	National holidays, annual leave, marriage leave, maternity leave, bereavement leave, menstrual leave, family care leave, and vaccination leave provided as per the Labor Act.
Insurance	<ul style="list-style-type: none"> • Employees are protected with labor insurance and NHI. • Employee group insurance (covering accidents, occupational accidents and injuries, medical and hospitalization, life, and cancer insurance) • Travel insurance for business trips
Pension system	We have a Pension Supervisory Committee (PSC), formed by three people from the employer side and six employees to ensure the deposit and use of a pension. Following the Labor Pension Act, for new pension program amounts to 6% and is deposited monthly into individual labor accounts; for old program users, 12% is deposited, ensuring employees can enjoy their retirement.
Affiliated company benefits	Employee discounts, home food deliveries, and gym classes

● **Employee Welfare Measures of Goldsun**

<p>Health care and employee care</p>	<ul style="list-style-type: none"> • Free regular health exams • One consultation with a practitioner every month • Two on-location nurse services every month • Health speeches • Year-end party • Employee birthday celebrations • Employee birthday meal reimbursement • Team meals to enhance colleague bonding • Transportation for work (shuttle from Taipei Train Station to Neihu during workdays)
<p>Employee Welfare Committee</p>	<ul style="list-style-type: none"> • Source of funds: 0.5% of monthly salaries and allowances of employees and 0.09% of the total amount of the Company's monthly operating revenue are set aside, deposited to a dedicated account, and managed by the Employee Welfare Committee. • Scope of disbursements: Employee travel funds, birthday allowances, festival coupons and allowances; seniority allowance, and on-the-job study subsidies.

Note:

1. Since the benefits stipulated by the Employee Welfare Committee of each plant may vary, the actual details released by each Employee Welfare Committee shall prevail.
2. Full-time employee benefits do not cover temporary or part-time workers.



Employee birthday celebrations



Medical advice



Food boxes with irregular



Health lectures with irregular



Case highlight

Goldsun Group Prosperity Party 2023

To acknowledge employee efforts throughout the year, we co-hosted with Taiwan Secom the Group Prosperity Party 2023. On January 16, 2023, the "Exceeding Infinite Innovation for Good Living" themed event inspired teamwork and the will to fight. Chairman Hsu shared that despite years of pandemic, all our colleagues seized each opportunity and overcame challenges, pushing revenue to a record high, and cultivating strong trust and loyalty. Goldsun's devotion to innovation,

safe materials, and one-stop solutions are our key assets. To revitalize and increase added-value, and focus on ESG, eco-materials, smart buildings, and community platforms, we work from all angles and demand new changes to build an e-future. To protect staff from the impact of the pandemic, the party took place online and all expenses were converted to cars and cash to increase the number of rewards for our employees.



The Group Prosperity Party 2023 boosted 4,000 plus viewers, rewarding colleagues and teams with the best performance of the year.

Human Resources Management

Training Channels

Employees are our premium assets and business partners. To ensure employees are equipped with the expertise and skills required, we put in place a five-pillar training system to provide a well-organized learning program. We also make good use of learning approaches inside and outside Company to provide a holistic training system. The learning platform is well maintained to allow efficient access and sharing of knowledge, improving competence, and growing the organization's overall capacity.

Employees of Goldsun are invested in continuous learning to improve their competency. We use OJT in daily practice. Leaders and colleagues with advanced skills help demonstrate good business practice to employees in general and to new recruits. Mentoring training ensures valuable know-how is passed around staff. Furthermore, we encourage employees to learn through Off-JT, such as professional training on production management capacity, quality management capacity, sales capacity for plant production management, quality management and sales, and to become a trainer. We also invite trainers from other organizations to share professional skills and knowledge, and engage agencies and academic bodies to inspire our colleagues with general industry news and insights through seminars and lectures.

In addition to cultivating professionalism, for leaders of different levels, we have trainings to improve the ability to control, manage, and plan. Lower-level leaders

receive training on Company systems and operations and grow talent. Mid-level leaders receive training to determine the right people for the right positions, and to cultivate, promote, retain manpower, and construct a proper team structure and people system, enabling them effective department control and coordination.

We help workers around retirement age with a pension application service and retirement life planning. Based on individuals' expertise, we offer contracted rehiring and hire people as consultants. We have a career program for employees who have resigned to assist and train them, and help them find a job or a position in affiliated corporations to enhance employment capabilities. We also provide employment information.



Case highlight

Goldsun Building Material Digital Learning Center

Career development matters. To equip employees with improved skills, we provide comprehensive training and digital courses. Founded at year-end 2021, the Goldsun Building Material Digital Learning Center is open anytime, anywhere. In 2022, the Common Wealth Magazine online learning platform further offers courses on problem-solving, how to express oneself and communicate, and ethical operations, all given by expert speakers and professionals. The diverse, practical content enhances professional skills and boosts employee confidence.

The Goldsun Building Material Digital Learning Center runs beyond time and space; the only requirement is an online network for employees to enjoy learning, share their results, and create a harmonious workplace. We expect our people to fortify their potential and become a better Goldsun member through our platform.



● **Employees' Training of Goldsun in 2022**

Category of employee	Calculation method	Male	Female	Total
Employees	Total number of employees in the reporting period (A1)	417	123	540
	Total training hours in the reporting period (B1)	5950	1816	7766
	Average training hours in the reporting period (B1 / A1)	14.26	14.76	14.38
Technical personnel	Total number of employees in the reporting period (A2)	47	0	47
	Total training hours in the reporting period (B2)	191	0	191
	Average training hours in the reporting period (B2 / A2)	4.06	0	4.06
Driver	Total number of employees in the reporting period (A3)	31	0	31
	Total training hours in the reporting period (B3)	152	0	152
	Average training hours in the reporting period (B3 / A3)	4.9	0	4.9
Total	Total hours in the reporting period (Q)	6293	1816	8109
	Total number of employees at the end of the reporting period (R)	495	123	618
	Average training hours of each employee (Q / R)	12.71	14.76	13.12

Quality Learning Space – The Yilan Employee Training Center

Goldsun advocates talent development and created the Yilan Employee Training Center with Taiwan Secom. The 4,407 m² establishment cost NT\$300m and began operating in November 2016, incubating organizational manpower. The Linteng Foundation later continued its care for local underrepresented groups and students, fulfilling founder Linteng's love for the land and neighborhood.

Powered by Goldsun College, the MBA course took place in the Training Center and covered core competencies of operations, purchasing, management, finance and accounting, and legal matters, field trip classes, quality management and inspection. It also included speakers on problem-solving, leadership, and coordination. Intensive training over a number of days and group discussions brought a comprehensive perspective to cross-departmental knowledge and teamwork, gathering manpower and knowledge as a group instead of individual abilities. Enhanced competence is the future of sustainable operations.

The Training Center is well equipped to provide a quality learning environment for maximum results.

There is a reading room and an after-school learning space, using Goldsun's creative colorful concrete to rejuvenate the area. The lecture hall also accommodates 67 people for lectures and speeches, and the front screen plays Goldsun video clips and is used as a home video center.

Two multi-purpose rooms, A & B, hold up to 24 and 36 people, are Secom myVita linked to introduce services from our other business. There is also an indoor and outdoor bath, garden landscaping, and Japanese and southern Asian settings help relax and calm. After a bath, people can take a break, have a massage, or work out at the gym, finding a healthy work-life balance.



The Yilan Training Center is well equipped as a quality learning setting.

Performance and Career Development

A probationary review for new hires 54 launched in 2022 to help individual development, competence management and people advancement, ensuring a fair and equal promotion system. Employee satisfaction increases with regular assessments of performance and career development, which helps colleagues better understand their performance and career prospects, such as working their way up to manager position and transferring cross-department. Through this we manage and maintain employee competence, and drive professional growth; 97% employees received a performance and career development review in 2022.



● Employees' Performance Review of Goldsun in 2022

Category of employee	Calculation method	Male	Female	Total
Employees	Total number of employees at the end of the reporting period (A1)	427	123	550
	Number of employees regularly receiving performance and career development evaluations (B1)	413	120	533
	Percentage (B1/A1)	97%	98%	97%
Technical personnel	Total number of employees at the end of the reporting period (A2)	48	0	48
	Number of employees regularly receiving performance and career development evaluations (B2)	48	0	48
	Percentage (B2/A2)	100%	0%	100%
Driver	Total number of employees at the end of the reporting period (A3)	31	0	31
	Number of employees regularly receiving performance and career development evaluations (B3)	31	0	31
	Percentage (B3/A3)	100%	0%	100%
Total	Total number of employees at the end of the reporting period (R)	506	123	629
	Number of employees regularly receiving performance and career development evaluations (Q)	492	120	612
	Ratio of employees regularly receiving performance and career development evaluations (Q / R)	97%	98%	97%

Note. As prescribed by the Company Performance Review methods, the following are not annual performance review targets:

1. Assistant vice president and/or above;
2. Employees on probation (less than three months);
3. Foreign workers.

Safe Workplace Environment

Occupational Health and Safety Management System

Our policy fully complies with the Occupational Safety and Health Act and regulations adopted between customers and Goldsun, and those between us and applicable organizations. We take full responsibility for occupational health and safety requirements of stakeholders to provide a healthy, happy workplace, including implementing auto-examinations of manufacturing equipment at operating locations, and checkpoints before, during, and post-processes to ensure the safety of equipment, tools, location and procedure. The OSH management system covers 629 employees; 52 non-employees; 100% of employees in 2022.

Moreover, each worker is equipped with OSH knowledge, and we enhance their awareness through labor safety and health trainings every year and

competence-based labor safety drills at locations every February and March. AED and emergency alarms are deployed throughout every story of our office, and regular checks of fire extinguishers and other hazard equipment are carried out every year by professional companies and reviewed by the local authorities.

● **Workers under the occupational safety and health management system**

629
Employees

52
non-employees

100%
Percentage

Key work in six major areas	Measures
Health and safety education and training as well as disaster prevention drills	<ol style="list-style-type: none"> 1. Work safety trainings and reinforcement targeting employees and contractors. 2. First-aid medical staff and dedicated ESH personnel regularly participate in job-related education and training externally.
Hazard identification and risk evaluation	<p>Identification and evaluation of potential factors leading to occupational injuries or illness, including dangerous worksites, chemical or other substances used during manufacturing, and work safety assessment. Identified factors include tripping over, entanglement, snapping, and falling.</p>
Environmental health and safety audit and inspection	<p>Annual inspections and audits of the Taipei Headquarters and 28 sites help identify occupational risks, which are reported to the OSH Committee for improvement. Inspections for the year are completed and a record of improvements is kept and used as a safety reminder.</p>
Disaster accident response and treatment	<p>The SOP is followed to report when accidents and disasters occur. An analysis of incidents and investigations help make the required improvements.</p>
Health management and promotion activities	<p>Regular and special health exams, onsite medical care, and health information dissemination.</p>
Measures for health protection of specific ethnic groups	<ol style="list-style-type: none"> 1. Measures for the implementation of maternal health: Provide pregnant women and women who have recently given birth with maternal health evaluations and work adjustments to protect physical and mental health. Dedicated parking spaces and breastfeeding rooms are provided for pregnant women, and other relevant measures are put in place. 2. Measures for the Health Management of Workers in Hazardous Occupations 3. Occupational Health and Safety Management Measures for Suppliers/Contractors

Occupational safety and health committee

We have Labor Safety and Health Working Rules that are reported to the authorities to ensure compliance and reduce occupational accidents. The Occupational Safety and Health Committee (OSH Committee) was set up in 2015 with more than half of the representatives from laborers. Annual meeting agenda items include automatic examinations and safety and health audits, to occupational hazard investigation reports, business outsourcing of safety and healthy management, safety and health education plans, health

management, and occupational diseases prevention and health promotion, to ensure a safe and healthy workplace for every worker.

The OSH Committee reviewed the following items and came a full resolution on 1. Update employee health exams ; 2. Vehicle accidents and insurance claims update; and 3. Occupational hazardous incident reports. The resolution covers 100% of employees.

OSH Committee Topics in Meeting 2022



OSH Education and Training

To take care of employee health and safety, our manufacturing equipment runs automatic inspections. We also implement checkpoints before, during, and post-processes to ensure the safety of equipment, tools, locations and procedure. To protect workplace safety from all angles, staff training is also essential to ensure safety awareness is widespread, avoiding any accidents due to unfamiliarity of procedure, including general OSH courses and work-based specific OSH topic training, such as overhead cranes, and supervisor

safety training for oxygen deficiency work. We provided a total of 3,202 hours of OSH training in 2022.

Workplace safety, from work safety meetings to construction safety and health rules for contractors (contracted companies and workers) are described in contracts. Vendors are required to sign a safety and health commitment letter to safeguard non-Goldsun employees from a certain degree of occupational risk.



● 2022 staff OSH training

Category of worker	Training courses in 2022	Course hours	Number of trainees	Total training hours
New Employees	Orientation for OSH training	3.5	112	392
	In-service employees			
	OSH training 2022	6	430	1,720
	OSH reminder 2022	1	237	237
	Training for Level B Occupational health and safety management personnel	12	1	12
	Class-1 manager of occupational health and safety affairs	15.8	18	285
	Class-3 manager of occupational health and safety affairs	3	1	3
	Training for managers involved in hazardous work (lack of oxygen, powder dust work environments)	10.8	15	162
	General health and safety training (first session)	6	11	66
	Health and safety training for first aid members	11.5	15	173
	Fixed crane operators	10.5	2	21
	Operators of specific equipment used in high pressure gas environments	35	2	70
	Retraining for fire prevention managers	6.4	5	32
	Practical management for fire and explosion protection	3	1	3
	Training for security and supervision staff	13	2	26
	Total	137.5	852	3,202

Risk Control of Occupational Safety Hazards

For robust OSH management, we run routine identification and evaluations to grade management. Identified risks include tripping, collisions, falling, entanglement, snapping, and electrocution. Targeted training and protective measures are given to employees to ensure the effectiveness of occupational hazards and inspections, achieving zero workplace injuries and illnesses. A PDCA (Plan-Do-Check-Action) infused OSH management system further enhances our efforts. As for high hazardous work environments and high-risk jobs, we have reinforced communication to stress the importance of OSH awareness among employees/contractors and follow the Safety Guide for Falling Prevention and Premix Plant Labor Safety Instruction.

When a worker identifies an occupational risk, they should communicate the issue to their immediate supervisor so the risk can be eliminated, without threat of coercion or termination of employment contract.

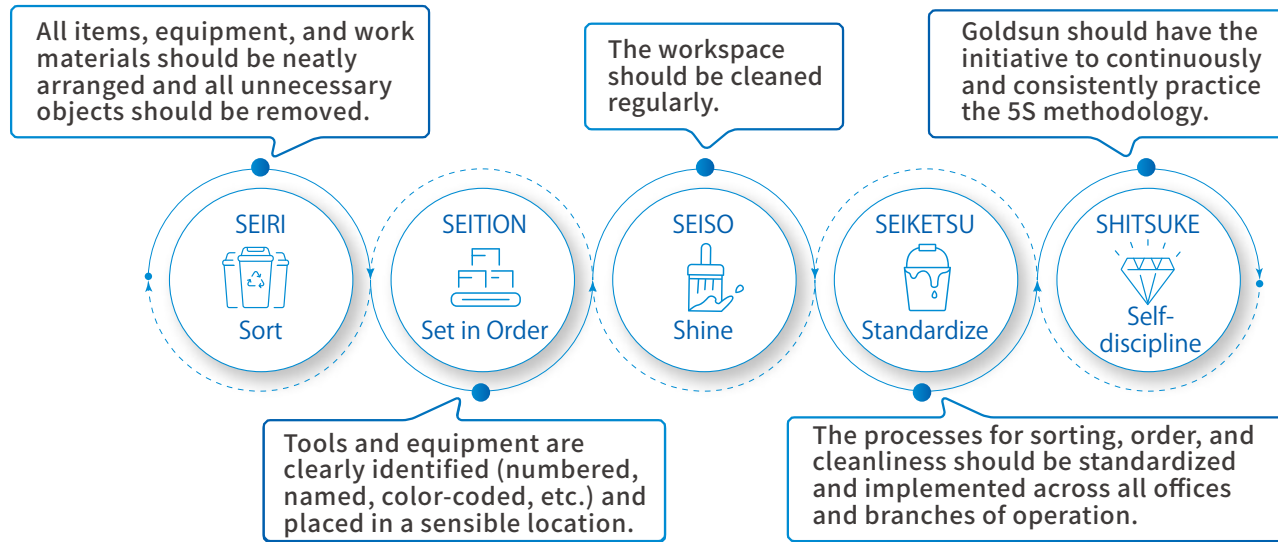
If an employee encounters a potential or immediate danger in the workplace, they may cease work and withdraw to a safe point without jeopardizing other workers' safety. Such employee will not be subjected to punishment, in compliance with Article 18 of the Occupational Safety and Health Act on the basic rights of an employee to withdraw from work. Operation on a ship includes a correction and prevention plan. Evaluations according to a risk work checklist, monthly fire training, and life-saving practice, as well OSH risk management



(falling from heights, confined workspaces, jamming/cuts prevention) ensure safety management and training.

To further OSH management, this year we incorporated the 5S concept into electrical equipment inspection and maintenance. Self inspection and partner inspection ensure production quality. The 5S is also part of workplace management; through Seiri, Seiton, Seiso, Seiketsu and Shitsuke, we target equipment zero abnormalities and a clean, tidy, comfort, reasonable workplace and environment that also reduces waste, and improves quality and work performance.

● The 5S movement to create a good work environment and minimize OSH hazards



● Hazard Identification, Analysis and Improvement Measures of Goldsun for Occupational Health and Safety Management

Hazard identification	Hazard analysis	Risk level	Improvement measures
Mechanical hazards	<ul style="list-style-type: none"> Unsafe work environment or facilities cause entanglement and snapping injuries 	Low	<ul style="list-style-type: none"> Safety gear (such as safety nets) are used around machines
Chemical hazards	<ul style="list-style-type: none"> Exposure to hazardous chemicals or organic solution leaks 	Low	<ul style="list-style-type: none"> Regular health exams: ergonomics
Physical hazards	<ul style="list-style-type: none"> Hazards Arising from High-Temperature Operations, Noise, and repetitive tasks Penetrating and puncture wounds, tripping and falling 	Low	<ul style="list-style-type: none"> Safety shoes are provided to all employees to minimize physical injuries. Transfer or temporary change of work: ergonomics
Human-induced hazards	<ul style="list-style-type: none"> Repetition causing muscular and skeletal injuries 	Low	

● Goldsun's occupational hazard procedure



Statistics and Analysis of Occupational Injury Accidents

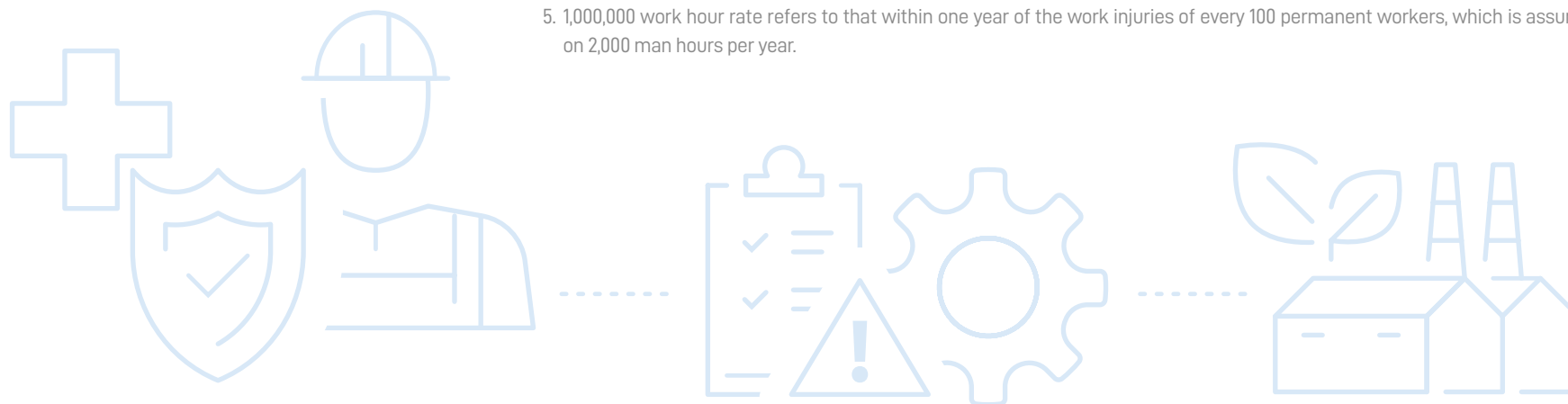
The nature of the Company's operations involve falls, collisions, falling from height, pinching, and electric shocks. Falling from height poses the greatest risk of work injury that may result in a disability. When a work injury occurs, machines must be stopped, simple troubleshooting performed, and operators made aware of status to minimize risks. The following statistics cover all workers: the 2022 Goldsun Frequency-Severity Indicator (FSI) was 1.39. We will continue to reduce Goldsun's work safety risks for people in the future through dedicated training at the beginning of each year, quarterly work safety committee meetings, and reinforced communication of related topics.

● Goldsun's rate of disability and severity over the past three years

Year	Type of worker	Lost days due to injury resulting in disability	Disability frequency rate (FR)	Severity rate (SR)	Frequency-Severity Indicator (FSI)
2020	Employee	42	3	35	0.09
2021	Employee	309	4	267	1.16
2022	Employee	379	6.38	302	1.39

Notes:

1. Lost work days: days the employee was unable to work (days off) including work accident leave, and excluding sick leave and menstrual leave.
2. Disability Frequency Rate = injures resulting in disability × 1,000,000 / Employee-hours of exposure (rounded down to two decimal places)
3. Disability Severity Rate = (lost days from injury resulting in disability × 1,000,000) / Employee-hours of exposure (rounded down to a whole number)
4. Frequency-Severity Indicator, FSI = $\sqrt{(FR \times SR) \div 1,000}$
5. 1,000,000 work hour rate refers to that within one year of the work injuries of every 100 permanent workers, which is assumed based on 2,000 man hours per year.



● Statistics of Occupational Injuries of Workers of Goldsun in the Last Three Years

Year	2020	2021	2022
Total working hours	1,190,000	1,156,200	1,252,968
Number of deaths	0	0	0
Death rate	0	0	0
Number of serious occupational injuries	0	0	0
Rate of serious occupational injuries	0	0	0
Number of recordable occupational injuries	3	5	5
Total Recordable Injury Frequency Rate (TRIFR)	0.45	4.32	3.99
Type of injury	Entanglement, snapping, falling	Falling and collisions	Falling and missing steps

Notes:

- Occupational injuries refer to accidental injuries caused to workers in the execution of their duties or in the workplace. The statistical benchmark does not include accidents during commutes.
- Total working hours: Calculate the total annual working hours of all workers; for employees, actual working time and overtime are summarized in the calculation.
- Serious occupational injuries refers to occupational injuries that result in disability, or failure of the injured personnel to recover to the same health status as before they were injured within six months (not including deaths).
- Death rate = Number of deaths caused by occupational injuries $\times 1,000,000$ / Total working hours
- Rate of serious occupational injuries = Number of serious occupational injuries $\times 1,000,000$ / Total working hours
- Total Recordable Injury Frequency Rate (TRIFR) = Number of recordable occupational injuries (including number of serious occupational injuries, number of deaths, and number of other recordable occupational injuries) $\times 1,000,000$ / Total working hours
- Calculation method of rates 4~6: Calculated to 2 decimal places without rounding-off.
- Ratio of 200,000 working hours refers to the number of occupational injuries of every 100 full-time workers in a year. It is assumed according to an annual 2,000 working hours per full-time worker.
- No occupational injuries of security staff occurred during the reporting period.

Workplace Health Services

To protect workers' wellbeing, we fund annual health checks. Employees working with us for three months or longer received up to NT\$5,000/person in 2021. Special checks and follow-ups are given according to health exam results. For non-permanent contractors and dispatched workers, subsidies are provided to cover OSH risk management.

A health grading system was used in 2022 to enhance management over level 3. Occupational medical doctors follow up on health conditions to control hazards and improve employee health. 544 permanent and 163 dispatch workers received exams in 2022, with a subsidy of NT\$3,055,226.

Health Management Classification of Special health Examinations in the Last Three Years

(Unit: Number of persons)

Year	Total number of persons examined
2020	595 people
2021	526 people
2022	544 people

Labor Health Promotion and Caring

Goldsun is one of the largest ready-mix concrete operators in Taiwan, and has invested a lot of effort to promote employee health, covering not only the mentality and physicality of workers (including temporary workers), but the constitution of the organization itself. Starting from annual general and specific health checks, the results of which are communicated with the individual by an onlocation nurse and specialized practitioners to help improve physical health. For potential workrelated diseases, an on-site inspection and assessment is also conducted. By the end of the 2022, no employee's examinations showed any abnormality that required a special assessment.



Goldsun is one of the largest pre-mix concrete operators in Taiwan, and has invested a lot of effort to promote employee health, covering not only the mentality and physicality of workers (including temporary workers), but the constitution of the organization itself. Starting from annual general and specific health checks, the results of which are communicated with the individual by an onlocation nurse and specialized practitioners to help improve physical health. For potential workrelated diseases, an on-site inspection and assessment is also conducted. By the end of the 2021, no employee's examinations showed any abnormality that required a special assessment.

- Contingency Center
- Health Line
- On-site nurses and practitioners
- Company group insurance contact
- Workplace violations/sexual harassment/feedback hotline
- SA8000 report
- Health news updates on a regular basis

In addition, we also introduced the "workplace health management solutions" from Lee Way Electronics and Lee Yuan Biomedical subordinated to the Taiwan Secom Group. Through the digitalization of health management, we not only arrange health examinations for our employees but also allow them to consult the medical staff on an online health management platform after integrating their health examination reports and physiological measurements. At the same time, we also set up a "public health station" at our headquarters so that our employees are able to measure their health index anytime, anywhere, including blood pressure, heart rate variability analysis (HRV), etc. Since the measurements can be uploaded to the personal health file in a timely manner, our employees may keep abreast of their health conditions through their smartphone app.



Social Care and Welfare

"Talent development means a career that lasts a lifetime. Under the Foundation's sponsorship to cultivate talent in Yilan in the long-run, the ripple of kindness circulates to cradle a pool of future stars"

President Lin Hsiao-Hsin

Goldsun pays attention not only to business performance, but also social engagement. To return the favor to our society, the Linteng Foundation was founded in 1989, sponsoring nearly a hundred small local projects over 33 years. The funds go to develop talent in literature, technology, and sports, providing Yilan with diverse learning resources to connect with other cities and countries, and contribute to a sustainable hometown.

Since 2017, China has gradually expanded its scholarship program, and launched the Poetry Recital Contest, the Linteng Literature Award, and the Linteng Cultural Education Lanqing Elite Cultivation Program, etc., awarding more than NT\$43m in total and benefiting 4,335 students. In the past few years, the Linteng Foundation has gained in strength, and the award ceremony of scholarships and grants is held every year. In the first semester of 2011, the award ceremony of Yilan Senior Vocational Scholarships and Grants was held at National Lanyang Girls' High School. A total of 60 outstanding students received a scholarship of NT\$10,000. Seeing the children receive their prize money, we were very proud and moved by their efforts and achievements. We hope that these children can feel the love and care of the Linteng Foundation as we regard nurturing students as a lifelong mission. In the future, I hope that the students will give back to the beautiful land of Yilan.

Educational Promotion

Development of IT and Communication Talent

In view of global development trends, the Foundation encourages emerging technology among the younger generation. Digital technology talent is our key focus, and with resources from industrial teams and an academic teaching force, we can grow the digital education ecosystem in local Yilan. Partnerships with local high schools and vocational high schools also provide classes through camps. The Incubation Resource Center has also been established to advance internet professionalism among HS/VHS students, fortifying the skills of the Yilan youth.

The Linteng Technology Education Center Foundation

To better prepare local young technology talent, the Linteng Foundation and Secom Foundation donated NT\$3m to the construction of the Linteng Technology Education Center at Yilan High School, and an extra of NT\$1m as an educational fund to facilitate IT learning in the Yilan area, creating a digital learning ecosystem for local talent.

To promote vocational learning and allow early exploration of future career paths, we are devoted to IT and communication talent growth. Resource centers cater to each school's specialties, and themed classes and camps, for students to develop their skills, reach their full potential, and inspire problem-solving and innovative abilities. Resource centers also encourage global competition and enable students to join worldwide teams and the Asian games to shine on the international stage.

There is an increasing number of students enrolling at university through APCS. The resource centers therefore created a Lanteng APCS exclusive camp and a variety of classes for APCS tests for a well-organized learning experience. The classes are greatly favored and have improved the rate of enrollment in IT departments. The Foundation now offers funds for remote areas to connect to the world through educational at city level.

ICT Smart Robot Incubation Center

Also in 2022, fully funded by the Linteng and Secom Foundations, the ICT Smart Robot Incubation Center was erected under the Information Department of Luodong VHS. The ICT Smart Robot Incubation Beginner's Camp develops all-round talent in IT. Through themed, professional-oriented courses, students learn about smart robots, information networks, and internet expertise to expand and integrate learning results in practice. The Summer Robot Camp teaches the



combination of proper robots with VEX IQ blocks from scratch, as well sports programming, delivering semi-automatic or fully automatic operations. Students develop ICT application ability through the class, and further explore possibilities.

The Information Network Cabling and Incubation Center Foundation

Situated in Yilan CVSH, the Linteng Information Network Cabling and Incubation Center prepares learners with professionalism in information and communication fields, enhancing practical internet capabilities during high school years, and incubating future AIOT talent.

As the third ICT incubator after the ICT Smart Robot Incubation Center and Technology Education Resource Center, it offers contestants a well-equipped, cozy setting for improving performance in competitions and for self-refinement. The resources are plentiful and great quality for learners to excel in professionalism and games. Effective training is the shortcut to good grades, and promotes youth talent in Yilan in ICT fields.



Continuously testing, continuously refining; students persistently practiced, ensuring that their LEGO robots follow commands correctly during each iteration.

Lanteng Star English Ability Program Elevates the Power of Community Language

Lanteng develops talent across all fields. The trial run of the Lanteng Star Lanteng English Exam Focus Program was joined by 149 people, who encouraged the expansion of the program to benefit even more young people. Foundation Executive Officer Lin Chun-Mei believes that English ability is one of the most important achievements in one's life and is extremely beneficial. While presenting awards for outstanding performance, Lin encouraged learners to speak and communicate, "To communicate is the key to learning English. Speaking and making mistakes mean progress." Lanyang Girl's Senior High School Principal Chen Chuan acknowledged the program as "a confidence builder and a great help for future development."

Held at the Grand Ceremony Hall of Lanyang Girl's Senior High School, the award ceremony for the second Lanteng English Exam Focus Program witnessed 112 people obtaining certificates and scholarships from seven local (vocational) high schools and eight junior high schools, a great improvement from last year. Four students were awarded golden certificates, of which Chang Chian from Yilan HS achieved 990 in TOEIC, topping the honorable ranking.

The Lanteng English Exam Focus Program is a realization of SDG4 Quality Education and SDG11 Sustainable Cities and Communities, proving the importance of English education in communities, and elevating students' English skills, showing them future career and life possibilities and a worldwide perspective.



Arts and Cultural Development

A Million in Scholarships over Five Years of the Linteng Literature Award

Supported by the Linteng and Secom Foundations, the Linteng Literature Award is among the most comprehensive, large-scale literature awards in the county. By inspiring the creation of words and reflecting on life and hometown, the award promotes reading and creativity at a young age.

Since the beginning of the award in 2017, creations have been gathered every October and reviewed the next year. Five years later, and we have now received nearly a thousand of pieces of creative work and gave away one million dollars in prize money. Ranging from elementary schools to high schools, family support and participation can be strong encouragement for learning and creativity. Teacher Wu Mao-Sung recognizes that the award is more than just about literature, as it offers a stage for young people to cultivate their creativity. The award promotes good reading habits, creativity, and the freedom to express oneself.

To share artwork with an even larger audience, every year the winning pieces are assembled, shelved for reading and sold in Lanteng Space, a youth incubation center funded by the Foundation. The award is now one of the most anticipated events in town, and serves the goals of SDG4 Quality Education and SDG11 Sustainable Cities and Communities.

The 5th Linteng Literature Award "Singing and Viewing Yuanshan" received 63 winning pieces of work, each expressing even more of Yilan's energy, creativity,

and the love for the land. General Convener and Chief Editor Wu Mao-Song discussed the increasing quality throughout the years, and thought-provoking viewpoints on the hometown and its surroundings and how it represents the outstanding spiritual development of our young talent.

Music on the Yilan Campuses: Two Foundations Sponsor ATS's Remote Children Project

The "Remote Children – Music Forestation" project promotes classical music appreciation in Yilan schools. Funded by the Linteng and Secom Foundations, a performance was arranged and brought locals and children together to experience classical pieces. The Secom Foundation funds the Academy of Taiwan Strings (ATS)'s Secom Concert every year, which is exclusive to Group customers. The lively, relaxed energy of the performance is appreciated by audiences of all ages.

The project advocates classical music and visits remote schools around Taiwan to bring music closer to people, exhibiting the charm of live performances. Since 2010, the project has been brought to 158 remote elementary schools with performances played in front of 22,687 people. Through live concerts, children can feel the impact of music and bring interaction to the performance.



Academy of Taiwan Strings (ATS) "Remote Children – Music Forestation" promotes appreciation for classical music



Musicians responding to children's curiosity about violins

The 5th Linteng Cup Basketball Game Promotes Basic Sports

On the basketball court of Yilan Senior High School, the 5th Linteng Cup will kick off a four-day competition. Teams from Vanung University, National Kaohsiung Normal University, National Taiwan University of Science and Technology, and National Taiwan University, and four junior high schools of Yilan are putting on their game face in serious competition.

Sponsored by the Linteng Foundation, the Linteng Cup offers a space for sports enthusiasts of Yilan Senior High School to show the best of themselves. Foundation Executive Officer Lin Chun-Mei attended the opening ceremony to encourage player's advancement through highly stimulating games and teamwork. The preparation for the game also strengthens division of work and communication skills. As Linteng Cup expands across the Yilan area, more people are expected to participate in this great event.

This is the fifth collaboration with Yilan SH. Stemming from years of execution, last year the game took a good turn. The team performed well in both academic fields and on the court by granting themselves tickets to the HBL rematch in the top 12 teams. Linteng's support for local sports education demonstrates SDG4 Quality Education and SDG11 Sustainable Cities and Communities.

Sugar Apples to Support Local Agriculture

Taiwan is renown in agricultural improvement, and the pineapple sugar apple is one among many successful cases. Rich in protein and vitamins, the sweet, sour, chewy fruit is a good source of nutrition. The export of sugar apple to China was suspended due to quarantine in 2021, resulting in excess stock the following year. Central and private sectors called to buy the fruit to reduce food waste.

Goldsun purchased the fruit in Taitung for low-income groups, underrepresented people, medical staff of public hospitals, and Company members in Sanchong and Luzhou, benefiting Taitung farmers, families in need, and hardworking colleagues. Sanchong District Head Chen Chi-Zheng and Luzhou Head Zhuang Mao-Shen received the donation on behalf of the districts. Another NT\$100,000 worth, 1,600kg of produce went to Company employees. We hope our actions cause a ripple effect and inspire many others to show their care through positive actions.



Appendix

Index table of GRI

Index of SASB

Climate information

Conformity Statement



Index table of GRI

Statement of Use	The content of the report period of January 1 to December 31, 2022 followed the GRI Standards
Applied GRI 1	GRI 1: Foundation 2021
Applicable GRI Sector Standards	None

General Disclosure

GRI No.	Disclosure Item	Chapter	Page
GRI Universal Standards Version: GRI Universal Standards 2021			
Applicable Industry Guidelines: None			
GRI 1: The content of the report period of January 1 to December 31, 2022 followed the GRI Standards			
GRI 2: 2021 General Disclosure			
GRI 2-1	Organizational details	About Goldsun	P. 34
GRI 2-2	Entities included in the organization's sustainability reporting	Reporting Boundary and Scope	P. 2
GRI 2-3	Reporting period, frequency, and point of contact	Contact Information	P. 3
GRI 2-4	Restatements of Information	Report Overview & Publication Frequency	P. 2
GRI 2-5	External Assurance / Confirmation	Department in charge and quality management methods	P. 3

GRI No.	Disclosure Item	Chapter	Page
GRI 2-6	Activities, value chain and other business relationships	About Goldsun Sustainable Value Chain	P. 34 P. 83
GRI 2-7	Employee	Distribution of Manpower	P. 118
GRI 2-8	Workers who are not employees	Distribution of Manpower	P. 118
GRI 2-9	Governance structure and composition	Governance Structure	P. 48
GRI 2-10	Nomination and selection of the highest governance body	Functional Committees	P. 59
GRI 2-11	Chair of the highest governance body	Conflicts of Interest	P. 53
GRI 2-12	Role of the highest governance body in overseeing operations	Functional Committees	P. 59
GRI 2-13	Delegation of responsibility for managing impact	Risk Management	P. 69
GRI 2-14	Role of the highest governance body in sustainability reporting	Department in charge and quality management methods	P. 2
GRI 2-15	Conflicts of interest	Conflicts of Interest	P. 53
GRI 2-16	Communication of critical concerns	Professional Board of Directors	P. 50
GRI 2-17	Collective knowledge of the highest governance body	Education of Directors	P. 54
GRI 2-18	Evaluation of the performance of the highest governance body	Performance Evaluation of Board of Directors	P. 56
GRI 2-19	Remuneration policies	Remuneration of Manager & Director	P. 58
GRI 2-20	Process to determine remuneration	Remuneration of Manager & Director	P. 58
GRI 2-21	Annual total compensation ratio	Remuneration	P. 124
GRI 2-22	Statement on the sustainable development strategy	Sustainability Strategy	P. 27

GRI No.	Disclosure Item	Chapter	Page
GRI 2-23	Policy commitments	Policy commitments	P. 49
GRI 2-24	Embedding policy commitments	Policy commitments	P. 49
GRI 2-25	Processes to remediate negative impacts	Voicing complaints and suggestions	P. 69
GRI 2-26	Mechanisms for seeking advice and raising concerns	Voicing complaints and suggestions	P. 69
GRI 2-27	Regulatory compliance	Regulatory compliance	P. 66
GRI 2-28	Membership to associations	Membership of associations	P. 46
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement	P. 18
GRI 2-30	Group agreements	Employee Rights and Treatment	P. 122

Material Topic Disclosure

GRI No.	Disclosure Item	Chapter	Page
GRI 3: 2021 Material topic			
GRI 3-1	Procedure to determine material topics	Identification and Prioritization of Material Topics	P. 22
GRI 3-2	Material topic list	Identification and Prioritization of Material Topics	P. 22
Economic Performance			
GRI 3-3	Material topic management	Ch1. About us	P. 33
GRI 201-1	Direct economic value generated and distributed by the organization	Economic Performance	P. 45

GRI No.	Disclosure Item	Chapter	Page
Social welfare			
GRI 3-3	Material topic management	Ch5. Social Inclusion	P. 117
GRI 203-1	Infrastructure investments and services supported	Social Care and Welfare	P. 146
Energy and GHG Management			
GRI 3-3	Material topic management	Ch4. Environmental Protection	P. 91
GRI 302-1	Energy consumption outside of the organization	Energy Management	P. 103
GRI 302-3	Energy intensity	Energy Management	P. 103
GRI 305-1	Direct GHG emission (category 1)	GHG Emissions	P. 105
GRI 305-2	Indirect GHG emission from energy (category 2)	GHG Emissions	P. 105
GRI 305-4	GHG emissions intensity	GHG Emissions	P. 105
Green Products			
GRI 3-3	Material topic management	Ch4. Environmental Sustainability	P. 92
GRI 301-1	Materials used by weight or volume	Renewable Materials	P. 102
Supply Chain Management			
GRI 3-3	Material topic management	Ch3. Supply Chain Management	P. 81
GRI 308-1	New suppliers that were screened using environmental criteria	Suppliers Management Strategies	P. 84
GRI 414-1	New suppliers that were screened using social criteria	Suppliers Management Strategies	P. 84

GRI No.	Disclosure Item	Chapter	Page
Talent Attraction and Recruitment			
GRI 3-3	Material topic management	Ch5. Social Inclusion	P. 115
GRI 404-1	Average hours of training per year per employee by gender, and by employee category	Training Channels	P. 131
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Training Channels	P. 129
GRI 404-3	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Performance and Career Development	P. 133
Human Rights			
GRI 3-3	Material topic management	Ch5. Social Inclusion	P. 116
GRI 406-1	Incidents of discrimination and corrective actions taken	Guarantee of Human Rights and Labor Rights	P. 122
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Guarantee of Human Rights and Labor Rights	P. 122
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Guarantee of Human Rights and Labor Rights	P. 122
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Guarantee of Human Rights and Labor Rights	P. 122

Index table of SASB

Topic	Indicator	SASB Code	Data/Description
Greenhouse Gas Emissions	Gross global Scope 1 emissions (tonCO ₂ e)	EM-CM-110a.1	See: GHG Emission chapter P. 105
	Percentage of the gross global scope 1 emissions covered under emissions-limiting regulations (%)		
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-CM-110a.2	
Energy Management	Total energy consumed (GJ)	EM-CM-130a.1	See: Energy Management chapter P. 103
	Percentage of energy that was supplied from grid electricity (%)		
	Percentage energy from alternative sources (%)		
	Percentage of consumed energy that is renewable (%)		
Water Management	Total fresh water withdrawn (M ³)	EM-CM-140a.1	See: Water Stewardship chapter P. 110
	Percentage recycled water (%)		
	Percentage in regions with High or Extremely High Baseline Water Stress (%)		
Waste	Amount of waste generated (T)	EM-CM-150a.1	See: Water Stewardship chapter P. 113
	Percentage hazardous waste generated (%)		
	Percentage recycled waste (%)		

Topic	Indicator	SASB Code	Data/Description
Employee Health and Safety	Total recordable incident rate (TRIR)	EM-CM-320a.1	See: Statistics and Analysis of Occupational Injury Accidents chapter P. 114
	near miss frequency rate (NMFR)		None
	Number of reported cases of silicosis	EM-CM-320a.2	None
Product innovation	Percentage of products that qualify for credits in sustainable building design and construction certifications	EM-CM-410a.1	BSI (product carbon footprint) certified Green Concrete
	Total addressable market and share of market for products that reduce energy, water, and/or material impacts during usage and/or production	EM-CM-410a.2	NT\$2,627/M3; 14%
Price transparency without hidden charge	Total amount of monetary losses as a result of legal proceedings associated with cartel activities, price fixing, and anti-trust activities	EM-CM-520a.1	0
Activity Indicator	Production by major product line in tons (T)	EM-CM-000.A	6,174,433 cubic meters

Climate related information

Risks and opportunities of climate change to company, and the responses and measures the company adopts

Number	Item	Progress
1	Describe the supervision and governance of climate-related risks and opportunities by the board and management team	See: Task Force on Climate-related Financial Disclosures chapter P. 72
2	Describe how climate-related risks and opportunities affect a corporate's business, strategies and finance (short, mid and long term).	
3	Describe the impact of extreme climate and transition action to finance.	
4	Describe how the identification, assessment and management procedure of climate risks are integrated into entire risk management system.	

Independent Assurance Opinion Statement



INDEPENDENT ASSURANCE OPINION STATEMENT

Goldsun Building Materials Co., Ltd. 2022 Sustainability Report

The British Standards Institution is independent to Goldsun Building Materials Co., Ltd. (hereafter referred to as GBM in this statement) and has no financial interest in the operation of GBM other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of GBM only for the purpose of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by GBM. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to GBM only.

Scope

The scope of engagement agreed upon with GBM includes the followings:

1. The assurance scope is consistent with the description of Goldsun Building Materials Co., Ltd. 2022 Sustainability Report.
2. The evaluation of the nature and extent of the GBM's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process. This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the Goldsun Building Materials Co., Ltd. 2022 Sustainability Report provides a fair view of the GBM sustainability programmes and performances during 2022. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the GBM and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate GBM's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that GBM's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards were fairly stated.

Methodology

- Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:
- a review of issues raised by external parties that could be relevant to GBM's policies to provide a check on the appropriateness of statements made in the report.
 - discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
 - 18 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
 - review of key organizational developments.
 - review of the findings of internal audits.
 - review of supporting evidence for claims made in the reports.
 - an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000AP (2018).

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness and Impact of AA1000AP (2018) and GRI Standards is set out below:

Inclusivity

This report has reflected a fact that GBM has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the GBM's inclusivity issues.

Materiality

GBM publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of GBM and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the GBM's management and performance. In our professional opinion the report covers the GBM's material issues.

Responsiveness

GBM has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for GBM is developed and continually provides the opportunity to further enhance GBM's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the GBM's responsiveness issues.

Impact

GBM has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. GBM has established processes to monitor, measure, evaluate and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the GBM's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

GBM provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported or omitted. In our professional opinion the self-declaration covers the GBM's sustainability topics.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

The sustainability report is the responsibility of the GBM's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of Lead auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064 and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Peter Pu, Managing Director BSI Taiwan



...making excellence a habit.™

Statement No: SRA-TW-2022155
2023-06-21

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