

2021 ESG REPORT



KungSing Engineering Corporation

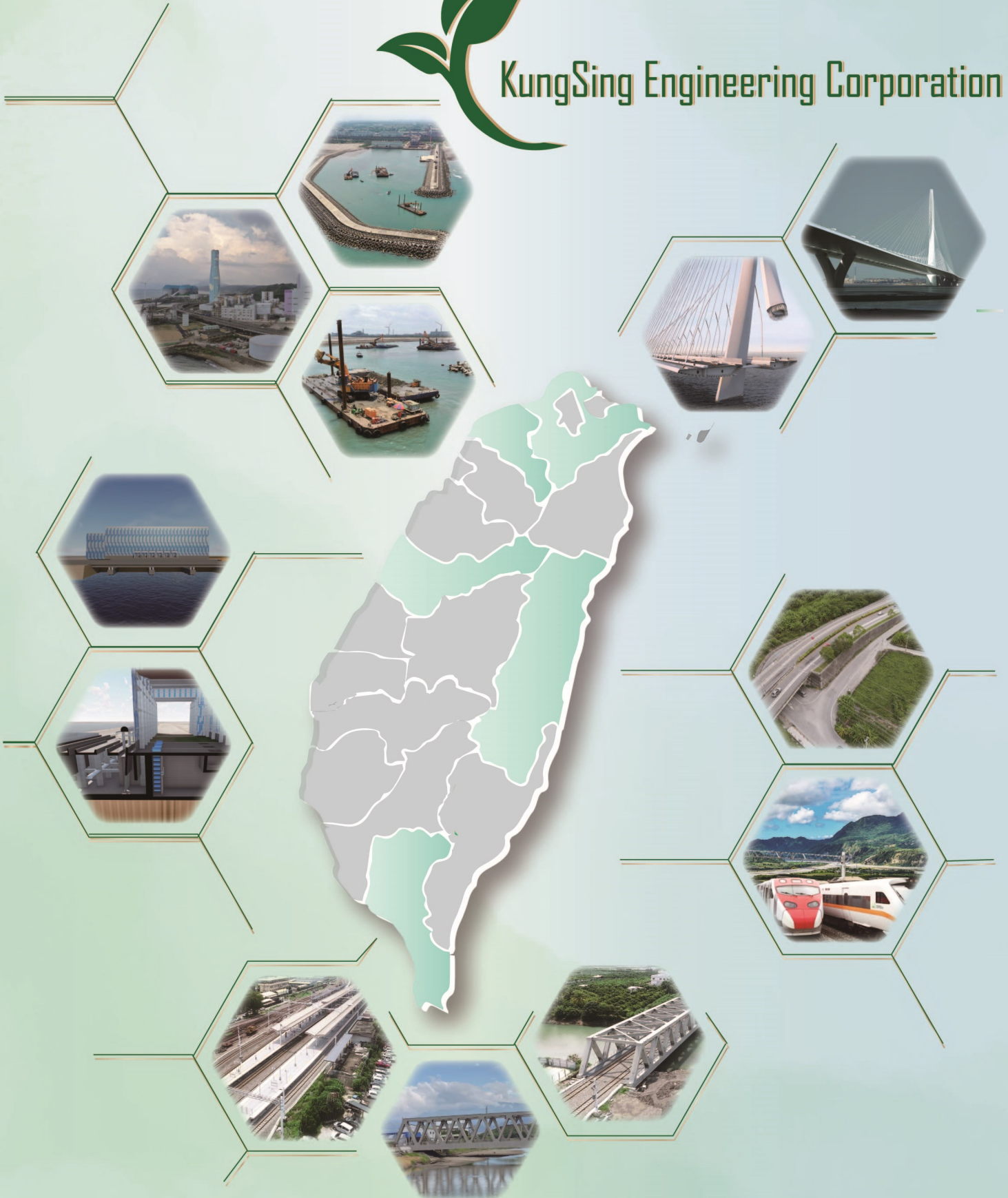


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Important information:

This English version of the CSR report is only a translated version of the Chinese version. If the content is different from the Chinese version, the Chinese version shall prevail.

1、Operating Sustainable



Topic of this chapter

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Important issues

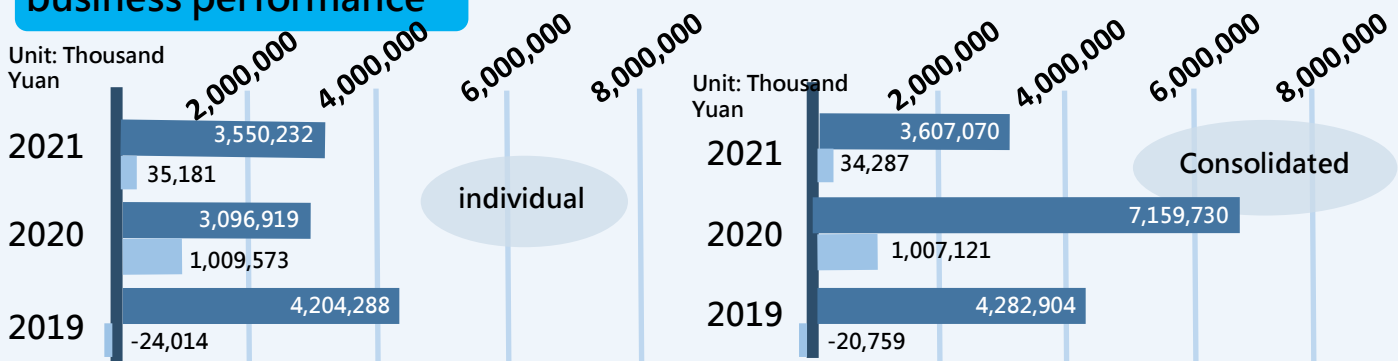
1	Health and Safety	6	Construction period progress
2	Construction quality	7	Salary
3	Operating status	8	Employee Benefits
4	Environmental protection (including pollution control)	9	Risk Management
5	supply chain management	10	energy management

The triple surplus of ESG (environmental, social, governance) enables companies to develop sustainably. Therefore, the chapter on sustainable management includes all the major issues that we have summarized, but in this chapter, the major issues 1-15 are only A brief description of the general direction is detailed in the chapters "Corporate Governance", "Environmentally Friendly" and "Happy Workplace and Social Inclusion".

2021 Annual highlight performance

In 2021, Kung Sing has achieved a number of performance achievements. Now let's take a look at which ones!

business performance



Both individual and consolidated financials remain positive for 2021.

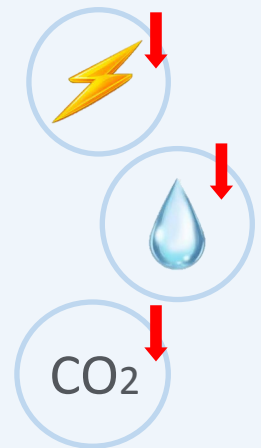
Corporate Governance

- ✘ Pass the latest version of ISO 45001, CNS 45001.
- ✘ In 2021, the construction progress of each construction site will exceed the expected construction progress.
- ✘ 100% of the new suppliers signed the "Occupational Safety and Environmental Protection Recognition" and "Environmental and Social Responsibility Recognition"



Environmental protection

- ✘ In 2021, the power consumption of the head office and each construction site will be reduced by 83.23% compared with the base year (2018), and the cumulative achievement rate of power saving will be 205.36%.
- ✘ In 2021, the water consumption of the head office and each construction site will be reduced by 67.10% compared with the base year (2018), and the cumulative achievement rate of water saving will be 163.14%.
- ✘ Carbon emissions in 2021 (Scope 1 + Scope 2) will be reduced by 202.63% compared to the base year (2018)



Happy workplace and social integration

- ✘ There will be no human rights complaints in 2021.
- ✘ Zero occupational disaster goal achieved.
- ✘ The average employee salary expense in 2021 will increase by 5.32% compared with the base year (2018).
- ✘ The average employee benefit expense in 2021 will increase by 6.43% compared with the base year (2018).



About this report

Kung Sing Engineering compiled the corporate social responsibility report for the first time in 2012. In 2014, it officially compiled the report according to the indicators set by the Global Sustainability Reporting Institute (GRI) reporting guidelines. Report. Upholding the spirit of honesty, pragmatism, openness and transparency, Gongxin will report the company's ESG (environmental, social, and governance) practices in 2021 to stakeholders through this report.

range

The content of this report covers the activities of the Kung Sing Engineering Co., Ltd. from January 1 to December 31, 2021. Part of the content is due to the disclosure of information in the past three years, and there are cases where it is reiterated with the information in the previous report. In addition, if the content includes our affiliated companies, it will be noted in the report. The report is divided into four main themes: sustainable management, corporate governance, environmental friendliness, and happy workplace and social integration. Each content should correspond to the GRI Standards of the Sustainability Report Guide (please refer to the attachment).

Writing principles

This report is written in accordance with the GRI Standards of the Global Sustainability Reporting Association, the SDGs of the United Nations Sustainable Development Goals, and the Code of Practice for Corporate Social Responsibility of Listed OTC Companies issued by the Taiwan Stock Exchange/OTC.

Industry and Information Engineering takes "safety, quality, progress, cost, and environmental protection" as the company's five operating principles, which are also the cornerstone of our sustainable development as a construction industry. Therefore, this report also uses these five operating principles. The concept is developed as a short, medium and

long-term direction for fulfilling corporate social responsibility. In order to align the company's sustainable development goals with the company's operating direction, in 2021, the industry and information engineering projects will focus on "sustainable management" (including five business concepts), "corporate governance" (including quality, progress, and cost concepts), "environmentally friendly" (Environmental protection concept), "Happy workplace and social integration" (including safety and quality concepts), this report is prepared based on this framework.

Progress of the report

Renamed as Sustainability Report in 2021, compared with 2020 Corporate Social Responsibility Report, strengthen stakeholder consultation as well as climate-related risk management, and make a more complete statement of the company's business management to be accountable to stakeholders.

reliability of the report

Internal review:

Various data are collected and counted by various departments based on the data collected during daily business processing and operation, and then submitted to the report working group, the corporate governance unit, and the audit unit for review.

External review and verification passed by the company:

Financial data: Based on the annual financial report issued by Capital Partners Certified Public Accountants.

Quality verification: ISO 9001

Environmental verification: ISO14001

Society (Occupational Safety and Health): ISO45001, CNS45001

Report issuance

Previous report: issued in June 2021.

This report: issued in June 2022.

Feedback

If you have any questions or suggestions about the contents of this report, please feel free to contact us.

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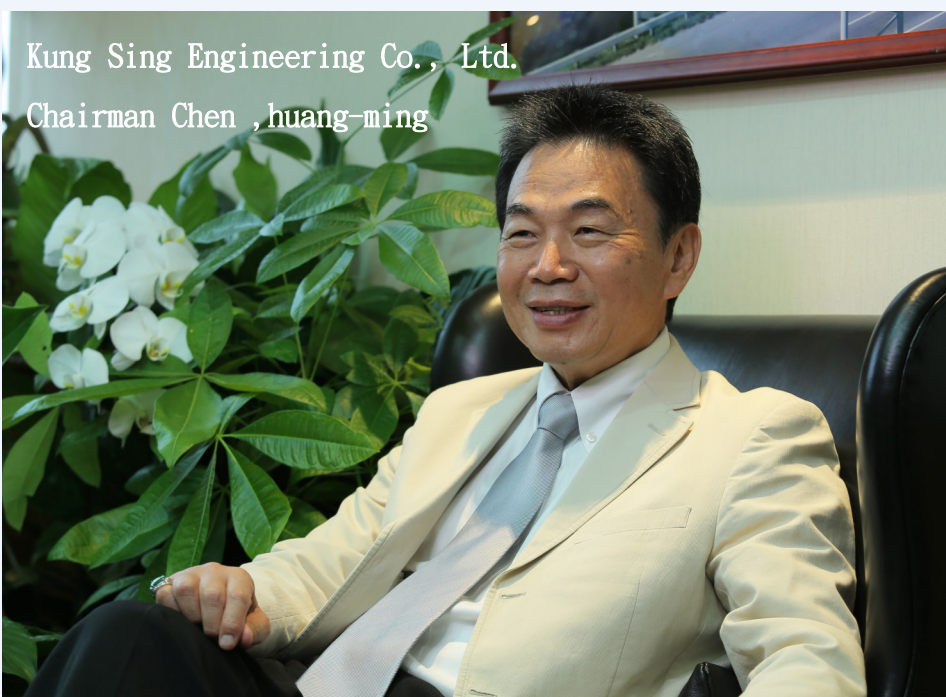
Kung Sing CSR website and report download

<http://www.kseco.com.tw/tc/responsibility.aspx?cid=27&cchk=A3450C32-ACF0-4D13-81C1-976EF7C59836>



About Kung Sing Engineering

Message from the chairman



Kung Sing Engineering Co., Ltd.
Chairman Chen ,huang-ming

"Sustainable development" has become the most frequently discussed topic in the world in recent years. While pursuing profitable growth and operational performance, companies still need to take into account the interests of all stakeholders.

We use the five major business concepts (safety, quality, progress, cost, environmental protection) developed by the core value of the enterprise - "integrity management" to achieve the goal of sustainable operation.

Diligent development in the industry is the most fundamental social responsibility of an enterprise, and the company's business strategy focuses on the development of public projects, which is a business that benefits the public and promotes social progress and economic development. In order to achieve the goal of sustainable operation, the company maintains its consistent insistence, carefully selects project tenders, strives for stable revenue and profit, and constantly seeks new changes, masters advanced technology and construction methods, strengthens its own professional capabilities, and expands diversification. The corporate value of the company demonstrates the company's overall strength and continuous forward momentum, thereby consolidating the centripetal force of employees and the sense of identity of shareholders.



Over the years, following the caring and warming activities of the Federation of Industries, my love has spread to all corners of Taiwan, including the 2012 North District "Caring and Warming Trip to Disadvantaged Institutions" and the 2013 Central District "Child Care Trip". In 2014 Taoyuan, Zhongli, Xinwu, and Daxi "Send Warmth to Disabled Babies", 2015 "Yilan Love Journey" at Yilan Sanxing, Dongshan, Luodong, Jiaoxi, 2016 "Hsinchu Love Journey", 2017 "Miaoli Love Journey" in 2018, "Keelung Love Journey" in 2018, "New Taipei Love Journey" and "Yunlin Love Journey" in 2019, "Hualien Love Journey" in 2020, and 2021 "Tainan Love Tour". In addition, he also donated touring book trains and looms in Xiulin Township, Hualien County, adopted training for the Hualien County Xiulin Junior High School Choir, donated nutrition breakfasts for aboriginal school children, and hosted visits to Taipei for children from remote villages (flower expo, children's playground, cat cable) Day trips and other activities. In my opinion, the focus of caring and delivering warmth is not the amount of materials, but more importantly, the ability to continue and eternally pass on love. This is also the value of sustainable corporate social responsibility!

Company Profile

Kung Sing Engineering Co., Ltd. was founded in Shanghai in 1941 by the late founder Mr. Lu Er-gong. It was established and registered in Taiwan in 1947. It has a long history of more than 70 years since its establishment. The stocks were listed on the OTC in 1999 and listed in December 2012. , Is the first domestic large-scale construction factory to obtain ISO 9001 quality management and ISO 14001 environmental management certification qualified company.

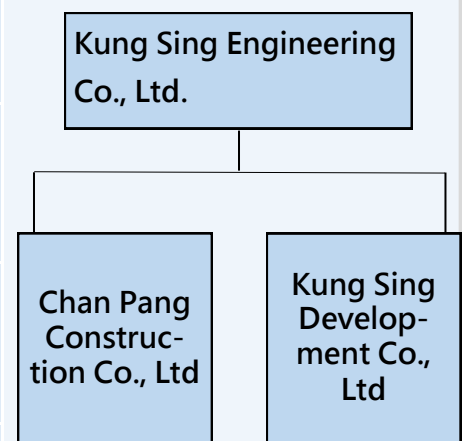
Kung Sing engineering has many excellent conditions such as rich construction experience, high-level construction technology, flexible capital scheduling ability, excellent construction quality, excellent construction engineering talents, professional project management and interface integration capabilities. It has participated in national major projects over the years. Construction, undertaking various public projects such as highways, bridges, tunnels, rapid transit systems and buildings, has made indelible contributions to major national transportation and local construction, regional development and engineering technology improvement, and has participated in public works committees many times , The Ministry of the Interior, and the quality evaluations organized by various local governments were awarded the Excellent Builders or Best Constructors.

Take the construction of the Taipei Mass Rapid Transit system road network as an example. The company has participated in various routes such as Tamsui Line, Xindian Line, Banqiao Line, Nangang Line, Xinzhuang Line, Wenhua Line, and Airport MRT. Although many difficulties and obstacles were encountered during the construction period, they were overcome one by one through careful planning, professional skills, firm perseverance and team spirit. Each section of the tender has been successfully completed and opened to traffic, which proves that the construction quality can indeed meet the project sponsorship. According to the strict requirements of the agency, the company has also reached the business philosophy of fulfilling its social responsibilities.

basic information

company name Kung Sing Engineering Co., Ltd.	Amount of capital NT\$4.92 billion
Date of establishment February 1, 1947	Turnover (2021) Operating income
number of workers Home country: 169 people, foreign nationals: 128 people	Affiliated company 2 (see the organization chart on the right)
Main business MRT, tunnels, buildings, bridges, airports, roads and maritime engi-	Business scope Too many items, please refer to our company web-

Group Organization Chart

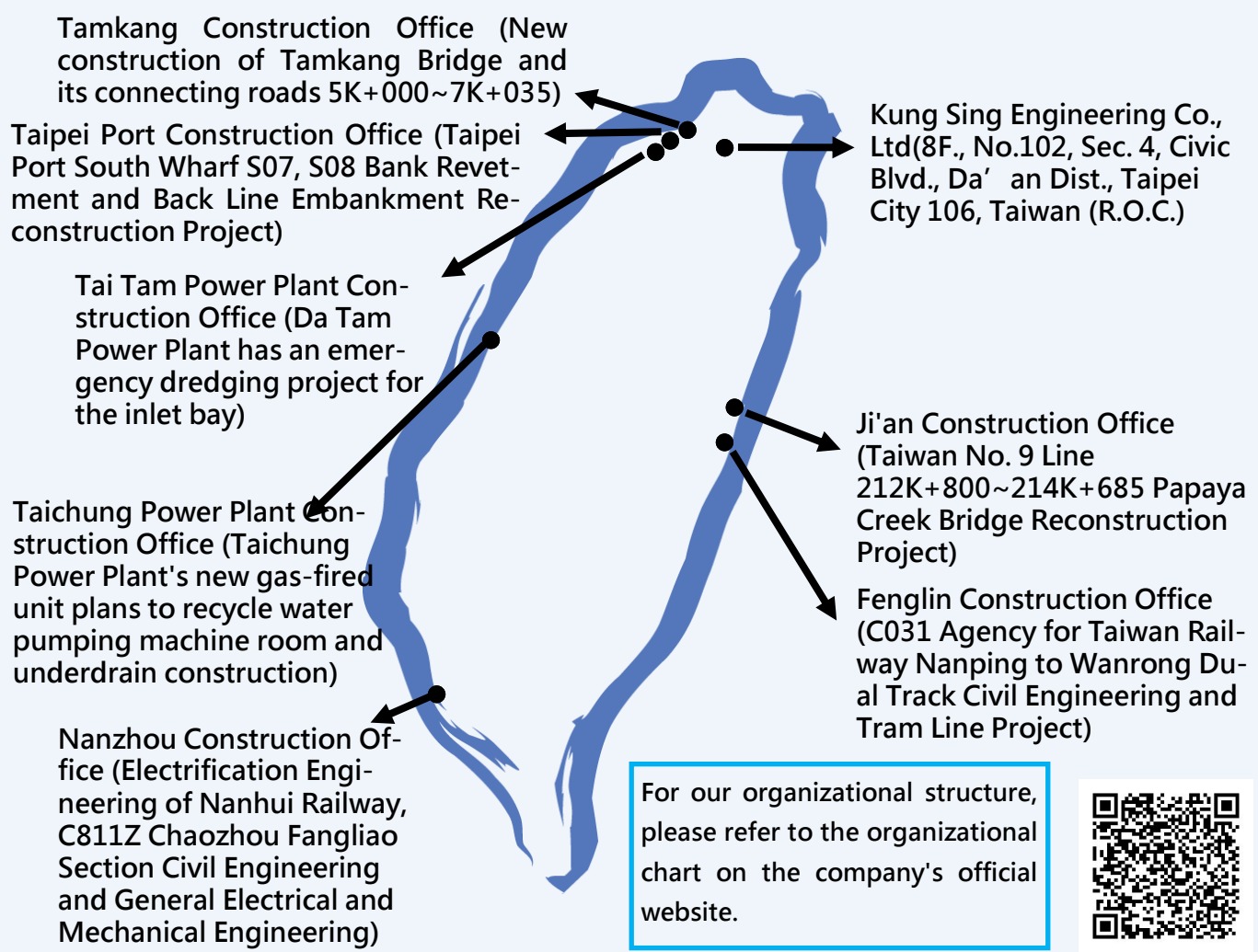


Operating locations are in Taiwan

Business base

GRI 102-3 · 102-4

Kung Sing Engineering Corporation, construction sites and projects under construction



Management team Please refer to the "Articles of Association" of the company for the power of appointment. (<https://www.kseco.com.tw/tc/regulations.aspx>)

Job title	Name	Job title	Name
Chairman	Chen ,huang-ming	Manager, Finance Dept	Huang, li-wang
General manager	Chiang,chi-ching	Public Works Senior manager	Jū gé, wěi-mín
Vice- General Manager	Liu, Yung-ching	Accounting Supervisor	Wen, Shu Chiao
Director, Auditing Office	Liu, Te-chang	Legal Director of General Manager's Office	Li, kuei- chung
Administration Manager	Chu wei kuo	Deputy Director of Safety and Health Office	Chiang sung hui
Vice-manager, Business Development Dept	Yeh, Tsan-yu	Project manager and director of each construction site	

Company history

2017
 Obtained "C031 Agency for Taiwan Railway Nanping to Wannong Dual Track Civil Engineering and Tram Line Project" and "Taichung Port No. 106 New Construction Project" procurement projects.
 Won the 17th Public Works Gold Award for outstanding works.

2016
 Re-elected as a constituent stock of the Corporate Governance 100 Index.
 Taiwan Corporate Sustainability Award-Bronze Award for Corporate Sustainability Report.



1954
 The load test of the pre-stressed concrete product was introduced, and the results were praised by the industry.

1993
 The stock is officially issued to the public.

1996
 Passed ISO 9002 international quality management certification.

2012
 The stock was converted to listing.
 Received the Certificate of Appreciation for Professional Management and Careful Care of Thai Workers from the Thailand Economic and Trade Office in Taiwan.

2015
 Awarded the benchmark enterprise for corporate social responsibility.

2015
 Selected as a constituent stock of the Corporate Governance 100 Index.

2018
 Acquired "TamKang Bridge and its connecting roads 5K+000~7K+035 New Construction" procurement case.

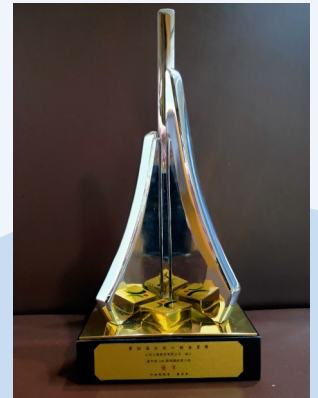
2019 year
 Cash capital increase was processed, and the paid-in capital was changed to NT\$4,475,274,130

2021 year
 The surplus was converted into capital, and the paid-in capital was changed to NT\$4,922,801,550.

C811Z Chaozhou Fangliao section of civil engineering and general mechanical and electrical engineering won the "Public Works Gold Award for Track Works".

2020 year
 The new construction of Taichung Port No. 106 won the "Public Engineering Gold Award, Water Conservancy Engineering Category".

Suhua Guanyin and Gufeng Tunnel new construction project on 1/6 was opened to traffic.



year 2011
 Obtained the new construction of Gufeng and Guanyin Tunnel on Suhua Highway on Taijiu Line.

Won the 11th Public Works Gold Award "Excellent".

Year 2009
 Acquired Taiwan 3 lines 418k+60

0 Ligang Bridge Reconstruction Project

Obtained KCL211 standard Linluo

Zhutian Section Railway Elevated Project.

Year 2003
 Contracted the world's single largest civil engineering, mechanical and electrical integration standard CB410 section of the Taipei MRT Wenhua Line.

Year 1999
 The stock is open to the counter buying center.

Year 2008
 The C564A and C564C combined tender project won the 9th Public Project Gold Award and the 2nd Public Project Gold Safety Award.

Operating Sustainable

Corporate Governance

Environmental protection

Happy workplace and social integration

Sustainable development strategy and performance

Sustainable development strategy

Business development plan

Based on our five business concepts of "safety, quality, progress, environmental protection, and cost", we formulate short, medium and long-term business development plans in response to market demand and market trends.

Short-term business development

According to the ISO 9001 various operating systems, the construction plan is implemented, so that the implementation of each project is not only planned in advance, but also the quality, cost, construction period, and safety of the actual implementation can be effectively controlled, so that new projects and safety can be contracted in the future. Lay the foundation for expanding the scale of operations.

Mid-term business development

Introduce all kinds of advanced construction methods, research and combine the strengths of each family, strengthen its own technical capabilities, and move towards the goal of enhancing competitiveness and sustainable operation.

Long-term business development

Seizing the implementation of the government's plan to expand domestic demand, actively participate in bidding for various new projects, and plan to gradually expand the contracting of private projects and overseas large-scale projects, and use the opportunity of technical cooperation with foreign construction factories to extend the reach of business to overseas, With the gradual rise of the international economic cycle and the increasing emphasis on public construction by various countries, it will step onto the international stage and develop into a large international construction factory, and its scale of operation will move towards a world-class direction.

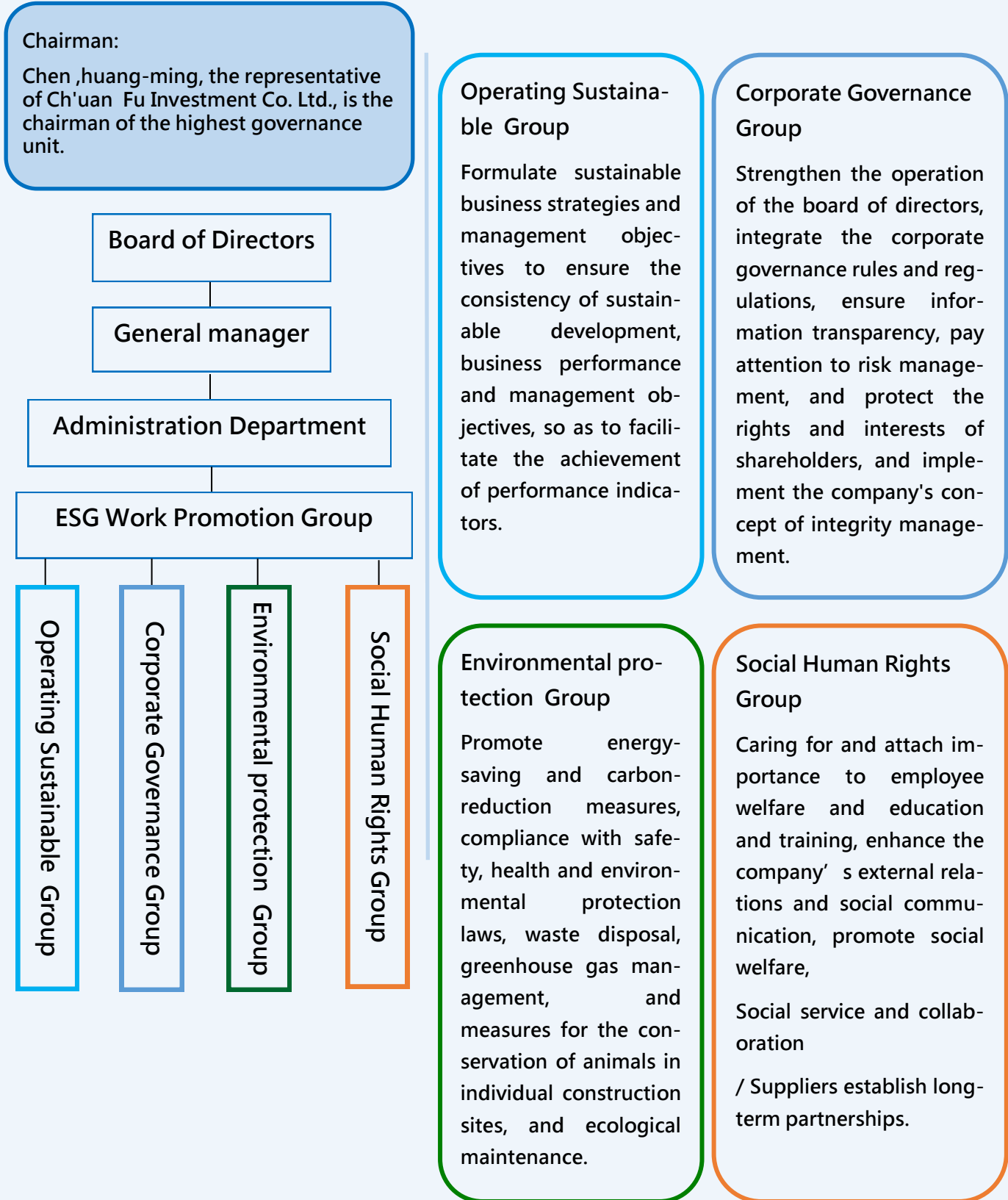
Goal and vision

Focusing on developing into a comprehensive large-scale construction industry, gradually expanding the business of construction, environmental protection, building materials, machinery and equipment import, etc., supplemented by private construction and land development, in order to play financial planning, overall construction, design, environmental maintenance, operation, investment, etc. Diversified ESG sustainable management strength!



Actively seek to form an excellent team with related industry manufacturers and consulting companies to jointly participate in public project bidding, and in line with the excellent tradition and performance of the past, as well as the consistent team spirit, continue to innovate in technology, strictly control the quality progress, and provide the best from all walks of life Build services, create a niche to give back to shareholders, and carry out land development to expand business areas.

Based on the core of ESG (renewal), to promote the company's administrative management and the company under the leadership of ESG, the general manager is appointed to form an ESG leading unit work promotion team, which is responsible for assisting and organizing ESG-related work promotion, data collection and implementation. Department, the company's highest organizational management body report.



Operating Sustainable

Corporate Governance

Environmental protection

Happy workplace and social integration

Industry and Information Technology established a CSR work promotion group in 2014, and changed its name to an ESG work promotion group in 2022. It is coordinated by the manager of the administration department, and a commissioner is appointed as the chief editor of the corporate social responsibility report, which is divided according to the importance of the issues concerned by stakeholders. As the basis for the preparation of ESG reports.

The purpose of the sustainable development of the enterprise is to enhance the competitiveness of the enterprise. Therefore, our working group strives to combine the company's business philosophy, business policy with business performance and management goals, and hope to strengthen the achievement of various performance indicators.

At the beginning of each year, the management personnel of each group will feed back the information to the coordinator of the promotion group. The coordinator will evaluate and integrate the information and compile a sustainability report. In May each year, the board of directors will report on the operation of corporate social responsibility of the previous year, and the report will be completed before the end of June. The compilation and announcement are made in the public information observatory and the sustainable development section of the company's website.

ESG policy

Kung Sing engineering is the foundation of sustainable operation, and it faithfully implements the business philosophy of "cost first, construction period first, quality first, safety first" and the company management policy of "safety, quality, progress, environmental protection, and cost", and With the mission of fulfilling corporate social responsibility, we are committed to achieving corporate social responsibility to stakeholders such as investors, the government, consumers, employees, and communities, and we would like to reveal the following corporate social responsibility policies:

- There are no accidents in the construction of the project, and the safety of all employees is guaranteed.
- Improve quality management and increase customer satisfaction.
- The overall work progress control is completed as scheduled.
- Friendship with nature and devote to environmental conservation practice.
- Precise cost control, open and transparent information, to ensure the rights and interests of investors.
- Cultivate talents for a long time, take care of employees' well-being, and create a quality working environment.
- Care for the development of the community, promote social welfare, and maintain good neighbor relations.

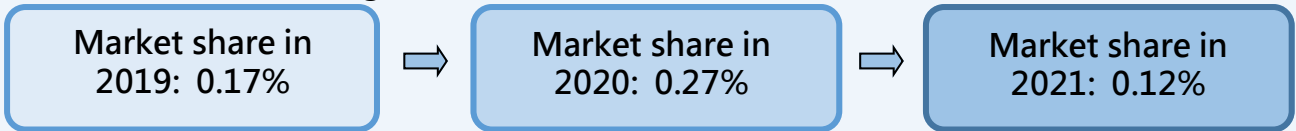
Sustainable performance

Sustainability Report

Won the 14th TCSA Taiwan Corporate Sustainability Award-Sustainability Report Award-Bronze Award in 2021.

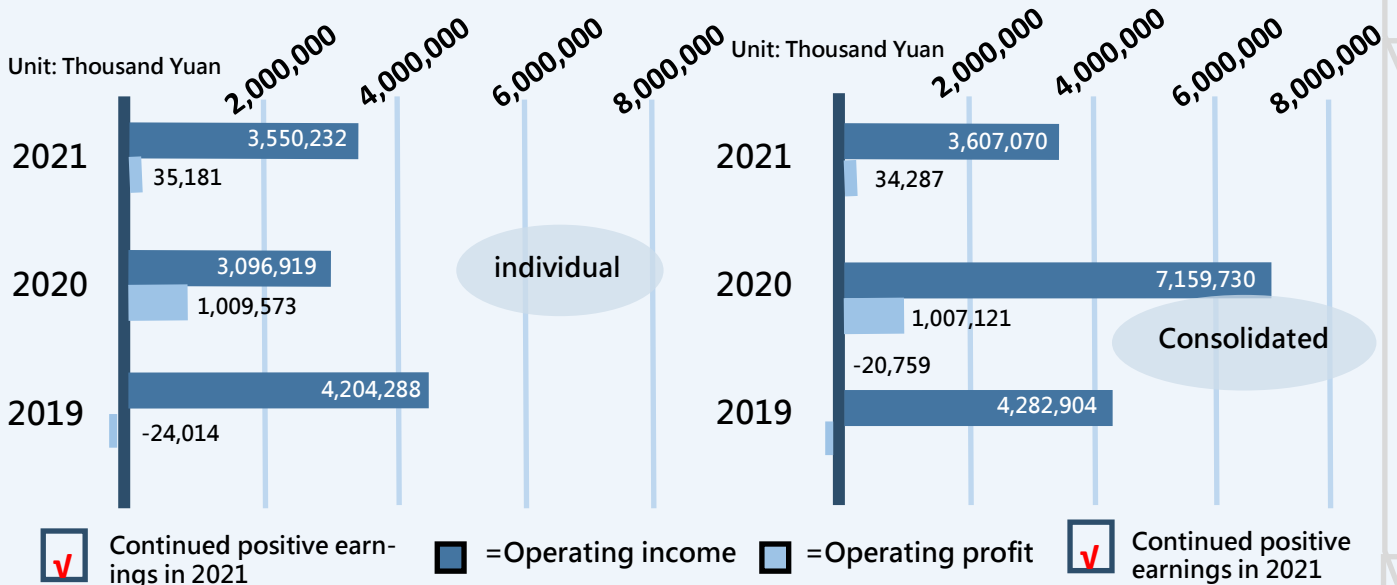
Market share has increased year by year

The consolidated turnover in 2020 is higher than that in 2019 and 2021, mainly due to the recognition of revenue from the sale of land inventory by the company, so the market share in 2020 is also higher.



Profitability

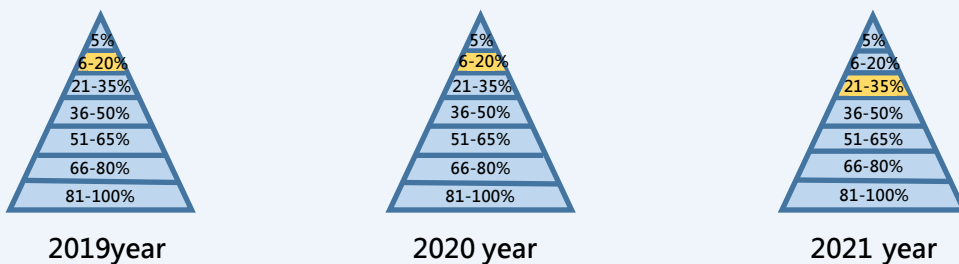
In 2021, Gongxin Engineering's personal income and net profit will be NT\$35,181 (Thousand), and the group's consolidated net profit will be NT\$34,287(Thousand).



Corporate governance performance

We are committed to the strengthening and development of corporate governance. Over the years, we have made efforts in implementing information disclosure, strengthening the functions of the board of directors, diversifying directors, as well as internal control, risk management and corporate sustainability. Effectiveness.

The percentage of results in all listed companies is as follows:



Although the results this year have dropped slightly, our efforts have not decreased in the slightest, and we will continue to improve in the future, hoping to achieve better results!

For the implementation of corporate governance operations, please refer to pages P30~P55 in the "Corporate Governance" chapter of this report.

Environmental protection performance

According to our current statistics, the largest amount of greenhouse gas emissions due to operational behavior is purchased electricity (using Taipower Electric Power). Therefore, we are currently focusing on reducing the amount of indirect greenhouse gas emissions by reducing electricity. Taking 2018 as the base year, we hope Achieving the goal of reducing carbon emissions by 2% every year since 2019, with the medium-term goal of reducing carbon emissions by 10% in five years, and by 30% in 2030, and hoping to achieve a long-range carbon reduction goal of not less than 3% each year after five years.

Short term - 2% annual carbon reduction
(Based on 2018)



Medium term - 10% carbon reduction after five years
30% carbon reduction by 2030



Considering the characteristics of the construction industry and the difference in electricity consumption before, during, and after the project, it is expected that no less than 3% per year will be the remote reduction target, and net zero carbon emissions will be achieved by 2050.

In 2019, the medium-term goal of carbon reduction of 10% and 30% has been achieved, and the cumulative carbon reduction rate has reached 202.63% by 2021.

Greenhouse Gas Emission Reduction Information							
project	Greenhouse Gas Emissions (CO2e) Scope 1 + Scope 2 (metric tons)	Cumulative carbon reduction(mt)	Carbon reduction rate % compared to the base year	Cumulative carbon reduction %	short-term goals achieved	Mid-term goal achieved	long-term goals achieved
2021 year	751.643	6,554.758	76.76	202.63	√	√	√
2020 year	512.009	4,071.498	84.17	125.89	√	√	√
2019 year	1,886.299	1,348.604	41.69	41.69	√	√	√
2018(base year)	3,234.903						

For the actual operation and implementation of environmental friendly performance, please refer to pages P56-73 in the "Environmental Friendly" chapter of this report.

Happy workplace performance

Employees are the partners of the company. We take the common growth of employees and the company as the goal, and formulate short-, medium-, and long-term goals in terms of employee care, employee welfare, and occupational safety.

project	Target	reach
short term(2019-2024 year)	1. Increase the ratio of employee compensation and benefits to >3%, and the employee turnover rate to <3%. 2.Established the "Quality and Occupational Safety and Health and Environmental Protection Performance Evaluation Rewards and Punishments" to give substantial rewards to winning construction sites.	Yes *Note 1
medium term(2025-2030 year)	1.Increase the number of employee education and training hours to an average of more than 6 hours per person per year. 2.Strengthen environmental safety and health, with the goal of "zero occupational hazards".	Yes (Achieving goals ahead of schedule in 2021) *Note2
long(After 2030)	1.Employee functions and career development, extending succession planning to mid- and low-level executives. 2.Continue to strengthen environmental safety and health, with the ultimate goal of "zero fines".	No (Pushing forward until 2030)

Note 1 :

Year project	Salary cost(Based on financial report data)	Welfare fee(Based on financial report data)	Salary change ratio % (compared to base year)	Welfare change ratio % (compared to base year)	Turnover ratio
2021	594	712	+5.32%	+6.43%	1.78%
2020	879	1,024	+55.85%	+53.06%	2.18%
2019	656	781	+16.31%	+16.74%	1.60%
2018	564	669			1.08%

Note 2 :

Year project	Education Training average hours	Occupational Accidents (Number)	Achievement
2021	6.18	0	Mid-term target achieved ahead of schedule
2020	5.41	0	Zero Occupational Disaster Achievement
2019	2.32	3	unaccomplished
2018	2.57	1	unaccomplished

For details on the operation of a happy workplace, please refer to pages P74~P90 of the chapter "Happy Workplace and Social Inclusion" in this report.

Social inclusion performance

Kung Sing has more than 70 years of public engineering experience. We participate in national infrastructure construction with professional construction technology and pursue multiple quality assurance. In addition to obtaining ISO 9001 quality management system certification, ISO 14001 environmental management system verification, and CNS45001 occupational safety and health management system In addition to verification, the projects we contracted over the years have won the Golden Safety Award, the Gold Award, and the Ministry of Transportation, and the county and city governments issued the Engineering Excellence Award. Excellent construction quality is our contribution to the public. At the same time, we also actively participate in community neighbourhood activities, promote neighbourhood development, and support social welfare.

In terms of social inclusion, our short, medium and long-term goals are as follows:

Short-term: (Performance achieved in 2019-2024)

1. Professional participation in large-scale contracting Public works.
2. Added "Quality and Occupational Safety Health Environmental Performance Evaluation Award Penalties", further Improve engineering quality.
3. Add "Volunteer Leave",

Mid-term: (2025)

1. Guarantee the minimum amount of social investment budget, and establish a percentage of business benefits to achieve social services and social welfare.
2. Establish a mechanism to achieve the number of volunteer service hours each year.

long-term:

Complete high-quality public construction with five business concepts, uphold the spirit of "take it from the society and use it for the society", and increase the competitiveness and profitability of the company through ESG sustainable development.

For details on the implementation of social inclusion, please refer to pages P91~P97 of the chapter "Happy Workplace and Social Inclusion" in this report.

Risks and Opportunities

In order to deal with various risks that may be faced in the operation process, Kung Sing Engineering has formulated the Risk Management Policies and Procedures, which have been approved by the Board of Directors after reviewing and verifying the relevant information.

The administrative department of the company is a part-time unit that promotes sustainable development. Analyse the company's governance, environmental and social risks through the materiality principle and report to the board of directors. Relevant information shall be submitted to the directors before the board meeting for review by the directors.

project	overall environment	market impact (Construction Industry)	Impact on Kung Sing	
			risk	Chance
(G) Governance	Changes in the global political and economic situation	<ol style="list-style-type: none"> 1. Price fluctuations 2. Feeding problems 3. Interest rate 4. Exchange rate 	<ol style="list-style-type: none"> 1. Rising raw material prices 2. Feeding interruption 3. Interest rate changes 4. Exchange rate changes 	<ol style="list-style-type: none"> 1. Improve the supplier management mechanism, develop new material sources, and avoid the monopoly of a few manufacturers. 2. Improve the inventory management mechanism, through business information collection or market research, understand the market situation and respond in advance. 3. Control the capital situation more effectively and maintain good banking relationship. 4. Risk hedging strategy, with relevant hedging tools such as spot foreign exchange trading and forward exchange rates for exchange rate hedging operations.
(E) Environmental	<ol style="list-style-type: none"> 1. Typhoons, floods, etc. end-climate events increase 2. Average temperature rises 3. Policies and Regulations 	<ol style="list-style-type: none"> 1. Duration, labor force 2. Greening, green building, green building materials 3. Carbon neutrality, net zero carbon emissions 	<ol style="list-style-type: none"> 1. The typhoon season affects the progress of the project. 2. Increase the environmental cost of the greening zone. 3. The cost of low carbon increases. If carbon neutrality and net zero carbon emissions cannot be achieved, it may be necessary to purchase carbon rights, resulting in an increase in operating costs. 	<ol style="list-style-type: none"> 1. Inventory climate change, change the work schedule, and improve operational resilience. 2. The future trend of environmentally friendly building materials. 3. Strengthen energy conservation and carbon reduction, achieve the goal of reducing electricity use and save electricity costs.

project	overall environ- ment	market impact (Construction Industry)	Impact on Kung Sing	
			risk	Chance
(S) Gov- ernanc e	1. The new crown epidemic affects personal safety 2. Talent diversity 3. Policies and regulations	1. It is difficult to intro- duce foreign workers and work from home. 2. Diverse backgrounds of employees 3. Basic salary adjust- ment	1. Operational risk, construction schedule risk. 2. The turnover rate has risen. 3. Personnel costs increase.	1. Working from home promotes a digital transfor- mation model. 2. Diversified innovation and development to retain talents. 3. Actively improve operational performance and enhance profitability.

Stakeholders negotiation

GRI 102-21 · 102-37 · 102-40 · 102-42 · 102-43 · 102-44

In order to achieve continuous and effective communication with stakeholders, Kung Sing Engineering will include individuals, groups or organizations that may affect the company or be affected by the company as stakeholders, and establish a variety of communication Channels and mechanisms ensure smooth communication channels, and are disclosed through this report and the stakeholder area on the company's web-site.

Process for defining report content

GRI 102-37 · 102-40 · 102-42 · 102-43 · 102-44 · 102-46 · 102-47

1. Identify

6 kinds
Stakeholders
Stakeholder
Communica-
tion P24

16
Focus on top-
ics
list of issues
P21

Identify stakeholders:According to the characteristics of the industry, the stakeholders identified by the company are as follows:

Within the organization: employees (including governance hierarchy)

Outside the organization: shareholders, social groups, residents (local communities), suppliers/third-party manufacturers, owners (including government-related units)

Collect topics of interest:

We use active questionnaires and passive phone calls, faxes and letters from all walks of life to understand the level of interest of stakeholders on various sustainability issues. We use open and transparent communication channels to allow stakeholders to easily obtain and express their needs for sustainable information.



2. Analysis sort

10 major concerns
matrix diagram

[P22](#)

11 items
SDGs

Focus on the
SDGs corresponding to the topics

[P22-23](#)



Analysis and ranking of issues of concern to stakeholders:

The members of the ESG work promotion team analyze the impact and degree of concern of each issue of concern, and sort them out. The company's internal experts provide opinions, analyze the significant impact on the company's economic, environmental and social issues, and decide on 10 major issues of concern. .

Analysis of the UN Sustainable Development Goals (SDGs):

Among the 17 SDGs, evaluate the relevance of each goal and the industry and information projects, and examine the impact of operations on the SDGs from the value chain, as well as the value and contribution that industry and information technology can create to the sustainable goal, and determine 11 corresponding the SDGs.

3. Review

10 major concerns
and ESG

Shocking Boundaries of Major Issues

[P26-27](#)



Contrast with major issues:

According to the selected 10 major concerns, the ESG work promotion group will carry out three major aspects: corporate governance, environmental and social classification, and define the impact boundary of major issues.

4. View

About this report [P5](#) -

The refinement of the report

Keep checking:

Review the response and actions of the previous issue of the report on major issues, and track and improve.

Focus on topics

List of 16 issues of concern

In 2021, we will use active surveys and passive telephone, fax and correspondence statistics to understand the level of interest of stakeholders on various sustainability issues. We use open and transparent communication channels to allow stakeholders to easily obtain and express their needs for sustainable information.

126 e-mail ,SMS & Phone

Through stakeholder calls and social networking site messages and e-mails, learn about the sustainable issues that stakeholders are concerned about. A total of 126 copies in 2021.

1,321 official documents

Mainly for letters from owners, construction supervisors, relevant government units and community groups, suppliers/cooperators, etc., through the analysis and statistics of the letters, lists various issues of great concern and influence, as major issues of corporate sustainability .

16 issues of concern

The members of the ESG work promotion group summarize the collected information statistics, and list 16 issues of concern to 6 stakeholders according to the degree of concern and influence.

1. Operating condition
2. Construction quality
3. interface coordination
4. Information disclosure
5. duration
6. Risk Management
7. supply chain management
8. Regulatory compliance

9. Environmental protection (including pollution control)
10. energy management

11. Health and Safety
12. Salary
13. Talent recruitment, development and human rights
14. Employee Benefits
15. Friends and neighbors
16. Social welfare

16 issues of concern

List of 10 Major Concerns

The ESG work promotion team ranked the 16 issues of concern according to the level of concern, and the company's internal experts provided opinions, analyzed the significant impact on the company's economic, environmental and social issues, and decided on the following 10 major issues of concern.

10 Big Questions Meaning for Kung Sing

NO.	major issues	Meaning for Kung Sing	NO.	major issues	Meaning for Kung Sing
1	Health and Safety	"Safety" is one of the company's five business philosophy.	6	construction period progress	"Construction period" is one of the company's five business philosophy.
2	Construction quality	"Quality" is one of the five business philosophy of the company.	7	Salary	Better-than-market remuneration packages help retain talent.
3	Operating condition	"Cost" is one of the company's five business philosophy.	8	Employee Benefits	Better-than-market employee benefits help retain talent.
4	Environmental protection (including pollution control)	"Environmental protection" is one of the company's five business philosophy.	9	Risk Management	Risk management and control can effectively prevent future events and achieve sustainable development.
5	supply chain management	Only with good supply chain management can we improve the quality of the project and achieve sustainable development of the enterprise.	10	energy management	Energy saving and carbon reduction will help reduce operating costs.

corporate governance

2、3、5、6、9

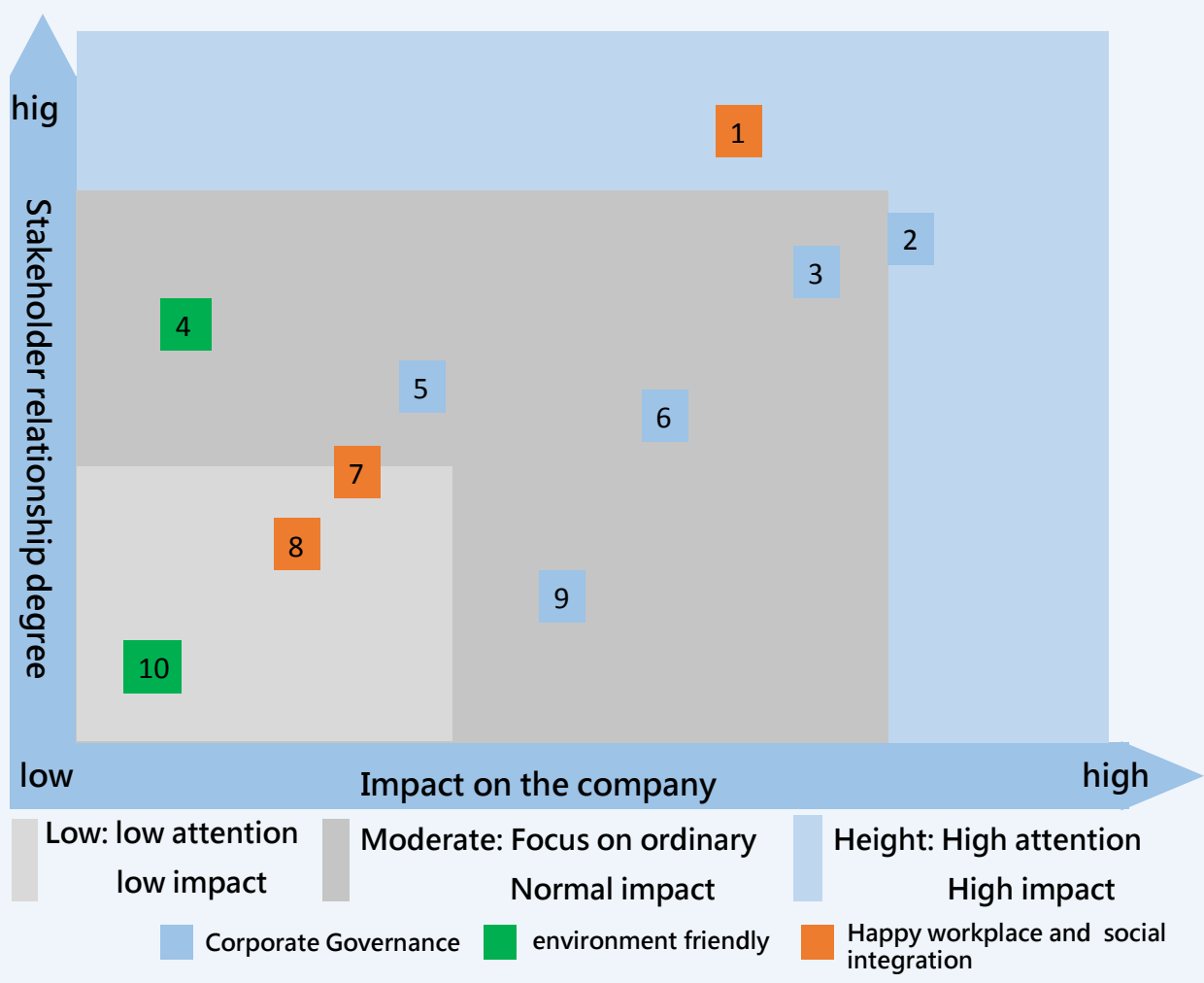
environment friendly

4、10

Happy workplace and social inclusion

1、7、8

Matrix of Concerned Issues



Select the corresponding SDGs

There are a total of 17 UN Sustainable Development Goals (SDGs). We review the company's operating conditions and issues of concern to stakeholders, and evaluate the company's corresponding contribution to the UN Sustainable Development Goals, including the following 11



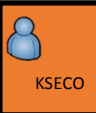
Major Issues Comparison Table


Stakeholder	Staff	shareholder	Social groups	Resident (local community)	supplier/ Third Party	Owners (including government concerned department)
Significance of Stakeholders to Industry and Information Technology	Employees are the foundation of the company. Competitive salaries and welfare systems must be provided to ensure a safe employment environment. Only then can the company develop sustainably	Regardless of institutional legal person, individual investors, potential investors and shareholders, are all objects of our attention.	In addition to creating profits, company operations must also undertake social responsibilities. What social groups value is also what we value, and take it from society, it is our mission to use it in society.	The progress of the project must have a more or less impact on the local residents, so what the local community residents are concerned about is also what we value.	Good supplier selection can ensure the safety and quality of the project, and can also reduce the cost of management in operation.	The company mainly undertakes public works, so the owners are mostly government units, so the relevant laws and policies of government units, often having a direct impact on the company
Major concern issue	1 3 7 8	3 6	2 8	4 6	1 5 6	1 2 4 6 9 10
Corresponding to GRI major themes	102-38 401 102-39 403 402 405 404 409 406 412 410	201	404 416	304 306 413	204 308 403 413	102 302 304 305 306 307 419
Corresponding to other Major themes			Construction quality	Construction period		Construction quality Construction period
Corresponding to SDGs	3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES	8 DECENT WORK AND ECONOMIC GROWTH	4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES	15 LIFE ON LAND	3 GOOD HEALTH AND WELL-BEING 6 CLEAN WATER AND SANITATION 8 DECENT WORK AND ECONOMIC GROWTH	6 CLEAN WATER AND SANITATION 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 13 CLIMATE ACTION 14 LIFE BELOW WATER 15 LIFE ON LAND
Corresponding disclosure Chapter	Happyworkplace and social integration	Corporate Governance	Happyworkplace and social integration	Environmental protection Happyworkplace and social integration	Corporate Governance Happyworkplace and social integration	Corporate Governance Environmental protection Happyworkplace and social integration

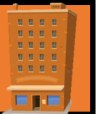
*Please refer to the Appendix GRI Standards Index Items Comparison Table and SDGs Comparison Table (P98-P106) for detailed disclosure page numbers.


Stakeholder communication

GRI 102-21 · 102-37 · 102-40 · 102-42 · 102-43 · 102-44

 Staff	Negotiation method and frequency		Focus on topics
	<ul style="list-style-type: none"> ● Sustainability Report (Annually) ● Toolbox Meeting (Daily) ● Employee Self-Assessment (Annually) ● Labour-Management Coordination Meeting (Quarterly) ● EIP Internal Communication Platform (Instant) ● Report mailbox (instant) ● Occupational Safety and Health Conference (quarterly) ● Welfare Committee (quarterly) 		<div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 2px;">1</div> <div style="border: 1px solid black; padding: 2px;">7</div> <div style="border: 1px solid black; padding: 2px;">8</div> </div>
	Negotiation result	Our response (how to respond)	Corresponding chapter
For employee feedback, policy adjustments and corresponding measures are made. We received 119 comments, mostly on salary increases and manpower development suggestion.	We handle salary adjustment in accordance with the annual employee assessment method and the employee position, grade and salary promotion method. In terms of manpower training, each unit is open to fill in the application form for education and training by itself, and let colleagues choose courses by themselves.	<ul style="list-style-type: none"> ● Labor rights and human rights ● Employee care and benefits ● Occupational Health and Safety 	

 Shareholder	Negotiation method and frequency		Focus on topics
	<ul style="list-style-type: none"> ● Sustainability Report (Annually) ● Company website mailbox, social networking site FB (instant) ● Shareholders' Meeting (Annually) ● Corporate briefing session (every year) ● Report mailbox, speaker phone (instant) ● Company annual report (every year) 		<div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 2px;">3</div> <div style="border: 1px solid black; padding: 2px;">6</div> </div>
	Negotiation result	Our response (how to respond)	Corresponding chapter
Through the above methods, we communicate with investors about the current business situation and collect feedback from investors at any time. In 2021, we obtained a total of 97 responses. Investors are most concerned about the operation status of IIT, EPS and dividend distribution.	According to the provisions of the company's articles of association, if there is still profit after making up the previous losses, we will allot shares and distribute dividends according to the profit situation. The operating status and business development plan are disclosed in the company's annual report and sustainability report.	<ul style="list-style-type: none"> ● Operation of the Board of Directors and Operational Status 	

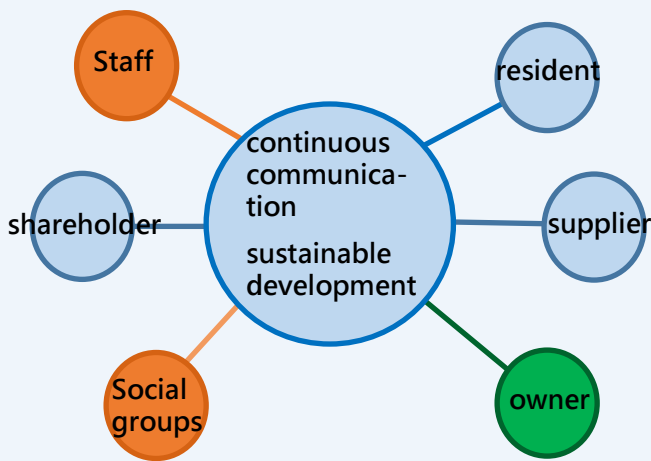
 Social groups	Negotiation method and frequency		Focus on topics
	<ul style="list-style-type: none"> ● Sustainability Report (Annually) ● Correspondence (immediate) ● Telephone, Fax (instant) ● Company website mailbox, social networking site FB (instant) 		<div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 2px;">2</div> <div style="border: 1px solid black; padding: 2px;">8</div> </div>
	Negotiation result	Our response (how to respond)	Corresponding chapter
In 2021, there will be a total of 83 letters from various social groups such as academics, associations and foundations, mainly in handling various education and training courses and membership meetings, with a view to the professionalism of personnel and the improvement of project quality.	We actively join various schools and associations, and encourage employees to participate in various educational trainings to improve their academic ability, grow together with the company, and work hard to improve the quality of the project!	<ul style="list-style-type: none"> ● Employee care and benefits ● Social Participation and Public Welfare Feed back 	

 Resident <small>(local community)</small>	Negotiation method and frequency		Focus on topics
	<ul style="list-style-type: none"> ● Sustainability Report (Annually) ● Company website mailbox, social networking site FB (instant) ● Correspondence (immediate) ● Company mailbox, telephone (instant) 		<div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 2px;">4</div> <div style="border: 1px solid black; padding: 2px;">6</div> </div>
	Negotiation result	Our response (how to respond)	Corresponding chapter
In 2021, local residents in our work area communicated through the above-mentioned negotiation methods, and a total of 9 responses were obtained. The local residents were most concerned about the progress of the project and the environmental maintenance of the work area.	In addition to regularly disclosing the progress of each project on the company website, we respond promptly to public questions about the project on the company mailbox or FB social networking site. We also ask the site director to properly handle and track the response to the situation in the residential construction area.	<ul style="list-style-type: none"> ● Operation of the Board of Directors and Operational Status ● pollution control 	

Negotiation method and frequency		Focus on topics			
<ul style="list-style-type: none"> ● Sustainability Report (Annually) ● Company website mailbox, social networking site FB (instant) ● Manufacturer evaluation (annual) ● Meetings (quarterly/irregularly) ● Supplier Management Procedures and Forms (Annually) ● Correspondence (immediate) 		<table border="1"> <tr> <td>1</td> <td>5</td> <td>6</td> </tr> </table>	1	5	6
1	5	6			
Negotiation result	Our response (how to respond)	Corresponding chapter			
In 2021, communicate with suppliers/cooperators through the above methods. The main communication contents are mostly engineering coordination, safety and security meetings, contract changes, material adjustment, and payment-requisition pricing operations.	A coordination meeting will be held to solve problems such as the interface between the cooperating parties and the construction of the construction site. When there is a price adjustment, it will be adjusted according to the price adjustment index of the competent authority, and the contract modification and pricing will be handled according to the schedule.	<ul style="list-style-type: none"> ● Occupational Health and Safety ● Operation of the Board of Directors and Operational Status ● Supply chain management 			

Negotiation method and frequency		Focus on topics						
<ul style="list-style-type: none"> ● Sustainability Report (Annually) ● Company website mailbox, social networking site FB (instant) ● Correspondence (timely) ● Meetings (irregular) ● Phone, Email (Instant) ● Announcement information, declaration information (immediate/regular/irregular) 		<table border="1"> <tr> <td>1</td> <td>2</td> <td>4</td> </tr> <tr> <td>6</td> <td>9</td> <td>10</td> </tr> </table>	1	2	4	6	9	10
1	2	4						
6	9	10						
Negotiation result	Our response (how to respond)	Corresponding chapter						
In 2021, communicate with the owners (including relevant government units) through the above methods, mainly in the form of correspondence and meetings, as well as online on-time declaration and announcement of materials, and the communication content is mostly safety and hygiene, project quality, environmental protection (including pollution prevention and control).), construction period progress, risk management and energy management, while online reporting mainly focuses on corporate governance-related information and financial report-related information.	<p>In terms of safety and hygiene, in addition to the daily toolbox meeting on the construction site to ensure the safety of the personnel in the project, we also deploy special personnel to inspect the construction site safety and health measures every day. Troubleshoot and track issues. In terms of environmental protection measures, dust-proof nets are laid, the road surface is cleaned by sprinklers, and the car wash stations at the entrance and exit of the work area are set up to avoid road pollution.</p> <p>In recent years, due to the impact of the novel coronavirus disease (COVID-19), epidemic prevention measures have been strengthened, and epidemic prevention equipment and related education and publicity have been set up to maintain the health of employees.</p>	<ul style="list-style-type: none"> ● Operation of the Board of Directors and Operational Status ● Energy management ● pollution control ● Occupational Health and Safety 						

We negotiate with stakeholders through various channels, respond to issues of concern to stakeholders, and propose corresponding strategies and actions. It is hoped that through continuous communication, we will be more complete in the development of ESG in all aspects.



Online communication channel: (click the link)
[Company website investor contact window](#)
[Contact window for each stakeholder](#)
[Company social networking site \(FB\)](#)
 You can also give us feedback through the online questionnaire in the corporate sustainability section of our website.

Major issues hit boundaries

GRI 102-46 · 102-47 · 103-1

According to 10 major issues of concern, the ESG work promotion group will carry out three major aspects: corporate governance, environment and society classification, and define the impact boundary of major issues. ● Significant: This disclosure ○ Significant: Future Plans Revealed

(G) Major issues in governance								
issue	GRI Standards	within the organization	outside the organization					
		Staff	shareholder	society group	resident	supplier cooperating	Owner (including government unit)	
Construction quality	Corporate Governance - Board Operations and Operations – Construction quality (non-GRI) <u>P39-40</u>			●			○	●
Operating condition	Corporate Governance - Board Operations and Operations - Operations (GRI 201) <u>P41-44</u>	●	●					
supply chain management	Corporate Governance - supply chain management (GRI 204 · 308 · 414) <u>P45-49</u>						●	
construction period progress	Corporate Governance - Board Operations and Operations – Duration (non-GRI) <u>P38</u>			●		●	●	●
Risk Management	Corporate Governance - Risk Management (GRI 102-15 · 102-30) <u>P49-52</u>							●

(E) major environmental issues								
issue	GRI Standards	within the organization	outside the organization					
		Staff	shareholder	society group	resident	supplier cooperating	Owner (including government unit)	
Environmental protection (including pollution control)	Environment friendly - pollution control (GRI 306 、 307) <u>P64-73</u>					●	○	●
Energy management	Environmentally friendly - energy management (GRI 302 、 305) <u>P60-63</u>						○	●

(S) Major social issues								
issue	GRI Standards	within the organization	outside the organization					
		Staff	shareholder	society group	resident	supplier cooperating	Owner (including government unit)	
Health and Safety	Happy Workplace and Social Inclusion – Occupational Health and Safety (GRI 403) <u>P86-90</u>	●					●	●
Salary	Happy Workplace and Social Inclusion – Employee Care and Welfare (GRI 405) <u>P85</u>	●						
Employee Benefits	Happy Workplace and Social Inclusion – Employee Care and Welfare (GRI 401 、 402 、 404 、 405 、 406) <u>P78-82</u>	●						

2、Corporate Governance

Topic of this chapter

Management policy	<u>P29</u>
Board of Directors	
Operation and	
Operation Status	<u>P30</u>
Supply chain	
management	<u>P45</u>
Risk Management	<u>P49</u>
Integrity, transparency	
and legal compliance	<u>P54</u>

Important issues

- 2 Construction quality
- 3 Operating condition
- 5 supply chain management
- 6 construction period
- 9 Risk Management

Highlights in this chapter

- ※ Pass the latest version of ISO 45001, CNS 45001.
- ※ In 2021, the construction progress of each construction site will exceed the expected construction progress.
- ※ New suppliers sign "Occupational Safety and Environmental Protection Recognition", "Environmental and Social Responsibility Recognition" book" ratio of up to **100%**

Management policy

103-1 · 103-2 · 103-3

Major topics of corporate governance (in order of significance)	Management purpose	Management methods and effective evaluation mechanism
Construction quality (P39-40)	Reduce the potential risks of the company's operations, avoid financial and goodwill losses, and protect the safety of users.	<ol style="list-style-type: none"> 1. Establish a quality control system and allocate appropriate quality control personnel. 2. Establish an internal control system and implement internal audits.
Operation status (P41-44)	To achieve sustainable operation and obtain long-term benefits, and create sustainable value for stakeholders.	<ol style="list-style-type: none"> 1. Actively develop case sources, and do a good job of cost control to ensure revenue and profit. 2. Establish an audit room under the board of directors to assist the board of directors and management to check and evaluate whether the internal control system is operating effectively.
supply chain management (P45-49)	Maintain mutual demand and mutual benefit in the supply chain and jointly create sustainable value	<ol style="list-style-type: none"> 1. Establish a management model for supplier information. 2. Handle market surveys and manufacturers' credit investigations in accordance with regulations. 3. Regularly evaluate third-party suppliers. 4. Establish an internal control system, implement internal audit, and strictly audit the filing and management of supplier data by various departments.
Construction period progress (P38)	Comply with the specifications and reduce the loss caused by the delay of the construction period.	<ol style="list-style-type: none"> 1. Make engineering network diagrams and control the construction schedule according to the network diagrams. 2. Convene a progress meeting to report and review the construction progress regularly. 3. According to the risk management and control assessment mechanism, conduct risk assessment and response to the controllable and force majeure factors that affect the construction period.
Risk management (P49-52)	Reduce industry, operation and other risks to avoid cost increase and other unfavorable factors.	<ol style="list-style-type: none"> 1. Establish a risk management mechanism. 2. All levels of management are responsible for risk identification and management. Once a potential risk is discovered, it should be reported to the Audit Office or senior management in a timely manner, and a solution should be sought as soon as possible. The decision maker should also take action in the shortest possible time.

short term goals 2022 year Medium-term Goal 2030 year Long-term goals 2050 year

- Ranked in the top 20% of the listed group in the corporate governance assessment
- 10% revenue growth

- Promoted to the top ten in the engineering contracting industry

- Become a sustainable enterprise according to the sustainable principle of the development of the business philosophy of Gongxin

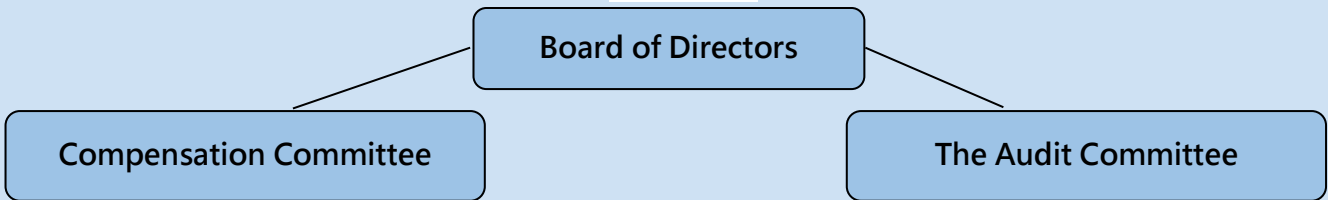
Board of Directors Operation and Operation Status

Based on the concepts of integrity, transparency and responsibility, we have established a board of directors, formulated policies based on integrity, and established a good corporate governance risk control mechanism to create a sustainable business environment. Establish a corporate culture of integrity management and sound development. We usually handle recurring business in accordance with the spirit of the corporate governance code of practice for listed companies, and implement the concept of maintaining good corporate governance in our daily operations. In addition to reducing the possibility of corporate crisis, we also protect the rights and interests of investors and creditors. Long-term cultivation of excellent corporate physique and competitiveness, committed to the sustainable development of all aspects of ESG.

With the board of directors as the highest governance unit, Sung Sing Engineering has set up an audit committee and a remuneration committee, which are implemented in accordance with the "Rules of Procedure of the Board of Directors", "Organization Regulations of the Audit Committee" and "Organization Regulations of the Remuneration Committee". The company also conducts a performance evaluation of the board of directors at the end of each year. All directors self-evaluate their grasp of the company's goals and tasks, directors' awareness of responsibilities, participation in company operations, internal relationship management and communication, directors' professional and continuous education, and internal Actual implementation of controls, etc. The 2021 Board Performance Evaluation is Excellent. Please refer to the company's website for the relevant implementation.



Company website QR Code



Board of Directors

GRI 102-24

Our board of directors adopts a candidate nomination system. For the relevant nomination process and standards, please refer to the company's website:



The board of directors consists of seven directors with different professional backgrounds, three of which are independent directors. The directors have diverse academic and industrial experiences, which are of great help to the company's short-, medium- and long-term development.

Board members with no managerial status account for more than half of all directors. A total of eight board meetings will be held in 2021, with an average attendance rate of 100%. Directors will continue to study for 6 hours each year, and new directors will study for 12 hours. 100% in 2021 (detailed Please refer to P30 of the company's annual report for further training).

Continued from previous page

Director seats without company manager status

> 1/2

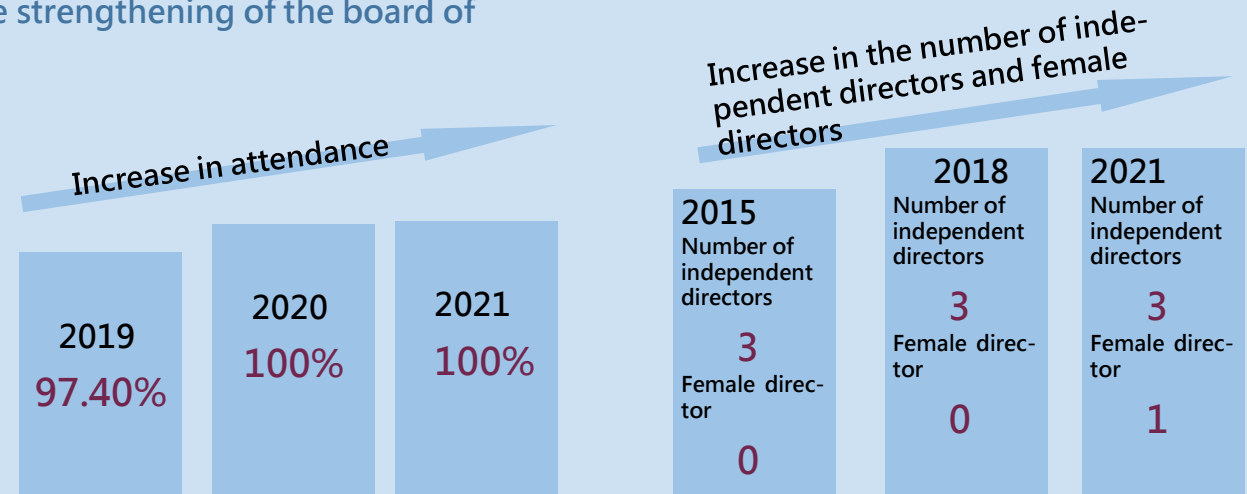
Eight board meetings will be held in 2021, and the average attendance rate of all directors

100%

In 2021, directors will continue to study for 6 hours, and directors who serve for the first time will complete 12 hours of training.

100%

The strengthening of the board of



Operation of the Board of Directors in 2021 GRI 102-33 、 102-34

In 2021, the board of directors will meet 8 times [A], and the attendance of directors is as follows:

The re-election will be held on July 22, 2021. There will be 3 meetings before the re-election and 5 meetings after the re-election.

job title	gender	Name	Actual attendance (B)	Delegated to attend	Actual attendance rate (%) [B/A]	Remark
Chairman of the board	Man ♂	Ch'uan Fu Representative: Chen ,huang-ming	8	0	100%	Renew
Director	Man ♂	Ch'uan Fu Representative: Chiang,chi-ching	8	0	100%	Renew
Director	woman ♀	Chia ho Representative: Tseng, mei-ling	3	0	100%	dismissal
Director	Man ♂	Ju hsiang Representative: Chang , liang -ming	3	0	100%	dismissal
Director	woman ♀	Ju hsiang Representative: Li, shu-hsü	5	0	100%	Newly appointed
Director	Man ♂	Ju hsiang Representative: P'an,kuan-ju	5	0	100%	Newly appointed

Continued from previous page

job title	gender	Name	Actual attendance (B)	Delegated to attend	Actual attendance rate (%) 【B/A】	Remark
Independent director	Man ♂	Chen, chin- yueh	8	0	100%	Renew
Independent director	Man ♂	Tu,yi- yang	8	0	100%	Renew
Independent director	Man ♂	Wang, chih- lung	3	0	100%	dismissal
Independent director	Man ♂	Ts'ai,lien-shêng	5	0	100%	Newly appointed

Other matters: A total of 8 meetings will be held in 2021, with a total of 31 topics, and there are no major events that affect the company's operations.

1.If the operation of the board of directors falls under any of the following circumstances, the date of the board of directors, the period, the content of the proposals, the opinions of all independent directors and the company's handling of the opinions of the independent directors shall be stated:

(1)Matters listed in Article 14-3 of the Securities and Exchange Act: Please refer to our website - Board of Directors Operations and Resolutions (<https://www.kseco.com.tw/tc/finance2.aspx>)

(2)Except for the previously mentioned matters, other matters resolved by the board of directors with the objection or reservation of independent directors and with a record or written statement: please refer to the company's website - board of directors operation and resolution matters(<https://www.kseco.com.tw/tc/finance2.aspx>)

2.Execution of directors' recusal of interest proposals:

2021.03.29 Proposal One of the First Board of Directors of the 26th Session in 2021

2021.03.29 Proposal Eleven of the First Board of Directors of the 26th Session in 2021

2021.08.12 Proposal III of the Third Board of Directors of the 27th Session in 2021

2021.12.28 Proposal 5 of the 5th Board of Directors of the 27th Session in 2021

Please refer to the company's website for the implementation of the above resolutions - Board of Directors Operation and Resolutions (<https://www.kseco.com.tw/tc/finance2.aspx>)

3.OTC listed companies should disclose the evaluation cycle and period, evaluation scope, method and evaluation content of the board of directors' self (or peers) evaluation, please refer to P33 "Execution of Board Evaluation" .

4.Evaluation of the goals and implementation of the current year and the most recent year to strengthen the functions of the board of directors:

The Company formulated the Code of Practice for Corporate Governance in September 2014, the sixth revision was approved by the board of directors on December 28, 2021, and the seventh revision was approved by the board of directors on March 29, 2022. In 2021, two remuneration committee meetings will be held to strengthen performance evaluation and remuneration structure. At the end of each year, the company conducts self-evaluation of directors and performance evaluation of the board of directors as the basis for the performance evaluation of the board of directors, and conducts review and improvement.

In 2021, directors will continue to study for 6 hours, and directors who serve for the first time will complete 12 hours of training.

Implementation of the Board of Directors Evaluation in 2021

GRI 102-28

We conduct self-evaluation of individual directors at the end of each year, and complete the performance evaluation of the board of directors and functional committees at the beginning of the following year. Directors' self-assessment and board performance evaluation serve as the basis for the board's performance appraisal, and review and improve accordingly.

Evaluation cycle: once a year.

Evaluation period: January 1, 2021-December 31, 2021

Evaluation content

Evaluation scope: individual board members.

Evaluation method:Directors' self-evaluation

1. Master the company's goals and tasks. (3 items)
2. Awareness of directors' responsibilities. (3 items)
3. The degree of participation in the company's operations. (8 items)
4. Internal relationship management and communication. (3 items)
5. Professional and continuing education of directors. (3 items)
6. Internal control. (3 items)

evaluation result

The board of directors is functioning well, but individual new directors/independent directors can further improve their grasp of the company's goals and tasks, and their degree of operational participation, as well as their familiarity with the company's operations and environment.

Improvement plan:

The company's core values, the industry it belongs to, and the company's operation and environment will be further explained to new directors, and plans will be made for directors to visit the construction site so that directors can better understand the company.

Evaluation content

Evaluation scope: Overall board

Evaluation method:Internal self-evaluation of the board

- 1.The degree of participation in the company's operations. (12 items)
2. Improve the decision-making quality of the board of directors. (12 items)
3. The composition and structure of the board of directors. (7 items)
4. The selection and continuing education of directors. (7 items)
5. Internal control. (7 items)

evaluation result

The board of directors is functioning well, but the two evaluation items of "Directors' attendance at shareholders' meetings" and "Director's continuous professional development plan for director training" and the selection and continuous education of directors need to be strengthened.

Improvement plan:

- (1) Invite directors/independent directors to attend the shareholders' meeting.
- (2) Directors will be arranged to participate in continuous professional development.

Evaluation content

Evaluation scope: Functional committees

Evaluation method:Internal self-evaluation of the board

1. The degree of participation in the company's operations. (4 items)
2. Recognition of the responsibilities of functional committees. (5 items)
3. The decision-making quality of functional committees. (7 items)
4. Functional committee composition and member selection.(3 items)
5. Internal control. (3 items)

evaluation result

Functional committees work well. However, the decision-making quality of the functional committee is that "the information provided by the company to the committee is complete, timely, and of a certain quality, so that the audit committee can perform its duties smoothly. When necessary, the relevant managers, internal auditors, accountants, legal advisers or other Staff attendance" needs to be further strengthened.

Improvement plan:

When the company provides meeting-related information to the committee, it will be attached when sending the meeting notice, and the information must be complete.

Diversification of the Board of Directors

GRI 102-27

The composition of our board of directors is diversified, and considerations are not limited to the following benchmarks:

1. Basic conditions and values: gender, age, nationality and culture, etc.
2. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry Experience etc.

Achievement of the overall capability and diversity of the board of directors (after re-election in 2021):

Diversity project Director Name	gender	Country of Citizenship	age			Management	leadership decision	Industry knowledge					Financial Accounting	crisis management	international view market view
			4150	5160	7180			construction industry	communication network	textile	Development and construction	Biotechnology Medical			
Chen, huang-ming	Men	ROC			●	●	●				●			●	●
Chiang, chi-ching	Men	ROC		●		●	●	●			●	●	●	●	●
Li, shu-hsü	woman	ROC		●		●		●			●		●		●
P'an, kuan-ju	Men	ROC	●			●		●			●				●
Ts'ai, lien-shêng	Men	ROC			●	●	●	●		●			●	●	●
Tu, yi-yang	Men	ROC		●		●	●	●				●	●	●	●
Chen, chin-yueh	Men	ROC		●		●	●	●	●				●	●	●
Diversity target estimated seats						4	4	4					4	4	4
Achievement (seats)						7	5	7					5	5	7
Achievement rate						100%	100%	100%					100%	100%	100%

Functional Committee

Compensation Committee

In 2021, the Salary and Remuneration Committee will meet three times [A], and the attendance of the members is as follows:

In line with the comprehensive re-election of directors on July 22, 2021, the remuneration committee will be re-elected, and the meeting will be held once before the re-election and twice after the re-election.

job title	gender	Name	Actual attendance (B)	Delegated to attend	Actual attendance rate (%) 【B/A】	Remark
Independent director	Man ♂	Chen, chin-yueh	3	0	100%	Renew
Independent director	Man ♂	Tu, yi-yang	3	0	100%	Renew
Independent director	Man ♂	Wang, chih-lung	1	0	100%	dismissal
Independent director	Man ♂	Ts'ai, lien-shêng	2	0	100%	Newly appointed

something else:

1. In 2021, there is no case that the Board of Directors does not adopt or amend the recommendations of the Compensation Committee.
2. In 2021, there are no cases where members of the Salary and Compensation Committee have objections or reservations and have records or written statements.

Salary policy (The link between compensation and sustainable performance)

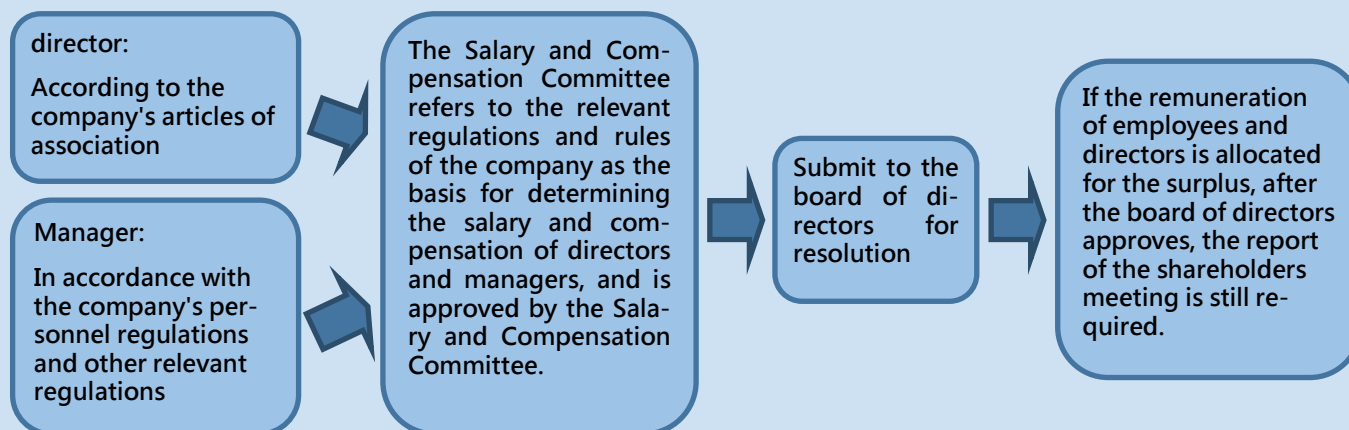
GRI 102-35 · 102-36

On December 28, 2011, the Board of Directors approved the establishment of the Compensation Committee. Regarding the remuneration of directors and managers, the remuneration committee shall convene a meeting to determine and review the policies, systems, standards and structure of directors' and managers' performance evaluation and remuneration, and formulate and evaluate directors' and managers' remuneration.

The procedure for setting remuneration is based on the Company's "Performance Evaluation Method of the Board of Directors and Functional Committees" and the Company's personnel assessment related methods as the basis for the evaluation of directors and managers. The environmental performance, future risks of the industry and the development trend of operation, and also refer to the individual's performance achievement rate, investment time, responsibilities and contribution to the company's performance, and give reasonable remuneration. The Remuneration Committee and the Board of Directors review and review the remuneration system at any time in accordance with the actual operating conditions and relevant laws and regulations, so as to balance the company's sustainable operation and risk control.

The process of determining salary:

Regulation basis	content
Article 15 of the Articles of Association	The remuneration of all directors is authorized to be determined by the board of directors in accordance with the extent of their participation in the operation of the company and the value of their contribution, as well as the domestic and foreign industry standards.
Article 18 of the Articles of Association	After deducting accumulated losses based on the profit of the year, if there is a balance, the company shall allocate between 3% and 5% for employee compensation, and directors' compensation shall not exceed 3%.
Others: The Remuneration Committee shall refer to relevant provisions of the company's personnel rules and regulations, and in accordance with Article 7 Clause 2 of the Organizational Rules of the Remuneration Committee, formulate and regularly review the remuneration policies, systems and standards for directors and managers And structure.	



Interest avoidance

GRI 102-25

The company's rules of procedure for the board of directors and the organizational rules of the audit committee have provisions for avoiding interests. With regard to meeting matters, directors who have interests in themselves or the legal person they represent should explain the important content of their interests in the current board of directors. If they are harmful to the company's interests, they shall not participate in discussions and voting, and shall not act for other directors. Exercising their voting rights. The independent directors of the audit committee shall evade the matters of the meeting and their own interests, which may be harmful to the interests of the company.

In addition to the above, the company has also established a code of integrity management and a code of ethical conduct, which have express provisions for avoiding the interests of directors, managers, etc., and employees must also abide by the provisions of the employee code to truly avoid interests.

The Audit Committee

The Audit Committee held 4 meetings in 2021 [A], and the attendance is as follows:

The re-election will be held on July 22, 2021. There will be 2 meetings before the re-election and 2 meetings after the re-election.

job title	gender	name	Actual attendance (B)	Delegated to attend	Actual attendance rate (%) 【B/A】	Remark
Independent director	man ♂	Chen, chin- yueh	4	0	100%	Renew
Independent director	man ♂	Tu,yi- yang	4	0	100%	Renew
Independent director	man ♂	Wang, chih- lung	2	0	100%	dismissal
Independent director	man ♂	Ts'ai,lien-shêng	2	0	100%	Newly appointed

something else:

1. In 2021, matters that have not been approved by the Audit Committee and have been approved by more than two-thirds of all directors: none.

2. In 2021, the implementation situation of independent directors' withdrawal of interest-related proposals (should state the name of independent directors, the content of the proposal, the reasons for the withdrawal of interests, and the circumstances of participating in voting): The Audit Committee has no such case.

3. Communication between independent directors and internal audit supervisors and accountants:

(1). Communication policy between independent directors and internal audit supervisors and accountants:

A. Independent directors and accountants conduct written or face-to-face communication on the completion stage of the company's financial reports quarterly to confirm the reliability of the company's public financial information, communicate with the auditor's work, understand the company's major risks, and understand the management's approach to reducing risks. The accountant reports and communicates with independent directors on the completion stage of the company's financial report, major adjusted and unadjusted entries, related party information, customer declarations, accountants' independence, and independent directors. In case of major abnormalities, they may convene a meeting.

B. The head of internal audit and independent directors hold quarterly meetings to report on the company's internal audit performance and internal control operations. In case of major abnormal events, they may convene a meeting.

(2). Communication between independent directors and accountants:

Communication date	content	Independent Director's Opinion
3/29	The financial report is approved by the Audit Committee, submitted to the Board of Directors for approval and the report is completed. To assess the effectiveness of the internal control system, pass the	The independent director/audit committee has no opinion.
5/11	The financial report is approved by the audit committee and submitted to the board of directors for approval and declaration completed.	The independent director/audit committee has no opinion.
8/12	The financial report is approved by the audit committee and submitted to the board of directors for approval and declaration completed.	The independent director/audit committee has no opinion.
11/11	The financial report is approved by the audit committee and submitted to the board of directors for approval and declaration completed.	The independent director/audit committee has no opinion.

In addition, before the meeting of the Audit Committee on November 11, 2021, accountants and independent directors will have a separate symposium to communicate with the governance unit after the third quarter review of 2011 and before the annual review.

4. Communication between independent directors and the internal audit supervisor:

Communication dates in 2021: In addition to each board meeting (8 meetings in 2021), interviews will be held on the following dates.

12/28 Audit conducted a separate interview with the independent director, the content is as follows:

(1) Compile the audit report business from the first to fourth quarters (January to December) of 2021.

(2) Report to the independent directors that the 110-year audit business has been completed in accordance with the annual audit plan, and submit the 111-year audit plan to the board of directors for review in accordance with the internal control system handling standards.

(3) At present, the self-assessment work of each department in 20110 has been started. The entire operation schedule is expected to be completed by the end of February 2011, and the internal control statement will be issued in March.

Execution situation: The independent director has no objection, and the audit continues to be carried out in accordance with the norms.

Internal Control System

In accordance with Article 11 of the "Public Offering Companies Establishing Internal Control System Processing Guidelines" promulgated by the Financial Supervision and Administration Commission of the Executive Yuan, we set up an audit room under the board of directors in accordance with the company's size, business conditions, management needs and other relevant laws and regulations. Allocate a competent and appropriate number of full-time internal auditors, and set up job agents, establish an internal control system, and divide the internal control system into five components: 1. Control environment, 2. Risk assessment, 3. Control operations, 4. Information and communication, 5. Supervise operations.

Through the inspection results of the aforementioned five elements, the effectiveness and efficiency of operations (including profit, performance, and asset safety, etc.), reporting reliability, timeliness, transparency, and compliance with relevant regulations and compliance with relevant laws and regulations, etc. Achieve, provide reasonable assurance.

Audit Office Powers

- ◆ Check and evaluate the company's budget, finance, business, operating performance, various management systems and internal control systems.
- ◆ Provide management improvement suggestions in a timely manner to ensure that the internal control system can be continuously and effectively implemented, the company's resources can be fully utilized, and the efficiency of operation integration can be improved.
- ◆ Assist management in fulfilling its responsibilities.

Implementation matters

- ◆ In accordance with the regulations of the competent authority, inspections are carried out in accordance with the annual audit plan every year.
- ◆ Issue an audit report and continue to track the improvement situation.
- ◆ Audit the annual internal control self-assessment operations of various departments and subsidiaries.
- ◆ The promotion, formulation, modification and implementation of the company's internal control and internal audit system.
- ◆ Communicate with independent directors and report to the audit committee and the board of directors.
- ◆ Assist management in fulfilling its responsibilities.

Prevent insider trading

In order to establish a good internal information processing and disclosure mechanism of the Group, avoid improper leakage of information, ensure the consistency and correctness of information published to the outside world, and strengthen the prevention of insider transactions, the "Management System for Prevention of Insider Transactions" has been formulated for compliance.

Executive focus and management performance

Executive focus	Estimated number of times in 2021	Actual numbers in 2021	reach ✓; unaccomplished ✗	Reason not reached
Shareholding change notification (Shareholders regularly notify insiders to fill in the shareholding change inquiry form every month)	12 次	12 次	✓	NA
Education and training (education and training to prevent insider trading at least once a year)	1 次	1 次	✓	NA

Pay tax

GRI 207

Industry and Information Engineering has always paid taxes honestly to the State Administration of Taxation and the Tax Collection Office, and related matters related to taxation are handled and managed by the Finance Department. The total amount of tax paid in 2021 is NT\$43,632,742 (including various taxes, business tax, and business tax), accounting for 1.21% of revenue. There is little risk to the company in terms of taxation.

category	illustrate	Amount (NTD/)
business tax	January-December 2021	23,781,808
Profitable Enterprise Income Tax	2021 tax payable	10,700,002
Various taxes	2021 Stamp Duty, License Tax, House Tax, Motor Fuel Tax, Land	9,150,932
total		43,632,742
2021 revenue		3,607,069,749
% of revenue		1.21%

Construction period progress

major concerns 6 Non-GRI indicators correspond to SDGs:



Achievement of important goals



There are seven projects under construction in 2021. The progress of each project is as follows:

project name	2021 target progress	Actual progress in 2021	reach ✓; unaccomplished ✗	Reasons and measures not achieved
Tamjiang Bridge and its connecting road 5K+000~7K+035 new construction	26.148%	26.159%	✓	NA
S07, S08 Revetment and Rear Line Embankment Construction Project of Taipei Port South Wharf	65.069%	72.71%	✓	NA
Emergency dredging works for existing inlet bays of Tai Tam Power Plant	99.85%	99.90%	✓	NA
Taichung Power Plant's new gas-fired unit plans to recycle water pumping machine room and underdrain construction	0.20%	1.90%	✓	NA
The electrification project of Nanhui Railway, C811Z Chaozhou Fangliao section civil works and general mechanical and electrical works	99.90%	100%	✓	NA
Reconstruction Project of Papaya Creek Bridge 212K+800~214K+685 on Line 9 of Taiwan	16.9%	19.86%	✓	NA
C031 Acting for Taiwan Railway Nanping to Wanrong Double Track Civil Engineering and Tram Line Project	82.29%	82.36%	✓	NA

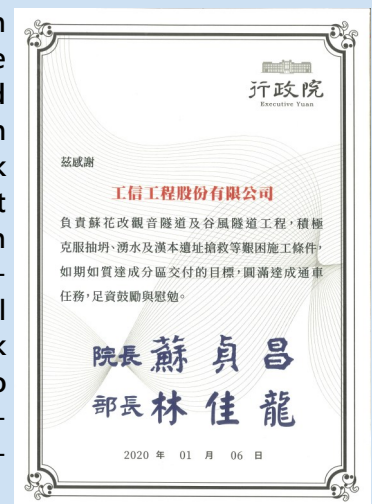
Executive focus and management performance



Executive focus	Projected number of meetings in 2021	Actual number of meetings in 2021	reach ✓; unaccomplished ✗	Reason not reached	Action plan not reached
Monthly review meeting on progress of construction in progress	12 frequency	10 frequency	✗	2021 June-July meeting suspended due to COVID-19 alert level 3	Increase the use of video conferencing in the future
Auditing room listing and tracking matters	100%	100%	✓	NA	NA

From small private construction projects to national infrastructure construction, the completion schedule of the project is one of the most important concerns of the owners. The construction of public projects has a huge impact on the public. For example, the completion of a transportation construction can not only facilitate the public Life can also balance regional development, activate the local economy, channel the over-concentration of population and industry, promote the potential of regional development, and narrow the regional development gap. Therefore, whether the project is completed on schedule and in good quality is the focus of attention for the owners and the general public.

We have undertaken countless major government constructions and won numerous awards from the government. All the contracted projects have been completed on schedule and with good quality. We have such a good performance thanks to our more than 70 years of experience in construction projects, drawing construction network diagrams and arranging work schedules at the beginning of the project, and regularly holding project progress meetings to control the construction period. If there is a situation in which the project cannot be fully constructed due to force majeure or irresponsible contractors during the construction process, the company will list the risk reasons and corresponding measures in accordance with the risk management and control mechanism, and follow the regulations Apply to the owner for the extension of the construction period, revise the construction network diagram, and complete the construction as scheduled according to the postponed construction period.

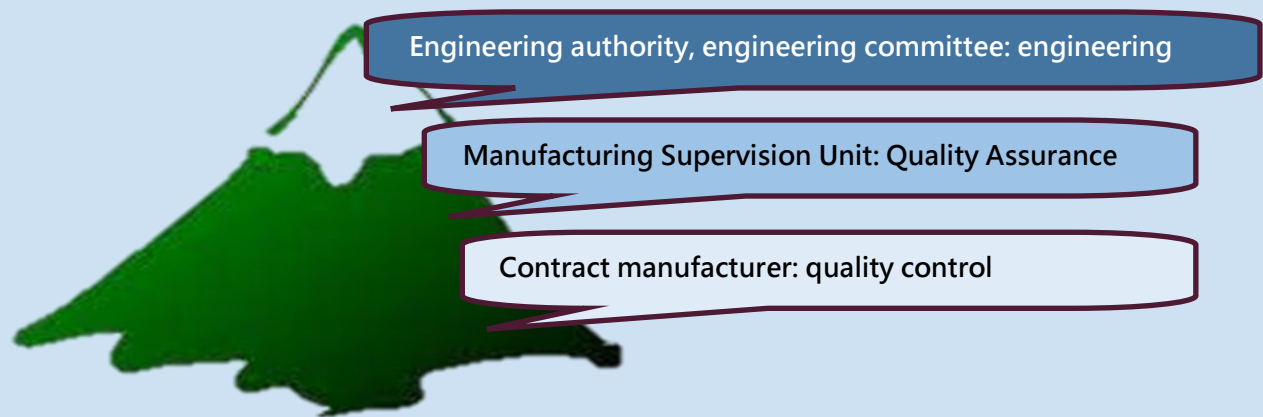




Construction quality

major concerns 2 Non-GRI indicators correspond to SDGs:

According to the construction quality management system of public works, it can be divided into three levels:



Achievement of important goals

There are a total of seven projects under construction in 2021. According to the requirements of the project contract, the situation of setting up quality control personnel is as follows:

project name	2021 target number	Actual headcount in 2021	reach ✓; unaccomplished ✗	Reasons and measures not achieved
Tamjiang Bridge and its connecting road 5K+000~7K+035 new construction	5	5	✓	NA
S07, S08 Revetment and Rear Line Embankment Construction Project of Taipei Port South Wharf	2	2	✓	NA
Emergency dredging works for existing inlet bays of Tai Tam Power Plant	2	2	✓	NA
Taichung Power Plant's new gas-fired unit plans to recycle water pumping machine room and underdrain construction	3	3	✓	NA
The electrification project of Nanhui Railway, C811Z Chaozhou Fangliao section civil works and general mechanical	2	2	✓	NA
Reconstruction Project of Papaya Creek Bridge 212K+800~214K+685 on Line 9 of Taiwan	3	3	✓	NA
C031 Acting for Taiwan Railway Nanping to Wanrong Double Track Civil Engineering and Tram Line Project	2	2	✓	NA

Executive focus and management performance

As a contractor, in order to achieve the project quality objectives stipulated in the contract, such as characteristics, specifications, cost, effectiveness, life cycle, etc., we must establish a construction quality control system, and formulate a quality plan according to the scale and nature of the project. The contents include management responsibilities, construction essentials, quality management standards, material and construction inspection procedures, independent checklists, control of non-conforming products, corrective and preventive measures, internal quality audits, and document record management systems.

The implementation of quality control is the most important part of ensuring construction quality. We promise to complete the independent inspection of various construction quality and cooperate to complete various quality inspections.

Operating status

We focus on developing into a comprehensive large-scale construction industry, and gradually expand the business of construction, environmental protection, building materials, machinery and equipment import, and supplemented by private construction and land development, in order to give full play to financial planning, overall construction, design, maintenance, operation, investment, etc. Diversified business strength!

Market production and sales and supply and demand

(1) Market analysis

1. The sales (provide) area of the company's main products (services):

Our main products are road engineering, bridge engineering, tunnel engineering, etc. The construction sites are located in all parts of the north, central and south. In recent years, in response to the government's eastward policy, we have also actively participated in the eastern development plan, which will enable the company to There is no restriction on the bidding area, and the service area can be all over the province.

2. Market share in the past three years:

The consolidated turnover in 2021 is lower than that in 2020, mainly due to the recognition of revenue from the sale of land inventories by subsidiaries in 2020, so the market share in 2020 is also higher.



(2) The future supply and demand situation of the market:

In 2022, the government will continue to promote forward-looking infrastructure in order to activate the growth momentum of economic innovation, and promote the "six core strategic industries" on the basis of "five plus two" industrial innovation, so as to build Taiwan into an advanced semiconductor process, Asian high-end manufacturing, green Energy development and high-tech R&D centers, and build a complete supply chain, making Taiwan a key player in the global economy. And actively strive to join the regional economic integration, negotiate and sign bilateral economic and trade agreements; continue to promote the "New Southbound Policy", explore potential markets, and guide industrial layout to expand global business opportunities.

In 2022, the government's public construction projects totaled NT\$459.6 billion, a decrease of NT\$74.4 billion from the same basic budget of NT\$534 billion in 2021. Among them, the three sub-categories of "transportation and construction", "environmental resources" and "urban and regional development", which are the contractable categories of construction industry, are listed at NT\$233.7 billion, and the most important category of transportation construction is listed at NT\$144.1 billion Yuan.

In 2022, we will still focus on public works such as roads, rail transportation, bridges, tunnels and ports as the main tracking targets.

(3) Competitive niche:

Over the years, we have been selected as an excellent construction manufacturer by government units at all levels, and will have a competitive advantage in the promotion of the company's overall corporate image and the selection of the most favorable public projects. The company will continue to develop into a comprehensive large-scale construction industry in the future. In addition to the current major public projects, it will gradually expand its businesses in construction, environmental protection, building materials, machinery and equipment imports. The construction business contract goal is still mainly public projects, with private construction projects and land development as supplements, and actively participate in the island-wide transportation backbone restructuring plan, and actively seek the cooperation of good physical quality and good finance for public projects that are tendered by turnkey methods. Manufacturers participate together in order to give full play to the diversified business strengths of financial planning, overall construction, design, maintenance, operation, and investment.

Favorable and influencing factors and measures of development vision

Favorable factors

- ◆ The government continues to promote existing major economic and construction projects.
- ◆ The domestic economy gradually recovered and continued to grow.
- ◆ The government promulgated the "Government Procurement Law."
- ◆ The government actively handles the rewards of excellent construction companies, and implements the incentive measures to be more competitive for the excellent large construction companies.
- ◆ In order to stabilize the domestic economy, promote the "Expansion of Domestic Demand Plan" and introduce the BOT model to develop major projects to stimulate private capital investment.
- ◆ Since 1999, for new tenders for public projects of more than 50 million yuan, the manufacturer can receive 30% of the project advance payment after providing the same amount of guarantee.
- ◆ The government expands investment in public construction, boosts the economy, and implements the "Love Taiwan 12 Construction Master Plan", giving priority to the promotion of 12 infrastructure projects.
- ◆ Entry into the WTO can open up overseas markets.

Influencing factors and measures

- ◆ Labor safety penalties are strict, and labor safety costs increase.
Response measures → Strengthen labor safety education and training, strengthen labor safety concepts, implement an independent inspection system, reduce labor safety penalties and improve safety.
- ◆ The instability of bulk material prices for construction projects.
Countermeasures → Since bulk materials (such as sand, concrete, steel bars, earthwork, oil, etc.) account for a high proportion of the entire project cost, in order to reduce this risk, the projects undertaken by the company are still mainly public projects, mainly It is because after winning the bid, you can use the advance payment to contract with the manufacturer to supply materials, or the material adjustment can make up for the increased cost and expenditure, so as to reduce the adverse impact of the shortage of raw materials or the increase in prices.
- ◆ The people's minds have been vulnerable to resistance, affecting the delay of construction progress.
Countermeasures → Actively engage in close friendship and good-neighborliness, start with the establishment of a common living body, and reduce confrontation.
- ◆ Environmental protection awareness has increased, and environmental protection expenditures have increased.
Corresponding measures → The company has passed the "ISO14001" international environmental management certification, through the implementation of the system, and cooperated with measures such as adding anti-pollution equipment, increasing environmental protection work manpower, and strengthening environmental protection education and training for employees.
- ◆ Construction regulations are not sound, and unfair clauses in formalized contracts still exist.
Corresponding measures → In addition to trying to coordinate with the owners, you can also apply to the Public Works Committee of the Executive Yuan for mediation or the Arbitration Association for arbitration.
- ◆ After joining the WTO, foreign manufacturers were able to bid independently, forming another competitive force.
Corresponding measures → Committed to improving construction quality, high-efficiency construction management capabilities, and high-level construction technology, in order to expand overseas markets.

Financial subsidy from the government in 2021: None.

GRI 201-4

Financial Information

In 2021, our individual revenue will be NT\$3.550 billion and the consolidated group revenue will be NT\$3.607 billion. The main project income is: the new construction of Tamjiang Bridge and its connecting road 5K+000~7K+035, C811Z Chaozhou Fangliao section civil construction and general mechanical and electrical engineering, Taipei Gangnan Wharf S07, S08 revetment and rear line embankment construction, C031 agency Taiwan Railway Nanping-Wangrong double-track civil engineering and tram line project, the emergency dredging project of the existing inlet bay of the Taichung Power Plant, the planned circulating water pumping machine room and the underdrain construction of the Taichung Power Plant's new gas generating unit, and the 212K+800 Taichung Line 9 ~214K+685 Papaya Creek Bridge Reconstruction Project.

Our main expenses are engineering costs and labor expenses.

(For details of financial information, please refer to the quarterly financial reports published by the Company on a regular basis).

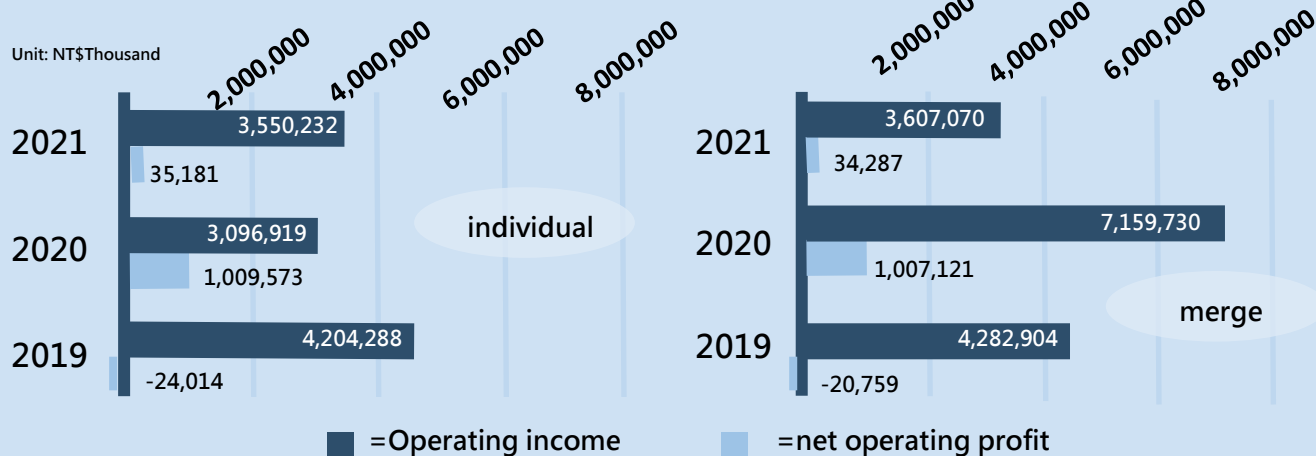
Achievement of important goals



Company website financial report announcement information

Operational goals	2021 goals	Actual profit in 2021	reach √; unaccomplished X	Reason not reached	Action plan not reached
Operating net profit (individual financial report)	maintain positive profits	35,181(thousand)	√	NA	NA
Operating Net Profit (Consolidated Financial Statements)	maintain positive profits	34,287(thousand)	√	NA	NA

Revenue and profitability



Executive focus and management performance

Executive focus	Projected number of meetings in 2021	Actual number of meetings in 2021	reach √; unaccomplished X	Reason not reached	Action plan not reached
Monthly review meeting on cost control of construction in progress	12 frequency	10 frequency	X	2021 June-July meeting suspended due to COVID-19 alert level 3	Increase the use of video conferencing in the future
Auditing room listing and tracking matters	100%	100%	√	NA	NA

Report the market conditions of bulk materials (steel bars, steel plates, copper, etc.) weekly, report bulk material control tables every month, and hold monthly control meetings on the implementation of each site project and cost control to master costs.

The various management and control forms are indeed filled out, tracked by the audit office, and audit operations are carried out on a regular basis.

Dividend policy

The distribution of surplus is handled in accordance with the company's articles of association and relevant laws and regulations. If there is a surplus in the annual final accounts, the tax should be paid and the previous year's losses should be paid first, and 10% of the balance after the transfer of the capital reserve should be proposed as the statutory surplus reserve in accordance with Article 41 of the Securities Exchange Law. The balance of the special surplus reserve shall be allocated according to the company's articles of association and the resolutions of the shareholders meeting.

The dividend policy is formulated after considering our industrial environment, coordinating with financial planning, and before the company's sustainable operation and stable development, and the maximum protection of shareholders' rights.

Conditions of issuance, opportunity	We are currently in the growth stage. With a number of major public projects underway, there is a strong demand for funds. In order to support the needs of corporate growth, the company's dividends are issued to meet the principle of future operation and development, and after comprehensive consideration of conditions such as a sound financial structure, maintaining stable dividends, and guaranteeing shareholders' reasonable remuneration, the board of directors drafts a surplus distribution proposal, and approves the proposal by shareholders. It will be issued after approval by the regular meeting and the competent authority.	
Distribution ratio of cash dividends to stock dividends	According to the provisions of the company's articles of association: if there is a surplus in the company's annual final accounts, the company shall first pay taxes to make up for the previous year's losses, and 10% of the statutory surplus reserve will be provided. If there is surplus plus the surplus at the beginning of the period, the board of directors After the proposal is submitted to the general meeting of shareholders for a resolution, the distribution of dividends to shareholders shall be distributed in two ways: stock dividends and cash dividends. The proportion of cash dividends shall not be less than 10% of the total shareholder dividends.	
Remuneration of employees and directors	<p>The amount or scope of compensation for employees, directors, and supervisors stated in the company's articles of association:</p> <p>After deducting accumulated losses based on the profit of the year, if there is a balance, the company shall allocate 3% to 5% for employee remuneration, and directors' remuneration shall not exceed 3%.</p>	<p>In the current period, the estimated basis for employee dividends and the remuneration of directors and supervisors, the calculation basis for the number of shares allocated for stock dividends, and the accounting treatment if there is a difference between the actual allotted amount and the estimated amount:</p> <p>The company's staff remuneration and directors' remuneration are estimated based on the current pre-tax net profit, after making up for previous losses, and considering relevant laws and regulations, articles of association, and past experience as appropriate estimates. If there is a difference between the actual allotment amount and the estimated amount, it will be treated according to the change in accounting estimates and recorded as the annual adjustment of the shareholders' meeting resolution.</p>

The distribution of surplus in the past three years:

year	2019	2020	2021(Note)
Dividend distribution	0	The company's 2020 dividend distribution, after the board of directors approved the surplus distribution on May 11, 2021, the cash dividend for the surplus distribution (yuan/share): NT\$0.13, the total amount of cash (dividends) distributed by shareholders (yuan): New Taiwan dollars 58,178,564, surplus transfer and capital increase allotment (yuan/share): NT 1.00, total number of shares allotted by shareholders (shares): 44,752,742.	0 (Considering that the surplus is too small, it is planned not to distribute dividends to shareholders)
Remuneration of employees and directors	0	NT\$ 25,529,178	NT\$ 2,484,857
	0	NT\$ 21,274,315	NT\$ 1,242,428

All paid in cash

*Note: The case will be reported at the general meeting of shareholders on June 29, 2022.

Supply chain management

major concerns



Corresponding



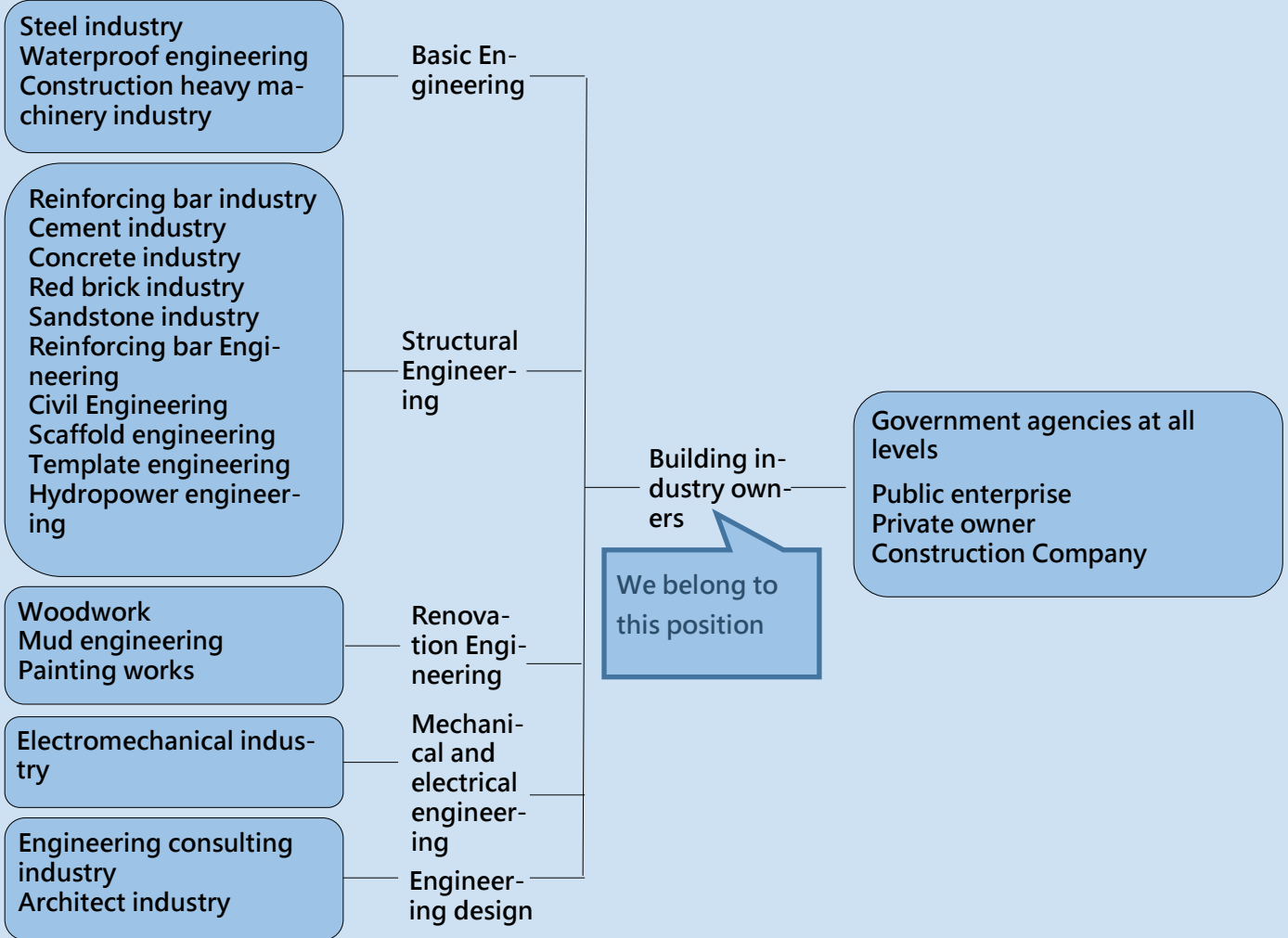
GRI 102-9 · 102-10 · 308 · 414

Our supplier management strategy is to develop a sustainable supply chain from the four aspects of "coordination and cooperation", "environmental safety and health cooperation", "construction progress" and "engineering quality", with regular inspections, meeting exchanges, and education and training. Grow together with suppliers.

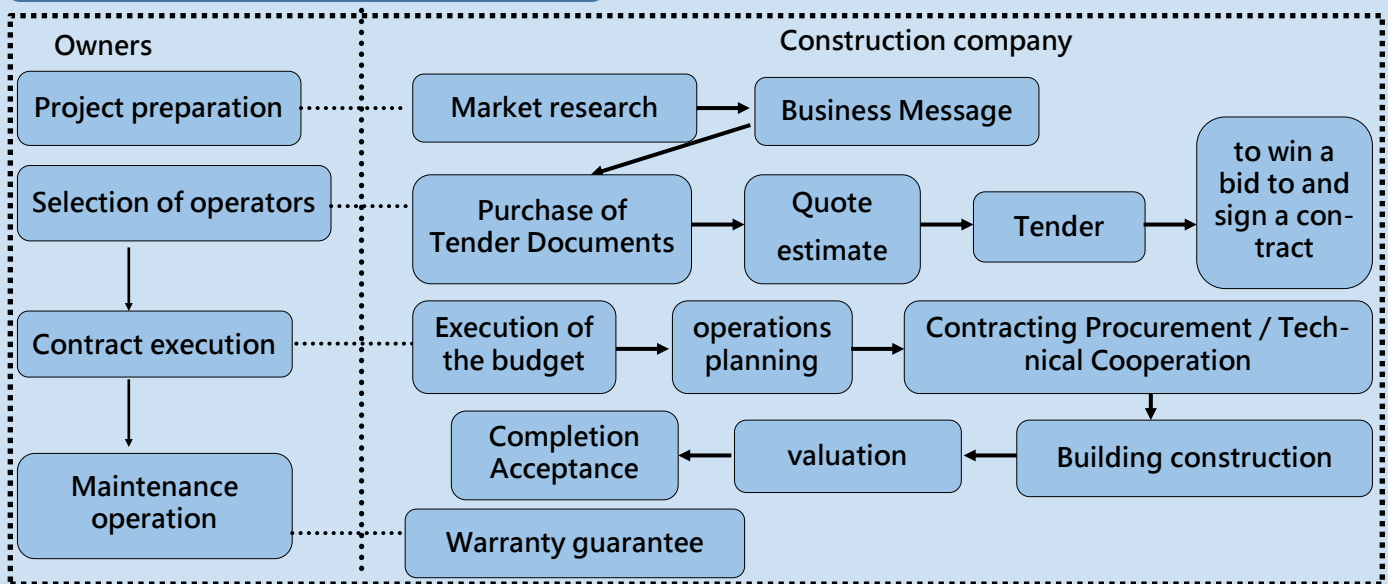
The supply chain of the construction industry



GRI 102-9 · 102-10



Supply chain operation process



Operating Sustainable

Corporate Governance

Environmental protection

Happy workplace and social integration

Raw material supply status

Our construction engineering is based on the principle of "contracting labor and materials". All materials are purchased by ourselves. The main bulk building materials are supplied domestically, and some special materials are purchased from abroad. Since we have been standing in the market for more than 70 years, In addition to the national shortage of sand, gravel and earth and the increase in CNPC oil products, the upstream and downstream raw material supply chain is very stable. Even if there is a huge rise and fall in bulk building materials during construction, it is because of the purchase contract with the bulk material supplier The floating price adjustment mechanism should be able to control building materials and manufacturers, and effectively control the construction period, construction quality and building materials costs, so there is no shortage or interruption of supply.

Supplier/Partner Management

Corresponding SDGs:



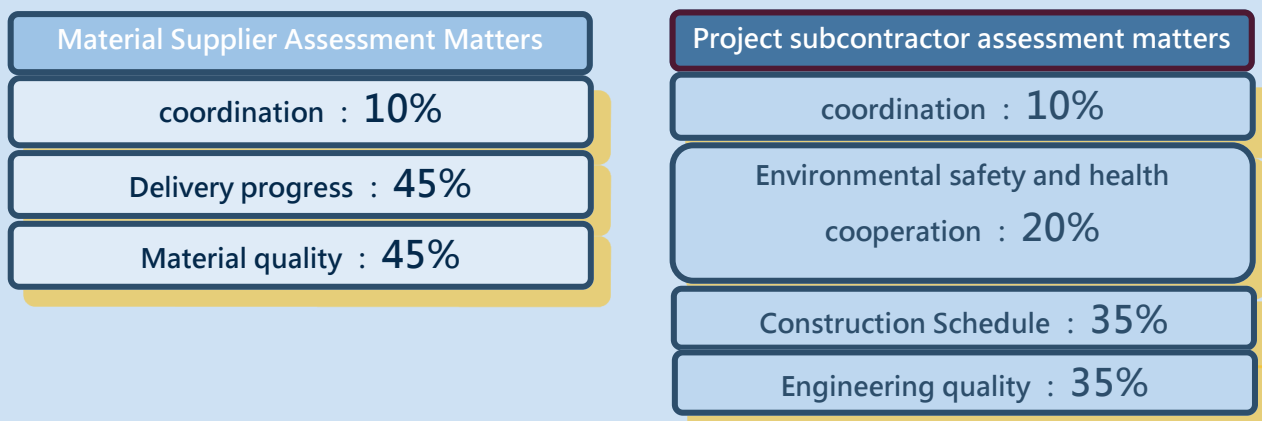
GRI 308 · 414

Achievement of important goals

Target	2021 goals	Actual achievement in	reach ✓; unaccomplished ✗	Reason not reached	Action plan not reached
Adopt domestic manufac-	90%	100%	✓	NA	NA
Qualification rate of supplier/partner evaluation (above 60 points)	100%	100%	✓	NA	NA
Supplier/partner evaluation score of 90 or more	70% (In 2020, the score above 90 is 70.27%, so this year is the minimum target)	66.15%	✗	The 9 manufacturers whose contracts expired and left the market all scored above 90 points in the previous year's evaluation, and the number of manufacturers with more than 90 points this year decreased, so the percentage de-	Strengthen the coordination of various assessment items for manufacturers that have reached 80 points in the assessment to improve their performance.
Sign Occupational Safety and Environmental Protection Receipt with New Sup-	100%	100%	✓	NA	NA
Environmental and Social Responsibility Letters Signed by Environmental	100%	100%	✓	NA	NA
Comply with the company's integrity management policy ratio	100%	100%	✓	NA	NA

In the management of material suppliers, in addition to conducting market research and supplier credit investigation in accordance with the specifications, the purchasing unit shall log in the "Supplier Supplier Registration Card" for reference. And it is strictly stipulated that if the price of the same goods or services is higher than that of other manufacturers, delayed delivery or completion, poor quality of delivery, or other things that are enough to damage the company's rights and interests, the long-term cooperative relationship will be cancelled, and other qualified suppliers will be found. . In the management of subcontractors, market surveys, manufacturers' credit investigations, etc. are conducted in accordance with regulations to obtain information, and they are qualified in accordance with the company's regulations in conjunction with relevant units. Subcontractors who have awarded contracts for a certain amount or more will be registered in the "Project Subcontractor Registration Card" and "Project Subcontractor List", and will be assessed according to the company's regulations, and unqualified subcontractors will be eliminated.

We regularly evaluate third-party manufacturers, and we have set up "Material Supplier Evaluation Data Sheet" and "Engineering Subcontractor Evaluation Data Sheet". The assessment items are as follows:



Based on the above percentages, companies with a manufacturer evaluation score below 60 (unqualified) will be eliminated according to the company's internal control system, and will undergo a new qualification review according to the contract issuing mechanism before issuing the contract.

In 2021, the company's supply chain has no negative impact on the environment and society.

Supplier/subcontractor labor human rights and practice evaluation

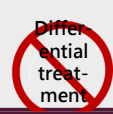
When evaluating and reviewing new suppliers/subcontractors, the industry and information engineering also attaches great importance to labor human rights, choosing ethical integrity, non-forced labor, good labor relations, and labor human rights material suppliers and project subcontracting Quotient.

Evaluation key points for the right of new material suppliers and project subcontractors

1. Suppliers/subcontractors shall abide by relevant labor laws and regulations, protect the legitimate rights and interests of internal employees, and respect internationally recognized basic labor human rights principles, such as: prohibiting child labor (no employment under the age of 16), eliminating various forms The forced labor shall not endanger the basic rights of labor.



2. Suppliers/subcontractors shall confirm that their employment policies are free of discrimination in terms of gender, race, age, marital and family status, and the implementation of remuneration, employment conditions, training and promotion opportunities are equal.



3. The human resources policy of the supplier/subcontractor shall respect the basic principles of labor human rights protection, and establish appropriate management methods and procedures.



4. Apply other revised human rights clauses and norms.



In terms of sustainable supply chain management, putting people first, attaching importance to labor human rights, assisting suppliers in enhancing green competitiveness, and creating sustainable business opportunities together have become our responsibilities. Therefore, suppliers/subcontractors of industry and information projects are not only partners. In addition to coordination, safety and health, construction progress and information progress and project quality, human rights and environmental protection mechanisms must also follow related social responsibilities.

Recognition guarantee of subcontractor/cooperator:

職業安全及環境保護承諾書	
<p>茲因本建築師事務所(以下稱「本公司」)與貴公司(以下稱「貴公司」)就「貴公司」之建築工程訂立合約，本公司與貴公司均同意遵守以下各項承諾，以確保工程之安全及環境保護。茲將本公司與貴公司所訂立之承諾列後，以供貴公司參考。</p> <p>一、本公司與貴公司均同意遵守以下各項承諾，以確保工程之安全及環境保護。茲將本公司與貴公司所訂立之承諾列後，以供貴公司參考。</p>	<p>一、本公司與貴公司均同意遵守以下各項承諾，以確保工程之安全及環境保護。茲將本公司與貴公司所訂立之承諾列後，以供貴公司參考。</p>

環境及安衛政策聲明表	
<p>茲因本建築師事務所(以下稱「本公司」)與貴公司(以下稱「貴公司」)就「貴公司」之建築工程訂立合約，本公司與貴公司均同意遵守以下各項承諾，以確保工程之安全及環境保護。茲將本公司與貴公司所訂立之承諾列後，以供貴公司參考。</p>	<p>一、本公司與貴公司均同意遵守以下各項承諾，以確保工程之安全及環境保護。茲將本公司與貴公司所訂立之承諾列後，以供貴公司參考。</p>

環境及社會責任承諾書	
<p>茲因本建築師事務所(以下稱「本公司」)與貴公司(以下稱「貴公司」)就「貴公司」之建築工程訂立合約，本公司與貴公司均同意遵守以下各項承諾，以確保工程之安全及環境保護。茲將本公司與貴公司所訂立之承諾列後，以供貴公司參考。</p>	<p>一、本公司與貴公司均同意遵守以下各項承諾，以確保工程之安全及環境保護。茲將本公司與貴公司所訂立之承諾列後，以供貴公司參考。</p>

誠信經營政策	
<p>茲因本建築師事務所(以下稱「本公司」)與貴公司(以下稱「貴公司」)就「貴公司」之建築工程訂立合約，本公司與貴公司均同意遵守以下各項承諾，以確保工程之安全及環境保護。茲將本公司與貴公司所訂立之承諾列後，以供貴公司參考。</p>	<p>一、本公司與貴公司均同意遵守以下各項承諾，以確保工程之安全及環境保護。茲將本公司與貴公司所訂立之承諾列後，以供貴公司參考。</p>

● Occupational Safety and Environmental Protection Recognition: In addition to screening the cooperating partners on safety, health and environmental protection when issuing the contract, the "Occupational Safety and Environmental Protection Recognition" and the "Environment and Safety Policy Statement" are also included in the contract when signing the contract. Ensure that safety and environmental protection are emphasized during the construction process.

● Environmental and Social Responsibility Recognition: Mainly conduct social human rights and other social responsibility-related inspections of cooperatives to ensure that cooperatives comply with laws and regulations and value corporate social responsibility.

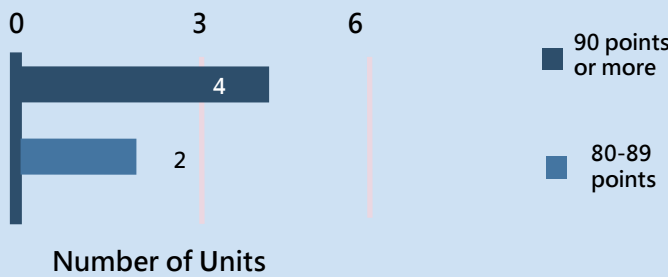
● Integrity management policy: All cooperating parties shall cooperate with the company's integrity management policy for construction in the company's work area.

Evaluation results of material suppliers and engineering subcontractors

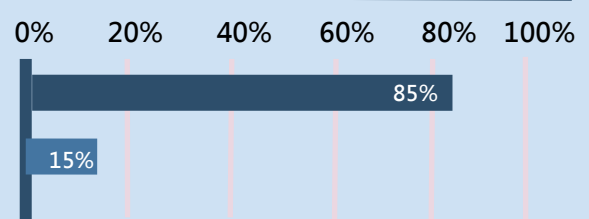
We conduct annual manufacturer evaluations at the end of each year. In 2021, there will be 65 material suppliers and engineering subcontractors to be evaluated (74 in 2020). Compared with 2020, there will be 9 fewer manufacturers in 2021, of which 7 are material suppliers and 2 are engineering subcontractors. The reason for the reduction is that the evaluation time for manufacturers is at the end of each year, and factories that leave the factory after the contract expires will not be included in the evaluation, but the evaluation data of previous years are all in electronic files. Save it in its entirety for future reference.

In 2021, there is one manufacturer whose evaluation score falls between 60-70 points. This year, the cooperation of the subcontractors of the project will be more strictly reviewed to ensure the overall construction quality.

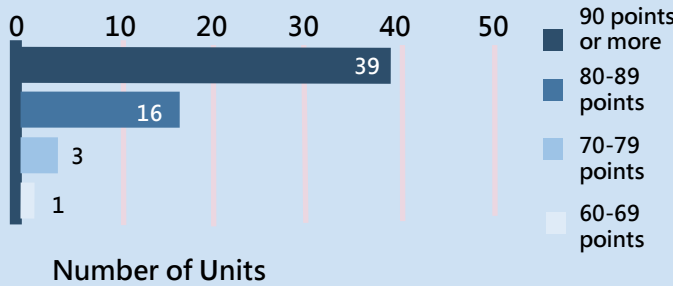
Distribution of material supplier evaluation results



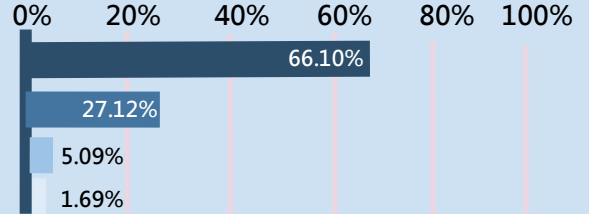
Material supplier evaluation score ratio



Project subcontractor assessment items



Project subcontractor evaluation performance

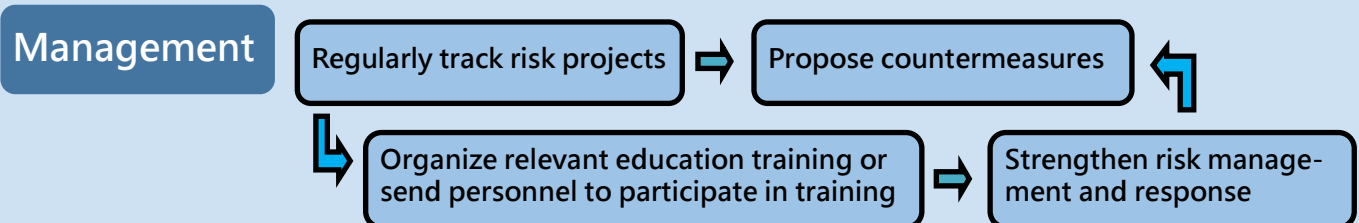


Risk management

major concerns 9 Corresponding SDGs:     GRI 102-11 · 201-2

The working environment of the construction industry is greatly affected by climate and uncertain factors. The terrain and the geological, hydrological environment, and traffic conditions of the work site have an impact on the construction industry's engineering costs, quality control and construction safety. We must evaluate many problems before construction. To determine the influence of factors, place bids based on production costs and competitive pressures, work is highly dangerous, and a large amount of manual investment increases management difficulties. Therefore, we pay special attention to risk management!

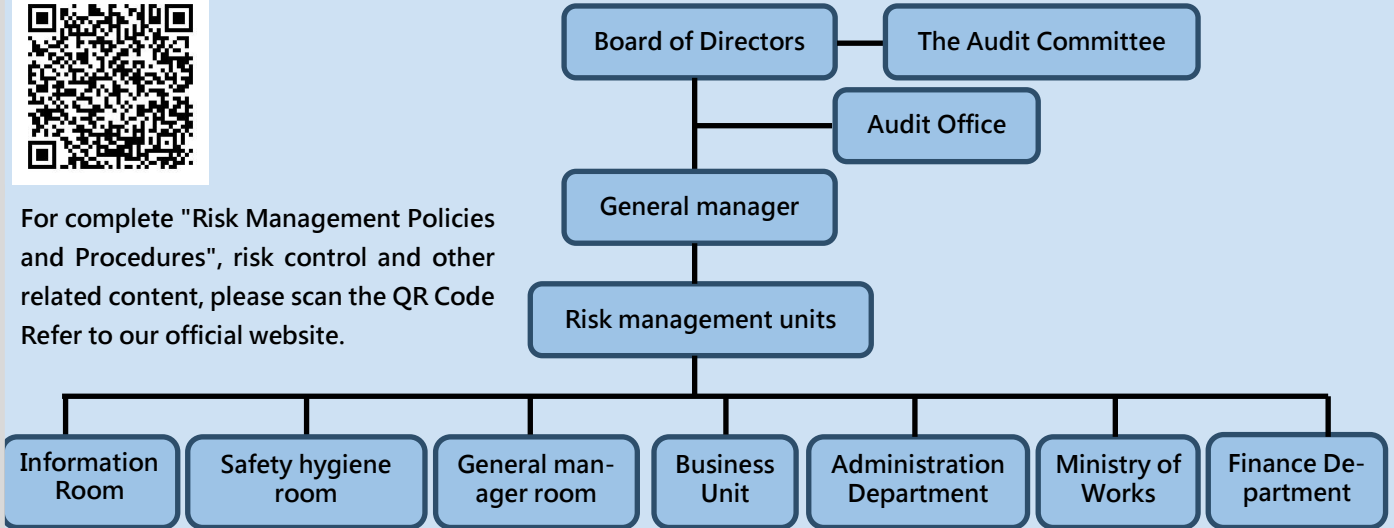
We have formulated the "Risk Management Policies and Procedures" to establish an overall risk management system. Our board of directors, audit committee, general manager, audit office, and risk management units jointly promote the implementation.



Risk management organization structure



For complete "Risk Management Policies and Procedures", risk control and other related content, please scan the QR Code Refer to our official website.



Main risks and control mechanisms



GRI 102-11

Risk category	Risk content	Control mechanism
■ Risk of interest rate changes	Interest rate changes	Monitor changes in the interest rate market, grasp capital status, and maintain good banking relationships.
■ Exchange rate change risk	Exchange rate changes	Daily monitoring of foreign exchange market changes and information, and formulating hedging strategies.
■ Climate change and environmental risks	Carbon emission management, reducing environmental pollution and reducing energy consumption	Establish energy management and site carbon footprint management mechanisms, establish environmental pollution prevention and waste treatment mechanisms, and strengthen construction techniques to reduce energy consumption and construction schedules, so as to avoid climate change affecting the construction period.
■ Occupational safety risks	Work environment and employee safety	Handle environmental safety and health functions and education and training, strengthen the integration of occupational safety and environmental protection management systems, implement contractor management, and improve occupational health management.
■ Raw material prices and supply chain risks	Raw material price fluctuations and supply interruptions	Supplier management, inventory management, understanding of market conditions in advance through business information collection or market research, and raw material price risk management.
■ Information security risk	Information System and Confidential Information Protection	Continue to introduce advanced information security solutions, plan and build data protection mechanisms, strengthen the protection of external information services, and hold regular education and training.
■ Strategic and operational risks	Strategic risk Operational goals achieved	Regularly propose business undertaking assessment and risk analysis. Manage annual policies and target achievement through budget seminars.

Risk category	Risk content	Control mechanism
■ Capital expenditure risk	Purchase and management of major machinery and equipment	1. Formulate and revise the "Property Management Measures". 2. Regular inspections in accordance with the property management measures.
■ legal risks	Punishment	The legal affairs of the general manager's office are responsible for legal risk management, and provide legal consultation and handling advice on matters such as internal systems, compliance with laws and regulations, disputes, contract disputes, investment and mergers and acquisitions, and intellectual property rights management.
	Leaking personal information	The company formulated the "Performance of the Notification Obligation and Consent Form of the Personal Data Protection Law" in April 2013 for colleagues to sign to protect and manage personal assets, and information, human resources, and legal affairs are responsible for relevant protective measures.
	Employee misconduct	It has established "Integrity Management Code", "Integrity Management Code Operation and Behavior Guidelines", and "Ethical Conduct Code" to implement the values of integrity management and build a corporate culture of integrity to guide the behavior of the company's colleagues to comply with ethical standards and avoid involvement in violations of the law Behavior, and improve corporate governance.
	Transaction risk	Manage the signing status of various types of contracts of the company and control related risks through the contract system, and supervise and manage the production, use, and abolition of the company's seal through the seal management system to reduce the company's overall legal risk. The legal affairs of the general manager's office disseminates relevant legal information internally from time to time, and enhances and strengthens colleagues' awareness of legal risks, so that colleagues can comply with relevant laws and regulations when engaging in business activities and reduce transaction risks.
■ Manage risk	Handling of personnel changes and labor-management relations	Strengthen labor-management communication channels to promote harmonious relations, strengthen personnel recruitment channels, perform business qualification review of employees, and manage, implement and supervise education and training, continue to improve written standards and respect the rights and interests of employees (parties).
■ Corporate image risk	Negative image	In response to operational risks that may affect the company's image, a good crisis management response mechanism is usually established and possible incidents are simulated. The response system can be activated as soon as possible, and the spokesperson system will act as a unified external speech, or use a major information platform to clarify the truth. Information to maintain the company's image and communicate with all stakeholders.



type		climate-related risks	Potential Financial Impact	Chance	coping measures
actual risk	extreme weather	Typhoon, flood	1. Affect the work of employees (health, safety, absence from work). 2. Affect the progress of the construction period.	1. Improve climate resilience. 2. Improve emergency response capability.	Activate the natural disaster response mechanism, and conduct drills and trainings at ordinary times.
		average temperature rise	The use of air-conditioning time increases, electricity consumption increases, and operating costs increase.	Strengthen energy conservation and carbon reduction, achieve the goal of reducing electricity use, and save electricity costs.	The office uses LED power-saving lamps, and the large-scale machinery and tools in the work area are stopped for one hour every day.
transition risk	policies and regulations	Net Zero Carbon Commitment	Purchase carbon-reducing equipment to increase operating costs	Reduce paper consumption, digitize documents, change and enhance management mode, and strengthen information security.	Set a net zero carbon target.
		Carbon Footprint Inventory	Increase manpower and increase personnel costs.	More comprehensively grasp the overall carbon emissions of upstream and downstream.	Participate in relevant education and training of relevant talents.
	technology	Innovative construction method	New construction method reduces machine material cost and shortens construction period	Design and construction talent training, enhance the company's competitiveness.	Innovative proposal awards, talent training programs.

Executive focus and management performance

Executive focus	Estimated number of times in 2021	Actual numbers in 2021	reach ✓; unaccomplished ✗	Reason not reached	Action plan not reached	
Self-checklist for disaster prevention during flood season	According to the Central Meteorological Bureau issued a typhoon warning or a special report of heavy rain or above, or the owner's request. 11 times in total	11 frequency	✓	NA	NA	
Disaster prevention drill	At least once a year at each site	Each site is different, at least once	✓	NA	NA	
Greenhouse Gas Emission Statistics	once a month	12 frequency	✓	NA	NA	
Information System Upgrade (Public Works System)	1 frequency	1 frequency	✓	NA	NA	
Carbon Inventory Operation (Danjiang Bridge)	Daily record of the mileage or construction hours of the	365 frequency	365 frequency	✓	NA	NA
	Daily record of the number of materials entering the site	365 frequency	365 frequency	✓	NA	NA
	Daily record of attendance data of construction workers	365 frequency	365 frequency	✓	NA	NA
	Record the electricity and water consumption of office, dormitory and other	12 frequency	12 frequency	✓	NA	NA

Engineering technology improvement

How to guide the construction industry to the direction of automation, systematization, modularization, shortening the construction period, reducing manpower, and improving efficiency. At the same time, in order to improve management efficiency, how to digitize and informatize the construction industry site management is the future development The subject.

Currently listed as a future research plan, the statement is as follows:

Item	category	Technical research project name
1	management	Research on the practical application of BIM 4D and 5D measurement in construction engineering
2	management	Research on the Application of Bulk Material Management Module in Construction of Public Works System
3	design	Research on Construction Method of Steel Pipe Pile Cofferdam in Water
4	construction	Research on the Construction Method of Filling and Forming Platform Used in the Construction of Foundation Piles of Piers in Water
5	design	Research on using IP cement in concrete
6	design	Analysis of Optimizing the Number of Steel Formwork Sets of Bridge Pier Columns
7	construction	A Study on the Shipping and Offshore Hoisting Methods of Steel Bridge Segments
8	design	Research on Hot Dip Galvanizing Process of Galvanized Steel Bar
9	design	Research on the Construction Tower Crane of Danjiang Bridge
10	construction	Tamkang Bridge Water Steel Bridge
11	design+construction	Cable-stayed steel cables of Tamkang Bridge

The technologies that have been successfully developed and used in engineering are as follows:

Item	category	Technical research project name
1	management	Research on the practical application of BIM in construction engineering
2	design	Research on Anti-corrosion Construction Method of Spraying Polyurea Ethylene Concrete on Pier Column and Foundation of Tamkang Bridge
3	design+construction	Tamkang Bridge Water Steel Bridge
4	design+construction	Cable-stayed steel cables of Tamkang Bridge
5	design+construction	Research on Climbing Formwork Method for Tower Column of Tamkang Bridge
6	design+construction	Research on Binding Steel Bars in Tower Columns of Tamkang Bridge
7	design+construction	Research on Self-balanced Load of Foundation Piles of Tamkang Bridge
8	design+construction	Research on Concrete Temperature Control of Tamkang Bridge
9	design+construction	Research on the Steel Structure Retaining Support System of the Cofferdam for the Tower Column Foundation of Tamkang Bridge
10	design+construction	Research on Damping System of Tamkang Bridge
11	design+construction	Research on Ball Support System of Tamkang Bridge
12	design+construction	Research on the Elevator in the Construction of Tamkang Bridge
13	design+construction	Research on Transportation and Hoisting of Steel Bridge Segments of Tamkang Bridge
14	design+construction	1,200T steel bridge completed the side thrusting study within 12 hours

Integrity, transparency and legal compliance

GRI 102-16 · 102-17

We conduct business activities in a fair and honest manner. Before doing business, we consider the legitimacy and credibility of business partners, avoid dealing with people with records of dishonest behavior, and incorporate our integrity management policy when signing contracts with third-party vendors. Establish regulations related to integrity. Our directors uphold a high degree of self-discipline. When discussing and voting on the proposals listed by the board of directors, they should be avoided when discussing and voting, and shall not exercise their voting rights on behalf of other directors.

In terms of preventing insider trading, we have submitted the "Inquiry Letter for Shareholding Changes of Company Insiders" for compliance when directors, managers and other insiders took office. Please inform us of the changes in shareholding before the 5th of each month. Avoid violations or insider trading. In addition, the company has also submitted the "Manual for Propagating Regulations for Directors and Supervisors of Listed Companies" compiled by the Taiwan Stock Exchange when the directors took office.

"Securities Market Regulatory Matters to be Noted by Listed Companies and Their Directors, Supervisors, and Major Shareholders" and "Independent Directors Regulations Promotion Manual" to assist directors in understanding relevant securities trading laws and regulations and listing rules and other relevant filings Provisions and legal responsibilities of matters.

Integrity management

GRI 102-17 · 205 · 206

There are basic codes of conduct that should be followed according to status

Based on integrity management, in order to ensure that our daily operations are in line with corporate ethics, we have established basic standards of conduct for directors, managers, and general employees, including the "Code of Practice for Corporate Governance", "Code of Integrity Management", and "Standards and norms such as Integrity Management Operating Procedures and Behavior Guidelines, "Code of Ethical Conduct" and "Code of Conduct for Employees", and earnestly comply with the law and anti-corruption.

Education training and contract norms


In order to implement the integrity management, we publicize the company's integrity management policy during the education and training of new personnel. Before cooperating with third-party manufacturers, all assessments including the integrity of the third-party suppliers are firstly evaluated, and the company's integrity management policy is included in the contract when signing the contract, and relevant regulations on integrity are formulated.

On November 11, 2021, the integrity management education and training will be held. The participants include directors/independent directors and company managers. The total class is 2 hours. The number of participants in this class is 14. The course handouts are also published on the company's intranet EIP for all employees to download and refer to, so as to achieve the purpose of education and publicity for all employees.

Set up reporting channels

We have established the "Reporting Measures for Cases of Illegal and Immoral or Dishonest Behavior" and have reporting channels. There is also a contact window for various stakeholders' concerns in the stakeholder area, and a designated person is designated to be responsible. For information on business integrity, please refer to pages P47-49 of the company's annual report, and the investor zone on the company's website - company rules.

(Investor zone on our website - QR Code for company regulations)



anti-corruption

The company has established "risk assessment and preventive measures for dishonest behavior", and conducts self-assessment work for each unit every year. In 2021, the Company and its subsidiaries will conduct 100% corruption risk assessment, and no corruption incident has occurred.

Anticompetitive, Antitrust and Monopolistic Conduct

The company supports antitrust conduct and complies with antitrust laws.

In 2021, the Company has not been involved in any litigation related to anti-competitive behavior and anti-trust and monopoly regulations.

Implement information disclosure

In terms of information disclosure, we follow the principles of real-time, openness and transparency, so that investors can immediately grasp the company's information. In addition to explaining the operating status and financial figures at the annual shareholders' meeting, the issues approved by the board of directors are also published on the company's website. In addition to setting up an "Investor Zone" on the company's website to disclose financial and business information such as revenue and major information, there is also a contact window, so that investors can contact our spokesperson by telephone, fax, or email. Get in touch to solve investor problems and needs instantly. At the same time, the public information observatory will regularly and irregularly disclose information in accordance with the norms.

In the 6th Corporate Governance Evaluation in 2019, the Securities and Exchange Commission announced that the company scored 90.36 points, ranking in the top **20%** of all listed companies evaluated.

In the 7th Corporate Governance Evaluation in 2020, the Securities and Foundation announced that the company scored 89.74 points, ranking in the top **20%** of all evaluated listed companies.

In the 8th Corporate Governance Evaluation in 2021, the Securities and Exchange Commission announced that the company's score was 88.39 points, and its score was **21-35%** of all evaluated listed companies.

The results of the 8th evaluation in 2021 have declined compared with the previous two years, mainly because some of the previously available scoring indicators have been deleted, and after the re-election of directors last year, the number of concurrent directors and employees has increased, exceeding 1/3 of the seats, so this scoring indicator cannot be scored.

Strengthening priorities and measures:

The meeting time of the board of directors and the time of issuing the financial report are expected to be completed seven days before the deadline for reporting the financial report in order to obtain points.

Regulatory compliance

GRI 102-16

Our general manager's office has dedicated legal personnel to provide legal advice and assistance for each department, and the company and employees of each department are required to abide by the relevant laws and regulations in business. We send staff to receive education and training on the latest laws and regulations every year, obtain the amendments to the latest laws and regulations related to business in real time, and update the company's internal operating standards to ensure compliance with the laws.

2021 Negative Message or Incident Response

In 2021, there will be no negative news in the industry and information technology, only the violation of environmental protection and labor safety regulations will be punished, which are disclosed as follows:

	Various regulations	Violations in 2021	Violation of legal provisions	Penalty Amount (NTD)	Our Response (Management Measures)
(G) Governance	Company law related statutes	0	NA	0	NA
	Securities Exchange Act (eg insider trading)	0	NA	0	NA
	Information reporting procedures	0	NA	0	NA
(E) Environmental friendly	Violation of Environmental Regulations - Air Pollution Law	1	Article 23-2 of the Air Pollution Control Act Articles 7, 8 and 10 of the Measures for the Administration of Air Pollution Prevention and Control Facilities in Construction Projects the regulations.	20,000	Strengthen the education and training of security personnel, strengthen construction site inspection operations, and focus on the cleaning of driving paths, proper installation of dust nets, and storage of waste to comply with relevant regulations to avoid environmental pollution problems.
(S) society	Human rights and employee rights	0	NA	0	NA
	Occupational Safety and Health Act	Tamkang-1 (Cooperator)	Paragraph 1 of Article 6 and Paragraph 2 of Article 43 of the Occupational Safety and Health Law.	120,000	Strengthen the safety education and training of construction personnel on site. In addition to the employees of the company, the safety and security work of the joint venture is also strictly supervised to avoid the occurrence of hazards.
		C811Z-1 (Cooperator)		120,000	
		Papaya Creek-1 (Industry, Information, Cooperation)		60,000	
Coal Bunker-1 (Industry and Information)		50,000			

3、Environmental protection



Topic of this chapter

Management policy	<u>P57</u>
Regulatory compliance	<u>P59</u>
Energy management	<u>P60</u>
Water resource management	<u>P63</u>
Pollution prevention	<u>P64</u>

Important issues

- 4 Environmental protection (including pollution prevention and control),
- 10 Energy Management

Highlights in this chapter

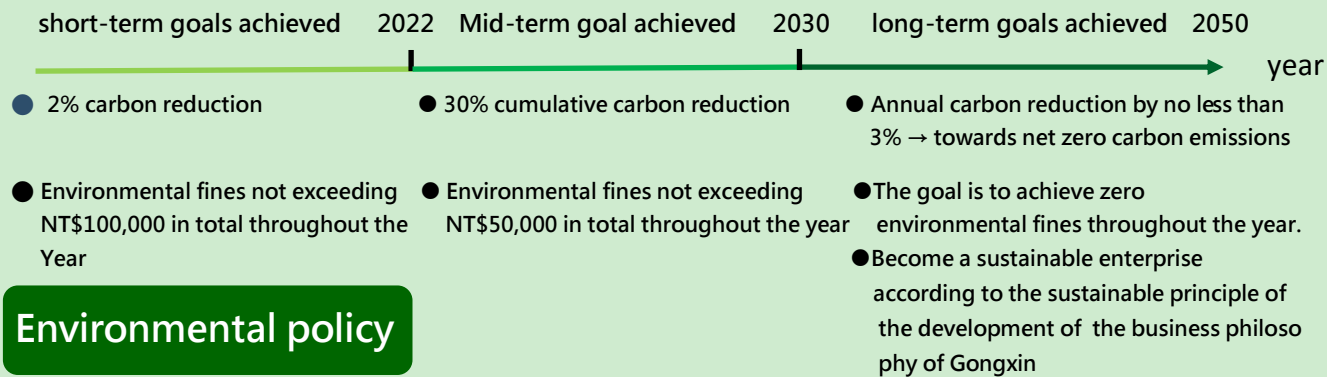
By 2021, the cumulative carbon reduction of industry and information technology will reach **202.63%**

Greenhouse Gas Emission Reduction Information							
project	Greenhouse Gas Emissions (CO2e) Scope 1 + Scope 2	Cumulative carbon reduction (KG)	Carbon reduction rate % compared to	Cumulative carbon reduction %	short-term goals achieved	Mid-term goal achieved	long-term goals achieved
2021	751,643	6,554,758	76.76	202.63	√	√	√
2020	512,009	4,071,498	84.17	125.89	√	√	√
2019	1,886,299	1,348,604	41.69	41.69	√	√	√
2018(base)	3,234,903						

Management policy

103-1 · 103-2 · 103-3

Major topics of Environmental protection (in order of importance)	Management purpose	Management methods and effective evaluation mechanism
Environmental protection (including pollution prevention and control), (P64-73)	Friendly environment to avoid environmental damage caused by project construction.	<ol style="list-style-type: none"> 1. Establish an environmental protection education and training mechanism and a risk control and evaluation mechanism, implement an internal control system for environmental safety and health, and implement internal audits. 2. Use innovative construction methods to reduce the impact on the environment and im-
Energy Management (P60-63)	Achieve energy saving and carbon reduction, protect the earth, and effectively save the company's expenses.	<ol style="list-style-type: none"> 1. Establish energy-saving measures, set energy-saving plans and targets (short-range, medium-range, and long-range), and keep track of progress and benefits. 2. Regularly review laws and regulations, establish internal control and internal audit systems to ensure that the construction process



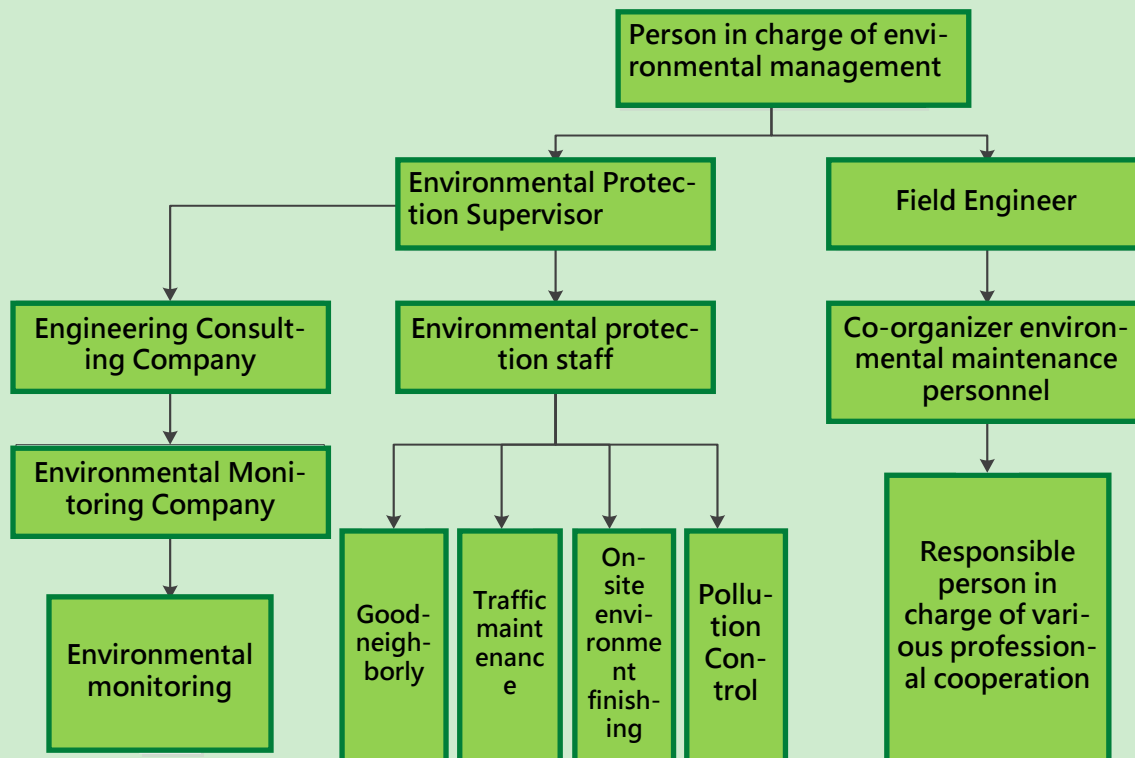
Environmental policy

We passed the "ISO 14001" international environmental management system certification in 1999. The ISO14001 environmental management system mainly regulates the production or service process of products, reduces the impact on the environment, takes into account the needs of various stakeholders related to the environment, and meets the needs of the society in the evolution of environmental protection, and avoids the impact of project implementation on the ecological environment. The impact. The internal company also continues to promote the concept of environmental protection to employees, so as to make environmental protection not only a concept, but also It can be a spontaneous and introspective action.

- We are committed to:**
- (1) Comply with government environmental protection laws and regulations.
 - (2) Cooperate with the owner's environmental protection requirements.
 - (3) Strengthen various monitoring measures.
 - (4) Continue to improve performance.

In the early stages of construction, each of our construction sites has formulated environmental protection plans, adapted to local conditions, and formulated environmental protection plans in accordance with relevant laws and regulations (water pollution prevention, air pollution prevention, noise and vibration prevention, waste and soil resource management, etc.) The management and execution plan shall serve as the basis for the implementation of environmental protection work in the future.

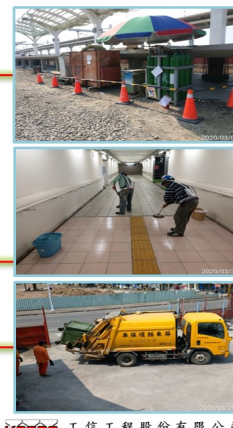
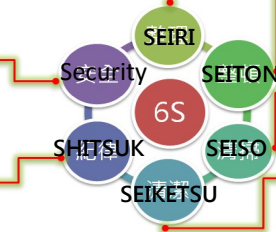
Construction site environmental protection organization and management



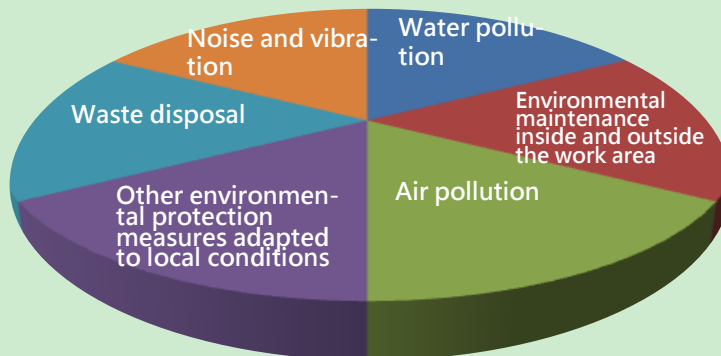
Through environmental safety and health education and training, promote "6S construction environmental management".



6S construction environment management

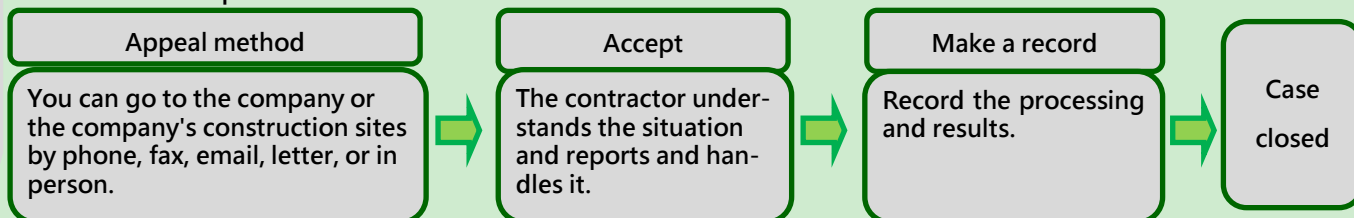


In order to implement environmental protection in the work area, each construction site conducts daily site inspections on environmental protection sites, and uses the inspection record sheet/independent inspection sheet to truthfully make records. (Check items as left)



Environmental complaint mechanism

The company has set up a special area for interested parties on the official website (<http://www.kseco.com.tw//tc/index.aspx>). The complaint mechanism provided can be visited by phone, fax, e-mail, letter, or in person. Or the company's construction sites, etc. to appeal. There are 0 complaints about environmental issues in 2021.



Regulatory compliance

In construction projects, in order to improve environmental protection, we need to monitor the environment and comply with relevant environmental protection laws and regulations to achieve the goal of green operation and pollution prevention.

2020 Environmental Protection Regulations Compliance	
Number of large fines imposed for violation of environmental protection laws and regulations	0
Number of general fines imposed for violating waste disposal regulations	1

Nearly three years	2018	2019	2020
Total number of violations of environmental protection law	0	5	5
Total number of violations of air pollution law	0	0	0
Subtotal	0	5	5
total fine	30,000	36,000	20,000

We have been making continuous efforts for environmental protection. In addition to using low-noise equipment to perform work and laying related equipment to improve road pollution, the construction site has also been cleaned to maintain a clean environment, and sprinkled water, covered dust nets, etc. Measures to prevent air pollution are effective. However, in 2019 and 2020, due to improper disposal of construction waste, five small fines were issued each, and the total fines were NT\$30,000 in 2019 and NT\$36,000 in 2020. In 2021, we actively urge on-site personnel to check various safety and health measures to ensure that various construction environmental managements are actually implemented. However, a construction site was still issued a fine of NT\$20,000 for violating the Air Pollution Law. The reasons and improvement measures are as follows:

	Reason for the penalty	Improvements
2021	<p>The construction site of the Danjiang Bridge violated Article 23-2 of the Air Pollution Control Act and Articles 7, 8 and 10 of the Regulations on the Administration of Air Pollution Control Facilities in Construction Projects.</p> <p>The reasons for the penalty are briefly described as follows:</p> <p>Material stacking: measures such as covering dust-proof cloths and dust-proof nets are not adopted in accordance with regulations, vehicle path: the vehicle path from the construction site to the main road, no preventive measures are taken, site exit: no car wash is provided at the entrance and exit of the construction site equipment.</p>	<p>Supervise the on-site security personnel to inspect the coverage of the dust net in the work area every day, check whether the preventive measures for the traffic path are properly set, and check the disposal of waste in the work area, so as to comply with the regulations.</p> <p>The car wash equipment at the entrance and exit of the construction site is indeed set up.</p> <p>Supervise on-site personnel to manage the amount of construction waste, so as not to be penalized for causing more than the number of approved plans.</p>

Energy management major concerns 10 Corresponding SDGs:



GRI 302

High electricity and high oil prices have forced Taiwan to move towards a low-carbon society. Based on the concept of sustainable operation, we always attach importance to environmental protection, energy saving and carbon reduction measures, and actively implement energy saving in the work area. We promote water saving and power saving in the office on weekdays. For example, the office building adopts water-saving faucets, air-conditioning temperature control, and rest. Turn off the lights at time to save electricity and energy consumption. In conjunction with the sorting and recycling of resources, it is also implemented that leave, overtime, business trips, commuting and other attendance conditions are all electronic, reducing paper waste, and making everyone a master of energy saving and carbon reduction.

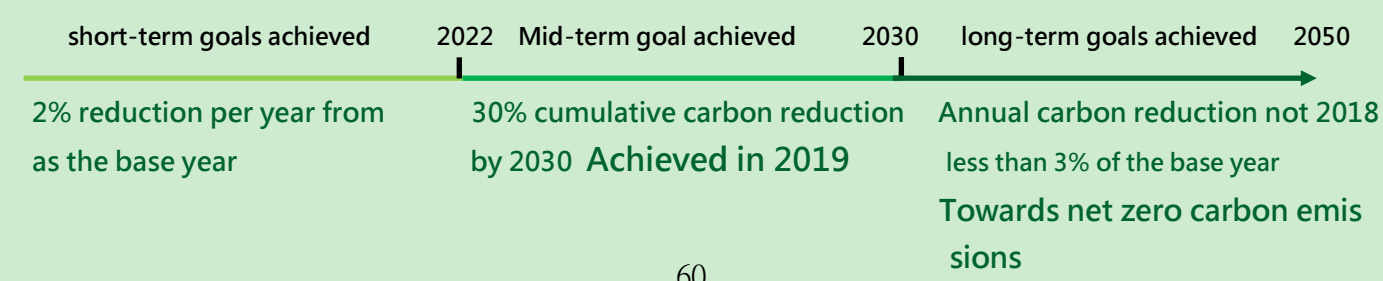
Energy Management Organization and Policy

Energy Inspection Organization		
category	Number of people	Actual annual work content
manager	1 person in charge	Set energy-saving goals
	1 energy manager	Set energy-saving goals and draw up energy-saving plans
The person who pushes the job	1 person	Formulate energy-saving plans, promote, evaluate and manage
Executor	1 person	Carry out energy saving plan, find problems and report to them

- The company's energy management policy and current promotion situation:
1. Set management goals for energy usage or energy costs.
 2. Confirm that the company complies with the relevant provisions of the current energy management regulations.
 3. Plan to promote the setting of energy performance indicators and review changes in energy performance.
 4. Support priority purchase of products that meet energy conservation standards.
 5. Planning to promote senior executives to meet regularly to review energy usage.
 6. The plan promotes the requirement for suppliers to provide energy efficiency specifications for the use of energy equipment in the procurement specifications.
 7. Use energy equipment to replace the old with the new process, preferentially select high-efficiency equipment.
 8. The plan promotes the preparation of a fixed budget and is responsible for updating or maintaining energy-using equipment.

Energy saving and carbon reduction goals

We take 2018 as the base year. Since 2018, we have set a single site energy saving target for energy conservation management and control, and expanded it to all construction sites that have been contracted for two years. Water reduction to reduce the amount of indirect greenhouse gas emissions.



2021 Action Plan for Energy Conservation and Carbon Reduction



GRI 301-3
302-4、302-5

Implementation area: Headquarters and contracted construction sites (including: Tamjiang Bridge, Taipei Port, Nanzhou, Fenglin, Ji'an, Taichung Power Plant, Dataan Power Plant, a total of seven construction sites)

Energy saving measures

Common measures

The head office and various construction offices (stations) implement electronic leave, overtime, business trips, commuting and other attendance conditions to reduce paper usage.

Turn off the lights during breaks to save electricity and energy consumption and control the temperature of the air-conditioning.

Single-sided paper recycling, use of LED energy-saving lamps and water-saving faucets.

Good site action plan

Nan-zhou

Reuse of old PC pillows:

The platform length of Fangliao Station No. 0 was extended to meet the needs of Taiwan Railways. In this case, scrapped PC pillows were used to replace part of the concrete, which could reduce the construction time and the amount of concrete used.

Reuse of old seats:

The representative of Fangliao Station (Lianwu Seat) will be reserved in the waiting room and platform, and the seats on the platforms of Zhen'an Station and Fangliao Station will be reserved in the waiting room and platform.

Energy photoelectric related energy saving benefits:

The construction traffic maintenance warning lights at night and the fence warning lights in the construction area adopt the solar power storage type.

The night lighting and construction equipment lighting of the Beishixi Steel Bridge Side Push are all LED lamps.

Nan-zhou and Dan-jiang Bridges

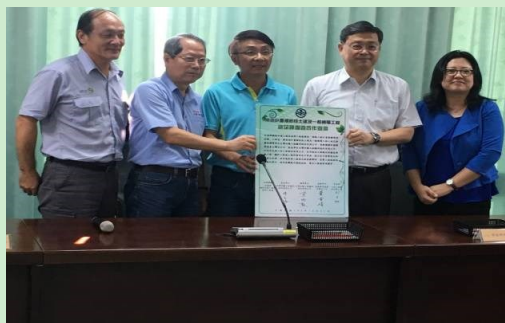
Carbon footprint inventory

Daily record of mileage or construction hours of construction equipment

Daily record of the number of materials entering the site and the number of use

Daily record of attendance data of construction workers

Record the electricity and water consumption of office, dormitory and other premises every month



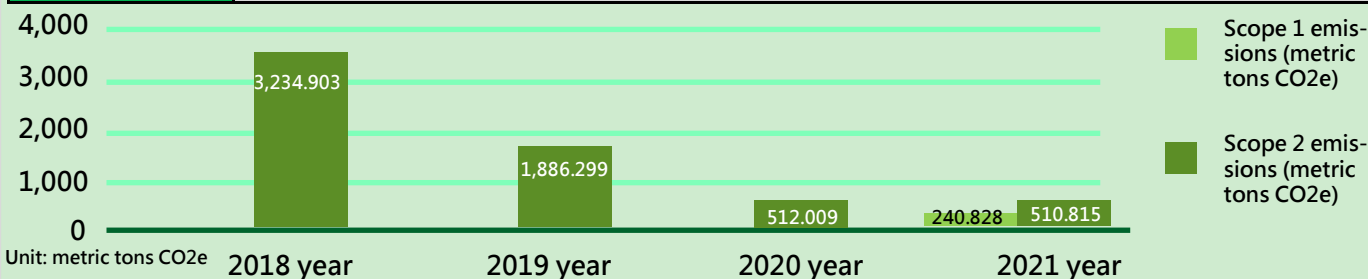
Status of Achievement of Important Targets - Greenhouse Gas Emissions

The company's main energy use is purchased electricity, diesel and gasoline. Greenhouse gas emissions can be divided into direct emissions (Scope 1) and indirect energy emissions from purchased electricity (Scope 2). There is no internal energy.

The scope of greenhouse gas emission statistics includes the electricity used by the head office and each contracted construction site (Scope 2), and will be added to the statistics of self-owned public works vehicles, diesel and gasoline (Scope 1) of self-owned machinery in 2021. Currently, only one contracted construction site has complete data on Category 3, so Category 3 will not be disclosed for the time being.

In 2021, the company has no ozone-destroying substances (ODS), nitrogen oxides (NOx), sulfur oxides (SOx), and other major gas emissions.

Year / Region	Category 1 (gasoline, diesel)		Category 2 (Taipower Electric Power)		Category 1 + Category 2
	total usage (liter)	Greenhouse gas emissions (metric tons CO2e)	Total electricity consumption (kWh)	Greenhouse gas emissions (metric tons CO2e)	emission of greenhouse gases (metric tons CO2e)
2021	93,083.52	240.828	1,017,559	510.815	751.643
2020	(no statistics)	(no statistics)	1,019,938	512.009	512.009
2019	(no statistics)	(no statistics)	3,705.891	1,886.299	1,886.299
2018 (base year)	(no statistics)	(no statistics)	6,069,237	3,234.903	3,234.903
Remark	The above data comes from the statistics of the company's refueling bill and Taipower electricity bill. Calculation: Carbon emission coefficient of electricity in 2018 = 0.533 (kg CO2e/kWh), carbon emission coefficient of electricity in 2019 = 0.509 (kg CO2e/kWh) Carbon emission coefficient of electricity in 2020 = 0.502 (kg CO2e/kWh), carbon emission coefficient of electricity in 2021 = 0.502 (kg CO2e/kWh) Gasoline carbon emission factor = about 2.24 kilograms of CO2 per liter of gasoline Diesel carbon emission factor = about 2.70 kg of CO2 per liter of diesel *Calculation method Source: Energy Bureau, Ministry of Economic Affairs *The carbon emission coefficient has not been announced in 2021, so the 2020 coefficient is used to calculate. *All statistics exclude subsidiaries. Convert kilograms to metric tons for all greenhouse gas calculation units (1 metric ton = 1000 kilograms)				



Greenhouse Gas Emission Reduction Information							
Project/Year	Greenhouse Gas Emissions (CO2e) Scope 1 + Scope 2 (metric tons)	Cumulative carbon reduction	Carbon reduction rate % compared to the base year	Cumulative carbon reduction %	short-term goals achieved	Mid-term goal achieved	long-term goals achieved
2021	751.643	6,554.758	76.76	202.63	✓	✓	✓
2020	512.009	4,071.498	84.17	125.89	✓	✓	✓
2019	1,886.299	1,348.604	41.69	41.69	✓	✓	✓
2018 (base year)	3,234.903						

Greenhouse Gas Emission Intensity

Greenhouse Gas Emission Intensity

$$= \frac{\text{total greenhouse gas emissions}}{\text{Number of employees at the end of the year}}$$

*Due to the addition of Scope 1 statistics in 2021, total GHG emissions will increase compared to 2020.

Energy emission intensity (metric tons CO2e/person)				
Project/ Year	2018	2019	2020	2021
total energy emissions (metric tons CO2e)	3,234.903	1,886.299	512.009	751.643
number of workers	560	401	261	297
Greenhouse Gas Emission Intensity(metric tons CO2e / person)	5.78	4.70	1.96	2.53

Water resource management

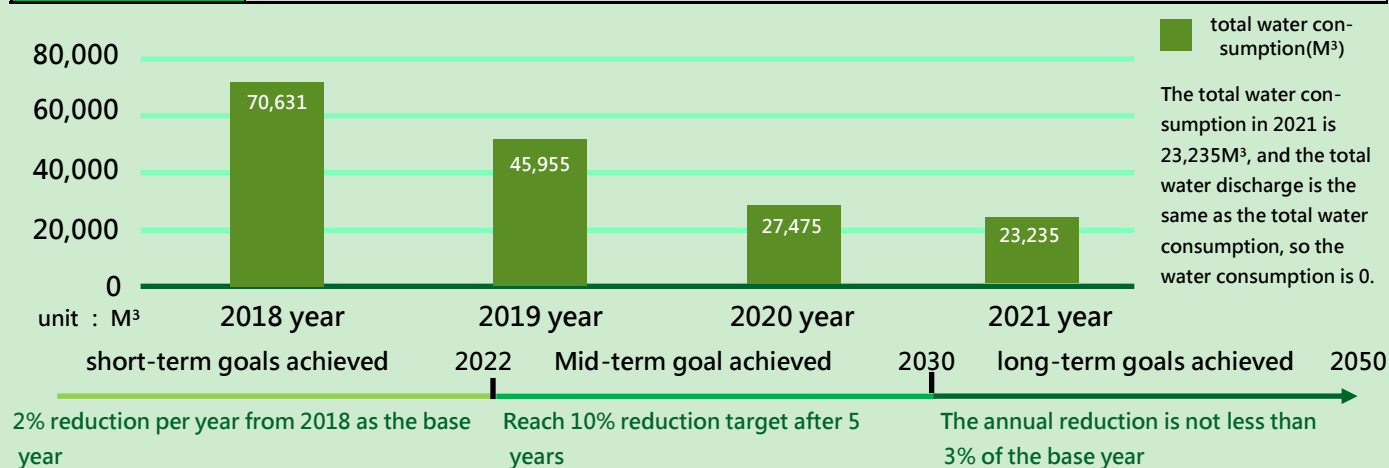
GRI 303

In recent years, the problem of water shortage is often heard, so water resource management has also become one of the topics we attach importance to.

All the water used by the company comes from the waterworks, and the water used is discharged to the general sewage sewers, and the drainage volume is equal to the water consumption.

The scope of statistics includes the head office and all contracted construction sites, but excludes subsidiaries.

Water consumption over the years (M ³)				
Project/ Year	2018	2019	2020	2021
Total water consumption (M ³)	70,631	45,955	27,475	23,235
Annual increase rate of water use (%)		-34.94%	-40.21%	-15.43%
Number of employees (person)	560	401	261	297
Water intensity (M ³ / person)	126.13	114.60	105.27	78.23
Remark	Since the statistical scope has been extended to all construction sites since 2018, 2018 is used as the base year, and the annual increase in water consumption in that year is not counted.			



Total Water Consumption Reduction Information							
Project/ Year	Total water consumption (M ³)	Cumulative reduction (M ³)	Decrease rate % of the current year compared with the base year	Cumulative reduction %	short-term goals achieved	Mid-term goal achieved	long-term goals achieved
2021	23,235	115,228	67.10	163.14	√	√	√
2020	27,475	67,832	61.10	96.04	√	√	√
2019	45,955	24,676	34.94	34.94	√	√	√
2018 (base year)	70,631						

Pollution prevention - major concerns

4

Corresponding SDGs:



GRI 304 - 306

In 2021, we will spend a total of NT\$4,023,130 in environmental protection expenses, including environmental monitoring, pollution control equipment, waste removal and disposal expenses, etc.

At each construction site, we will fill in the environmental protection construction site inspection record form every day, and carry out inspections on noise, vibration, air pollution, water pollution, and environmental maintenance inside and outside the construction site, so as to do a good job in self-management of environmental protection.

Environmental monitoring

In order to maintain the environment of the work area and implement environmental protection, the company regularly implements environmental monitoring. The projects are as follows:

Environmental monitoring	
category	project
Discharge water quality monitoring	Site sewage discharge standard Domestic wastewater discharge standard
Construction noise monitoring	Construction noise control standards
Construction vibration monitoring	Construction vibration monitoring, unit: dB
Air quality monitoring	Establish air quality control standards

Executive focus and management performance

In terms of environmental monitoring, each of our construction sites is checked with an independent checklist, and a construction checklist is presented to the construction supervision unit and sent to the owner for inspection.

工信工程股份有限公司
一般用自主檢查表

工程名稱	臺北港南碼頭 S07、S08 暨後檢圍堤造地工程		
分項工程名稱	環境監測	協力廠商	亞太環境科技
檢查位置	南碼頭 S07、S08	檢查日期	110 年 9 月 13 日
檢查時機	<input type="checkbox"/> 檢核停留點★ <input type="checkbox"/> 安衛查檢點★ <input type="checkbox"/> 不定期檢查		
施工流程	<input type="checkbox"/> 施工前 <input type="checkbox"/> 施工中檢查 <input checked="" type="checkbox"/> 施工完成檢查		
檢查結果	<input checked="" type="radio"/> 檢查合格 <input checked="" type="radio"/> 有缺失需改正 <input type="checkbox"/> 無此檢查項目		
施工作業應注意事項	施工計畫	<input type="checkbox"/> 安全 <input type="checkbox"/> 不齊全	
檢查項目	設計圖說、規範之檢查標準 (定章/定性)	實際檢查情形 (檢核檢查表)	檢查結果
空氣品質	懸浮微粒、二氧化氮、公共設施、辦公室各一點，共 4 處	現場監測項目 現場監測時間 現場監測人員	0 0910 1330
噪音振動	工廠附近敏感受體及施工運輸車輛行駛地區，共 3 處	現場監測項目 現場監測時間 現場監測人員	0 0910 1330
營建噪音振動	二區圍岸岸，共 4 處	現場監測項目 現場監測時間 現場監測人員	0 0910 1330
水質監測	凌控砂區及股道各 2 點	現場監測項目 現場監測時間 現場監測人員	0 0910 1330
職業安全衛生查檢點	檢核可能之危害(墜落、傾倒、感電、翻車)	<input type="checkbox"/> 施工前 <input type="checkbox"/> 施工中 <input type="checkbox"/> 施工後 <input type="checkbox"/> 感電、翻車 <input type="checkbox"/> 不定期	

監造單位: 宇泰工程顧問有限公司
現場工程師簽名(檢查人員): 林麗珍

臺灣港務股份有限公司 基隆港務分公司
施工檢核單 編號: 09-04-IE178

工程名稱	臺北港南碼頭 S07、S08 暨後檢圍堤造地工程		
分項工程名稱	環境監測	契約編號	A1E000054
檢查位置	南碼頭 S07、S08	送審日期	110.09.17
檢查時機	<input type="checkbox"/> 檢核停留點★ <input type="checkbox"/> 安衛查檢點★ <input type="checkbox"/> 不定期檢查		
施工流程	<input type="checkbox"/> 施工前 <input type="checkbox"/> 施工中檢查 <input checked="" type="checkbox"/> 施工完成檢查		
檢查結果	<input checked="" type="radio"/> 檢查合格 <input checked="" type="radio"/> 有缺失需改正 <input type="checkbox"/> 無此檢查項目		
施工作業應注意事項	施工計畫	<input type="checkbox"/> 安全 <input type="checkbox"/> 不齊全	
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水質監測	凌控砂區及股道各 2 點	現場監測項目 現場監測時間 現場監測人員	0 0910 1330
職業安全衛生查檢點	檢核可能之危害(墜落、傾倒、感電、翻車)	<input type="checkbox"/> 施工前 <input type="checkbox"/> 施工中 <input type="checkbox"/> 施工後 <input type="checkbox"/> 感電、翻車 <input type="checkbox"/> 不定期	

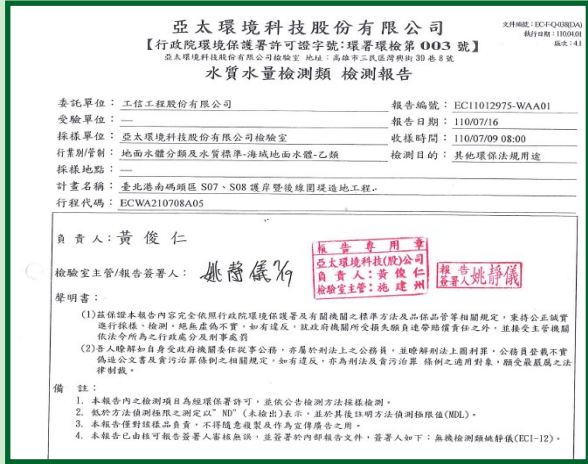
監造單位: 宇泰工程顧問有限公司
現場工程師簽名(檢查人員): 林麗珍

Environmental Monitoring-Water Pollution Prevention and Control

We have different pollution prevention actions according to construction site sewage and domestic wastewater, and have monitoring projects for water quality. In 2021, we have not been punished for water pollution.



Sea water quality monitoring



Water quality test report



Water quality monitoring



Adopt a qualified testing organization

Runoff ditches, grit chambers, fences and anti-overflow seats shall be set up on the perimeter of the construction site according to the approved plan to prevent the outflow of sewage in the construction area.



Environmental Monitoring - Construction Noise and Vibration Monitoring



The equipment used in the work area adopts low noise and low emission standards.

Environmental Monitoring - Air Pollution Control

According to the different needs of each project, we implement different air pollution control measures. In addition to the basic work area vehicle path washing and watering, the laying of dust nets, and the setting of car wash stations, we also conduct air quality monitoring.



Washing and spraying water on the vehicle path in the work area



Work area car wash settings



Dust net laying



Air quality monitoring adopts professional and qualified manufacturers

亞大環境科技股份有限公司
行政院環保署認可字號：環管檢字第○○○三號
高屏中央區管理處核准：TEL: 07-3202-0008 FAX: 07-3202-7064
空氣品質檢測報告

計畫名稱：高屏中央區管理處027-020路車場整地工程 委託廠商：02-26930008
委託地點：高雄 聯絡人：林建勳 聯絡電話：02-269311400
委託單位：亞大環境科技股份有限公司 報告編號：02-26930008-0001
委託日期：109年11月12日 檢驗日期：109年11月15日
報告日期：109年11月15日 報告冊數：109年11月20日

測點名稱	項目	單位	量值	標準	檢驗方法
二區	PM10	μg/m³	0.002	0.002	100M NISA A416, 13C
	PM2.5	μg/m³	0.000	0.000	100M NISA A416, 13C
	CO	ppm	0.030	0.017	100M NISA A417, 13C
	NOx	ppm	0.8	0.9	100M NISA A411, 13C
三區	PM10	μg/m³	0.000	0.000	100M NISA A416, 13C
	PM2.5	μg/m³	0.000	0.000	100M NISA A416, 13C
	CO	ppm	0.000	0.000	100M NISA A417, 13C
	NOx	ppm	0.000	0.000	100M NISA A411, 13C
四區	PM10	μg/m³	0.000	0.000	100M NISA A416, 13C
	PM2.5	μg/m³	0.000	0.000	100M NISA A416, 13C
	CO	ppm	0.000	0.000	100M NISA A417, 13C
	NOx	ppm	0.000	0.000	100M NISA A411, 13C
五區	PM10	μg/m³	0.000	0.000	100M NISA A416, 13C
	PM2.5	μg/m³	0.000	0.000	100M NISA A416, 13C
	CO	ppm	0.000	0.000	100M NISA A417, 13C
	NOx	ppm	0.000	0.000	100M NISA A411, 13C

備註：
1. 本報告係委託亞大環境科技股份有限公司執行，所有數據均經本公司品質管理系統審核，並由本公司品質管理人員簽核。
2. 本報告之數據僅供參考，不得作為法律訴訟之依據。
3. 本報告之數據僅供參考，不得作為法律訴訟之依據。
4. 本報告之數據僅供參考，不得作為法律訴訟之依據。

負責人(簽名)：陳建勳
檢驗日期：109年11月15日
報告日期：109年11月15日

Waste pollution control



A staff lounge is set up in the work area for rest and dining. Garbage can be effectively and centrally disposed of to avoid random disposal.



Garbage storage equipment and garbage sorting at the construction site



The waste is handed over to a government-approved and licensed waste removal agency for removal and processing.



Set up makeshift toilets and clean them regularly.



The cleanliness, orderliness and hygiene of the construction site shall comply with regulations, and regular disinfection shall be carried out to ensure environmental hygiene.

Ecological Conservation - Terrestrial



GRI 304-1、304-2

Our engineering activities focus on environmental protection and ecological conservation, and have no adverse impact on biodiversity.

For construction sites with conservation animals and plants, we regularly conduct conservation publicity or education training.



Ecological protection control measures:

- (1) Regularly carry out conservation publicity for construction workers, including the "National Park Law", "Forest Law", "Wild Animal Conservation Law" and other relevant laws and regulations, as well as various conservation measures and mitigation measures formulated in this project.
- (2) Strengthen the life management of construction personnel and reduce human interference to the environment.
 - A. Set up fences, control points, or set up camera monitoring to strengthen the control of construction workers.
 - B. Restrict relevant construction personnel from entering the surrounding forests when it is not necessary, and set up signs on the construction route and around the construction area to persuade them to reduce the chance of vegetation being trampled or climbed.
 - C. It is forbidden for construction personnel to bring or keep pets such as cats and dogs in the construction area to prevent pets from causing damage to wild animals.
 - D. Activities related to hunting and harassment of animals are strictly prohibited.

The electrification project of Nanhui Railway, C811Z Chaozhou Fangliao section civil works and general mechanical and electrical works

For the planting design around Zhen'an Station, native plants with bird-attracting functions, such as ficus, Erythrina japonica, and neem, are selected.



Around Zhen'an Station



Ficus
Whenever the ficus is ripe, it is the time when many birds are excited, because its fruit is a delicacy for birds.



Erythrina
It is generally planted for public offices and schools in various townships and cities, as street trees, green shades in parks and green trees in schools.



Neem
The fruit is poisonous, do not eat arbitrarily, but it is the favorite of many wild birds.

C031 Acting for Taiwan Railway Nanping to Wanrong Double Track Civil Engineering and Tram Line Project

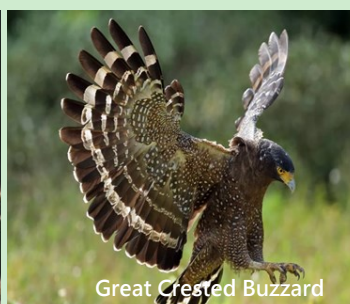
C031 Standard Environmental Monitoring Scope: The double-track project between Fenglin Tunnel and Wanlix Bridge and within 500 meters of the surrounding area, a total of 7 rare and rare second-level conservation species have been found, and there are also third-level conservation species that should be conserved 3 Species: Taiwan macaque, white-nosed heart, red-tailed shrike. The seven precious and rare secondary conservation species are as follows:



Ring-necked Pheasant



Black-winged kite bird



Great Crested Buzzard



Kestrel



Crested Goshawk



Blackhead bird



Scops Owl

Among the seven second-class conservation species, Aconitum is widely distributed in various environments in the work area; Ring-necked Pheasant is a resident bird; Kestrel and Red-tailed Shrike are winter migratory birds, and the resident bird Black-winged kite prefers to live in the open environment. The remaining species are found in secondary forest environments and their edges. We have mastered their activity areas, carried out environmental monitoring, ensured the quality of the environment, and done a good job of "conservation and publicity" to avoid any impact on the ecological environment.

Reconstruction Project of Papaya Creek Bridge 212K+800~214K+685 on Line 9 of Taiwan

The work area regularly conducts routine ecological inspections, implements ecological conservation measures and concerns species, so as to implement various ecological conservation measures.



生態保育措施自主檢查表(承攬廠商填寫)			
工程名稱	台9線 212K+800-214K+685 木瓜溪橋改建工程	檢查日期	民國 111 年 02 月 27 日
承攬廠商	三信工程股份有限公司	檢查地點	台9線 212K+800-214K+685
檢查結果	<input type="radio"/> 檢查合格 <input checked="" type="radio"/> 有缺失需改正 <input type="radio"/> 無此檢查項目		
檢查項目	檢查標準	檢查情形	檢查結果
保留樹木	[規範]計畫路線沿線兩側綠帶及水質改善工程範圍，共計5項保留。 [進則]計畫路線沿線共記錄有臺灣黃胸木(V1)9株、備用綠帶樹(CR3)1株及備用3株，其中臺灣黃胸木及備用綠帶木均為珍貴植物，應予保留。但為保留樹木多株性狀及族群數量，故予以保留，而備用3株因樹冠高度且枝葉茂密，可視野生動物棲息地利用，故予以保留。 [退則]計畫路線沿線記錄有次生林1處，為鄰近區域野生動物棲息地之環境，施工期間禁止工程人員及機具進入破壞或干擾。	保留樹木 保留樹木 保留樹木	保留樹木 保留樹木 保留樹木
保留森林	[規範]計畫路線沿線綠帶、風物水及水質改善共16項綠帶至212K+800-965範圍內，應依工程管線工程管線範圍之樹木移植作業流程執行。	保留森林	保留森林
樹木移植	[規範]為避免工程施作造成當地水質斷流，影響當地水質及生態，故執行導流及引水作業，維持水流。	樹木移植	樹木移植
維持常流水	[規範]為避免工程於河床圍堰造成水質污染，影響木瓜溪下游水質及生態，故於工程區下游設置沉砂池及淨水池。	維持常流水	維持常流水
淨水維護	[規範]深床內既有底質所管造之多孔孔隙環境，可供水質生物棲息及過濾，故應避免之。移動或打擾，應採取必要之保護措施。 [退則]為避免工程造成及施工車輛直接廢棄物，影響深床底質，故執行非填地應採取保護措施。	淨水維護	淨水維護
底質維護	[規範]施工期間所產生之工程及民生廢棄物，以有蓋之容器裝載收集，並妥善包裝廢棄物貯存處在現場圍蔽。	底質維護	底質維護
環境衛生維護	[規範]工程施作於施工圍蔽範圍內作業，避免施工機械及人員干擾周圍既有棲地環境，並於計畫區周圍設置圍蔽圍網，以防野生動物誤入施工區。 [退則]計畫區圍網圍蔽環境適宜野生動物活動及棲息，施工期間應於施工區內發現野生動物，禁止餵食行為，並採用柔性方式將之驅離。 [規範]施工車輛於施工區內停留時間不得超過30分鐘，降低野生動物受驚擾之機會。 [退則]非施工期間除工程管線圍蔽外，應實施圍蔽，避免干擾野生動物之活動及棲息，如有必要應實施圍蔽，或採取必要之保護措施，避免光線強弱對施工區外區域，影響野生動物活動。	環境衛生維護	環境衛生維護
野生動物保護	[規範]施工期間應於施工區內發現野生動物，禁止餵食行為，並採用柔性方式將之驅離。 [規範]施工車輛於施工區內停留時間不得超過30分鐘，降低野生動物受驚擾之機會。 [退則]非施工期間除工程管線圍蔽外，應實施圍蔽，避免干擾野生動物之活動及棲息，如有必要應實施圍蔽，或採取必要之保護措施，避免光線強弱對施工區外區域，影響野生動物活動。	野生動物保護	野生動物保護

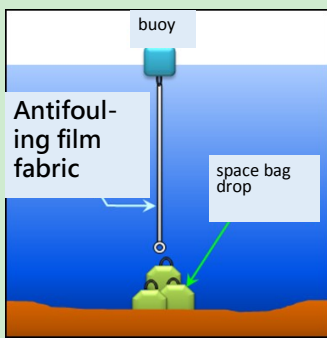
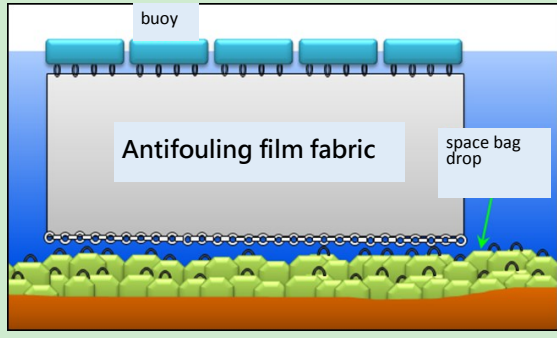
Ecological Conservation - Marine Ecology

S07, S08 Revetment and Rear Line Embankment Construction Project of Taipei Port South Wharf

Equipped with a fouling prevention membrane to avoid fouling. Regularly conduct water quality monitoring to confirm that the waters are free of pollution and have no impact on biodiversity.




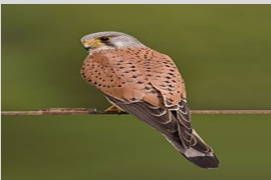

Anti-fouling film installation



Tamjiang Bridge and its connecting road 5K+000~7K+035 new construction

As the project passes through coastal forests and windbreak forests, construction fences need to be set up to avoid project interference. In the disturbance area of the project, planting on bare ground shall be strengthened after construction, and suitable tree species shall be used to avoid disturbance to animals living along the line caused by transportation of machinery and equipment and personnel activities during construction.

Impact mitigation and protection countermeasures of conservation animals in the project area:

conservation animals	icon	Impact and Conservation Strategies
osprey		The investigation found that it was hovering on the east coast of Taipei Port, because it is a winter migratory bird of prey that mainly eats fish, and it is mainly active in the waters. The scope of influence should be avoided to avoid the impact of the construction on the surrounding ecology of the base.
Kestrel		The investigation found that the individuals living on the mounds on the east side of Taiwan Line 15 for the winter are species that are more suitable for human disturbance. The conservation measures are to strengthen construction management, set up construction fences, determine the scope of influence, and avoid construction affecting the grass around the base. habitat ecology.
red-tailed shrike		The red-tailed shrike is a species adapted to human disturbance, and the impact of the planned route on it is still slight. Conservation countermeasures are to strengthen construction management, set up construction fences, determine the scope of influence, and prevent construction from affecting the surrounding ecology of the base.

To avoid the disturbance to the animals living along the line caused by the transportation of machinery and equipment and personnel activities during the construction period, we implement ecological conservation education and training for construction personnel. The education and training content includes relevant laws and regulations on wildlife conservation, basic ecological knowledge and local natural resources and encounters with wild animals. treatment methods, etc., in order to implement ecological protection measures.

In this case, the ecological protection methods and supervision of wild animals and plants inhabiting and growing in the construction area have clear and specific normative requirements. The key points are as follows:

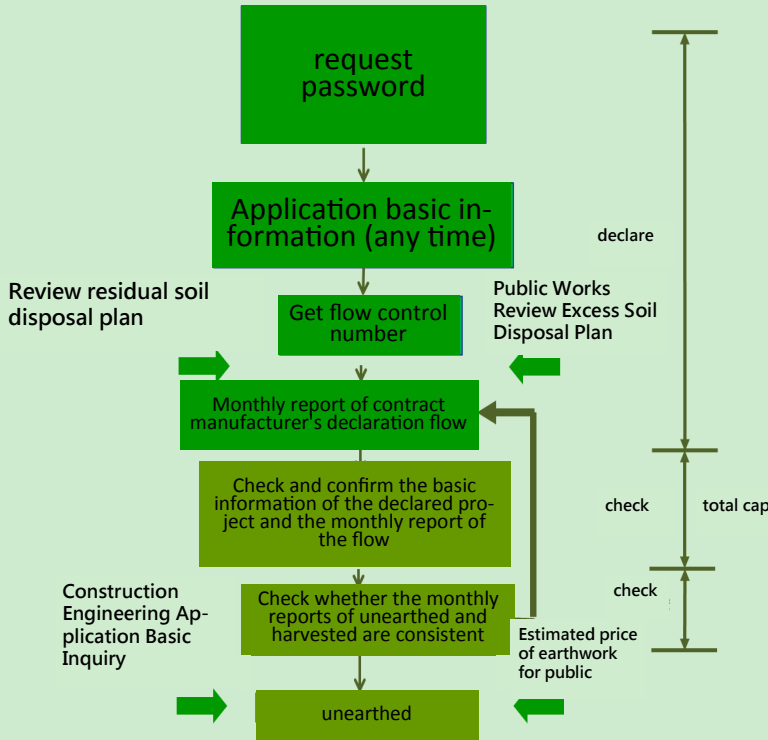
Management priorities and action plans	
1	The construction area is adjacent to the Huaziwei Nature Reserve and the Taipei Port North Embankment Wetland. As necessary, a fixed entry and exit route for construction vehicles will be established to limit the entry and exit of construction vehicles and the range of activities of construction personnel to reduce the impact of noise and vibration; set up fences as necessary to restrict construction The entry and exit of machinery, equipment and personnel reduces the impact and interferes with the mangrove breeding grounds.
2	After construction, the project disturbance area shall be planted with suitable tree species according to the
3	The construction of the project should use low-noise equipment, avoid construction at night or use low-
4	Strictly control the entry of construction personnel into the beach, affecting the breeding of plover birds.
5	Implement ecological conservation education and training for construction personnel to implement eco-
6	For various wildlife and plant protection measures, formulate standard procedures for stopping and re-
7	If the abnormal phenomenon is found, the construction of the project within a radius of 250 meters will be suspended, and the construction will continue after confirming that the suspension standard has not been reached or the resumption standard has been reached.

waste management

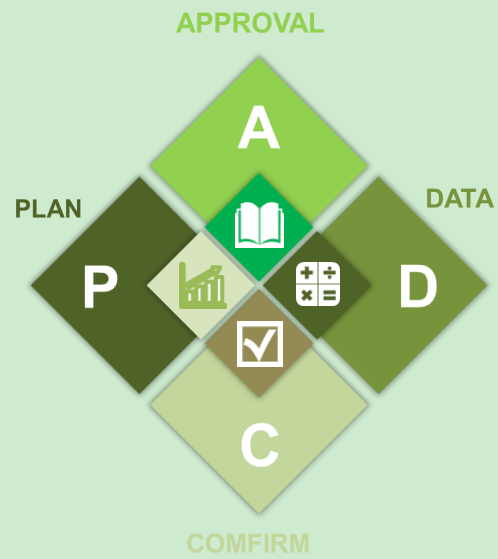
Every project in the construction industry will inevitably generate construction waste, so it is necessary to comply with the Waste Disposal Law and the relevant regulations of the Environmental Protection Agency. In 2021, there will be no significant impacts due to waste.

The source management operation method of waste mining divides the sources into two categories: employee domestic waste and business waste. Through employee education and training, domestic waste improves employee behavior standards to effectively promote reduction and classification management, and business waste can be separated and reused. Reusable and non-reusable, reusable will be used in the project, non-reusable will be transported and discarded by professional manufacturers according to specifications.

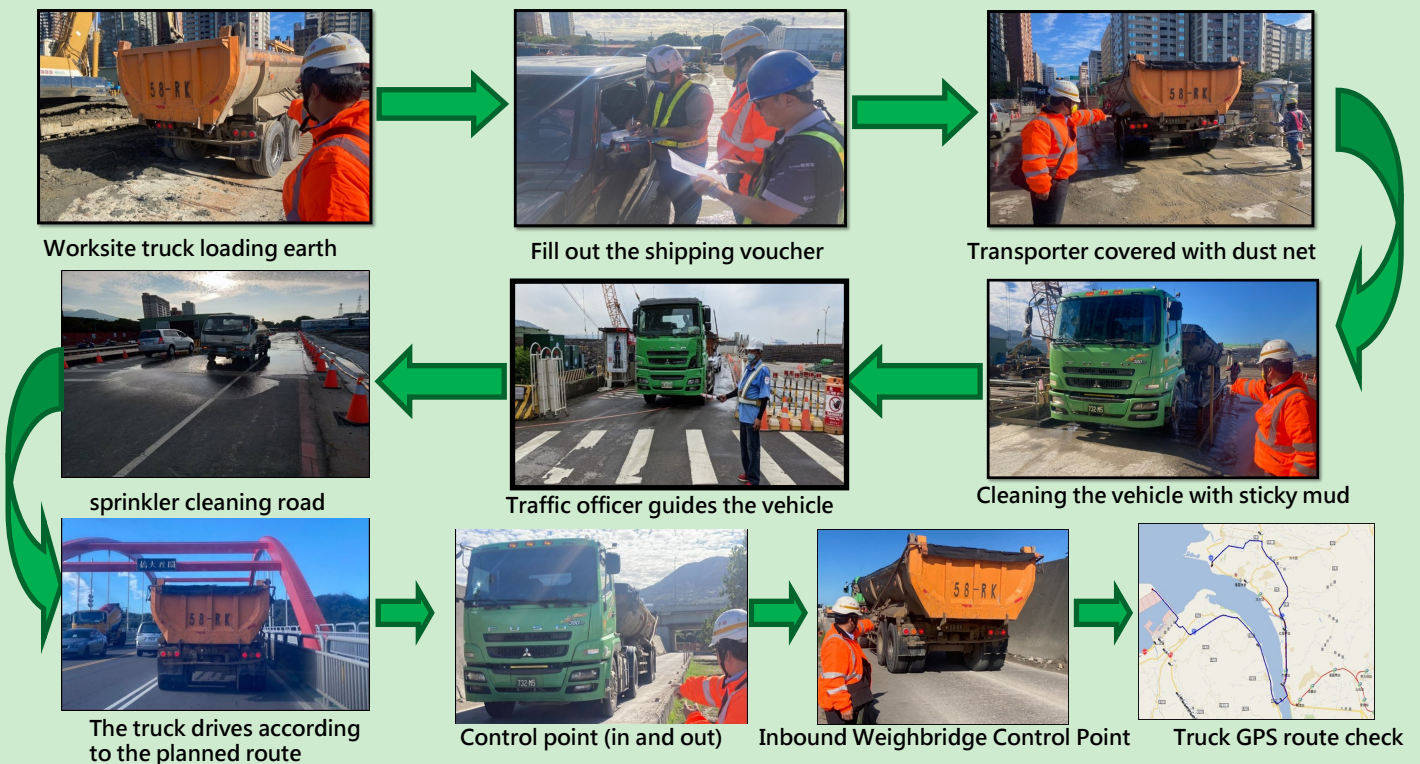
Remaining earthwork Control process



Preparation before construction



Abandoned earthwork loading



Quantity of earthmoving shipments in 2021

We use daily and monthly reports for transportation statistics, and fill in the handling record form and obtain handling certification documents, so that there is a complete set of records for the handling of the remaining earthwork.

Table with columns: 車次 (Vehicle No.), 車牌號碼 (Plate No.), 車種 (Vehicle Type), 數量 (Quantity), 單位 (Unit). It lists various vehicle numbers and their corresponding quantities.

daily report

Table with columns: 日期 (Date), 車牌號碼 (Plate No.), 車種 (Vehicle Type), 數量 (Quantity), 單位 (Unit). It provides a monthly summary of shipments.

monthly report

Form titled '營造工程剩餘土石方處理紀錄表(法函)'. It contains fields for project name, location, and various processing details.

Processing record sheet

Form titled '營造工程剩餘土石方處理紀錄表(法函)'. It includes contact information for the contractor and the receiving agency.

Processing supporting documents

A total of 47,344M³ (approximately 85,219 metric tons) will be transported in 2021

construction waste

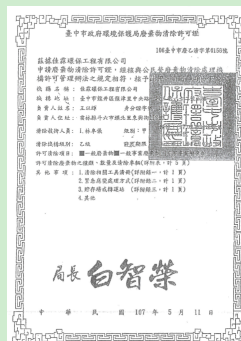
In principle, construction waste will only be generated when the project is started and completed. The project will not be completed in 2021, and the new project to start in 2021 is "Taichung Power Plant's new gas-fired unit plan to build a circulating water pumping machine room and underdrain construction", and the two projects of "Tai Tam Power Plant has an emergency dredging project for the inlet bay", and these two construction sites did not produce construction waste.

The total amount of construction waste in 2021 will be 0M³.

General household waste

The company is a construction industry, and the general domestic waste is mainly generated by the office and staff dormitory. Due to the difference in the size of the construction site and the number of personnel, the total statistics of the entire company (the head office and each construction site) cannot be used as a comparison. In the early and later stages of the project, due to the low demand for personnel, the output of domestic waste is also less. In the middle of the project, a large amount of manpower is required. With the increase of personnel, the production of domestic waste will naturally increase, so the statistical comparison is not meaningful.

At present, the disclosure of domestic waste disposal methods is as follows:



Entrust a qualified removal agency to clear and transport domestic waste

Child and mother trash can settings



Regular removal of domestic waste

Other environmental protection measures

In addition to the aforementioned pollution control measures, we attach great importance to the environmental maintenance of the work area. In addition to general cleaning work, we also carry out road maintenance and cleaning around the work area.



Surrounding road cleaning



Picking up rubbish in the work area

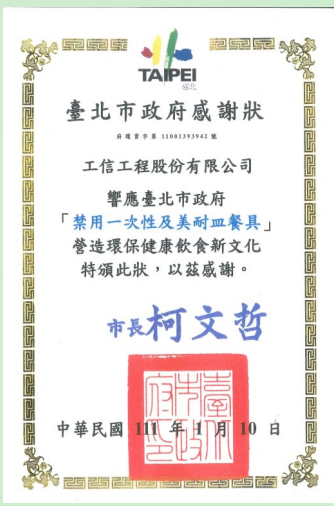


road adoption



Desilting in the sedimentation tank

In 2021, we responded to the "Prohibition of Disposable and Melamine Tableware" initiated by the Taipei City Government to create a new culture of environmentally friendly and healthy eating. The company has always advocated to bring their own water cups, environmentally friendly tableware and use environmentally friendly bags, and provide employees with drinking water, microwave ovens, steamers and other equipment to encourage employees to bring their own meals.



4、Happy workplace and social integration



Topic of this chapter

Management policy	<u>P75</u>
Labor Rights and Human Rights	<u>P76</u>
Employee care and welfare	<u>P78</u>
Occupational health and safety	<u>P86</u>
Social participation and charity feedback	<u>P91</u>

Important issues

- 1 Health and Safety
- 7 Salary
- 8 Employee Benefits

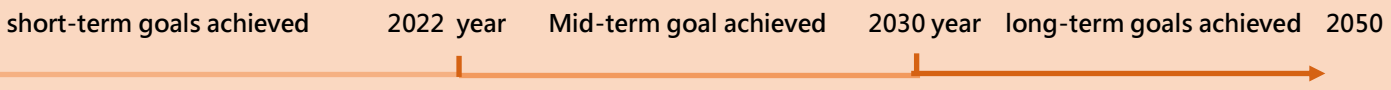
Highlights in this chapter

- ※ In 2021, there will be no human rights complaints.
- ※ The goal of zero occupational disasters in 2021 has been achieved.
- ※ The average employee salary expense in 2021 will increase by 5.32% compared with the base year (2018).
- ※ The average employee benefit expense in 2021 will increase by 6.43% compared with the base year (2018).
- ※ The growth rate of employee education and training increased by 14.23% compared with last year.
- ※ In 2021, all employees will receive an average salary increase of 3%.

Management policy

103-1、103-2、103-3

Major topics of Happy workplace and social integration (in order of significance)	Management purpose	Management methods and effective evaluation mechanism
Health and Safety (P86-90)	1. Provide employees with a healthy and safe working environment. 2. Achieve the goal of zero accidents and zero disasters.	1. Establish a strict environmental safety and health management system and internal control and internal audit systems. 2. Regular labor safety meetings, daily toolbox meetings, pre-construction education and training, pre-construction inspections, and entry control are held. 3. Purchasing, erecting, and wearing appropriate safety equipment according to different projects.
Salary (P85)	Effectively retain outstanding talents to enhance the company's human capital and competitiveness, and create a win-win situation.	Comprehensively review the rationality of employee functions and salary and continue to adjust, establish smooth communication and promotion channels.
Employee Benefits (P78-82)	Effectively retain outstanding talents to enhance the company's human capital and competitiveness, and create a happy workplace.	1. Provide employees with improved education and training plans and mechanisms, encourage colleagues to continue to study, and actively obtain professional skills licenses. 2. Regularly review the applicability of various welfare measures.



- Increase the ratio of employee compensation and benefits to >3%, and the employee turnover rate to <3%.
- Improve the talent training system.
- Become a sustainable enterprise according to the sustainable principle of the development of the business philosophy of Gongxin.
- Zero job disasters.
- Improve the succession system.
- Zero job disasters.

year project	Salary cost (Based on financial report data)	Welfare fee (Based on financial report data)	Salary change ratio% (compared to base year)	Changes in benefits-ratio% (with the base year compared)	Turn-over rate %
2021	594	712	+5.32%	+6.43%	1.78%
2020	879	1,024	+55.85%	+53.06%	2.18%
2019	656	781	+16.31%	+16.74%	1.60%
2018 (base year)	564	669			1.08%

year project	Occupational Accidents (Number)	Achievement
2021	0	Zero Occupational Disaster Achieve-
2020	0	Zero Occupational Disaster Achieve-
2019	3	unacommplished
2018	1	unacommplished

Labor Rights and Human

major concerns : None

Corresponding
SDGs:



GRI 402 · 406 · 408 · 412

As of December 31, 2021, a total of 169 employees of our nationality have become employees in accordance with formal employment procedures. They will be insured and guaranteed on the day of employment, regardless of job acquisition, promotion, and salary increase. System, education and training rights, etc., are not divided into gender, age, race, religious belief, political orientation, as long as the ability meets and achieves performance, everyone enjoys equal opportunities.) or appeal channels and self-assessment at the end of the year to make recommendations. In terms of foreign workers, as of December 31, 2021, there are a total of 128 foreign workers. The management of foreign workers is carried out in accordance with relevant government regulations.

Core labor rights and human rights of industrial and information engineering:

- human rights

 Emphasize the protection of human rights, prohibit child labor, pay attention to wages and benefits, non-discrimination, and freedom of association.
- Moral integrity

 Integrity management, information disclosure, no improper interests, protection of personal information, privacy, and no retaliation.
- Labour Relations

 Regular labor-management meetings and labor contracts comply with laws and regulations.
- Prohibition of child labor

 Comply with the Labor Standards Law and do not employ child laborers under 16 years of age.
- Working hours

 Overtime work of employees is voluntary and is controlled at any time on EIP attendance records.
- Anti-discrimination

 Any acts of sexual harassment and discrimination are prohibited, regardless of gender, age, race, religious belief, or political inclination. Everyone has equal opportunities.
- Prohibition of forced labor

 No forced labor, and oppose the slavery system.

The rights and obligations of all employees are stated in the employee handbook. When new employees are hired, they will be sent to colleagues, and when new employees are trained, they will be guided to learn about relevant regulations. After the deployment of personnel is confirmed and the approval is completed, an announcement will be made in the company's EIP, and the changes will be completed according to the effective date of the announcement, and the announcement period shall be at least one week.

The company attaches great importance to the protection of personal information laws and privacy rights, and both employees and interested parties follow human rights-related laws and regulations.

Open and transparent information

Our laws and regulations, such as: the company's articles of association and the regulations, codes, and rules regulated by the competent authority.

It is published on the company website and corporate governance area.



Corporate Governance Zone-Company Regulations

Measures related to employee rights such as:

"Thesis Reward Method", "Creative Proposal Reward Method", "Employee Travel Expenses Method", "Labor-Management Conference Implementation Measures", "Overtime Work Regulations", "Private Car Public Management Measures", "Employee Education and Training Measures", "Traffic Allowance" "Management Measures", etc., are available for colleagues to consult on the company's internal network (EIP).

Diversity of employees

In 2021, won the "Excellent Award for Indigenous Institutions with Outstanding Indigenous Peoples" issued by the Council of Indigenous Peoples.

2021		2021	
Education	number of people	age	number of people
PhD	2	20-30	14
master	24	31-40	26
bachelor	65	41-50	34
College	50	51-60	72
high school (vocational)	26	61-65	16
High school (vocational) and below	2	65 and above	7
total	169	total	169



Regulatory compliance

We fulfill our corporate social responsibilities, protect the basic human rights of all colleagues, agree with and support various international human rights conventions such as the United Nations Universal Declaration of Human Rights, the United Nations Global Covenant, and the International Labor Convention, and eliminate any violations and violations of human rights. It clearly revealed that all colleagues should be treated and respected with justice and fairness, and the "Human Rights Policy" of the industry letter was formulated. It hopes to achieve the goals of protecting human rights in the workplace, providing a healthy and safe workplace, supporting freedom of association, and promoting labor-management harmony, and establish human rights and environmental sustainability clauses with contractors, and work together to pay attention to human rights issues and attach importance to the management of related risks.

For human rights policy content and human rights policy risk management, please refer to our company website:

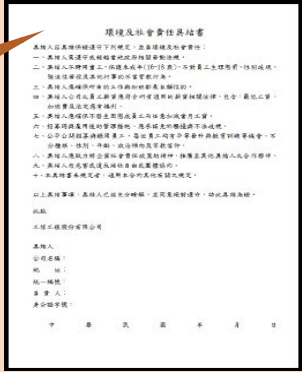


Human rights policy



Human rights policy risk management

The Environmental and Social Responsibility Recognition Letter signed with the contractor, which covers the environment, human rights and other social responsibility related content.



Grievance mechanism

In order to implement gender equality and avoid workplace sexual harassment incidents, in addition to strengthening publicity on weekdays, the "Workplace Sexual Harassment Prevention Measures Complaints and Disciplinary Measures" have been formulated, and special telephone lines have been set up for the handling of sexual harassment incidents, and the complaint cases will start when they are received, The case is closed within two months, if necessary, it may be extended by one month, and the confidentiality of the complainant must be protected.

In order to protect the rights and interests of employees and avoid the occurrence of illegal and unreasonable situations, the company has set up employee suggestion mailboxes and "employee grievance handling system" to provide employees with a channel for suggestions to strengthen labor-employment cooperation. The methods for employee complaints are as follows:

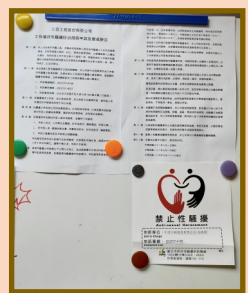
1. If an employee complains verbally, it should be recorded by the accepting staff of each department and reported immediately.
2. If employees have damages to their rights or have other opinions, they can submit complaints in writing, and the supervisors of each unit should investigate and deal with them immediately. or report to the complainant one by one, and send a letter to the complainant about the result or handling situation.
3. Complaint department/person: our company's spokesperson and acting spokesperson.

Human rights complaints in 2021

Sexual harassment complaints
0

Employee rights appeal case
0

Our appeal method is clearly disclosed in the workplace announcement board.



Employee care and welfare major concerns : 8

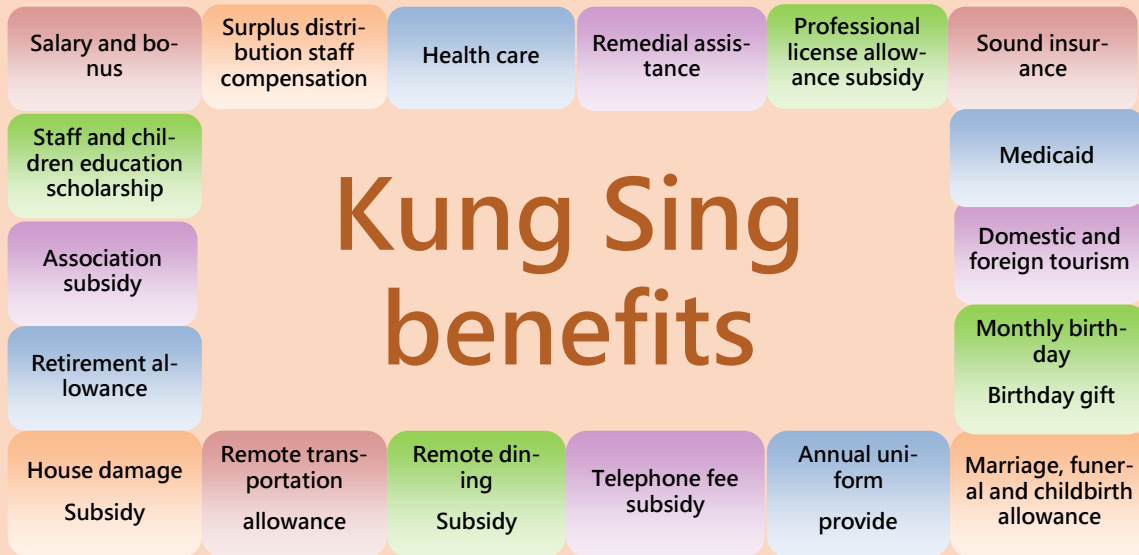
Corresponding
SDGs:



GRI 401-2 , 404 , 410

We regard our employees as the most important asset and the key to our sustainable development. Therefore, we are committed to creating a safe and comfortable working environment, caring for the physical and mental health of employees, supplemented by professional and diversified talent training, and expecting to reach employees and the company together Grow together!

Welfare system



The company established the Employee Welfare Committee in June 1993. Every year, the annual plan and budget are set for various activities, including: emergency relief, wedding subsidies, scholarships, annual gifts, employee travel, and regular health check-ups , and the annual health check fee will be allocated from 1,500 to 12,000 yuan per person (different depending on the rank), to continuously monitor the health of employees, and conduct health-related lectures. In addition to labor insurance, employees are also covered by group accident insurance and medical insurance, so that colleagues can enjoy multiple protections.

In order to enable all employees to work together to create profits, after the end of the fiscal year, if the company has a surplus, in addition to making up for the previous year' s losses, a 3%-5% bonus from the surplus is allocated to all employees, and the cash is paid every time. When increasing capital, a certain percentage is allocated according to law for employees to invest in shares.

In addition, in order to allow employees to relax, relieve stress, and live a healthier and more energetic life after busy work, we have specially established a sports club — — badminton club. Some construction sites with larger spaces also have basketball courts. And audio-visual entertainment room for employees to watch TV, sing karaoke and other leisure activities during the break. In the future, we will also combine the interests of employees to establish more diversified clubs to enrich the activities of the clubs and enhance the communication between colleagues and make communication more harmonious and lively.



Vigorous badminton club -From May 2021, club activities will be cancelled due to the new crown epidemic.



A relaxing audio-visual room



A pressure-relief wall to relieve stress

Domestic and foreign employee travel

In order to enable employees to relax and rest from their intense work, our employee welfare committee holds at least one meeting every year to discuss the committee's financial status, estimated and actual expenditures such as annual festivals and birthdays, and to discuss employee travel plans.

The Welfare Committee's tourist destinations are all open, transparent and most suitable for employees' needs by "voting". All employees vote on the EIP intranet system to select the three tourist spots that everyone wants to go to, and then the Welfare Committee will vote. We will select excellent travel agencies to arrange different times, The ladder provides colleagues to choose, and the Welfare Committee provides travel subsidies to implement real benefits.



The picture shows the group photo of the members of the group in 2019.

Since 2020, due to the impact of the novel coronavirus disease (COVID-19), in order to protect the health and safety of employees, the company and travel agencies have discussed canceling some of the echelons, and restarting the schedule after the epidemic is over.

However, the novel coronavirus has continued to ravage the world

since the beginning of 2020 (June 2022), with hundreds of millions of people infected and millions of deaths. We must be responsible for the health and safety of our employees. Therefore, the benefits related to foreign employee travel can only be postponed until the end of the epidemic.

For domestic employee travel, it was originally expected to handle domestic travel in 2022 - a three-day tour of the Penghu Fireworks Festival. However, the number of domestic confirmed cases has soared since April. For the health and safety of employees, the Welfare Committee will assess the situation as the epidemic eases. travel matters.

Birthday

The Welfare Committee counts employees who have birthdays in each month, and selects a day to celebrate their birthdays in that month. This is not only a part of employee benefits, but also a moment for employees to relax a little after their busy work, so that birthday stars can feel full of blessings and hearts.



Retirement system

According to relevant laws and regulations, our retirement system is divided into two types: old system and new system:

A. The old labor pension system of the "Labor Standards Law":

The company has established a Labor Retirement Reserve Supervision Committee, and reserves monthly retirement funds to be deposited in a special retirement fund reserve account of the Bank of Taiwan. Retirement methods are handled in accordance with the provisions of the Labor Standards Law.

B. The new labor pension system under the "Labor Pension Ordinance":

Since July 2005, the new system of labor pensions has been implemented. According to the law, the company requires employees to voluntarily circle the "old and new" system (regardless of whether employees choose the new system or the old system, the seniority before June 2005 will be retained and applied to the old labor base Law), for employees who choose the new system, the company pays 6% of the labor's salary monthly as a labor pension and deposits it into a special employee pension account.

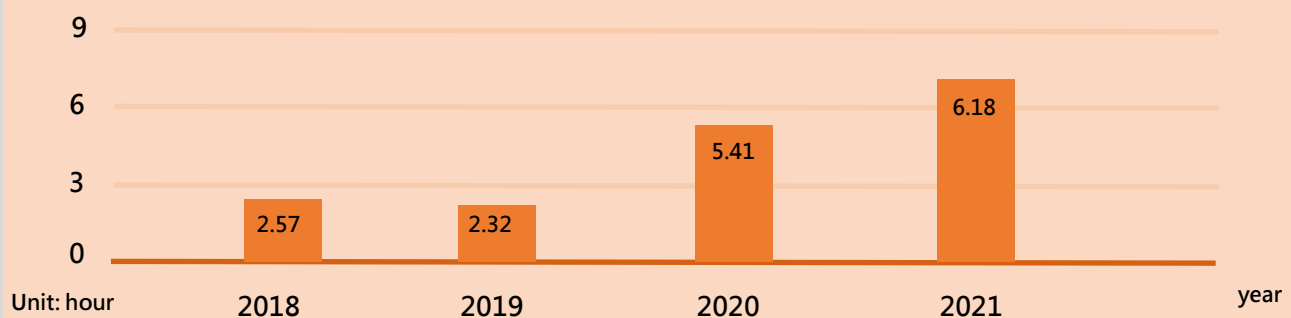


The training and development of our employees has always been listed as one of the important policies of the company's operation. There is no distinction between men and women. The ultimate goal is to create core values and improve corporate performance. Internal vocational training and external training are used to innovate thinking and pursue excellence, so as to increase investment in employee education and training, and strengthen the training of required talents, so that the work of enterprises and employees themselves can be practically and effectively combined to improve employees. quality, cultivate leadership integration ability, and enrich professional skills.

2018-2021 Education and Training Statistics

project year	external training		Internal training	
	number of people	hours	number of people	hours
2021	179	1,834	173	2
2020	55	1409.5	170	2
2019	54	928	220	2
2018	60	1,333.5	543	105.5

Project / year	201	2019	2020	2021
Total hours of external training + internal training	1,439	930	1,411.5	1,836
Number of employees (including foreign workers)	560	401	261	297
Average hours of education and training per employee	2.57	2.32	5.41	6.18
Annual growth rate of average training hours per employee	-43.27%	-9.73%	+133.19%	+14.23%



Achievement of important goals

Target	2021 goals	Actual 2021	reach ✓; unaccomplished X	Reason not reached	Action plan not reached
The average number of training hours per person/year is more than 6	6 Hour	6.18 Hour	✓	NA	NA

We encourage employees to actively participate in training. Most of the external training courses are courses related to employee functional development, as well as certificate courses, including professional courses that require regular return training and inspection. Internal training courses are general general courses or corporate governance practice education training and education promotion.

project	Number of people	Total number of employees in the country	%
Percentage of employees receiving regular performance and career development reviews in 2021	118	169	69.82%

Education and training - actual implementation

In 2021, our efforts in education and training will cover everything from senior executives to general staff, from external training to internal education and training. We hope everyone can improve themselves and build a high-performance team.

Internal training



Prevention of insider trading and education and training on integrity management



Security education and training

Outside training



Labor Safety Education and Training - AED+CPR



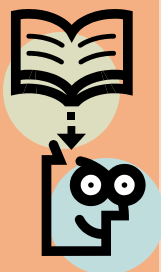
Occupational Safety Card Education and Training - National Employees



Occupational Safety Card Education and Training - Foreign Workers



Stock education and training



Quality control personnel training



Human resources education training

Response to the new type of coronavirus disease (COVID-19) in the form of education

In the past, our education and training were divided into internal training and external training.

Internal training

Internal education and training, the company invites lecturers to the company (head office or construction site) to teach.

Outside training

For external education and training, colleagues can register for training courses handled by external organizations to obtain certificates and licenses.

External training In the enrichment of professional skills, the improvement of our own functions and career development, we have always adopted an open and free approach in external education and training, and encouraged colleagues to apply more to enhance and strengthen their professional fields.

Internal education and training focus on breaking rigid thinking, enhancing creativity and building consensus among teams to create high-performance teams. In addition, general general education courses for employees to relax their minds, minds and spirits are also arranged to relieve pressure and create a rich and healthy environment for colleagues. Life.

The company also conducts performance appraisal for all employees at the end of each year, and participation in education and training and its own functional development are also included in the appraisal scope.

However, since the beginning of 2020, the world has been affected by the epidemic one after another. Taiwan has a wave of epidemic peaks in May-June 2021. Fortunately, the epidemic has been brought under control. Therefore, from 2020 to 2021, we will focus on education and training, both internal and external, was not affected much.

However, as the global epidemic becomes more and more serious, we must also consider how to respond to the impact of the epidemic in the education and training of employees. To this end, we have started to plan online courses so that colleagues can improve themselves in a more diversified way.

planning

Actively look for digital platforms or corporate management companies for online courses, and study the feasibility of promoting online education and training.

Current form

Before the completion of the online course plan, the EIP (company intranet) is currently used to provide education and training information for online courses to colleagues, in order to respond to the employees' right to education when the epidemic is severe.



Part of the foreign training courses that require licenses are restricted by external institutions. If they do not provide online courses, they still have to go to the training venues. It is recommended that colleagues must wear masks and keep distance from others to protect their own safety.

Manpower distribution and salary

major concerns : 7 Corresponding SDGs:



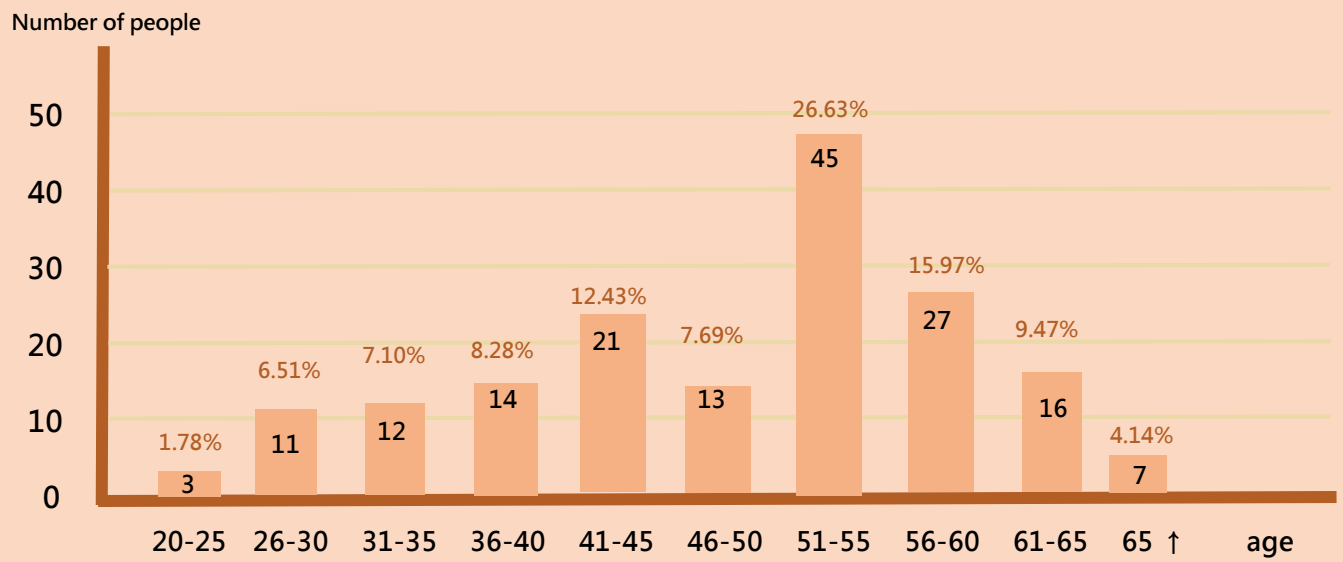
GRI 202 : 401-1 , 401-3 , 405-1 , 405-2

We uphold the principle of diversified staff composition and application of talents. We do not give different treatment or discrimination due to factors such as gender, race, religion, political party, and provide competitive salary levels. (This item is calculated on the basis of domestic employees in Taiwan.)

Number of domestic employees and average age in 2021

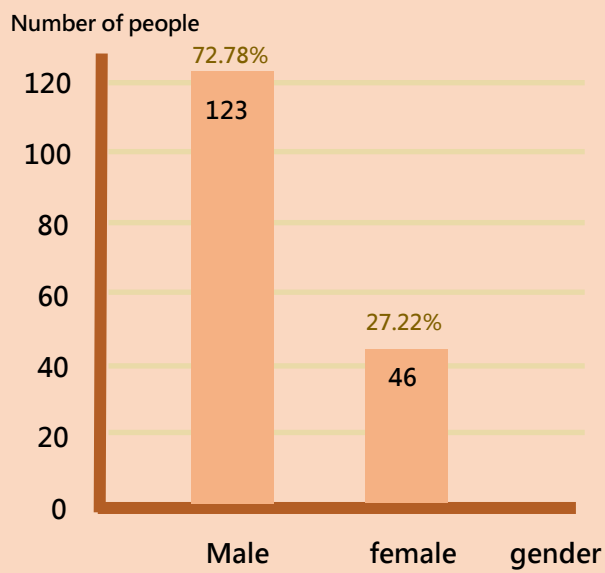
year		2019	2020	2021
number of workers	Manager	8	8	8
	General staff	207	157	161
	total	215	165	169
Average age (years)		48.09	49.06	49.33

The number and percentage of domestic employees by age in 2021

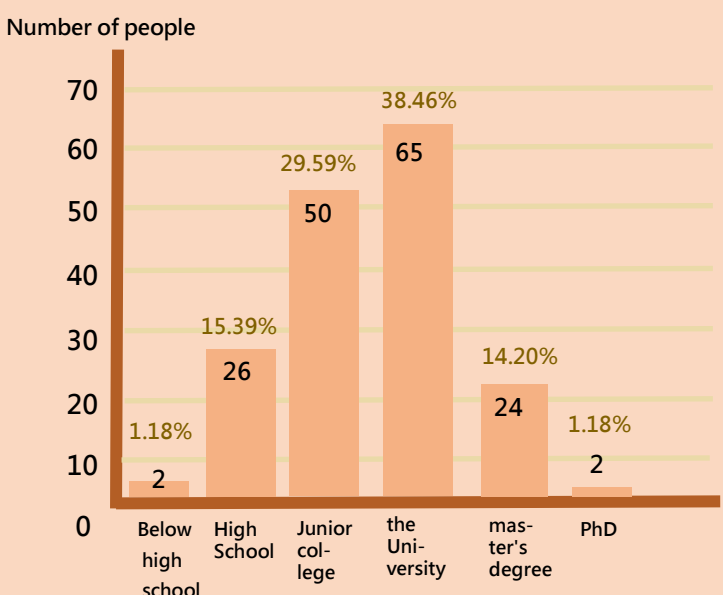


In 2021, the number of our domestic employees will increase by 4 compared to 2020, and the number of employees has not changed significantly.

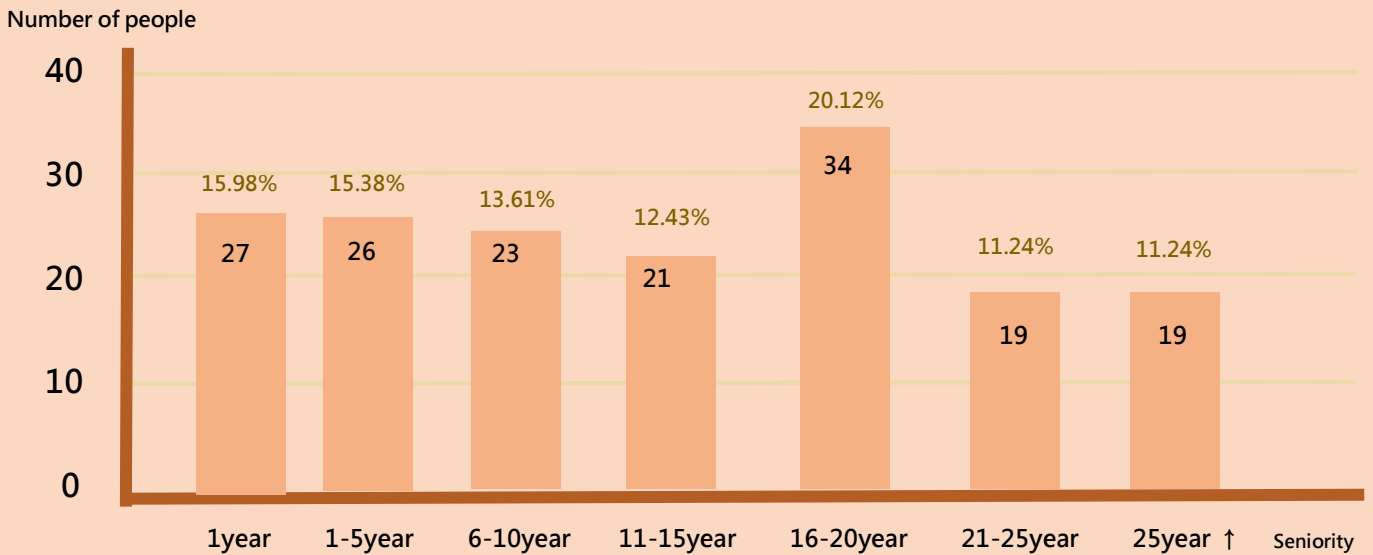
The number and percentage of domestic employees by gender in 2021



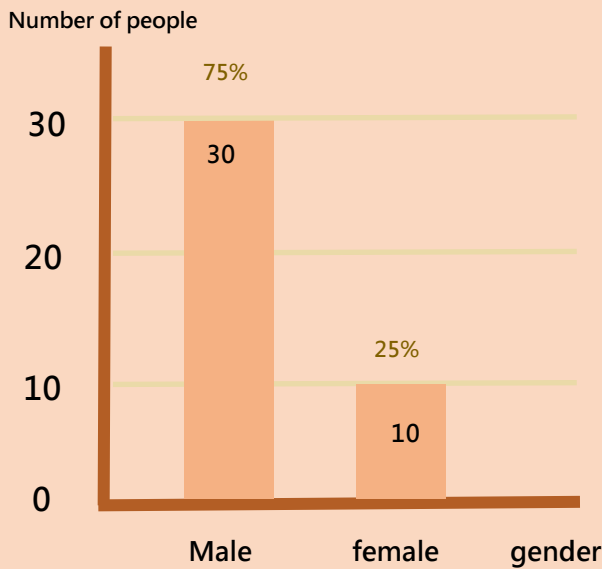
The number and percentage of national employees' academic qualifications in 2021



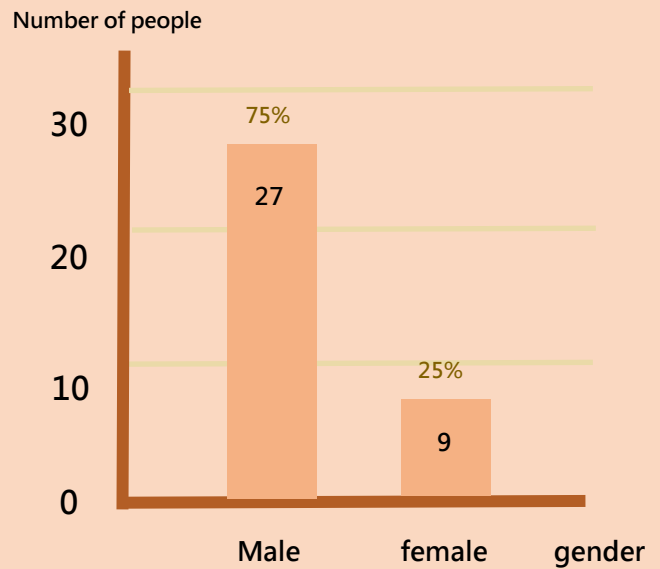
Number and percentage of domestic employees' seniority distribution in 2021



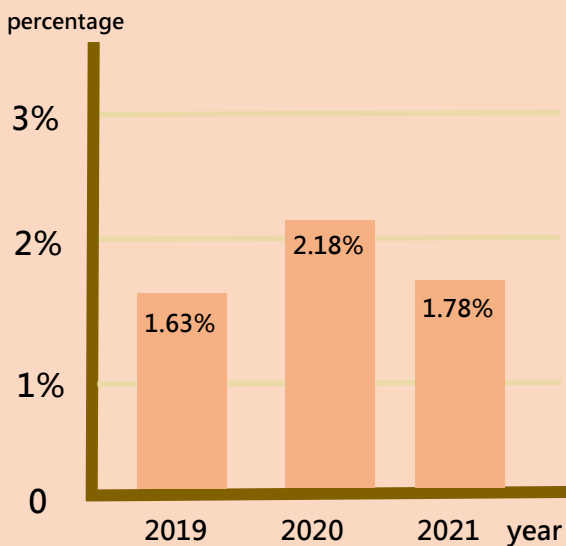
Number of new hires and male-to-male ratio of domestic employees in 2021



The number of domestic employees leaving and the ratio of men to women in 2021



Average turnover rate/turnover rate of domestic employees in the past three years



2018-2020 Parental Leave Application Rate and Reinstatement Rate

	2019-2021 year	male	Female	total
Number of people who can apply for parental leave		3	2	5
Actual number of applicants for parental leave		0	2	2
Estimated number of reinstatements		0	2	2
Actual number of reinstatements		0	2	2
Parental leave application rate		0.00%	100.00%	100.00%
Parental leave reinstatement rate		NA	100.00%	100.00%
Parental leave retention rate		NA	100.00%	100.00%

Talent retention measures: We take strengthening employee benefits and raising wages as the main measures to retain talents.

In 2021, domestic employees will disclose the basic salary and salary ratio of men and women according to their ranks and regions

Basic salary

Occupational rank	Male	Female	Compared with the local minimum salary	
			Male	Female
12	1	NA	5.88	NA
11	1	NA	3.48	NA
10	1	NA	4.10	NA
9	1	NA	3.13	NA
8	1	NA	2.93	NA
7	1	0.93	2.34	2.19
6	1	1.01	1.92	1.88
5	1	1.02	1.54	1.56
4	1	0.98	1.18	1.16
3	1	0.99	1.10	1.07
2	NA	NA	NA	NA
1	1	NA	1.12	NA

Salary

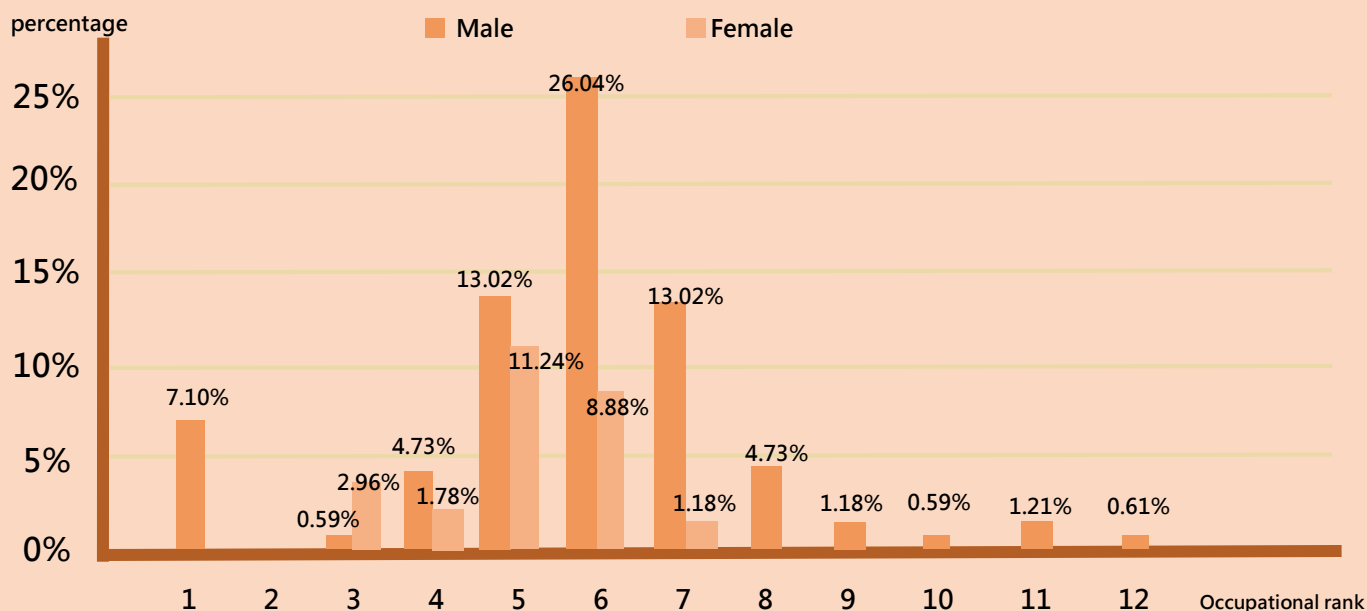
Occupational rank	Male	Female
12	1	NA
11	1	NA
10	1	NA
9	1	NA
8	1	NA
7	1	0.81
6	1	0.93
5	1	0.92
4	1	0.86
3	1	0.89
2	NA	NA
1	1	NA

*In the construction industry, due to the same job title, there are different job bonuses. Male employees are mostly on-site engineers, and the license and job bonuses are more. Therefore, the overall salary is slightly higher than that of female employees.

Note: The ratio is shown based on the base salary of males 1, and NA means that there are no employees at this level. In addition, the local minimum salary in 2021 is the basic salary in Taiwan, with 24,000 yuan per month as the calculation standard. The basic salary of full-time employees in the country is higher than the local minimum salary.

The monthly salary in 2021 (excluding overtime pay) is NT\$9,634,900, an increase of NT\$449,500 compared with NT\$9,185,400 in 2020, and the average salary has risen.

Percentage by grade and gender in 2021 (seventh grade and above belong to the management level, all of them are nationals)



Occupational health and safety major concerns :

1 Corresponding SDGs:     

Our five business philosophy "safety, quality, progress, environmental protection, cost", safety and quality, in the practice of corporate social responsibility policies, is to achieve zero accidents in engineering construction, and ensure the safety of all employees; improve quality management and increase customers Satisfaction.

In order to implement safety and health management and based on the recognition of "life cannot be repeated, safety cannot be discounted", and uphold the promise of "prevention of injury and disease, continuous improvement and compliance with laws and regulations", we are committed to the establishment of a safety and health management system (establishment Safety and Health Committee, worker representative: Jiang Songhui), implementation and maintenance. To this end, we promise to:

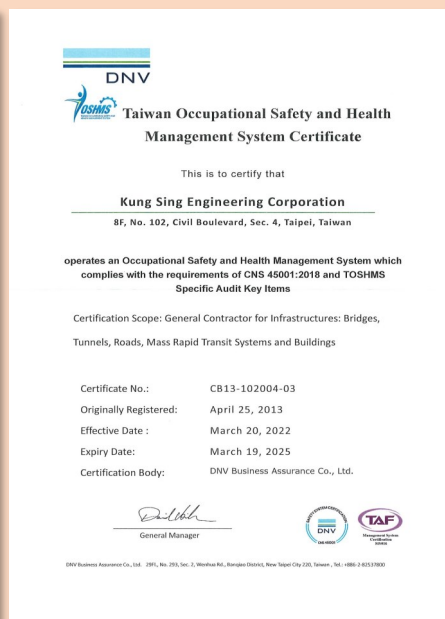
1. Respect life, recognize the value of life, and give priority to safety.
2. The support and commitment of management and the provision of appropriate resources.
3. The safety and health work is continuously improved to achieve achievements that are superior to laws and regulations.
4. Comprehensive safety and health prevention strategies.
5. Implement full participation and achieve the goal of "Everyone is safe and healthy".

Occupational Safety and Health System

We passed the "ISO 14001" international environmental management system certification in 1999, CNS 15506 and OHSAS 18001 certificates in 2013, and ISO45001 and CNS45001 occupational safety and health management systems in 2019. Take further steps in the management of environmental protection and occupational safety and health. In addition to complying with the owner' s environmental, safety and health specifications, the team members conduct toolbox meetings, fill in construction logs, independent checklists every morning, and hold regular review meetings. The review items include work progress, difficulties encountered, and lack of quality. , Security and health deficiency, work distribution, cross-border coordination, cooperation of various manufacturers, and improvement plans, etc., to ensure that problems can be found and dealt with immediately, so as to avoid delays in work progress.



ISO 45001



CNS 45001



ISO 14001

Our Occupational Safety and Health Act in 2021-Safety

Safety and health agreement organization meeting, toolbox meeting (hazard notification)



We prevent and mitigate related occupational safety and health impacts through various types of conferences and educational training.

Work safety education and training for all work items



Maritime education and training



Aerial work education and training



Thermal hazard education and training



Lookout Education and Training

Safety protection measures



How to wear personal protective equipment correctly



Work area safety warning signs posted



The upper and lower equipment completes the chain buckle and warning safety device

Our Occupational Safety and Health Actions in 2020-Hygiene

Operating Sustainable

Corporate Governance

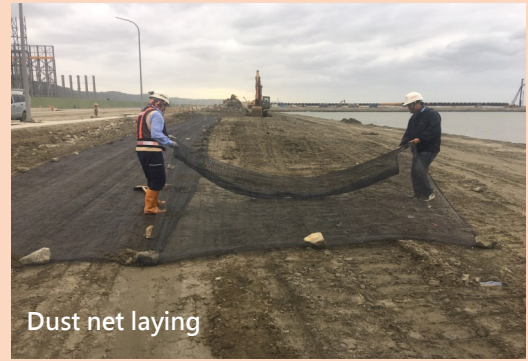
Environmental protection

Happy workplace and social integration

Pollution prevention



Sprinkle water to clean the road surface outside even.



Dust net laying



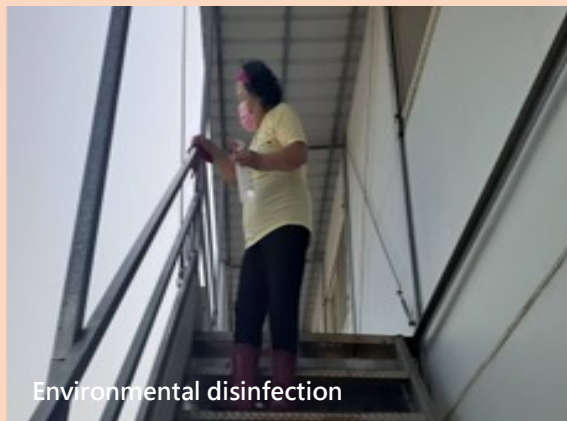
Weed removal



Dengue Fever Control

2020/06/17

Work area environment and sanitation management



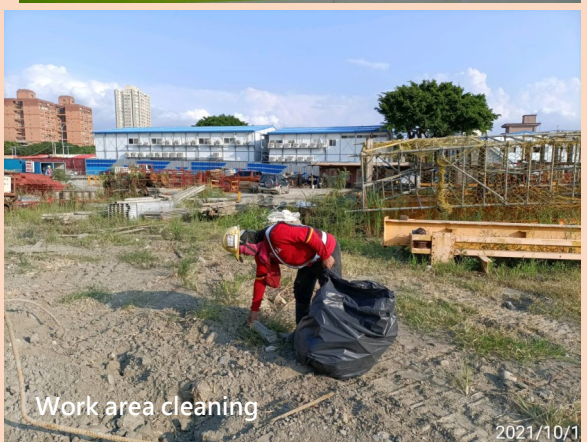
Environmental disinfection



Health Education Bulletin



Gutter Cleaning



Work area cleaning

2021/10/1



Smoking area setting



Car wash station settings



Education Training

Our Occupational Safety and Health Actions in 2020-Health Inspection and Epidemic Prevention

We care and attach great importance to the health of our employees. We conduct regular employee health checks every year, and provide 1,500~12,000 yuan per person per year (depending on rank) for health check-up fees. We will find health check-up medical institutions near the head office and various construction sites to cooperate, such as For construction sites with relatively inconvenient transportation, we will coordinate with the cooperating health examination institutes to go directly to the construction site to help employees carry out health examinations, continuously monitor the health of employees, and conduct health-related lectures.

health examination



In 2021, due to the impact of the new crown epidemic, the staff health examination will be suspended, but the health education lecture on health promotion will be held on December 28, 2021, and employees are invited to participate by themselves.

Anti-epidemic propaganda and actual actions

The new type of coronavirus disease (COVID-19) is raging around the world. Although the extent of my country's domestic impact in 2020 is relatively milder than that of foreign countries, it all depends on the achievements of the National People's Community in the difficult times and the national epidemic prevention.

We also initiated epidemic prevention measures at the beginning of 2020 and established an "office contingency plan". Based on the five principles of setting up a contingency team, replacing supporting manpower, replacing office space, data backup, and working from home, we plan for group offices and backup offices, etc. Contingency measures to cope with the spread of the epidemic, all units can continue to operate.

工地防疫措施

- 進入工地實名制登記
- 進入工地人員量測體溫
- 額溫超過37度禁止進入工地
- 進入工地需噴酒精確實消毒
- 在室內空間需全程配戴口罩
- 落實勤洗手
- 用餐採梅花座
- 會議改採視訊方式進行
- 人與人間保持安全距離
- 工地定期消毒

Anti-epidemic material settings

人員進入辦公室
請量測體溫並紀錄

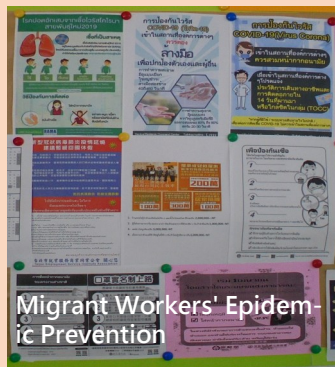
步驟如下：
1. 手部清潔
2. 酒精消毒耳溫槍
3. 耳(額)溫槍量測體溫
4. 測得溫度填於表格表中

酒精的正確使用法



In May 2021, the domestic epidemic heats up and enters a three-level alert stage. We have raised the alert level in response to the Central Epidemic Command Center and followed the "Guidelines for Continuous Operation of Enterprises in Response to Severe and Special Infectious Pneumonia (COVID-19) Epidemics". For operational requirements, formulate "Home Office Management Measures" and "Guidelines for Prevention of Migrant Workers in Response to Severe and Special Infectious Pneumonia."

Strengthen epidemic prevention measures

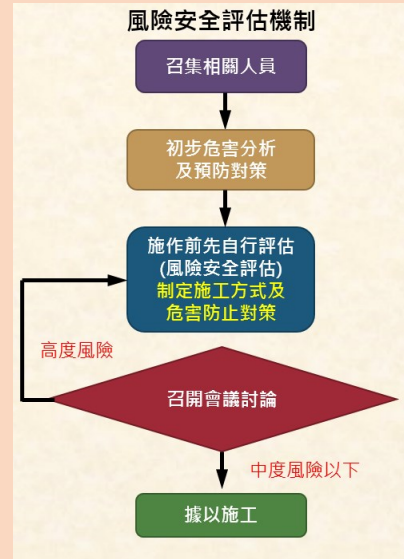
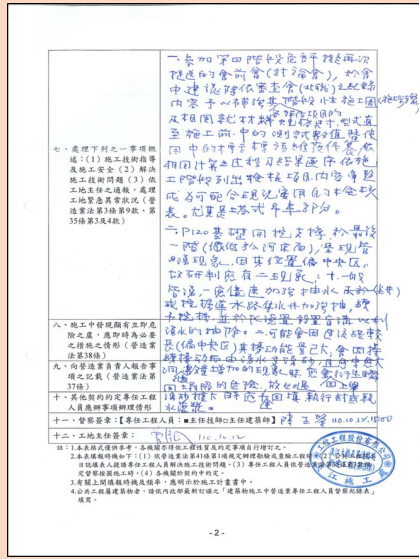


Hazard identification, risk assessment and accident investigation

GRI 403-2

We conduct hazard identification and risk assessment through the inspection records of professional engineering personnel. In the event of an accident, the accident occurrence department will conduct an investigation, follow the "Accident Notification and Investigation Management Procedures" operating regulations, and fill in the "Accident Notification, Investigation and Analysis Report". Send it to the security room.

一、工程名稱	淡江大橋及其連絡道路5K+000-7K+035新建工程		
二、工程主辦機關	交通部公路局內政部海峽交流道區區段工程處		
三、承攬廠商	工信工程股份有限公司		
四、填表日期	110年10月31日 上午 15時 00分		
1. 八里區115區段工程區段(100-101)區段工程 2. 八里區115區段工程區段(100-102)區段工程 3. 八里區115區段工程區段(100-103)區段工程 4. 八里區115區段工程區段(100-104)區段工程 5. 八里區115區段工程區段(100-105)區段工程 6. 八里區115區段工程區段(100-106)區段工程 7. 八里區115區段工程區段(100-107)區段工程 8. 八里區115區段工程區段(100-108)區段工程 9. 八里區115區段工程區段(100-109)區段工程 10. 八里區115區段工程區段(100-110)區段工程 11. 八里區115區段工程區段(100-111)區段工程 12. 八里區115區段工程區段(100-112)區段工程 13. 八里區115區段工程區段(100-113)區段工程 14. 八里區115區段工程區段(100-114)區段工程 15. 八里區115區段工程區段(100-115)區段工程 16. 八里區115區段工程區段(100-116)區段工程 17. 八里區115區段工程區段(100-117)區段工程 18. 八里區115區段工程區段(100-118)區段工程 19. 八里區115區段工程區段(100-119)區段工程 20. 八里區115區段工程區段(100-120)區段工程	預定進度 (%)	22.16	
1. 八里區115區段工程區段(100-121)區段工程 2. 八里區115區段工程區段(100-122)區段工程 3. 八里區115區段工程區段(100-123)區段工程 4. 八里區115區段工程區段(100-124)區段工程 5. 八里區115區段工程區段(100-125)區段工程 6. 八里區115區段工程區段(100-126)區段工程 7. 八里區115區段工程區段(100-127)區段工程 8. 八里區115區段工程區段(100-128)區段工程 9. 八里區115區段工程區段(100-129)區段工程 10. 八里區115區段工程區段(100-130)區段工程 11. 八里區115區段工程區段(100-131)區段工程 12. 八里區115區段工程區段(100-132)區段工程 13. 八里區115區段工程區段(100-133)區段工程 14. 八里區115區段工程區段(100-134)區段工程 15. 八里區115區段工程區段(100-135)區段工程 16. 八里區115區段工程區段(100-136)區段工程 17. 八里區115區段工程區段(100-137)區段工程 18. 八里區115區段工程區段(100-138)區段工程 19. 八里區115區段工程區段(100-139)區段工程 20. 八里區115區段工程區段(100-140)區段工程	實際進度 (%)	22.18	
督察項目	督察結果	辦理情形	備註
(一) 履歷工程	合格	○	
(二) 地質調查工程	合格	○	
(三) 地質調查(實施紀錄)	合格	○	
(四) 基礎工程	合格	○	
(五) 橋樑工程	合格	○	
(六) 疏濬工程	合格	○	
(七) 鋼筋(鋼工)	合格	○	
(八) 基礎結構工程	合格	○	
(九) 專業工程	合格	○	
(十) 其他	合格	○	



Occupational injury (Taiwan) number, type of injury and work injury rate:

GRI 403--9、403-10

We did not have any occupational injuries in 2021.

All construction sites (seven construction sites in Nanzhou, Taipei Port, Fenglin, Ji'an, Taichung Port, Tamjiang Bridge and Taitan) and the head office	Occupational injuries	damage type	Injury rate (%)	Absence rate (%)
2021 year	0	0	0	0
2020 year	0	0	0	0
2019 year	3	death (1 person)	0.187	1.455
		Temporarily disabled (2 people)	5.6	0.46

In 2020, we have strengthened the management of occupational safety and health and the safety and health education and training of personnel. Before going to work every day, we will conduct toolbox meetings and pre-service education, and regularly conduct education and training on various on-site operations, such as: working at heights, working at sea, Emergency response and typhoon and flood control drills, thermal hazard education and training, and various types of operation supervisor education and training (formwork support, soil retaining support, open-air excavation, etc.) Safety knowledge, no occupational accident for 2 consecutive years.

Our workers with high incidence and high risk of occupational-related diseases, such as welding workers, may suffer from pneumoconiosis, manganese poisoning and eye diseases caused by arc light.

The company lists health and safety related issues as:

1. Occupational Safety and Health Committee.
2. Organizational meetings of occupational safety and health agreements.



Social participation and charity feedback

The construction industry itself is a highly socially involved business. We mainly undertake public projects. The completion of a public project, especially transportation construction, can not only balance regional development, activate the economy of remote areas, but also channel and avoid population. Excessive concentration, unbalanced industrial and economic development. In addition, the construction industry can also promote the development of related industries, because the supply chain has a great correlation effect, as we mentioned earlier in the chapter on corporate governance-supply chain management (P45), which belong to the basic engineering, structural engineering, and structural engineering of the construction industry. Decoration engineering, electrical and mechanical engineering, and engineering design are respectively associated with the steel industry, steel bar industry, cement industry, steel bar industry, cement industry, electrical and mechanical industry, engineering consultants, and architects. The vigorous promotion of public works can help them. The development of upstream and downstream industries stimulated the economy and promoted the recovery of all industries.

Professional participation in public construction

category	project name	Contribution to the public
Civil Engineering	Taichung Power Plant's new gas-fired unit plans to recycle water pumping machine room and underdrain construction	<p>Key points of this project: Soil and water conservation works, connecting bridge around the port, pumping machine room (mainly divided into upper and lower structures), cooling circulating water underdrain engineering (including water inlet underdrain, leveling tower, staggered section and outlet underdrain), cable culvert Engineering, cleaning and restoration work, supply and installation of hydraulic machinery and equipment, supply and installation of overhead crane equipment for pumping machine rooms, agency fees for fire-fighting equipment and technician visas, seabed dredging, etc.</p> <p>Contribution after completion:</p> <ol style="list-style-type: none"> 1. Replace coal-fired power generation and reduce air pollution. 2. Energy saving and carbon reduction.
Railway engineering	Taitung Chaozhou Section of the Taiwan Railway Nanhui Railway Electrification Engineering Construction Design Drawing, C811Z Chaozhou Fangliao Section Civil Engineering and General Electrical and Mechanical Engineering	<ol style="list-style-type: none"> 1. Faster railways: Increase the speed of trains, with the vision of 90 minutes from Kaohsiung to Taitung, and alleviate the problem of insufficient highway capacity. 2. Unification of power: achieve the goal of simplification of vehicle types and increase the flexibility of train scheduling. 3. Energy saving and carbon reduction: reduce exhaust gas emissions, improve the air quality in tunnels, stations and cars, in line with sustainable green public transportation. 4. Promoting Eastern Tourism: Improve the service efficiency of stations, coordinate with the distribution of recreational bases and the integration of transportation equipment, and establish a recreational system connecting public transportation and the two railways.
Harbor Engineering	Emergency dredging works for existing inlet bays of Tai Tam Power Plant	<p>Engineering Content:</p> <p>Cooperate with engineering, water dredging and remote transportation and other construction cooperation matters.</p> <p>contribute:</p>
	Continuous dredging project of existing inlet bay of Tai Tan Power Plant	<p>Datan Power Plant currently has 6 gas recirculation generator sets. In order to meet the long-term power demand in the northern region, it is planned to build 3 more gas recirculation generator sets. The main purpose of this project is to maintain the water intake operation of Datan Power Plant and to cooperate with the #8 on-line operator. The emergency dredging and dredging works of the existing inlet bay will be transferred to the schedule.</p>

category	project name	Contribution to the public
Bridge engineering	New construction of Tamkang Bridge and its connecting roads 5K+000~7K+035	<p>1. The main span of the Tamkang Bridge is 450 meters. It is currently the largest single-tower asymmetric cable-stayed bridge in the world. It can reflect the vastness of the Tamsui Estuary and the magnificence of natural scenery and provide it to the "Danhai" under construction. Used by the "Jinggui" Bali extension line.</p> <p>2. A bicycle lane is set on the bridge and connected in series with the Wuzaiwei bicycle lane, allowing cyclists and pedestrians to go on the bridge, becoming the first bridge in Taiwan with light rail, road, and bicycle lanes.</p> <p>3. After the completion of the Tamkang Bridge, Bali and Tamsui drive can save nearly half an hour, increase traffic convenience and reduce traffic jams.</p> <p>4. Provide the public with a brand-new viewing terrace.</p>
Railway engineering	C031 Agency for Taiwan Railway Nanping to Wanrong dual-track civil engineering and tram line project	Complete the electrification and dual-track of Taitung, Hualien, increase the passenger load factor, reduce air pollution, and promote the development of local tourism.
Harbor Engineering	Taipei Gangnan Wharf S07, S08 Bank Revetment and Back Line Embankment Reconstruction Project	In line with the national policy task of developing offshore wind power, green energy has a relatively low impact on the environment and is of great help to environmental protection.

Professional participation in societies, associations, and associations

With a background in engineering, we have been actively participating in professional academic association organizations. In 2021, we will participate in a total of 21 student associations. To help the associations run smoothly, we have invested a total of 364,120 yuan in advertising fees, membership fees and sponsorship fees.

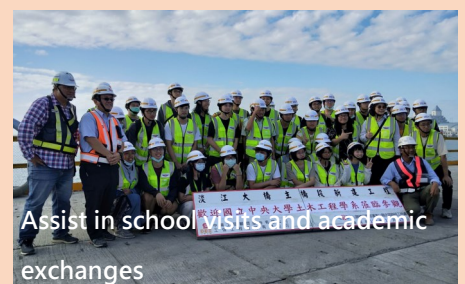
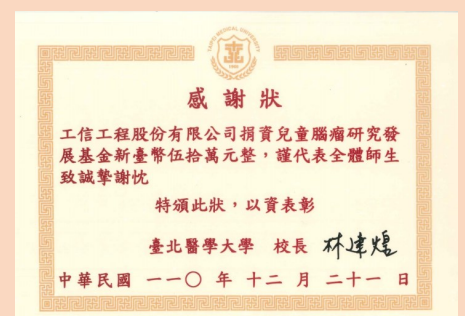
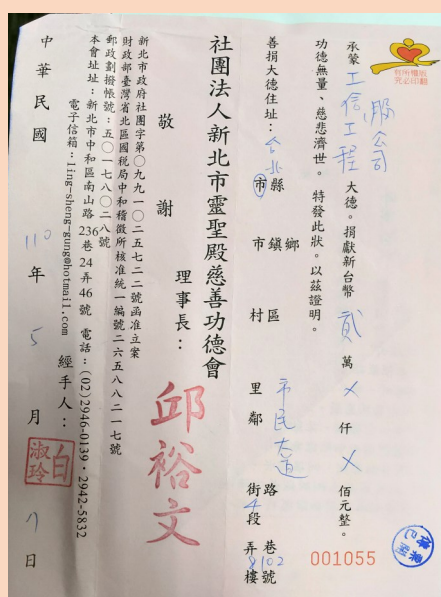
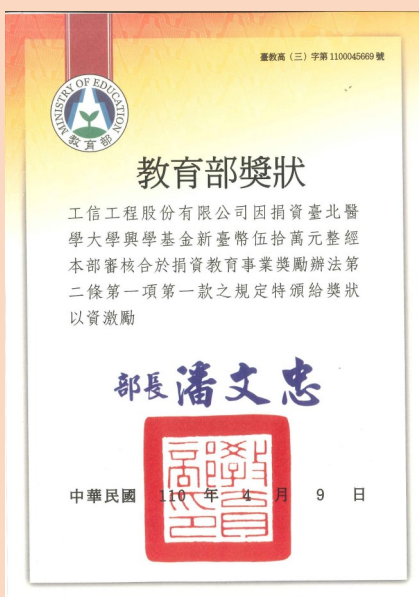
Society name	Director
Taiwan Comprehensive Construction Industry Association	Chen ,huang-ming (Honorary Chairman),
National Federation of Construction Engineering Industry	Chiang,chi-ching (Executive Director)
China Civil and Hydraulic Engineering Society	
Taiwan Institute of Concrete	Chiang,chi-ching (Director)
Taipei City builds a surplus earth and stone resource dis-	
The Republic of China Construction Management Associa-	
Taiwan Electrical Engineering Industry Association	
Taiwan Refrigeration and Air-Conditioning Engineering	
Taiwan Water Pipe Engineering Industry Association	

Society name	Director
Marine and Underwater Technology Association of the Re-	
Chinese Value Management Society	
New Taipei City Civil Engineers Association	
Chinese Paving Engineering Society	
Chinese Society of Engineers	
The Geotechnical Society of the Republic of China	
Taiwan Civil Engineers Association	
Taipei Civil Engineers Association	
Taiwan Rail Engineering Society	
Republic of China Tunnel Association	
Republic of China Road Association	
Republic of China Arbitration Association	Chen ,huang-ming (Director)
Employment Service Professionals Association of the Re-	Chu wei kuo (Chairman)
Taiwan Engineering Law Society	Li kwei chung (Director)

Educational contribution

With the engineering major, we assist colleges and universities to conduct engineering field visits and academic exchange activities. For industry-university cooperation or providing internship places for students, we will also provide opportunities according to the actual needs of the construction site.

In addition to the above actions, we also conduct educational donation actions, hoping to contribute to the development of academic research.



Social Assistance



We promote the program to help disadvantaged groups every year. In 2021, we will participate in the "Send Love to Africa - Collection of Used Clothes, School Bags and Used Shoes". Since 2014, our company has participated in this activity and has given away more than 600 pairs of shoes, except for used shoes. In addition, in recent years, it has also increased the collection of used school bags and old clothes, hoping to spread love and send love to Africa.

2021 如果用舊書包、舊鞋、舊衣，能夠拯救或改變別人的命運。你願意嗎？

2021 工信工程幫助弱勢族群計畫-送愛到非洲，書包、舊鞋和舊衣募集計畫

支持舊鞋、救命！我們希望能讓孩子们的臉上再次綻放笑容

在東非，超過百萬人居住在深受「沙蚤」威脅的區域。沙蚤寄生於人，導致皮膚紅腫潰爛，嚴重時甚至影響性命。當人們無鞋可穿，問題便更顯嚴重。沙蚤並非無藥可醫，但只要人的雙腳與土地直接接觸，就容易反覆遭受感染。只要一雙合腳的鞋子，便能遠離沙蚤危害，請幫助他們，讓他們的生活變美好！

舊鞋 救命 夏季 募集

請欲捐贈者將下列物資交給各工地行政，工地並於 8/12(四)下班前送至總公司給行政部彙整，逾時不收，敬請大家多多響應與配合！

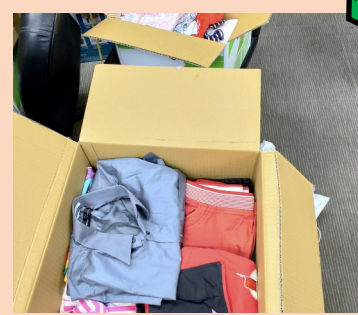
【注意事項】

- 【童鞋】：十二歲以下童鞋最迫切需要。
- 【舊鞋】：商品質學用之男鞋、女鞋(平底包鞋為主)，無破洞、磨損、裂痕、脫皮、氧化等狀況。
- 【舊衣】：以夏季衣物為主(衣服褲子大人小孩皆可)內衣褲、襪子不收)
- 【書包】：畢業書包，以及其他可放入 A4 尺寸之各式包(環保袋、不織布、硬殼包、拉桿包不收)。

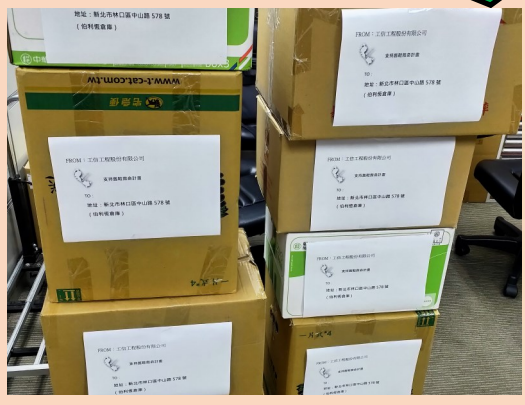
Propaganda production



Recruiting used shoes, clothes, and school bags



Organize and pack



Packing and sealing



In 2021, we will jointly raise funds with the Taipei Office of the Taiwan Comprehensive Construction Industry Association (hereinafter referred to as the Taipei Office of the Construction Association), and send the raised materials from the Taipei Office of the Construction Association to the Bethlehem warehouse.

"Send Love to Africa, Old Shoes and Old Fate Project" campaign website:
<http://www.step30.org/>



Our 2021 program to help the disadvantaged groups, please scan the QR Code

Supporting local agricultural development and caring for small farmers

GRI 203-1

The "Golden Diamond Pineapple Export" event in April 2021 had a huge impact on Taiwanese fruit farmers. We cooperated with Faming International, a social enterprise founded by Kaohsiung National Sun Yat-Sen University, and launched an action to support small farmers within the company to subscribe for Golden Diamond pineapples and related agricultural products. .



讚讚 2021
有機水果好健康！
支持台灣農業發展
邀請大家一起支持小農

工信工程幫助弱勢族群計畫 -
支持本土農業發展、關懷小農計畫
工信工程戮力於台灣基礎建設，也支持並關懷在地弱勢群體

春發鳳梨的故事
 有機鳳梨收穫的過程相當不容易，從種植到採收的任何過程都不能使用化學農藥與除草劑。
 但是阿發堅持有機種植，友誼大地的理念，已經來到第11年！一切的努力，堅持和用心，只為了讓妳吃的每一口更安心。

挺好的安心鳳梨
 一種善友與弱勢小農的緣山

有關注新聞的大家應該都知道台灣「金鑽鳳梨出口」事件，影響台灣果農甚鉅，剛好這時候有機會接到高雄國立中山大學創立的社會企業-發名國際的發起，邀請大家一起支持小農，本公司響應支持。

有意願購買的同仁，請向各工地行政人員先行登記繳費，再統一送交總公司一併訂購。

產品有6種，請參閱附件。有意支持並幫助小農者，請於4月15日前向各工地行政人員登記繳費，4/20日前送回總公司給彥萍。

支持台灣小農，送出愛心與關懷



Charity feedback

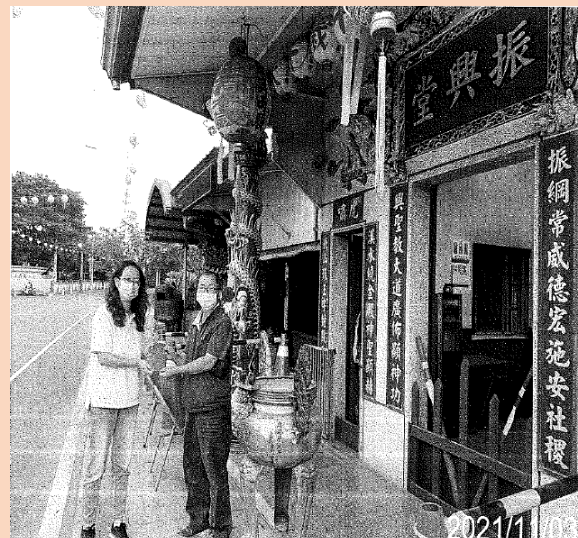
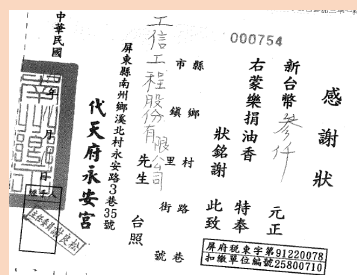
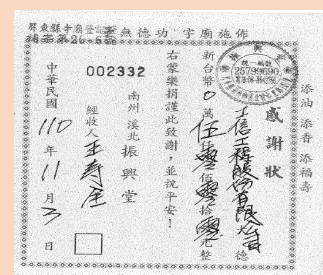
GRI 203-1

As always, in 2021, the industry and information project will adhere to the spirit of "take from the society and use it for the society", give back to the neighbors and the society, and maintain a good relationship with the neighbors.

Friendship and Neighborhood - Giving Back to the Village (1)

In 2021, we will participate in and support the following activities:

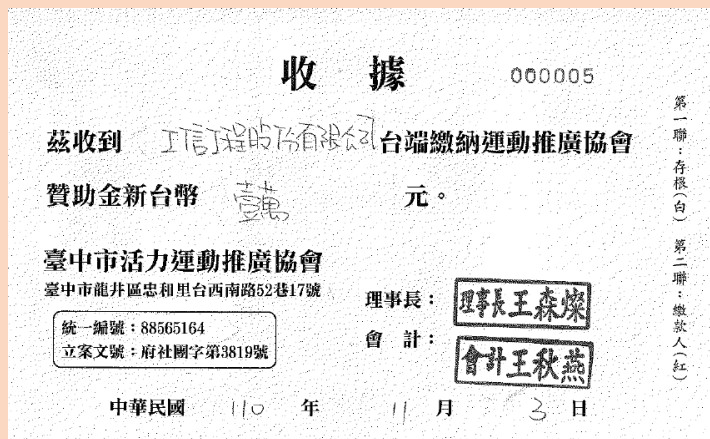
1. Sponsor Nanzhou Zhenxingtang to participate in the three-year one-keeling ceremony.
2. Sponsor the Yongan Palace in Nanzhou to participate in the three-year one-keep ceremony.



Friendship and Neighborhood - Giving Back to the Village (2)

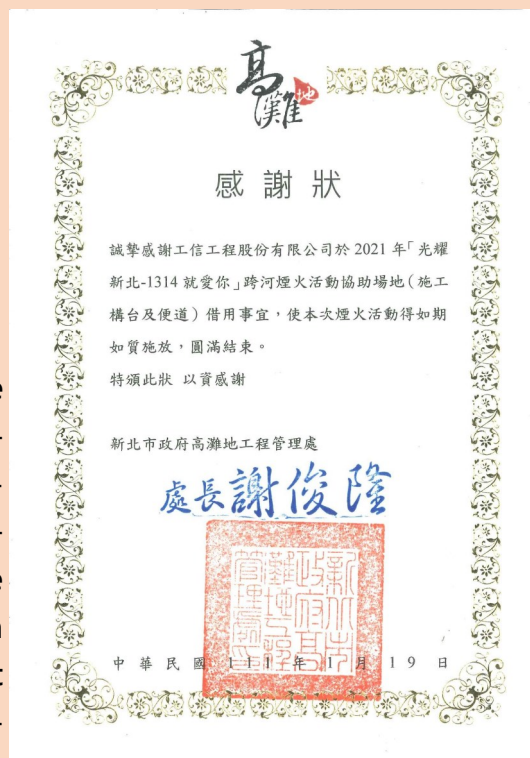
In 2021, the public welfare activities we participate in and support are as follows:

Sponsored the Taichung City Active Sports Promotion Association to hold the "Vital Sports



Friendship and Neighborhood - Giving Back to the Village (3) - Venue and Resource Assistance

In 2021, the New Taipei City Government will handle the "Brilliant New Taipei - 1314 Love You" cross-river fireworks event. This event will be held in Tam-sui. Our company assists in lending the site - construction scaffolding and access roads, so that the fireworks can be released on schedule and in high quality, and won the New Taipei City Government High Beach Land The Engineering Management Office issued a certificate of appreciation.





Volunteer Leave Settings

We have planned the setting of "Volunteer Leave", revised the company's "Work Rules" to provide leave provisions, and added "Volunteer Leave" to meet actual needs.

For participating in public welfare activities organized by social service, public welfare and charitable groups registered by the government, the service target must be public welfare-oriented, and the service hours can be accumulated according to the service certificate issued by the public welfare organization, and every eight hours can be exchanged for one day" Volunteer leave" , each person is limited to 16 hours per year, and the leave should be completed before the end of each year. Although no employees took volunteer leave in 2021, we actively encourage employees to participate in social services and charitable activities.

Honored in 2021

project	Awards	Certificate or Medal
<p>(E) environmental protection</p>	<p>In conjunction with the prohibition of the use of disposable and melamine tableware</p>	
<p>(S) society</p>	<ol style="list-style-type: none"> 1. Certificate of Appreciation from the High Beach Project Management Office of the North City Government 2. Ministry of Education Award 3. Certificate of Appreciation from Taichung City Vitality Sports Promotion Association 4. Indigenous Peoples Council Certificate of Merit 5. Certificate of Appreciation from Taipei Medical University 	    
<p>(G) Governance</p>	<ol style="list-style-type: none"> 1. The third place in the 22nd Golden Road Awards Outstanding Engineering Award of the Ministry of Communications 2. 2021 TCSA Taiwan Corporate Sustainability Report Award - Bronze Award 3. Excellent Tunnel Engineering Award of the Tunnel Association of the Republic of China (Gufeng Tunnel) 4. The 21st Public Works Gold Award for Tracks 5. Ministry of Communications Excellent Engineering Award - Excellent (C811Z standard) 	    

Appendix GRI Standards Index Item Comparison Table

Corporate sustainability report compares GRI's disclosure status

Disclosure status: V Full disclosure, O Partial disclosure, △ Not applicable, X Not disclosed

Index number	Narrate	Reveal the situation	Corresponding chapter	page number	Note
1 · GRI 100 General disclosure					
GRI 102 : General disclosure					
1. Organization Overview					
102-1	Name of the organization	V	Company Profile	P9	
102-2	Activities, brands, products, and services	V	Company Profile	P9	
102-3	Location of headquarters	V	Company Profile	P10	
102-4	Location of operations	V	Company Profile	P9-10	
102-5	Ownership and legal form	V	Company Profile	P9	
102-6	Markets served	V	Company Profile	P9	
102-7	Scale of the organization	V	Company Profile	P9	
102-8	Information on employees and other workers	V	Employee care and benefits	P83-85	
102-9	Supply chain	V	Supply chain management	P45	
102-10	Significant change to the organization and supply chain	V	Supply chain management	P45	None
102-11	Precautionary principle approach	V	Risk management	P49-51	
102-12	External initiatives	V	Labor rights and human rights	P77	
102-13	Memberships of associations	V	Social Participation and Public Welfare Feedback	P91-92	
2. Strategy					
102-14	Statement from senior decision-maker	V	Message from the chairman	P7-8	
102-15	Key impacts, risks, and opportunities	V	Risks and Opportunities	P18	
3. Ethics and integrity					
102-16	Values, principles, standards and norms of behavior	V	Integrity, transparency and legal compliance	P55	
102-17	Mechanisms for advice and concerns about ethics	V	Integrity, transparency and legal compliance	P54	
4. Governance					
102-18	Governance structure	V	About Kung Sing Engineering	P10	
102-19	Delegating authority	V	About Kung Sing Engineering	P10	
102-20	Executive-level responsibility for economic, environmental, and social topics	V	Sustainability Strategy and Performance, Risks and Opportunities	P13 · 18-19	

Disclosure status: V Full disclosure, O Partial disclosure, Δ Not applicable, X Not disclosed

Index number	Narrate	Reveal the situation	Corresponding chapter	page number	Note
102-21	Consulting stakeholders on economic, environmental and social topics	V	Stakeholder negotiation	P19-25	
102-22	Composition of the highest governance body and its committees.	V	Board of Directors Operation and Operation Status	P30	
102-23	Chair of the highest governance body	V	Sustainability Strategy and Performance	P13	
102-24	Nominating and selecting the highest governance body	V	Board of Directors Operation and Operation Status	P30	
102-25	Conflicts of interest	V	Board of Directors Operation and Operation Status	P35	
102-26	Roles of highest governance body in setting purpose values, and strategy	V	Board of Directors Operation and Operation Status	P30	
102-27	Collective knowledge of highest governance body	V	Board of Directors Operation and Operation Status	P34	
102-28	Evaluating the highest governance body's performance	V	Board of Directors Operation and Operation Status	P33	
102-29	Identifying and managing of economic, environmental and social impacts	V	Risks and Opportunities	P18-19	
102-30	Effectiveness of risk management processes	V	Risks and Opportunities	P18-19	
102-31	Review of economic, environmental and social Topics	V	Risks and Opportunities	P18-19	
102-32	Highest governance body's role in sustainability reporting	V	Risks and Opportunities	P18-19	
102-33	Communicating critical concerns	V	Board of Directors Operation and Operation Status	P31	
102-34	Nature and total number of critical concerns	V	Board of Directors Operation and Operation Status	P31	
102-35	Remuneration policies	V	Board of Directors Operation and Operation Status	P35	
102-36	Process for determining remuneration	V	Board of Directors Operation and Operation Status	P35	
102-37	Stakeholders involvement in remuneration	V	Stakeholder negotiation	P19-25	
102-38	Annual total compensation ratio	V	Employee care and benefits	P85	
102-39	Percentage increase in annual total compensation	V	Happy workplace and social integration	P75	
5. Stakeholder Engagement					
102-40	A list of stakeholder groups	V	Stakeholder negotiation	P19-25	
102-41	Collective bargaining agreements	V	Labor rights and human rights	P76	No group agreement yet
102-42	Identifying and selecting stakeholders	V	Stakeholder negotiation	P19-25	
102-43	Approach to stakeholder engagement	V	Stakeholder negotiation	P19-25	
102-44	Key topics and concerns raised	V	Stakeholder negotiation	P19-25	
6. Reporting Practice					
102-45	Entities included in the consolidated financial statements	V	Board of Directors Operation and Operation Status	P43	
102-46	Defining report content and topic Boundaries	V	Stakeholder negotiation	P19-27	

Disclosure status: V Full disclosure, O Partial disclosure, Δ Not applicable, X Not disclosed

Index number	Narrate	Reveal the situation	Corresponding chapter	page number	Note
102-47	List all material topics	V	Stakeholder negotiation	P20-21	
102-48	Restatement of information	V	About this report	P5-6	None
102-49	Changes in reporting	V	About this report	P5-6	
102-50	Reporting period	V	About this report	P5-6	
102-51	Date of most recent report	V	About this report	P5-6	
102-52	Reporting cycle	V	About this report	P5-6	
102-53	Contact point for questions regarding the report	V	About this report	P5-6	
102-54	Claims of reporting in accordance with the GRI Standards	V	About this report	P5-6	
102-55	GRI content index	V	Appendix	P98	
102-56	External assurance	V	About this report	P5-6	
GRI 103 : Management					
103-1	Explanation of the material topic and its Boundary	V	Stakeholder negotiation	P19-27	
2、GRI 200 Specific standard disclosure					
GRI 201 : Economic Performance					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Corporate Governance - Management Policy	P29	
201-1	Direct economic value generated and distributed.	V	Board of Directors Operation and Operation Status	P41-44	
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	V	Risk Management	P52	
201-3	Defined benefit plan obligations and other retirement plans	V	Employee care and benefits	P78-82	
201-4	Financial assistance received from government.	V	Board of Directors Operation and Operation Status	P42	No financial assistance from the government
GRI 202: Market Presence					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Corporate Governance, Happy Workplace and Social Inclusion - Management Policy	P29、75	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	V	Employee care and benefits	P79	
202-2	Proportion of senior management hired from the local community	V	Employee care and benefits	P79	
GRI 203: Indirect economic shock					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Happy workplace and social integration - management policy	P75	
203-1	Development and impact of infrastructure investment and support services	V	Social Participation and Public Welfare Feedback	P93-96	
203-2	Significant indirect economic shock	V	Social Participation and Public Welfare Feedback	P93-96	
GRI 204 : purchase practice					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Corporate Governance - Management Policy	P29	
204-1	Proportion of spending on local suppliers	V	supply chain management	P46	

Disclosure status: V Full disclosure, O Partial disclosure, Δ Not applicable, X Not disclosed

Index number	Narrate	Reveal the situation	Corresponding chapter	page number	Note
GRI 205 : Anti-Corruption					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Corporate Governance - Management Policy	P29	
205-1	Operations assessed for risks related to corruption	V	Integrity, transparency and legal compliance	P54	
205-2	Communication and training about anti- corruption policies and procedures	V	Integrity, transparency and legal compliance	P54	
205-3	Confirmed incidents of corruption and actions taken	V	Integrity, transparency and legal compliance	P54	
GRI 206 : Anti-Competitive Behavior					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Corporate Governance - Management Policy	P29	
206-1	Legal actions for anti-competitive behavior, anti- trust, and monopoly practices	V	Integrity, transparency and legal compliance	P54	
GRI 207 : Anti-Competitive Behavior					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Corporate Governance - Management Policy	P29	
207-1	Tax method	V	Operation of the Board of Directors and Operational Status	P37	
207-2	Tax governance and control and risk management	V	Operation of the Board of Directors and Operational Status	P37	
207-3	Involvement and management of tax-related stakeholders	V	Operation of the Board of Directors and Operational Status	P37	
207-4	Multi-country report	V	Operation of the Board of Directors and Operational Status	P37	
3 · GRI 300 Specific standard disclosure					
GRI 301 : materials					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Environment friendly - man- agement policy	P57	
301-1	Weight or volume of material used	X			The company's non- manufacturing
301-2	Renewable materials used	X			The company's non- manufacturing
301-3	Recycled products and packaging materials	V	energy management	P61	
GRI 302 : Energy					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Environment friendly - man- agement policy	P57	
302-1	Energy consumption within the organization.	V	energy management	P62	
302-2	Energy consumption outside of the organization.	V	energy management	P62	
302-3	Energy intensity	V	energy management	P62	
302-4	Reduction of energy consumption	V	energy management	P61-62	

Disclosure status: V Full disclosure, O Partial disclosure, Δ Not applicable, X Not disclosed

Index number	Narrate	Reveal the situation	Corresponding chapter	page number	Note
302-5	Reductions in energy requirements of products and services	V	energy management	P61	
GRI 303 : Water					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Environment friendly - management policy	P57	
303-1	Interaction of shared water resources	V	water resource manage- ment	P63	
303-2	Management of Drainage-Related Shocks	V	water resource manage- ment	P63	
303-3	water intake	V	water resource manage- ment	P63	
303-4	Total drainage	V	water resource manage- ment	P63	
303-5	Water Consumption	V	water resource manage- ment	P63	
GRI 304 : Biodiversity					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Environment friendly - management policy	P57	
304-1	Operation bases owned, leased, and managed by the organization or its neighboring areas are located in environmental protection zones or other areas with high biodiversity value	V	pollution control	P67-70	
304-2	Activities, products and services have a significant impact on biodiversity	V	pollution control	P67-70	
304-3	Protected or restored habitat	V	pollution control	P67-70	
304-4	Among the habitats affected by operations, species that have been included in the IUCN Red List and the National Protected List	V	pollution control	P67-70	
GRI 305 : Emissions					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Environment friendly - management policy	P57	
305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	V	energy management	P62	
305-2	Energy indirect (Scope 2) greenhouse gas (GHG) emissions	V	energy management	P62	
305-3	Other indirect (Scope 3) greenhouse gas (GHG) emissions	V	energy management	P62	
305-4	Greenhouse gas (GHG) emissions intensity	V	energy management	P62	
305-5	Reduction of greenhouse gas (GHG) emissions	V	energy management	P62	
305-6	Emissions of ozone-depleting substances (ODS)	V	energy management	P62	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	V	energy management	P62	
GRI 306 : Effluents and Waste					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Environment friendly - management policy	P57	
306-1	Water discharge by quality and destination	V	pollution control	P71-73	

Disclosure status: V Full disclosure, O Partial disclosure, Δ Not applicable, X Not disclosed

Index number	Narrate	Reveal the situation	Corresponding chapter	page number	Note
GRI400 Specific standard disclosure					
306-2	Waste by type and disposal method	V	pollution control	P71-73	
306-3	Significant spills	V	pollution control	P71-73	
306-4	Transport of hazardous waste	V	pollution control	P71-73	
306-5	Water bodies affected by discharge water and/or (surface) runoff	V	pollution control	P71-73	
GRI 307 : Environmental Compliance					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Environment friendly - management policy	P59	
307-1	Non-compliance with environmental law and regulations	V	Regulatory compliance	P59	
GRI 308 : Supplier Environment Assessment					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Corporate Governance - Management Policy	P29 · 46	
308-1	New suppliers that were screened using environmental criteria	V	Supply chain management	P46	
308-2	Negative environmental impacts in the supply chain and actions taken	V	Supply chain management	P46	None
GRI 401 : Employment					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Happy workplace and social integration - management policy	P75	
401-1	New employee hires and employee turnover	V	Employee care and benefits	P84	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	V	Employee care and benefits	P78-82	
401-3	Parental leave	V	Employee care and benefits	P84	
GRI 402 : Labor / Management Relations					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Happy workplace and social integration - management policy	P75	
402-1	Minimum notice periods regarding operational changes	V	Labor rights and human rights	P76	
GRI 403 : Occupational Health and Safety					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Happy workplace and social integration - management policy	P75	
403-1	Occupational Safety and Health Management System	V	Occupational Health and Safety	P86	
403-2	Hazard identification, risk assessment and accident investigation	V	Occupational Health and Safety	P90	
403-3	Occupational Health Services	V	Occupational Health and Safety	P89	
403-4	Worker participation, consultation and communication on occupational safety and health	V	Occupational Health and Safety	P87	
403-5	Worker training on occupational safety and health	V	Occupational Health and Safety	P87	

Disclosure status: V Full disclosure, O Partial disclosure, Δ Not applicable, X Not disclosed

Index number	Narrate	Reveal the situation	Corresponding chapter	page number	Note
403-6	Worker Health Promotion	V	Occupational Health and Safety	P88-89	
403-7	Prevention and mitigation of occupational safety and health impacts directly linked to business relationships	V	Occupational Health and Safety	P87	
403-8	Workers covered by the occupational safety and health management system	V	Occupational Health and Safety	P86	
403-9	occupational injury	V	Occupational Health and Safety	P90	
403-10	occupational disease	V	Occupational Health and Safety	P90	
GRI 404 : Training and Education					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Happy workplace and social integration - management policy	P75	
404-1	Average hours of training per year per employee	V	Employee care and benefits	P80	
404-2	Programs for upgrading employee skills and transaction assistance programs	V	Employee care and benefits	P80-82	
404-3	Percentage of employees receiving regular performance and career development reviews	V	Employee care and benefits	P80	
GRI 405: Diversity and Equal Opportunity					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Happy workplace and social integration - management policy	P75-76	
405-1	Diversity of governance bodies and employees	V	Operation of the board of directors and operating conditions, labor rights and human rights, employee care and benefits	P34-76-77-83	
405-2	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	V	Employee care and benefits	P85	
GRI 406:Non-Discrimination					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Happy workplace and social integration - management policy	P75-76	
406-1	Incidents of discrimination and corrective actions taken	V	Labor rights and human rights	P76	None
407: Freedom of Association and Collective Bargainin					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Corporate Governance - Management Policy	P29	
407-1	Operations and suppliers which the right to freedom of association and collective bargaining may be at risk	V	supply chain management	P48	None
GRI 408 : Child Labor					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Happy workplace and social integration - management policy	P75-76	
408-1	Operations and suppliers at significant risk for incidents of child labor	V	Labor rights and human rights	P76	None
GRI 409: Compulsory Labor					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Happy workplace and social integration - management policy	P75-76	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	V	Labor rights and human rights	P76	None




Disclosure status: V Full disclosure, O Partial disclosure, △ Not applicable, X Not disclosed



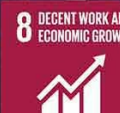
Index number	Narrate	Reveal the situation	Corresponding chapter	page number	Note
GRI 410: Security practice					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Happy workplace and social integration - management policy	P75-76	
410-1	Security personnel receive training in human rights policies or procedures	V	Labor rights and human rights	P77	
GRI 411: Indigenous rights					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Happy workplace and social integration - management policy	P75-76	
411-1	Incidents involving violations of the rights of indigenous peoples	V	Labor rights and human rights	P77	None
GRI 412 : Human Rights Assessments					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Labor rights and human rights	P75-77	
412-1	Operations that have been subject to human rights reviews or impact assessments	V	Labor rights and human rights	P77	None
412-2	Employee training on human rights policies or procedures	V	Labor rights and human rights	P77	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	V	Labor rights and human rights	P77	
GRI 413:Local community					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Social Participation and Public Welfare Feedback	P95-96	
413-1	Operational activities through local community communication, impact assessment and development plan	V	Social Participation and Public Welfare Feedback	P95-96	
413-2	Operational activities that have a significant actual or potential negative impact on the local community	V	Social Participation and Public Welfare Feedback	P95-96	None
GRI 414 : Supplier Social Assessment					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Corporate Governance - Management Policy	P29	
414-1	New suppliers that were screened using social criteria	V	Supply chain management	P46	
414-2	Negative social impacts in the supply chain and actions taken	V	Supply chain management	P46	None
GRI 415: Public policy					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Labor rights and human rights	P76	
415-1	Political contributions	V	Labor rights and human	P76	None





Disclosure status: V Full disclosure, O Partial disclosure, Δ Not applicable, X Not disclosed

Index number	Narrate	Reveal the situation	Corresponding chapter	page number	Note
GRI 416: Customer Health and Safety					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Corporate Governance - Management Policy	P29	Company non-manufacturing industry
416-1	Assessment of the health and safety impacts products and service categories	V	Operation of the Board of Directors and Operational Status-Construction Quali-	P39	Company non-manufacturing industry
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	V	Integrity, transparency and legal compliance	P55	Company non-manufacturing industry
GRI 417 : Marketing and Labeling					
103-2 103-3	The management approach & its components Evaluation of the management approach	Δ			Company non-manufacturing industry
417-1	Requirement of product and service information and labeling	Δ			Company non-manufacturing industry
417-2	Incidents of non-compliance concerning product and service information and labeling	Δ			Company non-manufacturing industry
417-3	Incidents of non-compliance concerning marketing communications	Δ			Company non-manufacturing industry
GRI 418 : Customer Privacy					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Labor rights and human rights	P77	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	V	Labor rights and human rights	P77	None
GRI 419 : Socioeconomic Compliance					
103-2 103-3	The management approach & its components Evaluation of the management approach	V	Integrity, transparency and legal compliance	P55	
419-1	Non-compliance with laws and regulations in social economic area	V	Integrity, transparency and legal compliance	P55	

Appendix SDGs comparison table

SDGs goals and detailed targets	What we do	page number
 <p>Goal 1 End poverty: eliminate all forms of poverty everywhere.</p> <hr/> <p>Detailed objectives:</p> <p>1.5 By 2030, let the poor and the disadvantaged Ethnic groups build resilience to reduce their exposure to climate extremes and other socio-economic and environmental shocks and disasters and their risks and vulnerabilities.</p>	<p>Participate in "Step30 Used Shoes to Save Life" and donate used clothes and shoes to backward countries in Africa to protect them from sand fleas.</p> <p>Support local agricultural development and care for small farmers;</p> <p>Buy Golden Diamond Pineapples to help small farmers and support local agriculture.</p>	<p>P94-95</p>
 <p>Goal 3 Health and well-being: to ensure and promote healthy life and well-being for all age</p> <hr/> <p>Detailed objectives:</p> <p>3.6 By 2020, the number of casualties caused by traffic accidents in the world will be reduced by half.</p> <p>3.9 By 2030, substantially reduce the number of deaths and diseases caused by dangerous chemicals, air pollution, water pollution, soil pollution and other pollution.</p>	<p>We have perfect delivery and maintenance measures in the course of the project. We also have different measures to prevent traffic accidents for different projects. For example, in the Nanzhou Railway Project, we have set up watchmen along the railway to avoid accidents.</p> <p>In terms of pollution prevention and control, we implement environmental monitoring to avoid all kinds of pollution such as air, water, and noise.</p>	<p>P87</p> <p>P64-67</p>
 <p>Goal 4 High-quality education: to ensure that there is no class, fair and high-quality education, and to promote life-long learning.</p> <hr/> <p>Detailed objectives:</p> <p>4.5 By 2030, eliminate gender inequality in education, and ensure that disadvantaged groups have equal opportunities to receive education of all classes and vocational training, including the physically and mentally disabled, indigenous people and disadvantaged children.</p>	<p>Our vocational training and education training, regardless of gender, have the same right to education, and encourage all colleagues to study for life.</p> <p>The total training hours in 2020 is 1411.5 hours/170 people (total domestic employees, including 5 non-part-time employee directors) regardless of gender = average hours 8.30 hours/person. (The average hours in 2019 is 4.33 hours/person)</p> <p>The number of school hours in 2020 is an increase of 3.97% compared to 2019.</p>	<p>P80-82</p>

SDGs goals and detailed targets	What we do	page number
 <p>Goal 5 Gender Equality: Achieve gender equality and empower women.</p> <p>Detailed objectives:</p> <p>5.1 Eliminate all forms of discrimination against women everywhere.</p> <p>5.C Adopt and strengthen sound policies and enforceable legislation to promote gender equality and increase the power of women from all walks of life.</p>	<p>We have a "Human Rights Policy" to protect the basic human rights of all colleagues, recognize and support the "United Nations Universal Declaration of Human Rights," "United Nations Global Covenants," and "International Labor Conventions" and other international human rights conventions, to prevent any violations and violations of human rights, It is clearly revealed that all colleagues are treated with fairness and fairness and respect.</p>	<p>P77</p>
 <p>Goal 6 Water purification and sanitation: to ensure that all people have access to water, sanitation and sustainable management.</p> <p>Detailed objectives:</p> <p>6.5 By 2030, comprehensively implement integrated water resources management, including cross-border cooperation.</p>	<p>We conduct water quality and water area monitoring to ensure that the water is not polluted.</p> <p>Implement environmental protection policies for water management and water reduction.</p>	<p>P65</p> <p>P63</p>
 <p>Goal 8 Appropriate work and economic growth: Promote inclusive and sustainable economic growth, so that everyone has a good job.</p> <p>Detailed objectives:</p> <p>8.2 Increase economic productivity through diversification, technological upgrading and innovation, including focusing on high value-added and labor-intensive industries.</p> <p>8.5 By 2030, all men and women, including young people and the physically and mentally disabled, will be able to achieve full and productive employment and suitable work, and achieve equal pay for equal work.</p> <p>8.7 Take immediate and effective measures to eliminate forced labor, end modern slavery and human trafficking, ensure the prohibition and elimination of the worst forms of child labor, including the recruitment and use of child soldiers, and end all forms of child labor by 2025.</p> <p>8.8 Protect the rights and interests of workers and promote the safety of the working environment, including migrant workers, especially women and workers who perform dangerous jobs.</p>	<p>We continue to improve engineering technology in order to achieve the goal of sustainable development of the enterprise.</p> <p>We diversify employment, provide fair labor-employment relations and sufficient job opportunities.</p> <p>We prohibit child labor and prohibit forced labor.</p> <p>We ensure the safety of the labor working environment and spare no effort in occupational safety and health measures.</p>	<p>P53</p> <p>P76-77</p> <p>P76</p> <p>P86-90</p>

SDGs goals and detailed targets	What we do	page number
 <p>Goal 9 Industry, Innovation and Infrastructure: Build resilient infrastructure, promote inclusive and sustainable industries, and accelerate innovation.</p> <hr/> <p>Itemized goals:</p> <p>9.1 Develop high-quality, reliable, sustainable and resilient infrastructure, including regional and cross-border infrastructure, to support economic development and human well-being, with a focus on providing affordable and equitable access for all.</p>	<p>Establish a construction quality control system, and formulate a quality plan based on the scale and nature of the project, including management responsibilities, construction essentials, quality management standards, material and construction inspection procedures, self-checklists, control of non-conforming products, corrective and preventive measures, Internal quality audit and document record management system.</p> <p>The implementation of quality control is the most important part of ensuring construction quality. We promise to complete the independent inspection of various construction quality and cooperate to complete various quality inspections.</p>	<p>P39-40</p>
 <p>Goal 10 Reduce inequality: reduce inequality within and between countries.</p> <hr/> <p>Detailed objectives:</p> <p>10.2 By 2030, promote social, economic and political integration, regardless of age, gender, physical or mental disability, race, ethnicity, motherland, religion, economic or other status.</p> <p>10.3 Ensure equal opportunities and reduce inequality, including laws, policies and practices that eliminate discrimination, and promote appropriate legislation, policies and actions.</p>	<p>We formulate human rights policies to protect the basic human rights of all colleagues, agree with and support various international human rights conventions such as the United Nations Universal Declaration of Human Rights, the United Nations Global Covenant, and the International Labor Convention, to prevent any violations and violations of human rights. Reveal to treat and respect all colleagues with fairness and fairness.</p>	<p>P76-77</p>
 <p>Goal 13 Climate Action: Complete mitigation and adaptation actions to respond to climate change and its impact.</p> <hr/> <p>Detailed objectives:</p> <p>13.2 Implementation of the greenhouse gas phase control objectives.</p>	<p>We aim to reduce the amount of indirect emissions of greenhouse gases by reducing electricity and water. We hope to achieve a short-term goal of reducing 2% per year, and achieving a medium-term goal of reducing 10% in five years. We have reached the 10% reduction target in 2019 the previous year. Taking into account the characteristics of the construction industry, the difference in hydropower consumption before, during and after the project is expected to be revised to not less than 3% as the remote reduction target per year.</p>	<p>P62-63</p>
 <p>Goal 14: Conserve marine ecology: Conserve and sustainably use marine ecosystems to ensure biodiversity and prevent degradation of the marine environment.</p> <hr/> <p>Detailed objectives:</p> <p>14.2 Manage and protect marine and coastal ecology in a sustainable manner.</p>	<p>During our dredging and filling operations, a fouling prevention film is installed to avoid contamination.</p> <p>Regularly monitor the water quality of the water area.</p> <p>The decompression zone of the wharf adopts water-passing and porous design to create a diverse ecological environment.</p> <p>A green construction method that uses disturbance reduction to reduce seabed disturbances.</p>	<p>P69</p>

SDGs goals and detailed targets	What we do	page number
<div data-bbox="119 197 231 309"> </div> <p data-bbox="239 197 662 358">Goal 15: Conserve terrestrial ecology: Conserve and sustainably use terrestrial ecosystems, ensure biodiversity and prevent land degradation.</p> <hr/> <p data-bbox="119 414 383 448">Detailed objectives:</p> <p data-bbox="119 470 654 683">15.5 Take urgent and major actions to reduce the destruction of natural habitats, end the loss of biodiversity, and protect and prevent the extinction of endangered species by 2020.</p>	<p data-bbox="678 197 1308 280">For different projects, we have different ecological protection measures</p> <p data-bbox="678 302 1324 515">, For example, the new construction of Guanyin Tunnel on Suhua Highway on Taiwan 9th Line has a lot of conservation animals in the work area, so the conservation measures for conservation animals are specially formulated.</p> <p data-bbox="678 537 1316 918">C031 Standard Environmental Monitoring Scope: Within 500 meters of the dual-track project between Fenglin Tunnel and Wanlix Bridge and the surrounding area, 7 species of rare and rare second-level conservation species were discovered, and the third-level conservation category that should be conserved 3 Kind. We also promote and avoid affecting the conservation animals in the area due to the progress of the project.</p>	<p data-bbox="1337 197 1452 235">P67-70</p>



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